



Be part of **The Original Social Network**

*Building for the Future*

2017 Annual Report  
YMCA of Greater Halifax/Dartmouth

# Greetings

from the Chair of the Board of Directors and the President and Chief Executive Officer

"All you need is the plan, the road map, and the courage to press on to your destination."  
- Earl Nightingale

2017 was a year of developing our road map to build our YMCA, and encourage our community to become a part of the Original Social Network. When we say we are the "original social network", we're saying; we are an organization that is focused on bringing people together from all walks of life to form social connections. Everything we do is about building and strengthening connections within our community and fostering a sense of belonging.

Our YMCA had another year of positive programming, working hard to deliver impactful, safe and efficient progress in all of our services. The Big Cove YMCA Camp Capital Facilities Plan was presented to the Board, and a strategy to discuss how to best renew Big Cove YMCA Camp is underway. We're looking forward to having two new cabins built for Big Cove with our NSCC Carpentry Program Partnership in Pictou! We also completed our renovation of our Purdy's Child Care Centre to enhance the experience for our children.

In September, we opened our YMCA Centre for Immigrant Programs, and introduced outreach language services to our YREACH program, hiring 15 instructors to serve 24 communities across Nova Scotia. We've been working hard with YMCA's throughout Nova Scotia around improving the health of YMCA's across Canada.

The new YMCA facility has come above ground, and our cornerstone-laying event occurred at the end of 2017. We will open the new John W. Lindsay YMCA in the fall of

2019. With the second year of our three-year strategic plan now complete, we are well on our way to creating an inclusive, dynamic and prosperous YMCA for Halifax.

Our goal remains to become the most vibrant YMCA in Canada.



Brian Posavad  
President and  
Chief Executive Officer

Peter Doig  
Chair,  
YMCA Board of Directors



## 2017 YMCA Leadership

**Board of Directors (pictured above left to right):** Peter Doig (Chair), Jennifer Berry (Vice Chair), Lynn Coveyduck, Owen Everts-Lind, Sonya Fraser, Karen Gardiner, Kevin McCann, John McCulloch, and Miriam Zitner.

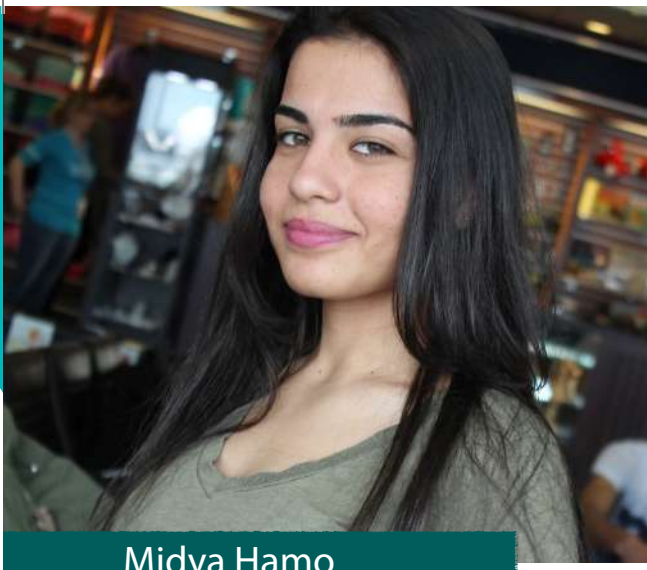
**Completed terms:** Brian Jessop, Shaun Carvery, Liana O'Brien, and Karen MacRury-Sweet

**Board of Honorary Trustees:** The Honourable Alan R. Abraham, Gregory (Greg) D. Auld, Douglas Boyd, Daniel M. Campbell, Paul F. Campbell, Wesley G. Campbell, Peter M. Conrod, Paul J. Dyer, Peter G. Fardy, Peter Green, Mary Ellen Gurnham, R.F. (Bob) Healy, Fred Honsberger, Wilfred Jackson, Cliff Langin, John W. Lindsay Jr., Carol MacDougall, James MacGowan, Stuart MacLean, R.A. (Rod) McCulloch, Kirk D. McIntyre, Don C. Mills, Robert Richardson, L. Robert (Robbie) Shaw, George Wayne and Sarah Young

