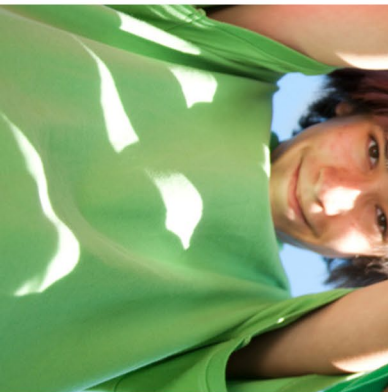


2024-2025 Annual Report

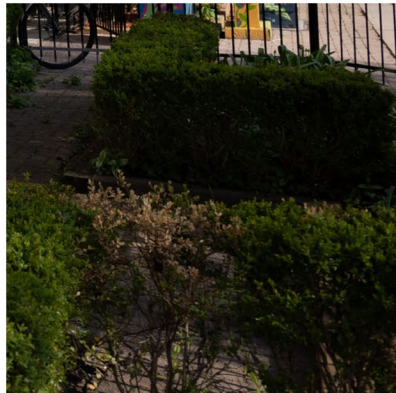
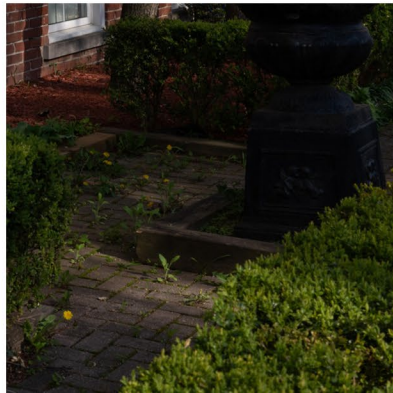
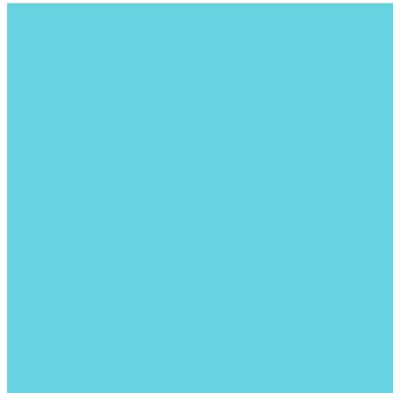
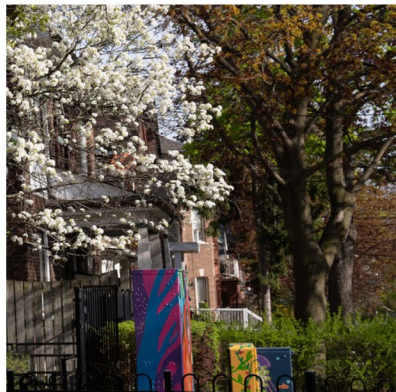
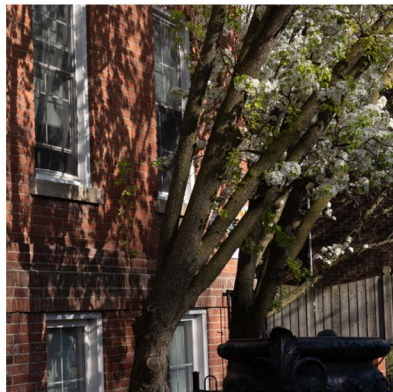
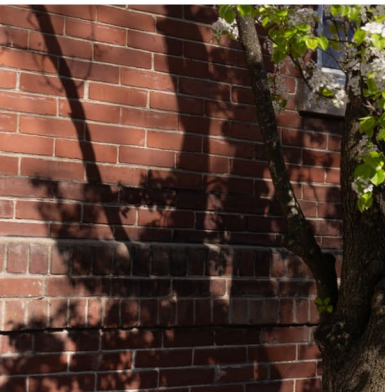
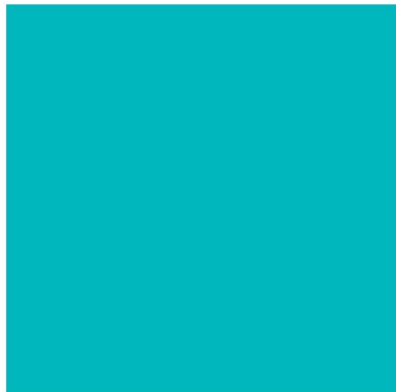
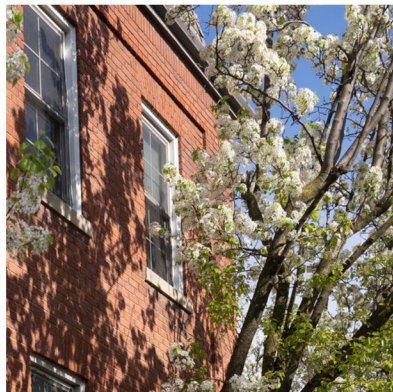
Pathways to Brighter Futures



