



ANNUAL REPORT 2015

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TABLE OF CONTENTS

The Organization	2
Message from the Chair of the Board and the Executive Director	4
FYI's Youth Development Department	6
FYI's CORE Department	7
FYI's Impact	9
FYI Scholarship	10
Special Thanks	12
Audited Financials	13

BOARD OF DIRECTORS:

Chair: Usman Khan

Vice Chair: Doug Brooks

Secretary: Doug Spooner

Treasurer: Derek Hatoum

Director: Andrew C. Alleyne

Director: Kelly M. Jackson

Director: Gary Simpson

Director: Meghan Swinkels

Director: Carol Tam



VISION:

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

MISSION:

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

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. 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



In 2015, For Youth Initiative (FYI) made a big impact in Toronto by spending the third year of the 2013-16 Strategic Plan expressly focusing on achieving its goals of reducing youth violence, enhancing youth leadership and striving to become a thought leader by strengthening the organization's capacity and networks.

Due to the above efforts, FYI increased its impact and delivered the following successes.

The organization:

- Served 1180 youth directly through a wide range of programming and services.
- Enabled deserving youth to access college and university through thousands of dollars in scholarships. FYI's scholarship program has now provided over 28 scholarships to young people in low-income communities in Toronto. These young people are not only academically strong, but are gifted leaders in their schools and communities. This year, we would like to increase the amount of scholarships we provide to respond to the increasing need in our community. We know that post secondary education and training play a significant role in ending generational poverty.

CHAIR OF THE BOARD

- Hosted a back-to-school community barbecue where an estimated 700 people attended and 400 fully stocked backpacks were distributed to children and youth.
- Connected over 150 youth, young leaders, adult allies and youth-led initiatives through the highly successful, For Youth By Youth With Youth (FYBYWY) networking event.

For Youth Initiative ended 2015 saying goodbye to its long-time Executive Director, Lekan Olawoye, and began 2016 welcoming its new Executive Director, Shaneeza Nazseer Ally.

Shaneeza has been a part of the FYI family since 2011. She's lead FYI's Fundraising and Skilled Volunteer Engagement initiatives and managed our Capacity Building programs through the CORE Department. She returns to FYI with a plethora of corporate and non-profit experience and a remarkable set of leadership skills to guide the organization to new heights.

The organization is currently developing its next 2016-2019 strategic plan and it is with the utmost joy that we announce that FYI's new leader was recently awarded the Toronto Foundation's Vital People award which supports professional development of rising nonprofit leaders. This grant will better position Shaneeza to lead the upcoming strategic planning process and help For Youth Initiative grow responsibly and sustainably.

Thank You,

Usman Khan, Chair





FYI'S YOUTH DEVELOPMENT DEPARTMENT

Youth Ambassador Leadership Program

This program uses an evidence-based wrap-around support model for youth to increase leadership abilities and skills while decreasing disengagement. Youth are encouraged to lead community-building initiatives to build their own leadership skills. Additionally, youth work with FYI staff to develop tailored goals for their own self-development while also being connected to a mentor and local community services to support their access to employment, education, family support, & social isolation reduction.

Girl Group

FYI's girls group is girl talk with a twist. We encourage young women to have open and honest conversation about occurrences in their lives and we use those occurrences (good or bad) to empower them and mold them into leaders. Our program is designed to help young women dig deep and express themselves the best way they know how. We also strengthen them with tools to develop new methods of self-expression. Our goal is to ensure that they develop a healthy dose of self-esteem and self-confidence. We believe that with that combination, they will be able to tackle any curve-ball life throws at them.

Drop-Ins

Sometimes young people just want to have fun. There is no better day than Friday for some friendly ping pong competition right next to a very intense Jenga competition. Drop-In Fridays are designed for the youth to unwind from the stressful week of homework, tests and assignments. They are able to participate in a range of activities from board games to choreographed dancing and sometimes a short movie.

RISE- Youth Justice Program

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. This program focuses on four areas: work and career, education, family well-being and social life. Youth participate in dynamic group discussions, inspiring activities, tailored support systems and fun trips around the city.

Homework Club/ Power Study:

We all know how difficult some high school classes can be. The homework club is powered by tutors from nearby colleges and universities, as well as retired teachers. Youth get support to complete homework and work on other assignments and projects. We also go on power mode during exams. We study hard to make sure we are ready to "Ace" every exam!

Studio Program

The studio gives participants a chance to explore first-hand the exciting world of music production in a fully functional production and recording environment. Participants of any skill level can work alongside experienced peer mentors to develop their musical abilities. The program is a positive and artistic outlet for youth to express themselves and showcase their musical talent.

