



2019 Annual Report

**Ending Inequity,
Transforming Lives**

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Our Vision:

Ending the cycle of inequity

Our Mission:

Supporting youth in York South-Weston as they prepare for the future with the resources and mentorship they need to thrive

Our Values:

Equity - we promote equal access to life's opportunities

Respect - we treat each other with kindness, patience, and empathy

Inclusion - we welcome everyone; diversity is our strength

Collaboration - we work together, share, and learn from each other

Integrity - we demonstrate the courage to do what is right, not what is easy

A Message from our Board Chair and Executive Director



2018 was a year of significant change at For Youth Initiative. As we continued to implement our 2016-19 Strategic Plan, we could see the positive impacts our new Case Management process and program delivery model were having on our clients achieving their goals as well as getting the support they need both at FYI and within the broader community.

- ✓ Youth who did not initially envision post-secondary as a reality for themselves are receiving offers of admission from colleges and universities
- ✓ Youth who saw real financial barriers to continued education or employment training are better supported by

our staff and scholarship program to overcome those obstacles

- ✓ Youth navigating the justice system are increasingly returning to school or finding work and getting their lives back on track.

This year has confirmed that we are headed in the right direction. This year has also been a good reminder to continue to work in close partnership with youth and our community partners to ensure we keep a pulse on changing needs and priorities of those we seek to serve.

We look forward to continuing to serve the York South-Weston community and to combat the obstacles that prevent all youth from achieving their full potential.

Doug
Brooks
**Chair, FYI Board
of Directors**

Shaneeza
Nazseer Ally
**Executive
Director**

About For Youth Initiative

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

The FYI Model focuses on a young person as an individual. Our programs are designed to empower a young person to identify and reach their personal goals, graduate high school, enroll in post-secondary education, gain employment and prepare for the future.

Our community centre is open for youth to drop in and access on-site resources Monday through Friday. Resources include a computer lab, a quiet space for homework and free on-site tutoring, a recording studio, lounge and gaming room where youth can unwind and interact with staff after school each day. Nutritious meals are shared together daily and TTC tickets and tokens are provided to program participants.

2018 Impact:

- **515** unique youth served
- **221** new clients engaged
- **53%** identify as newcomers requiring settlement support
- Caribbean, African and Latin-American youth are the **top 3** newcomer populations served
- **82** youth contributed 1745 hours volunteered in the community



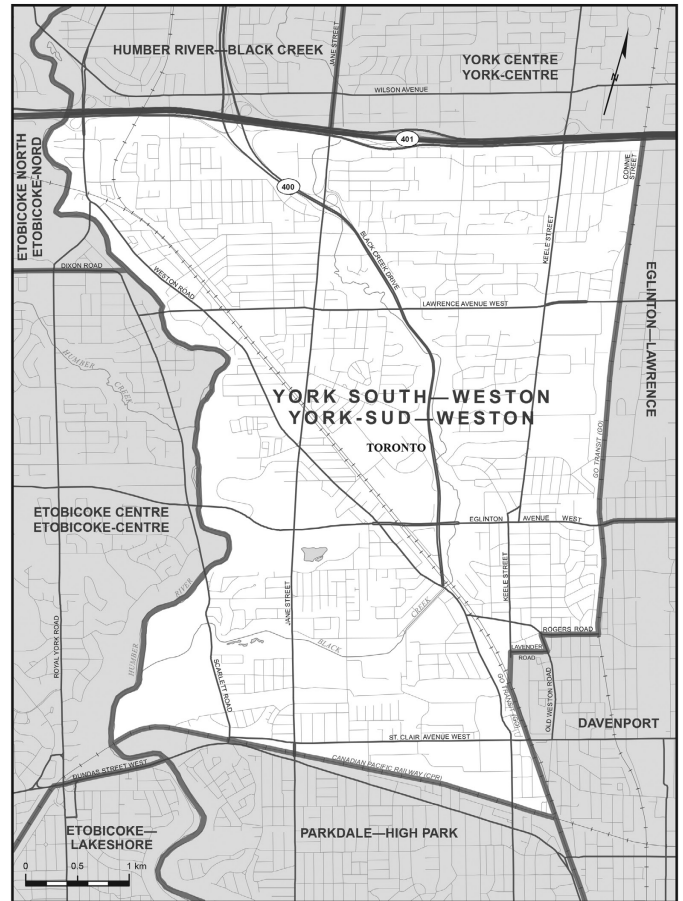
Lamin

"FYI has been a helpful resource to my growth. I have been able to gain new skills and grow as a person."

About York South-Weston

York South-Weston is a vibrant community, rich in history and diversity. However, like many neighbourhoods along the fringes of Toronto, it's not without its challenges. York South-Weston is comprised of six neighborhoods that the City of Toronto has identified as communities where funding and social services are needed to address significant social and economic issues.

