



*for a better tomorrow*

**Community Impact Report 2022**



**YMCA of Hamilton | Burlington | Brantford**



## Land Acknowledgement

We wish to acknowledge that we are situated upon the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinaabe to share and care for the resources around the Great Lakes.

We further acknowledge that this land is also covered by the Between the Lakes Purchase, 1792, between the Crown and Mississaugas of the Credit First Nation.

We also recognize the contributions of Metis, Inuit, and other Indigenous peoples have made, both in shaping and strengthening our communities, provinces and country as a whole.

This continues to be the home to many Indigenous Peoples from across Turtle Island, and we are grateful for the opportunity to work in this community on their territory.

As settlers we thank all the generations of people who have taken care of this land for thousands of years. We recognize that we must do more to learn about the rich history of this land so that we can better understand our roles as residents, neighbours, partners and caretakers.

## Message from the Chair, Board of Directors and President & CEO

Dear Friends,

At the YMCA we know how to turn challenges into opportunities. In fact, it's foundational to how the YMCA has continued to help shape our communities for more than 160 years.

Last year was no different.

Though the year began with shuttered programs due to the pandemic, we soon emerged with a much anticipated restart of programs and new offerings to support recovery, particularly in underserved communities and focused on the needs of youth.

We recognized the importance of focusing on recovery efforts. Our commitment to supporting mental health needs among young people, addressing isolation issues among seniors, and assisting employees with complex work demands during four lockdowns became paramount.

We welcomed the long-awaited announcement of the Canada-Wide Early Learning and Child Care (CWELCC). This is a transformative shift, improving accessibility and affordability of high-quality licensed child care in Ontario and one that will continue to shape our child care operations.

As Ukrainian newcomers began arriving in our communities, fleeing war for safety and security, our Immigrant Settlement Services worked to find housing to support them and find help them settle in their new country.

Additionally, we launched exciting new programs focused on youth mental health, including YMind and Alternate Suspensions, while also hosting Project Search to offer young individuals with developmental or intellectual disabilities, invaluable learning and

skill-building experiences to prepare them for employment.

To foster more collaboration and growth for our staff and families, especially newcomers, we strategically moved our Immigration and Settlement Services and Child Care administration in Brantford, into our Laurier Brantford YMCA. This step is a testament to our commitment to offer comprehensive supports to Brantford residents.

Amidst these changes, we welcomed our new President & CEO on March 1, 2022, after eighteen years of exceptional leadership and service from Jim Commerford.

We are now in the process of embarking on a transformative strategic plan focused on young people, employees and seniors. We aim to shape a new vision that centers around creating safe spaces for our communities to access the full spectrum of our YMCA programs and services at any stage of life – for life. Our goal is to ensure inclusivity and accessibility while making a lasting impact on the lives of those we serve.

Embracing the spirit of opportunity, we have been actively recruiting new board members from across our region. These individuals have significantly enhanced our governance and helped us create new strategic structures to assess the impact of our programs, particularly among our young people and seniors.

We want to express our deepest gratitude to all of you who have supported the YMCA. Your commitment to our cause has enabled us to make a significant difference in the lives of countless individuals. We look forward to working together to continue building a better future for our community.



