



ANNUAL REPORT

November 1, 2021 - October 31, 2022





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.

November 1
2021
to October 31
2022

January

- Ally Student Team meets weekly
- HYN joins the Youth Serving Agency Network of Hamilton and Equal Futures Network

March

- Flamborough Paint Challenge welcomes new team members and partners including Halton Conservation
- The What's Your Path team begin to develop a new website portal

May

- Student Ally Team host EmpowHER and EmpowerMENT breakfasts at WDHS to a sold out crowd

August

- New What's Your Path Portal is created and includes a Speakers Bureau

October

- HEART students begin to receive training on Gender Based Violence

February

- Ally team promotes "Be More Than A Bystander" month at WDHS with contests, prizes and an awareness campaign

April

- Student Ally Team begins to work with Clarity Creative to develop a framework and communication strategy

June

- Ally Student Team rebrand as HEART (Healthy Education About Relationships Team). The new framework and communication strategy are approved.
- Flamborough Paint Challenge is held after a 3 year absence. We broke sponsorship records!

September

- High school students are recruited for HEART as it pilots at WDHS and MacNab Secondary School

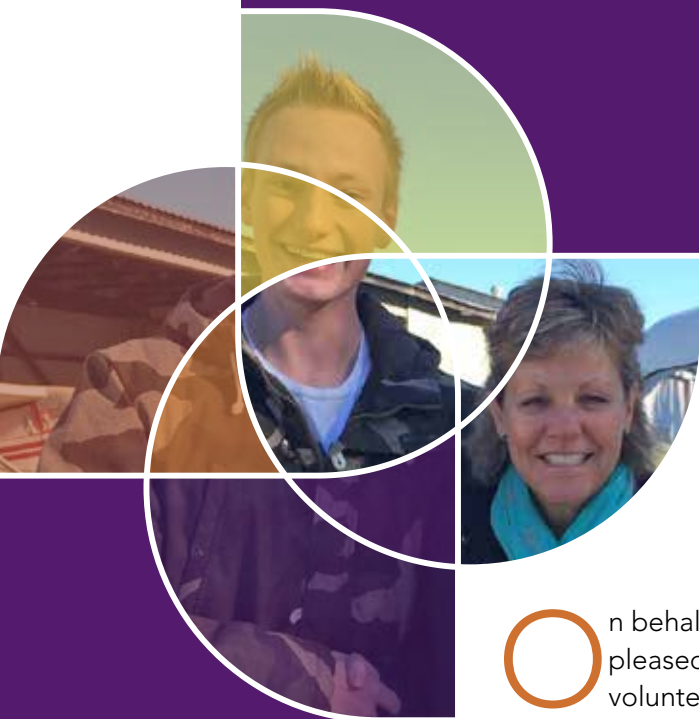
Purpose

- 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.

Message from the President



On behalf of the Board of Directors of the Healthy Youth Network, we are pleased to celebrate another year of helping youth flourish. The staff and volunteers of this organization are highly committed to positive youth outcomes through the various program and event offerings.

As you can see from the 2022 timeline, there has been a lot of activity and collaboration with community partners, youth and family serving agencies.

The federally funded Ally Program and Team held successful events and rebranded to become HEART (Healthy Education About Relationships Team). It was expanded to 2 high schools, Waterdown District High School and Sir Allan MacNab Secondary School, and there is interest expressed by other Hamilton schools. This is meaningful work and of great interest to students and we are excited to share its mission and vision across the greater Hamilton and Burlington communities.

We were able to host the Flamborough Paint Challenge after a 2-year hiatus because of COVID-19. It was a record year of attendance, sponsorships and new partnerships, not to mention a beautiful sunny day of great music, food, fun and powdered paint throughout the obstacle course.

The What's Your Path portal was created and populated with youth, parent, mental health and career resources, to name a few. The Speakers Bureau was launched and has wonderful opportunities for youth and their parents to connect with various professions and vocations supporting informed education decisions.

And finally, a huge Thank You to our Executive Director/Program Manager, Penny Deathe, for her tireless advocacy and dedication to young people reaching their potential. Penny has much valued help with our community partners, donors & funders, and our volunteers on the Board of Directors, Senior Leadership Team, Youth Impact Team, What's Your Path Team, Flamborough Challenge Team and the HEART team. Thank you for your wealth of knowledge, sharing of resources and your time to help create communities where all sectors work together towards an asset-building culture for our youth.

Sincerely,

Karen Turkstra, President of the Board of Directors



Message from the Executive Director

If 20/21 was the year we began to build the box for Healthy Youth Network, 21/22 was the year we began to fill that box. Although we still felt the effects of Covid with schools only beginning to open, we found ways to move forward thanks to the dedication of our teams and support of our partners.

