

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

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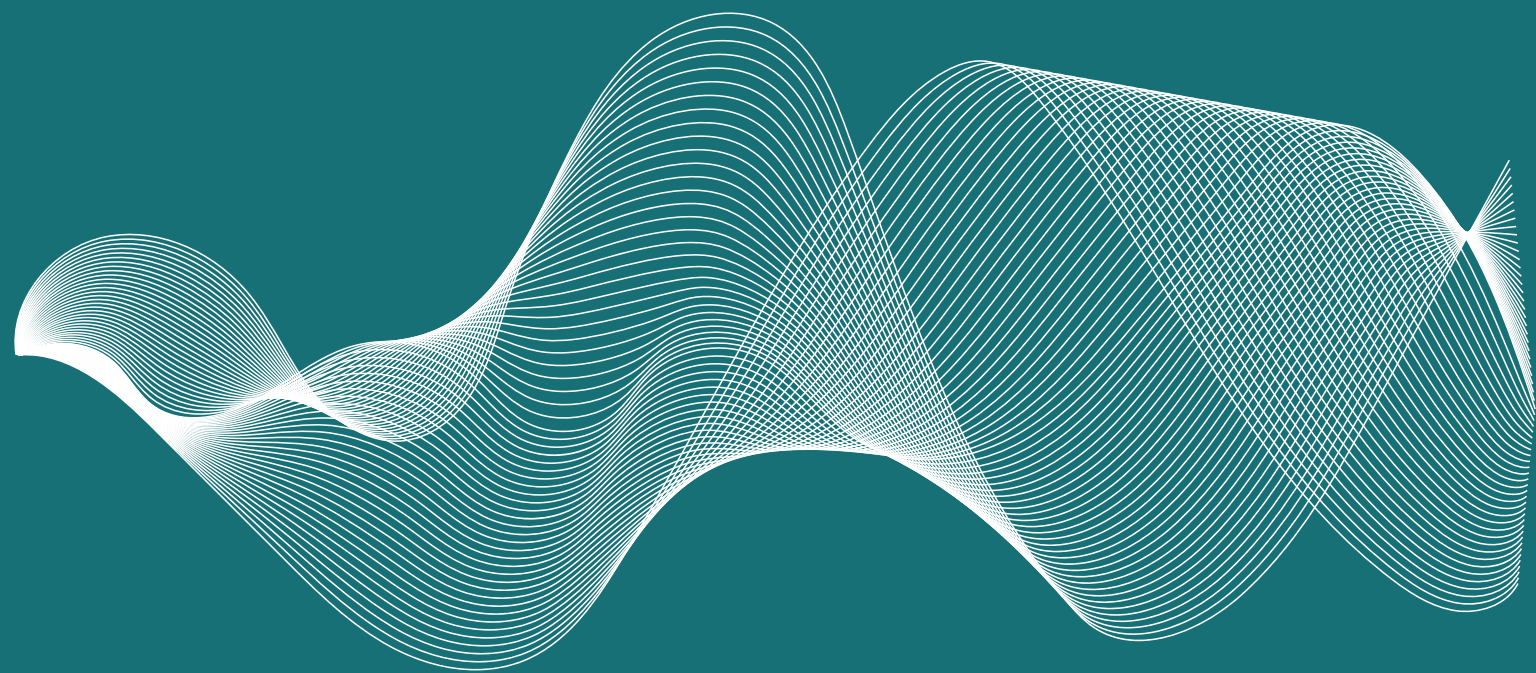
ANNUAL REPORT

2022 - 2023



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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 2022-2023 year had the organization continue to work through the protocols of COVID-19 and adapt our programming to allow for in-person and virtual programming. We said goodbye to Board members Haylie Taylor and Mary Thompson we appreciate their service to the Simcoe North Early ON and we are actively recruiting new Board members.

The services of Boardwalk were used again this year to help the Board of Directors with our Risk Management training. This training allows the Board to better prioritize and respond to risk within the organization. The Risk Management training took place over two evenings and as a result the organization has a risk log and a risk strategy going forward. The organization also reviewed our existing By-Laws and made a few changes based on the regulatory changes for not-for-profit groups. The By-Law changes will be presented for approval at the AGM.

As a Board of Director's, we took part in a workshop to address an Indigenous Statement and Land Acknowledgement for the organization which was led by Kelly Brownbill. This was an enlightening exercise which resulted in our Indigenous Statement and Land Acknowledgement for our website and a Land Acknowledgement which we can use during meetings and gatherings of the organization.

We are currently in the second year of our three-year strategic plan. The workplan was written and followed with strategic direction objectives for 2022 and 2023.

