

ANNUAL REPORT 2021-2022





How does the Y step up for our community?

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PRECO

We have leaders who care.

CEO & Board Chair Message

We are so proud of the YMCA's accomplishments over the last year. Adjusting to a new post-pandemic/endemic normal has been a challenge and the information in this report is testament to the dedication and commitment of the YMCA employees and volunteers who made it possible. There is a saying within the YMCA federation: in times of trouble the Y steps up. This wisdom has guided the organization throughout the pandemic and is reflected in our program expansion to better meet the evolving needs of the communities we serve.

Many people do not realize the scope of everything the YMCA of Medicine Hat does. As a charity, we currently operate out of 17 separate locations, touching the lives of over 10,000 people each year. With programs in Medicine Hat and Brooks, the YMCA has between 120-200 employees, depending on the time of year. We have nearly doubled in size and community impact over the last 6 years, and we are still growing!

"in times of trouble the Y steps up."

2021-2022 saw the innovative pilot of Camp Jude, a specialized day camp designed to meet the needs of children who have experienced trauma. Thanks to a grant from the YMCA Canada Innovation Fund, Camp Jude provided a safe and fulfilling experience for children who would not have been successful in traditional day camp settings. Our learnings from this pilot will be shared with YMCAs across Canada to facilitate the development of similar programs in their communities.

We also launched an Alternative Suspension Program this year. This program works directly with youth who have been suspended from school to address the reasons that contributed to the suspension. The goal is to reduce and/or prevent future suspensions, while building resiliency to ensure youth have the coping skills necessary to navigate life's challenges.

YMCA Employment Services continued to grow over the past year too. With the addition of 2 new programs, any Albertan aged 15+ can walk through our doors in Medicine Hat and/or Brooks and receive help finding a job. Local employers also benefit from our services through access to subsidized work placements to supplement their labour force.

The John Millar and Crescent Heights Child Development Centres both underwent capital improvements this year, thanks to a grant from the Government of Alberta. This funding resulted in an additional 15 new licensed childcare spaces for the community. In addition to renovated interior space, both centres received playground and program equipment upgrades too. Professional development was prioritized with Educators receiving training on inclusion, intercultural awareness, and accessibility.

Throughout the year, YMCA Before & After School Care Programs provided safe, high-quality care to school aged children. During school breaks, licensed community day camps were offered as an affordable option for families in need of childcare. Funding from United Way of South Eastern Alberta ensured licensed community summer day camps were subsidized and offered at a reduced rate for all families.

Several capital improvements at the Downtown and South Ridge branches were facilitated through the acquisition of grant funding. This included new pieces of fitness equipment, flooring, paint, meeting room furniture, etc. Many improvements

also occurred behind the scenes on our roofs, in our mechanical rooms, and on our HVAC units. Although these improvements are not visible to gym members, they are all very necessary to ensure our buildings operate safely and effectively. our program expansion... meet[s] the evolving needs of the communities we serve."

The Claim Your Name capital fundraising campaign for the Downtown YMCA provided us with further assistance to complete capital improvements. Sun City Dental's sponsorship saw a full refresh of the Men's Health Plus Club. A donation from the Miller family allowed us to complete upgrades in the pool area which included interior roof repairs, fresh paint, and window repairs, with more upgrades planned in the upcoming year. The purchase of new bleachers provides space for families to watch their children's swimming lessons. The Kinsmen Club of Medicine Hat also provided sponsorship to convert the lobby washrooms into a fully accessible and inclusive space. Stay tuned for those upgrades in 2023!

As we move forward into 2022-2023, we look forward to opening the Y on 2nd (525 2nd Street SE, Medicine Hat). To honor the legacy of Camp Elkwater, proceeds from its sale were rolled over into this building that will eventually house the YMCA's administrative offices and community programs. This is an area of growth for us, and we are excited to announce that this building will be home to even more new community programs in the upcoming year.

None of this work would be possible without the hard work of YMCA employees and volunteers. Kudos to the frontline staff who greet our gym members, childcare families, and program participants. Thank you to the management team for supporting the front line and ensuring our programs run smoothly. Hats off to the volunteers who give their time, talent, and treasure to support our governance (Board of Directors), events, fitness programs, and gym member engagement. Finally, thanks to the senior leadership team for providing the foundation for the organization to achieve its mission. Every person plays an interconnected role in the YMCA's success, and our success directly translates into community impact.