To start the fiscal year, we received funding for Women and Gender Equality Canada to develop an ally program to combat gender-based violence in our schools. We recruited a student team and began to meet weekly. With schools closed, or limiting visitors, our team met at the Youth Unlimited Youth Centre. We hired Clarity Creative, a consulting firm who had helped us determine what the future of What's Your Path looked like. Through the spring of 2022, they helped the student team develop a framework, which resulted in renaming themselves HEART (Healthy Education About Relationships Team). This resonated so well with students and the school, that in September we launched HEART at two high schools.

Over the course of the year we continually met with our partners, and developed new ones, to shape this program and others. Our Flamborough Paint Challenge team never gave up on bringing the event back and their hard work paid off. With record sponsorships, and a beautiful sunny day, the event was a huge success.

What's Your Path took a new direction, inspired by a Speakers Bureau in Waterloo that one of our team members discovered. With guidance from Derek and Sherri, plus the brilliant creative mind of Sophie, and the talent of Market Mechanics, the What's Your Path Portal took shape. Set to launch in 2023, this will be another foundational program that we can continue to build on.

I continued to balance Healthy Youth Network and my Trustee role until October when I didn't seek re-election. Healthy Youth Network is my primary focus, well that and my two grandchildren, as I believe we have such an incredible future ahead of us. If we stay focused on training and equipping young people to lead change, they will take our programs to new levels and engage young people in new and creative ways. With big dreams, big plans, amazing volunteers and our growing list of partners, the stage is set for a future where all youth flourish.

Penny Deathe, Executive Director



Our Team

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

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

Youth Impact Team

Caileigh Sangster
Ally Program Coordinator
(Jan-June 2022) / 2022 FPC
Event Coordinator

Mackenzie Boers
Ally Program Coordinator
(October 2022 - present)

Steffani Lang
Research Coordinator

Samantha McGregor

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
2022 FPC Event Coordinator

Michelle Murphy

Penny Deathe

Ally Program Steering Committee

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

Theresa Sgambato
HWDSB Principal

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 Preven-
tion and Community Educa-
tion,
Halton Women's Place

Sue Taylor
Executive Director,
Interval House of Hamilton

Maddie Brockbank
MentorAction Program Lead,
Interval House of Hamilton



what's
your
path

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

Introducing our new Whats Your Path Portal

Throughout the past year, our dedicated “What's Your Path” team determined we needed to create a new portal with it's own url whatsyourpath.ca that would include a “Speakers Bureau” based on a successful model in Waterloo region.

With the help of MediaBay Creative and Market Mechanics, we developed this new portal that would:

- **for Youth and Families** - be a source of information, resources and support and connect them to inspirational career stories
- **for Educators** - allow them to book a speaker to come into their classroom
- **for Professionals & Businesses** - give them 10 ways that they can support youth to make better career decisions.



“ 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

Our Programs: Ally Program

In 2021, our Youth Impact Team identified the need to address a “jock culture” that they felt added to the low percentage of female students who felt safe. With funding from WAGE Canada and 100 Women Who Care, we began working with a student team from Waterdown District High School to develop and pilot an ally program. This student team was trained in understanding GBV and helped promote and run programs such as “Be More Than A Bystander”. In May 2022, they hosted their first “EmpowHER” and “EmpowerMENT” breakfasts.

Working with a communication consultant, they developed the vision, mission and beliefs that would guide this project, renaming themselves **HEART (Healthy Education About Relationships Team)**.

- **Vision:** A school environment that is safe for all genders, where everyone feels heard, supported and treated with equity
- **Mission:** Tackling the systemic issues in our community by raising awareness and educating youth about GBV to ensure youth have safe spaces to develop healthy relationships.
- **Purpose:** Address persistent and harmful gender stereotypes and build healthy relationships to break the gender-based violence cycle. For males (grades 7 – 12) to see themselves as allies in preventing violence against women.

In September 2022, we launched HEART at both Waterdown District High School and MacNab Secondary School.

Learn more at healthyouthnetwork.ca/heart-program/



Our Programs: Flamborough Paint Challenge

After a two year hiatus, the event took place on June 29th, 2022 with record-breaking profits. Gary and our FPC Team worked hard to make the event a huge success. We welcomed new partners, such as Halton Conservation, and new sponsors.

Platinum Sponsor

- Karen & Peter Turkstra Family Foundation

Silver Sponsors

- Waterdown Rotary PM
- Hamilton Technology Centre

Bronze Sponsors

- Woolcott Realty
- Andy Burnside, Desjardin Insurance

Obstacle Sponsors

- Bozek Orthodontics
- Picasso Orthodontics
- WPE Landscape Equipment
- Regional Tractor
- Waterdown Collision
- Waterdown Optometric
- Merit Insurance

In Kind Sponsors

- Turkstra Lumber
- West Avenue Cider House
- Hamilton Technology Centre
- Mediabay Creative
- Guelph Grotto
- Beverly Tire
- Chris Carpentry
- Dancemakerz
- Staples
- Water Depot

Our Partners

- Halton Conservation Area
- Hamilton Police
- KJ's Transformation Fitness
- City of Hamilton • Ryder Photo
- Jaison McGrath Wood Designs
- Tea at the White House
- Galer Equipment • Starbucks
- St. Johns Ambulance

And to those who provided support

- Councillor Judi Partridge
 - Community Church
 - Flamborough Review
 - The Keg
- ...and our local community businesses.