The Board of Directors is very thankful for the work of the staff and our Executive Director especially as we move out of COVID-19 protocols and look forward to in-person programming. We have added a satellite site in Washago and are very excited about this new addition. The Board continues to support staff members with the registration fee for the College of Early Childhood Educators, we currently have six members with their Registered Early Childhood Educator (RECE) designation.

The Board continues to assist and promote the staff retreat this year's retreat was held at Nottawasaga Inn where there is an opportunity to make connections and familiarize themselves with the strategic plan and their role in implementing some of the goals. The staff and the Executive Director have worked tirelessly throughout the year to incorporate in-person and virtual programming into each centre, and 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:

Hélène Asselin-Thorne - 20 years in January

Finally, as we move into 2024 we look forward to continuing with both in-person and virtual programming to continue meaningful and purposeful connections with our families and communities.

MICHELE MACDONALD
CHAIR

ED Report



The 2022-2023 year was another successful year for our dedicated Board of Directors and motivated staff. I believe the key to our ongoing success is driven by the core belief that parents and caregivers play an important role in the success of a child's wellbeing. We stand behind our agency's values with a strong foundational commitment to our agency vision: *Better beginnings, Empowering relationships, Greater possibilities.*



We continue to stand by Ontario's Renewed Early Years and Child Care Framework striving to ensure all children are given the best possible start in life and have the opportunity for future success.

We would like to thank the Ontario Government for the continued funding of Family Support Programs across the province. We appreciate the province's commitment to children and families.

I would like to thank our funders, the County of Simcoe, and especially our Program Supervisor in the Early Learning and Child Care Division for continued support and her ongoing hosting of monthly lead agency meetings. The agenda for these meetings include an open forum to discuss, reflect, and problem solve current topics. We will continue to be engaged in an open, direct and proactive dialogue for future opportunities and growth.

Our agency is community driven and understands the role of connecting and growing partnerships in our commitment to supporting families in Simcoe North. The ability to participate at network meetings, local coalitions and community planning tables allows us to be a part of the bigger picture for families and children. This is why we continue to be an active part of the Simcoe County Children, Youth and Family Coalition. As Past Chair, I truly believe in their vision and impact assessments.

With the return of in-person programing and ongoing growth in the variety of offerings, we would like to thank our community colleagues, who have joined us in some of our program delivery. Thank you for collaborating with us to provide important programs to families and children. Together we are able to ensure quality services are available, that are unique to the needs of our communities.

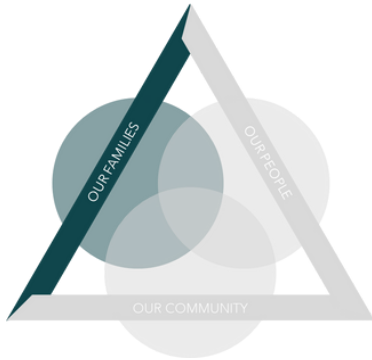
I firmly believe that we remain poised for growth, opportunity, and expansion of the EarlyON Child and Family Centres role in our communities and that the Board of Directors will strive to make that happen.

Christine

CHRISTINE VANDERBYL
EXECUTIVE DIRECTOR

Strategic Plan 2022-2025

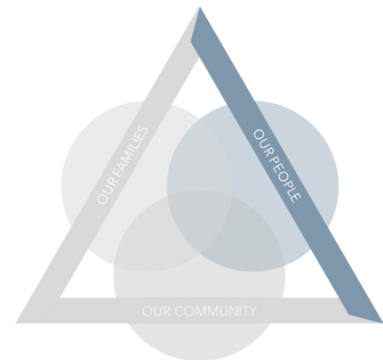
Strategic planning is a continuous on-going exercise that we at EarlyON SN are committed to undertaking on a 3-year basis. This allows us to set direction regularly and proactively, increase focus and efficiency, inspire collective action, and enhance our organization's impact and sustainability. We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



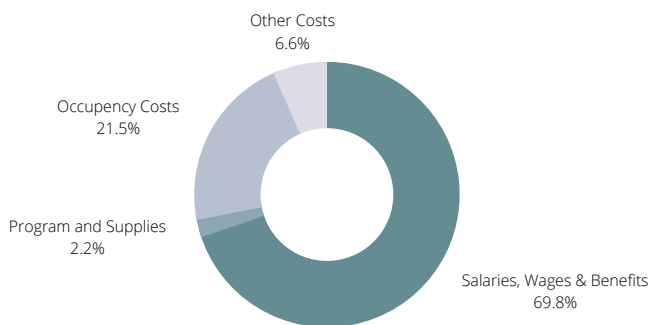
Treasurer Report

$$2+2=4$$

The EarlyON Child and Family Centre Simcoe North has managed a balanced budget for the 2022-2023 fiscal year. Our many thanks to Christine VanderByl, our Executive Director, who manages to balance the budget through her careful planning and use of resources.

