

Pathways to Shine 2024-2029

Pillars of Focus

Integration

- Truth & Reconciliation
- Equity, Diversity and Inclusion
- Sharing Our Y Story
- Strengthening Partnerships
- Growing Our Charitable Impact

Foster Community

Fostering vibrant, healthy communities in all we do, where people at all stages of life belong.

Building greater collaboration among our programs to create and enhance opportunities for engagement and belonging.



Focus on Youth & Newcomers

Understanding every moment with a young person is an opportunity to spark resiliency and encourage leadership.

Taking advantage of what we offer to advance newcomers' success.



Be the place to work

Advancing our people and culture focus to attract and retain employees, create career pathways, and improve total compensation.

Becoming the youth employer of choice by fostering the development of our youngest employees.



Improve Sustainability

Growing the Y to be a cornerstone of our communities for generations to come, by:

- Optimizing our capital assets
- Increasing our revenue streams
- Improving our internal processes
- Advancing our environmental sustainability
- Integrating technology and AI across all facets of operations



Vision

Thriving communities where everyone's potential can shine.

Mission

A charity that ignites growth and belonging for people of all backgrounds, beliefs, and abilities.

Values

- Inclusiveness
- Honesty
- Responsibility
- Respect
- Caring