

ANNUAL REPORT 2021





Our vision

Communities where all young people flourish.

Our mission

To build healthy communities by training and equipping young people to lead change. Activating all sectors to work together towards an asset-building culture.

Purpose

- To address and prevent specific problems faced by youth, and to advance education by providing programs, workshops and training on topics such as leadership, self-esteem, mental health, positive gender roles, employment assistance, and career coaching.
- To address and prevent problems faced by youth and their families by providing accessible online portals that provide resources, training, workshops, and links to community resources and experts in various fields to assist youth and their guardians/parents with issues they face.
- To carry out activities ancillary and incidental to the above charitable purposes.

We bring together expertise in education, mental health and business to give our approach balance and ensure that the whole community has representation.

Healthy Youth Network uses Search Institute's Developmental Assets Framework to guide our work, focus our efforts and evaluate outcomes. We follow Search Institute's Developmental Relationship Framework to guide our interactions with youth and effectively engage them. By embedding assets & relationships in young people's lives, we improve mental health, reduce at-risk behaviour, and create better outcomes.

2021

January

- Youth Portal launches
- YIT determine Ally Program needed
- HYN joins Youth Serving Agency Network of Hamilton

April

- Funding for Ally Program from 100 Women Who Care Flamborough-Waterdown

September

- HYN received Charitable status
- HYN attended "dress code/sexual assault" rally at WDHS

November

- HYN added to donation platforms (Kamboo, Benevity, Canada Helps) and begins receiving online donations
- YouthREX, Tamarack Institute and Xello become training resource partners

February

- Launched Impact Training Series
- Partnered with YouthREX to host "Engaging Youth Through Healthy Relationships"

May

- Launch of Parent Place website

October

- Received Federal Government (WAGE) funding for Ally Program
- Partnered with YSAN to provide training for their members

December

- Student team orientation and training
- Recruitment and interviewing of YIT members



Our Plan to Transform Our Community

As a collective impact network, our vision is to build capacity and improve outcomes of community organizations that support children, youth and their families. Over the past 10 years, Healthy Youth Network (formerly Healthy Community-Healthy Youth Flamborough) has found support in partners like the John Howard Society, YMCA, Public Health, Rotary Clubs, Ontario Trillium Foundation, Hamilton Police Services, and school boards.

We've been building new community partnerships and networking with existing ones like the The City of Hamilton, Hamilton Health Sciences, Interval House of Hamilton, Halton Women's Place and many more.

During this period our work has been focused on defining the problem, developing key relationships, educating the community on the importance of assets and piloting projects that can address the need. Now, we are taking active steps to collaborate with our partners, community and youth to implement sustainable ways of working together to achieve positive outcomes.

Message from the President

It is my distinct honour to take this opportunity to sincerely thank the dedicated and enthusiast human resources who comprise and support the Healthy Youth Network. Without the intentional collaboration of our outstanding volunteers and partners, the important work we have done and propose to do for our youth would simply not be possible.

We have a very active and engaged Board of Directors. On behalf of the Board, we want to thank and honour our valued community partners and partnerships, donors & funders, and volunteers on the Senior Leadership Team, Youth Impact Team, What's Your Path Team, Flamborough Paint Challenge Team and Ally Program Steering Committee.

As you can see on the Timeline for 2021, there has been a lot of activity and momentum. Obtaining charitable status for our non-profit entity was a major achievement. Also pivotal was receiving 3 years of Federal Funding through Women and Gender Equality Canada (WAGE) for the Ally Program aimed at creating systemic change around gender-based violence (GBV). Our youth and parent on-line portals are live and populated with a wide range of helpful and much needed resources. Our work for the re-launch of the Flamborough Paint Challenge and What's Your Path programs are in the planning stages and well on their way to execution.

None of this would have been possible without the leadership, endless care, coordination, and fortitude of our now Executive Director/Program Manager and former Board Member, Penny Deathe. As the founder of Healthy Youth Network, her resiliency inspires us to "create communities where all youth flourish." The future is bright!

Sincerely,

Karen Turkstra
President of the Board of Directors



Message from the Executive Director



“It was the best of times, it was the worst of times”! While 2021 continued to be a challenging year, it also brought with it some exciting new developments. In 2020 we began the process for Healthy Youth Network to become independent by becoming a Federally incorporated not-for-profit. In 2021 the transition became complete as we received charitable status.

“Pivot” became the word of the day and we became no stranger to it. From finding creative ways to meet during the constantly changing pandemic directions, to engaging students and building our Youth Impact Team.

Through the dedication of our volunteer teams, we continued to move ahead with planning for What’s Your Path and launched our online portals. Our Youth Impact Team determined that they wanted to tackle gender-based violence which led us to developing the Ally Program with some incredible community partners. Community funding through 100 Women Who Care, and Federal funding through WAGE (Women and Gender Equality) allowed us to launch the program. Although the Flamborough Paint Challenge had to be cancelled in 2021, the team continued to meet and plan for 2022 with exciting new ideas.

