At the YMCA of Greater Toronto, we deliver diverse programs and services that help those young and young-at-heart improve their well-being. From Milton to Clarington and Toronto to Shelburne, the Y is where people connect, get active, take notice, keep learning and give. Read on to hear from five YMCA program participants featured on our cover, as they share how the Y is helping to improve well-being.
The YMCA of Greater Toronto has been privileged to meet the needs of people across our region for more than 160 years.

While our focus remains on supporting individuals physically, mentally, and socially, how we do that has evolved and grown tremendously. Today, our programs are as rich and diverse as the communities we serve. They also have a common thread: each supports the well-being of individuals throughout their lives.

Well-being is typically described as both feeling good and functioning well. While it closely relates to the Social Determinants of Health, which include 12 factors both inside and outside the health care system that affect our health, well-being reflects how an individual describes their own health. About a decade ago, research by the United Kingdom–based New Economics Foundation (NEF) found there are five critical things we can each do to support our own lifelong well-being: stay connected, be active, take notice, keep learning and give. In the intervening years, this concept has taken on increasing prominence and gained traction as easy-to-communicate steps that individuals can follow to improve their well-being and thrive.

As you'll read in the upcoming pages, the YMCA of Greater Toronto helps people—in many ways—find these levers of well-being. Through our programs, we are delivering on our vision to make our communities home to the healthiest children, teens, and young adults.

Of course, we don’t work alone. Partners in the community and government play very important roles. Last year, for example, we established a partnership with the Wellesley Institute to begin to monitor well-being and health in the Greater Toronto Area (GTA). This work will help us better understand the needs of the communities we serve and track changes in well-being over time to maximize the effectiveness and impact of our work. The Institute’s expertise in research and policy work to improve health and health equity makes it a natural fit for this initiative, and will help us extend the reach and value of our research. It’s just one example of how collaboration can move us towards common goals.

It is critical that we continue to build on our efforts; the social challenges faced by our communities are complex, and require thoughtful and collaborative actions that respond to rapidly shifting needs. As the world becomes increasingly fast-paced, we’re preparing to address the needs of our community today, while also anticipating its needs tomorrow.

It’s an exciting time at the Y. We know the task ahead of us is significant, but when things get tough the Y doesn’t step back—it steps up. With support from members, donors and volunteers, we will continue to build a sense of well-being in our communities—something that is needed now more than ever before. By giving of yourself or making a donation, you can also improve your well-being at the YMCA of Greater Toronto while helping others improve theirs.

Martine Irman, Chair, Board of Directors, YMCA of Greater Toronto

Medhat Mahdy, President & CEO, YMCA of Greater Toronto
It’s where we connect.

It sounds simple: connect. You do it every day by email, text, and on social media. But as technological connection increases, we need places to connect in real life even more.

Our nine Centres of Community host diverse programs under one roof, making them places where people from all walks of life can find support, belonging, and connection. From a strong start as infants in our child care program or newcomers settling into life in Canada, to teens finding a safe space at our free Teen Nights and seniors improving their physical health, our Centres contribute to people’s well-being.

We’re excited that three new locations are taking shape: the Kingston Road, Vaughan Metropolitan Centre, and McDonald Family YMCAs. With support from generous donors, each will meet the needs of new and growing communities.

Connections are also made at our Vanauley Street YMCA, which brings vital support to street-involved and at-risk youth. Through a 40-bed shelter, drop-in centre, harm-reduction programs for those with gambling or addiction challenges and assistance with housing, health and legal issues, we help vulnerable young people transition to a healthy adulthood.

Longer-term housing and programming is offered at YMCA Sprott House, which helps LGBTQ2S+ youth overcome the unique challenges they face. By tailoring programs and welcoming every dimension of people’s diversity, we’re creating a sense of well-being where it might not otherwise exist.

Yaman Almousali, North York
A Syrian newcomer himself, Yaman is now helping other newcomers connect with people, jobs, and services in Canada as a Newcomer Information Specialist at the Y. In 2017, he delivered a new community outreach program designed to meet the needs of Syrian newcomers. It’s one example in a long history of YMCA programs designed to meet emerging community needs. Others have included employment services for men returning from war and child care to meet the needs of an increasing number of women in the work force.

Read Yaman’s well-being story at ymcagta.org/annualreport.
It’s where we’re active.

