

2024-2025 ANNUAL REPORT



MESSAGE FROM THE BOARD PRESIDENT (CHAIR)

Dear Friends, Partners, and Supporters,

As we proudly launch our 2025–2030 Strategic Plan, I’m filled with gratitude and excitement for the road ahead. Our Children, Our Future, Nos enfants, notre avenir (OCOF/Nena) has long stood as a vital part of the fabric of Sudbury and Northern Ontario—supporting children and families, building stronger communities, and advocating for a more inclusive, equitable society.

For over 20 years, our organization has delivered essential services and programs that meet families where they are—offering early childhood development support, nutrition and wellness programs, parenting resources, and community engagement opportunities. Every day, we work to remove barriers and ensure that all children in our region have the chance to thrive.

At the heart of our strategy are the values that have always defined us: collaboration, inclusiveness and responsiveness. These are not just words—they are the principles that shape every decision we make, every partnership we build, and every initiative we undertake.

Our new plan builds on our past successes while calling us to be more innovative, inclusive, and open to the evolving needs of the children and families we serve. It deepens our commitment to reaching underserved communities, strengthening family supports, and partnering with local voices to co-create solutions that last.

As Board President, I’ve had the privilege of witnessing the profound effect our work has on families these last eight years. This year also marks the end of my term. Serving this organization has been one of the greatest honours.

I am deeply proud of the work we’ve done together and the foundation we’ve laid for the future. As I step down, I do so with full confidence in the leadership, vision, and heart that will continue to guide Our Children, Our Future forward.

Thank you for your continued trust, your partnership, and your shared commitment to building a better future for all children and families in Sudbury and across Northern Ontario.

With gratitude and hope,

Tina Leduc
Board President (Chair)



BOARD OF DIRECTORS

Tina Leduc	President (Chair)
Marlo Desjardins	Vice-President
Marianne Schwendener	Treasurer
Kathy Longarini	Director
Natasha Delaney	Director
Melissa Sullivan	Director
Chris Rudyk	Director



MESSAGE FROM THE EXECUTIVE DIRECTOR

This past year has been one of reflection, growth, and shared purpose. At the centre of this work is our 2025–2030 Strategic Plan—a vision that honours the everyday efforts of our teams while guiding us toward a future that supports children, families, and communities in lasting ways.

In 2024, our Board of Directors completed a review of our by-laws and letters of incorporation to ensure alignment with the Ontario Not-for-Profit Corporations Act (ONCA), reinforcing our commitment to strong governance. Across the organization, we launched systems to streamline billing, payment options, and purchase orders, improving both internal operations and the experience of families and staff. We also introduced a secure communication portal for the Board, which is now being extended to other committees to support transparency and collaboration.

In January 2025, we began implementing the new cost-based CWELCC funding model and started transitioning families to full-time enrolment—key steps in ensuring sustainability and consistency in our programs. To support our continued growth and evolving priorities, we introduced several key additions to our organizational structure. These included new roles such as a Coordinator of Marketing and Communications and an Early Years Outdoor Consultant, along with additions to our Family Services team to enhance service delivery, build internal capacity, and foster consistency and innovation across our programs.

We also began planning our first Annual Outdoor Conference, with support from the Manitoulin-Sudbury District Services Board, to inspire and equip educators in outdoor learning practices. With the support of the City of Greater Sudbury and the Children's Community Resource, we adopted a revised framework for the Inclusion Support Program, promoting integrated support and inclusive practices across our sites. Finally, we submitted a renewal application for our CAPC and CPNP programs (2026–2030), supported by a robust Community Needs Assessment to ensure services remain relevant and responsive.

As we look ahead, we remain grounded in care, innovation, and the strength of our relationships. I extend heartfelt thanks to our Board, our staff, and our community partners for your continued trust, dedication, and collaboration.

With heartfelt appreciation,

France Gauthier
Executive Director

LEADERSHIP TEAM

France Gauthier, CPA, CMA
Executive Director



Chantal Mrochek
Office Manager/Executive Assistant



Donna Whitmore, RECE
Director, Child Care Services & Pedagogy



Sierra Pothier, B.BA, MBA Candidate
Director, Finance & Corporate Services



Stephanie Brazeau
Director, Family Services



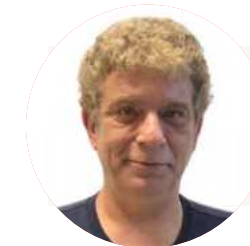
Lyne Thibault
Manager, Accounting Services



Lynne Ethier
Manager, Fundraising & Community Engagement



Mark Trenouth
Manager, Information Technology Services



EXECUTIVE SUMMARY

We are proud to present **Growing Together: Our 5-Year Strategic Plan (2025-2030)** — shaped by the voices of our Board of Directors, our staff, our families, and community partners.

