

Introduction

Our employees, our participants, our donors, and our volunteers come together in many ways to help us meet the needs of women and their families in Calgary. Jointly we link people to the resources, learning, and support they need; meet challenges with innovation; and take meaningful actions to empower positive change. All of this creates pathways of endless possibility.

Further explore these pathways through our [CEO remarks](#) and [Board Chair](#)

Every path begins with the first step.

In 2024, we helped almost 10,000 people, supporting women and their families in finding new opportunities. This means 25% or 2,000 more people were supported by YW than the previous year.

What is most exciting is that this increase is largely due to the growth of prevention-based programs in our entrepreneurial, early childhood, and healthy relationship areas!

Throughout the organization we have also been embedding principles of Equity, Diversity, and Inclusion (EDI) into every stage of our programs and operations — from design to delivery. This includes ensuring diverse participation, actively removing barriers, and engaging guest speakers at events who bring a wide range of voices and backgrounds.

We focus on inclusive learning and ensure safe, respectful spaces for sharing and discussion.

These pathways created through YW programs reach beyond the individual, leading to stronger families, deeper friendships, and a more connected community.

Our participants didn't just overcome challenging circumstances; they took bold steps forward. This past year we heard directly how their lives have changed since coming to YW.

92%
feel hopeful
about the future

90%
feel safe in their
relationships

89%
have people they can
depend on during
challenging times

78%
have stable
housing

78%
have stable
relationships



In 2024, over

**29,000
people**

**were positively
impacted through
YW's work.**

Economic Prosperity

All of us encounter new paths and opportunities during our lives. Whether it's pursuing new beginnings, gaining confidence, or building a brighter future, individuals in YW's programs are taking charge of their lives - forging a new path forward.

Some paths can seem daunting or even scary at first. YW empowers people by providing tools, resources, and skill development to help build the confidence people need to take that new path.

Over the past few years, we have developed a detailed Economic Prosperity Strategy that builds on past successes and the emerging needs of our participants. By bringing focus to young women's financial and professional growth, we enhance, scale, and introduce new programs that offer ongoing support throughout a participant's journey.

YW's **Women's Economic Prosperity** programs enjoy the collaboration of several organizations in our community including Momentum, Calgary Catholic Immigration Society, Workers' Resource Centre, and The Immigrant Education Society.

In 2024:

Nearly 1,000 people received business mentorship, financial skills, and career coaching.

98%

of participants said they increased their knowledge of financial topics

95%

said they would change their behaviour about finances or career

Last year, YW launched the highly successful **Side Hustle** program, attracting nearly **500** people. This empowered the participants to transform their passions into profitable businesses backed by a strong community and expert network.

“YW's Side Hustle program gave me the confidence I needed to take my idea out of my mind and realize it in the world. I have learned entrepreneurial skills and business acumen and have gone from wishing I could own my own business someday, to it being a real possibility for me. I have tangible skills in establishing a business that will help me with any future ideas I may have. Owning a business is no longer far out of reach for me.”

Beth, YW Side Hustle Participant

For some, a new path made such a significant change in their lives that it brought them to a new country. Continuing that path may require learning a new language to deepen their connection to their new community. For newcomers to Canada, learning English can represent both a significant challenge and a critical gateway to wider opportunities.

YW's **Language Instruction for Newcomers to Canada (LINC)** students were engaged in building skills in language learning, digital literacy, and pathways into the workforce. This program goes beyond the classroom with laptop lending libraries, weekly conversation clubs, and yoga sessions. Participants build confidence, connection, and community.

In 2024:

Over 250 individuals improved their English language skills and built connections through in-person and virtual programming

98%

of students said that their English had improved since taking a language instruction class

85%

said they felt more comfortable talking to others in English

"I arrived in Canada with my partner and daughter. While I was coping with the challenges of adapting to a new culture and language, I was being abused by my partner. I wasn't allowed outside the house or to get in touch with my family or friends.

