



For Youth
INITIATIVE

ANNUAL REPORT 2017



MESSAGE FROM DOUG BROOKS, CHAIR OF THE BOARD AND CAROLYN ACKER, INTERIM EXECUTIVE DIRECTOR

2017 was a very exciting and challenging year at For Youth Initiative (FYI) as we continued to implement our 2016-2019 Strategic Plan and improve our programs. At the same time, we had to balance the challenges of doing continuous fundraising for operations in order to be able to serve the youth of York South-Weston (YSW) effectively.

At FYI we provide individualized, wrap-around support to youth in the life transitions they encounter as they prepare for adulthood. Our priority is to focus on serving youth in York South-Weston in order to help them graduate high school and move on to post-secondary education or employment. We also maintain a broader role in advocating for our youth and community across the city and province.

In 2017 we increased the capacity of our program supports and we also increased our community partnerships, expanded our revenue sources, deepened academic and employment support partnerships and incubated over 20 youth initiatives and ventures focused on YSW.

Over the year we served more than 500 youth and supported 85 youth in conflict with the law. As you read this Annual Report you will be able to see the accomplishments and outcomes achieved in our Youth Ambassadors Program, Youth in Transition to Post Secondary Education Program, Youth in Transition to Employment Program, Youth Outreach Program, Youth Justice Program and our Youth Incubator. We continue to work with youth, parents, educators, funders, and community partners to broaden our impact. Our plans for 2018 include developing and refining our indicators and outcome measures in order to better define the outcomes our students are achieving and ensure FYI's accountability to the community.

FYI is excited about what's to come as we've established a strong foundation to grow our capacity to serve the diverse needs of youth in our community. We look forward to inviting you as a valued member of the FYI family to contribute your time and talents to support us in unlocking the potential of teens and young adults with the mentorship, tools and support they need to thrive.



DOUG BROOKS, CHAIR OF THE BOARD



CAROLYN ACKER, INTERIM EXECUTIVE DIRECTOR

OUR IMPACT

DESPITE BEING A YEAR OF CHANGE, SERVING YOUTH REMAINED AT THE CORE OF OUR ACTIVITIES. GIVEN OUR DAILY DROP IN PROGRAMS AND THE ONGOING SUPPORT OF OUR MANY CASE LEADS, MANY YOUTH COME TO CALL FYI THEIR SECOND HOME AND VISIT OUR COMMUNITY CENTRE A FEW TIMES A WEEK FOR PROGRAMS, SERVICES AND SUPPORT.

2017 OUTCOME HIGHLIGHTS:

- FYI served 546 unique youth
- 60 youth volunteered 1,920 hours in their community
- 68 youth attained employment
- 55 youth transitioned into post-secondary
- 29 are on track to post-secondary
- 83 youth are on track to graduate high school
- 108 youth are on track to attain employment
- 31 youth involved in the criminal justice system re-enrolled in school
- 53 youth had their charges withdrawn
- FYI reached out to 120 new youth
- FYI's Youth Incubator Program incubated 20 youth-led initiatives

FOR YOUTH INITIATIVE IS A NON-PROFIT ORGANIZATION THAT HAS SERVED, INSPIRED, AND ADVOCATED FOR THOUSANDS OF TEENS AND YOUNG ADULTS IN YORK SOUTH-WESTON SINCE 1995. OUR MULTI-SERVICE AGENCY PROVIDES YEAR-ROUND PROGRAMS AND SERVICES TO LOCAL YOUTH TO MEET THEIR NEEDS AND EMPOWER THEM TO REACH THEIR FULL POTENTIAL.

EVERY YOUNG PERSON'S JOURNEY IS UNIQUE AND THEIR NEEDS ARE TOO. OUR CASE MANAGEMENT MODEL MEETS YOUNG PEOPLE WHERE THEY ARE AND HELPS THEM GET TO WHERE THEY WANT TO BE. OUR PROGRAMS AND SERVICES ARE DESIGNED TO SUPPORT YOUTH TO GRADUATE HIGH SCHOOL, ENROLL IN POST-SECONDARY EDUCATION, GAIN EMPLOYMENT AND PREPARE FOR ADULTHOOD.

OUR MISSION

To unlock the potential of teens and young adults in York South-Weston with the mentorship, tools and support they need to thrive.

OUR VISION

Empowered youth leading change and strengthening communities.

