

A close-up photograph of two young women laughing joyfully. The woman on the left has dark skin and her hair is styled in two large, curly afro puffs. She is wearing a light green jacket. The woman on the right has light skin and short, vibrant teal hair. She is wearing a denim jacket and a gold hoop earring. The background is a blurred outdoor setting with trees and a building.

**Potential, Ignited.
Youth Shining Bright.**
2025 Annual Report



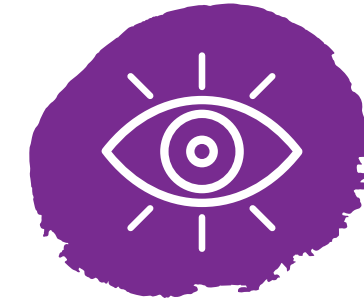
Welcome to your Y!

The YMCA of the National Capital Region is a charity that ignites the spark in people to help them reach their potential. We empower individuals of all backgrounds, ages and abilities to grow, lead, and shine in their communities.



Our Mission

The YMCA of the National Capital Region contributes to a vibrant and inclusive community by providing individuals with equitable access to the services, supports and opportunities they need to thrive.



Our Vision

The YMCA of the National Capital Region is a leader, partner and catalyst that empowers individuals, dismantles barriers and transforms communities.



Our Values

Our five core values – **excellence, compassion, dignity, accountability and inclusion** – influence our actions and decisions and form the foundation of all Y programs.



Message to Stakeholders

As we look back on 2025 and celebrate the YMCA's positive impact on the community, we also continue to look forward. In our actions each day, the YMCA of the National Capital Region continues to live our commitment to the five core values of excellence, compassion, dignity, accountability and inclusion. With over 10,000 children and youth served by the YMCA in 2025, our dedication to igniting the potential in young people is clearly reflected in our work.

As the need in our community continues to grow and evolve, the YMCA is responding. In this 2025 Annual Report, we are proud to share that the YMCA served 59,891 individuals last year, an increase of 15% from 2024, providing the community with equitable access to the services, supports and opportunities they need to thrive. This work, driven by a profound sense of purpose, was due to the tireless dedication and efforts of the hundreds of staff and volunteers of the YMCA teams.

Guided by our Strategic Plan, the YMCA of the National Capital Region continues to be a leader, partner and catalyst in empowering individuals, dismantling barriers, and transforming communities. Behind these numbers are endless stories of people whose lives have been changed. It is foundational and vital supports, like housing, that allow many to transition into independence. We've seen how settlement and stability can lead directly to employment, as individuals gained the skills to enter the workforce and provide for their families. We've also seen how opportunities can ignite the spark in our community as youth, parents and families return to wellness and rediscover how a sense of belonging truly matters. It is in these moments when an apartment becomes a home, a job becomes a career, and an activity becomes a community. We measure our impact not just in data, but in the hopes and dreams that begin to shine on.

At the YMCA, children, youth and people of all ages can truly "make real their dreams" – no one does it all by themselves. Our sincere thanks for your continued partnership and generous support.

Our gratitude and respect,



Caroline Xavier

Caroline Xavier,
Chair of the Board



Trevor McAlmont

Trevor McAlmont, MEd, MBA
President and CEO

A Snapshot of our Impact:

- A 65% increase in the amount of camper subsidies, making it possible for kids to build vital life skills and connect with nature at camp.
- 4,966 people were served through the Trades programs in 2025, an incredible 484% increase from last year, with 97% of graduates self-identifying as an underrepresented group, including youth.
- Child Care Services added two new locations and grew to help 590 kids learn, create, and grow in a play-based environment.
- Our Transitional Housing Program for Individual Newcomers supported 243 people in 2025.
- Employment and Newcomer Services helped 35,418 individuals get access to vital information, referral services, and job opportunities to help them settle in Ottawa and give back to the community.
- 4,112 children and youth participated in our Health, Fitness & Aquatics programs, developing healthy physical activity habits.



2025 Impact Statistics and Stories



Over 10,000 children and youth engaged with the Y in 2025.



635 generous donors made Y experiences possible for people across our communities.



494 mission-driven employees and volunteers brought our impact to life.



\$207,270 in financial assistance was provided to local families in need.



4,966 people participated in the Y Trades programs in 2025, learning in-demand workforce skills.



