

2024

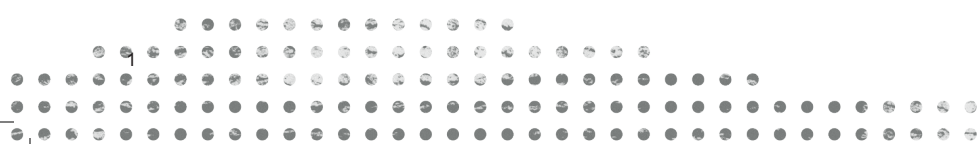
HOPE
STARTS
WITH
YOU



United Way
Leeds & Grenville



Message from the Executive Director & Board Chair	4
Mission, Vision, Values	5
Strategic Direction – Who are we?	6
Admin Committee Report	7
United Way LG - Y2Y Report	8
2024 Y2Y Board Members	8
United Way Bursaries	8
Board of Directors – 2024	9
Cabinet – 2024	10
UWLG Staff Team– 2024	10
Financial Highlights	11
Treasury Report	12
Caring Organizations & Outstanding Volunteers	13-14
Highlights	15-16
Our Community Impact Strategy in Action	17-18
Leeds & Grenville Stats	19-20
Funded Partners	21-22





United Way Leeds & Grenville
Network of Agencies celebrate
World Children's Day

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As we look ahead, we do so with optimism and determination. With a growing network of support and a renewed sense of purpose, we are committed to building a stronger, better connected Leeds & Grenville.

Together,

we are creating real change—because Hope Starts with You.

Message from the Executive Director & Board Chair

United Way Leeds & Grenville – 2024

The past year has been one of growth, innovation, and deeper community connections for United Way Leeds & Grenville. We've built upon the strong foundation laid by those before us, while continuing to evolve in meaningful ways to meet the changing needs of our region.

In 2024, we were proud to launch our first Leadership Reception, introduce the exciting Novemburger campaign, and celebrate key milestones such as the World Children's Day. These events not only raised vital funds but also strengthened our visibility and partnerships across Leeds & Grenville. We welcomed passionate new volunteers, energized workplace campaigns, and experienced strong momentum—clear signs that our mission continues to resonate.

Operationally, we've achieved major milestones. We were thrilled to welcome Melissa Hindman as our new Resource Development Director, bringing fresh energy and vision to our fundraising efforts. We also welcomed board member Christopher Dang into the Treasurer Role. While we've faced funding deficits in past years, we're making significant progress toward financial sustainability. In 2024, we raised over \$800,000, a testament to our community's generosity and our team's commitment. This allows us to continue supporting essential programs and agencies, even during these unprecedented times.

The need across Leeds & Grenville has never been greater, and our staff, volunteers, and Board of Directors have worked tirelessly to expand our impact and strengthen our presence throughout our region.

We are deeply grateful to everyone who contributed in 2024—our incredible staff, board, volunteers, donors, community partners, and supporters. Your belief in our work is what makes progress possible.

As we look ahead, we do so with optimism and determination. With a growing network of support and a renewed sense of purpose, we are committed to building a stronger, better connected Leeds & Grenville.

Together, we are creating real change—because Hope Starts with You.

With gratitude,

Hailie Jack

Executive Director



Hailie Jack

Ian McFall

Chair, Board of Directors



Ian McFall



Mission, Vision & Values

Our Mission is to improve lives and build community by engaging individuals and mobilizing collective action.

Our Vision is a United Way bringing people together to build vibrant, caring communities.



- Commitment and collaboration equal positive results - To lead, convene, energize and inspire people to make a difference
- Elevate the power of volunteerism - To provide meaningful opportunities for individuals to realize their potential by demonstrating volunteer leadership in service to the community
- Embrace Diversity & Inclusion for a healthy community - To reflect the diversity of the communities we serve and empower those voices
- Foster innovation for community success - To recognize that complex problems require trying new things, innovating, testing, and learning to adapt to changing circumstances.
- Strong measures and analytics lead to impact and focus - To craft solutions to community challenges to meet the needs of those we serve based on measurements and data
- Build and maintain strategic community relationships - To build coalitions around tackling key challenges and working collaboratively to solve them
- Invest in the community and ourselves - To increase investments in key solutions by expanding and diversifying our own resource development and fundraising efforts, and supporting those of others
- Foster trust through transparency and effective communication - To ensure investments have recognizable, measurable, and transparent impact working towards common goals

Strategic Direction – Who are we?