FYI'S CORE

DEPARTMENT

THE CENTRE FOR ORGANIZATIONAL RESILIENCE

The Centre for Organizational Resilience (CORE) at FYI strives to build the capacity of grassroots youth-led initiatives. CORE supports youth-led initiative/organizational staff and leadership to develop managerial skills, knowledge, and networks required to build organizational effectiveness and leadership capacity. CORE's end goal is to support youth-led organizations and young leaders to make positive impact and lasting change in their communities so they can have a stronger voice in the broader civic arena, and become life-long leaders in the non-profit sector.

CORE's current services:

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

One-on-one coaching/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

Network development: To create opportunities for grassroots youth-led initiatives/organizations to connect with peer leaders, as well as diverse adult allies, key stakeholders and community members in order to reflect, share challenges, and exchange ideas and strategies for success.

Online toolkits: Many grassroots youth-led initiatives/organizations outside the GTA are in need of organizational capacity building support. In order to respond to the existing needs, CORE team has developed multiple online toolkits, with hopes of providing universal access for any groups

Skilled-Volunteer matching: To connect grassroots youth-led initiatives with skilled-volunteers who can support organizational capacity building goals. CORE team provides matching support with the intention of building trusting relationship between two parties

Administrative Support Partnership (ASP): To provide grassroots youth-led initiatives with administrative support to ensure the integrity of project implementation and financial management



By Youth, For Youth, With Youth Networking Event on October 29, 2015



As part of Youth Opportunities Fund Capacity Building Initiative, the FYI-CORE team hosted the *By Youth, For Youth, With Youth* Networking Event to connect with peer leaders, adult allies, youth-led initiatives and community organizations. With over 140 attendees including 22 youth-led initiatives and community organizations, and 3 unique youth performers, this event was a huge success!



FYI'S IMPACT

Sarah Larock, Founder, Durham Region Writing Rainbow (DRWR):
<http://durhamregionwritingrainbow.tumblr.com/>

FYI-CORE has been really helpful, especially at the beginning when DRWR was applying for funding. Since then, CORE team has been DRWR's champion. FYI-CORE has been updating DRWR about what events they are hosting or involved with, as well as providing different opportunities and resources to increase reach. 1:1 mentorship has been invaluable. CORE staff's insight into the work, especially around additional sources of funding has been really encouraging.

Jabulah Murray, Program Director, P.U.S.H (Persevere Until Success Happens) Elite

As a YOF grantee it has been a great experience working with FYI-CORE as a mentoring organization they were always there for me when I needed advice on how to better the program, fill out paperwork as well as helped guide us on how to fill out final project reports. As a mentoring organization they were easy to communicate with and always answered phone calls and emails in a timely manner. FYI provided space for Push elite to have meetings as well as complete paperwork. It is so essential to have a different environment besides your regular workspace to finish and complete your work; it gives groups a good space to clear their minds and focus. It was great working with FYI and I hope to continue to work with them in my year 2 of my grant.

Oneika MacDonald, Girls Group Program Participant

For the number of years that I have been attending For Youth Initiative (FYI) as a participant, I have accomplished many goals and have become the individual that I had aspired to be. Taking on opportunities and overcoming the obstacles in my life had never been a problem because I was always considered an equal, and a family member within the organization - staff ensured that any advice and questions I had were handled with care, respect and confidentiality. I joined FYI's Girls Group Program, where I had acquired a leadership role. I was given the opportunity to lead a fundraising event for HIV/AIDS awareness in Africa and recognized for my efforts. This was a cause that I carry a great amount of passion for. FYI presented me with the resources and support that I needed to succeed.

Miguel Amaral, Studio Program Participant

FYI has helped me in so many ways. I was a grade 10 student when I heard about F.Y.I from a friend. The FYI staff were always checking up on me to make sure I was getting my work done. In grade 12, I attended school 2 or 3 times a week, found it pointless and considered dropping out. The staff immediately guided me in the right path. The best thing about FYI is the sacrifice it makes to benefit the most people in troubled situations. Thanks to FYI, I have had summer jobs and have become a much more confident and loving person because of the love shown to me. I started getting involved in the studio and have learned how to record and produce. In the future I plan to apply for the FYI scholarship, use it towards the Audio Engineering and Production course at Trebas Institute, become a music producer for young artists and come back to the area and work as a sound engineer for a local community centre like FYI or Urban Arts.