Land Acknowledgement

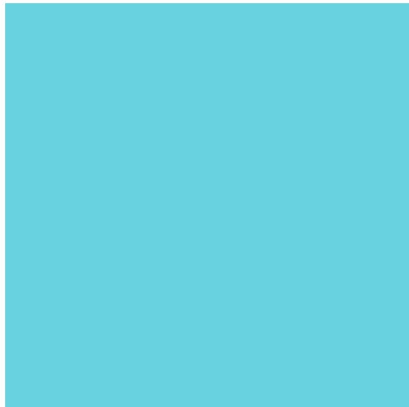
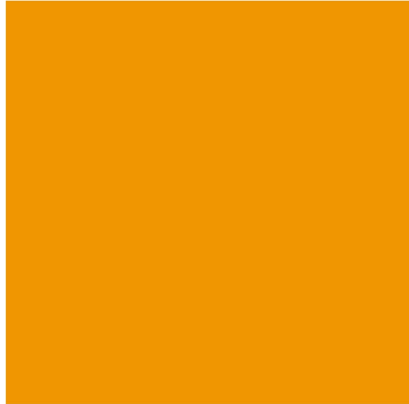
At the Child Development Institute (CDI), we acknowledge that the land on which we work is the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, the Wendat and the Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit. This land continues to be home to many diverse First Nations, Inuit and Métis peoples.

CDI is committed to working in partnership with Indigenous peoples to make measurable progress toward Truth and Reconciliation. We affirm this commitment in deep gratitude for the opportunity to live and work on this land.



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Message from the CEO and Board Chair

We are proud to share the Child Development Institute’s (CDI) 2024-25 Annual Report: Pathways to Brighter Futures.

Every individual who enters through CDI’s doors brings a unique mix of strengths, challenges, and lived experiences. Through a holistic range of services — from early learning and mental health counselling to gender-based violence supports and therapeutic recreation — our teams build personalized pathways that honour diversity and promote resilience, healing, and long-term well-being.

The past year has brought both urgency and opportunity to the children’s mental health and early learning sectors. One in five children and youth in Ontario continue to experience mental health challenges, yet more than 80% go untreated due to long wait times, underfunded services, and systemic barriers — with marginalized communities being disproportionately affected. Families face growing difficulty accessing high-quality childcare, while rates of gender-based violence have risen to crisis levels. These pressures have strained families, schools, and service providers — and they have also accelerated the need for innovation.

Across Ontario, there is a growing shift towards evidence-based, early-intervention, and community-driven supports — a direction CDI has long championed. Every day, we see how personalized, wraparound services can change the trajectory of a young person’s life, and we remain active in advocating for policies and systems that advance this important work.

This year marked the first year of our five-year strategic plan, Innovating for Impact. With an ambitious goal to improve outcomes for 50,000 children and youth by 2029, we are proud to be on track and seeing measurable progress

— having served 80% more children, youth and caregivers than the previous year across direct services and our growing affiliate network.

This work is guided by providing inclusive, culturally responsive, and evidence-informed care for our clients; driving systemic change through strategic partnerships and sector leadership; creating a culture of equity, inclusion, and continuous learning for our staff; and, investing in infrastructure to ensure our growth is both sustainable and resilient. Across each of these areas, CDI is laying the groundwork to reach more children, strengthen more families, and shape a future where all young people have equitable opportunities to thrive.

Our ability to do this work is made possible by the strength of our partnerships — across schools, health systems, governments, and communities — and by the unwavering dedication of our staff, Board of Directors, donors, and volunteers, whose belief in the potential of every child continues to fuel our mission.

