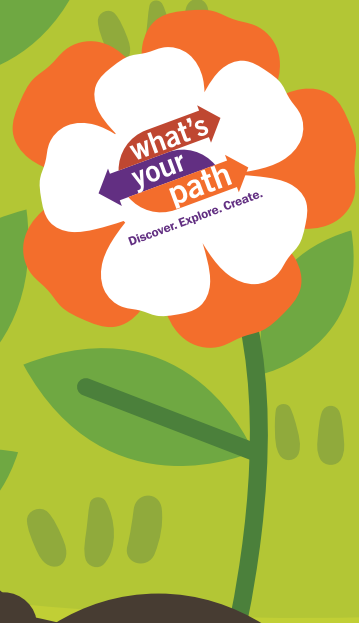


ANNUAL REPORT

November 1, 2022 - October 31, 2023





- WDHS teachers book speakers through WYP Portal

OCT 23

- Youth Portal/Parent Place updated
- Hamilton declares GBV an epidemic

JULY 23

- 5th Annual Flamborough Paint Challenge
- Hired WYP Program Manager

JUN 23

- HEART WDHS and Sir Allan MacNab Student Breakfast
- WYP Future-Ready Parent Session

MAY 23

- HEART teams trained by GBV professionals

MAR 23

- HEART partnered with Interval House for Be More Than a Bystander Month
- "Chat & Chew" with male teachers

FEB 23

- New WYP Portal postcard promotes Speakers Bureau

JAN 23

- Launched HEART in Sir Allan MacNab
- Created guidelines & forms for WYP Portal

NOV 22

November 1
2022
to October 31
2023

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.



The past year has seen much success helping local youth navigate their complex world of challenges.

On behalf of the Board of Directors of Healthy Youth Network (HYN), it has been our pleasure to serve this community. We are grateful and indeed celebrate the staff, volunteers and Board of Directors of this organization who are committed to serve youth across a diverse community.

This past year has also seen huge growth and collaboration with community partners, supportive youth agencies and of course an increase in the youth we serve. The Board of Directors will also expand from six members to nine members bringing valuable skill sets to serve this Board.

HYN / HEART (Healthy Education About Relationships Team) program has held many local school events. It was expanded to 2 high schools, Waterdown District High School and Sir Allan MacNab Secondary School, and we are working to expand to other Hamilton schools. It is the student engagement that has allowed this work to prosper. Students have taken ownership and responsibility of its mission and vision, and for that we are grateful.

The 2023 Flamborough Paint Challenge event is HYN's major fundraising event. It is truly a student-led community fundraiser. And, again in 2023, hugely successful with new sponsorships and partnerships. Our thanks to all who participated, especially to Turkstra Lumber whose staff built and assembled the amazing obstacle course. There was live music, games, with fun and colourful paint had by all.

The What's Your Path website was launched, featuring comprehensive career resources for youth, parents and teachers. The Speakers Bureau is now populated with a cross section of various professions and career options for students to make informed career decisions.

And finally, it goes without saying how much gratitude we owe our Executive Director/Program Manager, Penny Deathe, for her tireless advocacy and dedication to young people. She will tell you it has been a labour of love. Penny has provided 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, Penny, for your wealth of knowledge, sharing of resources and your time to help create communities where all sectors work together. As we often say, it takes a Village.

Kind regards

Judi Partridge
President of the Board of Directors



MESSAGE
FROM THE
**Executive
Director**

I love to garden! As my children will tell you, I can putter for hours, getting lost in the peace, alone in my thoughts. There is something deeply satisfying about nurturing a plant to grow from a tiny seedling into something beautiful. I think that's why this past year has been so rewarding. We planted seeds given to us by our young people and began to nurture them into something tangible that could grow.

An Ally Program to tackle gender-based violence amongst youth grew into HEART (Healthy Education About Relationships Team). Mackenzie, our Program Coordinator, took HEART and nurtured it, allowing students to prune and shape it into something that resonated with them. As with any healthy plant, it allowed us to divide and transplant it into another area where it could continue spreading.

What's Your Path had taken root in 2013 as a perennial. This annual event has been modified over the years to meet the needs of students. However, in 2023 a new variation emerged after Covid had changed the conditions in which it could grow. Sherri and our dedicated team rose to the challenge, while Sophie from MediaBay Creative and Market Mechanics took the vision and turned it into a crowd-stopper. The Youth Portal and Parent Place are still small saplings just waiting for the right tools to allow our gardeners to turn them into something that will spread.