OUR VALUES

RESPECT. We treat others with kindness, patience and empathy. *Allowing others to feel heard & valued.*

INCLUSION. We embrace all aspects of diversity and involve others openly. *Building community together.*

COLLABORATION. We work together, share with others and learn from each other. *Connecting to create better outcomes.*

INTEGRITY. We demonstrate courage, transparency and honesty. *Doing what is right, not what is easy.*

CURIOSITY. We approach everything with open minds and inquisitive spirits. *Bringing an authentic desire to learn.*

STRATEGIC PRIORITIES

2016-2019 Strategic Goals & Initiatives

1. BUILDING A STRONG FOUNDATION

FYI will strengthen its team and internal infrastructure to continue delivering quality programming and services in an accessible youth centre, while increasing the communication of our impact to our valued partners.

In order to achieve this goal, we will:

- Foster an inspiring culture and support talented people
- Maintain a welcoming and accessible space for youth
- Develop internal systems and processes to track and measure impact
- Strengthen stakeholder communications
- Expand our revenue sources

2. ENHANCING EDUCATION & EMPLOYMENT SUPPORTS

FYI will expand its support of high school, post-secondary education and training, employment and entrepreneurship. We will streamline our programs to develop in-house education and employment specialists to meet the varying needs of youth during and post high school as they transition to adulthood.

In order to achieve this goal, we will:

- Deepen relationships with local high schools and community partners
- Provide integrated transition support during and post-high school for all post-secondary options and pathways

3. LEARNING, REFLECTION & ADVOCACY

FYI will establish checkpoints for learning, evaluation and reflection throughout the year to ensure we remain informed of new research and initiatives that we could learn from, adopt or adapt to benefit the youth we serve. We will also continue to celebrate the successes of York South Weston youth more broadly and strengthen the engagement of our vast alumni network as mentors, tutors, volunteers and more.

In order to achieve this goal, we will:

- Advocate with and for York-South Weston youth and their communities
- Celebrate youth and community successes
- Enhance engagement of FYI Alumni
- Strengthen academic and research partnerships
- Study and adopt relevant program models

OUR BOARD



Chair of the Board | **Doug Brooks** | Ivori, President & CEO
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Senior Associate

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Youth Board Director | **Linda Joseph** | Student

Youth Board Director | **Vernelle Donnelly** | Student

OUR STAFF



Amanda Ram | Human Resources & Community Engagement
Coordinator

Andressa Leite | Program Coordinator Case Lead

Benedicto San Juan | Manager, Youth Ambassadors & Youth Justice

Carolyn Acker | Executive Director, Interim

Christopher Gayle | Food & Nutrition Coordinator

Delta Sween | Youth in Transition Case Lead

Elena Gordon | Youth Justice Case Lead

Elsa Lee | Finance Lead

Hamid Khan | Manager, Youth in Transition & Youth Incubator

Husna Juma | Operations & Communications Assistant

Ischel Flores Reyes | Youth Ambassadors Case Lead

Mafo Njolomba | Youth Outreach Worker

Mamawah Kaindaneh | Youth Ambassadors Case Lead

Michelle Beals | Food & Nutrition Lead

Mohammed Shaikh | Youth Justice Case Lead

Rebecca Biglow | Youth in Transition Case Lead

Salvatore D'Agostino | Youth Incubator Case Lead

William Flores | Manager, Operations

Yafet Tewelde | Program Director

Yombo Kassim | Program Administrative Assistant

YOUTH ADVISORY COUNCIL

Vernelle Donnelly | Council Chair **Ariam Tirfe** | Social Media Liaison

Linda Joseph | Council Vice-Chair **Daniel Bonilla** | Youth Liaison

Jamar Carnakie | Secretary **Sharifa Makheem** | Youth Liaison

Princess Owusu | Secretary **Shernelle Philip** | Social Media



FYI has impacted my life in many ways. I have the honour to be the coach and coordinator in the Youth Empowering Parents program as well as a successful member of the Youth Advisory Council. I have taken every opportunity that FYI has given me, which has helped me build awareness of my skills and grow professionally as a newcomer. I have made long-lasting friendships while at FYI. I love making a difference in the community!