*Karmel Sakran*  
**Karmel Sakran**  
Chair, YMCA Board of Directors



*Manny Figueiredo*  
**Manny Figueiredo**  
President & CEO





# 2022 Volunteer and Staff Leadership

*Leadership*

## OFFICERS OF THE BOARD OF DIRECTORS

**Karmel Sakran**, Chair,  
Managing Lawyer, Green Germann Sakran (GGS Law)

**Alyssa Lai**, Vice Chair  
Corporate Communications Consultant, The Co-operators

**John Chisholm**, Past Chair  
Retired, Partner, SB Partners LLP

## DIRECTORS OF THE BOARD

**Gary Beveridge**, Retired, Partner  
KPMG

**Craig Fraser**, Retired,  
Crown Counsel Ministry of Attorney General

**Paul Gibel**, Retired, Partner  
Grant Thornton

**Carrie Morris**, Associate Vice President,  
Enterprise Payment & PCI Governance  
Canadian Tire Bank

**Michelle Nelles**, Director,  
Digital Advisor Experience, Sun Life

**Yohana Otite**, Officer, Human Rights and Equity,  
Hamilton-Wentworth District School Board

## SENIOR MANAGEMENT TEAM

**Manny Figuieredo**, President & CEO

**Derek Bodden**, Vice President,  
Finance & Risk

**Nicki Glowacki**, Chief Operating Officer

**Andy Gruppe**, Senior Regional Manager,  
Overnight Camp & Outdoor Education

**Paul Haddad**, Vice President, Philanthropy

**Genevieve Hladysz**, Senior Regional Manager,  
Health, Fitness & Aquatics

**Kyla Kumar**, Vice President, Marketing,  
Communications, Information Technology &  
Government Relations

**Lily Lumsden**, Senior Regional Manager,  
Employment & Immigrant Services

**Christina Martin**, Senior Regional Manager, Child  
Care, Day Camp and Community Outreach

**Ursula Motyka**, Vice President, Human Resources

**St. John O'Neill**, Senior Regional Manager,  
Information Technology, Business Administration  
& Management Information Systems

**Jen Stoddart**, Executive Assistant, CEO Office



# 2022 Impact at a Glance

*impact*

**7,304**

children and youth built leadership skills, found life-long friends and lasting memories at YMCA Wanakita, and YMCA Day Camps.

**7,365**

children were welcomed to YMCA Child Care and EarlyOn Centres to support and nurture development and early learning.

**1,820**

passionate and mission-driven YMCA employees.

**928**

generous YMCA donors that made YMCA experiences possible for people across our communities.

**18,044**

individuals accessed YMCA Employment & Immigrant Services both in-person and online.

**33,681**

members across our communities served in our 5 Health, Fitness & Aquatics membership centres.





## Jason's Story

Following years of the COVID-19 pandemic, Brian and Micheline saw their son Jason was spending more and more time alone in his room, he wasn't socializing with the children in the neighbourhood, and he wasn't contributing to their conversations at home.

So, when Jason first joined the YMCA as a Project SEARCH intern in September 2022, his father and stepmother were hopeful it would help him come out of his shell.

Delivered in partnership with the Hamilton Wentworth District School Board (HWDSB), Project SEARCH helps young people with developmental or intellectual disabilities gain the skills they need for employment through a combination of classroom and hands-on training in the workplace.

Jason's first internship was in the YMCA's housekeeping department.

"Through that internship I discovered that I like cleaning up the YMCA and it was also a lot of fun. I learned how to fold towels, how to sort and load the laundry machine, and how to clean the gyms," says Jason.

While Jason's housekeeping skills don't always translate into him cleaning at home, Brian says being part of the YMCA has helped him gain confidence and show initiative. "He's getting up and getting ready to come to the Y. He's doing that himself rather than us telling him."

Jason's second internship took him to another location, but he requested a return to the YMCA for his third internship, saying the relationships he built here made him want to come back.

Before the internship, Micheline says Jason would rarely participate in their conversations at home.

"Now he actually takes part. We're at the dinner table and he asks how our day was, we ask him how his day was, we discuss what he did at work."

**With the help of YMCA's housekeeping staff and Project SEARCH teachers, Jason was able to learn the more complex and detailed housekeeping tasks.**

Jason applied for a part-time housekeeping position at the YMCA and was hired in June.

"It's been great being part of the YMCA. There are a lot of friendly people and friendly faces, and they can help you if you're stuck," says Jason.

Staff at the Y say Jason is energetic, enthusiastic, and brings laughter and joy to any space he is in. He has also been a helpful volunteer, giving his time at the YMCA Men's Residence Dinner.