As you read this year’s report, we hope you recognize not only the meaningful progress CDI has achieved, but also the strong foundation we have built to meet the complex and evolving challenges facing our sector. We are proud to lead this critical work and remain deeply committed to advancing bold solutions in partnership with the communities we serve. Together, we are building innovative, equitable, and compassionate pathways to brighter futures for every child, youth, and family.



Wendy Miller
Board Chair



Andrew Reddin
Chief Executive Officer

Our Impact

“My students were able to learn different tactics on how to regulate their emotions in a healthy way.”

Teacher
Start Right Social Skills

Our Impact

Direct Services



5,576
clients served

In total...



17,231
clients served

Workshops



50+
workshops delivered through the Every Child Belongs Initiative



1000+
Child Care Consultation workshop participants



~200
Learning Disabilities and Mental Health workshop participants

Affiliate Sites



11,655
clients served



~80%
more clients served than the previous year

Affiliate Sites



164%
more clients served across CDI's Affiliate network than the previous year



9
new SNAP (Stop Now And Plan) Affiliate sites



80%
of SNAP for Schools students reported the program improved their peer relationships

Clinical Services



97%
of children and youth reported positive outcomes*



91%
of youth reported positive experience with the services system*



93%
of SNAP Girls caregivers reported satisfaction with the parent group



93%
of SNAP Boys caregivers reported an improved relationship with their child

Operations: Hiring



47%
of new hires identified as a visible minority (above Labour Market Area data from Statistics Canada)*

Early Years and Child Care Services



9%
more children and caregivers served than the previous year at CDI's EarlyON and Early Learning Centres



4.44
average AQI score (average AQI score across Toronto = 3)



93%
of Child Care Consultation participants found the supports and strategies very effective

**CDI's Ontario Ministry of Health-funded clinical services.*

**Results from Candidate Experience Survey by TalentMinded.*

Brighter futures for our CLIENTS

The journey to a brighter future isn't one-size-fits-all. By delivering innovative, inclusive, and culturally responsive services, CDI is measurably improving outcomes for children, youth and families.

The Return of Taste of Home

For the first time since the COVID-19 pandemic, the **Taste of Home** program returned for in-person sessions, welcoming **30** children and youth (ages 6-17). Taste of Home is a drop-in cooking program for children and youth who have experienced interpersonal violence and are living in CDI's partner shelters — blending healthy meals with mindfulness and connection.

With donated kitchen equipment, we hosted a five-week Family-Style group, where families cooked healthy meals together and shared cultural recipes. A second seven-week group, in partnership with **Robertson House**, engaged children in leadership opportunities and skill development, while building community with each other and safe adults.

When Karen, a local business owner at Hummingbird Investment Holdings Inc., was looking for a way to give back, she

found alignment with CDI's mission — committing not only to donating, but to volunteering her time through the Taste of Home program.

"It's such a wholesome environment where families come together, cook, learn, and share a meal," she shared. "You'd be surprised how excited kids get about making salad! Those little moments became opportunities for real connection."

Inspired by the program, Karen explored other ways to get involved and began volunteering with **Here to Help**, CDI's group intervention program for children and their mothers who have experienced family violence.

Reflecting on her experiences, Karen shared, "What struck me the most is how something as 'simple' as cooking can create genuine, authentic connections — especially for kids who have experienced so much. Giving these children these kinds of skills, tools, and safe experiences sets them up for long-term success."

New Pilot Program: Connecting Towhee

Following more than 50 years of transformative success at **Camp Towhee**, CDI launched **Connecting Towhee**, a pilot program that aims to help clients who attended camp stay connected to support services and form friendships during the school year, while continuing to build the confidence needed to improve their mental health and enrich their lives.

Children and youth participated in activities geared to enhance social skills, emotional regulation, and peer connection.

Following this successful pilot, CDI looks forward to exploring future opportunities to support Camp Towhee participants year-round.

Youth Engagement Steering Committee

CDI launched the **Youth Engagement Steering Committee (YESC)** to provide youth across our programs with a platform to collaborate, share their voices, and drive positive change.

The committee offers opportunities to build meaningful connections, learn skills, and address issues youth are passionate about.

By sharing youth voices with CDI leadership, YESC ensures that programming is shaped by their lived experiences, needs, and the diverse communities we serve.

