



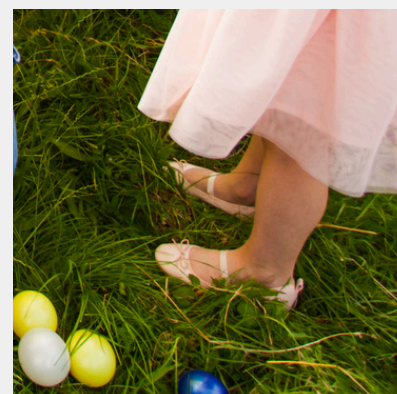
Annual Report



In the spirit of collaboration, we foster a sense of belonging by educating and empowering our staff, our children and our families in a nurturing environment.



Explore More





Guided by Vision, Grounded in Care

Dear families, partners, supporters, and members of our board,

We are proud to share with you the **2024 Magic Triangle Annual Report** — a reflection of the meaningful milestones, moments, and collective achievements that shaped our year.

As Executive Director and President of the Board of Directors, we've had the privilege of witnessing the heart of this organization in action: our dedicated team, resilient families, passionate leadership, and unwavering partners. Thanks to your continued collaboration and support, Magic Triangle has remained a place of belonging, growth, and joyful learning for children across our community.

This past year brought both opportunities and challenges, and we are proud to say that our team rose to each moment with creativity, care, and a deep commitment to our mission. We advanced key initiatives across our programs, deepened partnerships, and created new opportunities for connection and impact.

To our Board of Directors — your guidance and stewardship are essential to our growth and sustainability.

To our staff — your dedication touches lives every single day.

And to our wider community — thank you for trusting us, believing in our vision, and walking beside us on this journey.

As we look to the year ahead, we do so with optimism and gratitude, knowing the heart of Magic Triangle has never been stronger. Together, we will continue to build inclusive, responsive, and inspiring early years experiences for the families we serve.

With heartfelt thanks,

Julie Marsh
Executive Director

Michelle Morin
President, Board of Directors



Executive Director
celebrates 20 years with
Magic Triangle



Strategic Plan 2024–2029: Rooted in Collaboration, Growing with Purpose

In April 2024, the Magic Triangle team took part in an off-site strategic planning retreat — a dedicated space for reflection, connection, and forward-thinking. With the support and guidance of LMD Solutions, they embarked on a journey to shape a strategic plan that would reflect not just the priorities of leadership, but the values, voices, and lived realities of the entire Magic Triangle community.

At the beginning of the retreat, participants were invited to reflect on previous strategic plans. What quickly became clear was that past plans were primarily operational in focus and geared toward leadership — making it difficult for many staff to feel connected or represented.

Determined to build something different, a truly collaborative process was created, involving employees, board members, and community partners alike. Voices from across the organization were encouraged and valued, helping shape a plan that felt shared, relevant, and deeply meaningful.

The result? A plan that resonated so strongly with the team that it was soon covered in handwritten post-it notes — each one capturing personal connections, shared goals, and affirmations of belonging. These notes didn't just mark engagement; they symbolized pride, ownership, and commitment to the collective mission.

As we look ahead to 2024–2029, we are proud to carry forward a plan rooted in inclusion and designed to help Magic Triangle grow like wildflowers — bringing beauty, strength, and self-development to every child, family, educator, and partner we serve.





Rooted & Reaching: Our Growth in 2024

This past year marked a significant chapter in Magic Triangle's journey, as we expanded our reach and deepened our impact across the region. In 2024, we proudly welcomed two new sites (Beaumont Avenue & MacKenzie Place), growing not only in the number of families we serve, but also in the strength and diversity of our team. Our childcare enrolment increased, and we welcomed new educators and support staff who share our vision of creating inclusive, nurturing, and high-quality environments for all children.

Why This Growth Matters

Growth is never just about numbers — it's about purpose. Every new site, every new staff member, and every new child welcomed into our programs represents an opportunity to extend our care, elevate our standards, and strengthen our community connections.

