

# ANNUAL REPORT

## 2024 - 2025

ORILLIA  
EARLYON



### OEYC-SN

**DELIVERING EARLYON CHILD  
AND FAMILY CENTRE PROGRAMMING AND SERVICES**

Better Beginnings, Empowering Relationships, Greater Possibilities



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# VISION

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*Better Beginnings.  
Empowering Relationships.  
Greater Possibilities*

# MISSION

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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

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RESPECT  
INCLUSION  
EXCELLENCE  
COLLABORATION  
INTEGRITY





2024-2025

# MESSAGE FROM THE CHAIR

*Michele*





2024-2025

# FROM OUR EXECUTIVE DIRECTOR

As we welcome a new year, I am reminded of the deep sense of connection that lies at the heart of our work. This past year has been a reflection of the resilience, strength, and joy of the families and children we serve, and it is with great pride that I share our collective accomplishments.

I am privileged to work alongside a dedicated and insightful Board of Directors, whose guidance, time, and expertise have been invaluable to our agency. Their thoughtful leadership and commitment ensure that EarlyON remains a trusted and vital resource for families across Simcoe North.

For many of our staff, this year has been one of growth and meaningful engagement. We are especially grateful to the County of Simcoe for their continued partnership and investment in our professional development, which has enriched our programs and strengthened our impact.

In April 2024, we moved to our new location in Orillia at 250 West St. N. What an amazing process and thankful for the help from our Board volunteers, staff and families who supported us with the move.

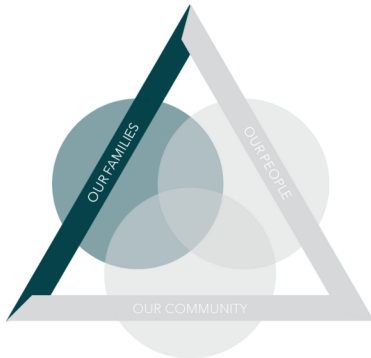
As we look ahead, we are eager to bring our current three-year Strategic Plan to a successful close and embark on the next chapter with the guidance of our Board of Directors and the dedication of our team. The progress we have made would not have been possible without the commitment and passion of our staff and volunteers, whose efforts have brought meaningful change to the lives of many families.

Our gratitude goes to each person who has contributed to our mission. Together we're building belonging and creating lasting shaping brighter future for families in Simcoe North.

*Christine*



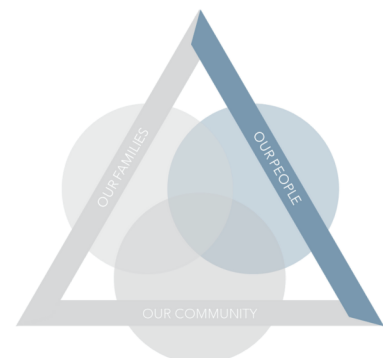
# Strategic Plan 2022-2025



**Our Families** experience inclusivity, community and enhanced well-being. Inclusive of all children, caregivers, and families in Simcoe North now and into the future.

**Enhance programming** to reflect the current and future needs of all our families  
**Increase access** to high-quality programming and resources for all our families  
**Increase inclusivity** of high-quality programming and resources for all our families  
**Increase reach** of our programs and services among existing and new families

**Enhance engagement** and well-being of our people  
**Increase capabilities** and competencies of our people  
**Enhance governance** effectiveness and decision making



**Our People** feel engaged, motivated and safe in their work environments. Inclusive of our staff, volunteers, community partners, and Board members.



**Our community** thrives with opportunity and belonging. Inclusive of the natural environment in which we work, live and play in Simcoe North as well as the broader collective of agencies, institutions and people within and around it.

**Increase brand** visibility, presence, and influence in the community  
**Foster inclusivity** in our organization and across the community  
**Enhance partnership** effectiveness  
**Increase environmental stewardship and sustainability** of our business processes and practices

As we bring this Strategic Plan to a close, we are grateful for the achieved milestones and the incredible growth over the last 4 years.





2024-2025

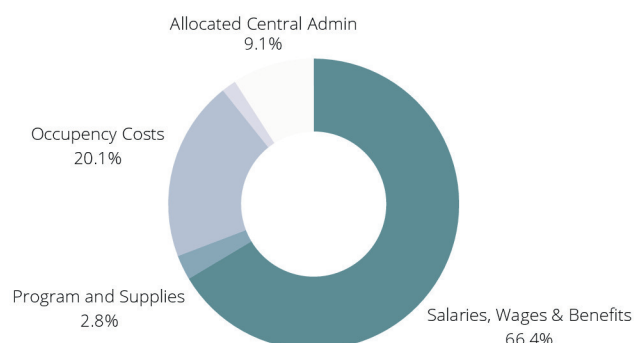
# TREASURER REPORT

This past year, we are grateful for the ongoing support and expertise that has helped guide our financial direction. We would like to thank our accountant Dave Anderson for his professional guidance and Christine VanderByl our ED in managing the financial matters of our agency. We also extend our appreciation to our auditor Thomas Turnbull representing RH Partners LLP, for his knowledge and long-standing commitment to ensuring accuracy and accountability in our financial reporting.

