



ANNUAL REPORT

2014

www.foryouth.ca





THE ORGANIZATION

Board of Directors:

Chair: Usman Khan

Vice Chair: Doug Brooks

Secretary: Doug Spooner

Treasurer: Derek Hatoum

Directors:

Meghan Swinkels

Andrew C. Alleyne

Gary Simpson

Carol Tam

Kelly M. Jackson

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MISSION:

Our Mission is to reduce violence and build youth leadership in our community by increasing access to opportunities for marginalized youth.

VISION:

For Youth Initiative's Vision is to create healthy communities where youth are fully engaged and equal participants in society.

OUR CAUSE

Supporting young people as they grow strengthens our community, commerce, health and culture – the pillars of a vibrant city. However, one third of children, teens and young adults under the age of 24 live below the poverty line. Over half of Toronto's neighbourhoods are considered low-income and youth unemployment is at 20%, the highest rate our city has seen in decades. Difficulty in acquiring employment is compounded by the barriers that many young people living in low-income neighbourhoods face in realizing their educational potential. Youth living in poverty are less likely to have access to nutritious foods and are at a high risk of dropping out of school due to self-esteem issues and the ability to plan for the future. People living in poverty are at an increased risk of violence. For Youth Initiative (FYI) provides programs and services to youth living in low-income neighbourhoods 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

MESSAGE FROM THE CHAIR OF THE BOARD & EXECUTIVE DIRECTOR



In 2014, For Youth Initiative (FYI) in Toronto continued to progress in strengthening its operations, administration, and governance, while focusing on community impact. In our operations, we continued the implementations of our 2013-2016 organizational strategic plan. As part of that work, we reimagined our organization by approving a new logo, a new tag line and giving our website a new look. When planning for a tagline for our agency, we went through an exercise that enabled us to clearly see that FYI is an anti-poverty organization. We recognize that through our programs, services, advocacy and engagement, we were actively working at “Ending youth poverty through empowerment”, this resonated with us as an organization and our work historically has been aligned. We also released our Agency Mentorship program outcomes through our CORE (Centre of Organizational Resilience) department, which confirmed that



FYI's capacity building supports for grassroots and small agencies was having a significant impact. This report completed by York University is now informing the reach, scope and growth of that department and its capacity building model. We are seeing strong growth in this department as we begin reaching out to groups across the GTA and beyond.

Our governance and administration remain very strong as we took further steps this year to strengthen our infrastructure. Our Board of Directors reviewed and updated our human resources manual to ensure that our staff continues to be supported, in order to provide the critical services required in the community. They also spent a great amount of time on revising their governance documents. We believe that our organization is at its best for community, when our oversight body, administration, and operations are aligned and strong.

In our second year of our strategic plan, we built on the organization's role as a thought leader. Our Executive Director on behalf of FYI, led the Premier's Council on Youth opportunities that looked at issues such as employment, engagement, health, education, and police relations. FYI also formed a relationship with LinkedIn Canada to develop young people's

employment profiles. These profiles serve as a platform for employers to view, and we believe this could provide a strategic advantage to young people's economic opportunities. As we go into 2015, we hope to continue to work with you to innovate and build an inclusive organization that serves the needs

of those young people that need it the most. We will continue to work hard, and focus on impact, from the board level to the management team and direct service staff. We thank you for all your support throughout the year, and ask that you continue to engage with us, and challenge us to be better for the young people we serve **Thank you,**

Usman Khan, Board of Directors Chair
Lekan Olawoye, Executive Director



FYI'S YOUTH DEVELOPMENT DEPARTMENT

Leadership Programs

Our leadership program provides youth with the opportunities to create an individual goal map, develop appropriate social skills, explore civic engagement opportunities and connect with leaders in the community that can serve as mentors and provide guidance in life planning.

Re-Integrating the Socially Excluded (R.I.S.E.)

R.I.S.E. uses an evidence-based wraparound support model for youth in conflict with the law to increase leadership abilities and skills so as to prevent and intervene in youth violence.

Creating Equitable Spaces

This program empowers young women to lead and engage in discussions around gender equity as well as develop and execute a Gender Based Analysis on FYI and the surrounding community.

Newcomer Program

FYI supports racially marginalized and under-served newcomer youth living in low-income neighbourhoods by developing personalized settlement goals based on individual youth needs, in partnership with parents to access opportunities that will allow them to flourish and thrive in Toronto.

Studio Program

Our music studio is furnished with professional recording equipment to provide youth the opportunity to develop marketable skills for further educational development or employment.