I was eventually able to escape my situation and found refuge at YW Crisis Shelter for me and my daughter. While residing at the shelter, I enrolled in the LINC program and began improving my language skills.

Today, I am enrolled in my sixth term with the LINC Program. I have shown significant progress in my language ability. I rent my own apartment where I live with my daughter. My mental health is improving and now my goals are to set my daughter on the right path, learn English, and get a job."

Sydney, YW LINC Learner

In 2024, nearly

1,000 people

received business mentorship, financial skills and career coaching.



Healthy Relationships

Some paths are best traveled together. At YW, we believe that healthy relationships provide essential support, guidance, and companionship along life's journey, creating intersecting pathways that strengthen everyone's route forward.

A great example of this is YW's **HERE for Youth** program. In partnership with the Calgary Board of Education, this program supports students from grade 7 through high school. Youth discover how to build and maintain healthy relationships and guide their peers in making informed decisions, which directly helps to prevent domestic violence in the future.

In 2024:

Over 2,000 youth deepened their understanding of healthy relationships

Over 120% more students were impacted from the previous year, highlighting a growth in demand

96%

of youth said the program increased their knowledge of healthy relationships

93%

said they would change their behaviour in relationships because of the program

"I was initially uncertain about how much my students would be able to understand or empathize with the content, but they exceeded my expectations. Their ability to articulate and reflect on the complexities of relationships demonstrated a significant level of growth and emotional maturity."

Lily, Calgary Board of Education Teacher



When these paths connect meaningfully, lives transform. Through our support, individuals discover how healthy relationships create powerful intersections that can genuinely change someone's life direction and expand their sense of what is possible for their future.

The path to a strong future starts early, often with just a few simple words. YW's **Early Talks** program enables caregivers to boost child development through everyday conversations, stories, and play, fostering healthier family relationships.

In 2024:

Over 1,000 individuals participated in interactive sessions designed to stimulate early brain development

Through our extensive network of partners including libraries, and directly in the community, YW Early Talks is building skills that pave lifelong paths leading to endless possibilities.

This past year, YW's Early Talks Grow became an integral part of YW Kids programming to further support our educators in creating vibrant language environments for infants, toddlers, and preschoolers. This evolution is a direct result of the support of our partners, such as Kindred Parent Child Learning Centre, University Child Care Centre Main and West Campuses, and Thornhill Child Care-Dover.

"This was an amazing program that really helped us instill a love of reading and words in our children...we do still make time for books every day, and our little guy loves doing a word of the day too. I am thankful for this great foundation we were able to give him!"

Barb, YW Early Talks Parent

YW Kids offers high-quality, accessible childcare to children aged 0 to 5 years. The program addresses a critical social justice issue that allows all families, regardless of circumstance, to access the resources needed to thrive. These early intersections establish foundations for strong bonds, increased learning, and future possibilities.

In 2024:

Over 200 children were introduced to early learning, language, and social skills development through creative play and child-centred activities

A key component this past year was the integration of equity, diversity, and inclusion principles into every aspect of YW Kids. From celebrating cultural diversity with activities and multilingual resources, to fostering an environment where all cultures are respected and valued.

"Courtney and Chris have been attending YW Kids childcare, and I am so grateful for the warm, nurturing environment this centre provides. The staff are genuinely caring, attentive and dedicated to each child's well-being and growth. My twins have flourished in their care, making friends, and developing new skills every day. The team at YW Kids goes above and beyond to make us feel welcome and included. I couldn't be happier with the support and peace of mind they offer our family!"

Jessica, YW Kids Parent

Individual journeys create powerful connections that define a community's strength. YW recognizes that partnerships, whether personal or organizational, create vital crossroads where change becomes possible.

YW Calgary is the Hub coordinator for the **Calgary City Centre Family Resource Network** that works every day with partners including CUPS, The Alex, Carya, Kindred, and Big Brothers Big Sisters to deliver programs across the city.