In 2024, we signed a service contract with the County covering 2024 and again for the 2025 year. While these agreements secure our funding, it is important to note that the contracts did not include an increase in funding, despite rising lease and operational costs, putting much pressure on our programming. Thanks to careful planning, we were able to manage a balanced budget this year.

The Board of Directors received a Financial Primer 101 to help strengthen understanding at the leadership level. This resource helps board members gain confidence in reading and interpreting financial statements enhancing good decision-making for our agency.

We remain committed to using our resources wisely so that every dollar continues to make a difference for families and children in our community.



A balanced budget has been prepared and approved for the 2025-2026 fiscal year



**DEBRA WICKS**  
TREASURER



2024-2025

# PR CHAIR REPORT

Thank You, Simcoe County Families! ❤️

A big thank you to the 225 parents and caregivers who completed our 2024 EarlyON Satisfaction Survey. Your feedback helps us make our programs stronger and more responsive to families' needs.

Highlights include: 99% visit so children can play and connect, 92% feel welcomed by staff, and 91% value the community support EarlyON provides. Families also shared great ideas like more evening/weekend programs and variety for toddlers and preschoolers.

We look forward to working with families across Simcoe North to keep building welcoming, supportive EarlyON Centres together.

✨ Stay tuned for more information about the survey results! Be sure to follow us on Facebook and Instagram, where staff will continue to post updates about weather and site closures.

The PR Committee thanks all staff for their commitment, hard work, and dedication to our newsletters, social media posts, and their positive representation of the agency.



*Caithlin*



# EarlyON SPRING 2024

## Community of Practice

*Creative thinking in bloom*



### COMMUNITY OF PRACTICE 2024

This year, our new ORILLIA centre hosted a Community of Practice event that brought EarlyON staff from all of Simcoe County for a day of shared learning and reflection. Through breakout sessions and guided conversations, facilitators had the opportunity to connect with one another, exchange ideas, and reflect on the meaningful work they do every day with children and families.

The sessions encouraged staff to pause, share their experiences, and think about how we can continue to grow together in our practice. The feedback was overwhelmingly positive, with staff highlighting how valuable it was to step away from the day-to-day and engage in deeper conversations about the impact of our work.

Events like this strengthen not only our skills but also our sense of connection and teamwork—helping us continue to provide the best possible support to families in our community.





2024-2025

# 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*



## OUR TEAM

Our team is more than just staff—they are the steady heartbeat of our organization. Many have been with us for over a decade, (even over two decades), bringing consistency, trust, and a wealth of experience that families have come to count on. Their long-standing commitment means they've celebrated countless first steps, first words, and first days of school alongside the families we serve. This continuity not only strengthens the quality of our programs but also fosters a deep sense of connection, making our spaces feel warm and welcoming for parents, caregivers, and children alike. Their dedication is the reason we can confidently say our impact grows stronger with each passing year.



Standing from left to right: Alex Cosford, Desiree Watters, Kim Hacker, Allison Walker, Maggie Leonard, Julie Watson, Shannon Lortie, Shannon Clarke, Margaret O'Leary, Christine VanderByl. In front: Marie McMenemy, Marlene Barton. Picture taken at Sugar Ridge Retreat Centre, June 2025.

SPRING 2025

## NEW LOCATION - ORILLIA - 250 WEST ST. N.



### A New Chapter in a New Space

This year marked an exciting transition for our agency as we moved from our previous Orillia centre on Colborne St. W. (marking over 20 years at that location) to our new location on West St. N. While leaving a familiar space is never easy, the move represents growth and new opportunities. Our new centre provides welcoming environments for children and creates a stronger sense of connection within the community. We are grateful for the support of our staff, families, and the County of Simcoe throughout this move, and we look forward to all that this new space will make possible.





# 2024-2025 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

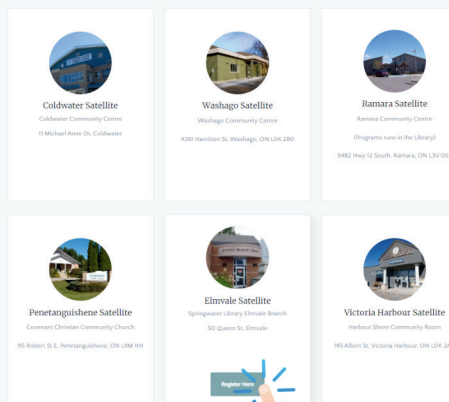
We continue to offer Triple P Parenting virtually, as we find it very successful for participation and attendance.

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

# 2024-2025 *Locations*



- Main Centre Midland  
356 King St, Midland
- Main Centre Orillia  
250 West St. N., Unit 2 Orillia
- Satellite Site Jarratt  
837 Horseshoe Valley Rd.
- Satellite Site Coldwater  
11 Michael Anne Dr.
- Satellite Site St. Bernard's  
255 Oxford St.
- Satellite Site Penetanguishene  
95 Robert Street East
- Satellite Site Elmvalle  
50 Queen St
- Satellite Site Washago  
4361 Hamilton St
- Satellite Site Victoria Harbour  
145 Albert Street
- Satellite Site Ramara  
5482 Hwy 12 South



Families continue to register through our website to get to OCCMS for all programming throughout the County.