This expansion also reflects our readiness for the future. By increasing our reach, we're not only meeting current community needs — we're positioning ourselves to respond with agility, leadership, and compassion as new opportunities and challenges arise in the years ahead.

We remain grounded in our core values — curiosity, exemplary, respect, integrity and transparency — while expanding our capacity to deliver meaningful, community-rooted impact.





By the Numbers: Our Growth in 2024

Metric	2023	2024	% Change
Childcare Enrolment	600	829	↑ 28%
EarlyON Active Participants	3341	3723	↑ 10%
Total Number of Sites	13	15	↑ 2 sites
Total Employees	146	202	↑ 28%



Increase in childcare
enrolment & personnel
grew by

28%

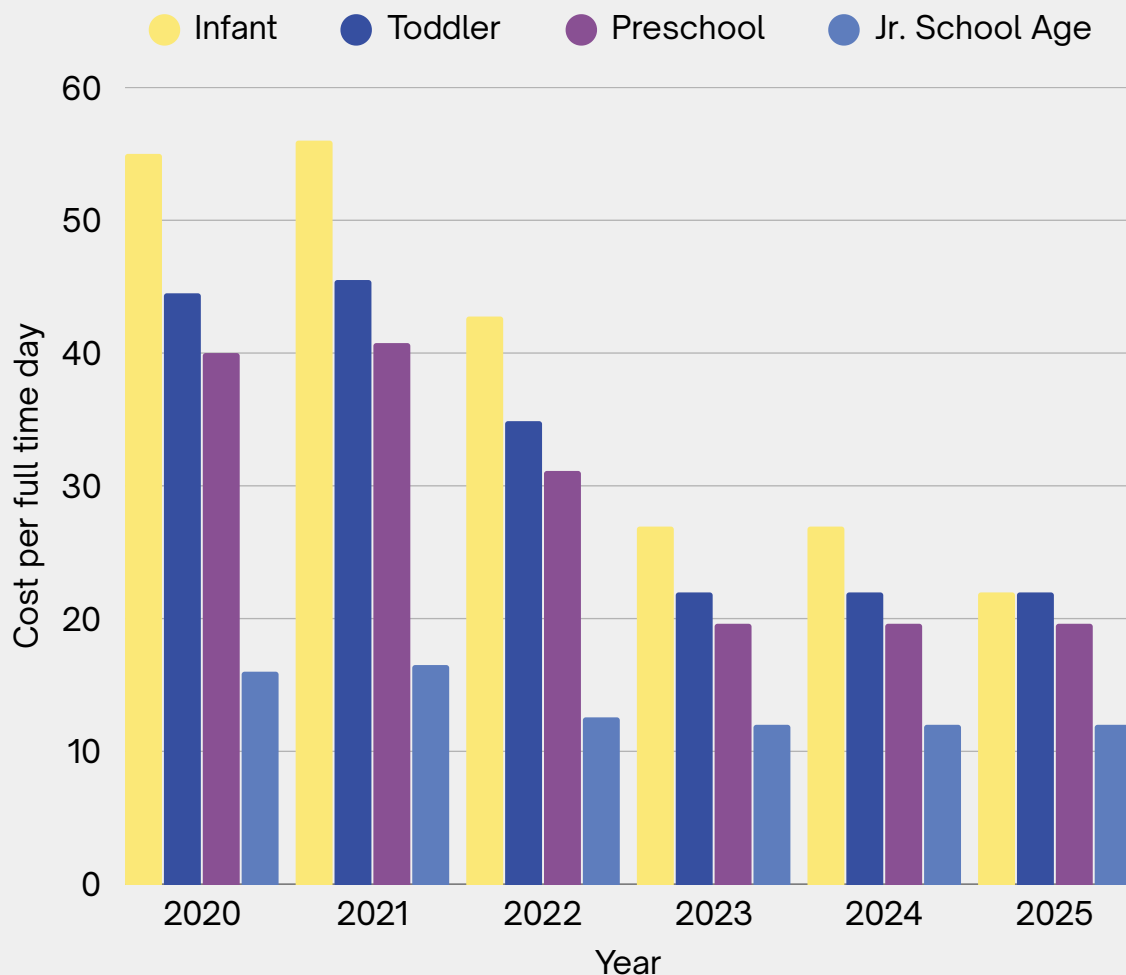


Making Child Care More Affordable: The Impact of CWELCC on Families

In 2021, the Government of Canada launched the Canada-Wide Early Learning and Child Care (CWELCC) system—a historic agreement between federal and provincial governments aimed at building a more accessible, affordable, and high-quality early learning and child care system across the country.

The goal of the CWELCC system is to reduce child care fees to an average of \$10 per day by 2026, while also supporting educator wages, increasing quality standards, and expanding access for families.

Thanks to CWELCC funding, families in our community have seen a significant reduction in child care fees since the program's rollout. These reductions have made high-quality care more accessible to many and have relieved financial pressure for families juggling work and household responsibilities. As of 2025, fees are approximately 50% less than they were in 2020, with further reductions anticipated in the years ahead.





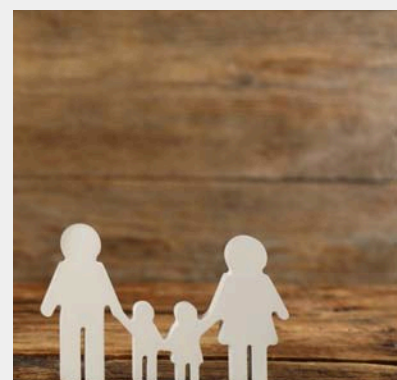
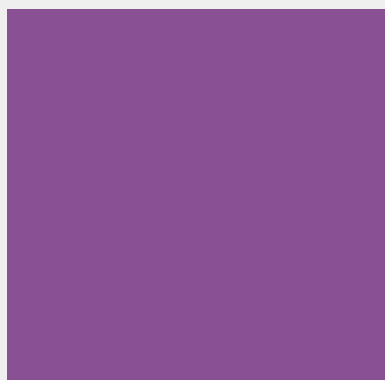
Strengthening the Early Years System

In 2024, Magic Triangle proudly participated in the City of Greater Sudbury's Quality and Inclusion System Review—a collaborative, community-wide effort to reimagine how supports are delivered across the early learning and child care sector. This system review focused on improving the roles and coordination of Resource Consultants (RCs), Community Support Workers (CSWs), Quality Coordinators (QCs), and Pedagogical Leaders.

