

ANNUAL REPORT 2021-2022

OEYC- Simcoe North, delivering EarlyON Child and Family Centre Programs and Services in Simcoe North.

356 King St, Midland, ON, L4R 3M8
80 Colborne St. W. Orillia, ON, L3V 2Y6



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



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OUR VISION



OUR 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

OUR VALUES

RESPECT

We strive to achieve diversity, equity, inclusion, and cultural safety in how we work and who we work with.
We honour all individual rights for development and learning.

INCLUSION

We create accessible environments where all members are safe, empowered, valued, respected and feel a sense of belonging.
We create nurturing and empathetic community environments where love, well-being, and caring, blossom.

EXCELLENCE

We hold ourselves to the highest standard of delivery through responsiveness, use of best practices, and development of strong relationships.

COLLABORATION

We engage and partner with families and community agencies to strengthen our capabilities and service offerings.

INTEGRITY

We insist on honesty and transparency from our Board of Directors, staff, volunteers, and community partners.



MESSAGE FROM THE CHAIR

The 2021-2022 year has seen the organization continue to work through the ever-changing protocols of COVID-19. While we said goodbye to Board members Rebecca Dupuis, Mellissa Marchand, and Lyndsay Steele we have appreciated their guidance and service over the years, we are excited to welcome Zoey Courtney and Haylie Taylor who joined the Board in 2021 and Caitlin Hnatiw, Jamie-Lee Ball, and Marie Thompson who joined the Board in 2022, we look forward to your contributions to the Board and ultimately Early ON Child and Family Centre of Simcoe North.

We, as a Board, engaged the services of Boardwalk to assist with the creation of a three-year strategic plan and we will have almost completed one year of the strategic plan. The process was lengthy, but enlightening as we worked with Boardwalk to ensure a forward thinking and inclusive plan for 2022-2025. We continue to foster Greater possibilities, Better beginnings, and Empower relationships through high quality programming (both in person and online) and a play-based environment.

The workplan for 2021 was written and followed and a new workplan with strategic directions has been established for 2022, with a key highlight of engaging new board members.

The Board of Directors is very thankful for the work of the staff and our Executive Director, especially through these turbulent times. In supporting their work, the Board is paying for the registration fee for the College of Early Childhood Educators (a regulatory body), and we will have six staff members with their Registered Early Childhood Educator (RECE) designation.

The Board continues to assist and promote the staff retreat at Horseshoe Resort, where there is an opportunity to make connections, look to a pandemic recovery, and familiarize themselves with the strategic plan and their role in implementing some of the goals. The staff and ED have worked diligently throughout this year, and the pandemic, to ensure that we continue to be current on the province's vision for the Early Years, and the Early ON Child and Family Centre.

Congratulations to the following staff on reaching milestone anniversaries with the agency:

Christine VanderByl - 15 years May 2021
Julie Watson - 20 years September 2021

Finally, we are hopeful of our return to in-person programming as a return to meaningful and purposeful connections with families. We are also keeping our virtual programming as a way to engage with families in a safe space, all while still feeling connecting to their community.



MICHELE MACDONALD
CHAIR



ED REPORT

We are pleased to report that our 2021 - 2022 year as the lead agency in Simcoe North for EarlyON Child and Family Centre services and program delivery was one of success and continued opportunity.

We are very fortunate to be working with a wonderful Board of Directors and we would like to thank them for their guidance and for sharing their time and expertise with our agency. We appreciate their leadership and support. The stewardship they provide through their enthusiasm, thoughtful discussions and wise decisions make us a valuable resource in Simcoe North.

We launched our new Strategic Plan this year and we look forward to our conversations and collaborative work with each other to make our vision a reality.

We would like to thank the Ministry of Education along with the County of Simcoe, for the continued funding and leadership of Family Support Programs across the province. We appreciate the ongoing commitment to children and families.

Our new mission logo has us very excited. We incorporated all 3 statements into an eye catching diagram.



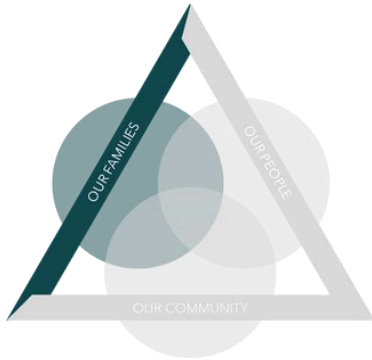
Thank you everyone who had a hand in making this past year a truly successful journey. You continue to make a difference with each connection you make.

Christine

CHRISTINE VANDERBYL, RECE
EXECUTIVE DIRECTOR

Strategic Plan 2022-2025

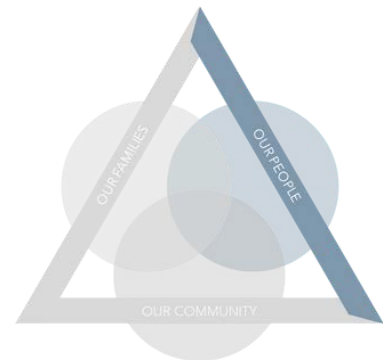
Strategic planning is a continuous on-going exercise that we at EarlyON SN are committed to undertaking on a 3-year basis. This allows us to set direction regularly and proactively, increase focus and efficiency, inspire collective action, and enhance our organization's impact and sustainability. We do this by answering questions along the 5-stepped continuous approach to strategic planning.