YW's **Family Resource Network** contributed to the overall support and resources available for families throughout Calgary.

In 2024:

Over 300 adults and more than 200 children have enhanced their relationships and personal connections

One program within YW's Family Resource Network is **Families Forward** which supported over 60 families with children aged 0 to 6 years old this past year. The goal is to enhance the capacity of caregivers by providing them with the tools and knowledge they need to thrive.

"After arriving in Canada, raising my two young children was becoming more and more overwhelming. With all the changes and newness, my children were struggling, and I didn't know how to respond to their emotional outbursts. Thanks to YW's Families Forward program, I gained a clear understanding of what my children were experiencing, and how I could support them. The transformation in our family has been remarkable. We are learning how to better communicate and build a more peaceful life in our new home.

Laura, YW Families Forward Parent

In addition to the growing number of prevention-based programs YW continues to offer immediate intervention services for those experiencing domestic abuse. We support women and their families in times of trauma by providing safety, opportunity, connection, and hope. Our comprehensive services build trusting relationships and connect women to community resources, laying the groundwork for long-term resilience and renewed hope.

Our approach focuses on security and the **YW Crisis Shelter** provides access to safe housing, confidential services, and a space free from violence and control. We are committed to helping families rebuild their lives.

In 2024:

More than 180 women and 320 children fleeing domestic violence found a safe, welcoming environment to begin healing

92%
said they felt hopeful about their future after staying at the shelter

91%
have a better idea of how to keep themselves safe

88%
learned new ways to keep their children safe

87%
felt more connected to community supports and resources outside of the shelter

79%
said they had a greater understanding of housing options

44%
of participants found stable housing with support from our Housing Navigators

In life's most challenging moments, the path forward isn't always clear. For families seeking shelter, these crossroads represent vulnerability and possibility. Through compassionate support tailored to each unique journey we help build resilience that lasts long after immediate needs are met.

“Losing my benefits was tough. It wasn't just about money, it meant I couldn't get the medication I needed and that made everything very overwhelming. When I came to the shelter, I didn't know what to expect, but the wellness team was amazing. They helped me figure out how to reapply for my benefits and with their support I got them back. That meant I could finally access my medication, which was a huge relief.”

Nikkita, YW Crisis Shelter Participant

As women and children rebuild their lives after a crisis, emotional healing becomes a crucial element of their journey. In 2023, the new YW Crisis Shelter, and affordable housing facility **YW Taylor Family Home** opened, establishing critical and sustainable resources for women and their families.

YW's Taylor Family Home has completed its first full year of providing long-term, stable housing solutions for women and their children.

In 2024:

28 adults and 88 children were safely and affordably housed

“I live on a low income with my two kids. It's amazing that we now have a big, beautiful home where we are not on top of each other. Having this space has made a big difference. It's comfortable and we all have much needed space and privacy.”

Olivia, YW Taylor Family Home Resident



Mental Health

YW supports the journey of participants to build resilience, a place where healing and growth can flourish. When we are faced with challenges, counselling programs provide a clear pathway through uncertainty.

YW Counselling program offers a variety of individual, family, and group counselling options for the prevention and treatment of family violence as well as support for those who have experienced abuse. The programs build on individual strengths while teaching skills to manage emotions and challenging behaviours, improve problem solving, and strengthen family relationships.

Mental wellness is critical to thriving and YW has seen a growth in funding opportunities this past year, enabling us to serve more participants and provide quicker access to counselling for those who need it.

