



ANNUAL REPORT  
2012



## OUR VISION

Create healthy communities  
where youth are fully engaged  
and equal participants in  
society.

## OUR MISSION

We are committed to creating healthy communities by increasing life chances of youth at-risk. We do this through the provision of empowering programs and services that are youth-driven, inclusive and accessible.



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# EXECUTIVE DIRECTOR'S MESSAGE



In 2012, FYI started off on its strategic planning journey, of which the board and staff of FYI committed to boldness, innovation, stakeholder engagement and evidence-based decision-making. This process led us to realize that we had evolved as an organization and our stakeholders were seeing us differently, but we needed to embrace the new us and move forward with intentionality. It is with this intentionality in mind that we decided to move all of our programs and services under one roof; we wanted to ensure that FYI could provide wraparound services that would transform the young people accessing our space. We also decided to organize that agency in a way that reflected this new direction.

Our stakeholders told us we were involved within policy conversations already, so we needed to become intentional about speaking to the innovation happening within the sector at the grassroots and community based level. We need not to speak for people, but

instead, we should create conditions through literature reviews, telling the story of impact and growth opportunities and enabling others to speak to policy makers with that context.

We also decided that although we were engaged with community safety initiatives, it needed to be visible within our mission statement and mandate, as well as intentional within our programs and services. FYI needed to measure for our impact in this area and tell this story to our stakeholders. So as a result, we will be using our expertise to develop youth friendly innovated services for youth people who have been impacted by violence, we want to reduce its occurrence and we will measure for it.

Finally, we agreed that leadership was always important at FYI, but we have not articulated it in a clear way that can be measured. As such, leadership supports for young people who for one reason or another would not be called upon for these opportunities will be huge moving forward. We have partnered with York University's school of Social Work on the NOISE project to bring it to York South Weston (Weston Mount Dennis) and are developing a leadership model steeped in evidence, both research and practice based.

It has been another busy year; we've brought all our programs under one roof, organized the agency in a new way to meet our new strategic direction and are becoming intentional about policy discourse, community safety (Youth Violence) and leadership programs for the most underserved young people.

We recognize that our organizational success is linked with our ability to gain supports from our community, business, labour, policy and funding partners as well as parents and especially young people.

Thank you,

**Lekan Olawoye**

Executive Director, For Youth Initiative



## CHAIR'S MESSAGE



This year has been one of many transitions for FYI, and our organization has remained resilient through it all, and continued to provide key supports to youth in need in the Weston Mt. Dennis community. The organization's recent strategic review, which involved our partners, staff, youth and the Board helped to distill our organizational and programming focus. The result: a new mission statement and a more heightened focus on tackling the issue of youth violence— an issue which is increasingly threatening the most vulnerable and underserved youth in our city. In the past year, there have been changes in funding and many changes in our staffing as we welcomed new faces and said goodbye to individuals that have been critical to our success over the years. We also relocated our Settlement services from "Bridge" location and took up more space at our 1652 main office. This enables us to facilitate stronger newcomer integration and community supports overall.

Looking ahead, we continue to implement the new directions in our strategic review, strengthening our capacity as thought leaders on the issue of marginalized youth, and fostering leadership and mentoring among our young people. To aid in this transition, new Board committees are being struck up and new Board members have joined the team. Cognizant of the growing number of public, private and non-for-profit players focused on the issue of youth, we have continued to grow our partnerships through initiatives such as the Power of One Program, and targeted events such as last year's Speed Mentoring with young professionals affiliated with United Way's GenNext program.

The road ahead contains many opportunities, and I am sure that if we keep focused on our goal—to improve the lives of youth in our community—we will have made a tangible difference.

To the youth: the FYI community not only wants you to succeed, but we expect you to succeed because we know what you are made of. Your future is bright, so stay focused on your goals.

**Emanuella Enejor**

Chair of the Board of Directors, For Youth Initiative

# BUILDING YOUTH CAPACITY

The overall focus of our Youth Capacity Building (YCB) programming is to encourage social transformation within the lives of young people and in the broader community. These programs focus on character and confidence building, fostering creative and critical thinking skills, developing life skills, strengthening physical and mental development for youth, increasing access for youth to other community services, and overall increasing the life chances for youth. Within each program there is engagement and mentorship components which are designed to provide youth with peer influences that will help guide them towards a positive life path and prepare them for future success as community leaders and contributing members of society. Staff build relationships with youth through our programs, and then begin working with them individually to support them in personal transformation.



"young women face a lot of violence and we need to talk about it!"

- Participant of FYI Girls Group



# PROVIDING A PLACE FOR NEWCOMER YOUTH

FYI provides programs and services to young immigrants in order to help establish social and professional networks so they are engaged and feel welcomed in their communities. Expanding social networks and making friends has continued to be a common need in 2012. Many of our youth are new to Canada and going through the processes of settling into their schools and their new communities. We facilitate opportunities for youth to get to know each other through interactive activities that engage participants of different language levels. This helps clients not feel as isolated in their new communities and schools.

