



National  
Capital Region

# Community Impact Report 2022

[ymcaottawa.ca](https://ymcaottawa.ca)   

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# Welcome to Your Y

The YMCA of the National Capital Region is a charity dedicated to the health of individuals, families and communities. We help people of all backgrounds, ages and abilities to live engaging, more rewarding lives.

Every charity exists to help solve a problem, and our Y is no different — with the exception that our charity helps address many problems, from housing and employment needs, to immigration support, helping address isolation and mental health issues, and more.

We deliver a wide variety of programs and services that empower people of all ages and life stages to overcome barriers and rise to their full potential.

## Mission

The YMCA of the National Capital Region is a charity, open to all, and dedicated to enriching our community and its individuals.

## Vision

The YMCA of the National Capital Region is a leader and valued partner in creating a vibrant and healthy community where everyone belongs and can reach their full potential.

## Values

Our five core values influence our actions and decisions and form the foundation of all Y programs:

- Caring
- Responsibility
- Honesty
- Inclusiveness
- Respect





# Message to the Community

We often make the statement that the YMCA is the “centre of our community”. When we say this, what we mean is that the Y is a place where all people are welcome to come and find the support, programs, and reassurance they need to take care of themselves, their families, and each other. It is a sincere privilege and honour to play this important role in our community, and to provide a spark of encouragement to those taking steps towards reaching their goals. We know that people are counting on us, and we don’t take that responsibility lightly!

Over two years into the pandemic, 2022 still felt unpredictable and unstable. While the people in our community tried to find their footing, our Y worked to regain momentum and stepped up by offering the programs and services most needed by those impacted by the pandemic. Employment and immigrant services, child care, housing programs, youth mental health and fitness programs, and more. Despite the uncertainty – perhaps because of it – it was more important than ever that our YMCA deliver on our mission to connect people and build opportunities for health and well-being.

As we establish ourselves in this “next normal”, the needs of the community are changing. The impacts of prolonged isolation, an uncertain economy, and rising mental health concerns are redefining what well-being in a post pandemic world means. What we can be sure of is that the Y remains an essential partner in supporting the health and reassurance of our community through these uncertain times and beyond. In fact, 60,000 people turned to the Y for help last year –

a 34% increase over 2021 – and we were able to grant more than \$120,000 in financial assistance to those in need.

The last few years have tested our charity and our employees. Yet, thanks to the dedication of those employees – alongside volunteers, donors, funders, and other members of our community – we have been able to continue serving our community and inspiring those who come to the Y to make positive change. We heard countless stories of strength and resilience last year and invite you to read about a few of them in this annual report.

With this support, the Y has tremendous power to change lives. Thank you for being with us as we move forward towards a bright future, together.

Sincerely,



A handwritten signature in black ink, appearing to read 'S Crabtree'.

**Susannah Crabtree**  
Chair, Board of Directors

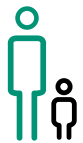


A handwritten signature in black ink, appearing to read 'R. J. Gallagher'.

**R. J. (Bob) Gallagher, M.P.A.**  
President and CEO

# Our Impact in 2022

At the Y, we help people of all ages and stages of life when they need it most – encouraging them to reach their potential. Together, we create a lasting change that benefits our entire community.



**60,000** people were served in our community.



**Over \$120,000** was provided in financial assistance to local families in need.



**533** generous donors supported our Y mission, and we received **over \$305,000 in grants.**



**19,380** people received support finding work/employees through our Employment Access Centre.



**11,448** newcomers to Canada were welcomed and provided with the support they needed to become active community members.



**3,534** people took part in Y trades programs, gaining the skills necessary to join a growing and thriving industry.



**3,908** people stayed active and healthy while building a sense of belonging and community.



**349** people, **including 121 children**, found a caring community and a place to call home while rebuilding their lives.

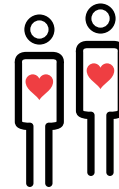


**4,987** children gained confidence, built friendships, and developed leadership skills at Y Neighbourhood and Outdoor Summer camps.