Ryan O'Reilly, Board Chair *Board Chair*

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Sharon Hayward CEO



Board of Directors

The YMCA of Medicine Hat would like to express our gratitude to Outgoing Chair Dr. Chris Baba who has spent the last 10 years diligently serving the YMCA of Medicine Hat and his community. We are deeply grateful for his service, expertise, and support over the last decade.

Left to Right / Top to Bottom

Ryan O'Reilly, Incoming Chair

Chris Baba, Outgoing Chair

Tyler Pocsik, Audit & Finance Committee Chair

Shonna Barth, Governance/ Philanthropy Committee Chair Karen Blewett, Director

Pamela Kunz, Director

John Roflik, Director

Mike Stark, Director

Ken Taylor *appointed May 3, 2022 to fill a vacancy until AGM



Senior Leadership Team

Left to Right

Betty Duhaime, General Manager of Operations Corina Cayer, Chief Financial Officer Sharon Hayward, Chief Executive Officer Sandra Warkentin, General Manager of Childcare

Mission

The YMCA of Medicine Hat, a charity supported by volunteers, is devoted to enriching our community by providing services to people of all ages within a safe, healthy environment that enhances personal wellness.

Our Vision

THE FUTURE WE WILL CREATE

The YMCA of Medicine Hat is recognized as a community charity that is primarily responsible for the provision of health, wellness, youth leadership, and community services.

Our Impact

HOW WE WILL ACHIEVE OUR MISSION The YMCA is committed to strengthening the foundations of community by:

Helping children

and families thrive;





Promoting a healthy community;

Fostering belonging and connection.

Our Core Values

OUR GUIDE TO DECISION-MAKING AND BEHAVIOUR



Charitable Registration #10768 7857 RR001

We piloted innovative programs.

Camp Jude

This summer we launched Camp Jude, an innovative trauma-informed day camp specifically designed to support children ages 5-12 who would otherwise be unable to attend traditional summer programming.

Camp Jude was made possible through YMCA Canada's Innovation Grant, which provided \$50,000 to pilot the program in Medicine Hat. The YMCA will share its learnings nationally in hopes that other YMCAs across the country will offer similar trauma-informed day camps in their communities.



Thank you Camp gude for giving my bay the summer he deserved. you're the best!

Camp Jude Thank You Card

We re-invested in our future.

NEW Building: Y on 2nd

In July we announced an 18th program delivery site. The Y on 2nd, located at 525 2 Street SE in Medicine Hat, will be home to the YMCA's community programs and administrative offices. The purchase of the building was made possible by reinvesting proceeds from the sale of Camp Elkwater. We are pleased to see Camp Elkwater's legacy honored in a way that will continue to provide programs and services to the community. The building is scheduled to open in November 2022.



We helped our youth build resilience.





Alternative Suspension

The YMCA introduced the Alternative Suspension program to our community in March. With a proven 20year track record in Quebec YMCAs, this program aims to reduce future suspensions by offering participants an opportunity to turn their time away from school into a positive experience that encourages personal growth, the development of social skills, and autonomy.



We made sure help was there for those that need it.

Summer Aides

The Summer Aides program launched in 2021. Funded by the Government of Alberta to serve children in care, this program provides one-to-one workers for children and youth who require additional support to participate in summer programs throughout the community. This gives children the opportunity to attend summer camps, youth programs and gain valuable life skills. Aides Supported

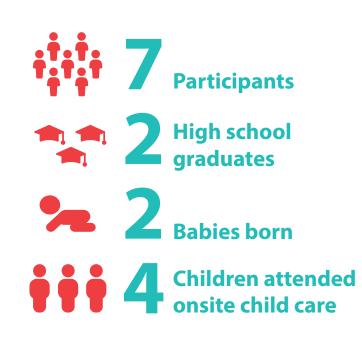
Community Programs

The Young Moms' Program

Of the participants who engaged in the program on a full-time basis:

100% Identified

- increased social connections for themselves and their child(ren)
- increased caregiver capacity
- increased knowledge regarding child development and well-being





The Young Moms' Program participants enjoyed spending quality time reading, singing, and engaging in play with their little ones during Baby Book Club.