In 2024:

More than 650 individuals found support through YW Counselling

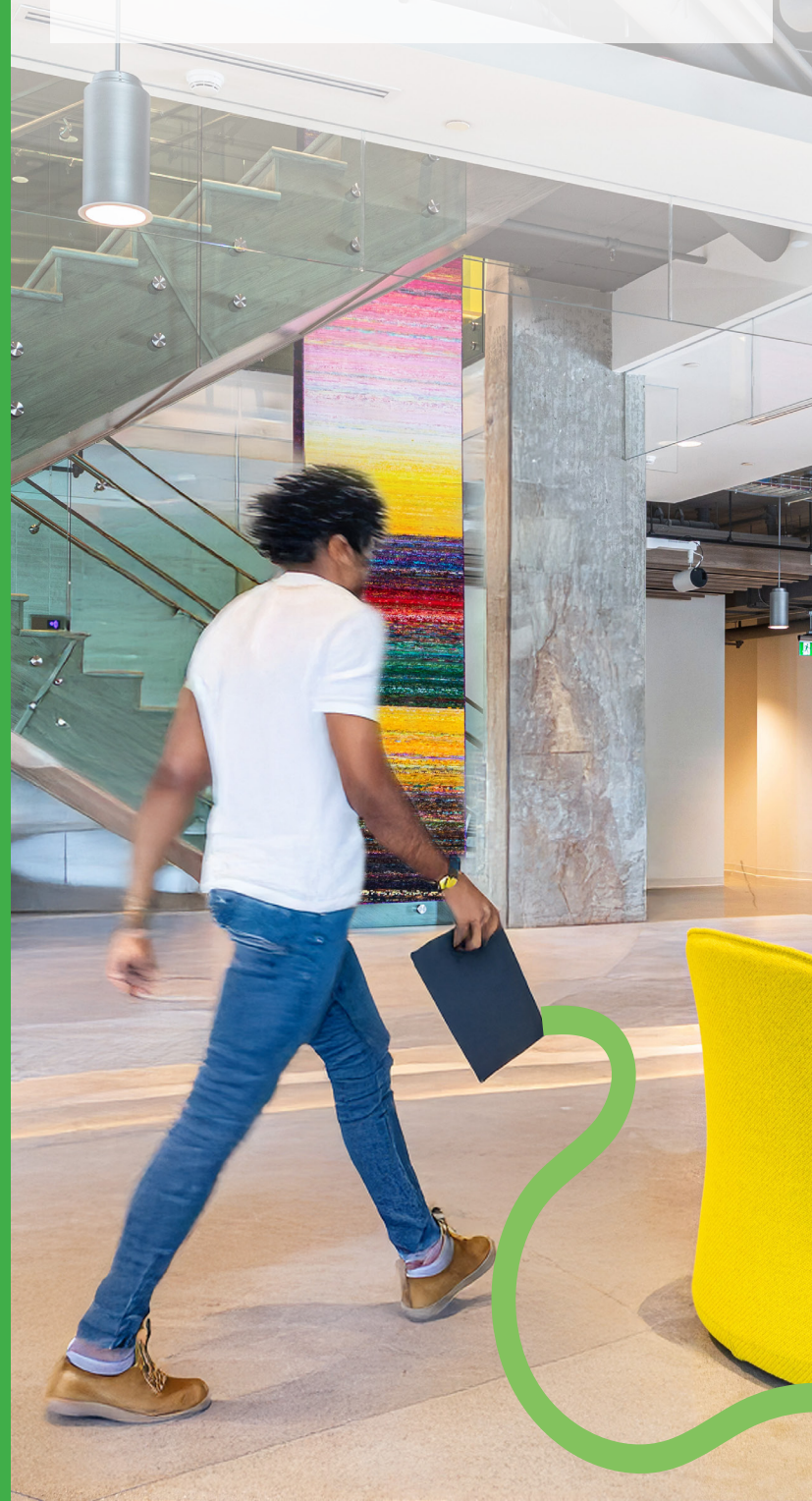
69%

of adult participants said they are better equipped to regulate their emotions and stress

Thanks to our partnership with Community Connect YYC, led by Kindred Connections Society and supported by Trellis Society, The Alex, the Canadian Mental Health Association, and others, we have strengthened our collective ability to serve. A streamlined online booking system and shared efforts have greatly improved access to counselling services.