We launched Sweat For Good—a Health & Fitness brand philosophy with a simple premise: When you sweat with us, you Sweat For Good: you’re throwing your strength, drive, and commitment behind all the social good the Y makes possible. Sweat is universal; everyone can relate to it. No matter your gender, ethnicity, age, race, sexual orientation, religion, income level, ability, or shape, everybody’s sweat is the same. But when you break a sweat at the Y, it means more: it’s for positive change, for belonging, for potential, for hope, for diversity, for dignity.

Hundreds of people from across the GTA broke a world record at our Central YMCA location in January. In doing so, they contributed to their own well-being by exercising while connecting with others. What’s more, the previous record was beaten by one person, highlighting the importance of each and every individual!

The YMCA is a gym and so much more; through our Health & Fitness centres and programs, people find a sense of well-being. Many members start with a fitness class and eventually volunteer to teach others the classes they love. When people are active at the Y, they not only increase their endorphins and feel better—they learn new skills, build connections with others, and find opportunities to give back and increase their overall well-being.

9
Health & Fitness locations, with three more under construction

150,000+
Health & Fitness members

1 in 4
members receive financial assistance from the Y

Read Kim’s well-being story at ymcagta.org/annualreport.

Kim Dinh, Oshawa

When Kim became a member at the Oshawa YMCA, she was a working mom with a long commute, two young boys, and little time for herself. “The YMCA was a safe environment where my kids could be in programs while I worked out,” she said.

Her kids soon joined her at the Y to learn skills like swimming while she enjoyed connecting with others at fitness classes. Now, with her sons grown, Kim gives back as a volunteer and leads a weekly fitness class. “The YMCA is the cornerstone of my family,” she said. “It’s my second home.”

Read Kim’s well-being story at ymcagta.org/annualreport.

454 members came together to Sweat for Good and break a GUINNESS WORLD RECORDS™ title for Largest Exercise Ball Demonstration/Class.
In a busy world, it’s easy to forgo life’s simple pleasures—watching a bird, eating a meal with friends, or literally stopping to smell roses. But taking time to appreciate the beauty around us, and in others, is key to well-being.

It’s something we try to instill in the thousands of children who make our Y the largest not-for-profit child care provider in Canada. From Milton to Oshawa, and north to Orangeville, our Registered Early Childhood Educators (RECEs) support the development needs of children as they grow. Since play is the primary way children learn, RECEs make learning come alive with activities that encourage curiosity. This can instill a basic practice of appreciation that can contribute to well-being throughout a child’s life.

This same focus is seen in our day and overnight camps and outdoor education programs. Whether it’s embarking on a multi-day canoe trip or visiting our beehives, young people are encouraged to take notice of the wonders in the world around them, appreciate the planet and its people, and imagine what’s possible.

An example can be found at our Cedar Glen Outdoor Centre’s organic farm where a day camp teaches children to appreciate how food is grown. Last year, we also extended the delivery of the farm’s produce to more Centres of Community, giving city-dwellers a chance to take notice of the seasons and savour healthy food with friends.

Carlotta Casino-Winston, Stouffville

After extensively researching child care centres, Carlotta chose the YMCA. Although safety was a key factor in her decision, she never imagined that a life-altering emergency involving her daughter, Olivia, would arise.

Fortunately, the Y’s professional and trained Registered Early Childhood Educators (RECEs) were there when Olivia had a febrile seizure. Thanks to their attention to detail, quick thinking and swift action, Olivia was able to return to child care enjoying the simple moments in life. “I’m comforted and secure that Olivia will be in the best hands possible. When a situation does arise, they know what to do.”

Read more about Carlotta’s story at ymcagta.org/annualreport.
It’s where we learn.

For generations, we’ve proudly been offering children and youth the opportunity to learn. Whether it’s through our professional child care curricula, swimming lessons taught by qualified instructors, or archery lessons and ropes courses at our outdoor centres, young people are challenged and given the opportunity to learn while developing self-confidence, independence, responsibility, and well-being.

In addition to these well-known learning opportunities, many people are surprised to find out that we operate an independent high school. The YMCA Academy offers a supportive environment for students with learning disabilities, attention issues, anxiety, and/or mild diagnoses on the autism spectrum—as well as students seeking a more supportive school experience. With more teachers per student than found at a traditional school, and laptops fitted with technology that adapts to individual learning styles, students are given the tools to thrive.

