

A photograph of three women sitting together and laughing heartily in what appears to be a gym or community center. The woman on the left is older with short grey hair, wearing a blue zip-up jacket over a white shirt. The woman in the middle has dark hair with grey streaks, wearing a light blue t-shirt and dark patterned leggings. The woman on the right has dark hair and is wearing a light blue hoodie. A yellow water bottle with a blue cap is visible in the foreground. The background is slightly blurred, showing gym equipment and bright lighting.

2024

ANNUAL REPORT

Healthy people, building
strong communities.



YMCA-YWCA of Vancouver Island

A MESSAGE FROM THE Chair & CEO




Derek Gent
Chief Executive Officer




Scott McKay
Board Chair

2024 included the continued path into a future state for our Y that we are excited about and proud to share. The financial surplus that we had achieved in 2023 has expanded into a much larger surplus in 2024, buoyed by a major estate gift from former Board Chair Dr. Joyce Clearihue and another year of growth in our membership at the Downtown and Langford locations. Part of the financial story is that we're still working to address labour shortages in a challenging local market — which saves us money — but recognizes that the volunteer and staff teams here are making incredible efforts to keep serving our communities. We are focused on being an employer and service provider of choice.

The people who belong to our Y and those served by our programs are our greatest source of pride and inspiration. Whether it is the seniors actively participating and connecting with each other in fitness classes every week; young moms in our housing support programs or those accessing child care in our branches; teens overcoming new obstacles at Camp Thunderbird or in the cohort groups of “Y Mind”, our Y is making a difference.

As reported to members in May 2025, the Downtown Y recently entered into a lease agreement in the nearby Bay Centre to continue operating a “Centre of Community” with essential Health and Fitness programming, albeit sadly without the pool, racquet courts and gymnasium that were available in our longtime Broughton location. We're also very pleased that our \$10 per day Downtown Y Child Care will now be moving into a new space as part of a development at Crosstown built by Victoria Cool Aid Society — who we have partnered with for many years in our Pandora Youth Apartments.

The hard work and recovery in 2024 positioned us for new changes announced this year.

Our Y will be expanding into new child care locations in the Westshore later in 2025 working with School District 62, and the transition to municipal ownership of our building in Langford has gone very smoothly as the community here continues to grow and change. Our potential to participate in new longer-term collaborative development opportunities (including in Downtown Victoria) is still very much on the radar.

At Camp Thunderbird, in summer 2024 we experienced the reality of an expanding wildfire in the Sooke Hills, forcing a temporary evacuation and closure of our programming for a week in July. Thankfully the fire shifted and was brought under control by the amazing teams that we have protecting us, and we were able to resume programming once things were safe again. It was scary, but we were incredibly proud of our Camp staff and the campers for an orderly and safety-focused process that was followed. The remainder of the summer was a tremendous success, and we are welcoming a growing number of schools and groups during the shoulder seasons. The Land Based Learning opportunities supported by the local school districts and T'Sou-ke Nation have also been expanding, incorporating more Indigenous ways of learning and knowing.

Our Strategic Plan developed by the Board in 2023 has continued to serve us well and guides our decisions and priorities. Supporting the volunteers and staff and delivering excellent impactful services are keys to our success, together with continued focus on the spaces and places we provide, programs that we operate and the partners we work with. We remain diligently committed to long-term sustainability for our organization, and being a financially thriving charity in this region.

This year we are saying goodbye to 4 key Board members who have done a remarkable job in very difficult times and without their focus and dedication we would not be where we are today. A massive thanks to Barri, Melanie, Audrey and Deane. You have all made a lifetime of difference.

There are many challenges ahead, with growing needs in our expanding communities and often with fewer resources available to help support them. Our Y, meaning our people, are up to the task and see new opportunities for more impact and greater results, strengthening our existing capacity as we strengthen the community. The donations and funding we receive help us in this trajectory, and we are so grateful to those that choose our Y as a way to give back. Looking forward, marking our first 150 years on Vancouver Island really feels like the right time to plan for our next 150.