There are those plants that are prolific, they start in one area of your garden and then begin popping up in other areas. Others are invasive and begin to choke out everything around them. Our job is to determine where to prune and which will bear the best fruit (or flowers), giving them the nutrients they need to be healthy. It's knowing the conditions that exist and those that you can create. It's having a team who are specialists in different areas. Some tend the soil, others provide the conditions, and some, such as our funders, give us the tools.

The seeds are sown and our team is ready. We believe that this next year we will see the fruits of our labour and hope you'll come grow with us.

Penny Deathe
Executive Director

Our Team

HYN Board of Directors

Judi Partridge, *President*

Samantha McGregor, *Vice President*

Dr. Zobia Jawed, *Ph.D., M.Eng., MBA, Vice President*

Karen Turkstra, *Treasurer*

Lily Lumsden, *BPE, MSc, BEd*

Penny Deathe, *Secretary of the Board/Executive Director*

Senior Leadership Team

Sherri Cully, *WYP Program Manager, Chair*

Dr. Zobia Jawed, *Equity, Diversity & Inclusion Lead*

Sophie Boers, *MediaBay Creative*

Kayla Kilgour, *YMCA Employment Services*

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

Jonathan Schinkel, *Vice Principal, Waterdown District High School*

Brent Monkley, *Vice Principal, Sir Allan MacNab Secondary School*

Chris Pera, *Office of Ward 15 Councillor*

Gina Faubert, *Radiant Girls*

Penny Deathe, *Healthy Youth Network*

Mackenzie Boers, *HEART Program Coordinator*



2023 Priorities

Organizational

Increase the number of community partnerships by 25% to strengthen local youth support services.

Embed developmental relationships in all our programs and interactions with youth.

Integrate Youth Impact Team members to play an active role in all our programs.

Explore and further build the values of diversity, equity and inclusion in our community.

Program

Launch a What's Your Path Portal and Speakers Bureau.

Effectively engage male students to see themselves as allies in preventing violence against women. Encourage more male participation in HEART.

Develop a communication strategy and continue to build the online portals to improve awareness of local resources and to increase service coordination.

Attract at least 5 new community partners to participate in the annual Flamborough Paint Challenge Event and increase school involvement.

What's Your Path Program

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.



Funders

**KAREN AND PETER
TURKSTRA FAMILY
FOUNDATION**



What's Your Path Steering Committee

Sherri Cully, *Program Manager, Chair*

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

Sophie Boers, *MediaBay Creative*

Spencer Edwards, *YMCA Employment Services*

Andy Burnside, *Desjardin Insurance*

Mark Soave, *Waterdown Self Storage*

Shelly Coleman, *Luci Boutique*

Christian, *Student Representative, WDHS*

“ Three-fourths of high school graduates say they were moderately, slightly or not at all prepared to make college or career decisions after graduation. To reduce uncertainty about post-graduation plans and add purpose to high schoolers’ education experience, K-12 schools could offer more opportunities for career exploration.

– Edson Barton, YouScience Survey

Goal: To scale up our What's Your Path/Speakers Bureau Portal that enables educators, students and their families to connect with professionals from the local workforce quickly and easily so that students can make informed and inspired career choices for their future.

This past fiscal year, we focused on recruiting speakers and promoting to teachers.



What's next

Secure additional funding for a full-time dedicated staff person and additional resources to;

- Expand the Speakers Bureau, ensuring;
 - » diversity so all students can see themselves reflected
 - » meeting the career interests of students
- Scale up the portal into other Hamilton and Halton schools
- Develop a communication strategy to promote the portal to;
 - » business professionals - submit a career profile
 - » teachers - to book a speaker to come into their classroom
- Plan career fairs and events in partnership with the schools
- Explore partnerships to enhance the portal
- Create new opportunities such as targeting specific careers or demographics (ie. Fem-in-Stem, the arts, Trades, BIPOC, Indigenous, LGBTQIA+)
- Develop a new “Program Profiles” section that features the profiles of post-secondary students who will share valuable insights about their program



HEART Program

In 2023, gender-based violence was declared an epidemic in Hamilton. Youth, ages 15 - 24 years old, are at the greatest risk.



