

# The relationship between the YMCAs of Cambridge & Kitchener-Waterloo



## **Dramatic local growth challenges its YMCAs**

- Cambridge, Kitchener and Waterloo are all experiencing strong growth.
- This dramatic trend is expected to continue.
- The population of our area is expected to increase by at least 100,000 people over the next ten years.

## **Track record of meeting community needs**

- One of the YMCA's greatest strengths is its ability to evolve and to respond to the needs of its communities.
- It survives by being open to change.
- This trait is found in both the YMCA of Cambridge and the Kitchener-Waterloo YMCA.
- From that perspective, it makes sense that in June 2007 they agreed to formalize an ongoing collaboration arrangement.
- After a year of carefully studying a new relationship, they chose to collaborate.
- By working together, they believe they can do more and do it more effectively.
- This arrangement was determined to be how best to respond to the future needs of our communities.

## **Both Associations continue to exist and serve their community**

- Each Association continues to exist as its own legal entity with its own Board of Directors and retain its existing rights and responsibilities with separate financial statements.
- Each Association will continue to be responsible and responsive to its community.
- Donors can give to the Association of their choice and to see their funds used to make an impact in the community they choose.

## **Sharing a mission, vision and values**

- In order to work together, the two Associations will share a common mission, vision, values, strategic plan, human resources policy and delivery of programs and services.

## **New stronger relationship better serves our communities**

- As positive as the two Associations' relationship has been in the past, they have been working as two organizations with two visions and two strategic plans.
- They have not always been ready and able to work together at the same time.
- Increasingly funders and governments want to deal with an organization with a regional delivery network.
- The YMCA can now speak with one voice at regional forums, present a common front to funders and offer a regional delivery network.

- Two examples are:
  - Several Government of Canada programs to help settle and integrate newcomers to Canada are regional programs.
  - The Waterloo-Wellington Local Integrated Health Network (LHIN) in requesting aging at home program proposals.

## **Working together already seeing positive results**

- Specialty day camps have been introduced at the A.R. Kaufman Family YMCA based upon the success of similar camps held by the Chaplin Family YMCA.
- More language assessments of newcomers to Canada in Cambridge are occurring because the Language Assessment Centre, based in Kitchener with a regional mandate, is now also working out of the YMCA of Cambridge.
- Newcomer youth programs are being introduced at the Chaplin Family YMCA based upon the model and outcomes measurement tools developed by the KW YMCA.

## **Significant growth for YMCA expected as a result**

- Over the next five years, we expect the number of YMCA program sites in Cambridge to double.
- All program areas are expected to experience growth.
- The YMCA is committed to maintaining the strong sites and programs it currently has.
- Financial Development department is stronger than either Association could have on its own.
- Growth will create opportunities for both volunteers and staff.

## **Governance structure brings collective wisdom of two Boards of Directors**

- Benefit from the direction received from, and community contacts of, approximately 25 policy volunteers who sit on the Boards of Directors.
- They all meet together on a monthly basis at a joint meeting.
- Each YMCA continues to vote as independent Boards of Directors. If the Boards do not agree on a motion, it is not approved.
- They will meet separately as required.
- Many of the details of the governance structure are still being determined.

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Additional information is found on the website.

If you have any questions or comments, contact:

Roy Newstead, Chaplin Family YMCA, Chair of the Member Communications Committee  
roy\_newstead@ymca.ca

John Haddock, CEO, YMCAs of Cambridge & Kitchener-Waterloo  
519-621-3250 ext. 228 or john\_haddock@ymca.ca