

ANNUAL REPORT

2025 - 2026

SIMCOE NORTH

EarlyON Child and Family Centre
ON y va Centre pour l'enfant et la famille

OEYC-SN

DELIVERING EARLYON CHILD AND FAMILY CENTRE PROGRAMMING AND SERVICES

Better Beginnings, Empowering Relationships, Greater Possibilities

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VISION



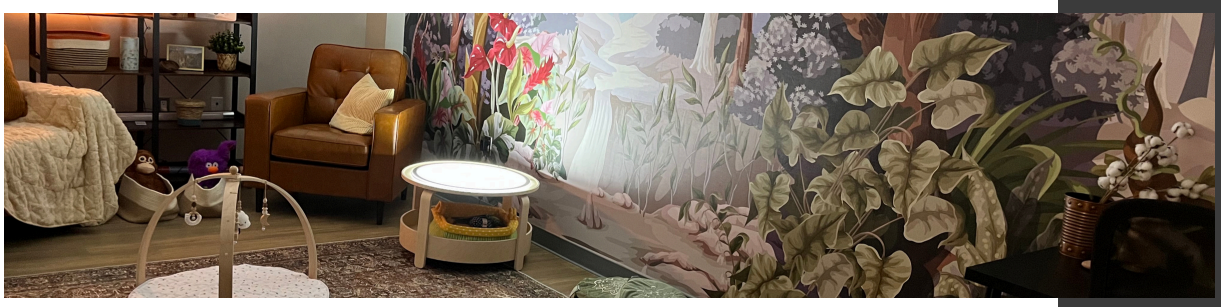
Better Beginnings.
Empowering Relationships.
Greater Possibilities

MISSION

Through nurturing relationships, high quality programming, and play based environments, EarlyON Simcoe North fosters and supports learning, developing, and well-being of children, families and caregivers within their communities.

VALUES

RESPECT - INCLUSION - EXCELLENCE - COLLABORATION - INTEGRITY



Message from the Board Chair

The 2025/2026 year was one of growth, planning and renewed direction for EarlyON Simcoe North. Our Orillia Centre continued to thrive in its new location, providing a welcoming space for families, staff and community partners.

A significant achievement this year was the completion and launch of our 2026–2029 Strategic Plan in the winter of 2026. The Board was pleased to work alongside staff, families and community partners to establish clear priorities focused on Our People, Our Community and Our Families. This plan will guide the organization's decisions and growth over the next three years.

Our work continues to support Ontario's vision for early years programs by providing responsive, high-quality and increasingly integrated services for children and families. Guided by How Does Learning Happen?, we remain committed to experiences that strengthen belonging, well-being, engagement and expression.

The Board continued to carefully consider the future of our Midland Centre. Recognizing the limitations of the current building, we explored options that would provide a more welcoming, functional and inclusive environment while allowing programs and partnerships to grow.

We were also pleased to welcome Kim Hacker into the newly created Program Manager role in June 2025. This important addition strengthened our leadership structure and provided greater support and consistency across our programs and locations.

During our annual retreat, the Board dedicated time to governance, organizational risk, strategic priorities and the long-term needs of the Midland Centre. These discussions helped ensure that we remain responsible, forward-thinking and responsive to the communities we serve.

We thank Nicolas Damer as outgoing director for his years of service and commitment to the organization.

On behalf of the Board of Directors, I would like to thank our Executive Director, leadership team and staff for their dedication, creativity and continued commitment to children and families. We look forward to building on this year's progress as we bring our new strategic direction to life.

Congratulations to the following staff member on their anniversary:
Margaret O'Leary: 10 years in November 2025
Marie McMeney: 15 years in February 2026



Michele

MICHELE MACDONALD
CHAIR

Message from the Executive Director

When I look back on this past year, what stands out most is how much we have grown, not only as an organization, but as a team.

This year gave us opportunities to reflect on who we are, what we do well, and where we want to go next. One of our biggest accomplishments was launching our new 2026–2029 Strategic Plan. The process gave us the opportunity to really listen to our staff, Board, families and community partners, and create a plan that feels true to EarlyON Simcoe North. Our Families. Our People. Our Community. These three pillars are simple, but they capture what matters most to us and will continue to guide our work over the coming years.