Through engagement sessions, focus groups, and stakeholder interviews (offered in both English and French), the review gathered insights from across the sector to co-create conditions that support quality, inclusion, and equitable access for all children and families.

Magic Triangle contributed to these important conversations by sharing our experiences, perspectives, and hopes for a more connected and responsive system. The review's recommendations support clearer role definitions, stronger partnerships, increased access to professional learning, and a renewed focus on community-based leadership and inclusion practices.

As a result of this work, we look forward to implementing the new Quality and Inclusion model launching in 2025 and continuing to champion system-wide growth and innovation in early learning.



With the new model,
Magic Triangle
welcomes to its team

Melissa Moulton
Community
Pedagogical
Consultant
*City of Greater
Sudbury*

**Charlotte Beaulieu
& Chantal Trottier**
Resource
Consultants
*Child & Community
Resources*



Turning Vision into Action: 2024 Strategic Progress

In 2024, our team set out to bring the priorities of our new Strategic Plan to life — not just on paper, but in practice. Guided by our values and driven by the voices of staff, families, and partners, we began implementing meaningful changes across our organization. This section highlights the key actions and milestones from our first year of strategic implementation, organized around the three pillars that shape our plan:

Governance & Operations, Employee Experience, and Family & Community Engagement.

But before we explore our progress, we want to share the foundation that guided this journey. The following page outlines our condensed 2024–2029 Strategic Plan — a reflection of months of collaborative visioning, feedback, and goal-setting, rooted in our belief that care, community, and connection must lead the way.