4,055 children and youth grew their leadership skills, engaged with nature, built strong friendships, and developed new life skills at Y Camps.



59,891 people came to the Y for equitable access to the services, community supports and opportunities they need to thrive.



35,418 individuals got access to vital information, referral services, and job opportunities thanks to Y Employment and Newcomer Services.



590 kids learned, created, and grew in a play-based environment in Y Child Care Services.



4,112 children and youth participated in Y Health, Fitness & Aquatics programs, developing healthy physical activity habits.



243 newcomers had a safe and supportive place to call home thanks to the Y's Transitional and Supportive Housing Programs.



"I think every kid should experience camps like Otonabee in the summer if they can. Staff and camp counsellors are extraordinary!"

- Camp Parent



"I have so much appreciation for the Newcomer Information Centre team for helping me. It now feels possible to go through this journey."

- Newcomer Services Client



“

I'm proud of surviving. I'm proud of not losing myself through everything I've been through.

Ica's Story

Ica's last year of high school was spent on a campground in rural Quebec – the home of her aunt, uncle, and grandmother. Without central heating, manual labour was required to chop wood and keep the fireplaces lit. Ica's relatives were living with disabilities after a car accident, so much of the heavy lifting fell to her. She kept busy, balancing daily housework with remote schoolwork.

A few days before her high school graduation, Ica got the news that her mother had suddenly passed away. This also meant she lost her home back in Ottawa.

It dawned on her that building a future for herself would be difficult in her situation. "As much as I love my family in the country, they were really isolated. Without me driving, I was stuck there with them. I knew I couldn't grow as a person."

She reconnected with family friends in Ottawa and asked if she could stay with them temporarily. They took her in and helped her take some steps toward independence, like opening a bank account and getting a much-needed glasses prescription.

Ica called shelters until a bed finally became available. She shared a room with three other women for around nine months. "For a while, I was the youngest one there. I kept my head down. I learned that if I didn't say anything, nothing bad would happen to me."

One day, she learned about the YMCA of the National Capital Region's housing programs and submitted an application. In May 2025, she was accepted into the

YMCA's Second Stage Housing Program for Youth. "That was the first time I had a space to myself since my mom had passed, so that was tremendous."

Y staff helped Ica stay on track toward her goals and regularly checked on her well-being. They also encouraged her to explore her favourite creative outlet, painting. "Just knowing that people cared for me in that way, it was really helpful."

She made friends through the program's life skills workshops, and particularly enjoyed the cooking lessons. She also reminisced on fun outings, like going to a waterpark and having picnics. "We were still allowed to be youth."

Ica heard about Your Job Story – a YMCA program that provides youth with fundamental skills as they enter the professional world – through friends she made in the housing program. Soon after completing the program, she landed her first retail job. "Your Job Story really taught me everything I needed to know. I couldn't have been more lucky to be in that program."

She moved into her own apartment in January 2026, where she lives with her cat, Turnip. Reflecting on how far she's come, she states, "I'm proud of surviving. I'm proud of not losing myself through everything I've been through."

Now, at 21 years old, she's excited to share her story, explore new hobbies, meet new people, and maintain the friendships she's made along the way.



“

There are camp counsellors that I taught when they were in kindergarten. It's full-circle for me – I was their teacher, now they're teaching my kids.

Lindsey's Story

Lindsey is the Manager of Licensed Child Care at the Dr. Roly Albert Child Care Centre, but her story with the Y began when she was a kid.

Growing up, her parents couldn't afford most extracurricular activities. Lindsey was over the moon when financial assistance opened the door to YMCA programs. She has fond memories of child minding, swim lessons, and after-school care in both Montreal, Quebec, and Richmond, British Columbia. "It made our lives so much more fun. It made me feel normal, because I got to meet new friends. Those experiences are a big part of why I chose to become a Registered Early Childhood Educator and commit my career to working with the YMCA."

Lindsey went on to study Early Childhood Education at Algonquin College. After doing a placement at the YMCA of the National Capital Region, she was offered a supply position. This is where she would dedicate the next 19 years of her career.

Lindsey now gets to watch her two sons, 7-year-old Emerson and 11-year-old Cole, grow up with the Y through child care and camp.

Emerson was a bit reserved at first, but his confidence has blossomed through the relationships he's formed at the Y. "He loves it. He remembers the camp counsellors. His favourite part is that he gets to see friends that he's made over the years."