The things I appreciated most about the Young Moms' Program were the fun activities we did with our kids and the support that I received from everyone there." *KL*



I learned a lot from the parenting courses, and I appreciated how the daycare for my son was in the same building as my school, making things more convenient." *HS*

Employment

We connected un(der) employed Albertans to job opportunities.





Employment Ready Program

Designed to assist adults in finding employment through job search assistance, employability skills training, job maintenance skills building, and resolution of barriers to employment.

254 Individuals assisted55 Job placement100% Of job placement clients have secured employment



Transition to Employment Services

Designed for adults who need help acquiring additional skills to find employment quickly. Participants can access up to \$7,000 worth of training required to enter their career of choice. This contract commenced in June at the Medicine Hat Employment Centre.

206 Individuals were accepted into the program **91%** Successfully obtained full-time employment



Connect Program

Designed for individuals who have multiple barriers to employment such as addiction or mental health issues, inconsistent work history, lack of references, disabilities, etc.

75 Clients assisted**75%** Obtained employment

Employment



Strides

*New May 2022

This program develops custom action plans for adults experiencing employment barriers and provides on the job support for clients and employers.

74 Individuals accepted into the program from April to August 2022



Workplace Training Program

Provides employer-delivered, work-site training and opportunities to adults experiencing barriers to employment.

18 Individuals assisted

15 Hired at completion of work placement

Canada Alberta



YouthWORKS Program

Designed to help youth ages 15-30 overcome barriers and develop the skills and knowledge needed to find employment.

122 Individuals supported 94% Successfully completed the in-class training 86% Acquired employment through our direct assistance

> Funded by the Government of Canada's Skills Link program

Canadä



We connected employers to the employees they need.



YMCA Employment Centre Hiring Events

Continuing with funding received in 2020 through Alberta's Labour Market Partnership Program, 2 Drive-Thru Recruitment Events were held in September 2021. Organized collaboratively with the Medicine Hat College, local Government of Alberta Community/Social Services and Labour/Immigration departments, these events offered employers an innovative format to find employees during COVID-19 public health restrictions.

September 2021 Drive-Thru Recruitment Events

2 Events hosted15 Employers participated134 Job seekers attended

Once COVID-19 restrictions lifted, YMCA Employment Centres returned to offering traditional recruitment events.

12 Job fairs hosted6 Employers participated260 Positions recruited for380 Job seekers attended



Employment

We made big moves to better meet the needs of the community.

YMCA Employment Centre Brooks Office Relocation

The YMCA of Medicine Hat's Employment Centre opened an office in Brooks in 2017. This year the office relocated from the Medicine Hat College Campus to the heart of downtown Brooks. The new location is accessible to clients with limited transportation and is more visible within the community.



L-R: Jodie Engbert, Katie Prediger, Nadine Sanford, Farrah Caverly, Natasha Stafford, Dynorah Saldivar, Joanne Fahey

Child Care

We ensured that children of all ages have access to high quality childcare.

Before & After School Care Program

492 Children from 470 Families served



Early Years Child Care Program

> **John Millar Child Development Centre** 78 Children from 50 Families

> **Crescent Heights Child Development Centre** 72 Children from 57 Families

We created more space.

