



Community Impact Report 2022

ymcaottawa.ca   

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Welcome to Your Y

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

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

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

Mission

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

Vision

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

Values

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

- Caring
- Responsibility
- Honesty
- Inclusiveness
- Respect



Message to the Community

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

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

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

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

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

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

Sincerely,



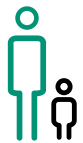
Susannah Crabtree
Chair, Board of Directors



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

Our Impact in 2022

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



60,000 people were served in our community.



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



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



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



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



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



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



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

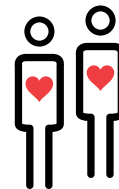


4,987 children gained confidence, built friendships, and developed leadership skills at Y Neighbourhood and Outdoor Summer camps.

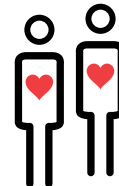


440 children had a safe space to play, learn, and thrive in Y licensed Child Care and Before & After School Care programs.

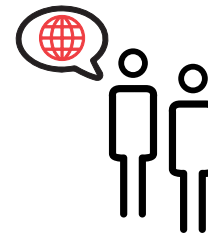
Our Y Team in 2022



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



132 volunteers dedicated their time and talent to our Y.



30 different languages are spoken by Y staff/volunteers.



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



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

– Amira & Maja

Amira & Maja

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

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

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

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

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

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

In 2022:

27

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

19%

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

197

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

8,560

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



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

Iuliia

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

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

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

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

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

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

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

In 2022:

54

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

12%

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

88%

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

Board of Directors

Anne Butler – Chair

Chief Legal Officer,
Peoples Group

Susannah Crabtree – Past Chair

Corporate Director

Louise Tardif, ICD.D – Treasurer

Corporate Director

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Assistant Deputy Minister
Emergency Management and
Programs Branch,
Public Safety Canada

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Senior Manager Atlantic Canada
Government Affairs,
Rogers Communications

Jacques Paquette, ASC

Senior Assistant Deputy Minister
(retired)
Department of Employment and
Social Development Canada

Gary Simonsen

Vice President
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Danial Taggart CPA, CA, CFA

Director of Treasury and
Acquisitions/Director of
Development, Finance
Taggart Group of Companies

Tricia Weagant

Vice President,
Communications & Marketing
Central 1

Caroline Xavier

Chief
Communications Security
Establishment (CSE)

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Vice President, People & Culture and
Corporate Services

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Vice President, Housing and
Child Care