As you move through the pages of this annual report, you will see this work come to life. You will see how our programs continue to evolve, how we are investing in our people, strengthening our environments, building community partnerships, and finding meaningful ways to respond to the needs of children and families across Simcoe North.

Behind all of this work is an incredible team. Our staff bring creativity, compassion, curiosity and thoughtfulness to what they do every day. We have spent time learning and reflecting together, challenging our practice, strengthening relationships and, just as importantly, finding opportunities to connect and have some fun along the way.

The pages ahead also tell a story that numbers alone cannot. They reflect relationships built, families welcomed, partnerships strengthened, new ideas explored and many small moments that make a difference in the lives of children and caregivers.

As we look ahead, there is much to be excited about. We will continue to listen, learn, try new things and challenge ourselves to do better.

I hope the pages that follow give you a sense of not only what we accomplished this year, but who we are as an organization and where we are going together.



We Are Stonger Together Conference, October 2025: Kayla, Margaret, Desiree, Shannon L and Christine



Christine

CHRISTINE VANDERBYL
EXECUTIVE DIRECTOR

Strategic Plan at a Glance



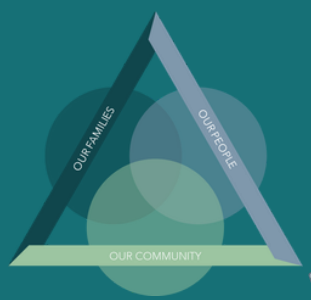
Strategic Plan 2025-2026

Growing Together with Children, Families and Communities

Our Commitment

Every child deserves the opportunity to thrive, every caregiver deserves support, and every community deserves welcoming places where families can connect. This strategic plan guides how EarlyON Simcoe North will strengthen people, families, and communities from 2026 to 2029.

Our People	Our Community	Our Families
Priority Workfoce Stability and Capacity	**Priorities** Collaboration · Facilities · Visibility	**Priority** Responsive Programs
Support well-being	Strengthen collaboration	Expand programming
Build leadership	Improve facilities	Increase access
Stengthen workforce	Increase visibility	Integrate mental health
Use workforce data	Improve equitable access	Use data to improve services



What Success Looks Like by 2029

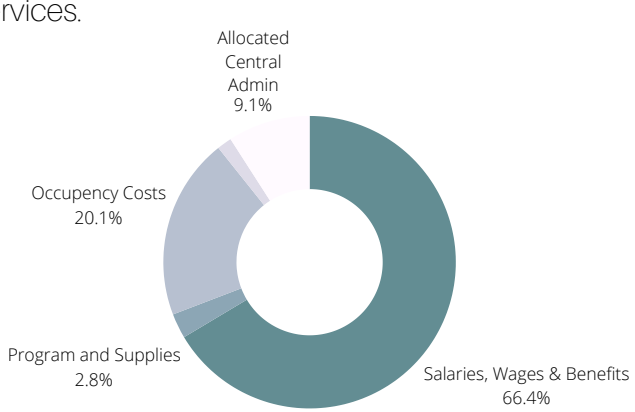
- ✔ Staff feel supported, valued, and equipped to succeed.
- ✔ Families experience welcoming, inclusive, and responsive services.
- ✔ Safe, inspiring environments support learning and connection.
- ✔ Strong community partnerships improve coordination for families.
- ✔ Decisions are informed by data and equity.
- ✔ EarlyON is recognized across Simcoe North as a trusted leader in early years.

Treasurer Report

This past year, EarlyON Child and Family Centre – Simcoe North continued to demonstrate sound financial management while remaining focused on our mission of supporting children, families, and caregivers throughout our community.

As a publicly funded organization, we understand the responsibility that comes with stewarding public resources. Throughout 2025-2026, the Board worked closely with the Executive Director and leadership team to ensure that financial decisions aligned with organizational priorities, emerging community needs, and our long-term sustainability goals.

An important highlight this year was the receipt of **one-time funding that provided additional opportunities to enhance programming and supports for families.** This funding allowed us to invest beyond our regular operating budget and respond to identified needs and opportunities. These additional resources helped strengthen the quality and variety of experiences offered through our EarlyON programs and supported our continued commitment to responsive, high-quality services.



While these additional funds allowed us to expand and strengthen our work, we remain mindful that temporary funding requires thoughtful planning and careful oversight. Maintaining financial stability while adapting to changing needs continues to be a key priority for the organization.