**Honorary Life Members:** The Honourable Alan R. Abraham, Rhoda Day, Lou Gannon, Audrey Manzer, Charles G. McLeod

**Patron of the Association:** Brigadier-General The Honourable J.J. Grant, CMM, ONS, CD (Ret'd), Lieutenant Governor, Province of Nova Scotia





Midya Hamo

# Engaged Youth

*"I'm always at the YMCA." – Midya Hamo*

Midya Hamo, 15, came from Syria about 2 years ago with her family. Besides her parents, she also has three brothers and one sister here. She has two sisters who are not in Canada. Her first language is Kurdish but she also speaks Arabic.

*"When I came to Canada, I didn't see this building because it was in the old one. And then, when they start building a new one and I came here, it's so good because they helped me (a lot)."*



## Motivated Adults

*"The Centre for Immigrant Programs is so full of energy and an amazing set of people, all working toward making Halifax/Dartmouth a wonderful place to live."*

Madhurima Asthana started volunteering in 2017, when she moved from India. Her volunteer work at the YMCA has allowed her to use to her organizational and administrative skills.

She's gained new skills fundraising, which has helped her to better understand Canadian workplace culture. Madhurima is always ready to lend a hand, and likes to spend her time volunteering in the Sewing Social and Saturday Study Skills programming.

The YMCA Centre for Immigrant Programs believes that her sewing and and educator skills have increased the number of participants.

– Madhurima Ashtana, Volunteer



## Active Seniors

Susan Woodbury has been a member of the YMCA AIM program for over 8 years, three days a week.

*"It provides a wonderful opportunity to strengthen muscles using a variety of styles of exercise equipment and to attend upper body fitness and Taiji classes as well as to obtain an excellent massage."*

For Susan, "the best outcomes of the program have been the maintenance of strength in my muscles, the elimination of painkillers and a delightful social network."

– Susan Woodbury, AIM

# Pivot Plan

## Our plan to strengthen our community

### Our YMCA and its Promise of Excellence

YMCA programs will be relevant, safe, sustainable, impactful, collaborative, inclusive and meet community needs. The YMCA will continue to foster a diverse environment so that people of all backgrounds, ages, abilities, races, orientations, cultures and genders feel they belong as part of the YMCA.

#### How we'll achieve this:

- Establish baselines and benchmarks for all of our core programs in order to measure the contributions they make to building stronger communities
- Ensure annual program audits are conducted
- Work with community partners to meet the needs of the community with particular focus on opportunities to address underserved areas

#### Specifically, we'll be focusing on:

- Positioning the YMCA as a key element of the health continuum; working with health care professionals to support individuals in their health journeys through program delivery
- Being a destination for newcomers and a leader in program delivery for immigrants and newcomers to Nova Scotia
- Being the safest place to bring children, young people and vulnerable adults
- Using the social determinants of health to guide program development opportunities

### Our YMCA Family

The YMCA will engage our staff, volunteers, members, participants and the greater Halifax community in envisioning the future of our YMCA. We will foster a united approach to our team, our goals and our stories.

#### How we'll achieve this:

- Establish a community consultation process
- Build a strong, passionate and engaged team of staff and volunteers
- Focus on operational excellence
- Organize and build our data to support growth and evidence based decision-making

#### Specifically, we'll be focusing on:

- Developing a new, comprehensive year strategic plan for 2020-2025
- Growing volunteerism in our organization
- Improving our communications both internally and across the broader community so that our YMCA family feels connected, heard, informed and engaged
- Developing youth leadership opportunities in our community

### Develop our Centres of Community

The YMCA will build the new John W. Lindsay YMCA facility, which will become a key element in renewing our organization. We will also ensure that all YMCA branches and core service areas will have a sustainable operating and capital plan.