"The discussions that we have encourage us to be leaders in the community and deepen how we can help others. There should be more programming for youth because it shapes us to be better and gives us more opportunities to grow — there are a lot of things that we can help with."

– Youth Engagement Steering Committee



Gender-Based Violence Services

In 2024-25, CDI's **Gender-Based Violence Services** experienced a **114%** increase in the number of children, youth and families supported, compared to the previous year.

More than **250** individuals accessed support through CDI's Mothers in Mind® (MIM), Here to Help, and Shelter and Community-Based Services, with **100%** of MIM and Here to Help participants expressing satisfaction with the programs.

Thanks to funding from the **National Action Plan to End Gender-Based Violence**, CDI launched a series of program videos to raise awareness about these critical services. These videos have been instrumental in helping ensure that more mothers and service providers are aware of the critical supports available in their communities, and how to access them.

"I see the difference in [my child's] behaviour, self-confidence and clarity about her ideas using the techniques she learned here."

– Caregiver, Here to Help

Start Right Social Skills

Offered in partnership with the **Toronto District School Board** and **Toronto Catholic District School Board**, CDI provided early intervention support to more than **540** children and more than **20** schools through the **Start Right Social Skills (SRSS)** program.

Among these families was Jamie*, who credits CDI with supporting their daughter's early growth with care and guidance.

"My daughter loved her SRSS summer program — she had so much fun learning, exploring, and starting to make new friends. The joy and confidence she gained from this experience are priceless, and we owe it all to the wonderful environment you've created."

Through structured "play and learn" sessions, this 10-week program supports kindergarten children who are having difficulty adjusting to the demands of their regular classroom by fostering social, emotional, and behavioural growth.

"Your expertise, patience, and genuine kindness have made such a positive impact on our lives. You have not only provided invaluable advice on how to support my daughter's growth but have also become a cherished part of our journey."

**Name has been changed to maintain confidentiality.*

Supporting Inclusion at Early Learning Centres

After six years at CDI's **Fraser Mustard Early Learning Centre (ELC)**, one family is preparing for a heartfelt goodbye as their youngest son graduates to Junior Kindergarten.

"In many ways, his journey is just beginning," his caregiver shared. "In other ways, he has already gained many of the things he will need throughout life: a drive to move and grow, a sense of belonging and love, and a deep trust in the world around him."

Their son, who is preverbal and lives with developmental complexities, has made meaningful progress in communication and social connection throughout his time with CDI.

"My husband and I discussed what we believe to be true: our son is happy and developing well (at his own pace) because of the people and opportunities that surround him — and this, of course, is heavily influenced by his time at Fraser Mustard ELC."

In a world where children with disabilities and their families are too often excluded, this family's experience at CDI offered something different: inclusion, understanding, and personalized care.

We recognize the difficulty and extra cost in accommodating children with medical or developmental complexity. "But when it is possible, it should be done — because the benefits for these

children and their whole family are enormous."

With deep appreciation, the family offered a final message to the CDI team: "Knowing that your disabled child is accepted and thriving somewhere brings value and meaning back to families. So — a BIG thank you for your willingness to support my son and our family through all our requests, appointments, equipment, and logistics. An even bigger thank you for being present for him and his needs."

At CDI, we are proud to ensure that all children and families feel seen and supported, and our teams continue to look for opportunities to provide inclusive, equitable, and accessible care for all those we serve.