2015 FYI SCHOLARSHIP RECIPIENTS

GABRIELLE ARGUELLES

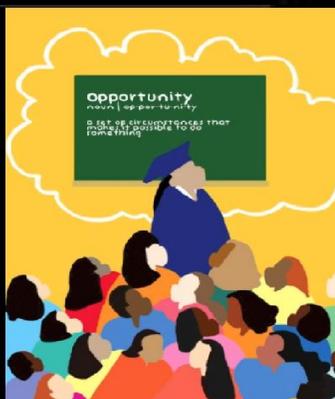
Gabby is graduating from Marshall McLuhan and will be attending the University of Toronto to study Humanities, with the eventual goal of attending teachers college. Gabby has played an active role as a community leader with roles on her local Eco Club, and has also dedicated her Saturdays to supporting youth in ESL classes. Since moving to Canada in 2007, Gabby has found success in school, in her community, and is now seen as a role model for other youth and newcomer youth.

ANDREW HOANG

Andrew will be graduating from York Memorial Collegiate Institute. He strives to make a difference in his community by integrating people who may not always be connected. The greatest example of this is his work to grow the membership at the Vietnamese Mix Kung-Fu Kickboxing Academy to include students from the Afghani, Indian, Jamaican and Hispanic community. Andrew will now pursue a degree in International Business Administration at York University. Andrew exemplifies all of the attributes we seek in a scholarship recipient, those of leadership and community involvement, and portrays them in a positive way.

YUSUF NUR

Yusuf is a successful graduate from Scarlett Heights. Yusuf's story is one of drive and perseverance, having transferred for his last year of high school in order to get his grades up, which he did. He also chaired the schools Young Men's Group, to help youth at his school address issues such as racism, sexism and homophobia. Yusuf will now attend the University of Toronto and study Social Sciences with a focus on Economics and Geography. Yusuf, made a difficult decision to change schools, and ultimately change the outcome of his high school experience, FYI is proud to support you.



Congratulations!



Riley Peterson

FYI would like to congratulate Riley Peterson on receiving the 2016 Leading Girls-Building Communities Award. Riley is a grade 11 student and dedicated volunteer in the York South-Weston community. Riley has been involved with For Youth Initiative in different capacities. In September 2015, Riley started a grassroots youth-led initiative called G.I.R.L.S (Growth, Inspiration, Respect, Leadership, Success) Group that is one of selected youth-led initiatives participating in CORE's 3-year Agency Mentorship Program. GIRLS Group is an after school, confidence-building and leadership program for the grade eight girls of C.E. Webster Public School. Girls Group is a safe space for the participants to be themselves and learn from each other. This year we had just under 20 participants each week and a number of different guest speakers and activities such as dancers, radio show hosts, politicians and martial arts.

SPECIAL THANKS

TO OUR 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 inspiring. Your dedication to engaging, empowering, and supporting our youth make everything possible.

TO OUR 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 to provide the tools young people need to succeed.

2015 Funders

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

AUDITED FINANCIALS

FOR THE YEAR ENDING DECEMBER 31, 2015

REVENUE	2015	2014
Grants (note 6)	\$1,035,789	\$1,028,935
Donations and other	\$81,515	\$93,274
United Way - Youth Challenge Fund capital grant	\$37,500	\$37,500
Scholarship fund donations	\$6,000	\$5,100
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	\$1,160,804	\$1,164,809

PROGRAM EXPENSES	2015	2014
Salaries and benefits	\$733,576	\$786,191
Project costs	\$152,994	\$89,678
Rent and permit fees	\$91,119	\$90,831
Office and administration	\$36,462	\$42,588
Special events	\$25,468	\$11,719
Professional Development	\$19,744	\$3,595
Professional Fees	\$10,539	\$8,576
Insurance	\$3,682	\$4,610
Mentored groups		\$56,441
Amortization (note 5)	37,500	\$37,500
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	\$1,111,084	\$1,131,729
Excess of revenue over expenses for the year	\$49,720	\$33,080
Net assets, beginning of the year	\$83,138	\$50,058
Net assets, end of the year	<hr/> <hr/>	<hr/> <hr/>
	\$132,858	\$83,138

ASSETS**2015****2014**

Current assets

Cash	\$408,404	\$194,351
Amount Receivable	\$27,321	\$33,288
HST recoverable	\$19,612	\$14,492
Prepaid expenses	\$4,839	\$1,919

	\$460,176	\$244,050
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Leasehold Improvements (note 5)

	\$112,500	\$150,000
	<u>\$572,676</u>	<u>\$394,050</u>

LIABILITIES AND NET ASSETS**2015****2014**

Current liabilities

Account Payable and accrued Liabilities	\$146,006	\$118,761
Deferred contributions (note 4)	\$181,312	\$42,151

	\$327,318	\$160,912
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Deferred Capital grant (note 5)

	\$112,500	\$150,000
	<u>\$439,818</u>	<u>\$310,912</u>

Net assets Unrestricted

	\$132,858	\$83,138
	<u>\$572,676</u>	<u>\$394,050</u>

CONTACT US:

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To make a donation or learn how you can support our cause, please visit www.foryouth.ca

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

Charity Number: 876026725RR0001