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

We will be reviewing the Strategic Plan regularly, collecting data to support our work, and adjusting where necessary. We will be purposeful in our conversations and collaborate with each other to make our vision a reality.

We look forward to celebrating the milestones we reach along the way with all of you.



TREASURER REPORT

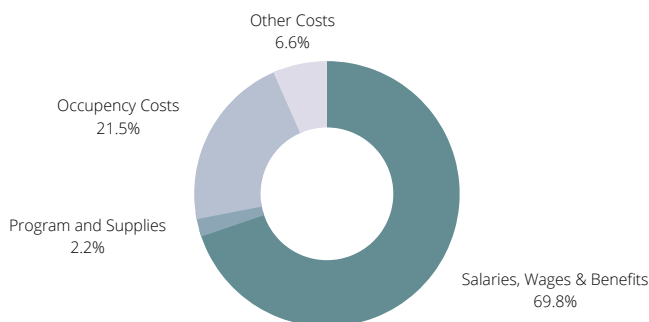
The EarlyON Child and Family Centre Simcoe North has managed a balanced budget for the 2021-2022 fiscal year. This year has slowly seen the return to in-person services and the continued progression to the new normal. Our many thanks to Christine VanderByl, our Executive Director, and her team for persevering and moving forward in finding creative ways in supporting and reaching out to our participants.

Again, a big thank you to Dave Anderson, CPA, CGA, for his expertise and support in the financial matters of the agency.

The following financial activities were completed this past year:

- Salary scales were discussed and an increase was established to reflect the hard work and dedication by our staff to our agency.
- New hires in both Midland and Orillia areas to help support program delivery.
- Hired a consulting firm to support the Board in their development of the 2022-2025 Strategic Plan. Thank you to Kasia and Jennifer from BoardWalk Group for their guidance in the project.

A balanced budget has been prepared and approved for the 2022-2023 fiscal year



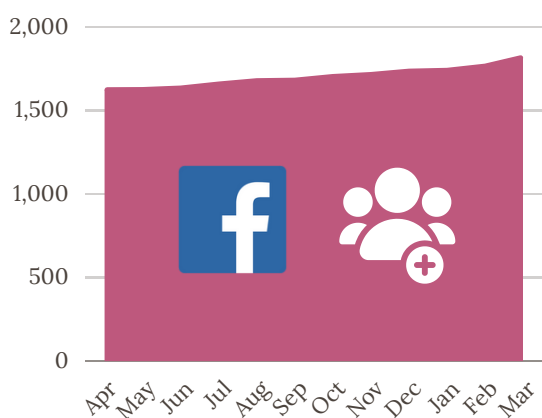
NATALLIE WEST
TREASURER



PR REPORT

Since 2016 the Public Relations (PR) Committee has strived to increase communications with participants and the community of Simcoe North. The committee consists of Caitlin Hnatiw (Committee Chair), Christine VanderByl, Katie Heffernan, and Natallie West.

EarlyON Simcoe-North is continuing its post pandemic recovery by gradually re-opening our satellite sites throughout Simcoe North. Our new website and registration portal continues to give families and community partners access to up-to-date information and easy online registration for all programs across Simcoe County.



The Early Edition bi-weekly newsletter provides families and community partners with the insight into what is happening at the Centres, and with online programming. Our newsletter is also posted bi-weekly on our website, Facebook, and Instagram pages. Facebook and Instagram are also used to communicate program changes, updates to COVID protocols, advertise programs, and share parenting tips. These methods of communication continue to receive great feedback from parents/caregivers and community partners.

The PR Committee continues to work on brand recognition and increasing website traffic through interactive and informative posts for families and caregivers.

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

CAITLIN HNATIW
PR COMMITTEE CHAIR

Diversity, Equity, Inclusion

This year the Board of Directors, staff and volunteers are focused on ongoing discussions and reflections to create the foundational commitment by our agency that all people can thrive personally and professionally in our workplace environment.



What Is Diversity, Equity and Inclusion (DEI)?

DEFINING DIVERSITY, EQUITY AND INCLUSION

- Diversity: The presence of differences within a given setting. In the workplace, that can mean differences in race, ethnicity, gender, gender identity, sexual orientation, age and socioeconomic class.
- Equity: The act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.
- Inclusion: The practice of ensuring that people feel a sense of belonging in the workplace. This means that every employee feels comfortable and supported by the organization when it comes to being their authentic selves.



VOLUNTEER REPORT

From April 2021 to March 2022 our agency continued to navigate their way through a second year of the COVID-19 pandemic and were extremely lucky to have a dedicated Board of Directors assist our Executive Director. They provided us with extra energy and vitality; priceless expertise or new insights. They helped to spread the word in their own circles about the resources and services we were able to continue to support the community with.

