

2024
ANNUAL
REPORT



Opportunity Changes Everything



Rod Pacholzuk
Board Member President



Jeremy Welder
President & CEO



This past year we dedicated considerable time and energy to the creation of a comprehensive strategic plan that will guide us through 2028 and beyond. This was not simply an exercise in planning, it was an opportunity to reflect on who we are today, where we aspire to go, and how we can continue to serve children, youth and families throughout the Okanagan.

We embarked on a collaborative process that included input from staff who contributed their perspectives and ideas, ensuring that the plan reflects the realities and opportunities of our day-to-day work.

Our Board of Directors provided strong leadership and thoughtful guidance, asking the big questions and helping us chart our course for the next four years.

Together, we created a vision for the future that is both attainable and sets the organization up for the future.

The plan consists of six strategic directions. Each one represents a critical area of focus that will strengthen our foundation and set the stage for sustainable growth. These directions will help us:

- **Cultivate a thriving workplace** - Invest in our people, recognizing that our staff and volunteers are our greatest strength.
- **Foster a culture of Belonging** - Stay rooted in our mission and values while adapting to the evolving needs of those we serve
- **Strengthen Operational Excellence** - Enhance our financial stability and operational capacity to ensure long-term success
- **Deepen and Expand our Impact** - Deepen our impact through programs and services that are innovative, responsive, and community driven.
- **Elevate our Influence** - Build a resilient organization prepared to meet the challenges of a changing world
- **Inspire Investment in BGCO** - Strengthening partnerships and collaborations to maximize resources and broaden our reach.

This plan is more than a document, it is a roadmap that provides clarity, direction, and confidence.

It ensures that the decisions we make today will contribute to a stronger tomorrow. By aligning our efforts around these shared priorities, we are positioning the organization to not only continue delivering on our mission but to do so with greater impact, innovation, and stability.

We are extremely proud of the work that has gone into this process and grateful to everyone who contributed their time, energy and insights. Strategic planning is about more than setting goals, it is about building a shared purpose.

As we move forward, we are excited about what lies ahead. Together, we have laid the groundwork for a future that is bright, sustainable, and filled with possibility.

We are grateful to our staff and Board members, who contributed to this important process and to the organization's success over the past year.

Together, we are charting a path that will allow us to continue making a meaningful difference in the lives of those we serve, now and well into the future.