Together, these priorities are helping shape a future where Magic Triangle continues to grow with heart, purpose, and people at the centre.



2024-2029 Strategic Plan

MAGIC TRIANGLE

VISION

A society that lives authentic relationships and values self-fulfillment.

MISSION

In the spirit of collaboration, we foster a sense of belonging by educating and empowering our staff, our children and our families in a nurturing environment.

Areas of focus

Governance and Operations

Employee Experience

Family and Community Experience

Desired Results

Implement a robust governance and operations framework

Enhance the employee experience through structured processes, supportive environments, and seamless transitions.

Create and execute initiatives that foster active participation and collaboration among families, community members, and stakeholders.

Achieve operational excellence through optimized resource and continuous improvement processes, ensuring sustainable growth and financial stability.

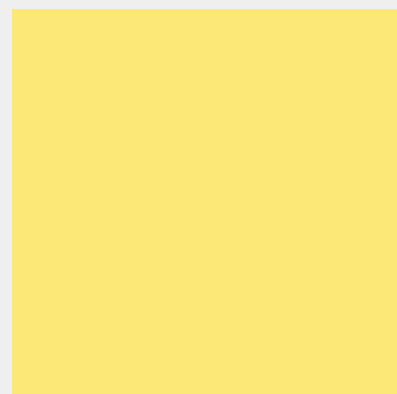
Nurture a culture of collaboration and connection among employees, promoting teamwork, communication, and alignment towards shared goals.

Build and nurture partnerships to pool resources, expertise, and efforts towards addressing local needs and enhancing the well-being of residents.

Foster inclusive partnerships, promoting diversity, and embracing collective impact, driving organizational success and social cohesion.

Empower employees through diverse learning opportunities, professional development resources, and a supportive performance monitoring environment.

Enhance communication strategies to convey our role, services, and impact within the community with diverse channels and resources to raise awareness and promote engagement.





Governance & Operations: Building Strong Foundations

In 2024, we laid important groundwork to strengthen our internal structure and support more transparent, effective, and collaborative operations across Magic Triangle. With a focus on clarity, consistency, and connection, we made significant strides in how we organize, communicate, and lead together.

Organizational Structure:

One of our most impactful achievements this year was the refinement of our organizational chart, designed to provide greater visibility into roles, reporting lines, and how each part of our agency contributes to our shared mission. This structure not only supports accountability — it celebrates the diverse strengths of our growing team. (See chart on next page)

Clearer Roles & Responsibilities:

We finalized most administrative job descriptions, helping to define key functions and support a shared understanding of responsibilities across departments.

Information Sharing & Internal Communication:

New Finance and Operations Huddles were introduced to enhance communication between departments, build trust, and ensure smoother day-to-day operations. These short, focused meetings are creating valuable space for learning about one another's work and solving challenges together.

Leadership Representation:

We established Magic Triangle representatives at each level of the EYPN (Early Years Planning Network) to ensure our voice and insights are consistently present at the regional table.



Digital Tools & Capacity Building:

EarlyON Community Connection in Action:

Together, these actions have strengthened the operational backbone of Magic Triangle, ensuring that as we grow, we continue to lead with clarity, connection, and care.





Employee Experience: Supporting the Heart of Our Work

Our educators, coordinators, support staff, and leadership teams are the heart of Magic Triangle. In 2024, we made it a priority to further invest in the people who care so deeply for others — ensuring they feel seen, supported, and celebrated.

We know that a strong employee experience starts with more than just job descriptions or processes. It's about belonging, well-being, recognition, and opportunity — and in 2024, we began laying the foundation for stronger supports across the employee journey.

Here are just a few of the meaningful actions we took in 2024 to strengthen our commitment to our staff:

Orientation Nord (FedNor Application – in Progress):

We began the application process to secure funding through FedNor for Orientation Nord, an initiative designed to enhance onboarding and retention in the North. This program would support new hires in building confidence and connection from their very first days.