The population of York South-Weston is young. Many teenagers and young adults live, learn and play here. Their attempts to establish themselves as they transition to adulthood are often frustrated by the barriers that persist in the area. Meagre local employment, and being disconnected from major transit hubs, jobs and post-secondary campuses pose obstacles for York South-Weston youth to fully participate in Toronto's prosperity.



- **29%** of residents over age 15 have no certificate, diploma, or degree
- **\$67 954** average household income, \$30 000 less than the rest of Toronto
- **32%** single-parent households vs. the City average of 21%

- **23.6%** of families are classified as low income
- **34%** of residents under age 17 are considered low income
- **55%** identify as visible minorities

Source: StatsCan, 2016 Census

Supporting Academic Success and High School Graduation

FYI supports high school aged youth by offering tailored academic planning and free, daily on-site tutoring support to achieve academic goals, graduate high school, and provide a foundation for future success. FYI also engages youth in community leadership roles where possible to develop transferable skills for the future.

One of FYI's longest running and successful programs is Youth Empowering Parents (YEP). The program pairs seniors who speak English as a second language with volunteer youth who speak the same language, and then trains youth to deliver one-on-one tutoring to that adult in English and computer skills.

The goal is to empower youth to become leaders within their own community, and to provide adults with private tutoring education at no cost.

Paola



"I started coming to FYI when I was 17 years old. I've been part of YEP, Youth Ambassadors Challenge, English program, and Dance as well, for the past 3 years. Through FYI, I have been able to explore more about the career I want in social work and I've been able to motivate myself to graduate this year. I have made great connections in the programs and in my community. I feel like FYI is my home away from home"

2018 Impact:

- **1280** homework and tutoring sessions
- **400** hours homework and tutoring support
- **24** youth graduated high school
- **173** youth on track to graduate high school
- **12** post-secondary students completed field placements at FYI
- **50** youth volunteered as tutors
- **45** adults engaged in tutoring

Daniel



"FYI has impacted my life in many ways. While 2018 was one of the most challenging years since I joined FYI, it was an exciting time full of accomplishments and goals achieved. As part of the Youth Advisory Committee and the Board of Directors, I have the chance to make a difference at FYI as well as to York South-Weston as a whole. I've have had the honour to be the coach and coordinator in the Youth Empowering Parents program. 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!"

Accessing Post-Secondary Education and Employment

FYI supports high school aged youth who are preparing to enter as well as youth who are already in post-secondary education to explore their options for study, advocate for and connect with bridging and transition programs to get back into school when there's been an interruption in their studies, as well as research and apply to OSAP and financial aid to make their post-secondary goals a reality.

Additionally FYI supports youth with the skills to prepare for the workforce including career exploration, resume and cover letter creation, and referrals to paid training and apprenticeship programs to jumpstart their careers.

2018 Impact:

- **50** youth transitioned to postsecondary education
- **50** youth on track to postsecondary education
- **39** youth employed
- **45** youth on track to employment
- **4** youth employed with FYI
- **\$14000** scholarship funds awarded to 11 youth

Kokob



"As a kid, I never played with sand or played with people my age, I would always go sit with the older people and not do anything. There was a program last year that we sat in a circle and talked about different stuff, that helped me feel more comfortable talking to people and opening up. This helped me talk to customers at my job and calm down and talk to people. I used to always be mad but now that I have those skills from that program I am more calm and able to talk to customers better."

Navigating the Justice System

R.I.S.E. (Reintegrating the Socially Excluded) is FYI's Youth Justice Program and works with youth who are involved with the justice system or who may become involved with the justice system. FYI employs a holistic approach to working with youth as we recognize that many factors impact a youth's involvement in the justice system. R.I.S.E. is based on individualized case management support that is sensitive to the unique needs of the youth and includes their entire family whenever possible. FYI staff provide in-court support, advocacy, referrals, mediation and counselling as needed.

In 2018, R.I.S.E. launched a Know Your Rights campaign. The campaign consisted of a series of workshops to teach youth about their legal rights, as well as a youth-led video series to raise awareness about youth legal rights.

"I cannot emphasize enough how important an organization like For Youth Initiative is in providing assistance in areas of drug counselling, providing opportunities to give back to the community, to assist the young person in acquiring the necessary skills to get a job, and to provide mentoring."

- Norman Ronka Barrister and Solicitor

2018 Impact:

- **92** youth involved in the justice system received support
- **59** youth had charges withdrawn
- **29** youth secured employment
- **30** youth re-enrolled in school
- **3** workshops held at FYI on legal rights and criminal law
- **19** videos created by youth in 10 languages to spread awareness about legal rights

"I have been very impressed by the commitment shown by those involved in the For Youth Initiative and have seen clients make great strides towards rehabilitation long before their cases have finished in court. This, of course, means that the young person is much more likely to receive a favourable disposition, and remain involved in programs which benefit them".