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

A service contract was signed for the 2023 calendar year with no budget increase, as there was an increase in 2022 to help with staffing costs.



The following financial activities were completed this past year:

- Signed a lease with increase costs at St. Bernard's to reflect 5 days a week in September 2022 until August 2024.
- Hired a consulting firm to support the Board in their development of a Risk Assessment Tool. 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 2023-2024 fiscal year

Natalie

NATALLIE WEST
TREASURER

PR Report



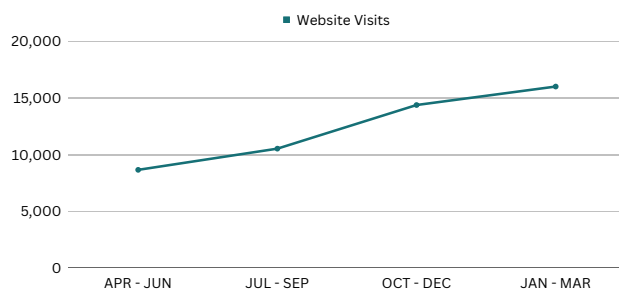
For the last 8 years the Public Relations (PR) Committee has strived to increase communications with families and the community of Simcoe North. The committee consists of Caitlin Hnatiw (Committee Chair), Christine VanderByl, Katie Heffernan, and Natallie West.

Our website, Facebook and Instagram continue to receive great feedback from families and community partners. The first three months of 2023 saw a substantial increase in followers on Instagram. The EarlyON Simcoe-North Early Edition bi-weekly newsletter strives to continue sharing important parenting tips, as well as updates for upcoming programs, weather updates and center closures.

This fall the EarlyOn Simcoe-North PR Committee looks forward to launching our latest Unplugged Parenting Campaign. This campaign will encourage all participants at the EarlyOn Simcoe North locations to be more present and engaged, allowing even more impactful connections to be made.

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.

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



Caitlin

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.



This year's journeys:

- Board of Director's work and commitment to the agency's Land Acknowledgment.
- Board of Director's use of the Coalition's Cultural Competency Tool to effectively assess the agency's understanding of cultural competency and safety, reflect upon the agency's structures, policies and procedures, plan and implement culturally competent practices.
- Staff Professional Development opportunities supporting cultural awareness and diversity.
- #ITSTARTS campaign champion within our agency valuing diversity. (pictured above)

Volunteer Report



From April 2022 to March 2023 the EarlyON Simcoe North continued to navigate their way through the third year of the Covid-19 pandemic, as we slowly opened up our in-person programming. We were extremely lucky to have our dedicated Board of Directors assist our Executive Director through this re-opening transition. 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.

During this re-opening of the EarlyON we did not have any volunteers within the programs, but once it was safe to welcome back volunteers 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 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, 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 ASSISTANT

2022-2023 Programming



Virtual Programs

- Getting Ready for K
- Triple P Seminars
- Triple P Group Discussions
- Sharing from the Heart

We continued to offer virtual programs throughout the 2022-2023 year to help support those who may of felt less comfortable in group settings.

Early Years Interactive Programs

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

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.



Parenting Programs



We planned a variation of both in-person and virtual parenting programs to help reduce barriers with attendance. Both Triple P Seminars and Triple P Group Discussions were offered throughout the year both virtually and in-person. Ongoing mental health supports were also offered virtually to caregivers in partnership with NewPath called our Wellness Check-in. Moving the in-person drop in with NewPath in September 2022.

Infant Programs

Return of in-person Infant Programs! A very successful year of offering many infant programs for families.

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



Supporting early learning and development



Engaging parents and caregivers



Making connections for families

November Review Day



Staff gathered at Nottawasaga Inn for our annual review day. We celebrated our team with many activities and reflective discussions. We've incorporated monthly salons where we share knowledge and readings we may have come across in our learning journey. Then we actively take turns being purposeful in our thoughts, asking what? so what? and now what?

WHAT IS A SALON?

A salon (for our agency's purposes) is a setting where *meaning making* happens. Where our **critical reflection** skills are activated to engage one another on a certain topic, interest, issue, event, learning environment, training or practice. Thinking deeply and being honest about all aspects of practice so we may spark the growth of communities of practice within our team.