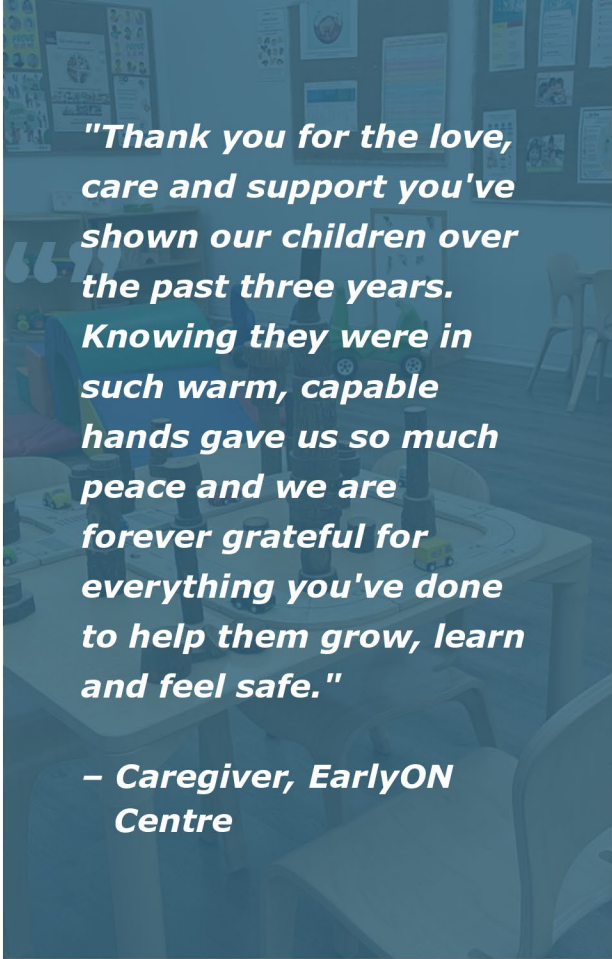
"His good quality of life gives [our community] a chance to see him in a more positive, able-bodied light. More importantly, it makes them less afraid of and more aware of disability. Perhaps some of them will develop more inclusive beliefs and actions as a result. Inclusion has wings."

– Caregiver, ELC

**Parkdale-High Park
EarlyON Child and
Family Centre**

In 2024-25, CDI's **Parkdale-High Park EarlyON Child and Family Centre** supported **9%** more children and caregivers compared to the previous year.

This growth in participation reflects that more families are connected to vital resources and inclusive programming during a critical stage in their child's development. It also speaks to the Centre's role as a trusted community hub where caregivers can build parenting confidence, children can explore and learn through play, and families from diverse backgrounds can find belonging and support.



Our Impact

“I like how MMA improves my confidence and teaches me to be mindful.”

Youth
Mindfulness Martial Arts (MMA)



Brighter futures for our SOCIETY

Systemic change is essential to create lasting impact. By leveraging evidence and strategic partnerships, CDI is shaping stronger, more equitable systems — creating broader pathways to brighter futures for children, youth, families, and communities in Ontario, and across Canada.

First Steps to Success Toronto

CDI participated in a local adaptation of the evidence-based **Pyramid Model for Supporting Social Emotional Competence in Infants and Young Children**. This model builds the capacity of Early Childhood Educators (ECEs) and other staff/leaders to foster social and emotional skills in infants and toddlers, helping to reduce the risk of mental health challenges later in life.

This pilot project by the **Centre for Addiction and Mental Health (CAMH)**, funded in collaboration with **Every Child Belongs (ECB)**, concluded in late 2024 with notable outcomes, including:

- Improved staff sensitivity to children’s emotional needs (e.g., increased motivation and confidence, strategies to support)
- Improved emotional well-being in infants and toddlers (e.g., regulation

of nervous systems, calmer behaviours, smoothing transitions)

- Increased levels of support and supervision from leadership

CDI Child Care Consultants played key roles in supporting this important initiative, including providing expertise as a First Step Coach and an Assessment Tool (TPITOs) Administrator.

“Thank you for all the recommendations and service with our son. He’s interacting more and talking more with his peers. This really shows the impact of your suggestions.”

– Caregiver, Child Care Consultation

SNAP 2.0: Expanding our Impact

CDI continued to advance the successful national expansion of the **Stop Now And Plan® (SNAP)** program to address the increasing mental health needs of children, youth, and families across Canada.

Under the SNAP 2.0 strategy, CDI is enhancing the reach and impact of our SNAP programs, including SNAP for Schools, SNAP Clinical, and SNAP Youth Justice, while ensuring cultural responsiveness within the communities we serve.

In 2024-25, all programs have made significant strides towards the strategy’s 5-year targets:

- SNAP Clinical (Affiliate): Reached **86%** of its 5-year target for new affiliate sites and **78%** of the 5-year target for children served.
- SNAP Universal: Reached **68%** of its 5-year target for new SNAP for Schools affiliate sites, and **75%** of the 5-year target for children served.
- SNAP Youth Justice: Reached **61%** of its 5-year site target, and **49%** of the 5-year target for youth served.

Overall, the SNAP Scaling and Impact initiative licensed 9 new affiliate sites in 2024-25, bringing high-quality, evidence-based support to even more communities.