- Paul Calarco Barrister and Solicitor



For Youth Initiative Scholarship Fund

The FYI Scholarship program, now in its 14th year, began in commemoration of Jamal Hemmings and Amon Beckles, Toronto youth who were lost to gun violence in November 2005. Jamal and Amon were participants in FYI's daily programs and are remembered for their positive, vibrant personalities and dance skills. The FYI Scholarship Program supports youth towards a brighter future through funding support for various forms of education including: college, university, training, trades, and certificate programs. The scholarship is given to youth who display exceptional community involvement and are actively involved in activities that benefit others.

As of 2018, FYI has distributed nearly \$65,000 to 52 youth who live, work and volunteer in York South-Weston.

"It is important to help youth seeking access to postsecondary education because it encourages them to keep doing what they are doing. For them to know that they are taking a big step towards their future and that they are supported wholeheartedly. Youth need to be encouraged to achieve their goals of going to postsecondary and realize that it is possible. This will also help them achieve other goals in life and also encourage youth like them as well."

- Deneisha, 2017 Scholarship Winner





Thank you to our supporters

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

OUR FUNDERS



OUR DONORS

Donors \$10,000+

Scotiabank

Donors \$5000+

Recruiting Social

Doug Brooks

Donors \$1000+

Carol Tam

Catherine Grundy

Donors up to \$1000

Andrew Alleyne

Ismenia Castillo

Ben Coleman

Lisa Davis

Martin Hauck

Vanessa Junior

Virginia Kanyogonya

Ben Liadsky

Glenn Stuart

Robert Vogel

Brittany Webster

Valued donors who wish to remain anonymous

OUR TEAM

Board of Directors

Andrew C. Alleyne, Board Member
Daniel Bonilla - Youth Board Member
Doug Brooks, Board Chair
Vernelle Donnelly, Youth Board Member
Derek Hatoum, Board Treasurer
Tamer Ibrahim, Board Member
Virginia Kanyogonya, Board Member
Glenn Stuart, Board Member
Meghan Swinkels, Board Secretary
Carol Tam, Board Vice-Chair

Youth Advisory Council

Daniel Bonilla, Co-Chair
Vernelle Donnelly, Co-Chair
Sharifa Makhseem, Social Media Liaison
Stephen Mensah, Youth Liaison
Princess Owusu, Secretary
Edgar Yanez, Community Liaison

Our Staff

Yasmin Ali - Program and Volunteer Coordinator
Ischel Flores Reyes - Youth Case Lead
Elsa Lee - Finance Lead
Melanie Matthews - Research & Evaluation Lead
Whitney Mitchell Bush - Youth Case Lead
Sonita Mustapha - Programs Administrative Assistant
Richmond Nantwi - Youth Outreach Worker
Shaneeza Nazseer Ally - Executive Director
Gabriela Pleitez - Employment Case Lead
Amanda Ram - Office Manager
Benedicto San Juan - Senior Manager, Youth Programs
Mohammed Shaikh - Youth Justice Case Lead



FOR YOUTH INITIATIVE IN TORONTO

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2018

	2018	2017
ASSETS		
Current assets		
Cash	\$ 353,801	\$ 340,422
Guaranteed investment certificates (note 3)	50,584	50,000
Amounts receivable	24,654	22,919
HST rebate recoverable	9,941	12,504
Prepaid expenses	<u>8,518</u>	<u>5,497</u>
	447,498	431,342
Capital assets (notes 2 and 6)	<u>-</u>	<u>37,500</u>
	<u>\$ 447,498</u>	<u>\$ 468,842</u>
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 48,351	\$ 59,929
Trustee funds payable	13,182	47,887
Deferred contributions (note 5)	<u>152,924</u>	<u>107,166</u>
	214,457	214,982
Deferred capital grant (note 6)	<u>-</u>	<u>37,500</u>
	<u>214,457</u>	<u>252,482</u>
Net assets		
Unrestricted	<u>233,041</u>	<u>216,360</u>

FOR YOUTH INITIATIVE IN TORONTO

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

FOR THE YEAR ENDED DECEMBER 31, 2018

	2018	2017
REVENUE		
Grants (note 7)	\$ 1,016,990	\$ 1,192,291
Donations and other	133,349	80,438
United Way of Greater Toronto capital grant (note 6)	<u>37,500</u>	<u>37,500</u>
	<u>1,187,839</u>	<u>1,310,229</u>
EXPENSES		
Salaries and benefits	842,498	927,129
Project costs	127,275	142,198
Rent and permit fees	108,984	103,620
Office and administration	32,113	46,943
Professional fees	10,201	8,900
Insurance	9,677	6,278
Special events	2,299	8,522
Professional development	611	1,238
Amortization (note 6)	<u>37,500</u>	<u>37,500</u>
	<u>1,171,158</u>	<u>1,282,328</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	16,681	27,901
Net assets, beginning of year	<u>216,360</u>	<u>188,459</u>
NET ASSETS, END OF YEAR	<u>\$ 233,041</u>	<u>\$ 216,360</u>



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