As a wise person once told me, you have to create the box so you can think outside of it. I’d say 2021 was the year we built the box, putting in place teams, policies and a clear understanding of what we need to focus on. We couldn’t achieve this without the commitment of our volunteers, partners, stakeholders and the unending passion of our young people.

In 2022 we’ll continue to build on our programs, partnerships and find new ways to train and equip our young people to lead change. It will be a year where we see the fruit of our labour and build a community where all youth flourish!

Penny Deathe, Executive Director



HYN Board of Directors

Karen Turkstra
President

Lily Lumsden, BPE, MSc, BEd
Co Vice-President

Dr. Zobia Jawed,
Ph.D., M.Eng., MBA
Co Vice-President, Treasurer

Judi Partridge
Councillor, Ward 15 Flamborough

Harriet Ekperigin

Samantha McGregor

Penny Deathe
*Secretary of the Board/
Executive Director*

Senior Leadership Team

Dr. Zobia Jawed
Co-Chair
Equity, Diversity & Inclusion Lead

Sherri Cully
Co-Chair

Sophie Boers
Michael Caudle
Penny Deathe
Derek Zuccolo
Laura Vimboule
Kimberly Jewers-Dailley
Advisor

Youth Impact Team

Caileigh Sangster
Ally Program Coordinator

Mackenzie Boers
Communications Coordinator

Steffani Lang
Research Coordinator

Samantha McGregor
Holly McCann
Gary Keith Holmes
Connor Sweeney
Ava Rahimpour
Safaa Bahar
Issac Carpenter
Michael Santini

What's Your Path Team

Derek Zuccolo
Sherri Cully
Spencer Edwards
Andy Burnside
Mark Soave
Laura Vimboule
Dr. Zobia Jawed

Flamborough Paint Challenge Team

Gary Keith Holmes
Project Lead

Karen Turkstra
Connor Sweeney
Laura Piro
Volunteer Coordinator

Rob McCann
Entertainment

Caileigh Sangster
Program Coordinator

Michelle Murphy
Penny Deathe

Ally Program Steering Committee

Dana Gillespie Tozer
Assistant Manager, Social Work
Services Equity and Well-Being,
HWDSB

Theresa Sgambato
Principal WDHS

Diana Boatman
Student Services, WDHS

Derek Zuccolo
Head of Student Services, WDHS

Greg Gregoriou
Assistant Head of Student
Services, WDHS

Laurie Hepburn
Executive Director,
Halton Women's Place

Jerusha Mack
Supervisor, Violence Prevention
and Community Education,
Halton Women's Place

Sue Taylor
Director of Programs and Services,
Interval House of Hamilton

Mehmet Boyacioglu
MentorAction Program Lead,
Interval House of Hamilton

Cheryl Bradshaw,
BSH, B.ED, MA
Community Representative,
Author and Psychotherapist

HYN members

Caileigh Sangster
Ally Program Coordinator

Steffani Lang
Research Team Lead

Mackenzie Boers
Communications Coordinator

Penny Deathe
Executive Director



Discover. Explore. Create.

Our Programs: What's Your Path

Helping young people refine their skills, passions & interests in order to develop a path for the future based on their priorities and goals. Through building confidence, reducing barriers, and connecting them to the resources and support they need, we will ensure young people are future-ready.

“ I became involved in this project (What's Your Path) many years ago. Initially, I was attracted to the project because I wanted to help youth and their families expand their views on what success looks like. In my experience, I saw a trend of families not fully understand the various pathway after high school and the rewarding occupations associated with them. I was hoping to change a prevalent mindset that university is the best and most valued pathway. I also wanted to connect students/families with stories from local people who have successful careers so they could learn from their journey and wisdom. Ultimately, it is all about helping people gain access to information and experiences to support them in making informed choices that align with who they are and what they are passionate about.

– Derek Zuccolo, Head of Student Services,
Waterdown District High School

We want to provide the most up-to-date and extensive information, resources, supports and opportunities to our young people. We need to prepare parents, friends and caring adults to be able to properly provide guidance and encouragement. They can begin to discover the possibilities, engage in school, build skills and confidence, learn how to plan ahead and make decisions, and be optimistic about their future. Throughout their journey, we will meet them wherever they are and make sure they continue to move forward on a path that will ensure their success.

Using innovative tools and strategic partnerships, we will engage youth in meaningful ways and support them throughout their journey.

Our Programs: Ally Program

Healthy Youth Network is developing a youth-led Ally Program that creates systemic change aimed at reducing gender based violence. This program will pilot in the Flamborough Community and be scalable for schools and communities across Canada.

In a 2015 survey of grade 7 – 12 students in East Flamborough, only 38% of females felt safe at home, school, and in the neighborhood. Our Youth Impact Team guide our work and determined this needed be a focus for HYN.

