



# Fostering Belonging

2024 ANNUAL REPORT



# YMCA Leadership and Volunteers

## YMCA Board of Directors

### Eileen McCormack

M.Sc. Board Chair Retired, Head of New Product Planning, AstraZeneca, USA

### Heather Angel

M.Ed., PCC, ICD.D Vice Chair Principal, Heather Angel & Associates  
Sr. Consultant, Phelps: Executive Search & Leadership Advisory

### Juzar Pirbhai

CPA, CA, CFA Vice Chair Finance Head of Stakeholder Engagement and Enterprise Risk Management, Canadian Public Accountability Board

### Paul Nieweglowski

MAppSC, Retired Assistant Deputy Minister, Ministry of Environment

### Eduardo Delgado

Associate Vice President, Operational Risk Management, TD Bank Financial Group

### Owen Duguid

Bachelor of Environmental Studies (B.E.S.), J.D. Lawyer, O'Connor MacLeod Hanna LLP

### Anna Maria Lacobelli

Sr Vice President, TD Canada Trust

### Lynn Petruskavich

Director, Thinkstream Inc.

### Richard Pratt

B.Comm., LLB Managing Counsel, RBC Law Group Royal Bank of Canada

### Anusha Shanmugarajah

Director, Growth Technology, Shopify

### Grace Annab

Chief Talent Officer at Volaris Group Inc.

### Karen Marner

CPA, CMA Chief Financial Officer at Kinectrics

## YMCA Staff Leadership

### Kyle Barber

President & CEO

### Andi Cavanagh

Vice President, Finance, IT & Business Systems

### Cathyann White

Vice President, Operational Development & Program Growth

### Alison Williams

Vice President, Human Resources

### Lorraine Pettinato

Vice President, Child Care

YMCA BOARD OF DIRECTORS



# Message from the CEO and Board Chair

At the YMCA of Oakville, our mission is simple—but powerful: to help people of all ages and backgrounds lead healthy, active, and connected lives. Through inclusive programs and services, we support the physical, mental, and social well-being of our community.

Our Strategic Plan, *Choices and New Directions*, launched in the wake of the pandemic, provided a roadmap to recovery and renewal. We began by stabilizing operations and rebuilding our core programs. Next, we focused on strengthening our financial foundation. With these milestones now achieved, we are preparing to develop our next Strategic Plan in late 2025—one that will chart new paths to meet evolving community needs.

Among our most transformative efforts in 2024 was the continued rollout of the \$10-a-day Child Care program. This multi-year shift has required a complete modernization of service delivery, funding formulas, and quality standards. Thanks to the resilience and dedication of our staff, we've navigated these changes with success—ensuring operational excellence while securing the funding needed to plan and invest in our future. Together with YMCAs across Ontario and Canada, we remain committed to delivering high-quality, accessible, and affordable child care for all.

We also made significant progress in revitalizing participation at the Peter Gilgan Family YMCA. New and expanded programs helped us welcome back members of all ages:

- *Seniors have reconnected through Golden Hearts and other wellness initiatives.*
- *Children and youth engaged in dynamic offerings like NHL Hockey and leadership programs.*
- *Newcomers found community and support through Newcomer Connect.*
- *Our Type 2 Diabetes Program provided critical health support to those in need.*
- *Aquatics programs are thriving, and our youth participation has reached an all-time high.*

The sounds inside our centre—basketballs bouncing, water splashing, weights clanging, and laughter echoing—are the sounds of a thriving YMCA. Thanks to the commitment of our exceptional staff, we now offer a vibrant, diverse program menu with something for everyone.

We are especially grateful for the generous support of our donors. In 2024, your contributions helped us remove financial barriers, expand access, and deliver programs that matter. Through your generosity, our *Ignite Potential*

Annual Campaign raised \$220,000 in direct donations and secured over \$880,000 in grants—resources that directly improve lives across Halton.

As we move forward, we are proud of how far we've come. The challenges of the pandemic are behind us. Now, we look ahead—to new solutions, deeper partnerships, and greater impact. Together, we are building a stronger, healthier, and more connected community.

*Thank you for being part of our journey.*



**Kyle Barber**  
President & CEO

A handwritten signature in black ink that reads "Kyle Barber".



**Eileen McCormack**  
Chair, Board of Directors

A handwritten signature in black ink that reads "Eileen McCormack".