He even takes the initiative to make other children feel welcome, inviting them to play together. "He just makes

everybody feel included, and I think he learned that from the Y. I think he could be a camp counsellor now if he weren't only seven years old!"

Inclusion is also an important part of Cole's experience at the Y. He has Autism Spectrum Disorder and can sometimes become overwhelmed by group activities. While staff gently encourage him to participate, they're ready to make accommodations and offer quiet activities like drawing and LEGO. "The camp counsellors have developed a plan with him. If he needs a break or he's feeling shy, they engage with him one-on-one."

As a manager, Lindsey sees the value of inclusion embodied in her child care centre every day. The staff and children bring a range of perspectives – whether that be through their culture, abilities, or socioeconomic background. The team finds ways to reflect this diversity through books, activities, and celebrations. "We try to celebrate everybody."

Throughout her life, Lindsey has experienced the Y through different lenses: as a child, a parent, and a staff member. She's seen the ripple effects that Y programs can have – not only in her family's lives, but in her clients' lives. "There are camp counsellors that I taught when they were in kindergarten. It's full-circle for me – I was their teacher, now they're teaching my kids."

When she talks to them now, it reminds her how similar their stories are to her own. "I often hear the same message: their journey with the YMCA started because someone believed in making these opportunities accessible."

Community Leadership

Board of Directors

Caroline Xavier, Newly Elected Chair
Chief of Communications Security
Establishment (CSE)
Government of Canada

Anne Butler, Past Chair
Managing Director of the Supervision
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Bank of Canada

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Establishment (CSE)
Government of Canada

Tricia Weagant
Owner/Principal
Ossington Road Media

*A special thank you to the YMCA of
the National Capital Region Board
Members who retired in 2025.*

Daniel Taggart
Anna Laurence

2025 Leadership Team

Senior Executive Team

Trevor McAlmont, MEd, MBA
President and CEO

Morgan Bello, MIR, MBA, CHRP
Vice President, People & Culture and
Corporate Services

Katie Sexton, B.A.Com, BEd
Vice President, Employment,
Newcomer Services, Health, Fitness & Aquatics,
and Camp

