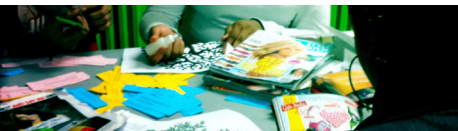


ANNUAL REPORT 2013



For Youth
INITIATIVE



CONTENTS



We believe all young people deserve the opportunity to create successful futures.



ABOUT FOR YOUTH INITIATIVE	4
FYI PROGRAMS	8
EVENTS	10
MESSAGE FROM THE EXECUTIVE DIRECTOR & CHAIR OF THE BOARD	11
TESTIMONIALS	13
FINANCIAL STATEMENTS	14
THANK YOU	15

ABOUT FOR YOUTH INITIATIVE

OUR CAUSE

FOR YOUTH INITIATIVE PROVIDES PROGRAMS AND SERVICES TO TEENS AND YOUNG ADULTS LIVING IN LOW-INCOME NEIGHBORHOODS IN TORONTO. OUR GOAL IS TO END YOUTH POVERTY BY EMPOWERING YOUTH WITH THE TOOLS THEY NEED TO GET AHEAD.

WE BELIEVE ALL YOUNG PEOPLE DESERVE THE OPPORTUNITY TO CREATE SUCCESSFUL FUTURES.



OUR MISSION

TO REDUCE VIOLENCE AND BUILD YOUTH LEADERSHIP IN OUR COMMUNITY BY INCREASING ACCESS TO OPPORTUNITIES FOR MARGINALIZED YOUTH.

THE ISSUE

Supporting them as they grow strengthens our community, commerce, health and culture – the pillars of a vibrant city. Toronto is often seen as a place where young people are supported and can take advantage of the many opportunities our city has to offer. However, this simply isn't the case for everyone.

YOUNG PEOPLE ARE THE FUTURE.

Over half of Toronto's neighborhoods are considered low-income and many parents are not in a position to provide the numerous supports their growing kids need. One third of children, teens and young adults under the age of 24 live below the poverty line. Four out of 10 visitors to Toronto's food banks are under 15. Youth unemployment is at 20%, the highest rate our city has

seen in decades. Difficulty in acquiring employment is compounded by the difficulty many young people living in low-income neighborhoods face in realizing their educational potential.

These numbers reflect the grim reality some young people experience. Numerous studies show that teens living in poverty are less likely to have access to nutritious foods and are at a high risk of dropping out of school. Poverty hinders self-esteem and the ability to plan for the future. And it threatens safety. People living in poverty are at an increased risk of physical and sexual assault, robbery, exploitation and involvement in the underground economy.

OUR VISION

TO CREATE HEALTHY COMMUNITIES
WHERE YOUTH ARE FULLY ENGAGED
AND EQUAL PARTICIPANTS IN SOCIETY.

OUR STORY

FOR YOUTH INITIATIVE was born out of the simple idea that if young people are given the chance to succeed, they will. The organization was originally formed in 1995 as a small pilot project, developed by a group of nonprofit professionals who shared the belief that all young people deserve the opportunity to create successful futures. Setting upshop in a community space in York South-Weston, a region in the northwest end of Toronto, the organization's founders were uniquely situated to put their belief to work. According to municipal government, York South-Weston represents a cluster of 6 neighborhood improvement areas (NIAs), communities where support from public services is required to address significant social and economic issues. Few areas of Toronto are in greater need of attention. Opportunities for teenagers and young adults are scarce. These challenges made this community the right setting for the organization to embark on its mission.



Like many low-income neighbourhoods along the fringes of the Greater Toronto Area, York South-Weston has suffered from limited access to public services when compared to more affluent parts of Toronto. Following the decline of employment in the manufacturing sector in the 1980s, the York South-Weston community has been beset with a host of challenges undermining the

efforts of its young residents to participate in Toronto's prosperity. Geographically isolated from the downtown core and offering meagre economic opportunities, a lack of community spaces and high rates of violent crimes, at every turn these young people encounter obstacles negatively affecting their chances of building successful futures. These effects are particularly felt by the large population of newcomer residents, whose efforts to adjust to a new country and culture are further frustrated by the area's exclusion from the

Living in the margins of the GTA, the young residents of York South-Weston are provided with few avenues to overcome their marginal position within society.

broader metropolitan community. Living in the margins of the Greater Toronto Area, the young residents of York South-Weston are provided with few avenues to overcome their marginal position within society.