# Philanthropy

## Sparkling Change, Inspiring Lives

We are grateful for the support of our community and proud to highlight the following programs and projects delivered in 2024, made possible through generous donations, sponsorships and grants. Thank you for being a part of our journey and helping to be the spark that ignites positive change in our community.

**\$320k**

Total Financial Assistance Awarded

**1,713**

Total People Received Financial Assistance

**\$270k**

Health and Fitness Assistance Awarded

**1,100**

People in HFA helped with FA

**\$378k**

Total Grants

**891**

Donors & Contributors

\*Ontario Trillium Foundation, United Way Halton Hamilton, Peter Gilgan Foundation, Oakville Community Foundation, Jays Care Foundation, Halton Region, Optimist Club, Rotary Club, TD Bank, Swimming Recovery Program, Canada summer Jobs

*Your Support Makes Our Community Shine*



## Together, We Spark Change:

*Inspiring Events That Brought Our Community Together for a Cause*

We are grateful for the support of our community and proud to highlight the following programs and projects delivered in 2024, made possible through generous donations, sponsorships and grants. Thank you for being a part of our journey and helping to be the spark that ignites positive change in our community.

### Ignite Event

The Ignite event was created to help raise funds for our YMCA of Oakville programs, including Aquatics, Health & Fitness, Camp, and Sports. In June, more than 230 people came together to participate in exciting physical challenges like Cycling friendly physical challenges like Cycling friendly competition, Zumba, Pickleball, Push-Ups and more, all to support our community!



### Little Sparks

In May, every one of our 42 Licensed Child Care Centres enthusiastically organized and hosted unique, engaging, and fun-filled activities for children, staff, and families. From exciting pie-throwing contests to creative craft-making sessions and delicious bake sales, the incredible effort, energy, and enthusiasm led to our best result ever!



Little  
Sparks

\$36,782.58  
431 donors

Ignite  
Event

\$16,711.50  
230 donors

## Philanthropy Programs

*From child care to newcomer support—and from swim lessons to camp and sports—we've helped our community thrive.*

*Ignite  
Potential*



### Newcomers

The Newcomer Connect Program at the YMCA of Oakville provided a complimentary 6-month membership for newcomers and their families in Oakville, generously funded by TD Bank and The Halton Region. This initiative was designed to support their integration and promote physical and mental well-being during their transition to a new environment.

**180** ..... **\$69,600**  
Newcomers ..... Awarded



### Child Care

Our Y was committed to ensuring that all families had access to quality child care, regardless of financial circumstances. Through our Financial Assistance program, we provided support for licensed child care, helping families access safe, nurturing, and enriching early learning environments.

**18** ..... **\$ 29k**  
Children received ..... Awarded  
financial assistance



### Fill the Chair

Thanks to generous contributions, youth aged 15-19 received bursaries to pursue lifesaving Aquatic Leadership Certifications, leading to meaningful employment as lifeguards and swim instructors. More than just a job, these valuable skills offered confidence, career opportunities, and leadership experience.

**21** ..... **\$14,460**  
Leaders for ..... Donated  
the Future



### Fill the Bus

A week at Summer Day Camp can be lifechanging. It can be a chance to experience some independence, learn new skills and make new friends. Our YMCA supports more than 1300 children and youth every year in Summer Day Camp Programs. By donating to Fill the Bus, even more children in our community get a chance to share in the fun.

**42** ..... **\$19k**  
Children received ..... Donated  
financial assistance



### Fill the Pool

Over 250 children and youth learned to swim at the Oakville YMCA. Swimming is a vital life skill, and as they learn, we also teach teamwork, collaboration, and how to support peers—all while having fun! Many go on to careers as lifeguards and instructors. Thank you to our generous donors for helping these youth develop a lifelong love for the water!

**256** ..... **\$15,112**  
Children Learned ..... Awarded  
How to Swim

# Health, Fitness and Aquatics

In 2024, the Health, Fitness, and Aquatics Team at the YMCA worked hard to provide exceptional service to our members. As always we prioritized inclusion by providing programs to people at all ages and stages of life.

**7337**

Members served  
in 2024

**1867**

Participants in a  
variety of programs

**177**

Participants in  
Leadership Courses

**617**

Members attended  
swimming classes

**167**

Preschool classes  
(Bobber-Jumper)



# Licensed Child Care



4145

Participants served



3081

Families served

## *Growing Together: Our Child Care at the Y*

In 2024, the YMCA of Oakville's Child Care continued to provide exceptional early learning and care services to families across the community. Operating 42 licensed child care locations, the YMCA offers a range of programs tailored to children's developmental stages, including Early Learning & Care for toddlers and preschoolers, Before & After School Care, and P.A. Day & School Break Programs.