“YW’s Counselling program provided tangible, invaluable life skills and empowerment which have helped me immensely in dealing with emotional dysregulation and boundary issues. The Facilitators provided me with a consistent safe space and a support network during a difficult time”

Jackson, YW Counselling Participant



Resilience flourishes through meaningful connection and targeted assistance. By providing tailored help at critical moments, we develop communities where well-being can thrive, even during life's inevitable challenges.

In 2024, YW's **Domestic Violence Rapid Outreach (DVRO)** program was developed and provided immediate support for women in high-risk situations who were fleeing domestic violence. When shelters are full, DVRO provides immediate connection, safety planning, and help finding a temporary safe place to stay. This program works closely with emergency shelters and **ShelterLink**, an application that streamlines the process of finding available shelter spaces across Alberta to ensure participants are swiftly connected to safe accommodations.

The DVRO program is possible thanks to our partnerships in the domestic violence sector. By aligning with best practices in domestic violence response, we emphasize the importance of immediate support and coordinated efforts to connect individuals with necessary resources. Through rapid access to safety, YW can address immediate risks as well as empower individuals to take steps toward long-term stability and well-being.

"When I contacted YW, I was terrified for my safety and my children's. I had just faced physical assault and ongoing abuse. The Case Manager, recognizing the danger I was in, quickly secured a shelter for us."

Zara, YW's Rapid Outreach Participant

Everyone's path to resilience is unique, shaped by individual experiences, strengths, and challenges that require tailored support to navigate effectively.

YW's **Transitional Housing** program offers personalized, trauma-informed services that address the complexities of homelessness for women in Calgary, along with recognizing the importance of diverse perspectives and ensuring that Indigenous ways of knowing, being, and living are respected and integrated into our program.

The primary goal of the program is to provide lasting stability. Given the housing challenges we continue to face in Calgary, this can mean that stays are sometimes extended. The average length of stay last year in YW's Transitional Housing program was 15 months.

In 2024:

More than 300 women found a safe and welcome place to stay

83%

found appropriate housing options in the community

"YW has given me meals and a warm place to sleep. The staff have been kind and supportive, giving me time to build confidence and plan my next steps. YW is truly making a difference in my life. With Alberta Works funding, things I never thought possible are now within reach. Together, YW and Alberta Works have helped me see that there's more to life—and that I deserve it."

Lyndsey, YW Transitional Housing Participant

Illuminating Pathways

Volunteering helps build community and connection. YW is thrilled to be able to provide a variety of opportunities to engage volunteers virtually, in person within our spaces, and at YW events or activities.

But don't just take our word for it, [watch what a few of our volunteers have said](#) about their experiences this past year.

It takes a diverse, caring team to help YW deliver on our mission. Alongside staff and donors, dedicated volunteers generously share their time and talent to support safe, inclusive, and healthy lives for women and families. Pathways within the organization allow volunteers to contribute their skills, time, and knowledge. They add capacity in new and creative ways, while helping us deliver on our mission and vision.



Empowering Possibility

We create possibility. Each employee brings their unique journey to our organization, creating pathways that embody **our core values of innovation, inclusion, and integrity.**

Innovation turns challenges into breakthroughs. Inclusion brings diverse voices together. Integrity builds trust and fosters growth. These values guide our work and show what's possible when we unite around our shared purpose to empower women and families to thrive.

We celebrate our milestones as well as the remarkable people who make them possible. When we invest in our people, we unlock paths to endless possibilities – and the journey towards the future looks even brighter.

In our most recent staff survey:

Over **95%**

of staff agreed YW demonstrates a strong commitment to equity, diversity, and inclusion

98%

of staff said that working in a mission-driven organization was important to them and YW represents one

Paths Forward

YW Calgary is over 114 years old!