Caring for One Another:

We launched a GoFundMe campaign to support an educator facing personal hardship — a powerful reminder of the compassion and solidarity within our team.

Community Engagement:

We proudly participated in the Edgar Burton Food Drive, engaging both staff and families in meaningful giving during the holiday season.

Recruitment & Visibility:

Our teams attended several local job fairs in 2024, sharing the Magic Triangle story with potential future educators and expanding awareness of our mission across the region.

Celebrating Staff Voices:

Following the 2024 Symposium, we held an “Inspiration” contest on social media to highlight what motivates our staff and shine a light on the passion they bring to their work.

These efforts represent only the beginning. As we continue to shape the employee experience, we remain committed to listening, responding, and co-creating a workplace that nurtures both professional growth and personal connection.



Family & Community Engagement: Strengthening Relationships with Intention

At the heart of Magic Triangle is a belief in connection — with families, with communities, and with the wider systems we work within. In 2024, we focused on laying the groundwork for stronger, more consistent engagement strategies that invite families into our programs, amplify the voices of our community, and create more visibility for our work across the region.

This focus is especially important as we continue to grow and respond to increased demands and harder-to-fill roles. By strengthening how we communicate, collaborate, and show up in our communities, we're building a foundation of trust and shared purpose that supports our mission and long-term sustainability.

Here are some of the ways we brought this pillar to life in 2024:

Communication Strategy: Setting a Clear, Consistent Rhythm

We developed a clear and responsive social media content calendar and launched a cyclical email strategy through Digibot to ensure families receive timely reminders, updates, and information throughout each month. These tools help us build consistency, reduce confusion, and keep families informed and connected.

Monthly Newsletters:

We launched monthly digital newsletters to highlight upcoming events, share helpful information, and celebrate what's happening across sites. These newsletters have become a valuable bridge between programs and the homes we serve.





Family & Community Engagement (continued)

Family Engagement Strategy – Planning for Meaningful Connection

We began developing a formal Family Engagement Strategy aimed at deepening relationships and increasing meaningful interactions between families and program staff at each site. This work is rooted in the belief that when families feel truly welcomed, heard, and valued, they are more likely to engage in ways that enrich their child's learning and sense of belonging.

The strategy focuses on:

- Creating more intentional and inviting family engagement opportunities within programs
- Building staff confidence in engaging with families through shared reflection and practice
- Ensuring families see themselves reflected and represented in the daily life of our programs

Pedagogical Growth Network:

We began investing in opportunities to strengthen professional reflection and dialogue by launching the Pedagogical Growth Network, which helps educators connect with one another across sites, share insights, and reflect on their practice — ultimately enriching the experiences of children and families.

Fundraising Strategy – Early Development Stage:

Recognizing the importance of long-term sustainability, we began the early stages of developing a fundraising strategy to support future projects, strengthen community involvement, and create more opportunities for families and staff to benefit from enhanced resources.

Each of these initiatives reflects our ongoing commitment to not only serving families — but also learning from them, partnering with them, and ensuring that our programs remain responsive, inclusive, and rooted in care.





Growing Forward: A Look Ahead to 2025

As we close out 2024, we're filled with gratitude for the progress we've made — and inspired by the possibilities that lie ahead. The seeds planted this year through collaboration, reflection, and strategic action are already beginning to take root. In 2025, we will continue to nurture that growth, guided by the voices of our staff, families, and community.

Our vision for the year ahead is bold, people-centered, and grounded in care. Here's a glimpse of what's to come:

Family Engagement – Evolving with Intention

Our in-person Family Engagement Events launched in 2025 with great success, and we're excited to build on this momentum. With more consistency, creativity, and opportunities for families to contribute, these events will continue to strengthen relationships and foster a deeper sense of connection across our sites.

Improved Systems with Procurify

The launch of Procurify will support better time management, transparency, and efficiency across programs, allowing leads to focus more on what matters most — staff, children and families.