3 YEAR

Strategic Framework



VISION

Healthy people, building strong communities

MISSION

Building strong communities on Vancouver Island by improving the health, fitness and well-being of individuals and families. We nurture the potential of youth, promote equality and provide opportunities for giving back.

VALUES

Caring. Responsibility. Respect. Honesty. Inclusiveness.

GOAL 1

An Employer and Service Provider of Choice

SP 1

Attract, develop, and retain our team of staff and volunteers to deliver our programs and services.

SP 2

Develop a bold vision for the Y's downtown presence.

GOAL 2

Expanded Programs and Facilities

SP 3

Strategically nurture existing and new relationships for collaborative opportunities.

SP 4

Continually seek opportunities to offer and enhance programs and services that meet evolving community needs.

GOAL 3

A Financially Thriving Charity

SP 5

Pursue top-tier fundraising and communication capacity that deepens stakeholder engagement.

SP 6

Develop our multi-year sustainable business model that includes cost-benefit analysis and risk assessment on new and existing initiatives.

SP – Strategic Priority

Approved by the Board of Directors November 30, 2023

2024

Impact Snapshots

The Vancouver Island Y operates health, fitness & aquatics facilities, childcare centres, a summer camp and outdoor centre, housing initiatives for young mothers and for youth at risk, and a variety of programs broadly categorized under community health, youth learning and leadership or outdoor activities.



245 Dedicated Y Employees!

49 Enthusiastic Y Volunteers were recognized during National Volunteer Week!



12,500 Visits by children to the Westhills Y's Playcare Centre while their parent had a workout!



58,582 Average number of visits to the Vancouver Island Y EVERY MONTH IN 2024!

14,082 Individuals improved their **health and well-being** in 2023 with Y Memberships!

63 Families on average received **financially assisted** Y Memberships **EVERY MONTH** from funds raised through the Y's Annual Campaign!

21 Volunteer Fitness Instructors teach **28** different fitness classes every week at the Downtown Y!

100% Cyclefit Instructors at the Downtown Y are **Volunteers**!



57 Families were provided with **\$10/day Child Care** at our Downtown and Westhills centres

\$7,000 In healthy food was provided in the Y's **Child Care Programs**.



61 Young families received support and education attending **148** group sessions at the **Young Moms Program**.

1,598 One on One counselling sessions and **934** Phone Counselling Sessions were provided at the **Young Moms Program**.

17 Young mothers and their **19** children at risk of homelessness were **safely housed** with counselling and parenting support at the **Young Moms Program**.

91% of **Young Moms Program** participants entered the program in 2024 without their high school diploma or equivalency.



1969 Swimmers participated through our registered Group and Private Swim Lessons.



91 Youth attended **Y Mind** in 2024 with community partnerships.



956 Children and youth attended **Camp Thunderbird** summer programs and \$71,743 was provided in Camp Financial Assistance for 51 campers.

2,500 Outdoor Education Campers experienced **Camp Thunderbird** spring and fall programs.



13 Residents of the Y's **Pandora Youth Apartments** were supported with housing, health management & educational supports through **570** one-on-one counselling sessions.

15 months is the average stay of **Pandora Youth** in the program.

177 Follow up appointments were held with past residents of **Pandora Youth Apartments** providing post program support.

92% Of Pandora Youth participants attended school programs and **85%** were both employed and attending school.



581 Committed Donors & Funders financially supported important Y programs and services. For a complete list of donors visit vancouverislandy.com

HEALTH & WELL BEING



GROUP FITNESS CLASSES At the **Downtown Y**, we continue to see the popularity of our Group Fitness Classes— offering over 60 well attended classes every week. Due to increased demand, we have added several new Strength classes. Senior's Strength, in particular, can see up to 55–65 participants per class!

Small Group Training classes are offered five different times a week. These registered classes are incredibly popular and fill up within minutes of registration opening! Expanded programming now includes Core and Mobility classes twice weekly.

Personal Coaching Sessions remain popular, with many members booking in repeat sessions. We recently added TWO additional coaches to our roster to meet demand and grow this programming.