Funder



Women and Gender Equality Canada

Femmes et Égalité des genres Canada



HEART Steering Committee

Penny Deathe, *Program Manager*
Mackenzie Boers, *Program Coordinator*
Sabrina Hunter, *Research Coordinator*

Waterdown District High School

Greg Clark, *Principal*
Johnathan Schinkel, *Vice Principal*
Diana Boatman, *Student Services*
Derek Zuccolo, *Head of Student Services*

Greg Gregoriou, *Assistant Head of Student Services*

Kayla Thomas, *HEART Teacher Lead*

Sir Allan MacNab Secondary School

Theresa Sgambato, *Principal*
Brent Monkley, *Vice Principal*
Chrissy McComb, *Teacher Lead*
Lisa Sidorkewicz, *Teacher Lead*

Halton Women's Place

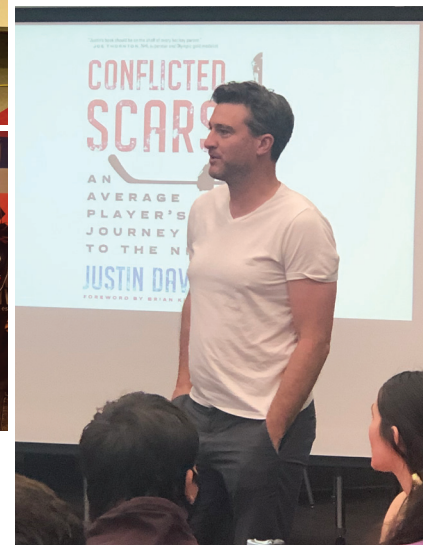
Laurie Hepburn, *Executive Director*
Jerusha Mack, *Supervisor, Violence Prevention and Community Education*

Interval House of Hamilton

Sue Taylor, *Executive Director*
Maddie Brockbank, *MentorAction Program Lead*
Liza Ritchie, *MentorAction*

Vision: A safe school environment for all genders, where everyone feels heard, supported, and treated equally.

Mission: Tackling gender-based violence in our community by raising awareness and educating youth about healthy relationships.



Our Core Values:

- 1. Trust:** Building trust within school communities where students can have open and honest conversations in a safe space.
- 2. Empowerment:** Supporting and lifting each other up, building youth confidence to speak their voice and build healthy relationships.
- 3. Education:** Providing relevant and up-to-date resources and communication regarding relationships and gender-based violence.
- 4. Empathy:** Being understanding, sensitive, compassionate and genuinely caring towards all others, regardless of our differences.

At the beginning of the 2022/23 school year, a diverse group of 10 students were recruited at both Waterdown District High School and Sir Allan MacNab Secondary School. From evidence-based interventions, students received training on understanding and building healthy relationships. Using this information, they developed a work plan and communication strategy targeted at specific groups of students and the general population.

Youth Portal & Parent Place

In 2020, shortly after the pandemic hit, a father called Healthy Youth Network in a panic. His son's best friend had committed suicide and he was fearful there would be more. He didn't know where to turn for help or find information & resources that would help him support his son.

Youth Portal: A website for youth, with information, resources and support for some of the biggest issues teens experience today.

Parent Place: A website for parents, with resources to navigate through difficult situations and help on how to strengthen relationships.

Our Youth Portal and Parent Place are an answer to that call. Aimed at reducing teen suicide and harmful behaviour, our Youth Portal and Parent Place are one-stop website portals that link youth and their parents to immediate help and provide up-to-date trusted information, support and resources from reliable sites, connecting teens to the support they need, when they need it.