Raise funds across L&G by working with volunteers and partners – we mobilize the community by engaging volunteers and workplaces to raise awareness and funds for UWLG!

Designate the donor dollars to agencies – through our community investment strategy driven by community engagement we accept grants for essential social services across Leeds & Grenville; our community impact committee along with our BOD follows these guidelines to invest in our community.

Urgent needs fund – Our urgent needs fund is available to residents across L&G who have a time-sensitive expense that is outside of their regular budget. Some examples might be car repairs, appliance repairs or an unexpected utility expense.

Advocate – We are an advocate for NPO's across our community. We advocate for investments into this essential sector and more!

Community convener, supporter & connector – UWLG can bring the community together when needed whether it is a celebration, conversation or solution finding. We offer flexible support to help build vibrant, caring communities.

Poverty to possibility, strong communities, all that kids can be – we are proud to support these 3 pillars of funding with a focus on **housing, homelessness, mental health, addictions, food security, children and youth.**

Network support for Non-profits across L&G – We are committed to uplifting and celebrating the network of agencies across Leeds & Grenville, together we offer over 100,000 service provider/client interactions.

Donor engagement – We engage with many donors across L&G, often tailoring a unique gifting plan. Some gifting plans include, workplace and corporate giving, directed donation to charities of choice, gifts of securities, major gifts and more! Here at UWLG, no matter the size of the donation we are grateful to every donor. It is because of this collective action in giving, that we can reach our goals!

Gifts in Kind Donation Centre – We will accept new bulk donations to distribute to agencies across L&G.

Admin Committee Report

Admin Committee Chair – Barry Raison

The year 2024 was one of stabilization and consolidation for United Way Leeds Grenville, following the social disruption of the pandemic and the economic uncertainty that followed. The administration committee was focused on ensuring the organization is positioned to meet the challenges ahead.

The Board reorganized its committee structure in 2024, and the creation of a budget committee removed one of the administration committee's primary responsibilities. Consequently, the committee is now focused more specifically on supporting the executive director as she works on the internal task of updating the agency's policies and procedures and her external initiatives to ensure we are connected and responsive to the community. Work is ongoing to ensure all policies and bylaws comply with government and United Way Centraide Canada requirements.

Board recruitment and retention, in accordance with our governance and succession planning policy, remains an ongoing priority, as is upgrading IT security to protect against malware and data breaches. The committee remains mindful of the need for United Way Leeds & Grenville to run an efficient operation that is focused on the needs of our community.

I would like to thank everyone who served on the committee over the last year for your contributions, as well as Executive Director Hailie Jack and her outstanding team for their support of the committee's work.



Barry Raison

*Administration Committee Chair
Bursary committee report*



United Way LG - Y2Y Report

The United Way Youth to Youth (Y2Y) Board is made up of high school students from across Leeds & Grenville, including members from TISS, BCI, and Ange-Gabriel. In 2024, the board continued to grow, holding virtual meetings to allow broader participation and hosting in-person events like the Connect Youth Arts & Crafts Show and an Easter fudge fundraiser supported by O'Mally Kourt Fudgery.

Through their Y2Y Grant Funding Program, the board reviewed and recommended 2024 funding for three impactful youth programs: **RNJ Youth Services' Connections Program**, **Prescott Public Library's Nerd Night Nutrition**, and **DSLGS's Social Skills Summer Group**. These initiatives will benefit local youth in meaningful ways.

The Y2Y Board empowers students to take leadership roles, develop civic engagement, and support their communities while earning volunteer hours. Students from any high school in the region are encouraged to join.

2024 Y2Y Board Members

Molly Lambert
President
(Ange-Gabriel)

Natalie Labelle
Director
(Ange-Gabriel)

Grace Vogelzang
Director
(BCI)

Sophia Rowley
Director
(TISS)

United Way Bursaries

2024 represented our 9th year offering a bursary opportunity for graduating high school students who are moving on to higher education.