A salon can take many shapes and forms, our goal is to come together and reflect.

What is Critical Reflection?

Critical reflection means regularly identifying and exploring our own thoughts, feelings, and experiences and then making a decision about how they fit in with the ideas, concepts, and theories that you are aware of, learning more about or others have been discussing and sharing.

EarlyON Conference

In October, EarlyON staff from across the County gathered at Horseshoe Resort to show their resilience and strength as Early Years Professionals.

Conference goers were treated to a host of workshops and learning opportunities, as well as some great swag bags. All in recognition of the hard work and dedication staff give day in and out to our agencies. We thank once again the County of Simcoe for their continued support and guidance.



The Numbers

43 participants.

7 workshops

1 amazing keynote speaker

After his moving keynote, Joe Roberts met with the EarlyON staff across Simcoe County to launch the "Ten Day Challenge". Joe inspired us, yet again, and provided us with very practical tools and a plan to succeed with our personal and collective goals for whole wellness across all domains. The EarlyON staff have committed either personally or in collaboration with their teams to the ten day challenge, as teams we are committed to change for the better. We recognize that our commitment to personal and collective change will ultimately impact outcomes for the children and families we support.

"Tough times shape us...they help us build character and discipline and wisdom and patience and gratitude..." Joe Roberts



2022-2023 TEAM

Christine VanderByl

Alex Cosford

Julie Watson

Allison Walker

Hélène Asselin-Thorne - Celebrating 20 years!

Desirée Watters

Margaret O'Leary

Maggie Leonard

Shannon Lortie - Welcome to the team!

Becky Richards

Paulette Wentzell

Marie McMenemy

Marlene Barton

We say goodbye to:

Jenna Haveman

Janet Manion



True Colours

During one of our Review Days, we took on the True Colours Personality Assessment to get to know our team members a little better. Here we see Christine, sitting alone at her ORANGE table, with the majority of her team as BLUES and a couple GOLDS as well. Always fun to get together for some team building activities.



2022-2023 BOARD OF DIRECTORS

Executive

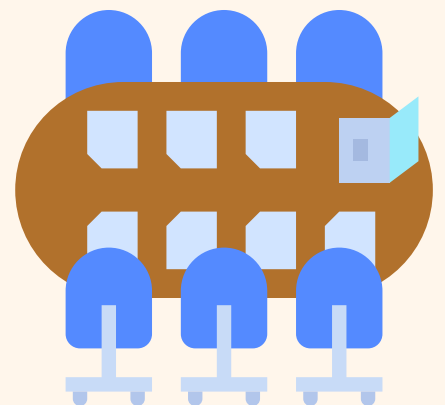
Michele MacDonald (2019) - Chair

Caitlin Hnatiw (2022) - Vice Chair

Natallie West (2016) - Treasurer

Zoey Courtney (2021) - Secretary

Directors: Katie Heffernan (2017), Haylie Taylor (2021), Jamie-Lee Ball (2022), Mary Thompson (2022)



2022-2023 HIGHLIGHTS

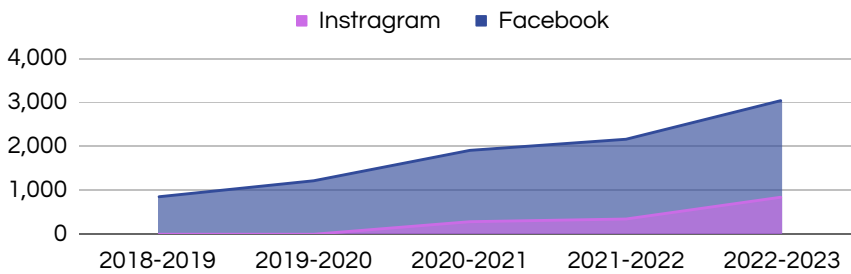
2399
children served

Children and Parents/Caregivers Served

We are pleased to offer high quality, free drop-in and virtual child and family programs for caregivers and children. We provide welcoming environments where families, children and caregivers can learn grow and connect, together. This year we supported well over our target numbers, making 2022-2023 a very successful year.

1994
parents served

Increase in our social media audience



Key Highlights



Furthest Reach for a Social Media Post -
New Speech and Language Red Flags.
4.6K accounts reached. January 30, 2023



220 Newsletter subscribers!



729 Individuals supported through
the Emergency Baby Needs Depot





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[@earlyonsimcoenorth](https://www.instagram.com/earlyonsimcoenorth)



EarlyON Child and Family Centre - Simcoe North



www.earlyonsimcoenorth.ca



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