PLATINUM SPONSOR



IN-KIND GOLD SPONSOR



SILVER SPONSORS



IN-KIND SILVER SPONSORS

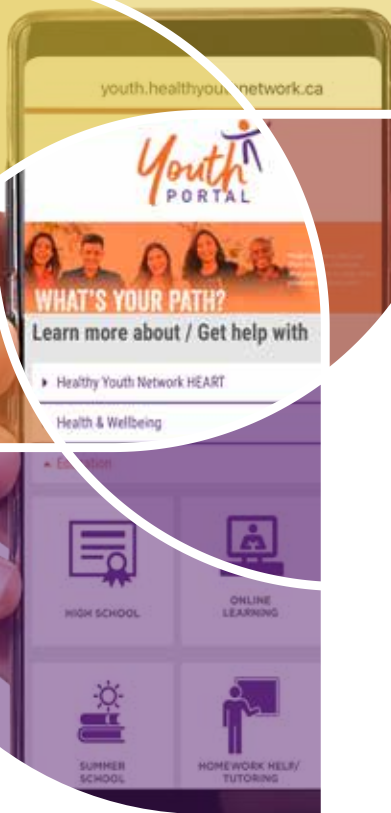


BRONZE SPONSORS



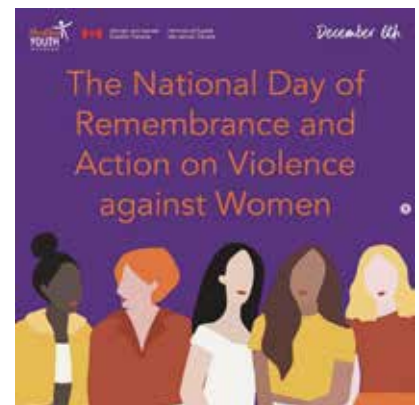
Andy Burnside, Agent





Website, Portals and Social Media

A team of dedicated volunteers continued to update and promote our portals. Teachers asked students for feedback and a social media campaign helped to guide students and parents to the portals.



f 11,232
Facebook Page Reach
343
Page & Profile Visits
33
New Facebook Page Likes

ig 2674
Instagram Reach
710
Instagram Profile Visits
77
New Instagram Followers

Treasurer's Report



Healthy Youth Network

Profit and Loss

November 2021 - October 2022

	TOTAL
REVENUE	
Donations	16,849.95
Grants	143,666.00
Revenue	21,000.00
Sales of Product Income	4,840.62
Total REVENUE	\$186,356.57
GROSS REVENUE	\$186,356.57
EXPENDITURES	
ADMINISTRATIVE EXPENDITURES	
Admin - Professional Fees	1,080.00
Admin - Insurance	1,606.50
Admin - Materials and Supplies	298.60
ADMIN - Office Equipment	226.00
ADMIN - Other	96.50
ADMIN - Salaries and Benefits	8,307.60
Office/General Administrative Expenses	403.75
Total ADMINISTRATIVE EXPENDITURES	12,018.95
Advertising/Promotional	4,022.91
Bank charges	81.41
DIRECT DELIVERY EXPENDITURES	0.00
DD - Honorarium	60.52
DD - Materials and supplies	7,865.70
DD - Meals and entertainment	4,594.92
DD - Other	5,928.22
DD - Professional fees	2,036.25
DD - Publicity and Promotion	1,110.15
DD - Salaries and Benefits	79,077.70
DD - Travel	91.88
Total DIRECT DELIVERY EXPENDITURES	100,765.34
Uncategorized Expense	2,000.00
Total EXPENDITURES	\$118,888.61
Excess of Revenues over Expenditures	\$67,467.96



Our 2021/22 Support Network

Strategic

Hamilton Wentworth District School Board
 YMCA of Hamilton, Burlington, Brantford
 MediaBay Creative
 Market Mechanics
 City of Hamilton
 Youth Serving Agency Network of Hamilton
 Councillor Judi Partridge

Community

Turkstra Lumber
 Flamborough Review
 Flamborough Chamber of Commerce
 Hamilton Technology Centre
 Desjardin Insurance
 YFC Youth Centre
 Dominos
 Copper Kettle
 Tea at the White House
 Jitterbug
 Rotary Club of Flamborough AM
 Rotary Club of Waterdown

Program

Turkstra Family Foundation
 Women and Gender Equality (WAGE) Canada
 100 Women Who Care
 Interval House/
 Flamborough Women's Resource Centre
 Halton Women's Place