HEALTHY LIVING PROGRAMS In 2024, 30 people benefitted from the Y's Healthy Living Classes. Most of these participated in our speciality classes: Fit for Bones or Breathe Fit. The rest were in Stretch Fit, which is open to all members and averages around 20 people per class.

Laughter Yoga was introduced as an additional class which is less about physical fitness and more focused on the spiritual & mental wellness side of health. The Y's Social Walk grew in popularity and each walk averaged 8-10 people.

Overall, 50-60 people use one or more of the five Healthy Living Programs currently being offered every week at the **Westhills Y!**

LEARNING & LEADERSHIP



Y MIND uses Acceptance and Commitment Therapy that is different from Cognitive Behavioral Therapy. It does not seek to change the thoughts but to accept them, give space to the emotions and not get pulled into the struggle. It identifies individual internal values to move them forward in a meaningful way, inviting them along using Self-Compassion. It is a valuable life skill participants can use for the rest of their lives, creating a sense of agency.

We offer that opportunity along with peer support in a safe and respectful space. It takes courage to step forward and engage in a meaningful way.

As you can imagine, asking youth with anxiety to attend a group is a challenging task, yet 91 youth attended Y Mind programs in 2024!

Before the group I was unable to socialize or do things that I wanted to because anxiety had such a strong hold on me. I felt trapped by anxiety.

I now understand and accept my anxiety instead of pushing it away. I'm able to live the life that I want to live in alignment with my values because I know have the tools to manage anxiety

The best part was the weekly in-person sessions to learn about anxiety and tools to practice. I can now acknowledge and get curious about my anxiety instead of fearing and pushing it away. I can handle anxiety now I have the tools. It feels freeing to no longer be afraid and controlled by my anxiety- it is just another part of me.

CAMP THUNDERBIRD STAFF AUCTION

The 2024 Camp Thunderbird STAFF Auction was loads of fun! Summer Camp staff auctioned off 37 items, raising a total of \$3,443.50!

Awesome donations from businesses in the community including Robinson's Outdoor Store, MEC, and Arc'teryx as well as from our neighbours over at 17-Mile Pub and Adrena Line, helped drive the bidding excitement. Other items came from the staff, including used outdoor gear and fun experiences such as homemade dinners, dance lessons and more!

Overall, the staff auction was an amazing time for camp staff to bond, share some laughs, and raise money towards a cause that is close to all our hearts – sending kids to Camp Thunderbird!



NURTURING THE POTENTIAL OF YOUTH



PANDORA YOUTH APARTMENTS PROGRAM

The Y's Pandora Youth Apartments Program has been such a tremendous support to me in getting on my feet so that I may have a successful life and career. The staff are more than helpful and have been extremely generous over the time I have lived at PYA.

I am ever so grateful for having the opportunity to be a part of this wonderful program, as it has shown me what being a member of a community is all about. Not to mention, it has given me the necessary skills to tackle life as a young adult, such as cooking a homemade meal, keeping a neat and tidy living space, and overall being a functional member of society.

I will always remember my time at Pandora Youth Apartments and will forever be thankful for the time and dedication that the staff have given me.

— a PYA participant

CHILD CARE PROGRAM In fall 2025 the Vancouver Island Y will open two new child Care Programs in partnership with School District 62. We will have 75 child care spaces for children aged 3-12 at PEXSISEN Elementary School and 48 child care spaces for children in Kindergarten to Grade 5 at Hans Helgesen Elementary. We've also been selected to operate the new — to be built — child care program at Hans Helgesen Elementary, with 56 child care spaces for children aged 0-12 slated to open in fall 2026!

VIVA LA WESTSHORE In April, the WestShore Chamber of Commerce announced the return of Viva La WestShore after a five-year hiatus. A night of fundraising fun at Elements Casino was attended by 115 people with casino games, live prize auctions, canapes and conversation. This favourite member event supported the Y's Financial Assistance Program to help send kids to Camp Thunderbird as well as the work of the WestShore Chamber. \$4,250 was raised for young campers in our community! **THANK YOU!**

ENGAGEMENT & GIVING BACK



100 WOMEN WHO CARE In June, the Young Moms Program was presented with a cheque for \$20,300 from 100 WOMEN WHO CARE – VICTORIA! The concept is simple. One hundred women meet for an hour four times a year to hear about three worthy charities members nominate. They then pick one, and each person donates \$100 — resulting in at least \$10,000 for the charity. 100 Women Who Care Victoria recently hit the \$1 million milestone of community giving at the group's 41st meeting! **Congratulations!**

The Young Moms Program is so fortunate to have been selected to receive this generous funding given that so many organizations in Victoria do such valuable work. These funds will assist with upgrading therapeutic learning environments in the playroom, purchasing learning materials for groups, emergency grocery cards, and many other critical supports for these young families!