Still other young people benefit from opportunities to become more resilient and independent through programs including summer work exchanges in other provinces. Each trip is an opportunity to gain work experience, make new friends, and even practice another official language.

We’re proud that many young people who come to the Y as children and teens go on to teach the next generation as camp counsellors and lifeguards, often gaining their first work experience at our Y. In fact, we’ve been named one of Canada’s Top Employers for Young People eight times.

Seth Bailey, Toronto

Seth has dyslexia and, after developing anxiety, he frequently missed class. His grades dropped and his parents’ concern about his future increased, until a neighbour suggested they check out the YMCA Academy.

Since transferring to the Academy in Grade 11 last September, Seth’s grades have risen with his attendance and are now in the 80s. “I find I learn best in small classrooms, and technology in the classroom is also a help for me, so that was a big advantage they offered here,” he said.

Read more about Seth’s story at ymcagta.org/annualreport.
It’s where we give.

Giving is an individual act that has collective benefits. When individuals act on their belief that everyone deserves a chance to belong, entire communities can thrive. People give to the Y because they value inclusion. And whether large or small, each gift to the Y means that individuals and communities will have equal access to opportunities that can transform their lives and improve their well-being.

That’s the driving force behind our Strong Start, Great Future Capital Campaign, a $350-million capital investment in the future of our communities. By developing new Centres of Community across the Greater Toronto Area with support from generous donors and partners, we will continue to strengthen community health for years to come.

It’s where we volunteer.

When you give of yourself, you strengthen our community and build your own sense of well-being. In other words, volunteering is good for you! We’re particularly proud of our more than 3,000 young volunteers making a difference in programing, fundraising and governance, because we see them develop the confidence and resilience that will make our communities stronger for decades to come.

They include the Mahmud triplets, who last year received Ted Rogers Scholarships for postsecondary education in recognition of all that they do for others, including two who volunteer as mentors to overseas youth in our Next Stop Canada program. Sanjae, Sajin, and Samin all have bright futures ahead of them as they study at university. Almost 60 of our volunteers were also honoured with Ontario Volunteer Service awards.

Margot Alward, Toronto

For almost 20 years, Margot’s been coming to the Central YMCA, where she gets active and stays connected to the community. A self-proclaimed “soccer mom” of three, she believes all families deserve access to our vital programs—it’s what motivates her to support the YMCA’s Megathon, an annual event raising more than $500,000. But she doesn’t do it alone: Margot’s part of a dedicated group of Y members who run to raise funds for the community. “There’s a lot we can do—and a lot we can achieve—when we work together to make our community better, more inclusive, and healthier for everyone.”

Read more about why Margot—along with our other amazing donors—supports the Y at ymcagta.org/gratitude-report.
Financial Statements

A complete set of financial statements are available online at ymcagta.org, or by contacting us at 1-800-223-8024. The Canada Revenue Agency also provides information on all registered charities in Canada at canada.ca/en/services/taxes/charities.

The YMCA of Greater Toronto is accredited by Imagine Canada’s Standards Program for excellence in accountability, transparency, and good governance. The Standards Program Trustmark is a mark of Imagine Canada, used under licence by the YMCA of Greater Toronto.

Statement of Financial Position  As of March 31, 2018 (in thousands of dollars)

<table>
<thead>
<tr>
<th>Assets</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>13,074</td>
<td>17,568</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>14,903</td>
<td>11,116</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>964</td>
<td>996</td>
</tr>
<tr>
<td>Total current assets</td>
<td>28,941</td>
<td>29,680</td>
</tr>
<tr>
<td>Long-term accounts receivable</td>
<td>17,322</td>
<td>—</td>
</tr>
<tr>
<td>Investments</td>
<td>17,142</td>
<td>18,199</td>
</tr>
<tr>
<td>Capital assets</td>
<td>164,267</td>
<td>112,831</td>
</tr>
<tr>
<td>Total assets</td>
<td>227,672</td>
<td>160,710</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>27,125</td>
<td>18,818</td>
</tr>
<tr>
<td>Long-term debt</td>
<td>836</td>
<td>924</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>8,965</td>
<td>9,460</td>
</tr>
<tr>
<td>Deferred annual giving campaign contributions</td>
<td>324</td>
<td>441</td>
</tr>
<tr>
<td>Total current liabilities</td>
<td>37,250</td>
<td>29,643</td>
</tr>
<tr>
<td>Long-term debt</td>
<td>35,988</td>
<td>14,617</td>
</tr>
<tr>
<td>Capital lease obligation</td>
<td>83</td>
<td>101</td>
</tr>
<tr>
<td>Deferred capital contributions</td>
<td>62,005</td>
<td>41,730</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>227,672</td>
<td>160,710</td>
</tr>
</tbody>
</table>