I would like to acknowledge the many individuals who contribute to the organization's strong financial foundation. The Board values the expertise and guidance provided by our accountant, Dave Anderson, the leadership of Executive Director Christine VanderByl, and the professional support of auditor Thomas Turnbull and the team at RH Partners LLP. Their collaboration helps ensure that our financial practices remain accountable, transparent, and effective.

As we look ahead, we remain committed to responsible stewardship, careful planning, and maximizing every resource available to serve children and families.

A balanced budget has been prepared and approved for the 2026-2027 fiscal year





DEBRA WICKS
TREASURER

PR Chair Report

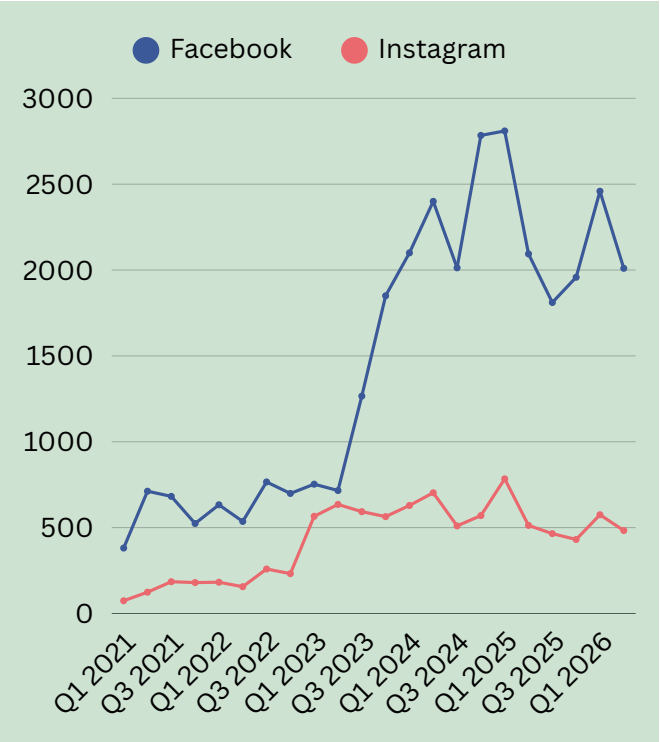
This past year, our Public Relations Committee continued to focus on strengthening how we connect with families, community partners and the broader communities we serve.

Facebook and Instagram remain our primary social media platforms, and we are pleased to see our online community continue to grow. These platforms allow us to do much more than promote upcoming programs. They give us an opportunity to share the work happening across EarlyON Simcoe North, highlight community partnerships and help families stay connected to the programs and resources available to them.

One of the highlights of the year was our "We Heard You" campaign, developed in response to feedback received through our annual participant survey. We believe asking families for their feedback is only meaningful if we also demonstrate that we are listening. The campaign allowed us to share what families told us, highlight the changes and decisions influenced by their voices, and reinforce the important role families play in shaping our work.

As we look ahead, we will continue to build our social media presence, explore new ways to reach families and strengthen the visibility of EarlyON Simcoe North throughout our communities.

Good communication is about more than sharing information. It is about listening, building relationships and making sure families know they have a voice. We are proud of the progress made this year and look forward to continuing to grow our connections.



Caitlin

CAITLIN HNATIW
PR COMMITTEE CHAIR

2025 EarlyON / ON y va Conference











The ***2025 EarlyON / ON y va Fall Conference*** brought staff together for two days of learning, reflection, and connection. Centred on the theme of cultivating relationships, the conference explored topics including early intervention, perinatal mental health, supporting newcomer families, and the importance of professional friendships. Hands-on experiences such as drumming, yoga, and watercolour painting complemented the learning while creating space for wellness and team building.

Participants consistently identified the opportunity to strengthen relationships with colleagues as one of the conference's greatest benefits, leaving with renewed ideas, practical strategies, and a shared commitment to supporting children, families, and one another. The conference continues to influence our culture of collaboration and reflective practice across the organization.





See you October 2027!

Volunteer Report

From April 2024 to March 2025 the EarlyON Simcoe North was able to welcome one Georgian College Student from the Early Childhood Education program for their unique placement into our Orillia location for in-person programming. They did approximately 245 volunteer hours. The Midland centre had a High School student with an assistant who came once a week and did 12 hours. We were extremely lucky to have our dedicated Board of Directors assist our Executive Director.