Katie Sexton, B.A.Com, BEd

Vice President, Employment and
Newcomer Services

Andrew Smith, CPA, CA, MBA

Vice President, Finance

Cathy Turnbull

Vice President, Transitional Planning

Summarized Financial Results

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

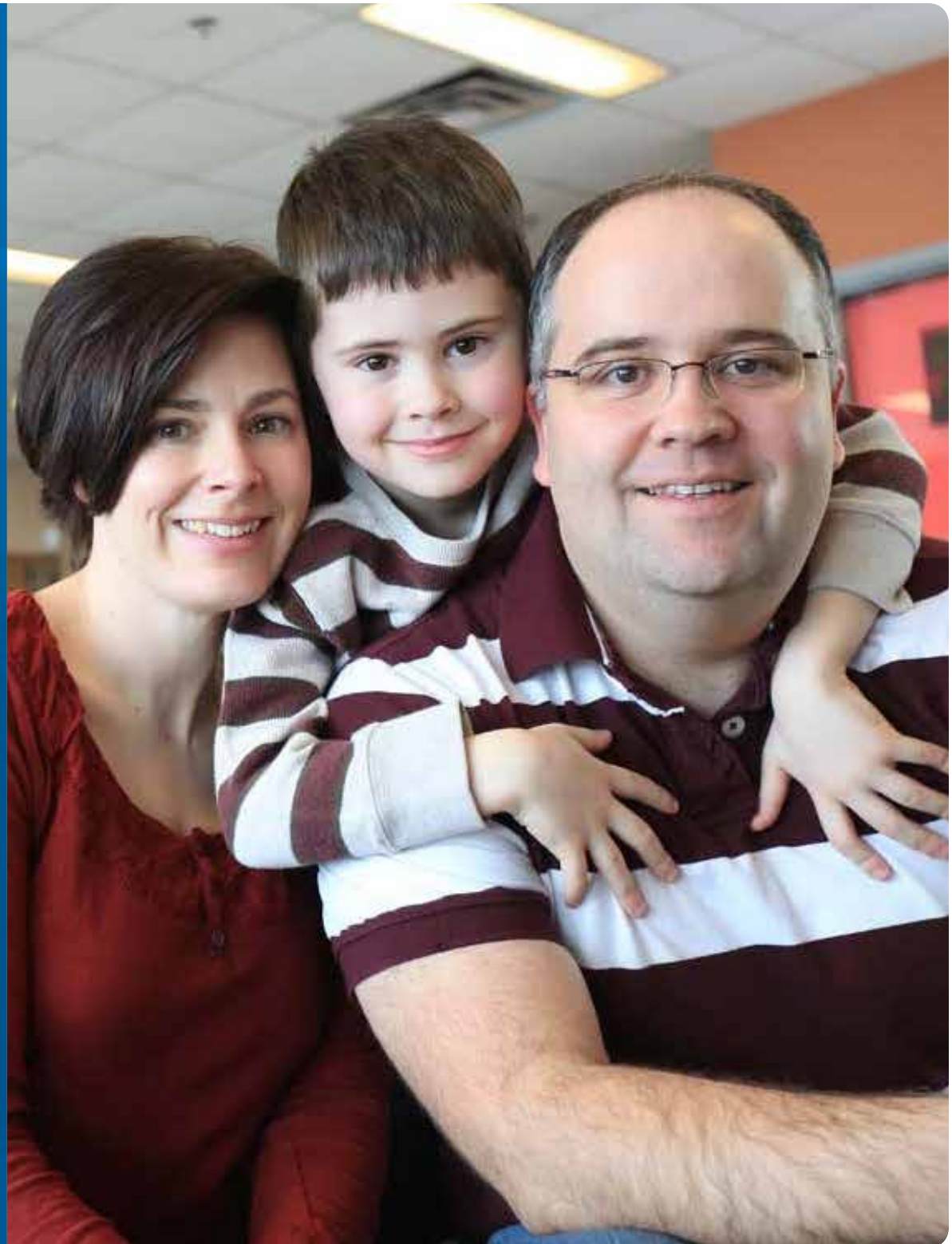
Revenue	2022	2021
Membership and Programs	2,242	1,700
Employment	9,299	9,394
Housing	4,216	4,335
Child Care	2,894	2,560
Camping	1,894	550
Covid Subsidies	1,235	4,300
Other	438	206
	22,218	23,045
Expenses	2022	2021
Salaries and Benefits	12,886	12,053
Purchased Services and Supplies	6,559	4,088
Building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

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

Igniting Change, Together.

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

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



2022 Fundraising Events

Lawyers for Kids Charity Hockey Tournament

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



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

Y Golf Classic

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



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

Women's Plus Garden Tea Party

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



2022 Women's Plus Garden Tea Party

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

Please contact us at donations@ymcaottawa.ca for assistance!

Y Donors

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

Chairs Round Table

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

Leaders \$10,000+

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

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

Davis Landscape & Design Inc
Deloitte LLP
Alan and Erin Doak - OCF
Dolyn Construction Ltd.
Donnelly Automotive Group
Dr. J David and Doris Roger Family Fund - OCF
Eastern Ontario & Western Quebec Christmas Cheer Foundation
Emond Harnden LLP
Ernst & Young LLP
Everest Reinsurance Company
Expertise Multi Concept
Edward Fobert and Janice Moe
Focus Eye Centre
Forbes Chochla Leon LLP
Fotenn Planning + Design
Friday Luncheon Discussion Club
Robert and Susan Gallagher
Gibbs & Associates

Fiona Gilfillan and John Wemekamp
Patrick Griffith and Madeleine Finner
HDI Global Specialty SE
Inflector Environmental Services
J. L. Richards & Associates Limited
Nancy B. J. Johnson
Ernest Jury
Kelly Santini LLP, Barristers & Solicitors
Jim T. Kenward
Robert Klaassen and Jolanta Karpinski
Frans Koch
Marie-Agnes Koch
KPMG LLP
Anna Laurence
Jean and Diane Laurin
Patrick and Ruth Lee
Elizabeth C. Love
Rodney Lover
Anne MacDonald
Manulife Financial
Richard Martin
McKercher LLP
MDR Associates Conflict Resolution Inc.

Richard Moore and Linda Lee
Monette May & Associates
Alex Morrison
Nicol & Lazier Law
Don and Judy Noble
Norton Rose Fulbright
Odgers Berndtson
Jacques Paquette
Paterson Group Inc. Consulting Engineers
Perley-Robertson, Hill & McDougall LLP
John Pert
Ross Quane
Rasmussen Starr Ruddy, LLP
RBC Dominion Securities Inc., Century Wealth Management
Scott and Valerie Reid
Randy and Constance Risk
Roxborough Bus Lines
Lindy Samson
Marc Sauvé
Henry Schultz
Scotia Wealth Management
Scotiabank
Gary Simonsen
John and Frances Singlehurst

