



**ANNUAL REPORT 2016**

## MESSAGE FROM THE BOARD CHAIR AND EXECUTIVE DIRECTOR

In 2016, For Youth Initiative had a transformative year. It began with extensive consultations with youth, parents, educators, funders, and community partners to understand where FYI was making an impact and what service gaps in our community we should be tackling. This input formed the basis of our 2016-2019 Strategic Plan, which is focused on service delivery in York South-Weston as a priority, while maintaining a broader role in advocating for our youth and community across the City and Province as we have been for several years. To this end, we've achieved the following:

- Refreshed our Vision, Mission and Values to reflect FYI's contributions and commitment to York South-Weston youth and the community at large;
- Refined FYI's case management model to strengthen what we do best: providing individualized, wraparound support to youth in the life transitions they encounter as they prepare for adulthood;
- Integrated our support for newcomer and immigrant youth across all of our core programs, which are focused on educational attainment, employment, entrepreneurship and community leadership;
- Opened up our community centre to strong partners to expand the breadth and variety of programs and services available to York South-Weston youth.

Every young person's journey is unique as are their needs. FYI is excited for 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; meeting young people where they are and supporting them to get to where they want to be. We look forward to inviting you as a valued member of the FYI family to contribute your time or 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**



**SHANEEZA NAZSEER ALLY, 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 CASE MANAGERS, MANY YOUTH COME TO CALL FYI THEIR SECOND HOME AND VISIT OUR COMMUNITY CENTRE A FEW TIMES A WEEK FOR PROGRAMS, SERVICES AND SUPPORT.**

# IN 2016, FYI:

- Served 614 unique youth
- Supported 88 youth in conflict with the law to navigate the criminal justice system
- Provided 129 newcomer youth with settlement and integration support
- Mentored 35 youth-led initiatives, growing their capacity to deliver programs and services to strengthen their communities and create local employment opportunities
- Case Managers held 1257 1:1 mentorship sessions with youth
- Facilitated 2099 external mentorship sessions connecting youth with support in the broader community
- Engaged 4186 youth in skill building workshops,
- Had 11,290 repeat/return visits from youth throughout the year for ongoing support and access to on-site programs and services
- Reached a milestone of awarding over \$50,000 to 41 youth through the FYI Scholarship Fund
- Provided summer employment opportunities to 11 youth through the Canada Summer Jobs Program and Youth in Policing Initiative
- Provided training and development opportunities to 13 post-secondary students to fulfill the requirements of their programs

**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.

## 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
- Incubate youth initiatives and ventures

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

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

# OUR STAFF



**Amanda Ram** | Human Resources & Community Engagement Coordinator

**Benedicto San Juan** | Youth Ambassadors Case Lead

**Davey Fraser** | IT Support Specialist

**Elena Gordon** | Youth Justice Case Lead

**Ischel Flores Ryes** | Youth Ambassadors Case Lead

**Kelvin Isibor** | Administrative Assistant

**Mafo Njolomba** | Youth Outreach Worker

**Mamawah Kaindaneh** | Youth Ambassadors Case Lead

**Manar El Mugammar** | Manager, Operations & Communications

**Michelle Beals** | Food & Nutrition Coordinator

**Mohammed Shaikh** | Youth Justice Case Lead

**Natalia Volyev** | Manager, Finance

**Rebecca Biglow** | Youth in Transition Case Lead

**Sharon Sahlu** | Youth Incubator Case Lead

**Shaneeza Nazseer Ally** | Executive Director

**Shine Chung** | Manager, Youth in Transition & Youth Incubator

**Yafet Tewelde** | Program Director

**Zainab Godwin** | Manager, Youth Justice

# YOUTH ADVISORY COMMITTEE

**Vernelle Donnelly**

**Linda Joseph**

**Saimah Rahman**

**Oneika McDonald**

**Donnique Reeves**

**Jamar Carnakie**

**Raynette Lewis**

**Cadesha Williams**

**Makaila Sobers**

**Ramsen Yousif**

**Samia Nuru**



FYI has given me the opportunity to go outside my comfort zone and explore. It has helped me to be comfortable with talking to people and building relationships. The tutoring supports that FYI has provided through the homework club has motivated me to succeed in all my courses and pass and not slack off because that's what I did before. Because of the tutors I'm getting 80's and 90's and this is something I'm grateful for.

**Saimah Rahman, FYI Youth Advisory Committee Member**



As a youth myself, I find immense value in being part of such a great organisation as this. FYI has given me the opportunity to fully engage in the community through outreach, FYI has also provided me both professional and academic development. FYI provides not only a safe space for youth and the community but a space where youth are guaranteed a positive change as they are empowered to reach their full potential. I'm glad to serve youth and have a meaningful impact on their lives through the supports we provide. FYI is not just an organization, to me it's a community.