Statistics

Since attending the RISE program during the 2014 pilot year only 6% of the participants have incurred criminal charges.

In the final quarter of 2014 the Newcomer Program reached nearly 500 visits by newcomer youth.

FYI'S CORE DEPARTMENT

THE CENTRE FOR ORGANIZATIONAL RESILIENCE (CORE)

THE CENTRE FOR ORGANIZATIONAL RESILIENCE (CORE) AT FYI STRIVES TO BUILD THE CAPACITY OF YOUTH-LED INITIATIVES AND YOUTH SERVING ORGANIZATIONS THROUGH MANAGERIAL AND LEADERSHIP TRAINING, ORGANIZATIONAL MENTORSHIP, NETWORK DEVELOPMENT AND ADMINISTRATIVE SUPPORT PARTNERSHIPS. CORE'S CURRENT SUPPORTS INCLUDE:

Knowledge Exchange Meetup (KEM): Preparing young leaders with how to effectively run and sustain their initiative/organization through a series of skill-building workshops.

One-on-one mentorship: To discuss roadblocks, facilitate introductions, share resources, ask questions about workshop materials, sector practice, or related systems, seek feedback on emerging ideas, and develop strategies and plans to tackle challenges.

Skilled-volunteer matching: To connect youth-led organizations with skilled-volunteers who can support young leaders' capacity building goals.

Network development: To create opportunities for youth-led organizations to connect with peers, as well as diverse adult allies in order to reflect, share challenges, and exchange ideas and strategies for success.

Online toolkits: To provide universal capacity building access CORE has developed multiple online toolkits, with hopes of sharing resources with more young leaders and youth-led organizations.

Administrative Support Partnership (ASP): To help youth-led organizations build skills and knowledge of organizational effectiveness, sustainability and leadership capacity.





FYI'S IMPACT

1 RACHEL CHARLES

For Youth Initiative Participant

"My experience at FYI has helped me become a more open minded person. FYI is a place where different cultures can come together and be at peace with one another. While being in the Creating Equitable Spaces (CES) program I have learned about the past, present and future of FYI and I am excited to see the positive transformation."

2 DONNIQUE REEVES

For Youth Initiative Participant

"FYI has given me a number of opportunities to explore my potential in different aspects. The organization has also given me the starting essentials I need to grow as a person in a safe space."

3 MONICA SAMUEL

Founder, Black Women In Motion

www.blackwomeninmotion.ca/our-partners.html

"CORE 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 CORE through the ASP (Administrative Support Partnership) goes way beyond the traditional trusteeship service which 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. I can say confidently that FYI is one of few organizations that really helps make positive change in the community."



COMMUNITY ENGAGEMENT

4 YOUTH ENGAGED IN RAISING FUNDS FOR THEIR COMMUNITY

This year the youth participated in a Halloween event at FYI to fundraise for their community. They played games, danced, dressed up in costume, and discussed the importance of creating awareness on giving back. All proceeds from the food purchases were donated to the United Way of Toronto in order to support their community initiatives.

5 LINKEDIN PARTNERSHIP **LinkedIn**

This partnership included a 12 week employment pilot that provided a cohort of 15 young people employment and image management workshops and services. FYI connected vulnerable young people to mentors and sector leaders in employment to dress their best, develop a lifelong career asset, a professional LinkedIn Profile, develop an effective resume through our redefining work template, participate in mock interviews, and essential job readiness skills. Our LinkedIn partnership is built on the understanding that we need to support young people to diversify the number of people who see their skills. We believe that through an online platform and a partnership with LinkedIn, we can do this.

6 THE POWER OF ONE

The Power of One is an annual fundraiser to benefit Toronto youth who don't have the same advantages as others. At this year's event attendees enjoyed musical performances by youth, listened to youth share their stories, and celebrated overcoming adversity. All proceeds raised went directly to For Youth Initiative, to help youth in low-income areas create successful futures. This year, our keynote speaker was the Minister of Children and Youth Services.



FYI SCHOLARSHIP RECIPIENTS 2014



DIAMOND FRASER

Diamond will be graduating from Harbord Collegiate Institute. She strives to make a difference in her community as she has done a lot of volunteer work and conducted many community research projects. Her research work led her to become a member of the Youth Advisory Group at Oakwood Village Library and Arts Centre where she focuses on youth outreach. Diamond will be attending York University to pursue her Bachelor of Education degree in French studies to teach kindergarten to grade 6.

