



To the staff and families of Discovery Early Learning & Care,

To the extraordinary staff of Discovery Early Learning & Care—thank you. Thank you for the heart, soul, and love you pour into your work every single day. Your commitment to nurturing the minds and spirits of young children is nothing short of inspiring. The care you show doesn't just shape young learners—it leaves a lasting imprint on families and our entire community.

You create more than safe and welcoming spaces—you create a second home, where each child is cherished for exactly who they are. In your care, children are not only protected and guided—they are loved, encouraged, and celebrated. Your belief in the potential of every child radiates through every interaction, every smile, every thoughtful activity. It's clear that Discovery is built on relationships, rooted in love.

Your dedication to the core values of belonging, well-being, engagement, and expression can be felt in every corner of your programs. Through intentional, play-based learning, you help children discover themselves, their communities, and the joy of learning. You're not just teaching children—you're empowering them with confidence, empathy, and wonder.

The sense of unity and collaboration among the Discovery team is something truly beautiful. It's a testament to the love and respect you share for one another—and that love flows directly to the children and families you serve. What a powerful message you send every day: that when we work together, with love and purpose, we create something extraordinary.

To the families of Discovery, thank you for the trust and love you share. We know that when you leave your child in Discovery's care, you are sharing the most precious piece of your heart. And we want you to know—that love is received, honoured, and nurtured. Discovery is more than a place of learning—it is a community built on compassion, connection, and care.

Your children are seen. They are heard. They are loved. And because of you—our families—Discovery continues to grow as a joyful, loving place where every child belongs. From the bottom of our hearts—thank you.

*The Board of Discovery Early Learning & Care*

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# Discovery Early Learning & Care

2025 Annual General Meeting

**PRESENTED BY:**

**Alison Caruso & Tracy Saarikoski**



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# Agenda

Discovery Early Learning and Care is a not-for-profit, charitable organization dedicated to providing children, families, and professionals with opportunities to learn through relationship building, collaboration, inquiry, and play.

- Welcome and Introductions
- Auditor – review of Audited Financial Statements 2024
- New Main Site – video
- Election of Board Directors
- Updates from the Executive Director
- Family survey results with Chairperson
- Strengths & Opportunities
- Website & Social Media Metrics
- Employee Milestones
- Thank you letter to staff
- Q&A





# Audited Financial Statements

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Presented by: Kyle Ellis - KPMG



# New Main Site

Special thanks to Over the Atlantic for their contributions in sharing the successful Grand Opening of the new Main Site.



✧ ✧ We're proud to unveil our new **Main Site**.



With **84 new** licensed childcare spaces, ✧  
we've expanded to **134 spaces** in total.

★ All in a more **central, accessible** location.

<https://www.youtube.com/watch?v=NK2OD9aNrvI>



# Election of Board of Directors

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# Board of Directors

Alison Caruso – Chair/President

Caroline Gordon – Vice Chair

Krystal Kant – Treasurer

Heather Keaney – Director

Kathryn Webb – Director

Mario Galic – Director

## New!

Rachael Thom – Director

Lois Mahon - Director



# By-law Update

- Lois Mahon reviewed By-Laws to be sure we are compliant with the Not-for-Profit Corporations Act as well as The City of Greater Sudbury Early Learning Funding Agreement
- Updates were suggested and brought to the May 26, 2025, board of directors meeting
- Motion





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- Advocacy
- Retention/Recruitment of staff
- Equity, Diversity, and Inclusion
- Building community beyond the organization
- Fundraising



# Updates from the Executive Director

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# Executive Director Highlights of 2024

- CWELCC Implementation continues
- Affordability and accessibility to licensed child care remains priority
- We continue to advocate alongside AECEO, OCBCC, our MPPs, our MPs
- Planning and construction of the new Main Site was under way all year
- Preparing for the opening of the new Immaculate Conception Site in Val Caron which opened Jan. 6, 2025
- Child Care Worker & ECE Appreciation Day was celebrated October 24, 2024
- Thanks to our Board of Directors, funders, families, community partners and our teams.