#### How we'll achieve this:

- Open John W. Lindsay YMCA in 2019 with strong community support after a fully engaging and exciting community campaign
- Develop an operational plan for the Community YMCA that is relevant, sustainable and outcomes-based to grow its programming base
- Develop a comprehensive asset improvement plan for Big Cove YMCA Camp that supports the delivery of outcomes-based programming
- Grow YMCA Immigrant Services to serve the critical need for new immigrant retention
- Expand YMCA Employment Services to address unemployment and underemployment to meet emerging needs

#### Specifically, we'll be focusing on:

- Designing and developing the John W. Lindsay YMCA to welcome the entire community
- Engaging support from strong volunteer advisory committees for the Community YMCA and Big Cove Camp
- Working with our partners to establish appropriate sites and diversify services to meet growing participation levels in Immigrant and Employment Services

### Increase our Capacity

The YMCA will increase our resource capacity to maintain and grow our services. We will focus on being a vibrant and responsive YMCA in meeting community needs.

#### How we'll achieve this:

- Develop sustainable, effective programs and services that contribute to the health of the community
- Further develop a culture of philanthropy to ensure that nobody is denied YMCA services due to economic circumstances
- Grow our fundraising capacity
- Reduce program duplication and work collaboratively in the community

#### Specifically, we'll be focusing on:

- Being socially sustainable, including completing the Centre of Community Capital Campaign and strengthening the reach of our annual campaign
- Increasing our organizational capacity
- Fostering stronger governance
- Developing joint program/service delivery among the YMCAs of Nova Scotia



## 2017 Highlights



64,118

children, youth, adults  
& seniors served



77

Program Sites



595

employed clients



\$819,018

total donations



96

**dedicated** volunteers



190

employees



26

community partners



# Given the opportunity and the right

Through the generous support of the YMCA Centre of Community Capital Campaign donors, we're nearly there.

We couldn't have made it this far without you all! ***Thank you for your support of the new John W. Lindsay YMCA.***

## ***\$1,000,000 to \$2,000,000***

John Lindsay Jr. & Anne Campbell  
Marjorie Lindsay

## ***\$500,000 to \$999,999***

Anonymous (2)  
Cliff & Jill Langin  
The Sobey Foundation

## ***\$250,000 to \$499,999***

Anonymous (2)  
Lindsay Construction  
Jack Flemming  
Palooka's Foundation  
Robert & Kathleen Richardson in Honour of  
Steven & Shirley Clarke

## ***\$100,000 to \$249,999***

Anonymous (3)  
Don & Elizabeth Mills  
Great West Life, London Life & Canada Life  
Jim MacGowan in Honour of Marilyn MacGowan  
Margot Spafford  
Paul Christie  
RBC Foundation  
The Windsor Foundation

## ***\$50,000 to \$99,999***

Anonymous (1)  
BMO  
CIBC  
David Murray  
Deloitte  
Ernst & Young  
The Fulcher Foundation  
George Caines in Honour of Sandy Caines  
Grant Thornton  
Jim Lawley  
Scotiabank  
Scott McRae  
Stewart McKelvey  
TD Bank Group

## ***\$25,000 to \$49,999***

Anonymous (1)  
Catherine Read in memory of David Read  
Fred Honsberger  
Gregory Auld  
Halifax International Airport Authority  
Jean & Robbie Shaw  
June & Gregory Baird  
KPMG  
Larry Hayes & Sharon Nicolle  
Paul & Lorraine Campbell  
Peter Conrod  
Phil Fraser  
PWC  
R.F. (Bob) & Anna Healy  
Robert & Janet Crozier  
Steve & Shirley Parker  
Wes Campbell  
William Ritchie

## ***\$10,000 to \$24,999***

Anonymous (1)  
Alan Abraham  
Allan & Leslie Shaw  
Brian Posavad & Jodi Posavad  
Bruce Towler  
CIBC Children's Foundation  
Doug & Joanna Boyd  
Dan & Linda Campbell  
George & Ann Rodger  
George & Margie Waye  
Hugh Smith  
Laddie & Karen Farquhar  
Lynn Coveyduck  
Marilyn & Fraser Dewis  
Miriam Zitner  
Peter and Mary-Ellen Gurnham  
Peter Doig & Karen Crombie  
Peter Polley  
Scott MacMillan  
The Shaw Group