Given the barriers these young people encounter, it's easy for them to lose hope. Nonetheless, our experience demonstrates that when confronted with a challenge and equipped with the resources to face it, our program participants routinely rise to the occasion. For Youth Initiative provides a safe space for teens and young adults to learn and grow; to express their frustrations and challenges and to celebrate their successes. Program participants come to FYI to develop

IF YOUNG PEOPLE ARE GIVEN THE CHANCE TO SUCCEED, THEY WILL.

their passions and skills, and to make decisions that will benefit themselves, their peers and their community. Through the programs at FYI, youth develop leadership skills that enable them to positively represent themselves and their community, advocate for their needs and share their vision of our city.

OUR WORK

Carried by its passionate staff, volunteers and dedicated program participants, For Youth Initiative's dream of equal access to opportunities for all young people in Toronto has taken on a life of its own. What once began as a community space for recreational activities has grown into a multiservice agency that offers an array of services and programs to thousands of young people living across Toronto. Our services include extensive Settlement Services that support newcomer youth, Violence Prevention programs supporting youth involved in the criminal justice system, and Youth Leadership programs that encompass leadership development, recreation, arts and skill-building activities. In addition to these programs we offer one-on-one Case Management designed to increase an individual's access to educational, employment and housing resources. Our vibrant community centre in York South-Weston houses an activity hall, kitchen and dining hall, recording studio, computer lab and office space for administrative staff and youth workers.

Our vision has become increasingly collaborative. FYI endeavours to spread awareness of the challenges disadvantaged youth face through youth advocacy campaigns and media engagement, and working towards translating social research into substantive legislative commitments. Over the course of almost two decades of successful



operation we have acquired a wealth of experience that we share through mentorship agreements with other youth-focused agencies, exporting our experience to other non-profits and extending our impact to other low-income areas of the city. In addition to mentoring other youth-focused organizations we have consulted with companies as well as provincial and municipal governments on implementing effective youth programs. We have developed partnerships across Toronto through collaboration with private sector, not-for-profits, labour, education, government and law enforcement as well as youth, parents and the community. In addition, many of our program participants choose to return to For Youth Initiative as volunteers and mentors ready to share their knowledge and support the next generation of program participants.

Rather than giving up hope, our program participants provide a compelling demonstration of the idea that inspired the formation of For Youth Initiative: when young people are given the chance to succeed, they take it!

FYI PROGRAMS



FYI STUDIO PROGRAM

For Youth Initiative's recording studio gives participants a chance to explore first-hand the exciting world of music production in a fully functional production and recording environment. Participants of any skill level can work alongside experienced peer mentors to develop their musical abilities. The program is a positive and artistic outlet for young people to express themselves and showcase their musical talent.

POWER STUDY PROGRAM

Power Study helps young people who are at risk of dropping out of school to explore and achieve their academic and career goals. Our program offers academic support, career and postsecondary discovery, and opportunities to use technology to access online resources in our state of the art computer lab. Throughout the program participants explore their personal interests, career options and educational opportunities that could be part of their next life stage, whatever those maybe. By the end of the program participants will choose a postsecondary path and be helped to complete the necessary steps to get started, such as applying for postsecondary programs and financial assistance.

YOUTH LEADERSHIP PROGRAM

Our Leadership program serves self-identified young women and men ages 13 – 24 living in York South-Weston. The program helps young people build confidence and develop interpersonal skills by working with their peers on group projects. Mentorship and opportunities for personal growth are embedded throughout the program. One pillar of the program is a collective review of the Canadian Charter of Rights and Freedoms so that participants can familiarize themselves with Canadian principals and feel empowered by knowing their rights. The program combines activities, teamwork, local group excursions and involvement in positive community projects to help youth build confidence and make connections. Our goal is to support young people in building up their self-esteem and social skills as they grow into adulthood.