"FYI gives me a chance to believe in myself again. I enjoy meeting different people and participating in programs here like the Powerstudy. I like helping other young people succeed in their studies so I try to help out whenever I can. Thanks to FYI for helping me to apply to university. I am looking forward to graduating from high school this year!"  
— FYI Youth Participant



# STRENGTHENING YOUTH SECTOR CAPACITY

Sector Capacity Building programs at FYI- Agency Mentorship Program (AMP), Shared Learning Project and Administrative Support Program, continue to provide much-needed capacity-building supports to youth leaders, youth-led groups and young professionals across the city. Much of our clientele has changed this past year due in large part to the completion of funding and shifts in funding in the youth sector and we have responded accordingly. Using past participants, we have worked hard to build workshops and provide one-on-one services that increasingly meet our participants' needs and utilize interactive, peer-to-peer methods. We launched year 2 of AMP and began working collaboratively with other sector leaders to build the foundations of the Shared Learning Project. We also designed and launched the Power of One program engaging young professional volunteers and youth organizations. This program has connected young professionals to volunteer and professional development opportunities in the youth-serving sector.

"OCAYA is a non-profit Oromo youth organization that began as a coalition of concerned Oromos who saw that the needs of Oromo youth were not being met. FYI has been our trustee for the past four years and has helped us effectively develop and maintain our organization. The staff at FYI are always available to help out! They are consistent with their work and dedicated to our organization, doing their best to ensure that we are on the right track. The OCAYA board is fortunate to be working with such a great team of people. We look forward to continue working with FYI in the future."  
- Oromo Coalition Against Youth Abandonment  
Administrative Support Participant





# FINANCIALS

## FOR YOUTH INITIATIVE IN TORONTO STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31, 2012

ASSETS	2012	2011
Current assets		
Cash	\$ 269,840	\$ 322,839
Guaranteed investment certificate	5,000	
Amounts receivable	51,111	106,989
HST recoverable	17,975	18,323
Prepaid expenses	9,090	9,090
	<b>353,016</b>	<b>457,241</b>
Leasehold improvements (note 7)	225,000	262,500
<b>Total</b>	<b>\$578,016</b>	<b>\$719,741</b>
<b>LIABILITIES AND NET ASSETS</b>		
Current liabilities		
Accounts payable and accrued liabilities	\$ 22,552	\$ 25,349
Deferred revenue (note 6)	313,989	434,851
	<b>336,541</b>	<b>460,200</b>
Deferred capital grants (note 7)	225,000	262,500
	<b>561,541</b>	<b>722,700</b>
Net assets		
Unrestricted	16,475	(2,959)
<b>Total</b>	<b>\$578,016</b>	<b>\$719,741</b>

# FINANCIALS

FOR YOUTH INITIATIVE IN TORONTO  
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS  
FOR THE YEAR ENDED DECEMBER 31, 2012

REVENUE	2012	2011
Grants (note 8)	\$ 1,159,921	\$ 1,155,570
United Way – Youth Challenge Fund capital grant (note 7)	37,500	37,500
Scholarship fund donations	1,196	5,916
<b>Total</b>	<b>\$1,198,617</b>	<b>\$1,198,986</b>
<b>PROGRAM EXPENSES</b>		
Salaries and benefits	671,838	862,520
Mentored groups	222,952	84,617
Rent and permit fees	152,805	125,323
Project costs	39,176	55,564
Office and administration	31,149	36,150
Professional fees	8,741	7,416
Professional development	5,801	14,819
Special events	5,279	1,939
Insurance	3,942	3,672
Amortization (note 7)	37,500	37,500
<b>Total</b>	<b>\$1,179,183</b>	<b>\$1,229,520</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>		
<b>FOR THE YEAR</b>	<b>19,434</b>	<b>(30,534)</b>
Net assets, beginning of year	(2,959)	27,575
<b>NET ASSETS, END OF YEAR</b>	<b>\$16,475</b>	<b>\$(2,959)</b>

# IN THEIR OWN WORDS

**How has the FYI Scholarship Contributed to your on-going success?**

"The FYI Scholarship has contributed to my on going success, because it has allowed to pursue my post-secondary education goals. It helped me pay for my books, laptop and transportation for school, which are necessities for attending university. Being given the opportunity to be the recipient of the FYI scholarship has helped me and kept me motivated as a student throughout this year."

**What would you say to a young person who is thinking of applying?**

"Be confident, and try your best. This scholarship meant so much to me, and I am sure it will mean just as much to you."



**What would you say to someone who is thinking of donating to the FYI Scholarship Program?**

"This scholarship helps youth like myself in many ways, whether it is paying for school, books, transportation and other school fees. The FYI scholarship gives students the opportunity to work to their full potential and gives them hope to continue to pursue their goals and aspirations. It removes the financial burden of attending post-secondary education off of the students shoulders, so they are able to focus on school."

**What is your favorite part of your post-secondary studies?**

"My favorite part of post-secondary this year, is the freedom and independence I have as a student. I manage my time wisely, and join different clubs within my school. I have been taking very interesting courses, which will help me towards finishing my post-secondary education. Post-secondary education allows me to expand my knowledge. I would like to thank the FYI scholarship program, for giving me the chance to experience this!"



# THANK YOU FOR MAKING A DIFFERENCE IN 2012!

## CORE & PROGRAM FUNDERS

### Government

City of Toronto

- Community Service Partnerships

Government of Canada

- Citizenship & Immigration Canada
- Department of Justice
- Human Resources & Skills

Development Canada

- Status of Women Canada

Province of Ontario

- Ministry of Citizenship & Immigration
- Ministry of Health & Long-Term Care

United Way of Toronto

Youth Challenge Fund

### Corporate & Foundations

ArtReach

Campus Logix

CIBC

David Miller & Joan H. Miller Foundation

Deacon Insurance Agencies

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Kula Yoga Studio Annex

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Ontario Trillium Foundation

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Toronto Community Foundation

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A special thank you to all FYI youth- we wouldn't be here without you!



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