**Mafo Njolomba, FYI Youth Outreach Worker**

## 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 daily.

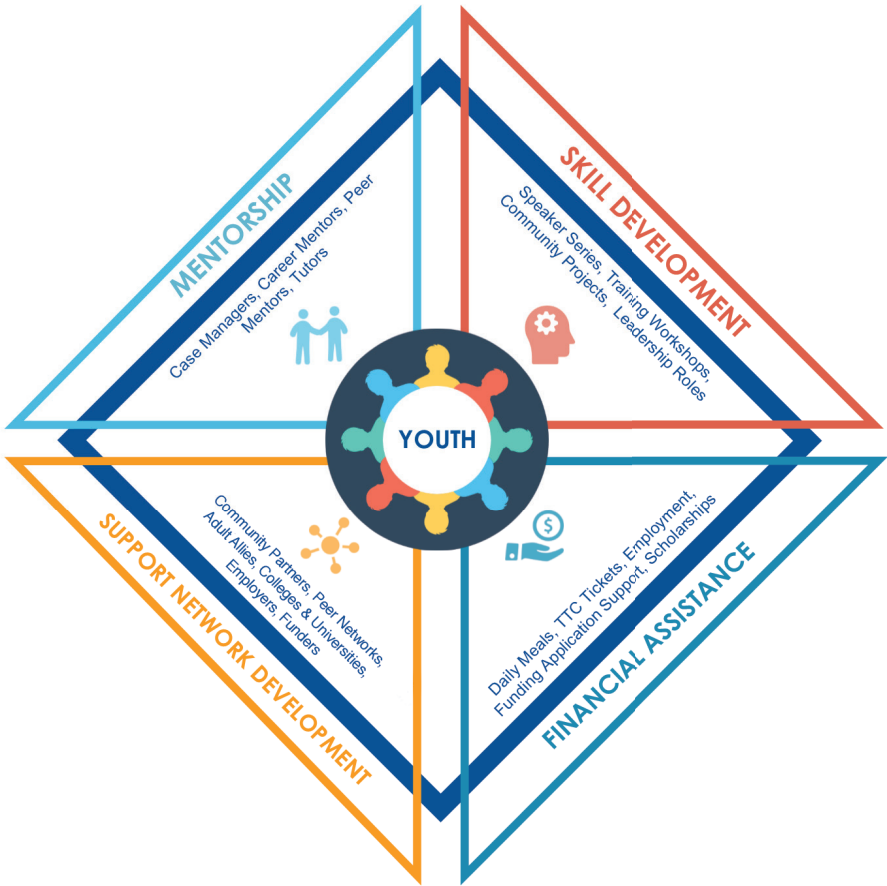
## THE FYI MODEL

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 Manager. During the intake process, the Case Manager will work with a young person to perform a needs assessment and discuss their individual goals. The Case Manager will recommend programs and resources at FYI and external partner organizations that could support the individual in their journey. The youth and Case Manager will regularly connect to check-in and track developments. Case Managers 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, skill 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 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.





When I started attending FYI drop-in programs to do different activities, I was given the opportunity to join a business program to help start my own hair business. With that program I got a website, a laptop, a mentor that has a salon and improved my public speaking skills. I also got a job through FYI. Started a club at my school and got support from FYI staff. I also got to do my placement at FYI. FYI is an amazing place to go. The staff are welcoming and nice. The months I've been going to FYI I've grown up a lot. You have people there that have your back no matter what and support you even if you are in the wrong.

**Raynette Lewis, Youth Ambassadors Program Participant.**



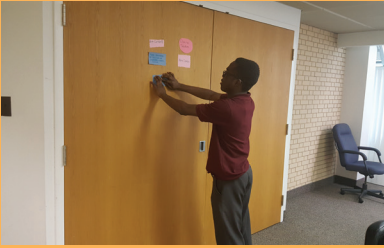
# OUR PROGRAMS

## RISE (RE-INTEGRATING THE SOCIALLY EXCLUDED)

The R.I.S.E. program serves youth ages 12 to 17 in conflict with the law to provide them with holistic life supports. The program focuses on four crucial areas: educational attainment, family wellbeing, employment and career, and social engagement. Case Managers 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.







Rising researchers was a great program that allowed me to do my own research that will support other newcomers like me. I enjoyed the topics that were discussed every week and I looked forward to learning new things. I like learning about the Canadian system and the systemic barriers in it. I have realized that there are many other newcomer youth like me that share similar experiences. Rising Researchers was a safe space for me to learn, it also allowed me to empower others around me and learn about myself and my experiences as well.

**Abduly Jalloh, Rising Researchers Program 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.



# YOUTH IN TRANSITION

## YOUTH PROFILE

**Abduly Jalloh:** In early March 2017, the Youth in Transition team began working with Abduly, a Grade 9 Student at George Harvey Collegiate Institute as he began the search for his very first job. Through our program we were able to connect him with one of our wonderful community partners to support with resume building and job search. After attending his first ever interview, Abduly came to FYI expressing his nervousness over the experience. Through encouragement and practice, he was able to attend his second interview with more confidence and his ability and was able to obtain his first job ever! When Abduly spoke about his experience at FYI's Power of One Fundraiser he noted that, "I want to say thank you to FYI, because they helped me a lot. They helped me to create my resume and they helped me to participate in some activities so I can avert myself from troubles."