Measurement-Based Care Implementation

In partnership with **Capitalize for Kids**, CDI continued to successfully implement **Measurement-Based Care (MBC)** at a client-level. By routinely collecting assessment data, MBC allows CDI’s clinicians to better respond to client needs and make informed, shared treatment decisions with families.

MBC was newly implemented for youth ages 12-17 years old with a diagnosed learning disability, co-occurring mental health difficulties, and receiving individual talk therapy.

Early results suggest that some youth with social anxiety and communication challenges are engaging more comfortably in therapy by sharing updates through these brief, regular questionnaires.

“[CDI’s] Trainer Consultant is extremely knowledgeable and helpful. We are grateful that we have the staff as a support.”

– SNAP Affiliate Site



**New Pilot Program
for Early Childhood
Professionals: In
Development**

CDI began working in collaboration with a post-secondary institution to develop an exciting new pilot program to address training and resource gaps among early childhood professionals.

The program will aim to equip Early Childhood Educators (ECEs) and Assistants (ECAs) with tools and techniques to support children under six years old in developing emotion-regulation, social skills, and positive behaviours.

LDMH Workshops

Nearly **200** participants joined CDI's LDMH Workshops designed for caregivers of children with learning disabilities, as well as educators, counsellors, service providers, and other interested community members.

Covering a range of topics, the workshops offered:

- Current insights from the field
- Practical strategies
- Parenting support
- A deeper understanding of the intersection between learning disabilities and mental health

Our Impact

“The consistent school environment gave our son a chance to experience success and gave us the chance to be more effective in managing the challenges at home.”

Caregiver
School Day Treatment Program



Brighter futures for our PEOPLE

Through a culture of inclusion and continued learning, CDI is building a thriving organization where people feel valued and empowered to lead change.

IDEA Action Plan

CDI partnered with **D&D Inclusion Consulting** to conduct a comprehensive IDEA (Inclusion, Equity, Diversity and Accessibility) assessment as part of our ongoing commitment to fostering a more inclusive and equitable organization.

The assessment included a review of key human resource and organizational policies/procedures, an IDEA staff survey, and consultations with CDI’s Board of Directors, staff, and IDEA Advisory Committee. These activities gathered insights across key areas, including: governance and leadership, human resources and organizational culture, and client service delivery.

The resulting **IDEA Assessment and Action Plan**, launched in the fall of 2024, outlines strengths of the organization, areas for growth, and includes an action plan with accountability structures and a timeline to guide CDI’s IDEA efforts over the next five years, and beyond.

Continuous Improvement Committee

CDI launched a new **Continuous Improvement Committee** to empower staff to propose ideas that enhance systems and processes across the organization. This initiative encourages innovations that create better client outcomes, higher-quality services, a more engaging staff experience, and stronger partnerships with our stakeholders.

Proposals are reviewed by the interdepartmental committee and considered for implementation based on alignment with CDI’s policies, collective agreements, and strategic priorities.

By centering staff voices, CDI is reinforcing our commitment to a collaborative and responsive work environment where everyone has an opportunity to shape our collective future.

Accreditation

CDI successfully completed our accreditation cycle with the **Canada Centre for Accreditation**, achieving **100%** in both Mandatory and Leading Practice Standards.

This outstanding achievement reflects the dedication, expertise, and hard work of our team.

This process reaffirms that CDI continues to deliver transformative, high-quality services to children, youth and families across our communities.

Professional Development: Early Years and Child Care Services

Throughout the year, CDI’s **EarlyON** and **Early Learning Centre** staff participated in a wide range of professional development opportunities designed to enhance inclusive, high-quality early years programming.

This included interactive trainings to deepen understanding and application of Inclusion, Diversity, Equity, and Accessibility (IDEA), and Truth and Reconciliation principles — supporting staff in embedding inclusive practices into play-based learning and daily interactions with children and families.

Through ongoing learning and development opportunities, CDI is committed to reducing the gap in outcomes for equity deserving communities, and upholding a safe, inclusive environment where everyone belongs.



Brighter futures through STRONG INFRASTRUCTURE

Resilient infrastructure powers sustainable impact. CDI is strengthening its foundation to support every child’s path to a brighter future.