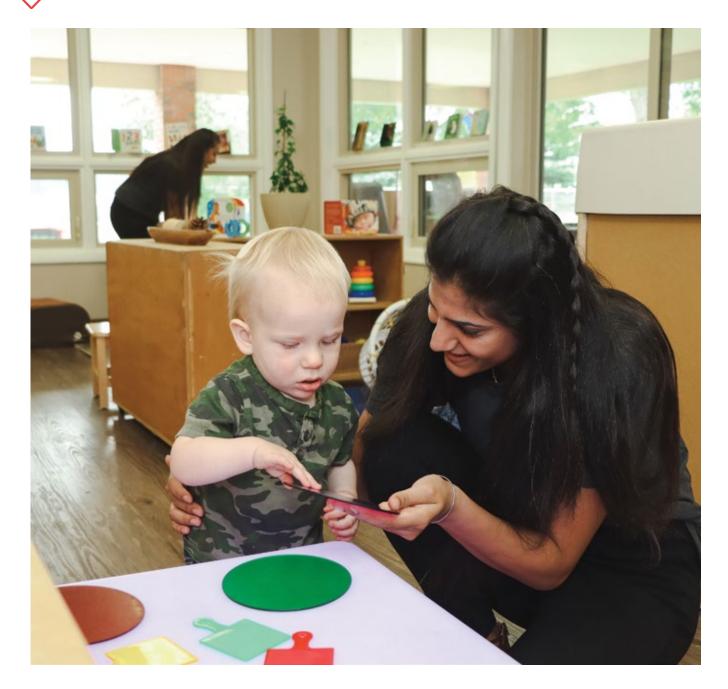
The Crescent Heights and John Millar Development Centre were the recipients of a Space Creation grant from the Government of Alberta. These funds covered renovations to existing space to open 15 additional childcare spaces for the community. Funding also improved accessibility with the installation of artificial turf, accessible play structures, calming cubes, risky play opportunities and messy play experiences. The grant allowed us to increase educator capacity through community partnerships, training, and professional development. Educators increased their knowledge and understanding of outdoor learning, childhood anxiety, challenging behaviors, cultural sensitivity, and inclusion within the classroom setting.



Child Care

We found ways to keep costs low for families.

John Millar and Crescent Heights Child Development Centres received a Transition Grant from the Government of Alberta to assist families with the move from the Government's Early Learning & Child Care \$25/day pilot program back to market rates. This funding saved families approximately \$184,000.



Families like the Deveauxs

As first-time parents, Chris and I were very apprehensive about childcare. We weren't ready to pass our girl off just yet. However, I was soon due back to work so the search began.

We viewed multiple day homes but could not seem to find one that we were comfortable with. I set up an appointment at the YMCA Crescent Heights Child Development Centre. I wasn't thrilled about a daycare centre because I didn't think Kitty would get the attention she needed in a larger facility compared to a private small day home. I came to learn I was very wrong.

Esmeralda met me for my viewing, and she was wonderful, pleasant, polite, and knowledgeable. As she walked me through the building my feelings about a larger facility began to change. Dozens of cubbies lined the hallways. Each filled with personal possessions. Polka dot rubber boots, dinosaur coats and tiny back packs. Colorful classrooms with kid's paintings on the walls, sensory bins, and toys. The room seemed to say, "Come in and play!" Then I was taken outside. Individual green spaces for each age group. Loads of toys to climb on, slides, pots to bang on, a little kid's dream.

I was so pleased. It really looked like everything we were searching for. The tour was ending when this little blonde boy came running down the hallway with the widest smile and even wider arms. He wrapped them tightly around the leg of a staff member. It was so heartwarming to see the connection they had. Both were genuinely happy to be there. That was it I was sold. I called Chris and said, "The search is over, we found a daycare."

Kitty loves her daycare. She can barely contain her excitement as we pull into the parking lot in the morning to drop her off. The relationships that she has formed with all the staff are beautiful. Her little face lights up as we pass her over for the day. She is always greeted with a welcoming hug. Shannon, Ed, and Holly are truly amazing. Miss Rhona holds a special place in Kitty's heart, and they have a unique bond. Kitty adores her. Everyone treats Kitty as if she was their own child. They truly care about her and her wellbeing. It is the perfect environment for children to learn, grow and thrive in. Our experience has been nothing but positive. We are looking forward to watching the further development of our sweet girl. Thank you all for your continuous love and support. We cannot tell you enough how appreciated you are.





Day Camps

We ensured our community's children had fun summer camp experiences.





Licensed Community Camps

796 Camp experiences provided to 191 Unique children



Summer Academy Day Camps

538 (Non-licensed) Camp experiences

United Way Funding

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The United Way South Eastern Alberta awarded the YMCA of Medicine Hat \$30,000 from their Steve Murphy Foundation to directly offset the cost of Licensed Summer South Eastern Alberta Day Camps and PD Day Camps. As a result of this funding, families saved 33% on registration fees, paying only \$150 per week for YMCA Summer Community Camps.

With this funding, the YMCA was able to offer the most affordable day camp option within the city this summer. This funding also allowed the program to take campers on exciting field trips, like Dunmore Dugout. Families also saw savings in PD Day Camps throughout the funding period, with fees lowered to \$40/day.