Board President

President & CEO



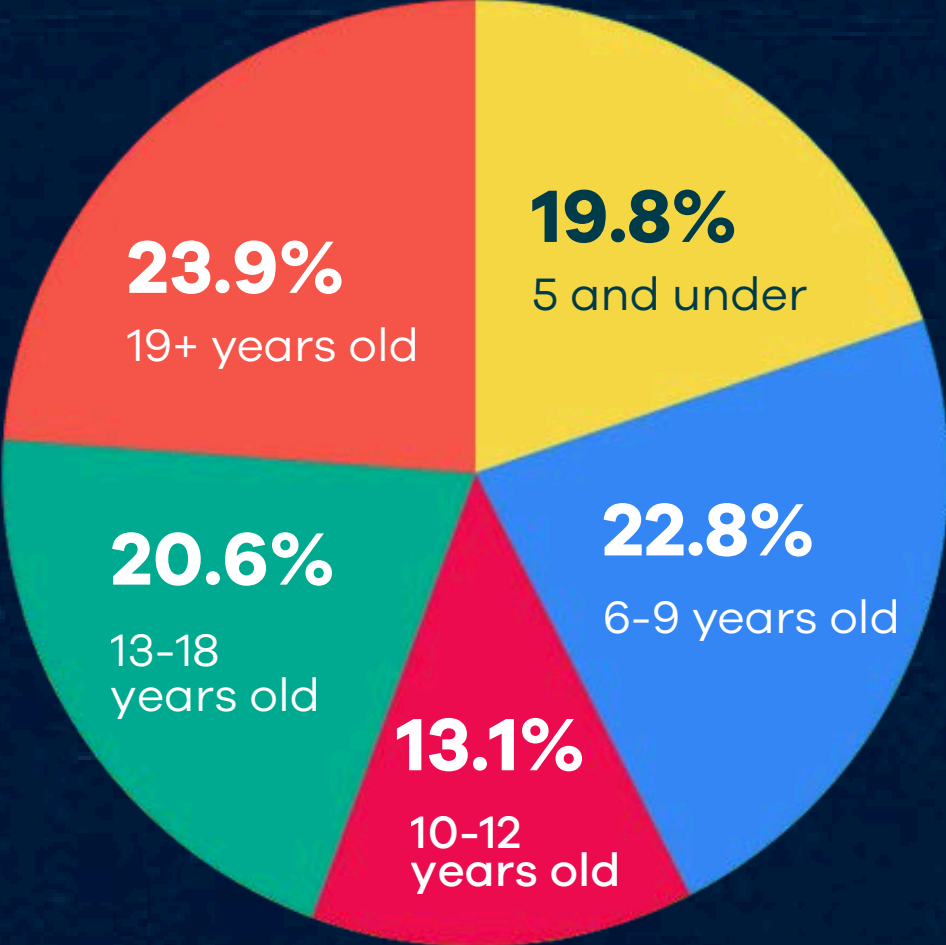
Who we are

Since 1959, BGC Okanagan has engaged and empowered children and youth. We provide vital before and after school care, daycare, recreation and youth and family support programs.





Who we serve





our mission

To provide safe and supportive places where children and youth can experience new opportunities, overcome barriers, build positive relationships, and develop confidence and skills for life.

our vision

All children and youth discover and achieve their dreams and grow up to be healthy, successful, and active participants in society.

our values



belonging

We welcome everyone in a safe, accepting environment based on belonging and positive relationships.



respect

We ensure that everyone—children, youth, families, volunteers, staff—is heard, valued, and treated fairly.



encouragement and support

We encourage and support every child and youth to play, learn, and grow to achieve their dreams.



working together

We work together with young people, families, volunteers, our communities, and government.



speaking out

We speak out for children, youth, and families so that we can make our world better.



before and
after school
programs



homework
help

digital literacy



STEM
education



virtual
programming

financial
education



scholarships
job readiness
indigenous
initiatives
& programs
youth
exchanges
mentoring
volunteering
youth
leadership
civic
engagement

arts
music
recreation



 bgc Okanagan

What
Clubs
do



physical
fitness
& sports



mental
health &
wellness

parenting
education
& support
substance
use &
prevention
crime
prevention
teen
dating
violence
prevention
restorative
justice



child care

healthy
snacks
& meals

nutrition
& food
education



gardening

outdoor
education

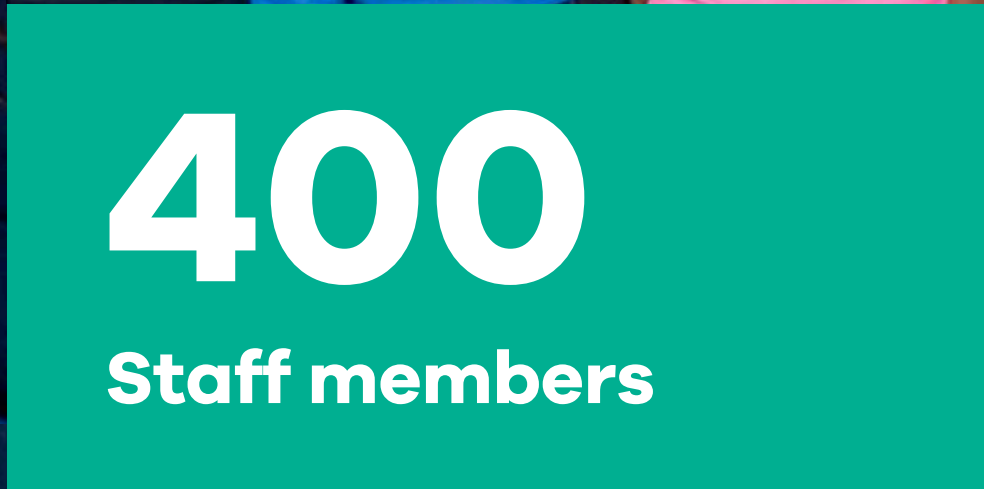
youth
shelters
& housing

children and youth with
supportive needs programs



7,743

**Participants
served**



400

Staff members



171,450

Healthy meals and snacks served

43 **Club
locations**



NORTH OKANAGAN

Armstrong

Armstrong Foodbank
Armstrong Community Centre

Coldstream

Lavington Elementary School

Falkland

Falkland Elementary School

Vernon

Alexis Park Elementary School
Ellison Elementary School
Harwood Elementary School
Lakers Early Learning Centre
Mission Hill Elementary School
Teen Junction Youth Centre
Vernon Club
35th Ave. Early Learning Centre