Brian and Micheline are full of gratitude for the experiences Jason had at the YMCA and are excited to see their son thrive.

"Watching him grow and be independent and turn into the man he is going to become — we couldn't be prouder," says Brian. "He's spreading his wings on his own for the first time. He's growing more and more every day."



**"Watching him grow and be independent and turn into the man he is going to become — we couldn't be prouder."**





## Hanna's Story

"I have a secret. Every morning when I go to the mirror—no matter what is happening that day—I say to myself, 'Everything is amazing, wonderful, fantastic.' If you say that three times per day, your life will be amazing, wonderful and fantastic," says Hanna Trofimova, a Ukrainian refugee and Settlement Specialist with the YMCA.

Even during the darkest days of the Russian invasion of Ukraine, you will find Hanna with a smile on her face and an energy that inspires everyone around her.

And she has an inspiring story to tell. When Hanna woke up to the sounds of bombing on February 24th, 2022, she says she didn't feel panic, but rather asked herself a question...what happens now?

She quickly discovered all the airports across her home country had been destroyed. Russia had invaded Ukraine and was making it difficult for civilians to leave. But Hanna didn't want to leave, at least, not at first.

"I felt as though I would betray my husband," says Hanna. She explains her husband is an IT specialist who stayed behind in the central city of Dnipro to help keep Ukrainians connected to each other and the rest of the world during the conflict.

Hanna says while she didn't want to leave her husband or her home, they were both very aware of the unpredictability of their situation. "Nobody knew what was next. We were afraid of waking up in a different—or worse—situation, or possibly never waking up," says Hanna.

"It was a last-minute decision. One night I told my two boys that we would go to the train tomorrow. I didn't know where we would go, but I told them there is a train and we will go to the place the train takes us," says Hanna.

On March 4, 2022, Hanna and her two sons—who were just 8 and 15 at the time—began the long, unpredictable journey from Lviv, Ukraine to Canada.

"I just took everything step by step," says Hanna. "There was no plan. My kids would ask me, 'What is happening tomorrow?' and I would tell them what the next step was, and I told them once we get to that step, we will discuss the next one."

Hanna says during this journey her boys grew up. "They were absolute heroes; I saw them as men. They weren't kids, they were men, I could rely on them."

Finally settling in Hamilton with some sense of normalcy, Hanna says she has been surrounded by miracles, especially the miracle that she says brought her to the YMCA.

Having seen the word 'employment' online, Hanna clicked, filled out a few forms and was soon invited to meet with YMCA's employment services. From there she found a part-time job with Interpretation and Translation Services of Hamilton (ITS Hamilton). After working with ITS for a few months, Hanna was recommended to the YMCA as someone who spoke Ukrainian and would be able to help Ukrainian refugees coming to the city. Hanna was interviewed and started working with the YMCA.

"It was a miracle," says Hanna.

When it comes to her sons, Hanna talks about another miracle. Both her children practiced judo and played chess in Ukraine, and just by happenstance, they were able to get into a judo club in Hamilton, and her oldest son now plays chess at the Canadian Chess Federation's Hamilton Chapter.

**"...it feels amazing to help others who are going through a similar experience, I know what it is like to flee the war, so I can help other Ukrainians."**

"If they had not been able to play chess or do judo, they would have been more stressed. But chess and judo, friendly people around them and friendly staff at school, it helped a lot, so they know that everything is fine, that they are okay," says Hanna.

Now, sitting on the other side of the desk as a Settlement Specialist with the YMCA, Hanna says it feels amazing to help others who are going through a similar experience, "I know what it is like to flee the war, so I can help other Ukrainians."

**The YMCA has helped over 600 Ukrainians since March 2022, with 170 of them being helped by Hanna directly.**

Hanna says she is proud to be part of the YMCA team and is immensely grateful for the life she has been able to build here, "I like the YMCA and I love Canada. Thank you for being with me, thank you for being my colleagues and friends. I love you."