With 2 main sites and 8 satellite locations, we offer services and programs in most of Simcoe North.

# OUR BOARD OF DIRECTORS

## ABOUT THE BOARD

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](mailto:boardcommunications@ealryonsimcoenorth.ca)



**Michele MacDonald**  
Chair



**Caitlin Hnatiw**  
Vice - Chair



**Debra Wicks**  
Treasurer



**Zoey Courtney**  
Director



**Nick Damer**  
Director



**Jamie-Lee Ball**  
Director



**Erin King**  
Director

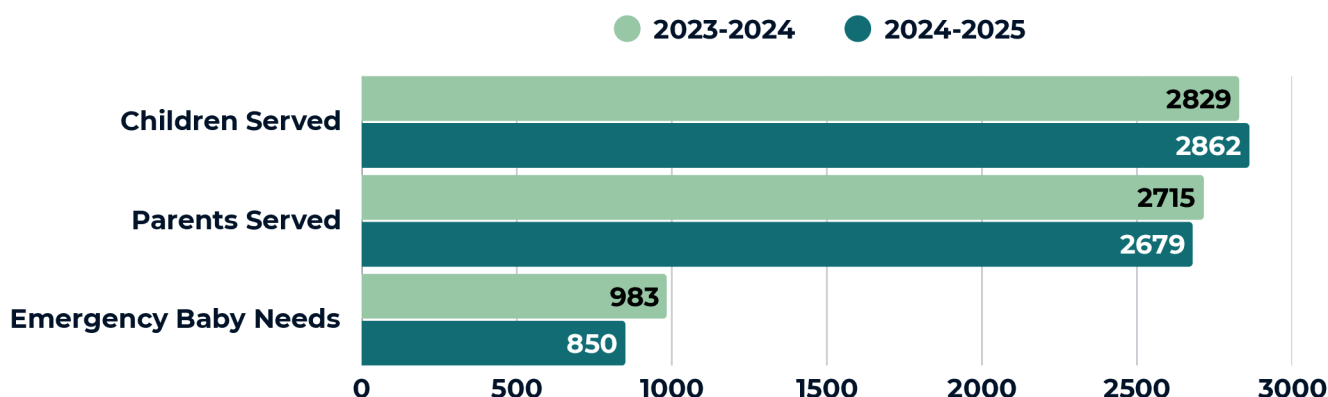


**Vacancy**  
Director

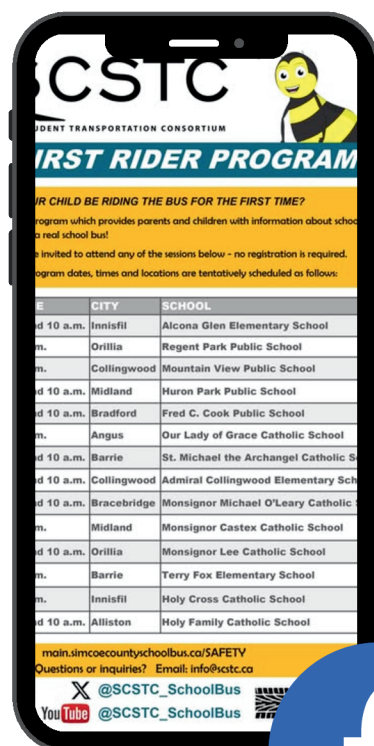
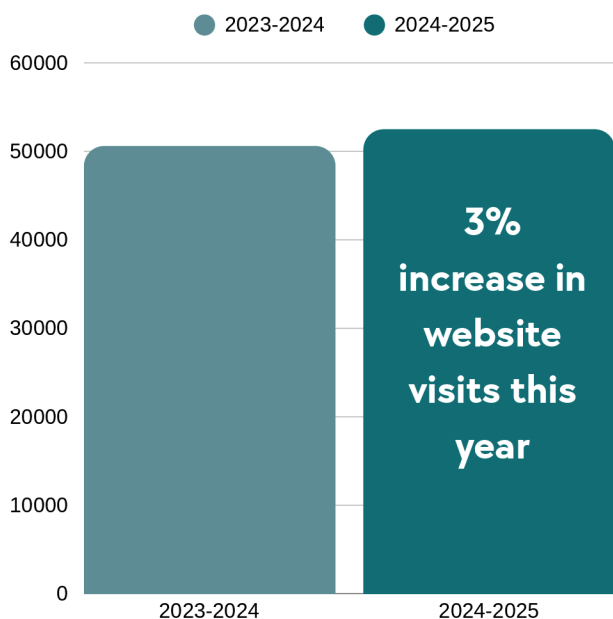


# KEY HIGHLIGHTS

## 2024-2025



# WEBSITE VISITS



We see that our most shared post continues to be the First Rider Program Schedule



# THANK YOU

In the year 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](https://www.instagram.com/earlyonsimcoenorth)



EarlyON Child and Family Centre - Simcoe North



[www.earlyonsimcoenorth.ca](http://www.earlyonsimcoenorth.ca)



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