## ***\$1,000 to \$9,999***

Allan Cocksedge  
Anne Melanson  
Arlene Seto

Barbara Miller-Nix  
Bette Watson-Borg  
Bill Greenwood  
Brian Jessop  
Clayton Coveyduck  
David Wallbridge  
Gary Hurst  
Holly O'Leary  
Hugh Gillis  
Jonathan Dyer  
Ian Wilkie  
Karen MacRury-Sweet  
Kevin & Alex McCann  
Larry Stordy  
Lorrie Turnbull  
Owen Everts-Lind  
Oriel McLellan  
Jennifer Berry  
John McCulloch  
Peter & Carol Fardy  
Rick Emberley  
Rod McCulloch  
Roger Sinclair  
Sandy Rutledge  
Sarah Ernest  
Stephen Cochrane  
Steve Butz  
Steve Countway  
Stuart McLean  
UDI  
Vida Doucet

## ***Up to \$999***

Bert Hartnell  
Brenda Reid  
Glen M. Flemming  
Ian Porter  
John Mabley  
Lisa Harrison  
Marilyn Montgomery  
Robert Mann  
Shanti Dogra  
Stella-Marie Sirois

Through your support of YMCA Strong Kids, YMCA programs, and cabin replacement at Big Cove YMCA Camp, you've helped ensure that children, youth, and families can reach their full potential.

***Thank you for your support!***

## ***\$25,000 to \$49,999***

Halifax Youth Foundation

## ***\$10,000 to \$24,999***

Universal Property Management

## ***\$1,000 to \$9,999***

Anonymous (2)  
Brian Posavad  
CIBC Children's Foundation  
D Gregory MacDonald  
Donner Canadian Foundation  
Great West Life Gallopers  
Kirk McIntyre  
Robert Richardson  
United Way of Greater Toronto  
Wilfred A. Jackson

## ***Up to \$999***

Anonymous (6)  
A Tiny Lab for Early Learning  
A Men's Only Hair Transplant Clinic

Alex De Saint Sardos  
Alexis Goth  
Aisha-Rae Bear  
Alice Tosis  
Allen Lennox  
Amy Gordinier-Regan  
Amy Rector  
Andrew Thompson  
Andrew Thoni  
Andrew Siddle  
Andrew Taillon  
Angela Thorpe  
Anita Ward  
Anne Robinson  
Beth Derible  
Bill Flemming  
Bill VanGorder  
Brandon Brown  
Bridget Ebsary  
Candace Stevenson  
Carla Muniz

Carmen Dockendorff  
Carolyn Gamache  
Cathy Beairto  
Caw Local 2215 Aerospace  
Charity DeLeon  
Christine Hanson  
Christina Canales  
Christine Nault  
Cindy Boyle  
Cindy Ryan  
Cindy Willcott  
City of Halifax Non-Profit Housing Authority  
Claudette and Scott Kennedy  
D. James Phelps  
David Leslie  
David Van Zoost  
Dee Dee's Ice Cream  
Denice Levangie  
Denise Kroll  
Demetri Clayton  
Derick Honig