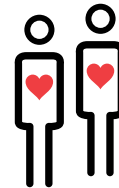


**440** children had a safe space to play, learn, and thrive in Y licensed Child Care and Before & After School Care programs.

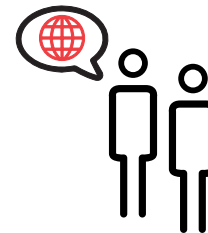
## Our Y Team in 2022



**377** committed employees delivered vital programs and services to our community.



**132** volunteers dedicated their time and talent to our Y.



**30** different languages are spoken by Y staff/volunteers.



**90%** of Y staff members identify as a visible minority.





**“The Y’s Second Stage Housing for Youth Program gave us the support and resources to feel safe, confident, and become independent adults. I don’t know where we would be today if we didn’t find this program.”**

– Amira & Maja



# Amira & Maja

In 2021, at the ages of 18 and 19, Amira and Maja made the difficult decision to leave their family to pursue dreams of higher education and opportunity beyond their home country in the Middle East. With big ambitions and a little apprehension, the sisters left home together for the first time and flew to Canada.

When Amira and Maja arrived in Ottawa they began looking for a place to call their own. Countless phone calls and emails to various shelters and housing programs throughout the city of Ottawa all resulted in dead ends. Feeling defeated, they were thrilled to discover the Y's Second Stage Housing for Youth Program (SSHP) online late one night, and sent an email requesting more information. By the time the girls woke up the next morning they had an interview set up for later that day. Their application was quickly accepted, and as luck would have it, there were two rooms available right next to each other.

Both girls came to Canada with similar goals; to continue their education and to immerse themselves in Canadian culture. The first few months were hard as they navigated the challenges of missing home and managing more responsibilities. With the dedicated support of Y staff, they began taking the steps that would help them reach their goals. "The Y's housing program never felt like a shelter. It always felt like home. We felt 100% safe and comfortable exploring all of the resources available to us," Maja affirmed.

Each girl completed adult high school while participating in the SSHP's weekly life skills class. They were also introduced to other Y supports to help them thrive. At the Y's **Health and Fitness Centre** they participated in physical activities that contributed to their overall wellbeing. At the Y's **Language Assessment and Referral Centre** they took steps to begin learning French. And in the Y's **Newcomer Youth Leadership Development Program** they made friends and learned important information like how to obtain an Ontario Driver's License, open a bank account, and most importantly, that help is there if you ask for it.

Once their immigration status changed from refugee claimants to protected persons, Amira and Maja became students at a local University. They are both currently in their second year of studying, volunteering in the community, and this summer will be part of the Y staff team helping with summer camps.

"Being at the Y has taught me how to take care of myself. We are so grateful to this program and the people who run it for their unending support, for never letting us feel alone, and for providing us with the resources to build the skillsets we needed to be independent." – Amira

## In 2022:

**27**

**at risk youth** found a safe, welcoming home and worked towards a brighter future in the Y's **Second Stage Housing Program**.

**19%**

**of immigrants to Ottawa** turn to the Y's **Newcomer Information Centre** for support in accessing essential services.

**197**

**youth built friendships** and learned valuable life skills in the Y's **Newcomer Youth Leadership Development program**.

**8,560**

**immigrants** visited the Y's **Language Assessment and Referral Centre** to get connected to resources and reach their goals.



**“The Y’s Green Building Program gave me the skills and confidence to turn my passion into a full-time job. It also ended up being a healing journey for me, where I received supportive feedback and learned how to take steps towards reaching my goals.” – Iuliia**



# Luliia

Forced to flee war in Ukraine, Luliia arrived in Canada in April, 2022 under the Canada Ukraine Authorization for Emergency Travel Program. Unsure of how to navigate setting up her new life, Luliia quickly began making connections in community groups, which led to a chance meeting and the discovery of the YMCA of the National Capital Region's **Employment and Newcomer Services**.