We delivered proven programs that increase health and wellness.

Fitness

Living Fit Program

33 Participants with chronic health conditions and/or disabilities accessed one-on-one support **905** times

Group Fitness Classes1206 Group fitness classes provided6319 Individual experiences

Child & Youth Programming

45 Different child and youth programs offered **362** Individual experiences

Ac

Aquatics

625 Participated in swimming lessons12,226 Individual lane swim experiences for 7,040 individuals39 Life saving course participants



We improved our facilities.

Thank you to our 2021-2022 sponsors for the Downtown YMCA's Claim Your Name Capital Campaign! The Miller family's generosity allowed us to upgrade the pool area with bleachers for additional seating, roof repairs, and painting. Upgrades in the Men's Health Plus Club were completed thanks to sponsorship from Sun City Dental. In August, the Kinsmen Club of Medicine Hat announced a sponsorship of \$105,000 that will create inclusive washrooms off the lobby in 2023 and assist with upgrading technology in meeting rooms to allow the YMCA to offer programs virtually.

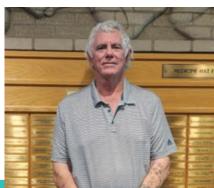


We left an impact on our members.

Members like Doug Forbes

"The impact the Y has had on us is that my wife and I can come in and do exercise programs together. The staff are all great. From the person at the front desk, to the fitness staff, everyone seems to have a smile and a positive attitude. The staff working behind the scenes to keep the facility clean and the maintenance staff also always have a smile for everyone. My stepfather was a great supporter of the YMCA and now I appreciate why he enjoyed coming so much!

The Y has improved my fitness level and it is fun to come to a place where everyone goes out of their way to make you feel welcome."



"The Y has improved my fitness level and it is fun to come to a place where everyone goes out of their way to make you feel welcome."

- Doug Forbes

Health, Fitness and Aquatics

And Bill Adriaensen

"In September 2020 I had a mild stroke which affected my right side. While I was in the hospital (which looking back was a good thing) my condition deteriorated. I had come down with necrotizing pancreatitis and compartment syndrome of the stomach. I was flown to Calgary, and with the help of the hospital staff I started taking baby steps to begin my recovery. After my release in December 2020 and a physio program, I was introduced to Jen with the Living Fit Program. Jen helped me get ready to return to work, which was a very long and difficult process. I had lost all my strength and 98% of my mobility. I was trying to teach myself how to do almost everything again. With Jen's knowledge and the support of my wife and kids, I returned to work in August 2021. Now, just over a year later, I am about 70% strength back and about 80% mobility. If not for Jen and her program she built for me and all the staff at the Medicine Hat Hospital, South Health Campus, Foothills Hospital, and the Peter Lougheed Centre I would not have made it this far. My new goal is the Rattler Run this Spring.... not bad for a guy that was told he may never walk again."



- Bill Adriaensen

We provided inclusive opportunities.

"You see, I work with special needs children. I was looking for a place to bring children that would support inclusion. The staff worked with me to be sure we had everything we needed to feel like we belonged there. They gave us encouragement to try new things. When those things proved to be hard or scary, they showed us another way, and even sometimes a better way. Through the many classes offered, I was able to find something to fit everyone's needs. We built confidence with support and encouragement, connections through comradery and common goals, and a sense of self through perseverance and pride in accomplishment. The Y helped us build connections with peers and fostered a sense of being a part of something bigger. We were able to

explore our abilities without judgement or criticism. We could show what we were able to do without fear of ridicule for things we struggled with. We built on our strengths and overcame some big hurdles. We developed connections which built confidence that led to stronger social skills. The Y gave us a chance to lift each other up and become a better version of who we were. The Y helped us develop the building blocks we need to build a better tomorrow. "

"The Y helped us build connections with peers and fostered a sense of being a part of something bigger."

- Sherry Johnston, AppleBerry Child Development Services

Total donations received \$115,652

Strong Kids: **\$71,931** A. McDougald Bequest: **\$41,155** Capital/Area of Need **\$2,565**

We provided \$71,931 of support to our community

Strong Kids Financial Assistance

\$50,116 of financial assistance to offset membership and/or day camp fees impacting **134** adults and **78** youth.