RISE - YOUTH JUSTICE PROGRAM

The RISE Program involves intensive reintegration supports for youth ages 13 – 24 who are or have been recently involved with the criminal justice system. The program

STATUS OF WOMEN PROGRAM

Creating Equitable Spaces is a three year project funded by Status of Women Canada. Its goal is to build a gender-based analysis that will help to understand and reduce the barriers of participation in programs and services offered to young women by For Youth Initiative. Creating Equitable Spaces is held at FYI and is a paid program with annual intake. Self-identified young women ages 15 - 22 living in Weston Mount-Dennis can apply. The program is designed to help participants gain knowledge and skills in leadership and community-based research. Participants discuss issues related to their lives and communities, and develop their own community research project.

addresses four key areas in the lives of participants: economic opportunities, educational attainment, family well-being and social engagement. In addition, program staff assist participants in fulfilling their obligations of extrajudicial sanctions and Community Service Orders. Program activities include dynamic group discussions, inspiring activities and fun local excursions. Participants work in group settings as well as individual sessions, where they receive one-on-one support and learn about their personal rights and options. Eligibility requirements include accountability and a demonstrated commitment to the program. The RISE program helps young people get back on their feet and plan for a positive future as they come into adulthood.

GIRLS GROUP

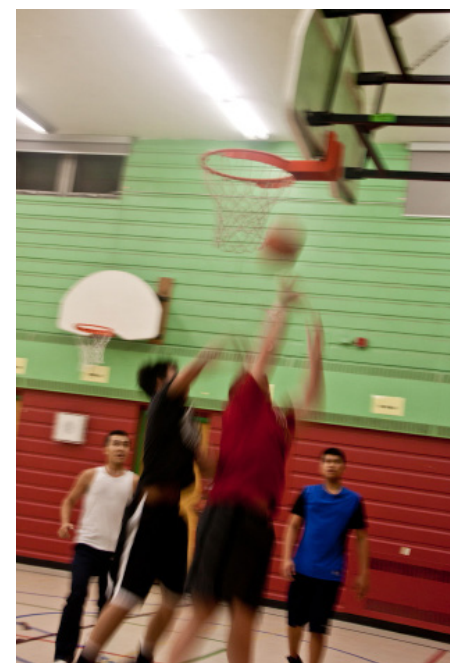
FYI's Girls Group serves girls ages 13 – 18 living in York South-Weston. This program is designed to create a safe space conducive to self-expression, building relationships and thinking critically about social issues. Participants engage in group activities and conversations that help them to enhance their self-esteem and develop their interpersonal skills. Girls Group participants discuss an array of topics that are important to them such as identity, bullying, sexual health, relationships and life planning. In addition to group programming young women can receive one-on-one support from staff and peer mentors. Every Thursday evening at For Youth Initiative young women bond, and develop life-long friendships and skills.

FYI YOUTH DROP-IN

FYI's Youth Drop-in program offers a safe and welcoming space where local young people of diverse identities come to connect with others. Supervised by a dedicated staff team, our drop-in program offers youth access to a lounge with couches, a computer lab with wireless internet access and a kitchen. Events change weekly and are often youth-led. Services are also available during drop-in which include pre-employment supports, information and referrals to community services, volunteer opportunities and counselling. Our informal drop-in program offers a relaxed space where youth ages 13 to 24 can build relationships, enjoy recreation and express themselves in an oppression-free setting.

GUY'S GROUP

FYI's Guys Group provides gender-specific programming to build the characters of young men ages 13 to 18 living in York South-Weston. A mix of high school students, peer mentors, post-secondary male placement students, volunteers and guests comes together once a week. The program provides a safe space to ask pressing questions and have friendly debates. Participants discuss important topics such as gender roles, societal pressures, family structures, building healthy relationships and life planning. Every Thursday evening at For Youth Initiative, Guys Group helps young men to share and grow.