Over the past year, our Board of Directors and Leadership Team undertook a thoughtful and inclusive strategic planning journey. Through consultation, surveys, and dialogue, we listened closely to those we serve and those who serve with us. The insights gained have guided the creation of a bold and responsive plan that reflects our aspirations, inspires our actions, and positions Our Children, Our Future/Nos enfants, notre avenir for a strong, resilient future.

Guided by a renewed mission, vision, and updated organizational values, the plan identifies three strategic priorities: **Community Impact**, **Employer of Choice**, and **Sustainable Growth**. These priorities serve as the foundation for deepening our impact, strengthening our workforce, and securing long-term resilience.

Represented as a tree, the plan symbolizes our growth—rooted in values, supported by a strong organizational core, and branching outward to meet the evolving needs of children, families, and communities.

We extend our sincere thanks to everyone who contributed their insight and energy to this process. Your voices shaped this vision. Your dedication brings it to life.

Together, we are growing a stronger future.

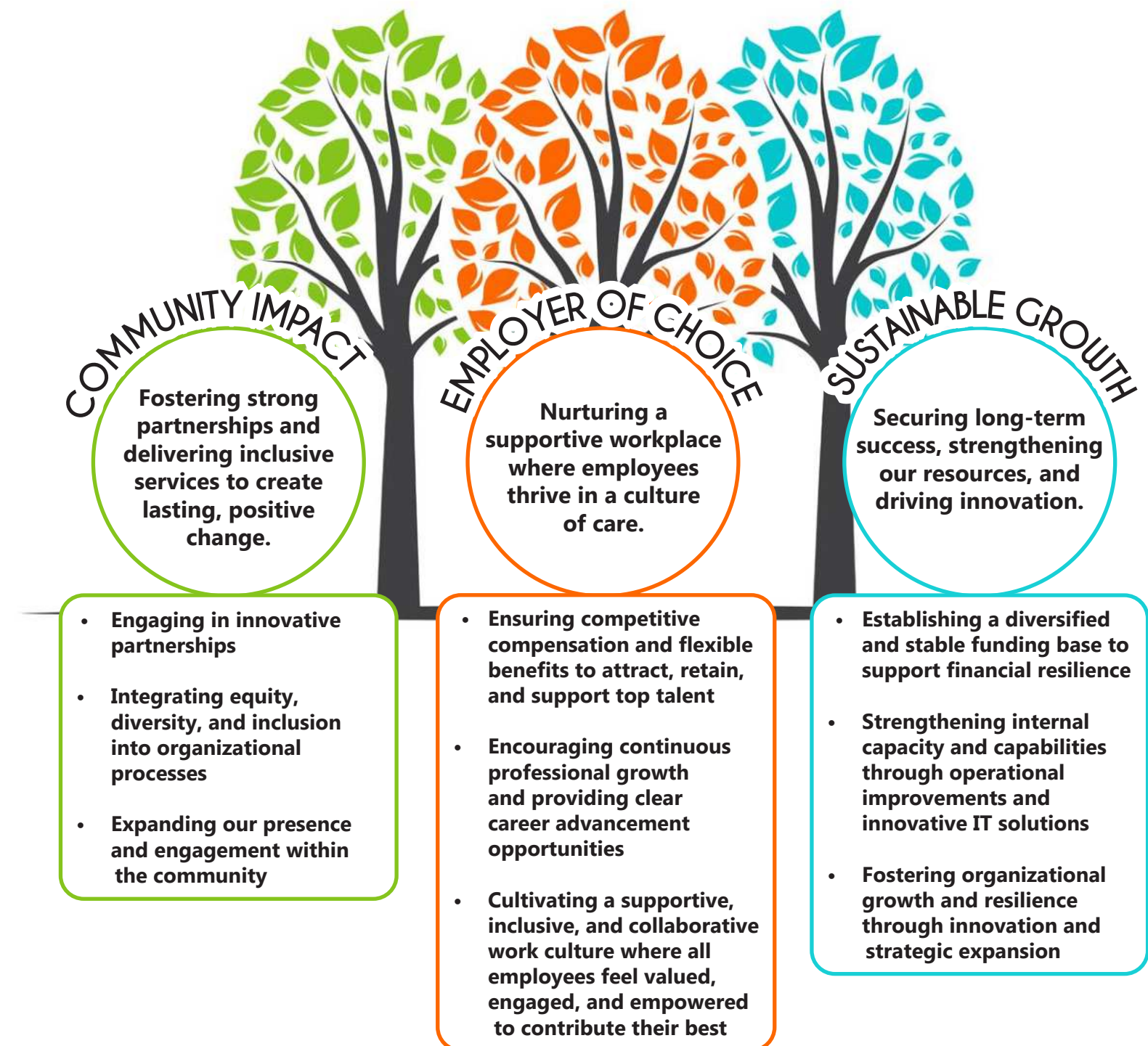
OUR MISSION:

Meeting the diverse needs of children, families, and communities through our programs and services to build a healthy future.

OUR VISION:

To continuously grow as a leader in making a difference in the lives of children and families in our communities.

OUR VALUES: Collaboration, Inclusiveness, Responsiveness



GROWING TOGETHER: OUR 5-YEAR STRATEGIC PLAN (2025-2030)

Rooted in values, growing towards a stronger future.



A TREE OF GROWTH & IMPACT

Our strategic plan is represented as a tree, symbolizing how we grow together to strengthen children, families, and communities.

OUR MISSION - THE SEED THAT INSPIRES GROWTH

Meeting the diverse needs of children, families, and communities through our programs and services to build a healthy future.

OUR VISION - THE FUTURE WE CULTIVATE

To continuously grow as a leader in making a difference in the lives of children and families in our communities.

OUR VALUES - THE ROOTS THAT GROUND US

Our organization is built on a strong foundation of values that nourish and sustain us, much like the deep roots of a tree.

These values ensure we remain resilient, adaptable, and firmly connected to our mission:

- **Collaboration** – Championing transparent communication and teamwork to build meaningful relationships.
- **Inclusiveness** – Cultivating an inclusive, supportive environment for all.
- **Responsiveness** – Responsively meeting the needs of the community with care and attention.

OUR STRENGTH & PURPOSE - THE TRUNK THAT CONNECTS & SUPPORTS

The trunk of our tree represents the organization itself—the core that connects deep values to expanding opportunities.

It stands firm, providing stability, structure, and support for growth. Our purpose is to build a sustainable, thriving organization that fosters innovation, nurtures talent, and serves our community effectively.

OUR STRATEGIC PRIORITIES - THE BRANCHES THAT ENABLE US TO REACH NEW HEIGHTS

The branches of our tree symbolize our strategic priorities, extending outward with vision and ambition.

- **Community Impact** – Fostering strong partnerships and delivering inclusive services to create lasting, positive change.
- **Employer of Choice** – Nurturing a supportive workplace where employees thrive in a culture of care.
- **Sustainable Growth** – Securing long-term success, strengthening our resources, and driving innovation.

OUR IMPACT - THE FRUITS OF OUR LABOUR

Our impact will be visible in the fruit we bear—the tangible results of our strategic efforts. Over the next five years, we will measure our success through:

- **Expanded community partnerships and positive social contributions.**
- **Increased service accessibility for diverse and underserved populations.**
- **Increased employee satisfaction, retention, and engagement.**
- **Strengthened financial and operational sustainability.**
- **Improved organizational efficiency through process enhancements and technological innovations.**

CHILD CARE SERVICES HIGHLIGHTS

12

licensed child
care centres

208

dedicated
child care staff

1,042

enrolled children



Lasalle Site Update

Lasalle celebrated its first summer season at the new location. This milestone featured the unveiling of newly developed playgrounds, designed in close collaboration with the Early Years Outdoor Consultant. These outdoor environments were carefully crafted to support diverse modes of play, discovery, and development. Children have embraced these new spaces with great enthusiasm, highlighting the success of our child-centered design approach.



Early Childhood Educators in Training

Demonstrating initiative and a strong commitment to professional growth, 26 Assistant Educators have independently enrolled in Early Childhood Education (ECE) programs. Among them, 20 are Francophone and 6 are Anglophone, reflecting the linguistic and cultural diversity of our team. These educators engage in hands-on learning every day, supported by mentoring from Registered Early Childhood Educators (RECEs). This educator-driven development effort strengthens our capacity and fosters a culture of learning and excellence across all sites.