\$7,294 of gift certificates to support **20** local charities in their fundraising efforts. **\$14,521** of support for YMCA community programs.



Philanthropy/Volunteers

CAMP

We partnered with local businesses and organizations.

The Vista Park Pharmacy YMCA Aquatics Scholarship has supported 6 scholarship requests to date to assist with training costs to become a lifeguard.

Camp Ice Cream partnered with the YMCA to create a feature ice cream flavour to kick of our Strong Kids Campaign. YMCA staff hosted a competition to see who could come up with the best ice cream flavour. The Employment Services team won with their Na-Y-Mo Bar Flavour.

The Kinsmen Club of Medicine Hat donated \$105,000 to create accessible washrooms in the Downtown YMCA and upgrade virtual meeting classroom technology.

Our volunteers pitched in.

\$33,375 worth of volunteer hours

38 registered volunteers 44 event volunteers Total volunteers: 82 Total hours from all volunteers: 2225

2225 hours x \$15 = \$33,375.00 in value



Volunteers like Devon

Devon Marshall has been a dedicated volunteer with the YMCA since 2017. Devon's philanthropic roots run deep with his commitment to volunteerism in Medicine Hat spanning over 30 years. His smiling face is the first you see when you enter our Downtown facility. Devon's enthusiasm and genuine care for our members is unmatched and we are so grateful to have him as an integral part of our team.

"The YMCA has been such an incredible place to volunteer. All of the people I have met here have become so much more than just coworkers and members - I consider them friends. It has become my community. When I go home for the weekend, I cannot wait to come back! I hope that my positive attitude can be a reminder to everyone not to let a bad moment turn into a bad day."

- Devon Marshall

We helped make amazing events happen.

Sage Watson Impact Tour

Sage Watson, Strong Kids Ambassador, took a tour of our facilities and programs to see first-hand the positive impact our fundraising efforts have on our members and community.



Sage Watson plays dodgeball with day campers at the downtown YMCA during her impact tour.



37th Annual YMCA River Run presented by CanCarb

June 18th 263 participants 45 volunteers Raised **\$9,374** for Strong Kids

Sticks on First

Sticks on First was an outdoor street hockey tournament hosted by IG Wealth Management, with proceeds donated to the YMCA's Strong Kids Campaign.

This event raised \$8,915.69 for Strong Kids



We step up by doing what we do best: building healthy commutes.

2021-2022 Donors

Capital "Claim Your Name" Campaign Sponsors

Estate of Alexander McDougald - Capital Improvements ▼ Sun City Dental - Mens Health Plus ▼ Kinsmen Club of Medicine Hat -Accessibility Projects/Technology Upgrades ▼ Miller Family - Pool upgrades

Chair Round Table \$1,000.00 and higher

Calgary Shaw Charity Classic Foundation ▼ Cancarb -Tokai Carbon Group ▼ Christopher Baba ▼ Gary Soucey ▼ Ingrid Hertz (In-Kind) ▼ John Roflik ▼ Les Schwabe (In-Kind) ▼ Medicine Hat Optimists Club ▼ Pat's Off-Road Transport Ltd. ▼ Redi Enterprise Bottle Depot ▼ Scotia Wealth Management ▼ Vista Park Pharmacy ▼ YMCA Heritage Fund (CFSEA)

Gold \$500.00 - \$999.00

Brian Elle (In-Kind) ▼ Callow & Associates Management Consultants Inc. ▼ Estate of Tanis Garden ▼ Glen Giduk ▼ Helene Nicholson ▼ Ian & Phyllis McLaughlin ▼ Jolene Klug ▼ Pritchard & Co. Law Firm LLP ▼ Selena McLean Moore ▼ Sharon Hayward ▼ Vern Hyde

Silver \$100.00 - \$499.00

April Bell ▼ Corina Cayer ▼ Craig McIvor ▼ Darla Holmstrom ▼ Elizabeth Duhaime ▼ Erin Teichroeb ▼ Esmeralda Ritchot ▼ Gordon Eisenbarth ▼ Jordon Sager ▼ Kelly Warkentin ▼ Kyle Engel ▼ Marilyn Tokamp ▼ Marlene Powers ▼ Megan Cowling ▼ Michelle Commodore ▼ Nicole Lehr ▼ Oleksandra Kornach ▼ Ryan & Bailey O'Reilly ▼ Sandra Warkentin ▼ Tamanna Sharma