Through one-on-one consultations with Y Employment Specialists, Luliia learned there were many job search resources and training programs available to her at no cost. When she found out about the Y's **Green Building Program**, an eight-week pre-employment training program that prepares participants to work in the Green Building Construction Industry, she was immediately inspired to apply. A life-long artist with 15 years of experience in home renovation project management, Luliia felt extremely comfortable in a hands-on learning environment. Less than a month after arriving in Ottawa, she began her employment journey with the Y's Green Building Program.

During her training, Luliia acquired valuable, environmentally efficient skills and learned how to properly and professionally execute framing, window and door installation, drywalling and the safe operation of power tools. She also received expert advice and support from Y staff on building an effective resume, how to perform strongly in an interview, and tips for navigating Canadian workplace culture.

Although Luliia excelled in each area of her training, she was faced with many unexpected challenges along the way. The constant loud banging and crashing sounds from various classrooms and nearby demolition sites were a harrowing reminder of the war back home. Each day not only presented a new learning experience that required her undivided focus and energy, it was also an exercise in perseverance in overcoming emotional challenges and finding inner peace.

Luliia successfully completed the Green Building Program and found full-time employment following graduation. Within three months she was promoted to a new role, where she continues to demonstrate a positive attitude, and is proud to be able to contribute to her new community and provide for her family. In September 2022, Luliia's son joined her in Canada and successfully completed the Y's **Power of Trades Program**.

The Y's Green Building Program - in partnership with Canada Green Building Council - provided Luliia with the resources, supports, and skills training to find meaningful employment. Luliia continues to work hard to forge her own path, conquer difficult challenges and build a new life for her and her family.

"It would be a dream to build my own house one day. I feel like I can take steps to realize that dream now thanks to the Y's Green Building program."

## In 2022:

**54**

students graduated from Y Trades programs including: **Green Building, Power of Trades, Pre-Apprenticeship Home Renovation Training, and Build ON.**

**12%**

of Y Trades program graduates were women, leading the way for more women to follow in this growing field.

**88%**

of Green Building program graduates were able to follow their passion and successfully **found employment following graduation.**



## Board of Directors

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Chief Legal Officer,  
Peoples Group

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Corporate Director

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Corporate Director

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## Executive Team

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### **Cathy Turnbull**

Vice President, Transitional Planning

# Summarized Financial Results

Statement of operations (in \$000s) for the year ended December 31

Revenue	2022	2021
Membership and Programs	2,242	1,700
Employment	9,299	9,394
Housing	4,216	4,335
Child Care	2,894	2,560
Camping	1,894	550
Covid Subsidies	1,235	4,300
Other	438	206
	<b>22,218</b>	<b>23,045</b>
Expenses	2022	2021
Salaries and Benefits	12,886	12,053
Purchased Services and Supplies	6,559	4,088
Building and Maintenance	2,838	3,238
Interest	552	739
Other	110	179
	<b>22,945</b>	<b>20,297</b>
Net Contribution before Amortization & Special Charges	(727)	2,748
Amortization	(587)	(936)
Net Contribution Before Special Charges	(1,314)	1,812
Net Gain/Loss on Sale of Capital Assets	42	(1)
Debt Restructuring	55	162
Net Surplus (Deficiency)	<b>(1,217)</b>	<b>1,973</b>

\*Financial information summarized from the December 31, 2022 audited financial statements.

# Igniting Change, Together.

Each year, thousands of people in our community – our neighbours, friends, and family members – count on the YMCA to access necessities like safe housing, job training, immigrant supports, physical and mental health programs, and other essentials required for them to reach their true potential.

Donors, Funders, Sponsors, and Partners make it possible for the Y to be there for those who need us most, helping them grow, lead, and give back to their communities. So, thank you. Together, we will continue creating a brighter path forward so that all members of our community have that chance to shine bright.





