

ANNUAL REPORT 2024



November 1, 2023 - October 31, 2024



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.

We Believe

- In a “Train the Trainer” model. Through training and mentoring older youth to mentor and guide younger youth, they are able to build important skills.
- All youth have interests and passions (sparks) that can inspire and motivate them.
- Healthy *Developmental Relationships are the foundation young people need to flourish
- Through collaboration, we can create communities that work together to achieve better outcomes for youth.
- Everyone has a role to play in building healthy relationships and helping young people to be successful.



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.



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*

Robert McCann, *Member*

Andy Burnside, *Member*

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

MESSAGE FROM THE President

This past year can best be described as a world in flux with ever-changing dynamics on local, provincial, federal, and international levels. With a focus on hope, resilience and navigating these changes, Healthy Youth Network is committed to walk this path with those who need us.

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 this 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 expanded from six members to eight members, bringing valuable skill sets to serve this Board.

HYN / HEART (Healthy Education About Relationships Team) program held many local school events at both Waterdown District High School and Sir Allan MacNab Secondary School. It is this critical student engagement that has allowed HYN's work to successfully nurture where the need is. Students have taken ownership and responsibility of its mission and vision, and for that we are grateful.

We again want to extend thanks and appreciation to Turkstra Lumber's staff, who built and assembled the amazing obstacle course of the 2024 Paint Challenge. The decision going forward has been made to retire the Flamborough Paint Challenge event. Everything runs its course so to speak. We thank everyone, especially participants, sponsors, and partners for their incredible support and look forward to new fundraising events on the horizon.

The What's Your Path website was launched, featuring comprehensive career resources for youth, parents, and teachers. The Speakers Bureau is 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 and her team, for their tireless advocacy and dedication to young people. She will tell you it has been a labour of love. HYN, through Penny, has joined the City Youth Strategy Committee to share in a more city-wide youth engagement policy. She has provided help to many of 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 is often said, it takes a village.

Kind regards

Judi Partridge, *President of the Board of Directors*



"Persistence and resilience only come from having been given the chance to work through difficult problems."

– Gever Tulley

MESSAGE FROM THE Executive Director

Resilience! It's often a word that has been associated with success. In a recent committee meeting, we discussed the importance of resilience in youth. One of our members spoke about how the great depression had created a more resilient society as families and communities banded together to support each other, share resources, and help each other find work (Historyskills.com).

It feels like this past year has been a test as to the resilience of Healthy Youth Network. In March 2024, our major funding expired for our HEART program and we were unsuccessful in obtaining funding through larger grants. This led to us turning to smaller pockets of funding within our community. Through the support of our Board of Directors, Councillor Ted McMeekin, and the City of Hamilton, we were able to secure enough funding to support the program for the year. While donations from local Rotary Clubs funded our annual breakfast event. We also began exploring new partnerships and collaborations for our What's Your Path Program, such as recruiting post-secondary students to help improve the Portal.

We build resilience in youth through strong relationships and the same can be said within organizations. With close to 60 volunteers, we can brainstorm new funding avenues and find innovative ways to deliver our programs. For example, we had originally planned to scale up HEART by expanding into new high schools. When we were unable to hire additional staff to do this ourselves, we began to look at licensing the program so other groups could deliver it. This led to meeting with Public Health nurses at Glendale Secondary School to discuss training their student team to deliver HEART events.

As they say "when the going gets tough, the tough get creative!". Maybe not exactly those words, but getting going for us has meant we've had to be creative and face these challenges together. Whether it's economic hardships or threats that challenge our way of life, if we work together to find solutions, we'll build the resilience it takes to succeed.

Penny Deathe
Executive Director



Achieving our 2023/24 Priorities

Organizational

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

- Joined Councillor McMeekin's Community Council
- Joined Burlington Chamber of Commerce
- Increased involvement with Hamilton's Youth Serving Agency Network (YSAN), including helping to plan & promote National Youth Week

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

- Trained volunteers and staff

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

- YIT members continue to be Board and team members. We hired a YIT member as an event coordinator for the Paint Challenge.

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

- HEART includes members from diverse backgrounds and we specifically bring in speakers to discuss equity and inclusion
- We targeted speakers from diverse backgrounds for our WYP Speakers Bureau. Waterdown District High School (WDHS) booked these speakers as part of their policy to reach diverse students and build equity.

Program

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

- Launched in November 2023

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

- Male speakers spoke to male students as part of our Empowerment Breakfasts and throughout the year at Waterdown District High School and McNab Secondary School.

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

- Due to a lack of funding, we were unable to create a comprehensive communication strategy. The portals were promoted through our partners and the Youth Serving Agency Network.

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

- We received new sponsorships from local businesses and had more business teams participate.
- For 2024/25 we are partnering with WDHS on two new events that will drastically improve school involvement.



Discover. Explore. Create.

1093
VIEWS
of Career
Profiles

50
Profiles
Submitted

9
Speaker
Requests

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.