# OUR PROGRAMS

## YOUTH INCUBATOR

The Youth Incubator, previously FYI's Centre for Organizational Resilience (CORE), 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.



# YOUTH INCUBATOR

## YOUTH TESTIMONIALS

### **Riley Peterson, Project Lead, G.I.R.L.S. (Growth, Inspiration, Respect, Leadership, Success) Group, Youth Incubator Program Participant**

"For Youth Initiative has been critical in my development as a leader. Whether I need personal advice or help with GIRLS Group, I know that I can always depend on FYI. Through being involved with FYI over the past four years, I have gotten to know all the staff and have seen firsthand their work ethic, dedication and empathy. The Youth Incubator Program has greatly helped me build and run GIRLS Group. Without the program and Saron, GIRLS Group would still just be an idea. I can't begin to express how much FYI means to me and the York South-Weston community! Thank you, FYI!"

### **Monica Samuel, Program Director, Black Women In Motion (BWIM): [www.blackwomeninmotion.ca](http://www.blackwomeninmotion.ca)**

FYI has significantly helped develop and strengthen Black Women in Motion's identity, strengthening our narrative of female empowerment and leadership that will live on forever. Our working relationship with FYI through the ASP (Administrative Support Partnership) goes way beyond the traditional trusteeship service which is merely financial management. FYI helps youth-led initiative leaders learn and develop necessary skills, knowledge, and social networks needed to build strong and sustainable youth-led organizations. When FYI impacts one young person's life, their contribution to the community impacts countless others.

## YOUTH PROFILE

**Ubah Idle:** Ubah spearhead an initiative called #SaveOurSomaliYouth, a platform for Somali youth to be leaders in their community. Ubah is passionate about her community, and strives to bring great impact and change in her community. She has been deeply involved in the Youth Incubator program at FYI since its inception through a variety of training, networking events and York South Weston Youth-led Initiative Network meetings.

## STAFF PROFILE

### **Shine Jiyoun Chung, Manager, Youth in Transition & Youth Incubator**

With years of experience in community development, clinical social work, research and evaluation, Shine has joined FYI in 2014 because of her passion for mentoring and connecting young people with resources to unlock their full potential. As a Program Manager, she also acknowledges her role in shaping both departmental and organizational integrity and seizes the opportunity to create a climate that can strengthen the relationships and reputations on which departmental, as well as organizational success depend. Before coming to Canada in 2007, Shine was a fearless backpacker who traveled to and volunteered in numerous countries, such as India, Tibet, Bhutan, Nepal, and Pakistan. This experience piqued her curiosity about "working with people" in a community development context.

### **Saron Sahlu, Case Lead, Youth Incubator**

Saron Sahlu has been with FYI since 2015. Saron has been part of the youth-led sector since 2012 and also led a youth-led organization called Young Diplomats for 3 years before coming to FYI. Saron has a Bachelor of Arts in Political Science and International Development Studies from University of Toronto.

## AUDITED FINANCIALS

AS AT DECEMBER 31, 2016

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Grants (note 6)	\$1,096,249	\$1,035,789
Donations and other	88,353	87,515
United Way - Youth Challenge Fund capital grant (note 5)	<u>37,500</u>	<u>37,500</u>
	<u>1,222,101</u>	<u>1,160,804</u>
<b>PROGRAM EXPENSES</b>		
Salaries and benefits	848,390	733,576
Rent and permit fees (note 7)	114,106	91,119
Project costs	93,549	152,994
Office and administration	31,573	36,462
Professional fees	19,196	10,539
Special events	9,154	25,468
Insurance	7,627	3,682
Professional development	5,404	19,744
Amortization (note 5)	<u>37,500</u>	<u>37,500</u>
	<u>1,166,499</u>	<u>1,111,084</u>
<b>EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR</b>	55,602	49,720
Net assets, beginning of year	<u>132,858</u>	<u>83,138</u>
<b>NET ASSETS, END OF YEAR</b>	<u>\$188,460</u>	<u>\$132,858</u>

	<b>2016</b>	<b>2015</b>
<b>ASSETS</b>		
Current assets	\$416,955	\$408,404
Cash	103,223	27,321
Amounts receivable	18,294	19,612
HST recoverable	<u>7,211</u>	<u>4,839</u>
Prepaid expenses	545,683	460,176
Capital assets (notes 2 and 5)	<u>75,000</u>	<u>112,500</u>
	<u>\$620,683</u>	<u>\$572,676</u>
<b>LIABILITIES AND NET ASSETS</b>		
Current liabilities		
Accounts payable and accrued liabilities	\$153,205	\$146,006
Deferred contributions (note 4)	<u>204,018</u>	<u>181,312</u>
	357,223	327,318
Deferred capital grant (note 5)	<u>75,000</u>	<u>112,500</u>
	<u>432,223</u>	<u>439,818</u>
Net assets	<u>188,460</u>	<u>132,858</u>
Unrestricted	<u>\$620,683</u>	<u>\$572,676</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

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



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### CONTACT US

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