4 bursaries were awarded as follows:

Amelia Charbonneau
Thousand Islands Secondary School
(TISS)

Ciara Barkley
Thousand Islands Secondary School
(TISS)

Jada Major
Athens District High School

Rowen Barton
Thousand Islands Secondary School
(TISS)

2024

Board of Directors



Ian McFall
Board Chair



Barry Raison
Vice Chair



Chris Dang
Treasurer



Stephen Mazurek
Director



Cindy Becker
Director



Bob Pearce
Director



Fayme Taylor
Director



Philip Ling
Director

Summer Students

Karlie Barkley & Indira Shams

Co-op Student (TISS)

Ciara Barkley

Community Impact Committee

Darren Gallacher,
Melissa Hindman, Cindy Becker,
Emily Farrell, Brianna Sudnik,
Paul Millar

Bursary Committee

Barry Raison, Terry Gardiner

Cabinet



Ian McFall
Cabinet Chair



Brian McKee



Marilies Rettig



Darren Gallacher

UWLG Staff



Hailie Jack
Executive Director



Melissa Hindman
Director of Resource Development



Wendy O'Connell
Programs & Office Coordinator, Secretary to the Board of Directors



Tanya Noyes
Data & Communications Coordinator



Jenny Waite
Finance Coordinator

Financial Highlights

We provided financial statements in alignment with Canadian accounting standards for not-for-profit organizations and United Way Centraide Canada’s Transparency, Accountability, and Financial Reporting Standards.

TOTAL REVENUE

Total Revenue	2023	2024
Net Campaign Revenue	\$ 883,903	\$ 808,329
Other Revenue	402,717	109,376
Total Revenue	1,286,620	917,705

TOTAL EXPENSES

Total Expenses	2023	2024
Grants & Programs	1,317,285	871,967
Fundraising & Related Admin Expenses	214,684	212,502
Total Expenses	\$ 1,531,969	\$ 1,084,469

ASSETS

Assets	2023	2024
Current Assets	78.9%	74.5%
Long-Term Investments	10.3%	14.0%
Capital Assets	10.8%	11.5%

Liabilities & Net Assets	2023	2024
Current Liabilities	7.6%	8.8%
Deferred Contributions	2.8%	0.5%
Net Assets	89.7%	90.7%

Note: Full audited statements are provided with this booklet or are available by contacting the United Way office.

Treasury Report

United Way Leeds & Grenville remains in a stable financial position despite a challenging year in falling short of our campaign goal. In spite of that, we continue to provide significant contributions to the community that will help support a variety of essential programs and services across Leeds & Grenville. This past fiscal year we invested over \$520k in funds to our community in doing so.

To strengthen our financial oversight and strategic planning, we are pleased to announce the formation of a new Finance committee in 2024 comprised of the following members: Christopher Dang (Treasurer), Bob Pearce (Director), Stephen Mazurek (Director), Hailie Jack (Executive Director), Jenny Waite (Finance Co-Ordinator). This committee comprised with individuals with diverse backgrounds in finance, accounting, and organizational management will be responsible for reviewing budgets, monitoring financial performance, and advising on key financial decisions to ensure transparency, financial governance and long-term sustainability.

In addition, Jenny Waite has worked diligently to ensure accurate and timely responses both throughout the year and during our annual audit process. The success of our financial day to day operations is a direct result of the dedication and hard work shown by Jenny.

As Treasurer, I am pleased to present the audited financial statements that were prepared by our external auditors, Allin & Associates. As mentioned above, we remain in a stable financial position predicated on income from donations, grants, and fundraising events with our community. Despite our revenue year over year on a downward trend, it is for the most part offset by the decrease in expenditures. We have also seen the successful maturity of several short-term investments, which then is reflected in our Cash allowing for operational flexibility in contrast to the prior year. Going forward, we will continue to monitor economic trends and adjust our strategic planning accordingly with respect to our investments.

I would like to thank the Finance Committee and our staff for their ongoing commitment to our continued success. After joining the board in December 2023 and assuming the role of Treasurer in October 2024, my goal is to make a long-term change and lasting impact in the community that I grew up in.