# With the right support everyone can thrive!

Diane Alexander  
Diane Strang  
Douglas and Maureen Reid  
Dwayne Coyle  
Edna's Restaurant  
Eleanor Cooney  
Elena Negoda  
Elizabeth Hodder  
Emera / Nova Scotia Power  
Eric Anderson  
Erica Begin  
Floralba Mosquera  
Gayle Salsman  
George MacLeod  
Georgia Vandewater  
Gerrie Masters  
Gordon Stanfield  
Haiveen Al-Isso  
Healy Financial Planning  
Heidi Schaefer  
Heidi Reyno  
Heidi Ryer  
Holly O'Leary  
InHae Park  
Isaac Skeete  
James Brittain  
Jane Vincent  
Jeanne D'arc Kanyabujinja  
Jenna Vardy  
Jennifer Bain  
Jennifer Hall  
Jennifer Weare  
Jessica Lake  
Jillian Hockey  
Jim Kanellakos  
Jocelyn Sparks  
John Meagher  
Joseph Dorrington  
Judy Harrigan  
Judy Hebert  
Julie Hayes  
Julia McCluskey  
June Cook  
Kaitlin B. Dorey  
Kara Keith  
Karen Beaumont  
Karen Clayton  
Karen Clendenan  
Karn Nichols  
Kathleen Beaton  
Kathy Dillman-Smith  
Katrina Johnson  
Kayley Pembleton  
Kenneth Crosby  
Kelly Deon  
Kevin McCann  
Kim Gannon  
Kim Marsman  
Kristie Foerster  
Kristin Ross

Laura Stiles-Clarke  
Laura Johnson  
Leah Vasil  
Leanne Marcattili  
Lisa Southcott  
Lorraine O'Neill  
Lorrie Turnbull  
Lynn C Murphy-Kaulbeck  
Lynn Hayes  
MacDougall Health Care Services  
Marcus Baksh  
Marion Fennell  
Mark Knox  
Mark Muise  
Mark Wentzell  
Marg MacDonald  
Margaret Langlely  
Marilyn MacGowan  
Mei-Lin Duerden  
Megan Longley  
Melanie MacDermid  
Michael Allen  
Metropolitan Reg. Housing Authority  
Michael Klenavic  
Michele Anthony  
Michelle Victor  
Mike Allen  
Mike McMahon  
Mohammed Almohammadi  
Moriag MacGillvary  
Nada Borden  
Nada Al-sayed  
Nancy Hayes  
Nancy Regan  
Nancy Tregunno  
Natasha Herman  
Nicole Farmer  
Nicola Capone  
North End Business Association  
Nova Scotia Barristers' Society  
Patricia Kennedy  
Patty Isnor  
Patty Strang  
Paul Davie  
Paul Davie  
Paul Laderoute  
Paula Latham  
Peter and Mary Ellen Gurnham  
Peter Doig and Karen Crombie  
Peter George Rodger  
Peter Green  
Peter Wentzell  
Pepco  
Rachel Lebowitz  
Rebecca MacFarlane  
Rebecca Sulis  
Rebekah Skeete  
Richard Tousignant  
Rhis Perkins  
Robert Bell

Robert Corkum  
Robert McCallum  
Robert Tupper  
Robin Urquhart  
Robin Thomas  
Robyn Beckett  
Robyn Gladwin  
Sara MacInnis  
Shannon Kennedy  
Shari Craig  
Sheila Blair-Reid  
Stefanie Wilson  
Stephen MacDonald  
Steven Wilson  
Sue Oland  
Susan Brennan  
Tamara MacDuff  
Tarah Gibbon  
Tim Keenan  
Tilak Arora  
Tony Fry  
Valerie Manuel  
Valeriya Popova  
Virginia Salsman in Memory of John Lindsay Sr.  
Wayne Myles  
Wesley Campbell  
William Fry  
Yasmin Ali

# Thank you!



By the end of 2017, our YMCA  
Centre of Community Capital Campaign  
had reached \$8.5 million!

# Our Community Impact



"I enjoy assisting the men, women and youth from all walks of life with their employment goals and being part of a family-like organization that puts people first."

– Isaac Skeete

Our Employment Centres have helped **2,610** new clients, with **35,141** resource centre visits!



"Work at the YMCA is an incredible opportunity, as one of the most inclusive and welcoming organizations I get to be immersed in many different cultures and identities. I feel empowered as a newcomer to help to build community connections in Nova Scotia. Working at the YMCA is definitely one of the most rewarding and exciting jobs I've ever had." – Marlon Solis

Immigration Services supported **3,213** Individual participants: **2,145** in School Settlement Program, **774** in YREACH, **454** in Active Living Program, **338** in Youth Outreach Program, **188** in Saturday Study Skills, and **65** in Pre Arrival Refugee Youth.