- **Daniel Bonilla, Council Member**



For Youth Initiative's Youth Advisory Council is great because it gives youth not only an opportunity but an experience that they'll carry on for the rest of their lives. They get to engage with their peers and be involved with their schools, their community and their city as young leaders. We encourage our youth to join the council so they can have an active participation in the positive changes happening around them.

- **Andressa Leite, Staff Liaison**

A SPACE TO CALL THEIR OWN

Our community centre is open for youth to drop in and access on-site resources Monday through Friday. These include a computer lab, a quiet space for homework and free on-site tutoring, an arts and crafts room equipped with sewing machines, as well as a recording studio. Youth can also unwind and interact with staff in the FYI Lounge where nutritious meals are prepared and shared together.

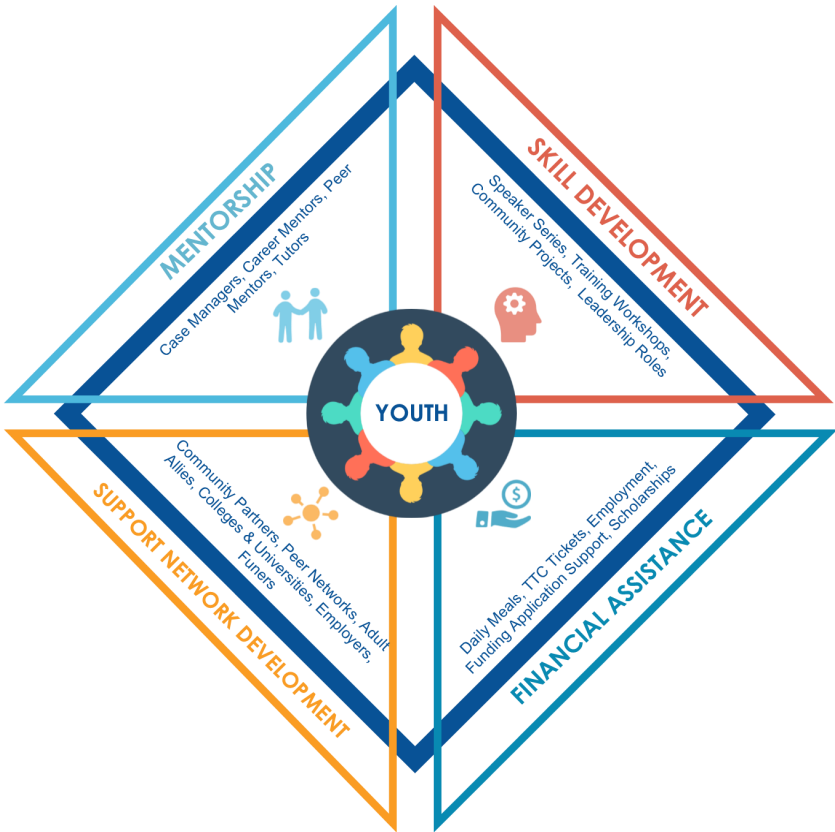
THE FYI MODEL

Every young person's journey is unique and their needs are too. FYI provides programs and services that meet youth where they are and support them in getting to where they want to be.

A young person's first step at For Youth Initiative is to meet with a Case Lead. During the intake process, the Case Lead will perform a needs assessment and discuss their individual goals. The Case Lead will recommend programs and resources at FYI and external partner organizations that could support the individual in their journey. The youth and Case Lead will regularly connect to check-in and track developments. Case Leads act as mentors, aides, and allies to the youth at FYI.

Our programs are designed to empower a young person to identify and reach their personal goals, graduate high school, enroll in postsecondary education, gain employment and achieve independence. To reach these milestones we provide support in four areas: mentorship, skills development, support network development, and financial assistance. Youth ages 12 to 29 can enroll whether they are in or out of school, working or not.

THE FYI MODEL



OUR COMMUNITY



sprinboard



United Way
Toronto & York Region



jack.org



The Counselling
Foundation of Canada



Centre for Criminology & Sociolegal Studies
UNIVERSITY OF TORONTO



PARTNERS.



Youth Empowering Parents



OUR PROGRAMS

YOUTH AMBASSADORS

Designed for high school-aged youth, Youth Ambassadors aspires to support participants by offering tailored academic planning and tutoring support to achieve goals, graduate high school and provide the foundation for future success.