Pedagogical Practices

Pedagogical approaches continue to evolve across our child care sites. Teams are actively engaged in reflective practice and continuous learning to enrich the quality of early learning experiences offered to children. Supervisors play a key role by encouraging collaborative reflection among staff, and nurturing meaningful relationships with children, families, and colleagues. This ongoing professional dialogue helps to build more responsive, relationship-based, and intentional practices within our programs. The Early Years Outdoor Consultant continuously supports Pedagogy in our outdoor spaces working alongside educators creating spaces for children to explore and engage.



Summer Programs at 1960 Paris Street ASP program

1960 Paris Street location successfully hosted a free, full-day summer program over a seven-week period. Designed to provide children with engaging, play-based learning experiences during the summer months, the program supported cognitive, social, and emotional development. Activities were dynamic and child-led, promoting creativity and discovery. The summer initiative was very well received by residents and families, reinforcing its importance in supporting community needs and enhancing children's experiences outside of the school year.



FAMILY SERVICES HIGHLIGHTS

615

registered
parents/caregivers

840

registered
children 0-6

337

registered
children 7+



Integrated Services Through Partnerships

We strengthened our partnership with the Children's Aid Society by co-hosting a monthly Slow Cooker Workshop at their site—an initiative that builds food literacy and trust with families less likely to engage in community services. These sessions not only teach budgeting and meal preparation but also serve as a soft entry point into our broader supports. Agency-wide presentations to partners helped clarify referral pathways, expand awareness, and strengthen our coordinated network of supports.

We also partnered with the Markstay-Warren Library to offer a Story Time and Craft program for families in remote areas. This initiative provides a safe, welcoming space for parents to connect and engage their children in early literacy and creative play. By delivering programming in a familiar community hub, we reduce barriers and foster a sense of connection and belonging.



Culturally Rooted, Indigenous-Led Programming

Working closely with Indigenous leaders and organizations, we expanded programs that honor traditional teachings and promote inclusive, culturally safe spaces. Co-facilitated by Indigenous partners, these offerings support cultural awareness and identity development for both Indigenous and non-Indigenous families.



Rural Outreach and Community Events

We increased programming in underserved rural areas, launching Movement & Play in collaboration with a local library and hosting a large-scale community block party with over 100 families in attendance. Additional winter pop-up events, such as a free community skate, helped newcomer families engage in Canadian traditions and build social networks. We also distributed 500+ backpacks to families in high-risk housing, supporting equitable access to school essentials.



Expanding Food Security Initiatives

In response to rising food insecurity, we scaled up cooking programs and distributed kitchen equipment—like slow cookers and blenders—thanks to community sponsors. Families left sessions with nutritious meals, food supplies, and new culinary skills, strengthening both immediate needs and long-term self-sufficiency.



Infant Massage Expansion

We extended our Infant Massage program across rural and urban areas, integrating it into our broader prenatal and postnatal supports. This expansion increased access for isolated families and fostered stronger postnatal connections, contributing to improved maternal and infant well-being.



FUNDRAISING HIGHLIGHTS

THANK YOU

for making a difference in the lives of children and families in our community

IN SUPPORT OF OUR

Calendar of Life Campaign	\$ 40,000	Healthy Food for Kids Initiative
Delta Bingo & Charitable Gaming	\$ 45,000	Healthy Food for Kids Initiative
KGHM	\$ 5,000	Healthy Food for Kids Initiative
Club Montessori Sudbury	\$ 10,000	Toy Drive and Healthy Food for Kids Initiative
Club Richelieu Sudbury	\$ 5,000	Francophone Programming in Child Care
The Sudbury Food Bank	\$ 40,000	Food Security Programs
Canadian Tire	\$ 5,000	Food Security Programs
Sudbury Charities Foundation and Golf Marathon Sudbury	\$ 50,000	Food Security Programs and Dad’s Night



COMMUNITY ENGAGEMENT



The Winter Clothing Drive powered by Cooper Equipment Rentals outfitted hundreds of community members in need of warm winter clothing for the tenth season.