"I am pleased to be a part of an organization that is front and center in responding to the needs of children and youth." – Janet Savary

A record setting **828** children & youth enjoyed the experience that lasts a lifetime at Big Cove YMCA Camp.





# Summary of Financials

## Statement of Operations

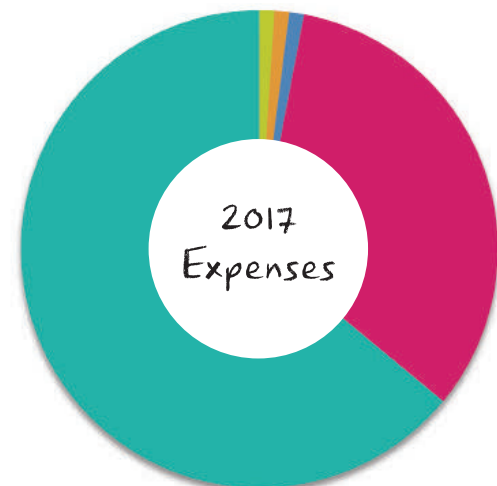
Year ended December 31	2017	2016
Total revenue	\$9,999,131	\$7,760,491
Total expenses	9,869,809	7,632,355
Excess of revenues over expenses before amortization other operating expenses	129,322	128,136
Amortization and other operating expenses	46,627	60,427
Contributions from operations	175,949	67,709
Investment income	36,119	30,202
Excess of revenue over expenses	\$212,068	\$97,911



- 15% ■ Child Care
- 33% ■ Immigrant Services
- 36% ■ Employment
- 6% ■ Camps
- 9% ■ Health and Wellness
- 1% ■ Fundraising

## Statement of Financial Position

December 31	2017	2016
Total assets	\$10,230,895	\$7,915,983
Liabilities	3,375,372	2,211,059
Deferred capital contributions	6,414,618	5,476,087
Net assets		
Investment in capital assets	1,098,754	942,014
Restricted for endowments	337,768	337,768
Internally restricted	249,148	228,144
Unrestricted (deficiency)	(1,244,765)	(1,279,089)
	\$440,905	\$228,837
	\$10,230,895	\$7,915,983



- 1% ■ Promotion and Marketing
- 1% ■ Staff and Volunteer Development
- 1% ■ Plant and Facilities
- 33% ■ Program and Supplies
- 64% ■ Salaries and Benefits

# Creating a space of inclusion and connectedness

The new John W. Lindsay YMCA will provide the spaces and the opportunities to engage more people in YMCA programs and services than ever before. Current Y programs will expand and new programs will be offered, including a transformational levels of health and wellness programming that will impact thousands more annually, fostering the development of:

- Resilient, healthy children and youth who are active and thrive
- Confident and capable young leaders who feel they belong
- Engaged newcomers who participate in — and strengthen — their communities
- Motivated adults who take charge of their health and mentor others
- Active seniors who are socially engaged and involved
- Strong and connected individuals, families, and communities

## The Investment:



(Left) **Kate Blight** YMCA Project Manager for Southwest Construction. (Right) **Lorrie Turnbull**, Chief Operating Officer YMCA. On 3rd floor of Curve overlooking YMCA

Aerial view of YMCA pool deck level 1.

## The Impact:



**Strong and connected families**



**Resilient and healthy children who thrive and lead healthy, long lives**



**Teens who feel confident and a strong sense of belonging**



**Healthy seniors with strong social circles that volunteer and stay involved**



**Immigrants who participate and engage in their communities, feel a strong sense of belonging.**

- More than **6,500 members** • **2,000 children and youth** participating in non-membership programs
- **450 people employed** by the YMCA across Halifax and Dartmouth • **1,000 volunteers** contributing their time and talents

The impact is so much bigger than one building or one location!







YMCA of Greater Halifax/Dartmouth

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