They provided us with extra energy and vitality; priceless expertise and new insights. They helped to spread the word in their own circles about the resources and services we were able to support the community with.

We provided information about volunteer opportunities in the following ways:

- EarlyON Child and Family Centre, Simcoe North newsletter
- Postings within the centres and satellite sites
- EarlyON Child and Family Centre, Simcoe North website and Facebook pages
- Community meetings and networking opportunities

We look forward to continuing our partnership with Georgian College "Early Childhood Education" and "Child and Youth Care" program students. Students are made aware of the application process and the length of time it can take to complete (ie. getting a Criminal Reference Check). Directions within the "Screening and Intake Process" manual helps to ensure the success of staff involvement with the student application process; thus, allowing the staff and student to gain knowledge of and become more acquainted prior to commencement of the placement.

Throughout the year, EarlyON Child and Family Centre, showed appreciation to our board volunteers in the following ways:

- Recognition on our Facebook page during National Volunteer Recognition Week
- Holiday cards

Allison

ALLISON WALKER
SENIOR ADMINISTRATIVE ASSISSTANT

OUR EarlyON TEAM

Our staff remain the steady heartbeat of our organization. Many have been part of EarlyON Simcoe North for more than a decade, and some for more than two, and one more than THREE, bringing a depth of experience, consistency and care that families have come to trust. Over the years, they have supported countless first steps, first words and transitions to school, often building connections with families that continue across generations.

Because of them, our spaces are more than places to attend a program, they are places where families feel known, supported and that they belong.













NEW MANAGER - NEW ORGANIZATIONAL LOOK

This year, we introduced our first Program Manager role as part of a renewed organizational structure and welcomed Kim Hacker to the team. This position provides consistent day-to-day leadership, strengthens communication and offers greater support to staff across our programs and locations. Building on the knowledge and experience already present within our team, this new structure positions EarlyON Simcoe North for continued growth and a strong future.

Kim brings a wealth of experience in leadership, staff management, operations management, and community partnerships. We are excited to have Kim in this leadership role and look forward to the experience, organization and support she will continue to bring to our team.



2025-2026 Programming

- Supporting early learning and development
- Engaging parents and caregivers
- Making connections for families

INFANT PROGRAMMING

A very successful year of offering many infant programs.

- Parent Child Mother Goose – Infant
- Baby Signs
- Wonderplay
- Grow with Your Baby

We now offer infant programming at our Satellite Sites.

EARLY YEARS

- Stay, Play and Learn
- Getting Ready for K
- EarlyON Explorers
- Mother Goose in the Park
- In the Know
- Rainbow Music and Fun

We understand the value of play-based learning and parent/caregivers and child positive interactions. That's why we offer Stay, Play and Learn opportunities 8 times a week at our main sites.

PARENTING PROGRAMS

We continue to offer Triple P Parenting virtually, as we find it very successful for participation and attendance.

- Triple P Select Seminars
- Triple P Discussion Groups
- Circle of Security Parenting (with NewPath)

2025-2026 Locations



Board of Directors

We are deeply grateful to our volunteer Board of Directors, who bring wisdom, guidance, and a strong commitment to our mission. Their leadership helps ensure our agency remains rooted in community values while planning for a strong and sustainable future. Each member generously gives their time and expertise to support children and families, and we are fortunate to have their dedication at the heart of our work. The Board meets 8 times a year which includes 6 online meetings, one in-person Annual Meeting and a Board Retreat in June every year. If making a difference in your community interests you, please connect with the board at boardcommunications@ealryonsimcoenorth.ca