Can you imagine how many amazing, powerful, and influential women have gifted their time and expertise to sit on YW Calgary's Board of Directors?

We can! And we know how important they are at forging paths and creating impact in our community.

As part of this process, this network of women advocates, supporters, leaders, and expert guides are advancing YW's work to build safe and equitable communities in Calgary. **YW ALLY (Advancing Legacy of Leadership for YW)** network was developed.

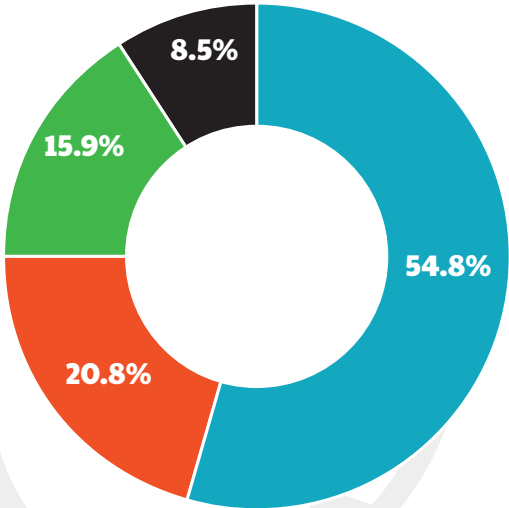


We continue to be grateful to our Board Alumni for their ongoing support and commitment.

If you served on a YW Calgary Board, or know someone who did, please connect with us at boardalumni@ywcalgary.ca

Financials

The summary financial statements comprise our financial position until our year end on March 31, 2025. [View our full audited financials here.](#)

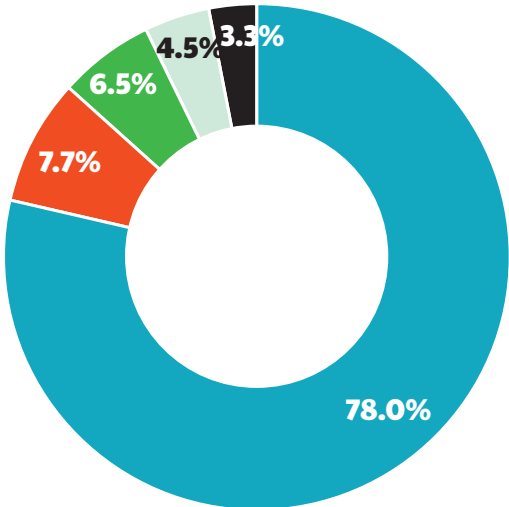


Revenue Operating and Sustainability Funds

For the year ended March 31, 2025

- 54.8%** Government Contracts
- 20.8%** Community Support
- 15.9%** Programs and Social Enterprise
- 8.5%** Investment and Other Income

Total: \$20,972,066



Expenses Operating and Sustainability Funds

For the year ended March 31, 2025

- 78.0%** Salaries, Wages, and Benefits
- 7.7%** Facilities and Utilities
- 6.5%** Other Expenses
- 4.5%** Professional Fees and Contracted Services
- 3.3%** Materials, supplies, and equipment

Total: \$20,915,370



Partners Inspire Possibilities

Our donors are more than supporters, they're co-creators of change. Your generosity turns vision into reality and reflects the values that drive our mission: innovative giving, inclusive opportunity, and a commitment to lasting impact.

When you join our cause, you become a builder of change, illuminating paths to endless possibilities for the communities we inspire together.