Being in the program gave me a safe place to call home while navigating some of the most difficult times of my life. The strength they gave me proved I was not destined to be a failure, but rather a resilient mom wanting to leave negativity behind. I recommend this program to other struggling moms knowing they would be in good hands.

Y WALKERS In 2024, the Y Walkers celebrated their 50th Anniversary. The Y Walkers began as a small group of women who wanted to get out walking while enjoying some social time. While it was originally part of the Victoria YWCA's programming, today it is an independent group that enjoys an informal association with the Y.

Currently the walkers meet Tuesday mornings from September to June. They take turns selecting and leading walks and the weekly walk information is sent by email to the group. A group highlight each year is spending a day being hosted at Camp Thunderbird.

We were so happy to spend a fine day at Camp Thunderbird — especially highlighted by handing over a cheque from our Y WALKERS group for \$4,548 to you for Camp Thunderbird. We so value all you do; it gives us great satisfaction and joy to show our appreciation and support.

CAFFE FANTASTICO on Kings Road has been generously donating coffee to the Young Moms Program for over 20 YEARS! Since 2004, program staff pick up a pound of delicious coffee every week for our group programming. AND our moms use it to make coffee in the communal kitchen. **THANK YOU!**

Camp Thunderbird

At the Y, we know there are many challenges facing families today. The Y's Financial Assistance Program makes sure every child has an opportunity to attend a summer camp or an Outdoor Education trip with their school.



DEAR CAMP THUNDERBIRD,

Many of our students come from families who cannot afford to send their children to camp or do any of the engaging and enriching physical and collaborative activities you offer. Canoeing, kayaking, archery, atlatl, and rock climbing are adventures that would not happen for many of our students without your camp.

We encourage our students to find fun ways to be physically active and engaged in nature for their health and well-being. Some of these activities they may try again, even if later in life. Every experience contributes to framing the people they are growing into, and you have been a part of that!

Another positive outcome is the unique socialization and problem-solving they encounter at Camp Thunderbird. Opportunities in the school setting for 132 students from 6 different classes to mix and mingle are limited. But through the wide games and orienteering activities that you plan, students work together to problem-solve, build their communication skills, develop empathy and compassion for one another, and build creativity and self-esteem. They meet other students they do not normally encounter on the school playground and form new friendships.

As adults who work with and care deeply for these children, we see students work through many struggles, and sometimes we don't see a student smile, feel successful, or feel included by their peers for some time.

Despite the rainy weather conditions, our group of 132 students aged 9-11 had an amazing time that they will remember for years to come! Camp Thunderbird has put a smile on these students' faces, made them feel that they can accomplish hard things, and introduced them to new activities and friends. We thank you for making a difference in their lives!

Sincerely,

Sidney Elementary School

This is the best day
of my entire life!

Kayaking was the best! It
was challenging to get into
the kayak, but we went to
the end of the lake and
were proud that we did it!

I wish I could go back to
Camp Thunderbird one day.
But next time when I go, I
want to be old enough so that
I can be one of the leaders.

My favorite activity was
canoeing. It was hard to get
back because I was paddling one
way and my partner was paddling
the other way, so we had to figure
out how to work together.