CENTRAL OKANAGAN

Kelowna

A.S. Matheson
Elementary School
BGC Okanagan Support Centre
Anne McClymont
Elementary School
Cameron Park Early
Learning Centre
Cedar Creek Club
Jaycees Downtown
Youth Centre
Martin Ave. Club
North Glenmore
Elementary School
Penny Lane Transition House
Rutland Club
South Rutland
Elementary School
Spring Valley
Elementary School

CENTRAL OKANAGAN

Lake Country

Lake Country Club
Oyama Elementary School
Peter Greer Elementary School

Peachland

Peachland Club
Peachland Elementary School

West Kelowna

Chief Tomat Elementary School
Glenrosa Elementary School
Helen Gorman
Elementary School
Hudson Road
Elementary School
Westside Early Years Centre
Westside Youth Centre

SOUTH OKANAGAN

Okanagan Falls

Okanagan Falls Elementary School

Oliver

Oliver Club
Oliver Youth Centre
at the Hangar

Osoyoos

Sonora Recreation Centre

Penticton

Penticton Club

Summerland

Summerland Club
Summerland
Elementary School



Cultivate A Thriving Workplace



Celebrating our team

At BGC Okanagan, we know that the strength of our organization lies in the people who show up every day to make a difference. When we invest in our team, we invest in the children, youth and families who depend on us. That's why our annual Staff Recognition Awards aren't just a celebration, they're a reminder of the lives changed through the dedication, skill and heart of our staff.

- Aradhita Arora – Rising Star Award
- Ashleigh Carter – Above and Beyond Award
- Becky Kirkham – Leadership Excellence Award
- Lea Ward – Volunteer Award
- 17 people recognized with the Long Service Award for 5, 10, 15, 20 & 25 years of dedication

This year, we also marked moments of extraordinary courage. At Stronger Together Day, we presented the Life-Saving Recognition Award to staff whose quick thinking and compassion changed lives forever. These stories remind us that while the work is often challenging, the impact is profound — and our people are at the centre of it all.

Foster A Culture of Belonging

A network of belonging

Every child and family deserves to feel that they belong. That belief drives us to not only deliver inclusive programs, but to lead by example as an organization. In 2025, BGC Okanagan deepened our commitment by joining two provincial networks dedicated to advancing inclusion.

Strengthening supports for children and families

Through Inclusion BC, we add our voice to a movement amplifying lived experiences of exclusion and advocating for communities where everyone can participate fully. By becoming a member of the BC Association of Child Development and Intervention (BCACDI), we join forces with agencies building accessible, responsive, family-centred services across the province.

Belonging isn't just a value we hold — it's a standard we strive toward. These memberships are steps toward ensuring that children, youth, and families in the Okanagan experience communities where inclusion is the norm, not the exception.



Strengthen Operational Excellence



Tech Solutions that Strengthen Service

This year, BGC Okanagan made significant investments in technology to ensure our people, systems, and the young people we serve are protected.

We expanded our partnership with Data Anywhere to enhance cybersecurity, provide hands-on support, and ensure our staff have the tools they need to focus on what matters most: kids and families. A full cybersecurity audit with BDO led to important action steps, which we are now implementing with expert support.

By embedding technical expertise directly into our operations at the BGC Okanagan Administration Office, we've reduced risks, improved responsiveness, and strengthened our ability to keep sensitive information — and the people we serve — safe. These behind-the-scenes shifts make sure our frontline work is secure, reliable, and resilient.



Deepen And Expand Life-changing Impacts



Community of Practice – Building Leadership and Connection

As we continue to grow child care across the Okanagan, we know our staff need more than training — they need community. That's why we launched the BGC Okanagan Community of Practice, a professional development initiative that empowers early years and school-age child care staff to learn from each other, strengthen leadership, and bring fresh skills back to the children and families they serve.

The Community of Practice brings together managers and frontline staff to share experiences, explore real-world challenges, and strengthen leadership skills. Each session is built around topics that directly support their work, with a focus on:

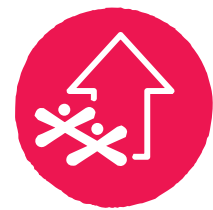
- Open conversation and peer learning
- Hands-on practice
- Safe and encouraging spaces for growth

Thanks to funding from the Early Learning and Child Care Agreement with the Government of Canada, over \$25,000 was invested to create spaces where staff could share experiences, problem-solve, and practice new approaches together.

impact at a glance

- ✓ 40+ staff participated across the region
- ✓ Increased confidence and leadership skills
- ✓ Stronger teamwork and collaboration
- ✓ Improved staff retention and growth within BGC Okanagan

Elevate Influence



Every Child, Everyday Conference

The first annual əts hə stim i? scəcmála? | Every Child, Every Day Conference was hosted by BGC Okanagan, səx^wkŋxítəlx k'! çəcmála? (Aboriginal Early Years of the Central Okanagan) and arc Programs – Family Connection Centre.