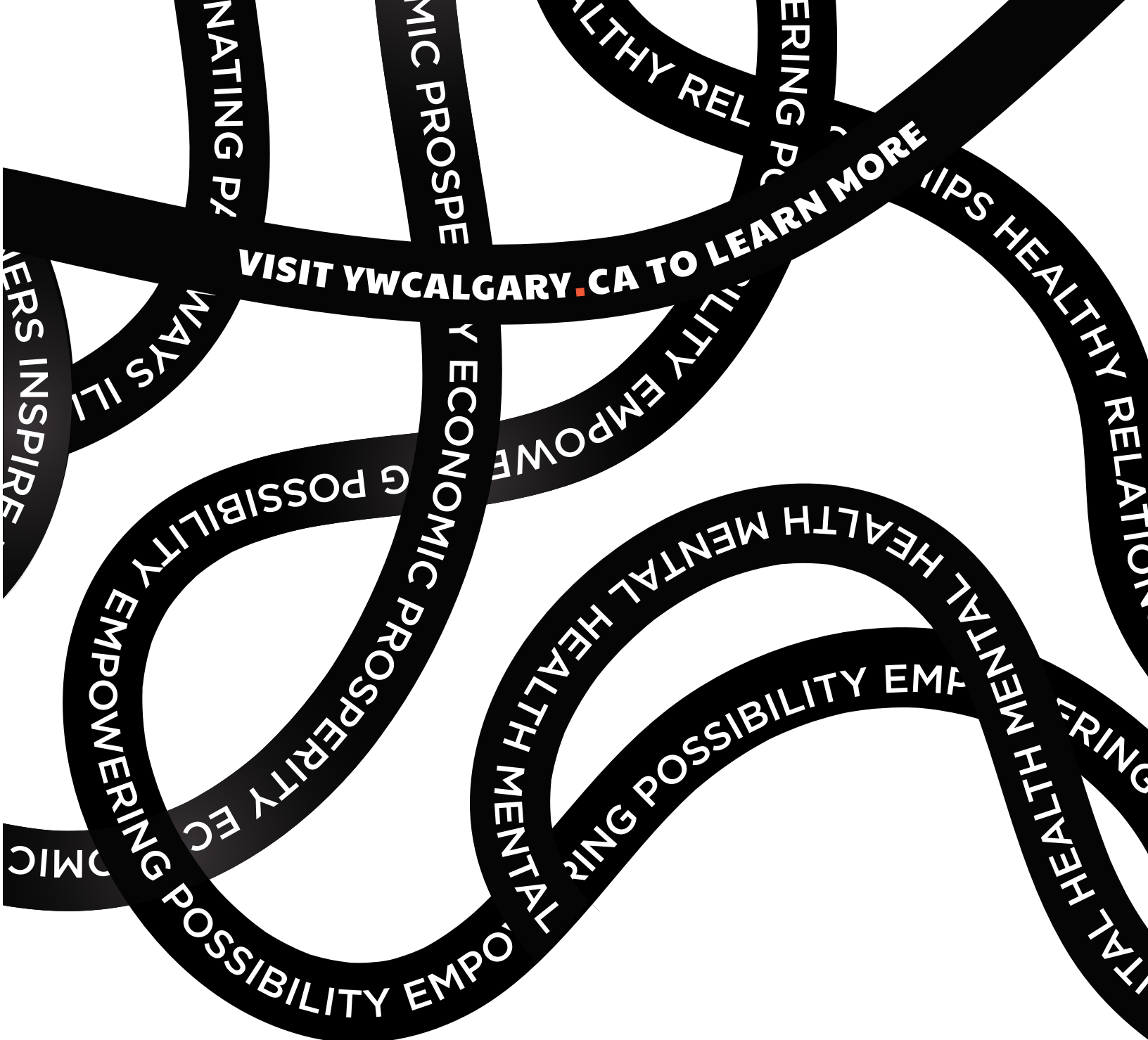
Every step forward begins with support. The paths individuals walk through YW are filled with progress, healing, and possibility. Your ongoing generosity helps pave the way for that journey. Thank you for believing in what's possible.

Here's how you can continue making an impact:

- **Give:** [A one-time or monthly donation](#) opens doors to safety, dignity, and growth.
- **Amplify:** [Collaborate with us](#) to create community change.
- **Engage:** [Stay connected](#) on our channels and tell others about our work.