Once it is safe to welcome back volunteers we will provide information about volunteer opportunities in the following ways:

- Our Newsletter
- In-centre posters
- Website and social media pages
- 211 Information database
- Community Reach database
- Community meetings and networking opportunities

We look forward to partnering again with Georgian College "Early Childhood Education" 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 our agency 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, RECE
SENIOR ADMINISTRATIVE
ASSISSTANT

2021-2022 Programming



Virtual Programs

- Baby Signs
- What's up with Toddlers
- PJ Storytime & Circle Time
- Parent Child Mother Goose
- Getting Ready for K
- Toddlers on the Move
- Wellness Check-in (NewPath)
- Musical Mondays
- Rainbow Music and fun
- Play to learn with me
- Sharing from the Heart
- In the Know

Early Years Interactive Programs

During the past year, our in-person programming focused on pre-registered drop-in Stay, Play and Learn and outdoor programming. Families could interact safely with other families following health protocols, getting used to coming back into the centre and programming.



Parenting Programs

All parenting programs were offered virtually in the 2021-2022, including Triple P Seminars and Triple P Group Discussions. Ongoing mental health supports were also offered virtually to caregivers in partnership with NewPath called our Wellness Check-in.



Infant Programs

All infant programs were offered virtually this year, including a Grow with your Baby where families, staff and guest speakers joined online to create connections and share their stories.



Supporting early learning and development



Engaging parents and caregivers



Making connections for families

2021-2022 TEAM

Christine VanderByl - Celebrating 15 years!

Alex Cosford

Julie Watson - Celebrating 20 years!

Allison Walker

Hélène Asselin-Thorne

Jenna Haveman

Desirée Watters

Margaret O'Leary

Maggie Leonard

Becky Richards

Paulette Wentzell

Marie McMenemy

Marlene Barton

— *former staff* —

Jennelle Giesbrecht

Eran Devine

Caitlin Hampton



2021-2022 BOARD OF DIRECTORS

Executive

Michele MacDonald (2019) - Chair

Caitlin Hnatiw (2022) - Vice Chair

Natallie West (2016) - Treasurer

Zoey Courtney (2021) - Secretary

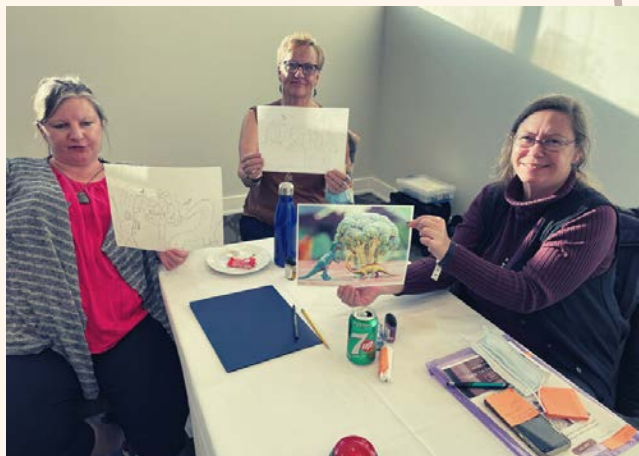
Directors: Katie Heffernan (2017),

Juliette Charlebois (2019), Haylie Taylor (2021),

Jamie-Lee Ball (2022), Mary Thompson (2022)



November Review Retreat



REFLECTION MODE

ON



In November the staff gathered at Horseshoe Resort to celebrate and review our accomplishments of the past year. Through many engaging activities and workshops, we regained focus and helped reset ourselves for another year supporting families in Simcoe North.

One special activity was lead by our very own Julie Watson, where we were able to reflect, explore and express our creativity. A big thank you to the Board of Directors who once again supported our ongoing thirst for professional development and personal well-being.

2021-2022 Highlights

347 / 1816
FOLLOWERS



Our social media reach continues to grow every year.

685

INDIVIDUALS SUPPORTED WITH EMERGENCY BABY NEEDS

We supported many families this past year with baby needs. Great new partnership with the Georgian Bay Food Network in the Midland area, and long time partner the Sharing Place in Orillia helped to get the word out to families.

189

NEWSLETTER SUBSCRIPTIONS

Since starting fresh with a new newsletter subscription list during the pandemic, we have seen a steady increase of new subscribers.

Thank you one and all for your dedication. Click link below to subscribe if you haven't already!

7,100+

FACEBOOK REACH ON THE EMERGENCY BABY NEEDS DEPOT

Community partners and families shared our post about an overstock of baby needs, this helped get the resources to the families who needed them the most.

590

CHILDREN SERVED

&

695

PARENTS/CAREGIVERS SERVED

Our numbers are slowly recovering from the pandemic. We value each and every connection we make. Thank you.



@earlyonsimcoenorth



EarlyON Child and Family Centre - Simcoe North



earlyonsn@earlyonsimcoenorth.ca



www.earlyonsimcoenorth.ca



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