This one-day free event brought together 250 early childhood educators and early years service providers representing over 70 organizations throughout the Central Okanagan.

The free conference emphasizes the importance of inclusion, collaboration, and equipping caregivers with resources, strategies and inspiration to ensure that every child, every day, has a place to belong.



Inspire Investment



In just a few short months, more young people turned to our Youth Shelter than we had seen in the entire year before. At the same time, our Upstream program — designed to reach youth early and prevent the crisis of homelessness — remained underfunded. The need was urgent, and action was required.

In response, BGC Okanagan launched a year-end fundraising campaign raising more than \$110,000. This campaign proved that when our community invests, we don't just respond to crisis — we create brighter futures for young people.



Donors were inspired by powerful stories, including a transformative \$50,000 gift from a local business coach



10+ media stories on Castanet, Kelowna Now, Black Press, and more



Engagement across all platforms - from social media posts to radio interviews and e-newsletters



Financial Summary



BALANCE SHEET

For the year ended March 31, 2025, with comparative with 2024

	2025	2024
ASSETS		
Current assets:		
Cash	\$ 5,802,515	\$ 3,469,360
Restricted cash	282,069	499,384
Short term investments	5,337,609	5,157,053
Accounts receivable	343,175	1,152,250
GST recoverable	42,641	91,167
Interest receivable	67,953	71,024
Prepaid expense	32,822	17,100
	11,908,784	10,457,338
Property and equipment	1,145,337	1,125,220
	\$ 13,054,121	\$ 11,582,558
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable accruals	\$ 782,244	\$ 1,066,880
Wages and payroll deductions payable	1,067,454	707,861
Prepaid fees and deposits	192,964	80,354
	2,042,662	1,855,095
Deferred contributions	2,664,469	2,231,562
	5,053,881	4,086,657
Net Assets		
Invested in property and equipment	1,145,337	1,125,220
Externally restricted	14,119	14,119
Internally restricted	6,442,508	5,586,612
Unrestricted	398,276	769,950
	8,000,240	7,495,901
	\$ 13,054,121	\$ 11,582,558

STATEMENT OF REVENUE AND EXPENSES

For the year ended March 31, 2025, with comparative with 2024

	2025	2024
REVENUE		
Contracts	\$ 15,995,441	\$ 12,920,236
Program fees	3,854,697	3,286,296
Project grants	700,465	866,430
Operating grants	505,841	279,018
Interest	436,463	461,426
Donations	364,814	556,515
Gaming	219,000	225,000
Fundraising	161,216	107,607
Management fee	60,000	-
Rental	51,851	50,080
Membership Fees	15,878	49,678
Government grants	-	66,835
Gain on disposal of property and equipment	-	11,431
Contributions to capital assets	-	-
	\$ 22,365,666	\$ 18,886,244
EXPENSES		
Wages and benefits	\$ 17,097,749	\$ 13,152,243
Facility and occupancy	1,225,106	1,059,220
Sub-contractors	886,294	562,620
Program supplies	659,299	507,634
Information technology	415,234	362,758
Vehicle and travel	377,407	292,795
Repairs and maintenance	343,475	249,163
Amortization	275,252	265,234
Insurance	190,289	163,057
Professional fees	123,340	103,453
Community engagement	123,204	51,060
Office and supplies	54,857	78,618
Bank charges and interest	54,085	58,902
Participant costs	33,067	56,006
Bad debt	2,669	234,964
	21,861,327	17,197,727
Excess (deficiency) of revenue over expenses	\$ 504,339	\$ 1,688,517

BOARD OF DIRECTORS

Rod Pacholzuk
President

Brent Mundle
Vice President

Trevor Jahnig
Treasurer

Ray Warren
Secretary

Paula Garrecht
Director

Joanne Baskerville
Director

Glen Willms
Director

Linda Callahan
Director



EXECUTIVE TEAM

Jeremy Welder
President & CEO

Linnea Archondous
Executive Assistant

Nicole Harding
CFO

Kirstie Blanleil
Vice President of Child Care

Jared Hidber
Vice President of
Community Development

Sarah Mackinnon
Vice President of Youth and
Family

Bailey Van Os
Vice President of Business
Operations

Danielle Needham
Vice President of Children
and Youth With Support
Needs (CYSN)



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