TO FIND MORE INFORMATION ON PROGRAMMING AT FOR YOUTH INITIATIVE, VISIT:

WWW.FORYOUTH.CA/LEARNING_MODULES

OR

WWW.FORYOUTH.CA/YOUTH_PROGRAMS

CENTER FOR ORGANIZATIONAL RESILIENCE (CORE) PROGRAM

The Center for Organizational Resilience wants to help you make the change you want to see in the community.

Over the past 20 years, For Youth Initiative has grown from a grassroots, youth-led project into a multi-service agency that services thousands of young people each year. We understand the many challenges in bringing your idea to life, such as navigating the not-for-profit sector, managing grants and creating impactful programs. The work isn't easy, but FYI's "Dept Name" is here to share our experience with you, and help you leverage what you know so you can be more effective in your work.

Our goal is to provide guidance to youth-led projects and organizations to enable them to better serve their community by helping them navigate the not-for-profit sector, develop systems to make administration and operations more efficient, and foster leadership and managerial skills development in participants. Our workshops and online toolkits allow both individuals and organizations to learn about organizational and sector best practices. We connect you to mentors and pro-bono (free!) consulting supports to help you implement systems, processes, and change; and we open up opportunities for you to meet your peers, sector experts and supporters of your mission so you can build a supportive network.

At CORE we invest in the success of organizations, projects and movements. We believe that by doing this, we are building the ability of young leaders, as well as extending FYI's impact in the community by working together with you.



EVENTS

YOUTH ANTI-VIOLENCE TASK FORCE

A non-partisan, multi-sectoral and citywide assembly of city leaders. It was convened by For Youth Initiative in November 2012. There were three main goals of the Task Force; Increase the awareness of the complexities of youth violence and why it should matter to every Torontonians. A call for collective action on the part of senior leaders from private, not-for-profit, labour, education, government, law enforcement, as well as youth, parents, and the community as a whole to address the recent rise in youth violence in Toronto. As well publicly share recommendations from the Youth Anti-Violence Report, which summarizes research and evaluations of past solutions, and makes actionable recommendations for policy makers. On November 4, 2013 the Youth Anti-Violence (YAV) Report was officially released. From Analysis To Action: A Collective Approach To Reduce Youth Violence. The report found that all youth need to be free from social isolation, have healthy family wellbeing, as well as strong access to educational and economic opportunities. These are the root causes of youth violence and due to the complex nature of these causes a collective multi-sectoral approach is needed.

JUSTICE CANADA FUNDING ANNOUNCEMENT

Toronto, ON (March 27, 2014) – Today, Justice Minister Peter MacKay and Parliamentary Secretary Bob Dechert visited the For Youth Initiative community centre to deliver a funding announcement on behalf of Justice Canada. The funding of \$499,335 will facilitate a three-year project



Toronto, ON (March 27, 2014) – Today, Justice Minister Peter MacKay and Parliamentary Secretary Bob Dechert visited the For Youth Initiative community centre to deliver a funding announcement on behalf of Justice Canada. The funding of \$499,335 will facilitate a three-year project designed and operated by For Youth Initiative that will provide intensive reintegration supports to youth in the criminal justice system.

The project was developed to meet the needs of at-risk youth as identified in the 2013 report, From Analysis to Action: A Collective Approach to Eliminate Youth Violence. This report was developed by the Youth Anti-Violence Task Force, a group composed of stakeholders across business, government, labour and non-profit sectors. It contained shocking insights into the issue of youth violence in Toronto, such as the average age of youth charged with violent crimes is 17, and the average educational attainment level for youth charged with violent crimes is Grade 7. The overarching recommendation in the report was that organizations take a strategic approach to the issue of youth violence, in which 4 key areas of need are collectively addressed for youth to be successful: social inclusion, educational attainment, employment opportunities and family wellbeing.

In direct response to the report For Youth Initiative will embark on this pilot project to bring supports in the 4 recommended areas to young people in the York South Weston Community and the city of Toronto, with the support of the Ministry of Justice. The program will aim to prevent violence, particularly among youth in gangs and those previously involved in gun offences. Through mean-



ingful and intentional opportunity provision, interventions deployed by credible youth workers and the implementation of an evidence-based reintegration model, the program aims to transform the lives of participants.