New Committees for Connection & Collaboration

We're creating new committees designed to bring staff together across roles and sites — from engagement to wellness and beyond — building space for shared ownership and innovative ideas.





Growing Forward (continued)

Leadership Training & Growth Opportunities

2025 will bring new investments in leadership development, equipping current and emerging leaders with tools and mentorship to grow within our organization.

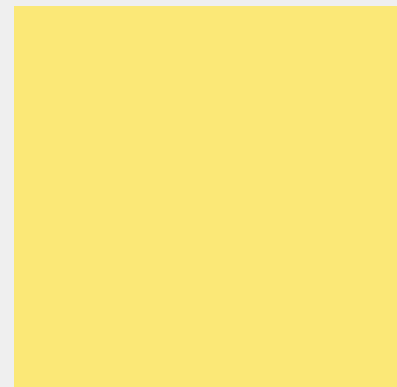
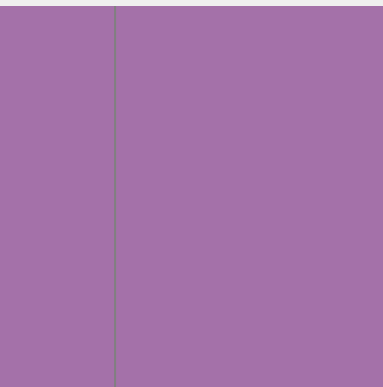
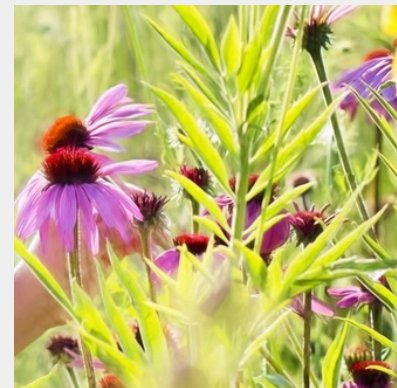
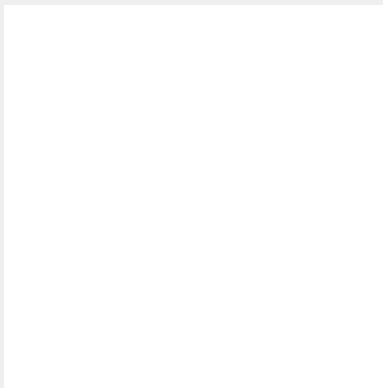
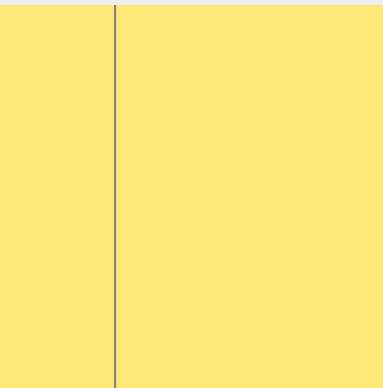
Fundraising that Gives Back

We'll be launching 50/50 draws and other fundraising efforts, with a focus on giving back to our communities and supporting children and families through meaningful initiatives.

Orientation Nord & Our Training Centre – The Foundation Begins

We're laying the foundation for our new training centre, with Orientation Nord as one of the first major steps. This program will support new hires, provide localized training, and enhance retention — particularly in Northern communities.





In Closing

2024 has been a year of reflection, reconnection, and recommitment to the heart of our work. As we look back, our vision for the future remains rooted in growth, inclusion, and meaningful impact.

At Magic Triangle, we are committed to building a more inclusive, efficient, and supportive environment for both employees and families. In the year ahead, we look forward to strengthening internal systems, deepening relationships, and creating spaces where every child, caregiver, and educator can thrive.

We are proud of what we've accomplished — not because it's finished, but because it's just the beginning. Like wildflowers, we will continue to grow outward in every direction: spreading care, resilience, and beauty in all that we do.

To our families, partners, and staff — thank you for your trust, your support, and for walking this journey with us.

We can't wait to see what we'll grow together in 2025.