Financial Highlights

The following numbers are taken from the 2024 & 2023 financial statements



STATEMENT OF OPERATIONS \$ ('000s) for year-ending December 31

	2024	2023
REVENUE		
Program	7,120.8	6,000.1
Government	3,816.8	3,237.8
Gaming	110.0	86.9
Fundraising	2,479.9	1,188.5
Other	637.0	585.9
Investment	540.9	299.4
TOTAL REVENUE	14,705.4	11,398.6
EXPENSES		
Wages & Benefits	6,016.1	5,477.3
Operations	836.8	845.2
Occupancy	3,065.6	3,017.8
Other	1,872.8	1,700.9
TOTAL EXPENSES	11,791.3	11,041.2
Deficiency of revenues over expenses from operations	2,914.1	357.4
Net Gain (Loss) on Asset(s)	83.7	71.9
Excess (Deficiency) of revenues over expenses before Amortization Expense	3,290.5	715.6
Excess (Deficiency) of revenues over expenses after Amortization Expense	2,997.8	429.3

STATEMENT OF FINANCIAL POSITION \$ ('000s) for year-ending December 31

	2024	2023
ASSETS		
Current Assets	7,145.1	5,978.3
Capital Assets	2,191.4	2,427.7
Investments	4,441.9	2,495.1
Other	185.4	184.1
TOTAL ASSETS	13,963.8	11,085.2
LIABILITIES		
Current Liabilities	1,923.2	1,848.5
Long-Term Liabilities	65.7	259.6
TOTAL EXPENSES	1,988.9	2,108.1
Unrestricted	(1,417.2)	(1,892.5)
Externally restricted	2,540.7	2,438.9
Internally restricted	10,851.4	8,430.7

CHAIR'S ROUND TABLE DONORS & MAJOR FUNDERS ALL PROGRAMS

Thank you for your wonderful support and generosity in 2024!

These donors have provided financial leadership with donations of \$1000 or more, helping to ensure the Vancouver Island Y fulfills its Mission

- Anonymous - 4

Mary Addison

Ames Family Foundation

Art's Boys Golf Group

Barri A. Marlatt Law Corporation

CIBC Foundation

Camp Thunderbird Staff Auction

Stephen Cushing

Dexterra Group Inc.

Trevor Engh

Evening Optimist Club of Victoria

Terry Farmer

Derek Gent

Valerie & Ross Gibbs

Diana Gillis

Calvin Hop Wo

Marjorie Horan
- Ernie Kuemmel & Susan Pickard

Peter Lamont

Louise Langlais

Li Li

Maria & Steve Lyne

Alan Marcus

Scott & Alison McKay

Mitchell Family Foundation

Connie Morahan

Anne Mothersill

Steve New

Rosalind Penty

Matt Phillips & Paula Hesje

Provincial Employees Community Services Fund

Anne Rae

Bill & Barbara Taylor

- The Estate of Joyce Golding Clearihue

Tom Harris Fund for Families

Helen Vokaty

John Waddell

Bob Wallace

Susan Hope Walsh & Gord Arich

WestShore Chamber of Commerce

Y Walkers

100 Women Who Care

In Memory of Maarten de Lange Boom -
Bodo de Lange Boom

In Honour of Eric and Erna Stormer -
Wendy & Bill Gook

Nicola Benn Endowment Fund -
Natasha Benn, Linda Benn

Dorothy Hamilton Endowment Fund -
Donald Hamilton

Mitch's Locker Fund - Sydney Kalef



IN MEMORIAM:

The YMCA-YWCA of Vancouver Island appreciates and honors the lifelong dedication and financial support from Dr. Joyce Clearihue, who sadly passed in 2023 at the age of 96.

Dr. Clearihue served on the Board of our organization for many years and always had a special place in her heart for the Y's Camp Thunderbird. She was a distinguished friend and advisor to the Y, who was awarded a lifetime membership in her later years that she actively used. Dr. Clearihue was always a staunch advocate for the importance of our identity as a YWCA, and for our continued participation in this Federation as well as the YMCA's.

As part of her estate, she has left a significant legacy for the future of our organization representing several million dollars received in 2024 and 2025.

The impact of her generous bequest will benefit thousands of individuals and families for many years to come.