Participants attend weekly leadership development sessions and work collectively with their peers to lead community projects that create the positive change they wish to see in their neighborhoods. Through these initiatives youth can grow their peer support network, gain experience accomplishing goals as a team and give back to their community. In addition to community projects, this dynamic program includes on-site and off-site events such as personal development workshops, group discussions and recreational activities. This popular program hosts hundreds of youth each year.





Youth Ambassadors
2 FTE
Total Youth 91

- 30 Youth Graduated High School
- 54 Youth are on Track to Graduate High School
- 28 Youth Transitioned into Post-Secondary
- Average GPA went up 2.1%

“Through FYI, I have been able to explore more about the career I want in technology, and learn more about what I need to do in order to complete my High School diploma in addition to post secondary in the future. I have made great connections in the YEP program, where I have learned about the needs in our community, as well as the importance of involving myself in extracurricular activities after school.”

- Austin, age 16, YEP Participant



OUR PROGRAMS

YOUTH JUSTICE

The Youth Justice program serves youth ages 12 to 29 who are in conflict with the law to provide them with holistic life supports. With specialized focus on Prevention and Intervention, Youth Justice also serves youth who are at-risk of criminal involvement. The program focuses on four crucial areas: educational attainment, family well being, employment & career, and social engagement. Case Leads work closely with participants to identify goals and track ongoing progress. The program is rooted in Restorative Justice, fostering accountability among participants and endeavoring to bring peace and repair to the community. Participants are provided with opportunities to connect with mentors, develop their social skills and unpack topics such as bullying, anger management and effective decision-making. Youth can also fulfill their obligations to meet extrajudicial sanctions and Community Service Orders through the program. Case Managers work closely with participants' lawyers and probation officers to provide strong supports for youth in court. As the majority of youth are underage, parental involvement and engagement in the program is vital.

Youth Justice
2 FTE
Total Youth 85

- 85 Youth Involved in the Criminal Justice System
- 53 Charges were withdrawn
- 31 Youth became Employed
- 31 Youth Re-enrolled in School

“I am happy I got referred to FYI. Being a part of the Youth Justice Program with Elder Shaikh helped me a lot — Elder has been like a dad to me. He’s helped me improve my health, at home with my family, and he’s helped me navigate the court and justice systems and to find a job. Knowing I had the support from Elder made me feel more determined to help improve myself because I wasn’t alone in facing those challenges. I recommend all young people to get engaged with FYI for homework and academic support, and when looking for a job. Go before getting yourself in trouble and you need to see the Youth Justice team.”

- Mohammed, age 18, Youth Participant



OUR PROGRAMS

YOUTH IN TRANSITION

Youth in Transition serves teenagers and young adults up to age 29 as they make important decisions that will shape their adult lives. The program focuses on educational attainment, training and employment to equip participants with resources, expose them to new opportunities and support them in reaching their full potential. Program facilitators work closely with participants to identify individual needs, goals and interests. Weekly group events include skill development workshops, career speaker series and off-site visits to college, university and career fairs. Participants are connected to youth employment specialists, and can receive assistance with applications for education, training and grants.



“Through FYI’s Post-Secondary Department I obtained lots of information and advice in regards to how I should choose my school, how to find out what path I want to take and what I should do once I get there. As part of the program we had the chance to visit the University of Toronto’s St. George Campus and got a peak into what life is like as a university student. This tour helped me put myself in the shoes of a university student as well as to make my final decision for university applications. Now, I am proud to say that I have been accepted at the University of Toronto’s Psychology Life Sciences program and will become one of the very students I met during our tour. I will continue to receive support from those in the Post-Secondary Department as I make my way through this new chapter in life and continue to be very appreciative and thankful for their guidance.”

- Princess, Peer Mentoring Circle Graduate



<p>Youth in Transition Post Secondary 1 FTE Total Youth 57</p>	<ul style="list-style-type: none"> • 28 Youth Transitioned into Post Secondary • 29 Youth are on Track to Transition into Post Secondary
<p>Youth in Transition Employment 1 FTE Total Youth 145</p>	<ul style="list-style-type: none"> • 37 Youth Employed • 108 On Track to Employment

OUR PROGRAMS

YOUTH INCUBATOR

The Youth Incubator is designed to help young entrepreneurs aged 16 to 29 to grow their community initiatives and business ventures. Participants will be equipped with knowledge and skills through workshops led by seasoned industry professionals who are experts on essential organizational development topics such as program design, grant writing, team management, branding, and financial management. Through regular networking events participants can connect and learn from one another, building their personal and professional networks. FYI's Youth Incubator supports young entrepreneurs who are creating solutions that will create positive change and lasting impact for themselves and their communities.