Over 1,000 local children received a new toy under the tree on Christmas morning thanks to the following Toy Drives:

- Toys R Us Tree of Dreams Campaign
- Hart Department Stores in Chelmsford & Hanmer
- The Club Montessori of Sudbury
- Cambrian Ford

SECOND HARVEST FOOD RESCUE

3,064
Meals Rescued

\$16,269
Value Rescued

Running shoes and backpack program supported by Golf Marathon Sudbury



STAFF MILESTONES

THANK YOU

We are proud to recognize and celebrate the remarkable commitment of our team members who have reached significant milestones in their journey with us. Your years of service represent not only time, but the heart, effort, and impact you've made every day. Thank you for the passion, perseverance, and purpose you bring to our mission.

5 YEARS OF SERVICE



Jessica Conlon
Main Office



Kristan Loiselle
Lasalle Elementary



Hailey Law
Jean-Paul II



Bailey Jackson
Jean-Paul II

15 YEARS OF SERVICE



Nicole Jameus
Sudbury Programs



Lisette Sonnenburg
La Renaissance

10 YEARS OF SERVICE



Donna Whitmore
Main Office



Nicole Wade
CVDCS



Angela Gliebe
Jean-Paul II



Sonia Fernandez
C.R. Judd

20 YEARS



Velma Kozachanko
Sacred Heart

25 YEARS



France Veilleux-Laurin
Alliance St-Joseph

CHAMPIONS FOR CHILDREN

Our Children, Our Future/Nos enfants, notre avenir has recognized individuals and groups annually through the Champions for Children Awards. This year, our Board of Directors recognized and honoured these three business/service providers who give their time and resources to our organization to help us build a stronger community and ensuring a better future for our children and their families.

2025 AWARD RECIPIENTS



LAURA LUOPA AND THE ESPANOLA PUBLIC LIBRARY

We are proud to recognize Laura Luopa and the team at the Espanola Public Library for the Champions for Children Award. Their dedication to children and families has transformed the library into a warm, inclusive community hub.

Under Laura's leadership, the library has expanded its role far beyond books—offering programs like Family Story Time, P.D. Day events, a Tween Writing Club, Minecraft Nights, and sensory-safe social groups. These initiatives reflect a deep understanding of children's diverse needs, promoting literacy, creativity, and belonging for all.

The team's community spirit extends beyond the library's walls through strong partnerships—like with LaCloche EarlyON—and a genuine commitment to making every family feel welcome, supported, and seen.

Laura and her team embody what it means to champion children. Their work continues to make a lasting impact on the lives of families in Espanola.



SKATER'S EDGE SOURCE FOR SPORTS

We are proud to recognize Skater's Edge Source for Sports for the Champions for Children Award in recognition of their outstanding support for children and families in our community.

Through their generous donation of skates and helmets, Skater's Edge Source for Sports has opened the door for many children—especially newcomers—to experience the joy of skating, often for the very first time. Their support has allowed participants in our Family Resource Programs to take part in skating events, including the unforgettable experience of skating with the Sudbury Wolves after Sunday games.

Skater's Edge Source for Sports has helped break down barriers, ensuring that every child has the chance to belong, participate, and create lasting memories. Their commitment to inclusion, play, and community spirit makes them true champions for children.



LAKING TOYOTA

With deep appreciation we recognize Laking Toyota for the Champions for Children Award in recognition of their remarkable, ongoing support of our Calendar of Life campaign.

For over 20 years—since the very first edition—Laking Toyota has generously contributed to this initiative, with donations directly supporting our Healthy Food for Kids program. Their long-standing commitment has helped ensure that children in our community have access to nutritious food - nurturing their health, development, and opportunity to thrive.

Laking Toyota's dedication to making a lasting difference in the lives of children truly makes them champions in our community.

FINANCIAL SUMMARY



REVENUES

City of Greater Sudbury	4,131,220
Child Care Fees	
• City of Greater Sudbury	1,784,119
• M-SDSB	225,039
• Parents	3,043,398
Manitoulin-Sudbury District Services Board (M-SDSB)	2,964,722
Public Health Agency of Canada	531,870
Amortization of deferred contributions related to tangible capital assets	53,822
Other	529,964
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TOTAL	\$ 13,264,154

EXPENDITURES

Salaries and benefits	11,040,008
Programs	1,175,099
Building Occupancy	411,581
Office and General	550,033
Amortization of capital assets	53,828
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TOTAL	\$ 13,230,549