Andrew Smith, CPA, CA, MBA
Vice President, Finance and Housing

Executive Team

Liz Sutherland
Associate Vice President, Housing Services

Sebastien Martin
Associate Vice President,
Employment and Skilled Trades

Kathleen Holloway Jun
Associate Vice President, Newcomer Services

Summarized Financial Results

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

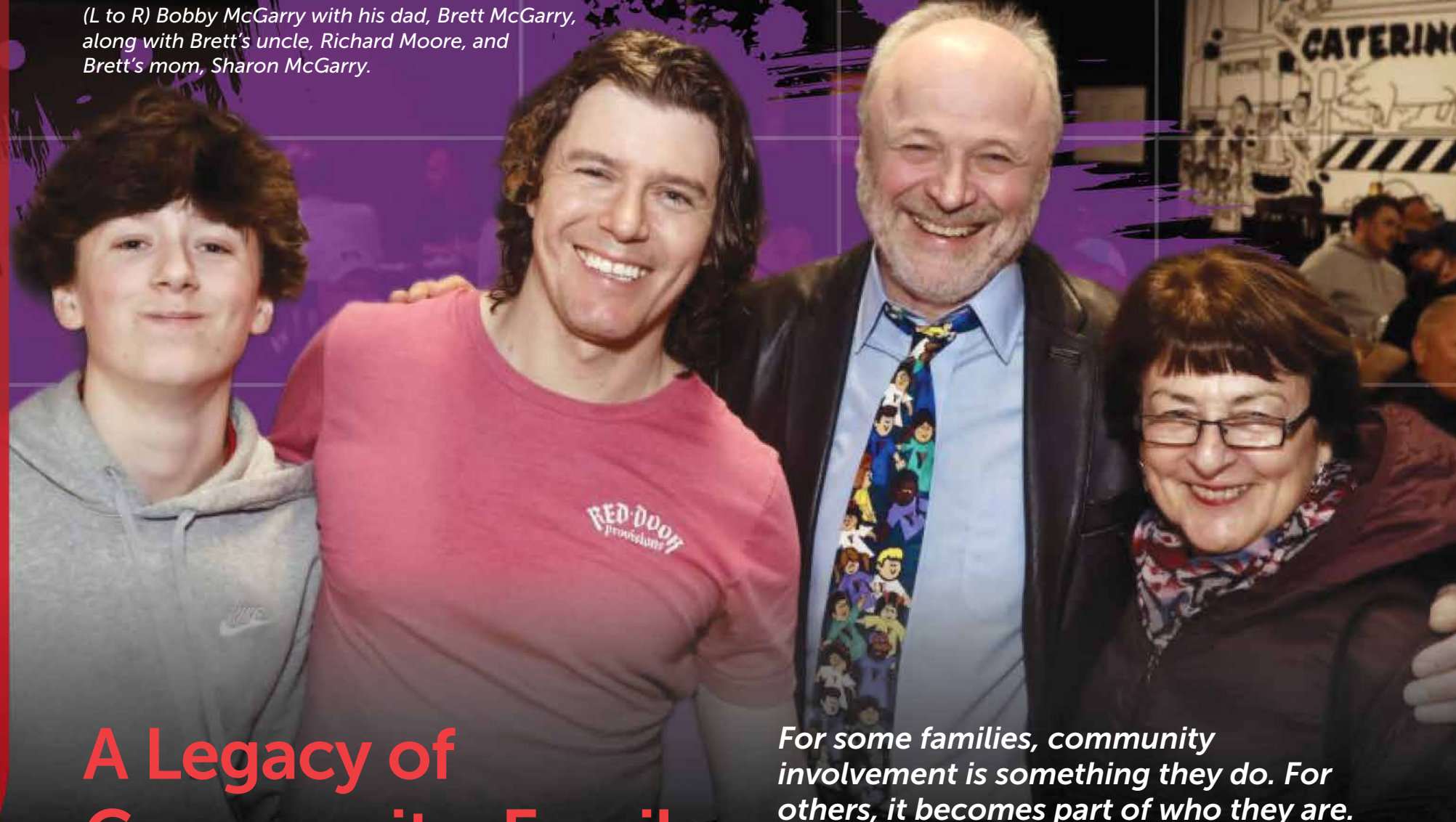
Revenue	2025	2024
Membership and Programs	3,136	2,828
Employment	9,768	6,559
Newcomer Services	3,989	4,160
Housing	7,078	5,351
Child Care	4,655	4,279
Community Youth Programming	2,575	2,568
Other	1,094	1,241
	32,295	26,986

Expenses	2025	2024
Salaries and Benefits	21,592	17,204
Purchased Services and Supplies	4,962	5,016
Building and Maintenance	3,857	3,195
Interest	541	543
Other	581	422
	31,533	26,380

Net Contribution before Amortization & Special Charges	762	606
Amortization	(652)	(1,262)
Net Contribution Before Special Charges	110	(656)
Net Gain or Loss on Sale of Capital Assets	0	0
Debt Restructuring	(16)	1,388
Net Surplus (Deficiency)	94	732

*Financial information summarized from the December 31, 2025 draft audited financial statements.

(L to R) Bobby McGarry with his dad, Brett McGarry, along with Brett's uncle, Richard Moore, and Brett's mom, Sharon McGarry.



A Legacy of Community, Family, and the YMCA

For some families, community involvement is something they do. For others, it becomes part of who they are.

For the McGarry/Moore-Lee family, support for the YMCA has stretched across generations.

Photo by Caroline Phillips

Long before they became board members, event champions, or supporters, the YMCA was simply part of life.

Sharon McGarry remembers the YMCA as an always-familiar presence in the community. When raising her own family, that connection became deeply personal through YMCA child care and camp experiences.

Over the years, her involvement expanded. In addition to serving on YMCA boards and supporting the organization as a volunteer and donor, Sharon has helped foster a longstanding relationship through her leadership as President of Hulse, Playfair & McGarry — a valued Centretown neighbour and longtime supporter of YMCA events and initiatives. Through sponsorship, community leadership, and active involvement, the firm has helped strengthen opportunities for children, youth, and families across our community.

Over time, Sharon and her brother Richard Moore each became more significantly involved, serving on YMCA boards and helping support the organization's growth and future.

For Richard Moore and his wife Linda Lee, the YMCA story stretches back decades. Richard's involvement has included years of volunteer leadership and community building. He also founded the Lawyers for Kids Charity Hockey Tournament, bringing together colleagues, friends, and supporters around a shared purpose for years.