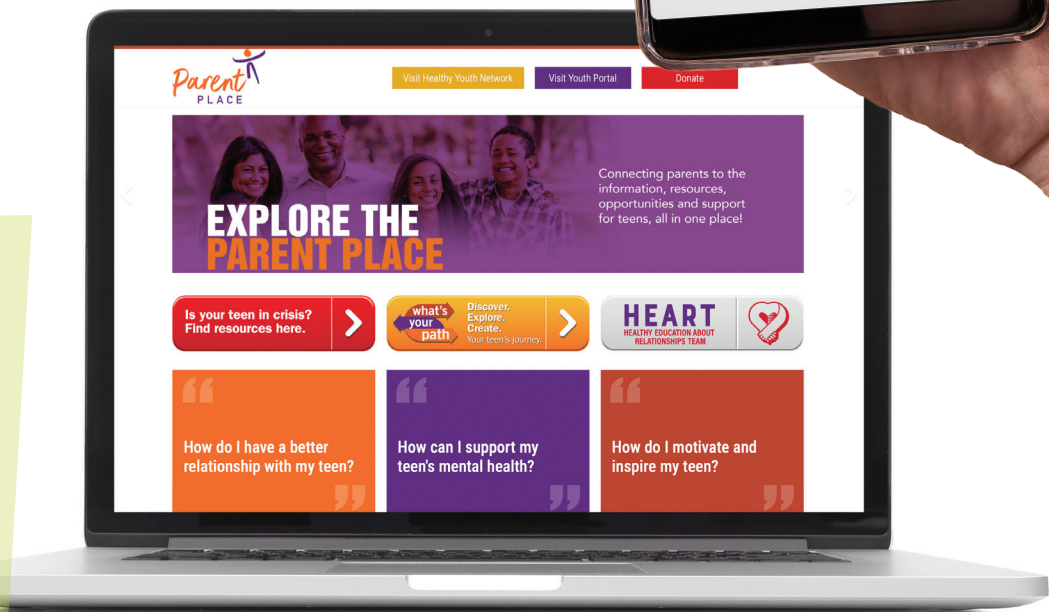


Funder
Patrick J. McNally
Charitable Foundation



Website Steering Committee

- Bert McMallum, *Market Mechanics, Website Developer*
- Sophie Boers, *MediaBay Creative*
- Derek Zuccolo, *Head of Student Services, WDHS*
- Sherri Cully
- Mackenzie Boers, *Communication*
- Sabrina Hunter, *Content*



Flamborough Paint Challenge

Although smoke from forest fires threatened to cancel the event, and impacted the number of participants, the event took place with (almost) clear blue skies. A great entertainment line-up included Nicole Martin from CHCH as emcee. A new obstacle course layout and new games were enjoyed by all ages.



48
Volunteers



225
Participants



\$26,176.55
Total Revenue



\$7,475.41
Net Revenue



SPONSORS

Platinum Sponsor



Silver Sponsors



Bronze Sponsors

- Woolcott Realty
- Andy Burnside, Desjardin Insurance
- Waterdown Rotary PM
- Red Hill Car Wash
- Regional Tractor
- CHCH

Obstacle Sponsors

- Bozek Orthodontics
- WPE Landscape Equipment
- Lions Club
- Waterdown Collision
- Waterdown Optometric
- Red Hill Car Wash
- Dairy Queen

In Kind Sponsors

- Turkstra Lumber
- West Avenue Cider House
- Hamilton Technology Centre
- MediaBay Creative
- Guelph Grotto
- Beverly Tire
- Dairy Queen
- Tea at the White House
- Staples
- Water Depot
- Starbucks
- Dominos Pizza
- Pizzaville
- Pizza by Johnny's
- CHCH
- Flamborough Review
- KJ's Transformation Fitness
- Galer Equipment Limited

And all those who supported us

- YMCA of Hamilton, Burlington, Brant
- Hamilton Police
- City of Hamilton
- Community Church
- St. Johns Ambulance
- Youth Serving Agency Network of Hamilton

...and our local community businesses.



Flamborough Paint Challenge Planning Team

Karen Turkstra
 Rob McCann
 Laura Piro
 Gary Keith Holmes
 Penny Deathe
 Karyn Huizing, *Event Coordinator*
 Brenna de Ree



Treasurer's Report

Healthy Youth Network

Profit and Loss

November 2022 - October 2023

	TOTAL
INCOME	
Donations	9,694.92
Fundraising and sponsorship income	13,994.22
Grants	125,498.59
Sales of Product Income	3,560.22
Total Income	\$152,747.95
GROSS PROFIT	\$152,747.95
EXPENSES	
ADMINISTRATIVE EXPENDITURES	
Admin - Professional Fees	2,752.81
Accounting Services	5,800.00
Bookkeeping Fees	3,575.31
Total Admin - Professional Fees	12,128.12
Admin - Advertising/Promotional	440.70
Admin - Bank Chargers	622.33
Admin - Honorarium	-2,752.81
Admin - Insurance	2,025.90
Admin - Materials and Supplies	584.65
ADMIN - Office Equipment	40.68
ADMIN - Other	448.43
ADMIN - Salaries and Benefits	17,825.92
Office/General Administrative Expenses	402.68
Total ADMINISTRATIVE EXPENDITURES	31,766.60
DIRECT DELIVERY EXPENDITURES	0.00
DD - Consulting	2,644.20
DD - Honorarium	208.60
DD - Materials and supplies	9,661.88
DD - Meals and entertainment	4,669.64
DD - Other	4,891.78
DD - Professional fees	881.40
DD - Publicity and Promotion	7,922.44
DD - Salaries and Benefits	88,815.19
DD - Travel	893.32
Total DIRECT DELIVERY EXPENDITURES	120,588.45
Uncategorized Expense	0.00
Utilities	
Telephone	392.90
Total Utilities	392.90
Total Expenses	\$152,747.95