# 2022 Fundraising Events

## Lawyers for Kids Charity Hockey Tournament

The Lawyers for Kids tournament returned to the ice in 2022 after a 2-year hiatus due to COVID-19, raising \$32,000 to support Y children's programs. Established in 2010 to honour local lawyer, Y member, and hockey enthusiast, Jim O'Grady, the tournament was created to celebrate Jim's impact in the community after he passed away in 2009. The Lawyers for Kids tournament has raised more than \$300,000 to date and helped many children and families in our community.



*Emond Harnden's "Rough Justice" - 2022 tournament winners*

## Y Golf Classic

It was a wet day on the Camelot Golf and Country Club greens for the annual Y Golf Classic in 2022, but spirits were far from dampened! This highly-anticipated, sellout tournament raised an impressive \$297,000 to help families in the National Capital Region live fuller, healthier lives. Since its inception in 2009, the Y Golf Classic has raised close to \$2.5 million in net proceeds, with every dollar being put to work within our local community



*Y Golf Classic Co-Chairs, Dan Reid and Bob Watson, Dave Cook (on behalf of Presenting Sponsors), Susannah Crabtree, Y Board Chair*

## Women's Plus Garden Tea Party

Last June, the Y Women's Plus members gathered for a fabulous Garden Tea Party at the home of Linda Lee and Richard Moore. Guests savoured the delicious spread of elegant sandwiches and desserts, and Richard kept the tea hot and cups full. Best of all, this sweet gathering raised \$2,495, which sent 10 kids to Camp Otonabee in 2022!



*2022 Women's Plus Garden Tea Party*

**Interested in hosting your own fundraising event to support the Y?**

Please contact us at [donations@ymcaottawa.ca](mailto:donations@ymcaottawa.ca) for assistance!

# Y Donors

As a Y donor, your support allows us to eliminate the financial barriers families face so that more children, youth and adults can have the opportunity to reach their potential.

## Chairs Round Table

*The Chair's Round Table is a recognition program that acknowledges the caring community members and organizations that support the Y at the \$1,000+ donation level. The Chair's Round Table celebrates the vision, leadership and philanthropy that shapes our Association.*

### Leaders \$10,000+

Dilfo Mechanical Ltd.  
Gowling WLG  
RBC Foundation  
Ontario Trillium Foundation  
Green Shield Canada  
PBC Development and Construction Management Group Inc.  
The Home Depot Canada Foundation  
Ottawa Community Foundation  
Assurances Smith & Reid Insurance Brokers Ltd.  
Employment and Social Development Canada  
Ontario Sport Network

Apple (Canada)  
Arch Insurance Canada Ltd  
Architecture49 Inc.  
Aviva Canada Inc.  
Marion and Michael Balla  
Belanger Longtin  
Louise Bergeron  
Bird Richard  
Borden Ladner Gervais  
Anne Butler  
Todd Cain  
John Campbell and Susan Kusiar  
Chandos Construction  
Charles Taylor Adjusting  
Clean Water Works Inc.  
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David Cook

Davis Landscape & Design Inc  
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Alan and Erin Doak - OCF  
Dolyn Construction Ltd.  
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Eastern Ontario & Western Quebec Christmas Cheer Foundation  
Emond Harnden LLP  
Ernst & Young LLP  
Everest Reinsurance Company  
Expertise Multi Concept  
Edward Fobert and Janice Moe  
Focus Eye Centre  
Forbes Chochla Leon LLP  
Fotenn Planning + Design  
Friday Luncheon Discussion Club  
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Manulife Financial  
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McKercher LLP  
MDR Associates Conflict Resolution Inc.