Infrastructure Changes for Accessibility

As part of CDI’s ongoing commitment to creating accessible, barrier-free spaces for children, youth, families, staff and community members, we are grateful to have secured funding from the **Ontario Ministry of Health** and the **Ontario Ministry of Children, Community and Social Services** to support infrastructure improvements at our St. Clair Gardens location.

This important initiative includes the renovation of the reception area (Phase 1 — complete), as well as the installation of a wheelchair lift to ensure accessibility throughout the building (Phase 2).

Launched in 2024, this initiative is progressing on schedule and is expected to be completed by fall 2025.

We look forward to continuing to advance this and future infrastructure initiatives to promote equity, dignity and accessibility for all.

Our Impact

“I sincerely appreciate the knowledge shared and connecting with other parents.”

Caregiver
SNAP Boys



Community and Events

Thriving Together Event

CDI invited strategic partners, donors, funders and community supporters to attend a special **Thriving Together** event to celebrate the launch of our new **5-year Strategic Plan**.

Following speeches from Andrew Reddin and CDI's Board of Directors, teams from across CDI hosted an open house, sharing information about our services.

The evening was a huge success, with our key stakeholders feeling inspired by the scope and quality of CDI's impact on the growing number of children, youth, and families in our community.



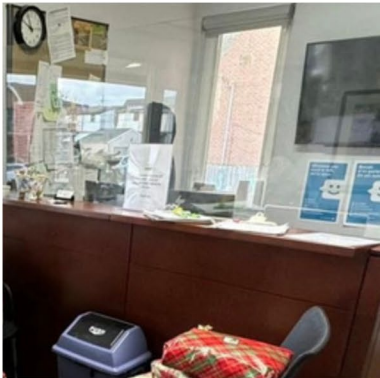
RBC Assist-A-Family

Since 2007, **RBC** employees have collaborated with CDI to support families during the winter season through our **Assist-A-Family** initiative.

Throughout the month of December, more than **400** children, youth and caregivers received household necessities and diverse holiday gifts.

"My daughter has been absolutely delighted — her laughter and excitement while enjoying the gifts have filled our hearts with joy."

– Assist-A-Family Recipient



SNAP Symposium

CDI welcomed our SNAP affiliate network, program supporters, and community partners to our **2024 SNAP Symposium: The Power of Early Intervention**.

Over the course of two days, CDI's SNAP team shared innovative research updates, and we heard insights around the evolving mental health needs of our communities from various sector partners and leaders.

We are grateful to our community of supporters across Canada, the US and Cree First Nations for their dedication towards improving mental health supports for children, youth and families.

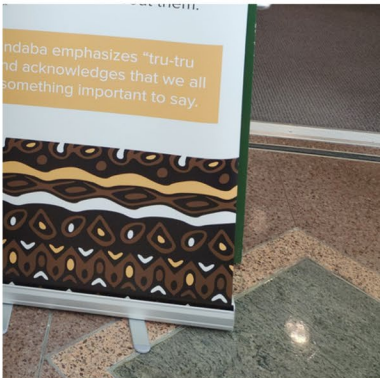


Children's Mental Health Week

In May, CDI celebrated **Children's Mental Health Week 2024**.

To kickoff the week, we welcomed clients at our staff event, covered by **CBC Toronto News**, to share their positive experiences with our various mental health programs, including Camp Towhee and Mindfulness Martial Arts.

Later in the week, several CDI staff members joined our SNAP affiliate **CAFCAN** for their 3rd Annual Mind OUR Minds INDABA event, where CDI was invited to present about how we provide and strive to improve equitable mental health services for all.



Thank you to our supporters

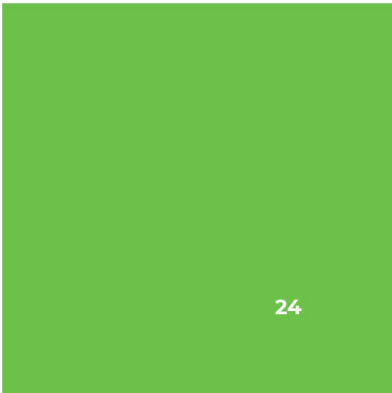
Thank you to CDI’s community of donors and supporters who continue to make this important work possible. We also extend our gratitude to our volunteers and gift-in-kind supporters for your time, generosity, and unwavering belief in CDI’s mission.