AMP GRADUATION

The Sector Capacity Building Team hosted an event to celebrate the achievements of the three groups that participated in the Agency Mentorship Program from June 2011 to May 2014: Canadian Tamil Youth Development Centre (CanTYD), Eritrean Youth Collective (EYC), and Young Diplomats (YD). Their efforts have led to great achievements; with FYI's support, each group built infrastructure, developed key relationships with funders and partners, and were able to enhance their community. We congratulate them and thank them for being inspirational and determined community supporters!

POWER OF ONE

The Power of One Fundraising Event is held yearly by For Youth Initiative. The goal of the event is to raise funds for important research and service enhancements as well as to engage a broader range of young professionals as volunteers with our community programs.

“ MESSAGE FROM THE EXECUTIVE DIRECTOR & CHAIR OF THE BOARD



we recognized that as we near our twentieth anniversary, our community now requires us to take on additional roles, ones we may not have formally taken on in the past. We also looked at reorganizing ourselves in order to better meet our mandate, vision and new mission statement.

Throughout this process, our incredible staff continued to work hard for the community. Through our work within the Youth Development Department and the Sector Capacity Building Department, we continued to serve, build and impact the lives of young people in York South Weston and around the City. FYI served over 1000 young people in our youth programs last year, supported more than 50 youth organizations looking to build their infrastructure, and convened well over 50 key conversations about youth policy or youth engagement in and around the city. Our partnerships continue to strengthen with grassroots organizations, large mainstream institutions, labour groups and corporations. While we know that the evolution of our organization is important, we will not compromise who we are serving and the intentionality we bring to our service. The young people we touch everyday continue to inspire our work; their resilience, energy and commitment to beating the odds fuel our work. We thank them for their patience as we continue to improve in our service to them.

Maryatha Procope-Shaw

Chair, For Youth Initiative Board of Directors

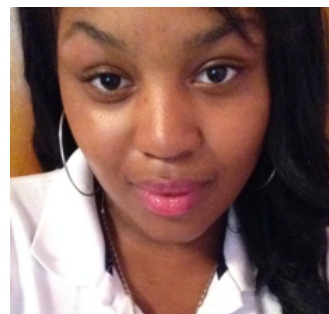
Lekan Olawoye

Executive Director, For Youth Initiative

In 2013, For Youth Initiative (FYI) made strong strides towards renewal. Through FYI's strategic plan, we learned that our stakeholders wanted us to take a more active role in shaping and supporting policy development. As a result of the violence that continued to happen in Toronto, we supported the formation of the Youth Anti-Violence Taskforce. This taskforce brought together key local and institutional players who are committed to ending youth violence in Toronto. This group released a report that put a spotlight on the issue of youth violence and called for a collective impact approach to combating the issue. The report has been referenced by groups and individuals across Toronto, with the most recent occurrence being in the City of Toronto's Youth Equity Strategy.

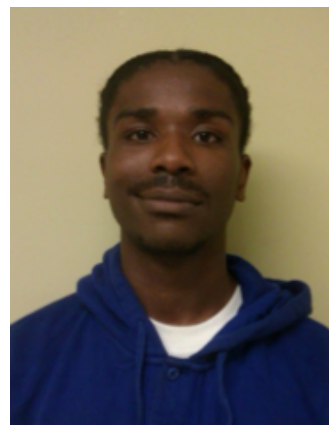
While supporting the Taskforce, FYI examined its reach, scope and presence, and years of service to community and agreed that it was time to re-imagine the way we presented the organization externally. As part of FYI's process of renewal and within the mandate of our strategic plan, we participated in an exercise to explore FYI's current identity;

TESTIMONIALS



The reason why I like FYI is because it's a home away from home. In your house you argue, fuss, fight, cry, blame your siblings, etc... But through it all you still appreciate everything that is done for you because you know it's just love from your family. Only a family knows what to do or say to motivate you and keep you going. That's how we try and treat each other here at FYI. "One day you will do things for me that you hate. That is what it means to be family."