Richard Moore and Linda Lee  
Monette May & Associates  
Alex Morrison  
Nicol & Lazier Law  
Don and Judy Noble  
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Ross Quane  
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RBC Dominion Securities Inc., Century Wealth Management  
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Randy and Constance Risk  
Roxborough Bus Lines  
Lindy Samson  
Marc Sauvé  
Henry Schultz  
Scotia Wealth Management  
Scotiabank  
Gary Simonsen  
John and Frances Singlehurst

### Patrons \$1,000+

172359 Canada Inc.  
947179 Ontario inc. O/A  
Mather Management  
Annis O'Sullivan  
Vollebekk Ltd.

Susannah Crabtree and Jeremy Anglesey  
Brad R. Cross  
David | Sauvé LLP  
David Schaeffer Engineering Limited

### (Patrons \$1,000+ continued)

Singleton Urquhart  
Reynolds Vogel LLP  
Smith Petrie Carr & Scott  
Insurance Brokers Ltd.  
Sophos  
Stantec Consulting Ltd  
Stevenson & White  
Stewart McKelvey  
Stieber Berlach LLP  
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TD Accounts Payable Centre  
Temple Insurance Company  
The Matt Foundation  
Tierney Stauffer LLP

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Dan and Gayle Turner  
United Way Centraide  
Victor Insurance  
Managers Inc.  
Walmar Ventilation Products  
Welch LLP  
Allan Whitney and Elizabeth  
Shore  
Caroline Xavier  
XL Catlin  
Wayne Young

### Heritage Club Members

*The Heritage Club is comprised of individuals, families and businesses who support our mission and have included the Y in their planned giving. Through their care and commitment, they are helping ensure our Y has a secure future and that Y programs continue to address the most urgent needs in our community.*

Anne M. Bouey\*  
John Campbell  
Kim Canary  
Christine Gibbard  
Fiona Gilfillan  
Clare Gillespie  
D. Mary Hackett\*  
Al Hatton  
Charles K. Hurst\*  
Lois M. Hurst\*  
Nancy B. Johnson  
Jim T. Kenward  
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Claire Martin  
Catherine E. Mason  
Richard J. Moore  
Don Noble  
Wilda Phillips\*  
Robert Slipp  
William Whillans\*  
James S. Wightman\*

\*Deceased

### Endowment Funds

*Some donors have chosen to make a planned gift to the Y by way of creating an Endowment Fund where the capital remains intact. Only the net allocable income earned is used, thus perpetuating their gift to provide help and hope to people in need for generations.*

**Ann Pearson Fund**  
International Leadership

**Anne Bouey Fund**  
Youth Leadership

**Annie Robina Gray Keith Fund**  
Sponsorship for Girls and  
Women

**Bill and Karen Whillans Fund**  
Community Leadership  
Development

**Bill Marsh Fund**  
Y Volunteer Camp Leadership  
Opportunity

**Canoe Club Fund**  
Campership

**Don Noble Legacy  
Leadership Fund**  
Leadership Skills Bursaries

**Donnie Fraser Campership  
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Campership for Girls

**George Jackson  
Youth Leadership Fund**  
International Leadership

**Gerry Marsh Fund**  
Y Female Volunteer Camp  
Leadership Opportunity

**James Looney Fund**  
General Y Needs

**John Eagleson Estate Fund**  
Campership for Boys and Y  
Capital Needs

**John Patterson Fund**  
General Y Needs

**June Craig  
Memorial Fund**  
Campership and Housing

**Kemis & Gladys Allen  
Estate Fund**  
General Y Needs

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Campership

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**Mildred Millicent Groh Fund**  
General Y Needs

**Rolla Law Crain Fund**  
Youth Leadership  
Carlingwood Y

**Rowell K. &  
Evelyne E. Laisley Fund**  
Campership

**Sean Egan  
Ascent for Y Kids Fund**  
Y Kids Fit Program

**The Claire and  
John Martin Endowment  
Fund**  
Campership

**T. Seaton Ewart Fund**  
Campership for Boys

**Wilda Phillips Leadership  
Bursary Fund**  
Post Secondary Bursaries for  
Y Kids

*A sincere effort has been made to accurately acknowledge each donor, family member and friend in this publication. If names have been inadvertently omitted or incorrectly listed, please contact us so we may correct our records.*



# Funders, Sponsors, & Partners

Funders, sponsors, and partners work collaboratively with the Y to deliver vital programs and services to our community.