Amici Children's Camp Charity
Bealight Foundation
Canadian Tire Jumpstart
Charities Aid Foundation of Canada
Children's Aid Society of Toronto
Columbia International College
Doris Hansen Charitable Foundation
Echo Foundation
Employment and Social Development Canada
Ernst & Young Global Limited
F.K. Morrow Foundation
House of Horvath
Isberg Charitable Trust
Kids in Camp
KPMG Foundation
Laserpro
McConnell Foundation
Minnow Environmental Inc
Morgan Goldberg Memorial Fund at Toronto Foundation
Nixon Charitable Foundation
Ontario Ministry of Children, Community and Social Services
Ontario Ministry of Education
Ontario Ministry of Health
PLUS1 x The Kid Laroi
Public Health Agency of Canada
Public Safety Canada
Raschkowan Foundation
Reach Out Centre for Kids
Ronald and Anne Leggett Literacy Fund at Toronto Foundation
SME Interim
The Sonor Foundation
Strides Toronto
TalentMinded Inc
Temerty Foundation
The Catherine and Maxell Meighen Foundation
The City of Toronto
The Mariano Elia Foundation
The New Mentality
The Peter Cundill Foundation
The Students Commission of Canada

The Toronto Star Fresh Air Fund
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Sue Eagleson
Allison Erdody
Nicole Faas
David Feather & Lily Chow
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Rose Ficco
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John Gillies & Anne-Marie Prendiville
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Gerald Goldenberg
Frank & Tina Giordano
Gerald Goldenberg
Stephanie Gregory
Sadhana Hirdaramani

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Ben & Natalie Hong
Julie Jacques
George & Carole Jenney
Luxmi Jeyavel
William Johnston
Ace Kalles
Prabjot Kaur
David Kim
Lilian Knorr
Pakizah Kozak
Jim Lane & Georgina Carson
Cynthia Li
Ni Li
Sidney Lipson
Susan E. Logan
Malou Loyola
Brina Ludwig Prout & James Prout
Jessica Lue
Sharif Mahdy
Carolyn McSkimming
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Richard Mili
Wendy Miller
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Joseph Muller & Dawn Crandell
Ghulam Murtuza
Deta Musgrave
Hung Nguyen
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MaryAnn Thomas
Ashley Tseng
Peggy Turcot & Scott Robertson
Bradford Turner
Mary Ruth Woods
Sarah Woods
Tony & Cate Woodward
Wendy Woolhead
Cathy Yolles
Joanne Yolles
Vanessa Yolles
Daniel & Connie Zalmanowitz
Adrian & Janet Zenwirt
Julia Zhan



Financial Summary

Revenue	2025	2024
Government grants	\$ 19,455,121	\$ 15,236,530
Childcare fees	1,838,171	3,725,637
Donations	1,475,019	2,159,168
Investment income	945,055	1,001,192
Fee for service	424,268	322,021
United Way grants	296,038	287,501
Other	67,956	15,684
Amortization of deferred capital contributions	10,000	66,955
Total	24,511,628	22,814,688
Expenses		
Salaries	\$ 16,294,611	\$ 15,115,405
Administration	2,677,947	2,081,423
Employee benefits	2,657,445	2,350,833
Building occupancy	1,450,564	1,739,542
Program	1,038,522	1,077,742
Amortization	193,428	208,631
Staff training and travel	186,299	226,998
Total	24,498,816	22,800,574
Excess of revenue over expenses	\$ 12,812	\$ 14,114

Visit our website to review CDI’s full 2024-25 audited financial statement.



CDI Leadership

Executive

Wendy Miller, Chair
Sharif Mahdy, Vice-Chair

Chief Executive Officer

Andrew Reddin

Directors




Brina Ludwig Prout
Dana Dodge
Dan Fiala
Dan Thomson
Frank Giordano
Jessica Lue
Kate Banting
Maria Belfon
Maryam Ebrahimpour
Pakizah (Kiza) Kozak
Rajbir Bhinder
Susan (Sue) Eagleson
Susan (Sue) Paterson
Tracey Chinman





Thank You



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 www.childdevelop.ca

Child Development Institute is a registered charity. If you would like to support our work, please visit childdevelop.ca/support-us

Charitable Registration Number:
119292795RR0001

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