Michele MacDonald
Chair



Caitlin Hnatiw
Vice - Chair



Debra Wicks
Treasurer



Zoey Courtney
Director



Christine Murray
Director



Jamie-Lee Ball
Director



Erin King
Director



Chelsea Rutledge
Director



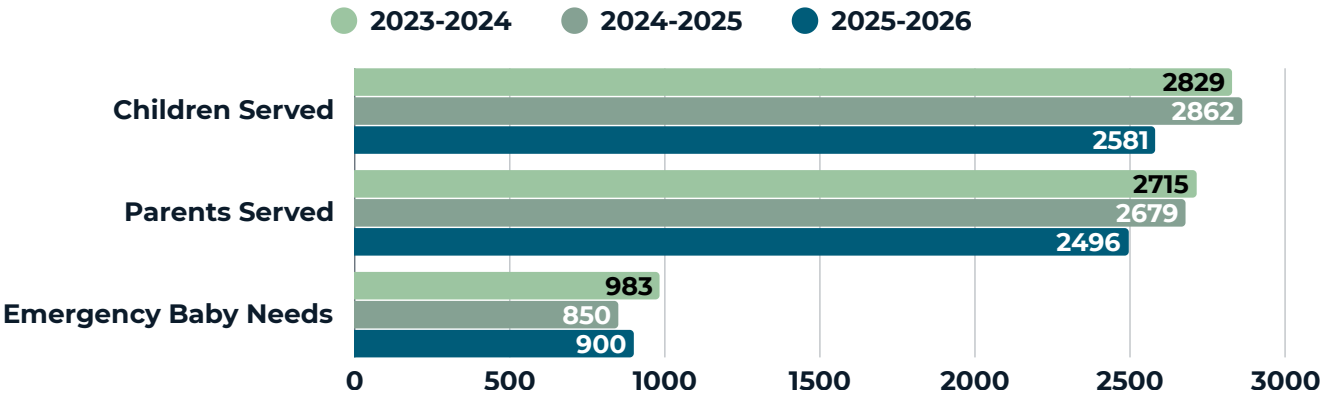
Natalya Jirgensons
Director



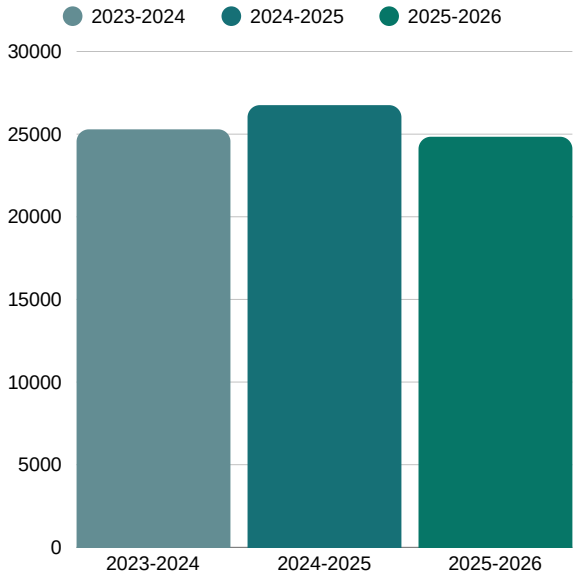
Madison Calder
Director

KEY HIGHLIGHTS

2025-2026



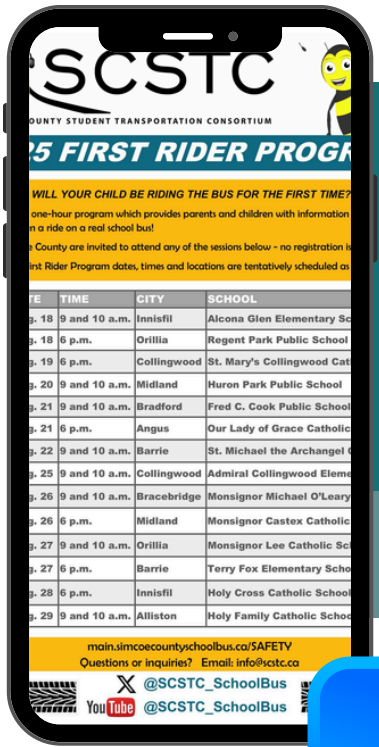
WEBSITE VISITS



NEW

VISITOR SESSIONS
9,661

RETURNING VISITOR SESSIONS
15,176



Year after year, our First Rider schoolbus-readiness program remains our most popular social media post, reflecting families' excitement about kindergarten.

EarlyON Child and Family Centre

SIMCOE NORTH

THANK YOU

In the years ahead, we hope to continue reaching more families with welcoming, accessible supports. We look forward to deepening community partnerships, trying new ideas, and creating space for reflection and growth. Most of all, we remain committed to building strong foundations for children and families, together with our community.



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@earlyonsimcoenorth

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GREATER POSSIBILITIES · BETTER BEGINNINGS · EMPOWERING RELATIONSHIPS

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