## Funders

Canadian Tire Jump Start  
City of Ottawa  
Employment Social Development Canada  
Federal Economic Development Agency for Ontario  
Government of Canada  
Government of Ontario  
Immigration, Refugees and Citizenship Canada  
Ministry of Heritage, Sport, Tourism, and Culture Industries of Ontario  
Ministry of Labour, Immigration, Training and Skills Development  
Ontario Trillium Foundation  
Ottawa Catholic School Board  
Ottawa Community Foundation  
RBC Foundation  
United Way of East Ontario  
YMCA Canada  
YMCA Quebec

## Sponsors

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Good Night Project  
Gowling WLG  
Green Shield Canada  
Halo Car Wash, Orleans  
HDI  
HDI Global Specialty SE  
Home Depot South Keys  
Hulse Playfair and McGarry

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Marathon Underground Constructors Corporation  
Marian Balla - Alderian Group  
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Swiss Chalet Merivale  
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Tartan Homes  
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True Loaf  
Velofix Gatineau & Tremblant  
Victor Canada  
Waterford Property Group  
Welch LLP  
WestJet  
Woodvale Pentacostal Church  
Y Service Club International

## Partners

ACCES Employment  
ACTT  
Adult High School  
AEIP Pre-Arrival Services  
African Carribean Black Wellness Resource Centre  
Aga Phan Council for Canada  
Agelic Employment Services

Algonquin College  
Alliance to End Homelessness  
Amethyst Women's Addiction Centre  
Belong Ottawa  
Caldwell Family Centre Inc.  
Camp Banting  
Canada Green Building Council  
Canadian Apprenticeship Forum

Canadian Mental Health Association  
Canadian Museum of Nature  
Canoo  
Capital Rainbow Refuge  
Carty House  
Catholic Centre for Immigrants  
Causeway Work Centre  
Center 454  
Centre 507  
Centre des services communautaires Vanier services d'emploi  
Centre for Canadian Language Benchmarks (CCLB)  
Centretown Community Health Centre  
Chartered Professional Accountants of Ontario  
Children's Aid Society  
Children's Hospital of Eastern Ontario  
CIPS

CISOC (Cultural Interpretation Services for our Community)  
 City of Clarence-Rockland  
 City of Clarence-Rockland Public Library  
 City of Ottawa  
 City of Ottawa - Community Capacity Building  
 Cleroux Karate Dojo  
 Clic En Ligne  
 College Boreal  
 College Educacentre, Vancouver  
 Colleges and Institutes Canada  
 Community Employment Resource Centre (John Howard Society)  
 Community Services Ottawa  
 Community Legal Services Ottawa  
 Connecting Ottawa  
 Conseil des écoles catholiques du centre-est  
 Conseil des écoles publiques de l'est de l'ontario  
 Conseil Economique & Social d'Ottawa-Carleton  
 Cornerstone Housing for Women  
 CRA  
 Credit Candada  
 CRRP working group  
 CVE Inc  
 Dave Smith Youth Treatment Centre  
 Dress for Success  
 Education permanente  
 Elizabeth Fry Society of Ottawa  
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 Employment Networking Group  
 Employment Ontario Ottawa Network

English Language Tutoring for the Ottawa Community ELTOC  
 Entraide budgétaire Ottawa  
 Frontline for Youth Group  
 Great River Media  
 Healthforce Ontario  
 Healthy Babies Healthy Children  
 Herzing College  
 Hire Immigrants Ottawa (United Way)  
 Housing Help  
 Immigrant Women Services Ottawa  
 Infection Prevention and Control Program (IPAC)  
 Jewish Family Services  
 Kids Up Front  
 KIND (formerly Pink Triangle Services)  
 La Cité  
 Le Carrefour  
 Lebanese and Arab Social Services Agency  
 Legal Aid Ontario  
 Lightenco  
 Local Agencies Serving Immigrants (LASI) Ottawa  
 Local Planning Board  
 Matthew House  
 MAX Ottawa  
 Milwaukee Tool Company  
 NAIMA Canada  
 Nisa Homes  
 OC transpo  
 Odawa Native Friendship Centre  
 Ontario College of Nurses  
 Ontario College of Social Workers and Social Services Workers  
 Ontario College of Veteranarians  
 Ontario Council of Agencies Serving Immigrants