Central to these offerings is the YMCA Playing to Learn curriculum, a play-based approach that fosters foundational skills in language, literacy, mathematics, science, and the arts. Through these comprehensive programs, the YMCA of Oakville supports the healthy growth and development of children, laying a strong foundation for lifelong learning.





# My Journey with the YMCA: A Story of Growth, Support, and Belonging

By Solomiia

Four years ago, I arrived in Canada from Ukraine with many hopes but also many questions. I left behind everything familiar and starting over wasn't easy. One of the first places that made me feel welcome was the Oakville YMCA. From the beginning, they greeted me with patience and kindness, helping me overcome the language barrier and making me feel safe—like a child learning something new.

Back in Ukraine, I worked in a child care, so continuing in early childhood education felt natural. I was lucky to meet Gillian, who believed in me and encouraged me to start studying again. Her support gave me the confidence to grow, and during my practicum, she helped me become more sure of myself, even when things got hard.

My journey has also been shaped by inspiring coworkers. Lindsey, my team leader, leads with strength and kindness, always creating a warm and respectful space. And every day, I learn from Makala's calm, wise, and caring approach with the children. Both have helped me become not just a better educator, but a better person.

The YMCA has given me purpose, growth, and a sense of belonging. In less than a year, I've grown more than in the previous four. The community here welcomed me with love and helped me feel part of something bigger. Thanks to the YMCA and the amazing people I've met, I am proud to grow as an educator and as a human being. Now I know I belong, and I am in the right place.



“Now I know I belong,  
and I am in the right place.”

# Summer Day Camp

In 2024, the YMCA of Oakville was the go-to destination for fun, enriching summer experiences for children of all ages. With a wide variety of camps, we offered something for every interest—whether it was games, educational adventures, physical activity, or creative learning. Our programs kept kids active, inspired, and engaged all summer long.

*Whether it's sports, arts and crafts, adventures, or even science and technology, the YMCA of Oakville will always have a camp that will inspire and excite your child.*



2,137

Camper Weeks



35

Assisted Families



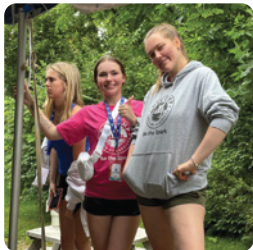
42

Assisted Children



5,040

Total Volunteer Hours



# Community Outreach

*At the YMCA we believe everyone has the ability to thrive and shine, and that's why we look for opportunities to offer free YMCA programs in neighborhoods and to people who may benefit the most. Through collaborative relationships with like minded organizations and with the support of many generous donors and funders we helped people reach their full and healthy potential.*

## HYPEE

*Halton Peer Empowerment & Employment* is a free 6-month youth program that builds leadership potential through life skills, mentorship, job training, and community involvement. It boosts confidence, academics, and relationships while reducing negative behaviors, all thanks to donor and grant support.



### HYPEE OUTCOMES FROM LAST YEAR

- 16 youth gained high school credits through the program, between all youth a total of 19 credits earned as a result now on track to graduate high school
- 20 youth gained certification through the program (e.g. basketball coach, cosmetology), between all youth 53 certifications have been earned
- 80% participants report an improvement of confidence, resilience and life skills
- 98% participants select a stream of interest
- 77% was the attendance rate
- 96% participants received certifications
- 97% have secured employment



## HCHC Youth Council

The *Halton Community Housing Corporation* Youth Council's purpose is to provide a platform for youth residents of HCHC-managed properties to engage in discussions, provide input, and contribute to decision-making processes on matters that effect their living environment, community development activities, and overall well-being. The Youth Council serves as a voice for youth within the HCHC community, promoting active participation, leadership, and community involvement.

### HIGHLIGHTS

- ▶ The program had 15 youth 14 to 18 years of age living in Halton Community Housing in Oakville
- ▶ HCHC have planned 4 community events
- ▶ The participants supported residents within their community through various volunteer activities

# Human Resources

*At the YMCA of Oakville, our people are the heart of everything we do.*

In 2024, our dedicated staff continued to shine, promoting our mission and values through leadership, connection, and community impact. From celebrating standout young leaders to investing in staff development and recognizing long-term service, this year was full of moments that demonstrated the strength and spirit of our Y team. Here are just a few highlights that reflect the energy, commitment, and collaboration that make our YMCA truly special.