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# Family Survey

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# Family Survey

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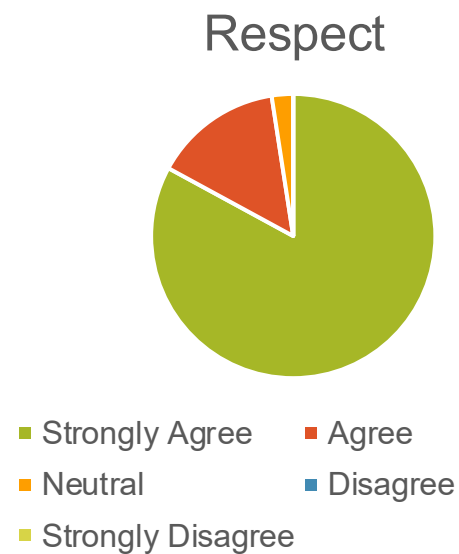
- Electronic survey completed April – May 2025
- 41 responses received
- Representation across all sites and programs
- Board following up with families directly who have requested further discussion



# Respect

## Q1 – My family has been treated with respect by the staff at Discovery Early Learning & Care

- Strongly Agree - 83%
- Agree - 15%
- Neutral – 2%
- Disagree – 0%
- Strongly Disagree – 0%





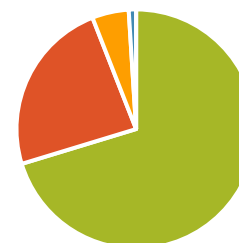


# Overall Results

**Q6 - I am satisfied with the overall quality of the early learning experiences offered to my child at Discovery Early Learning & Care**

- Strongly Agree – 71%
- Agree - 24%
- Neutral - 5%
- Disagree – 0%
- Strongly Disagree – 0%

Overall Results



■ Strongly Agree    ■ Agree    ■ Neutral

# Recommending Discovery Early Learning & Care



**Q11 - Based on your overall experience, would you recommend Discovery Early Learning & Care to other families?**

- Yes - 100%
- No - 0%

Recommending DELC



■ Yes ■ No



# Strengths & Opportunities

Results taken from the  
2024 Family Survey





# Strengths

## Respect

"My family has been treated with respect and like family throughout the years by Tamara and her team. It's a safe place for my children where I could go to work and know they're are in good hands."

## Meals/snacks provided

"The daycare gets the boys to try new foods that they wouldn't at home. That's a huge bonus and gives them more variety in packed lunches."

## Overall Quality

"They are all wonderful, the team is caring and compassionate and I honestly don't know what we would have done if they weren't. The children love it so much, that if we pick them up too early, they are disappointed which says a lot."

"Absolutely wonderful staff"



# Strengths

## Recommending Discovery Early Learning & Care to other families

“Great staff, great program,  
they are family”

“Every family that I know that  
asks, I always recommend  
Discovery Early Learning.”

“Absolutely!”

“This is the only daycare I  
recommend”

“100”



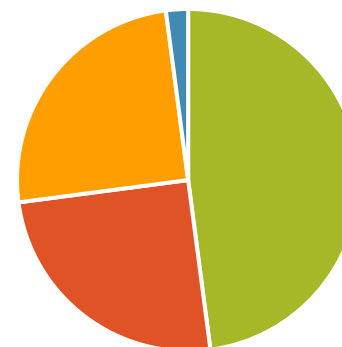
# Opportunities

We use the survey results to evaluate where we can improve in our services

- Satisfaction with the level of communication received from DELC about child/children's daily activities

- Strongly Agree – 47%
- Agree – 24%
- Neutral – 24%
- Disagree – 5%

Opportunities



■ Strongly Agree ■ Agree ■ Neutral ■ Disagree





# Website & Social Media Metrics

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1.2K  
Followers



# Website: Top Pages



**Main Landing Page**



**Registration Page**



**Careers Page**  
(Part Time Kitchen Support Staff)



**Careers Page**  
(Part Time Support Staff)



**Careers Landing Page**

# Discovery Early Learning & Care Teams 2024

Leadership includes:

5 Program Supervisors, RECEs

6 Lead Educators, RECEs

2 Pedagogical Leaders, RECEs

1 Executive Administrator

1 Executive Director, RECE

89 Registered Early Childhood Educators

28 Support Staff, other related qualifications

7 Kitchen Support Staff

51 Unqualified Staff



# Employee Milestones

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# Milestones - Years of Service

## 5 Year List

Sadilea Fortier

Alyssa Moore

Ciarra  
McCormick

Holly Lalonde

## 15 Year List

Jess Carroll

Chelsea Keith

Tanya Taylor

## 20 Year List

Lacey Carroll

Tina Madore



# THANK YOU

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# Questions?

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