FUND BALANCES

| Unrestricted | 6,899 | (6,351) |
| Internally restricted | 3,063 | 5,115  |
| Invested in capital assets | 65,138 | 57,702 |
| Endowment | 17,046 | 18,153 |
| Total fund balances | 227,672 | 160,710 |

Statement of Operations  For the year ended March 31, 2018 (in thousands of dollars)

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>113,747</td>
<td>110,225</td>
</tr>
<tr>
<td>Program fees</td>
<td>84,156</td>
<td>76,464</td>
</tr>
<tr>
<td>Membership fees</td>
<td>36,062</td>
<td>35,238</td>
</tr>
<tr>
<td>Other</td>
<td>3,835</td>
<td>3,778</td>
</tr>
<tr>
<td>Donations</td>
<td>2,810</td>
<td>2,406</td>
</tr>
<tr>
<td>United Way</td>
<td>1,534</td>
<td>1,588</td>
</tr>
<tr>
<td>Amortization of deferred capital contributions</td>
<td>4,796</td>
<td>3,192</td>
</tr>
<tr>
<td>Investment Income</td>
<td>587</td>
<td>488</td>
</tr>
<tr>
<td>Total revenue</td>
<td>247,527</td>
<td>233,379</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and benefits</td>
<td>156,092</td>
<td>146,217</td>
</tr>
<tr>
<td>Program costs</td>
<td>52,897</td>
<td>52,979</td>
</tr>
<tr>
<td>Financing costs</td>
<td>600</td>
<td>427</td>
</tr>
<tr>
<td>Occupancy costs</td>
<td>21,946</td>
<td>21,642</td>
</tr>
<tr>
<td>Allocation to YMCA Canada</td>
<td>1,289</td>
<td>1,411</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>11,613</td>
<td>8,816</td>
</tr>
<tr>
<td>Total expenses</td>
<td>244,437</td>
<td>231,497</td>
</tr>
</tbody>
</table>

Excess of revenue over expenses before undenoted item | 3,090 | 1,887 |
Fair value changes in investments | 600 | 2,337 |
Excess of revenue over expenses for the year | 3,690 | 4,224 |
### Statement of Changes in Fund Balances
For the year ended March 31, 2018 (in thousands of dollars)

<table>
<thead>
<tr>
<th>Fund balances - Beginning of year</th>
<th>Unrestricted</th>
<th>Internally restricted</th>
<th>Endowment</th>
<th>Invested in capital assets</th>
<th>Total</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>(6,351)</td>
<td>5,116</td>
<td>18,153</td>
<td>57,702</td>
<td>74,619</td>
<td>67,305</td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Excess (deficiency) of revenue over expenses for the year:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,507</td>
<td>—</td>
</tr>
<tr>
<td>(6,817)</td>
<td>3,690</td>
</tr>
</tbody>
</table>

Interfund transfer - net investment income:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,038</td>
<td>—</td>
</tr>
<tr>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>

Purchases of capital assets:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>(49,057)</td>
<td>—</td>
</tr>
<tr>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>

Contributed land:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>

Receipt of funding for capital assets:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>25,071</td>
<td>(25,071)</td>
</tr>
<tr>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>

Payment of long-term debt:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>(941)</td>
<td>—</td>
</tr>
<tr>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>

Proceeds from long-term debt:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>22,207</td>
<td>—</td>
</tr>
<tr>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>

Interfund transfers:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,501</td>
<td>(2,052)</td>
</tr>
<tr>
<td>—</td>
<td>(2,189)</td>
</tr>
</tbody>
</table>

Endowment contributions:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>44</td>
<td>44</td>
</tr>
<tr>
<td>—</td>
<td>90</td>
</tr>
</tbody>
</table>