# Financial Highlights

Year Ended December 31, 2022

The report includes selected financial information extracted from statements audited by BDO Canada LLP. Complete financial statements are available upon request.

## Statement of financial position

	2022 \$	2021 \$
<b>Assets</b>		
Current Assets		
Cash and cash equivalents	316,949	1,584,276
Accounts receivable	4,878,975	3,771,580
Inventories and prepaid expenses	1,149,643	1,044,610
Restricted cash	126,426	202,398
Current portion of capital project receivables	261,166	261,166
Special program funds receivable	828,847	576,629
	<u>7,562,006</u>	<u>7,440,659</u>
Capital campaign pledges receivable	10,500	18,000
Investments	8,985,681	10,328,585
Capital assets	59,454,982	58,957,199
Capital project receivables	522,063	783,229
	<u>76,535,232</u>	<u>77,527,672</u>
<b>Liabilities</b>		
Current liabilities		
Accounts payable and accrued liabilities	4,424,129	1,327,935
Deferred revenue	5,305,506	5,366,018
Special programs funds payable	5,520,810	3,478,605
Current portion of capital project payables	1,154,230	1,354,622
Current portion of long-term debt	261,166	261,166
Current portion of capital lease obligations	190,410	547,441
	<u>16,856,251</u>	<u>12,335,787</u>
Capital project payables	522,063	783,229
Long-term debt	–	190,350
Deferred capital contributions	37,804,804	38,187,671
	<u>55,183,118</u>	<u>51,497,037</u>
<b>Net assets</b>		
Internally restricted		
Invested in endowment	7,158,363	8,855,266
Internally restricted	2,042,903	1,829,195
Invested in capital assets	21,457,530	20,576,879
General	(9,306,682)	(5,230,705)
	<u>21,353,114</u>	<u>26,030,635</u>
	<u>76,535,232</u>	<u>77,527,672</u>

## Statement of operations

	2022 \$	2021 \$
<b>Revenue</b>		
Child care fees	19,937,370	12,541,548
Membership fees	5,757,340	1,686,372
Program fees	5,470,163	2,398,340
Purchase of service	16,815,767	16,073,064
Other	1,061,000	847,958
Donations	861,615	844,204
United Way	148,894	125,526
Investment income	1,137,373	539,676
CWELCC operating grants	2,360,172	–
Government COVID subsidies	–	10,321,921
	<u>53,549,694</u>	<u>45,378,609</u>
<b>Expenses (other income)</b>		
Salaries and benefits	40,414,323	32,331,908
Program costs	7,572,895	6,372,628
Facility costs	7,904,646	6,001,952
Financing costs	146,044	79,349
Allocation to YMCA Canada	612,708	255,236
Other income	(479,635)	(162,599)
	<u>56,170,981</u>	<u>44,878,474</u>
Excess (deficiency) of revenue over expenses before the under noted	(2,621,287)	500,135
Amortization of capital assets	(2,994,987)	(3,132,379)
Amortization of deferred capital contributions	1,509,537	1,529,903
Gain on disposal of capital assets	–	314,047
Fair value changes in investments	1,171,784	1,198,515
	<u>(2,657,234)</u>	<u>(89,914)</u>
<b>Excess (deficiency) of revenue over expenses</b>	<u>(5,278,521)</u>	<u>410,221</u>







**YMCA of  
Hamilton | Burlington | Brantford**

### **Our Charitable Mission**

**The YMCA of Hamilton|Burlington|Brantford is a charitable organization helping people achieve personal growth in spirit, mind and body.**

### **Our Values**

**Belonging. Caring. Honesty.  
Respect. Responsibility.**

### **Our Vision**

**Creating a vibrant and healthy community where everyone belongs and has the opportunity to reach their full potential.**



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TODAY**



Charitable Registration #10808 3825 RR0001

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