“In June of 2014 I won the For Youth Initiative scholarship, the day I won I had no idea I would be receiving it. I actually had volunteered myself to do observational research at the annual general meeting for FYI not knowing they would be giving out the scholarships there and then. When I heard my name I was completely shocked, I made my way down to the podium with the biggest smile on my face. After the meeting, one of the executives at FYI shared some words of encouragement with me as I told him I had applied for scholarships before and was not successful. This made me decide that instead of giving up I need to perseverer so can reach my goal. Soon after that I won another scholarship.”

DANNY AMPADU

Danny is graduating from Central Technical School and upon graduating he will be attending Ryerson University to obtain his Bachelor’s of Commerce-Business Management. He then hopes to move forward with his education in Law School and fulfill his dreams of becoming a labour lawyer. Danny has played an active role as a community leader as he initiated a program called the Youth Food and Justice Project providing support programs for up to 20 at-risk youth and has also been a key mentor for an educational mentorship program for young boys since 2010.

JENNY-MAY RUTTAN

Jenny-May is a successful graduate from CALC Secondary. Jenny has become a valuable part of her community though her work with Syme Woolner Neighbourhood and Family Center in the Children and Youth Services. Upon graduating she will be attending Humber College and begin her post secondary education in the Early Childhood Education program and plans to then further her education with advanced studies in special needs.

TRISTAN HERCULES

Upon graduating from Monsignor Fraser College, Tristan will be attending Fanshawe College for Graphic Design to put his creativity to work. Tristan became involved with the York Jets Soccer Club helping out with the younger teams within the club’s community. He took it upon himself to be a mentor to these children when they needed it most by taking his mentorship beyond soccer and into a more personal level in order to truly make a difference in their lives

SPECIAL THANKS

EMPLOYEES AND VOLUNTEERS:

For Youth Initiative would like to offer a special thanks to all the employees and volunteers at the organization. Their passion and relentless work have been the driving force of such a great year. They have played an integral part in providing excellence in services for our youth; their commitment to our cause and the community is truly inspirational. Your dedication to engaging, empowering, and supporting our youth make everything possible.

FUNDERS, DONORS, SUPPORTERS, AND COMMUNITY PARTNERS:

For Youth Initiative is a charitable non profit organization 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 proactively and success within our participants.

FUNDERS:

Canadian Imperial Bank of Commerce (CIBC)
Citizenship and Immigration Canada
City of Toronto
Department of Justice
Ontario Ministry of Children and Youth Services
Ontario Ministry of Citizenship, Immigration and International Trade
Ontario Trillium Foundation
Royal Bank of Canada (RBC)
Status of Women Canada
United Way of Toronto

AUDITED FINANCIALS

FOR THE YEAR ENDED DECEMBER 31, 2014

2014

2013

REVENUE

Grants (note 6)	\$ 1,028,935	\$ 1,088,998
Donations and other	93,274	66,864
United Way - Youth Challenge Fund capital grant (note 5)	37,500	37,500
Scholarship fund donations	5,100	3,921
	1,164,809	1,197,283

PROGRAM EXPENSES

Salaries and benefits	786,191	704,297
Rent and permit fees	90,831	110,221
Project costs	89,678	77,045
Mentored groups	56,441	164,246
Office and administration	42,588	31,804
Special events	11,719	21,821
Professional fees	8,576	8,449
Insurance	4,610	4,265
Professional development	3,595	4,052
Amortization (note 5)	37,500	37,500
	1,131,729	1,163,700

**EXCESS OF REVENUE
OVER EXPENSES FOR THE YEAR**

	33,080	33,583
Net assets, beginning of year	50,058	16,475
NET ASSETS, END OF YEAR	\$ 83,138	\$ 50,058

ASSETS

Current assets

Cash	\$ 194,351	\$ 113,688
Guaranteed investment certificate		5,000
Amounts receivable	33,288	64,366
HST recoverable	14,492	16,272
Prepaid expenses	1,919	1,845
	244,050	201,171
Leasehold improvements (note 5)	150,000	187,500
	\$ 394,050	\$ 388,671

LIABILITIES AND NET ASSETS

Current liabilities

Accounts payable and accrued liabilities	\$ 118,761	\$ 33,318
Deferred contributions (note 4)	42,151	117,795
	160,912	151,113
Deferred capital grant (note 5)	150,000	187,500
	310,912	338,613

NET ASSETS

Unrestricted	83,138	50,058
	\$ 394,050	\$ 388,671

CONTACT US:

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If you would like information on donating to our cause
or getting involved please visit our website:

www.foryouth.ca

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

Charity Number:
876026725RR0001