Patrons \$1,000+

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

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

(Patrons \$1,000+ continued)

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

Tim Davis Design
Lorraine Touchette
Track East
Bob and Cathy Turnbull
Dan and Gayle Turner
United Way Centraide
Victor Insurance
Managers Inc.
Walmar Ventilation Products
Welch LLP
Allan Whitney and Elizabeth
Shore
Caroline Xavier
XL Catlin
Wayne Young

Heritage Club Members

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

Anne M. Bouey*
John Campbell
Kim Canary
Christine Gibbard
Fiona Gilfillan
Clare Gillespie
D. Mary Hackett*
Al Hatton
Charles K. Hurst*
Lois M. Hurst*
Nancy B. Johnson
Jim T. Kenward
Walter Krepski*
Susan Kusiar

Ronald Larkin Brown
Gavin Lumsden
F. William Marsh*
Richard Martin
Claire Martin
Catherine E. Mason
Richard J. Moore
Don Noble
Wilda Phillips*
Robert Slipp
William Whillans*
James S. Wightman*

*Deceased

Endowment Funds

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

Ann Pearson Fund
International Leadership

Anne Bouey Fund
Youth Leadership

Annie Robina Gray Keith Fund
Sponsorship for Girls and
Women

Bill and Karen Whillans Fund
Community Leadership
Development

Bill Marsh Fund
Y Volunteer Camp Leadership
Opportunity

Canoe Club Fund
Campership

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

**Donnie Fraser Campership
Memorial Fund**
Campership for Girls

**George Jackson
Youth Leadership Fund**
International Leadership

Gerry Marsh Fund
Y Female Volunteer Camp
Leadership Opportunity

James Looney Fund
General Y Needs

John Eagleson Estate Fund
Campership for Boys and Y
Capital Needs

John Patterson Fund
General Y Needs

**June Craig
Memorial Fund**
Campership and Housing

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

Louis Bonnenfant Fund
Campership

Mary Hackett Fund
Camp Davern

Mildred Millicent Groh Fund
General Y Needs

Rolla Law Crain Fund
Youth Leadership
Carlingwood Y

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

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

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

T. Seaton Ewart Fund
Campership for Boys

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

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

Funders, Sponsors, & Partners

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

Funders

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

Sponsors

Annis O'Sullivan Vollebekk
Arch Insurance Canada Ltd.
Architecture49
Aviva Canada Inc.
AXA XL, A Division of XL Catlin
Belanger Longtin

Bird Richard
Café Deluxe
Cardel Homes
Chandos Construction
Charles Taylor Adjusting
Clean Water Works
Clyde and Co
David Schaeffer Engineering Limited
Davis Landscaping & Design
Deloitte LLP
Dilfo Mechanical Ltd
Donnelly Automotive Group
Eastern Ontario and Western Quebec Christmas Cheer Foundation
Emond Harnden LLP
Ernst & Young
Evelyn E. Laishely Foundation
Everest Reinsurance Company
Expertise Multi-Concept
Focus Eye Centre
Forbes Chochla LLP
Gazifere / Enbridge
Gibbs & Associates
Good Night Project
Gowling WLG
Green Shield Canada
Halo Car Wash, Orleans
HDI
HDI Global Specialty SE
Home Depot South Keys
Hulse Playfair and McGarry

IBI Group
Inflector Environmental Services
J.L. Richards & Associates Ltd.
KPMG LLP
Manulife
Marathon Underground Constructors Corporation
Marian Balla - Alderian Group
McKercher LLP
Miller Thomson
Monette May & Associates
Mr Puffs - Gatineau
Nautical Lands Group
Nicol & Lazier Law
Norton Rose Fulbright
Odgers Berndtson
Ottawa Sooners
Ottawa Sooners
Pajama Patrol
Parkdale Food
Paterson Group
PBC Group
Rasmussen Starr Ruddy, LLP
Red Apron
Rogers
Roxborough Bus Lines
Scotia Wealth Management
Scotiabank
SHK Law Corporation
Shoe Box Project
Singleton Urquhart LLP
Smith & Reid Insurance

Smith, Petrie, Carr & Scott
Insurance Brokers Ltd.
SOPHOS
Stantec
Star Motors Ottawa
Stevenson & White
Stewart McKelvey
Stieber Berlach LLP
Swiss Chalet Merivale
Tamarack Homes
Tartan Homes
TD Commercial Banking
Temple Insurance Company
The Matt Foundation
The Metcalfe Hotel
True Loaf
Velofix Gatineau & Tremblant
Victor Canada
Waterford Property Group
Welch LLP
WestJet
Woodvale Pentacostal Church
Y Service Club International