Special Grants and Other Program Funding

- BC Farmer's Market Nutrition Program

Caffe Fantastico

Robb Douglas

Harbourside Rotary

Heart Lake Farm

Island Health

Jawl Foundation through Burnside Gorge Society

Juan de Fuca Community Land Trust Fund through the Victoria Foundation
- Kamps for Kids Fund through the Victoria Foundation

Tracy Keenan Whyte

Kiwanis Club of Victoria

Ministry of Tourism, Arts, Culture & Sport - Community Gaming Grants

Social Planning and Research Council of British Columbia (SPARC BC)

Sovereign Order of St. John of Jerusalem, Knights Hospitaller
- Victoria Cool aid Society

Victoria Foundation's Community Grants Program, with funding from the Government of British Columbia through the Community Prosperity Fund.

YMCA-YWCA of Vancouver Island Endowment Fund through the Victoria Foundation

For a complete list of 2024 Donors and Supporters, please visit vancouverislandy.com

We have done our best to include all of our generous Chair's Round Table Donors and Special Funders. We apologize for any errors or omissions. Please contact us if there is an error in your acknowledgement.

GRATEFUL FOR THE Contributions of Volunteers at the Downtown Y!

This year we celebrate three Shirley Main Award recipients for outstanding contributions from a Y Volunteer!

ANNA STEIN has truly been a pillar of our Cyclefit program for decades. Her commitment is nothing short of inspiring, teaching three classes each week, including two back-to-back every Saturday morning. Anna is always willing to offer to sub when needed, showing up consistently with energy, positivity, and heart.

BARRY DAVIS brings a unique combination of strength and soul to his Senior Strength classes. He is known not only for a killer playlist that gets everyone moving, but for the warmth, kindness, and sense of belonging he brings to every class. Barry's dedication is extraordinary, commuting by bus all the way from Sidney, rain or shine, simply to give back through volunteering.

LOREN CRAWFORD, our dedicated yoga instructor, leads two weekly classes and hosts specialty workshops, always going above and beyond to create welcoming, inclusive spaces for movement, stillness, and personal growth. Loren skillfully weaves yoga philosophy into his instruction, enriching the experience for all who attend. He was also instrumental in introducing meditation to our group fitness schedule. He is often willing to sub and support his fellow instructors too.



YWCA Canada is the country's oldest and largest gender equity organization. Since 1873, YWCA Canada has been a national leader in advocating for the rights of women and girls.

A secular, registered charity, we drive systematic change through powerful advocacy, collaboration, and programs that address urgent needs and advance long-term gender equity.

YWCA is Canada's:

- Largest provider of gender-based violence shelters
- Largest provider of employment and counselling programs for women
- Second largest childcare operator in Canada

As part of a national and international movement, the YWCA is a turning point in the lives of 25 million women, girls and gender diverse people worldwide. We welcome women and gender diverse people of all faiths, sexual orientations, races, cultural affiliations and creeds.



YMCA Canada is dedicated to the growth of all persons in spirit, mind, and body, and to their sense of responsibility to each other and the global community.

While all YMCAs in Canada share this overarching purpose, each local YMCA is driven by their own mission statement to help them address the unique needs of their communities.

The Canadian YMCA Federation is made up of a national office and 37 Member Associations across the country who share a common mandate to build healthy communities through the power of belonging. We've been uniting people behind this cause in one way or another since 1851 when the YMCA was first established in Canada. Today, 35 YMCAs and 2 YMCA-YWCAs in Canada offer programs and services tailored to the needs of their communities.

YMCA Canada is a member of the World YMCA, a federation of YMCAs in more than 120 countries across the globe.

As part of Global and Pan Canadian Movements, through both the YMCA and YWCA Federations, our Vancouver Island Y serves the needs of local communities within our region through the support of...

H

HEALTH, FITNESS AND WELL-BEING
(also looking at social determinants of health)

E

ENGAGEMENT AND GIVING BACK
(responsibility and reciprocity – belonging to the Y)

L

LEADERSHIP DEVELOPMENT AND LEARNING
(especially for youth – Y is for "young")

P

POTENTIAL, PARTICIPATION AND PEOPLE
(enhancing, increasing, enabling)

BOARD OF DIRECTORS 2024 - 2025

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Retail Executive (retired)

VICE-CHAIR

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Executive Director, Island Metis Family and Community Services Society

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