Thank you,



Christopher Dang
UWLG Treasurer

Caring Organizations

2024 Award Recipients



Chairs Cup – Finance:
TD Bank Brockville



Chairs Cup – Industrial:
3M Canada, Brockville



Chairs Cup – Public Service:
Government of Canada Workplace Charitable Campaign



Chairs Cup – Health & Social Service:
Leeds Grenville Community Family Health Team



Rural Strong Award:
Stoodley's Kitchen and Beverage

Outstanding Volunteers



Unsung Hero Award:
Barb Geggie



Gord Brown Memorial Award:
Darren Gallacher



Novemburger Awards

Top Novemburger:
Karra's Burgers & Fries

People's Choice Novemburger:

Karra's Burgers & Fries

1st

Stoodley's Kitchen

2nd

Fat Les's on King St

3rd

Most Novemburgers Sold:
Karra's Burger & Fries



Novemburger Ambassador Volunteers

A special thank you to Janica Roberts, Doreen Barnes, and Chad Noonan for taking on the challenge, trying each Novemburger and sharing their expert food critic reviews!

Highlights

From burgers to golf balls
Leeds & Grenville stepped
up in support of United
Way Leeds & Grenville in
big ways in 2024!

With multiple workplace
campaigns and our
incredibly successful
Giving Tuesday Campaign
together we raised over

\$800,000

for essential community
services and awareness
of the importance
of strong strategic
investments into the
Non-profit sector across
Leeds & Grenville!



UWLG Community Recognition

Our team had multiple staff and board members recognized for their contributions to our community in 2024:



Jenny Waite – Recognized for 20 years with UWLG

Tanya Noyes – Recognized for 15 years with UWLG



Christopher Dang – Awarded “Young Professional of the Year” By the Brockville Chamber



Hailie Jack – Awarded “40 under 40” award by the Brockville Young Professionals



Giving back

In 2024 we hosted three inaugural events: Our Leadership Reception, CEO/ED Appreciation and Celebrating World Children’s Day with our agencies and community. You could also spot our team volunteering at various events and cheering others on!

Our Community Impact Strat

United Way Leeds & Grenville (UWLG) invests in local programs that tackle both **urgent needs** and **root causes** of social issues. Decisions are made using community research and collaboration with local stakeholders.

Community Investment Pillars

1

From Poverty to Possibility

Addressing basic needs and reducing poverty.

2

All That Kids Can Be

Supporting children and youth development.

3

Strong Communities

Improving access to health and social services.

Top 6 Community Priorities (from 2023 Study)



Housing



Homelessness



Food Security



Mental Health



Addictions



Children & Youth

Strategy in Action

Funding Streams

- **Program Funding:** Annual, flexible support for agencies addressing community needs.
- **Urgent Needs Fund:** One-time support to individuals facing emergency expenses that risk housing stability.
- **Government or collaborative Funding:** Grants distributed on behalf of government partners and/or various organizations. Example: LEAP funding (Low Energy Assistance Program).
- **Non-Qualified Donee Funding:** Funding for non-registered charities under CRA guidelines.