MICHELLE



Why go somewhere, where it's uncomfortable or makes you feel uneasy. It's not always sweet at FYI, but who said it was going to be. Life is full of ups and downs, but they're easier to deal with when you have a strong and well capable family holding you up and watching your back. FYI is a place to turn your dreams into reality. Bringing everything you've thought, or wrote on paper to existence. FYI is more than just a space for youth. It's a place where you are allowed to be you. Like I said, FYI is a home away from home, a place for you to learn responsibility and build character.

FYI has supported me greatly over the past 4 years. As a George Harvey student in my grade 12 year, I know what it means to be under pressure, dealing with exams, challenges in life and navigating around friends and society. FYI has been a safe space to speak about myself, learn, grow and develop life long relationships with friends, staff and volunteers. FYI has provided me countless opportunities to showcase my artistic abilities' most recently at the FYI fundraising event the Power of One where I was able to sing to over 100 people. I am excited about my future and my goal is to attend Carleton University and begin a

JUSTIN aka 'BISHOP'

FINANCIAL

FOR THE YEAR ENDED DECEMBER 31, 2013	2013	2012
REVENUE		
GRANTS (NOTE 6)	\$ 1,088,998	\$ 1,118,216
DONATIONS AND OTHER	66,864	41,705
UNITED WAY - YOUTH CHALLENGE FUND CAPITAL GRANT (NOTE 5)	37,500	37,500
SCHOLARSHIP FUND DONATIONS	3,921	1,196
	<u>\$ 1,197,283</u>	<u>\$ 1,198,617</u>
PROGRAM EXPENSES		
SALARIES AND BENEFITS	\$ 704,297	\$ 671,838
MENTORED GROUPS	164,246	222,952
RENT AND PERMIT FEES	110,221	152,805
PROJECT COSTS	77,045	39,176
OFFICE AND ADMINISTRATION	31,804	31,149
SPECIAL EVENTS	21,821	5,279
PROFESSIONAL FEES	8,449	8,449
INSURANCE	4,265	4,265
PROFESSIONAL DEVELOPMENT	4,052	4,052
AMORTIZATION (NOTE 5)	37,500	37,500
	<u>\$ 1,163,700</u>	<u>\$ 1,179,183</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	33,583	19,434
NET ASSETS, BEGINNING OF YEAR	16,475	(2,959)
NET ASSETS, END OF YEAR	\$ 50,058	\$ 50,058
ASSETS	2013	2012
CURRENT ASSETS		
CASH	\$ 113,688	\$ 269,840
GUARENTEED INVESTMENT CERTIFICATE	5,000	5,000
AMOUNTS RECEIVABLE	64,366	51,111
HST RECOVERABLE	16,272	17,975
PREPAID EXPENSES	1,845	9,090
	201,171	353,016
LEASEHOLD IMPROVEMENTS (NOTE7)	187,500	225,000
	<u>\$ 388,671</u>	<u>\$ 578,016</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
ACOUNTS PAYABLE AND ACCRUED LIABILITIES	\$ 33,318	\$ 22,552
DEFERRED REVENUE (NOTE4)	117,795	313,989
	151,113	336,541
DEFERRED CAPITAL GRANTS (NOTE 5)	187,500	225,000
	338,613	561,541
NET ASSETS UNRESTRICTED	50,058	16,475
	<u>\$ 388,671</u>	<u>\$ 578,016</u>

THANK YOU

To our Donors, Supporters, and Community partners,

For Youth Initiative is sincerely grateful to receive support from our generous donors. As our organization grows to best meet the needs of our community and provide youth with programs and services to ensure their success, we require the support of like minded humanitarians that share our passion for youth empowerment, education, and social justice. Our supporters provide us with the means to fulfill our mission and pursue our vision, helping us foster proactivity and success within our participants,

Thank you,





**END YOUTH POVERTY BY EMPOWERING YOUTH
WITH THE TOOLS THEY NEED TO GET AHEAD**

T 416-653-3311
F 416-653-3423
E fyi@foryouth.ca

A 1652 Keele Street
Toronto, ON M6M 3W3
W www.foryouth.ca

CHARITABLE #
876026725RR0001
TW @FYlinTO