We're proud of what we've achieved, but even more excited for what lies ahead. Because when our community is supported, the possibilities are endless.

[Visit our Donor List here.](#)



YW Calgary

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DONATE NOW



A Message from our CEO

Thank you for taking a few moments to learn more about YW Calgary's 2024-2025 year that embraced past actions to provide opportunities that yield future paths and possibilities.

If you have not already listened to my short introduction video, please take a quick look [here](#)

In 2024, YW was able to support nearly **10,000 individuals to find the safety, support, services, and resources they needed**. That is an increase of **25%** over the previous year, which means close to **2,000 more people** journeyed down a new **PATH and discovered the possibilities available to them**.

This kind of growth in service delivery is driven by many aspects but is made possible by our exceptionally talented employees who are dedicated to creating supportive and inclusive environments where everyone feels welcome, valued, and supported.

In the past year we have not only seen a deepening of the economic crisis in our city but also the growing political instability that is driving uncertainty. We have been closely watching with growing concern the effect of rollbacks around the world related to Equity, Diversity, and Inclusion.

At the national level, YWCAs across Canada dealt with the unfolding challenges of Truth and Reconciliation and our collective and individual roles in the history of YWCA that caused pain and trauma to Indigenous People.

While so much work is still to be done, I am proud to say YW Calgary has been on a journey of

Reconcili-ACTION for several years and we continue to learn, grow our understanding, and intentionally move forward in ways that respect and value Indigenous experience and teaching.

YW remains firmly committed to embracing and embedding Equity, Diversity, and Inclusion throughout our long and rich history in this city, highlighting our commitment and learning that comes with change. To celebrate this history and help chart our path forward, we have focused on intentionally redeveloping our YW Board Alumni Engagement program.

Last summer we ran a social media campaign focused on reconnecting with past Board Members and asking them to help us find others who served on YW Calgary's Board. The goal has been and continues to be bringing together the wealth of experience and skills of past YW Board Members to support the organization and empower future women leaders.

As part of this work, we created a unique identity for this group of strong, brilliant women – the newly established ALLY Group – **Advancing a Legacy of Leadership for YW** A network of volunteer women advocates, supporters, leaders, and expert guides who work every day to advance YW's work to build safe and equitable communities in Calgary.

A Message from our CEO

It has been a thrill for me to see so many ALLYs at our events, participating in conversations, coming for tours of our facilities, and offering their ongoing support and passion for YW. The power of their voices, alongside YW's truly drives change and this has been even more critical this year to ensure we are able to advocate for the social issues and barriers families in Calgary continue to face.

YW Calgary is an organization committed to women's equity and inclusion and takes brave actions that value and empower diversity. We speak out against injustices women and gender-diverse individuals face and we will not be swayed from that path.

One of the more visible ways we demonstrate this is by bringing powerful thought leaders to our community who add a different perspective and stimulate deep conversations. For the past twelve years we have brought relevant and powerful speakers to our annual YWHISPER Gala who inspire and activate those in the audience.

This past year, as we watch the growing risk to women's equity and personal choice, alongside backlash to racial and cultural inclusion we were thrilled to host Dr. Kimberlé Crenshaw for the 13th annual YWHISPER Gala. Dr. Crenshaw had an audience of over 800, including myself, on the edge of their seats as she talked about the inherent risks of allowing people and groups to chip away at foundational freedoms and opportunities everyone deserves to have.

These moments define our work, our organization and make me increasingly proud to stand up and speak about YW Calgary. If this brief overview has inspired you, then I encourage you to explore our entire Impact Report where you will find more empowering stories and updates from YW Calgary's 2024-2025 year.

Thank you for your support and commitment to ensure thriving futures for women and their families.



Sue Tomney

Chief Executive Officer, YW Calgary

A handwritten signature in black ink that reads "Sue Tomney". The signature is fluid and cursive, with the first name "Sue" and last name "Tomney" clearly legible.