Partners

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

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

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

CISOC (Cultural Interpretation Services for our Community)	English Language Tutoring for the Ottawa Community ELTOC	Ontario Disability Support Program	People Words & Change	The Snowsuit Fund of Ottawa
City of Clarence-Rockland	Entraide budgétaire Ottawa	Ontario Landlord and Tenant Board	Pinecrest Queensway	The Well
City of Clarence-Rockland Public Library	Frontline for Youth Group	Ontario Securities Commission	Community Health Centre	Ticket defense program
City of Ottawa	Great River Media	Ontario Society of Professional Engineers	Pinecrest Queensway Community Health Centre	Toy Mountain
City of Ottawa - Community Capacity Building	Healthforce Ontario	Ontario Works	Employment Services	Tungasuvvingat Inuit
Cleroux Karate Dojo	Healthy Babies Healthy Children	Operation Come Home	Planned Parenthood	Twice Upon a Time
Clic En Ligne	Herzing College	Options Bytown	Preston Hardware	Ukrainian Canadian Congress
College Boreal	Hire Immigrants Ottawa (United Way)	Ottawa Carleton District School Board	Prometric	Ukrainian Mental Health
College Educacentre, Vancouver	Housing Help	Ottawa Catholic School Board	R&D Construction	United Way
Colleges and Institutes Canada	Immigrant Women Services Ottawa	Ottawa Children's Treatment Centre	RBC	Urban Ocean
Community Employment Resource Centre (John Howard Society)	Infection Prevention and Control Program (IPAC)	Ottawa Community Housing	Renfrew County District School Board	Valoris
Community Services Ottawa	Jewish Family Services	Ottawa Community Immigrant Service Organization (OCISO)	Respect Pharmacy	Vanier Employment Services
Community Legal Services Ottawa	Kids Up Front	Ottawa Community Loan Fund	Restoring Hope Ministries	Voicefound
Connecting Ottawa	KIND (formerly Pink Triangle Services)	Ottawa Construction Association	Royal Ottawa Hospital	Volunteer Ottawa
Conseil des écoles catholiques du centre-est	La Cité	Ottawa Food Bank	Salvation Army	Wabano
Conseil des écoles publiques de l'est de l'ontario	Le Carrefour	Ottawa Inner City Health	Serenity Renewal	Windmill Microlending
Conseil Economique & Social d'Ottawa-Carleton	Lebanese and Arab Social Services Agency	Ottawa Innercity Ministries	Service Canada	World Skills Employment Centre
Cornerstone Housing for Women	Legal Aid Ontario	Ottawa ISAP Advisory Committee (Immigrant Settlement Adaptation Programs)	Sexual Assault Support Center	YMCA Canada
CRA	Lightenco	Ottawa LAC (Language Advisory Group)	Shepherds of Good Hope	YMCA Management Resource Centre
Credit Candada	Local Agencies Serving Immigrants (LASI) Ottawa	Ottawa Local Immigration Partnership (OLIP)	Skilled Trades Ontario	YMCA Niagara
CRRP working group	Local Planning Board	Ottawa Mission	Somali Centre for Family Services	YMCA of Greater Toronto
CVE Inc	Matthew House	Ottawa Police Service	Somerset West Community Health Centre	YMCA of Northeastern Ontario
Dave Smith Youth Treatment Centre	MAX Ottawa	Ottawa Public Health	SOPA Online Settlement Pre-Arrival	YMCA of Simcoe-Muskoka
Dress for Success	Milwaukee Tool Company		St. Joes Women's Centre	YMCA of Southwestern Ontario
Education permanente	NAIMA Canada		St. Lawrence College	YMCA of Three Rivers
Elizabeth Fry Society of Ottawa	Nisa Homes		Employment Services	YMCA Ontario Employment & Immigrant Services Managers Working Group
Employ Ability - Ottawa - Carleton Association for Persons with Disabilities	OC transpo		St. Mary's Home	YMCA Ontario Employment Ontario Managers Working Group
Employment Networking Group	Odawa Native Friendship Centre		Step stone house	Youth Coordinated Access Group
Employment Ontario Ottawa Network	Ontario College of Nurses	Ottawa Public Library	Stepstone House	Youth Services Bureau
	Ontario College of Social Workers and Social Services Workers	Ottawa Supportive Housing Network	St-Nicholas Adult High School	
	Ontario College of Veteranarians	Ottawa-Carleton Catholic School Board	Tae E. Lee Taekwondo	
	Ontario Council of Agencies Serving Immigrants	PAND Settlement	Talk Tools Training	
		Parkwood Hills Stakeholders Committee	TESL Canada	
		PEO	TESL Ontario	
			The Caring and Sharing Exchange	
			The Law Society of Ontario	
			The Ottawa Mission	
			The Shoebox Project	

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