## HR Initiatives Highlights

YMCA Staff demonstrate what it means to "Shine" during our **National Brand Campaign Launch**. Helping ignite the potential in everyone and raising awareness of the positive impact of our services and programs in our Y community. <sup>(1)</sup>

5 young leaders were awarded the **Peter Gilgan Leadership bursary** in recognition of their leadership potential and the notable contributions that they have made in the community. See them Shine! Below are the five award winners: Amanda Raposo, Ghazal Golandamian, Jacklyn Linhares, Jada Bosland, and Lovepreet Kaur.



## STAFF Engagement 2024 SURVEY



The 2024 Staff Engagement and Wellness Survey scores identified many areas of celebration amongst our staff teams. Notable positive trends in our data demonstrate strong indicators of our employee experience and positive organizational culture.

Leaders from across the association enjoy the YMCA of Oakville, Harvard Leadership Development Program 2024 year-end wrap up event. The leadership program helps develop and strengthen leadership development across the association whilst also providing cross functional sharing of experiences, resources and support.



**HLA** | HARVARD  
LEADERSHIP  
ACADEMY



A warm welcome and introduction to the Y Family was provided to our new hires. Staff enjoyed a healthy breakfast while learning about our Y history, the positive impact the YMCA has in the community, the impact of their contributions and hearing amazing Y stories from staff and volunteers.

Each year we look forward to celebrating and recognising the loyal years of staff service. Here, staff are being recognised for completing 10 years of service and the positive contributions they make every day - in 2024 we also celebrated staff who have completed 5, 10, 15, 20, & 25 years of service.



**STAFF  
APPRECIATION  
2024**

# Financials

## Statement of Financial Position Year Ended December 31, 2024

### Financials for Annual Report

	2024	2023	Difference
<b>Statement of Financial Position</b>			
Current Assets	\$5,185,642	\$5,616,344	-\$430,702
Capital Assets & Investments	\$7,752,621	\$7,582,533	\$170,088
Total Assets	\$12,938,263	\$13,198,877	-\$260,614
Current Liabilities	\$3,515,272	\$4,940,942	-\$1,425,670
Deferred Capital Donations & Grants	\$1,760,957	\$2,100,500	-\$339,543
Net Assets	\$7,662,034	\$6,157,435	\$1,504,599
Total Liabilities & Net Assets	\$12,938,263	\$13,198,877	-\$260,614

*\*Comparative figures have been restated due to an accounting policy change and to conform with the current year's presentation*



# Financials

## Statement of Financial Position

Year Ended December 31, 2024

### Financials for Annual Report

	2024	2023	Difference
<b>Statement of Revenue &amp; Expenses</b>			
<i>Revenue:</i>			
Programs & Services	\$27,531,664	\$23,055,701	\$4,475,963
Donations, Grants & Fundraising	\$441,759	\$758,032	-\$316,273
Amortization of Capital Donations & Grants	\$533,708	\$440,949	\$92,759
Total Revenue	\$28,507,131	\$24,254,682	\$4,252,449
<i>Expenses:</i>			
Programs, Services, Admin & Amort of Capital Assets	\$27,002,532	\$23,989,561	\$3,012,971
Total Expenses	\$27,002,532	\$23,989,561	\$3,012,971
Excess of Revenue over Expenditures	\$1,504,599	\$265,121	\$1,239,478

*\*Comparative figures have been restated due to an accounting policy change and to conform with the current year's presentation*



+++  
 WELL-BEING  
 YOUTH  
 WELLNESS  
 .....  
 BASKETBALL  
 COMMUNITY  
 MOVEMENT  
 FRIENDSHIP  
 CHARITY  
 SPORTS BEFORE & AFTER  
 CHILDCARE  
 Y  
 ARTS & CRAFTS  
 LEADERSHIP +  
 HEALTH  
 FITNESS  
 PICKLEBALL  
 BIRTHDAY PARTIES  
 MINDFUL  
 FUN JOY  
 + CAMP  
 AQUATICS  
 YOGA VOLUNTEERS  
 PREVENTION  
 AQUAFIT  
 FUNDRAISING  
 SWIM  
 MARTIAL ARTS  
 IGNITE POTENTIAL  
 FINANCIAL ASSISTANCE  
 >>>>

  
 Fostering  
 Belonging

  
 Oakville  
 Shine On