Fund balances - End of year:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,899</td>
<td>3,063</td>
</tr>
<tr>
<td>17,046</td>
<td>17,046</td>
</tr>
<tr>
<td>65,338</td>
<td>65,338</td>
</tr>
<tr>
<td>92,346</td>
<td>92,346</td>
</tr>
<tr>
<td>74,619</td>
<td>74,619</td>
</tr>
</tbody>
</table>

### Audited Statement of Operations
For the years 2014 to 2018 (in thousands of dollars)

#### Revenue

<table>
<thead>
<tr>
<th>2013/14</th>
<th>2014/15</th>
<th>2015/16</th>
<th>2016/17</th>
<th>2017/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>76,332</td>
<td>88,911</td>
<td>102,522</td>
<td>110,225</td>
</tr>
<tr>
<td>Program fees</td>
<td>53,190</td>
<td>61,223</td>
<td>68,625</td>
<td>76,464</td>
</tr>
<tr>
<td>Membership fees</td>
<td>35,753</td>
<td>34,965</td>
<td>35,041</td>
<td>35,238</td>
</tr>
<tr>
<td>Other</td>
<td>3,652</td>
<td>3,302</td>
<td>4,253</td>
<td>3,778</td>
</tr>
<tr>
<td>Donations</td>
<td>2,201</td>
<td>2,531</td>
<td>2,415</td>
<td>2,406</td>
</tr>
<tr>
<td>United Way</td>
<td>1,855</td>
<td>1,656</td>
<td>1,698</td>
<td>1,588</td>
</tr>
<tr>
<td>Amortization of deferred capital contributions</td>
<td>2,470</td>
<td>2,654</td>
<td>3,184</td>
<td>3,192</td>
</tr>
<tr>
<td>Investment Income</td>
<td>490</td>
<td>629</td>
<td>584</td>
<td>488</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>175,943</td>
<td>195,871</td>
<td>218,322</td>
<td>233,379</td>
</tr>
</tbody>
</table>

#### Expenses

<table>
<thead>
<tr>
<th>2013/14</th>
<th>2014/15</th>
<th>2015/16</th>
<th>2016/17</th>
<th>2017/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and benefits</td>
<td>110,225</td>
<td>122,715</td>
<td>135,570</td>
<td>146,217</td>
</tr>
<tr>
<td>Program costs</td>
<td>41,014</td>
<td>47,806</td>
<td>48,592</td>
<td>52,979</td>
</tr>
<tr>
<td>Financing costs</td>
<td>—</td>
<td>—</td>
<td>427</td>
<td>—</td>
</tr>
<tr>
<td>Occupancy costs</td>
<td>18,554</td>
<td>19,580</td>
<td>20,056</td>
<td>21,642</td>
</tr>
<tr>
<td>Allocation to YMCA Canada</td>
<td>1,322</td>
<td>1,436</td>
<td>1,449</td>
<td>1,411</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>10,187</td>
<td>8,165</td>
<td>8,235</td>
<td>8,166</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>181,392</td>
<td>199,702</td>
<td>213,702</td>
<td>231,492</td>
</tr>
</tbody>
</table>

#### Excess (deficiency) of revenue over expenses:

<table>
<thead>
<tr>
<th>2013/14</th>
<th>2014/15</th>
<th>2015/16</th>
<th>2016/17</th>
<th>2017/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>4,458</td>
<td>(5,449)</td>
<td>(3,831)</td>
<td>4,620</td>
<td>1,887</td>
</tr>
<tr>
<td>Gain on sale of capital assets</td>
<td>7,905</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>2,002</td>
<td>1,772</td>
<td>(1,181)</td>
<td>2,337</td>
<td>600</td>
</tr>
<tr>
<td>4,458</td>
<td>(2,659)</td>
<td>3,439</td>
<td>4,224</td>
<td>3,690</td>
</tr>
</tbody>
</table>
We were saddened by David's passing in 2021. David McKeown, Barrister at Law, Falconers LLP, will be missed by all those who knew him. David left a lasting legacy at the YMCA of Greater Toronto and will be remembered for his contributions to the community.

All that the YMCA of Greater Toronto does to build a sense of well-being is made possible by donations from individuals, corporations, and foundations. We would like to express our gratitude to the following donors who have made significant contributions to our organization:

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Our vision: Our communities will be home to the healthiest children, teens and young adults.

Our values: The YMCA of Greater Toronto is guided by values that inform the way we act and the decisions we make: caring, health, honesty, inclusiveness, respect and responsibility.

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