Funding Criteria & Metrics

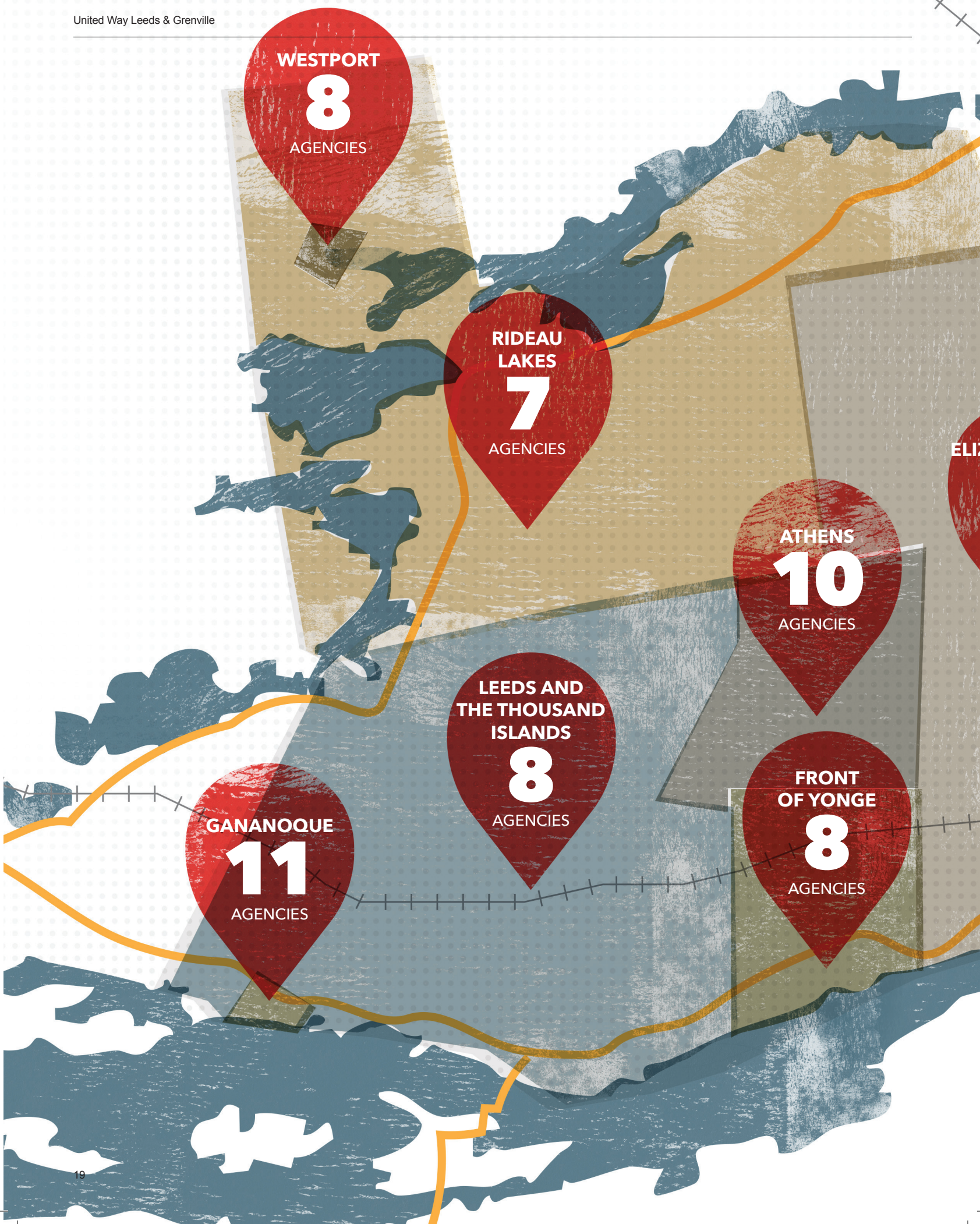
Funding decisions are guided by:

- **Equity, Diversity, Inclusion & Indigenization (EDII)**
- **Balanced** response to urgent and long-term needs
- **Responsiveness** to changing conditions
- **Evidence-based** approaches with measurable outcomes
- **Collaboration** with partners to avoid duplication
- **Strength-based** development of people and organizations
- **Adaptability** and ongoing learning
- **Clear deliverables, outcomes, and organizational capacity**

Organizational Expectations

Agencies must demonstrate:

- Good governance and transparency
- Financial accountability
- Sustainable operations
- Volunteer engagement
- Support and promotion of United Way partnerships
- Commitment to EDII practices





United Way
Leeds & Grenville

We are proud to support all areas of L&G from our rural areas to our urban centers.

Funded Partners

UWLG funds over 100,000 service provider/client interactions annually!

19,756

youth were provided
with food

2,004

income tax preparations
by volunteers

6,361

visits to social recreation,
vocational & wellness
activities by mental
health & addictions
clients

Helping Kids Be All That They Can Be



Education and support
programs for at-risk youth



Empowering girls through
various programs & services



1:1 Mentoring program



Weekend food package for
at-risk children



In-school meals & drop-in at
South Grenville DHS



Youth drop-in, snacks, social
programs & referrals



Youth drop-in, teen night & Bermout
(Gananoque Youth drop-in)



Family counselling and summer
camp funding for children & youth



Children's programming

Building Strong and Healthy Communities



Mental health and addictions
vocational programs



Music lending library



Youth art opportunity program

Moving People From Poverty to Possibility



Subsidized senior
services



Seniors meals
program



Adult dental care
program



Poverty reduction
programs

211

We are proud to support and
advocate for 211 in our area!



UNF

In 2024, UWLG launched the Urgent Needs Fund. We successfully helped families & individuals remain employed and safely in their homes. UNF offers additional resources to individuals in Leeds & Grenville where funding gaps are identified to finance an urgent need outside of an expected household budget.



LEAP

UWLG is proud to maintain our collaboration with the Volunteer Centre to offer LEAP to our community (low-income energy assistance program).



Thank you
Leeds & Grenville
for a successful
2024!



United Way
Leeds & Grenville