Using the Search Institute’s Developmental Relationships Framework as a guiding principle, the Ally Program Framework will be developed to integrate and adapt the components of past successful initiatives to include 3 main components, to be piloted at Waterdown District High School:

- The conversational curriculum-based EngageMENT/ EmpowHER programs – led by Halton Women’s Place,
- The speaker-based “Be More than a Bystander” program led by Interval House of Hamilton, and
- Youth-led, and ally-focused events, trainings, and resources aimed at raising awareness and building healthy relationships).

Together, these components will be integrated into the Ally Program framework, which aims to empower young males to see themselves as leaders and allies in eliminating violence against women.



“ This program is extremely important to our community because surveyed results show that less than 30% of female identifying youth feel safe in their school and community. Domestic violence already prevalent before COVID has also spiked during the past year during lockdown. These factors are detrimental to the health and safety of women and the health and safety of the community.

– Steffani Lang, HYN Board of Directors,
Youth Impact Team member

“ We need to shift the culture so men are responsible to each other and themselves and understand exactly that they are more responsible for this violence than anybody else and they need to take responsibility for that. Men can ask for help. They can be strong enough and courageous enough to ask for help when they see things are getting out of hand.

– Anuradha Dugal, Vice-President of community initiatives at the Canadian Women’s Foundation



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Due to Covid, 2021 edition of the Flamborough Paint Challenge was cancelled. The FPC team is planning for the 2022 FPC, to be held on June 29th from 3 - 8 p.m.

Learn more, register, or become a sponsor at healthyouthnetwork.ca/about-the-flamborough-paint-challenge/





Website, Portals and Social Media

The main site officially launched in October 2020 and through 2021, has constantly been updated as we add new partners and programs. It offers an improved user-experience, and more convenient for visitors to find information. The updated site clearly states who we are, what we stand for and what we hope to achieve for youth in our community.



Launched January 2021, Healthy Youth Network's Youth Portal is intended to connect our youth to the information, resources, opportunities and support they are looking for, all in one place!

Our Youth Portal provides teens with extensive and up-to-date information on:

- Health & Well-Being – Mental Health, Covid, Consent, Healthy Relationships, Healthy Body Image, Bullying, Drugs/Alcohol, Helping a Friend, & more
- Education – High School Courses, e-learning, Experiential, Tutoring, Post-Secondary, Skilled Trades, & more
- Programs/Activities – Volunteering, Exchange Programs, Gap Year, Teams & Clubs, Art/Creative, STEM, & more
- Being Future-Ready – Financial, Careers, Jobs, Workshops/Training, and more
- Equity and Diversity – Tackling Racism, LGBTQ+, Indigenous, Making a Difference, & more

The website connects youth to:

- Guidance Counsellors
- Career Mentors
- Employment Services
- Mental Health Professionals
- City Councillor
- School & Student Trustees
- Youth Impact Team



4135

Facebook Page Reach

233

Page & Profile Visits

25

New Facebook Page Likes



1626

Instagram Reach

748

Instagram Profile Visits

120

New Instagram Followers



Launched May 2021, the Parent Place is similar to the Youth Portal, but through a parent lens. The website provides tips on "Building Stronger Families".



Treasurer's Report

Healthy Youth Network

Statement of Operations
January - December 2021

	TOTAL
REVENUE	
Donations	115.20
Grants	49,247.00
Sales	15,186.62
Total REVENUE	\$64,548.82
GROSS PROFIT	\$64,548.82
EXPENDITURES	
Bank charges	55.74
Direct Delivery Costs	
Materials and supplies	903.98
Total Direct Delivery Costs	903.98
Legal and professional fees	7,749.83
Office/General Administrative Expenses	1,140.78
Payroll Expenses	
Taxes	1,042.74
Wages	15,038.42
Total Payroll Expenses	16,081.16
Total EXPENDITURES	\$25,931.49
Excess of Revenues over Expenditures	\$38,617.33

Excess revenue is to be used in 2022 for the continued delivery of HYN programs.

Hamilton Technology Centre is co-located in the Innovation Triangle by building a community of innovation leaders and entrepreneurs in Hamilton. We are helping people...



Our Partners

Strategic

YMCA of Hamilton/
Burlington/Brantford

HWDSB

HWCDSD

City of Hamilton

Councillor Judi Partridge,
Ward 15

Youth Serving Agency
Network of Hamilton

Hamilton Police Services

Hamilton Public
Health Services

MediaBay Creative

Market Mechanics

Community Partners

Flamborough Review

Flamborough Chamber
of Commerce

Waterdown BIA

Hamilton Technology
Centre

YFC Youth Centre

Waterdown Church
Network

Flamborough Connects

Desjardins Insurance

Program Partners

Karen and Peter Turkstra
Foundation

Rotary Club of
Flamborough AM

Rotary Club of Waterdown

Turkstra Lumber

Flamborough Women's
Resource Centre /
Interval House of
Hamilton

Halton Women's Place

Soroptimist Club

100 Women Who Care

Women & Gender
Equality Canada