Ontario Disability Support Program  
 Ontario Landlord and Tenant Board  
 Ontario Securities Commission  
 Ontario Society of Professional Engineers  
 Ontario Works  
 Operation Come Home  
 Options Bytown  
 Ottawa Carleton District School Board  
 Ottawa Catholic School Board  
 Ottawa Children's Treatment Centre  
 Ottawa Community Housing  
 Ottawa Community Immigrant Service Organization (OCISO)  
 Ottawa Community Loan Fund  
 Ottawa Construction Association  
 Ottawa Food Bank  
 Ottawa Inner City Health  
 Ottawa Inncity Ministries  
 Ottawa ISAP Advisory Committee (Immigrant Settlement Adaptation Programs)  
 Ottawa LAC (Language Advisory Group)  
 Ottawa Local Immigration Partnership (OLIP)  
 Ottawa Mission  
 Ottawa Police Service  
 Ottawa Public Health  
 Ottawa Public Library  
 Ottawa Supportive Housing Network  
 Ottawa-Carleton Catholic School Board  
 PAND Settlement  
 Parkwood Hills Stakeholders Committee  
 PEO

People Words & Change  
 Pinecrest Queensway  
 Community Health Centre  
 Pinecrest Queensway  
 Community Health Centre  
 Employment Services  
 Planned Parenthood  
 Preston Hardware  
 Prometric  
 R&D Construction  
 RBC  
 Renfrew County District School Board  
 Respect Pharmacy  
 Restoring Hope Ministries  
 Royal Ottawa Hospital  
 Salvation Army  
 Serenity Renewal  
 Service Canada  
 Sexual Assault Support Center  
 Shepherds of Good Hope  
 Skilled Trades Ontario  
 Somali Centre for Family Services  
 Somerset West Community Health Centre  
 SOPA Online Settlement Pre-Arrival  
 St. Joes Women's Centre  
 St. Lawrence College  
 Employment Services  
 St. Mary's Home  
 Step stone house  
 Stepstone House  
 St-Nicholas Adult High School  
 Tae E. Lee Taekwondo  
 Talk Tools Training  
 TESL Canada  
 TESL Ontario  
 The Caring and Sharing Exchange  
 The Law Society of Ontario  
 The Ottawa Mission  
 The Shoebox Project

The Snowsuit Fund of Ottawa  
 The Well  
 Ticket defense program  
 Toy Mountain  
 Tungasuvvingat Inuit  
 Twice Upon a Time  
 Ukrainian Canadian Congress  
 Ukrainian Mental Health  
 United Way  
 Urban Ocean  
 Valoris  
 Vanier Employment Services  
 Voicefound  
 Volunteer Ottawa  
 Wabano  
 Windmill Microlending  
 World Skills Employment Centre  
 YMCA Canada  
 YMCA Management Resource Centre  
 YMCA Niagara  
 YMCA of Greater Toronto  
 YMCA of Northeastern Ontario  
 YMCA of Simcoe-Muskoka  
 YMCA of Southwestern Ontario  
 YMCA of Three Rivers  
 YMCA Ontario Employment & Immigrant Services Managers Working Group  
 YMCA Ontario Employment Ontario Managers Working Group  
 Youth Coordinated Access Group  
 Youth Services Bureau

Power of Trades and Second Stage Housing for Youth programs partially funded by:



**YMCA of the  
National Capital Region**

Corporate Offices  
180 Argyle Avenue  
Ottawa, ON K2P 1B7  
T: 613-237-1320  
corporate.services@ymcaottawa.ca


**[ymcaottawa.ca](http://ymcaottawa.ca)**

Charitable Registration Number: 11907 2072 RR0001

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