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

Shelly Coleman, Luci Boutique

Christian, Student Representative, WDHS

Funders



Highlights from the Year

Recruited speakers through the Flamborough and Burlington Chamber of Commerce.

Partnered with WDHS Student Services on a teacher communication strategy to encourage teachers to book speakers.

Future-Ready Event in partnership with WDHS School Council:

- Surveyed parents to determine topics
- 3 speakers, 10 information booths
- Over 40 parents/students attended



Speakers attended WDHS Art Show.

Recruited former WDHS students as part of panel to speak to Grade 12 students about preparing for post-secondary education.

Speaker presented to the entrepreneur class on diversity and succeeding as an immigrant.

Met with Dundas Valley School of Arts to help us recruit speakers from the arts community.

Met with HWDSB Superintendent & Pathways team to discuss expanding into other schools.

Met with McMaster University Student Services to discuss creating Program Profiles page.

Recruiting WYP Student team to help guide program.

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.

HEART Program

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

HEART Committee

Penny Deathe, *Program Manager*
Mackenzie Boers,
Program Coordinator
Kelly Rizzo, *Research Team*

Waterdown District High School

Kaila Thomas, *HEART Teacher Lead*
Julie Buckle, *HEART Teacher Lead*

Sir Allan MacNab Secondary School

Chrissy McComb, *Teacher Lead*
Lisa Sidorkewicz, *Teacher Lead*

Funders



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Highlights from the Year

Participated in 16 Days of Activism Against Gender-Based Violence, which included a school-wide assembly at Sir Allan MacNab where Interval House of Hamilton shared knowledge about gender-based violence and how to Be More Than a Bystander

Participated in Be More Than a Bystander Month, which included The Dating Game event at WDHS and Sir Allan MacNab, identifying red flags/green flags through a fun interactive interview-style game

HEART teams ran fundraisers to raise money and collect PJs and menstrual products to donate to Interval House of Hamilton

HEART teams held their annual Empowering Breakfasts. Sir Allan MacNab invited Brittany Krystantos, a mental health speaker and bestselling author, to share her story. WDHS invited Joelle Kabisoso of Sisters in Sync to share her story, and Chris and Bryan from Halton Women's Place to share knowledge about healthy masculinity.

Met with school admin and staff at Glendale Secondary School to discuss introducing HEART to their Healthy Action Team (HAT)

Started a research team to build better evaluation tools in order to assess the knowledge students are gaining from HEART initiatives



Youth Portal & Parent Place

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.

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*

Highlights from the Year

Met with Village Media to discuss a potential partnership. Potential opportunity to expand the portals into an online news magazine. They are launching a new platform called "Spaces" that could align. Will follow up this year.

Explored idea to expand the portals into an online news magazine with potential partners. Will continue to pursue opportunities.

Applied for funding to help us launch a communication strategy but were not successful.



Funders

Patrick J. McNally
Charitable Foundation



Flamborough Paint Challenge

Although thunderstorms impacted our registration numbers and cut short our event, we had record sponsorships and representation from local businesses. We even hosted a birthday party!

Emily Vukovic from CHCH was our emcee. Special guests included:

- MP Dan Muys
- Hamilton Police
- Hamilton Fire Department
- Hamilton Tiger-Cats players and cheerleaders

Flamborough Paint Challenge Planning Team

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



40
Volunteers



\$23,670
Sponsorship



\$2,705.40
Ticket Sales



\$12,626.35
Expenses



\$13,749.05
Profit

SPONSORS

Platinum Sponsor



Silver Sponsors



Bronze Sponsors

- Red Hill Car Wash
- Woolcott Realty
- Desjardins
- Rotary Club of Waterdown
- Regional Tractor

Obstacle Sponsors

- Waterdown Collision
- Red Hill Car Wash Waterdown
- Bozek Milligan Orthodontics
- Flamborough AM Rotary
- WPE Landscape
- Merit Insurance
- Brown Lawyers

In Kind Sponsors

- CHCH
- Beverly Tire
- Flamborough Today/Village Media
- Guelph Grotto
- West Ave Cider
- MediaBay Creative
- Galer Equipment
- Radiant Girls
- PHOTOBOUND
- The Water Depot
- Jitterbug Cafe
- Tea at the Whitehouse
- YMCA
- KJ's Fitness
- The Keg
- Staples
- PYC Burlington
- C.E.S.C.O Signs

Treasurer's Report

Healthy Youth Network

Statement of Operations
For the year ended October 31, 2024
(Unaudited)

2024

REVENUE

Grants, note 4	\$ 117,575
Fundraising and sponsorships	23,922
Donations	8,401
Event tickets	2,705
	<u>152,603</u>

EXPENDITURES

Advertising and promotion	7,377
Consulting fees	-
Honorariums	-
Insurance	2,149
Materials and supplies	1,567
Office and administration	1,270
Professional fees	6,237
Refreshments and supplies for meetings	6,322
Telephone	339
Wages and benefits	121,127
	<u>146,388</u>

EXCESS OF REVENUE OVER EXPENDITURES FOR THE YEAR

\$ 6,215