“All in all it was a very wonderful program, without it we wouldn’t be where we are today”

- Siya, Youth Incubator, Side Hustle Club Participant



<p>Youth Incubator 1 FTE Total Youth 49</p>	<ul style="list-style-type: none">• Incubated 20 Youth-led Initiatives
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OUR PROGRAMS

YOUTH OUTREACH WORKER

Youth Outreach Worker (YOW) Program is designed to serve youth aged 12-29 and their families, who are at risk of, or engaging in, antisocial, criminal and/or risky behavior, face multiple barriers to success, are disengaged from their communities, reside in an identified priority neighborhood and/or belong to a distinct population. The YOW program helps bridge the gap between youth/ community and service providers/community resources by providing information to youth. The focus of the YOW program is to connect youth with their needed supports and services. These connections happen through needs assessments, 1-on-1s, follow ups and workshops. The YOW program reaches youth in schools, community, libraries, community centres, and restaurants.



Youth
Outreach
Worker
1 FTE
Total Youth
120

- 120 New Youth Contacts



“FYI is an amazing program to be a part of. It’s so colourful, vibrant and original. You meet amazing individuals that care for you and make you feel at home. My name is Cadesha and I’ve been attending FYI for four years and every year has been filled with adventure and opportunities. I’ve had the chance to work with people that help to find resources to transition into my career. I’ve been on many amazing trips that were inspirational, fun and meaningful and FYI helped make that possible. FYI has helped me grow into the outspoken confident and respectful individual I am. It’s such a great program for young teens to find themselves, enjoy their high school years, meet new friends and learn something new everyday. FYI is filled with opportunities, love and character.”

- Cadesha, Youth Participant



AUDITED FINANCIALS

AS AT DECEMBER 31, 2017

	2017	2016
REVENUE		
Grants (note 7)	\$1,184,177	\$1,096,248
Donation and other	88,553	88,353
United Way - Youth Challenge Fund	<u>37,500</u>	<u>37,500</u>
Capital Grant (note 6)		
	<u>1,310,230</u>	<u>1,222,101</u>
PROGRAM EXPENSES		
Salaries and benefits	927,129	848,390
Project costs	142,198	93,549
Rent & permit fees (note 8)	103,620	114,106
Office and administration	46,944	31,574
Professional fees	8,900	19,196
Special Events	8,522	8,154
Insurance	6,278	7,627
Professional Development	1,238	5,404
Amortization (note 6)	<u>37,500</u>	<u>37,500</u>
	<u>1,282,329</u>	<u>1,166,500</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	27,901	55,601
Net assets, beginning of year	<u>188,459</u>	<u>132,858</u>
NET ASSETS, END OF YEAR	<u>\$ 216,360</u>	<u>\$ 188,459</u>

ASSETS	2017	2016
Current assets		
Cash	\$ 340,422	\$ 416,955
GIC (note 3)	50,000	—
Amount receivables	22,919	103,223
HST recoverable	12,504	18,294
Prepaid expenses	<u>5,497</u>	<u>7,211</u>
	431,342	545,683
Capital Assets (notes 2 and 6)	<u>37,500</u>	<u>75,000</u>
	<u>\$ 468,842</u>	<u>\$ 620,683</u>
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts Payable and Accrued Liabilities	\$ 59,929	\$ 86,443
Trustee funds payable	47,887	66,763
Deferred contributions (note 4)	<u>107,166</u>	<u>204,018</u>
	214,982	357,224
Deferred capital grant (note 5)	<u>37,500</u>	<u>75,000</u>
	<u>252,482</u>	<u>432,224</u>
Net assets	216,360	188,459
Unrestricted	<u>\$ 468,842</u>	<u>\$ 620,683</u>

THANK YOU TO FYI SUPPORTERS!

FYI is grateful for the generous support of our funders, sponsors, and donors without whom our work would not be possible.

FUNDERS

Immigration, Refugees and Citizenship Canada | Ontario Ministry of Citizenship | Department of Justice | Immigration and International Trade | Ontario Ministry of Child and Youth Services | Toronto Foundation



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