Linda's YMCA journey began in childhood. After spending part of her early years in China and returning to Canada with

her family, the YMCA quickly became an important part of life through swim lessons, camp, and later Hi-Y, a YMCA-sponsored high school service club.

"The Y has always been a safe haven for me," Linda reflects. "I'm happy to promote camp for kids at this time in my life."

Today, Richard and Linda continue creating opportunities for children through their support of camp experiences and community fundraising initiatives. Linda is the heart behind the Y Women's Plus Garden Tea Party, a member-led initiative that raises funds each year to help send children to camp. Together, their efforts have helped create pathways for children and families to access life-changing YMCA experiences.

That legacy is now continuing into the next generation. Sharon's son Brett McGarry serves as co-chair of the Lawyers for Kids Charity Hockey Tournament, carrying forward both a family tradition and a commitment to creating brighter futures for young people.

Across generations, this family's story reflects something powerful: meaningful community relationships are built over time. They grow through shared experiences, family traditions, and a belief that investing in people matters.

For the McGarry/Moore-Lee family, the YMCA has never simply been a place.

It has been part of their story.

And in many ways, they have become part of ours.



"Our proud support for the YMCA has stretched across generations, woven into the fabric of our McGarry family's life."

Sharon McGarry



"Being both a Y member and volunteer has enriched my life and those of my family, while giving us meaningful opportunities to help strengthen our community."

Richard Moore

Funders, Sponsors, and Community Partners

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

Funders

Boreal College
City of Ottawa
Commonwealth Sports Canada
Employment and Social Development Canada
Immigration, Refugees and Citizenship Canada
Ministry of Labour, Immigration, Training and Skills Development
Ottawa Catholic School Board
West-Coast Group (WCG)
YMCA Quebec

Sponsors

Acera Insurance
Annis O'Sullivan Vollebakk Ltd.
Arch Insurance Canada Ltd
Aviva Canada Inc.
AXA XL:Global Commercial Insurance and Reinsurance XL
Catlin
Belanger Longtin
Bell Canada
Bird Richard
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HDI Global Specialty SE
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Kelly Santini LLP,
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Manulife Financial
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Nordion Canada
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Paterson Group Inc.
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Switzer-Carty
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TD Accounts Payable Centre
TD Bank
Temple Insurance Company
The Family Table
Victor Canada
WCG Services
Welch LLP

Community Partners

Adult High School
African Canadian Association of Ottawa
AKKODIS
Algonguin College
Alliance to End Homelessness OTTAWA
AMSSA
Avenue31
Bruyère Health
CAHDCO
Canada HomeShare
Canada Revenue Agency
Canadian Housing and Renewal Association

Canadian Museum of Nature
Canadian Union of Postal Workers
CANOO
Capital Rainbow Refuge
Carty House
Catholic Centre for Immigrants
Centre 507
Centre d'établissement, de soutien et d'orientation communautaire (CÉSOC)
Centre des services communautaires Vanier
services d'emploi
Centre for Social Enterprise Development
Centretown Community Food Centre
Centretown Ottawa
Citizens Corporation (CCOC)
Centretown Community Health Centre
Chartered Professional Accountants of Ontario
Children's Aid Society
Children's Hospital of Eastern Ontario (CHEO)
Children's Inclusion Support Services
CICAN
City of Clarence-Rockland Public Library
City of Clarence-

Rockland
City of Ottawa - Community Capacity Building
Civic Developments
Collège Boréal
Commonwealth Sports Canada

Community Employment Resource Centre (John Howard Society)
Community Legal Services Ottawa
Connecting Ottawa
Conseil des écoles catholiques du centre-est
Conseil des écoles publiques de l'est de l'Ontario
Cornerstone Housing for Women
Council on Aging of Ottawa
Cultural Interpretation Services for our Community
Dave Smith Youth Treatment Centre
Dorcas House
Dress for Success
Elizabeth Fry Society of Ottawa
ELTOC
Entraide budgétaire
Ottawa