Bronze- \$1.00 - \$99.00

Anonymous(2) **V** Angela Kew **V** Ashley Hann **V** Bonita Cartwright ▼ Brigit Aman ▼ Calee Bosch Wilson ▼ David Gunderson ▼ Dillan Fawkes ▼ Edward Ough **V** Glen Mitchell **V** Heather Harder ▼ Jana Pierce ▼ Janine Van Der Sloot ▼ Janis ▼ Jill Forsyth ▼ Joan Riegel ▼ Jodie Engbert ▼ Joey Merriman **V** Jonathan McKinley **V** Judy Bowerin **V** Justyna Kolodziej **V** Kaitlyn Roberts ▼ Kalena Francis ▼ Karen Brown ▼ Karen Savard ▼ Kimberly Kristmanson ▼ Kim Weiss ▼ Lea ▼ Mackenzie Lakes ▼ Margaret Gukert ▼ Mathew Hill **V** Matthew O'Reilly **V** Mike Mueller ▼ Nicki Johnston ▼ Noah Schmeichel ▼ Rhett Hardowa ▼ Ryan Blenner-Hassett ▼ Sandra Ahmetovic 🛡 Sarah Beckman 🛡 Sergiy Gavrylov ▼ Sheila Verhegge ▼ Stephanie Meier ▼ Stephanie Stroh ▼ Tim Panabaker ▼ Trena Fox ▼ Trisha Sotropa ▼ Tyler Pocsik ▼ Victoria Frank ▼ Wacey Hamilton ▼ William Percy

Heritage Club Members

Alexander and Jean McDougald ♥ Bill and Vi Roberts ♥ Colette Eirich (Friedt) ♥ Gerald and Elaine Freedman ♥ Glen and Wendy Giduk ♥ Ian and Phyllis McLaughlin ♥ Jamie and Janet White ♥ Jim and Dorothy-Lee Smith Larry Serr ♥ Marilyn Tokamp ♥ Mick Nodwell ♥ Murray and Margaret Sihvon ♥ Roger and Cheryl Moses ♥ Scott Richter ♥ Terry Chapman ♥ Tim Martin ♥ Todd and Darlene O'Reilly ♥ Tom and Maureen Coulter

THANK YOU to all of our supporters, our programs wouldn't run without you!

Community Partners and other Funding Agencies

AGLC **v** Alberta Camping Association **v** Alberta Health Services **V** Association of Fundraising Professionals **V** ATB **V** Botanicals **V** Brooks & District Chamber of Commerce **v** Camp Ice Cream 🛡 Canada Alberta Job Grant 🛡 Canadian ▼ City of Medicine Hat ▼ DB Technology ▼ IGA ▼ Government of Alberta ▼ Government of Canada 🔻 IG Wealth Management 🔻 Imagine Canada 🔻 Jim Pattison Broadcast Group (Pattison Media) **V** Lifesaving Society of Alberta **V** Medicine Hat and District Chamber of Commerce **v** Medicine Hat and District Child Care Association **V** Medicine Hat Catholic Board Hat & Brooks **V** Medicine Hat Mavericks **V** Medicine Hat Optimists Club **v** Medicine Hat Police Association **V** Medicine Hat Public Library ▼ Medicine Hat Public School Division Prairie Donair **V** Pritchard & Co. Law Firm LLP Rafflebox ▼ Redcliff FCSS ▼ REDI Enterprises ▼ Root Cellar ▼ Round Table Procurement ▼ Shaw Birdies For Kids Program presented by AltaLink Drug Mart **V** Squash Alberta **V** Sun City Dental ▼ Sun City Ford ▼ Sunrise Rotary Club ▼ Tiki Press **T**own of Redcliff **U**nited Way of South Eastern Alberta 🔻 Vista Park Pharmacy 🔻 Calgary 🛡 YMCA Canada 🔻 YMCA Lethbridge 🔻 YMCA of Northern Alberta

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Funded by the Government of Canada's Skills Link program