Government of New Brunswick
Government of Newfoundland and Labrador
Habitat for Humanity Greater Ottawa
Hire Immigrants Ottawa (United Way)
Housing Help
Immigrant Women Services Ottawa
Jewish Family Services
John Howard Society of Ottawa
Kadus Group
KIND
La Cité
Le Carrefour
Lebanese and Arab Social Services Agency
Legal Aid Ontario
Local Agencies Serving Immigrants Ottawa
Matthew House
Mirela Habitations
Partagées
National Capital Commission
Nouvel Elan Francophone (N-E-L)
OC Transpo
Ontario Alliance to End Homelessness
Ontario Council of Agencies Serving Immigrants
Ontario Disability Support Program
Ontario Works
Operation Come Home
Options Housing
Ottawa Catholic School Board

Ottawa Children's Treatment Centre
Ottawa Chinese Community Services Centre (OCCSC)
Ottawa Community Foundation
Ottawa Community Housing
Ottawa Community Immigrant Service Organization
Ottawa Community Land Trust
Ottawa Community Loan Fund
Ottawa Construction Association
Ottawa Food Bank
Ottawa Inner City Health
Ottawa Local Immigration Partnership
Ottawa Police Service
Ottawa Public Health
Ottawa Public Library
Ottawa Salus Corporation
Ottawa Supportive Housing Network
Ottawa-Carleton District School Board
Out to Play
PAF
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Community Health Centre
Project Learning Tree
RA Centre
RBC
Refugee613
Royal Ottawa Hospital
Salvation Army
Serenity Renewal
Service Canada
Shepherds of Good Hope

Social Planning Council of Ottawa
Somali Centre for Family Services
Somerset West
Community Health Centre
St. Nicholas Adult High School
Stepstone House
Taneja Consulting
The Family Table Catering
The Ottawa Mission
Tim Davis Design Inc
Toboggan Flats
Toronto Metropolitan University
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Volunteer Ottawa
World Skills Employment Centre
YMCA Canada
YMCA Niagara
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YMCA of Quebec
YMCA of Simcoe-Muskoka
YMCA of Southwestern Ontario
YMCA of Three Rivers
YMCA Ontario
Employment & Immigrant Services Managers
Working Group
Youth Coordinated Access Group
Youth Services Bureau

Second Stage Housing Program for Youth partially funded by:



"The YMCA Child Care team didn't just 'look after' my child—they took the time to truly know him, to understand his needs, and to support him through every small and big transition, building trust in a way that brought me comfort I didn't know I would find...As a parent, that kind of care is everything."

- Child Care Parent



"At the Y, I found more than housing services. In the staff, I found understanding, people who listened without judgment. And I found sisters, women who spoke different languages but understood the same emotions: shared hope, resilience, survival, and courage."

- TRY Supportive Housing Program Resident

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.

Chair's 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.

Visionaries \$100,000+

Anonymous Fund -
Ottawa Community
Foundation

Crabtree Foundation

Leaders \$10,000+

Morgan Bello

*The Home Depot Canada
Foundation*

The Ironman Foundation

Tim Davis Design

YMCA Canada

Patrons \$1,000+

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*Fiona Gilfillan and John
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Frans and Marie-Agnes Koch

*Friday Luncheon Discussion
Club*

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Gerald Cossette

Henry Schultz

Jacques Paquette

Jean and Diane Laurin

Jim T. Kenward

Joe Jeffries

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John and Frances Singlehurst

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The Moffatt Goup

The Shoebox Project

Thermo Fisher Scientific US

Tiree Facility Solutions Inc.

Toy Mountain

Trevor Bhupsingh

United Way Centraide

Victor Canada

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*

Ronald Larkin Brown

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

Walter Krepski*

Susan Kusiar

Gavin Lumsden

Claire Martin

F. William Marsh*

Richard Martin

Catherine E. Mason*

Richard J. Moore

Don Noble

Wilda Phillips*

Robert Slipp

Evan. J. Teskey*

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.

George Jackson

Leadership

Anne Bouey

Campership

Claire & John Martin

Campership

Wilda Phillips

Leadership

Bill/Gerry Marsh

Campership

Sean Egan Ascent for Kids

Y Fit

Don Noble

Y Leadership Fund

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.



"Why have I chosen to volunteer with the Taggart Family YMCA for 23 years? It is simple: I believe in the power of community, fitness, and always being fabulous!"

- Joseph, Y Volunteer



"The staff did an amazing job and I would love to send my boys back! This was their favorite camp EVER (and they've been to a lot of camps)! Thank you!"

- Camp Parent



YMCA of the National Capital Region

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ymcaottawa.ca

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