



CHOICES
FOR YOUTH



ANNUAL REPORT 2023-24

NOVEMBER 2024

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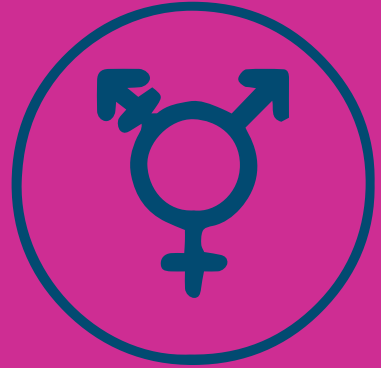
STATEMENT OF FINANCIAL POSTION

STATEMENT OF OPERATIONS



1,075

YOUTH SUPPORTED



30%

**OF YOUTH SUPPORTED
IDENTIFIED AS A MEMBER OF
THE 2SLGBTQIA+ COMMUNITY**



28%

**OF YOUTH SUPPORTED
IDENTIFIED AS HAVING A
DISABILITY**



5%

**OF YOUTH SUPPORTED
IDENTIFIED AS INDIGENOUS**



154

YOUTH HOUSED



86

**YOUTH EMPLOYED
IN SOCIAL ENTERPRISE**



89%

**HOUSING OCCUPANCY
RATE IN CFY HOUSING**



43%

**OF SUPPORTS PROVIDED
RELATED TO MENTAL HEALTH**

MISSION STATEMENT

Through innovative programming and social enterprise, Choices for Youth helps youth and young families secure stable housing, education and employment, while working towards family stability and better health. With a focus on prevention, intervention, and support, we help children, youth, and young families break cycles of poverty and homelessness to transition to healthy, stable, and independent lives.

LAND ACKNOWLEDGEMENT

We respectfully acknowledge the land on which we gather as the ancestral homelands of the Beothuk, whose culture has now been erased forever. We also acknowledge the island of Ktaqmkuk (Newfoundland) as the unceded, traditional territory of the Beothuk and the Mi'kmaq. And we acknowledge Labrador as the traditional and ancestral homelands of the Innu of Nitassinan, the Inuit of Nunatsiavut, and the Inuit of NunatuKavut. We recognize all First Peoples who were here before us, those who live with us now, and the seven generations to come. As First Peoples have done since time immemorial, we strive to be responsible stewards of the land and to respect the cultures, ceremonies, and traditions of all who call it home. As we open our hearts and minds to the past, we commit ourselves to working in a spirit of truth and reconciliation to make a better future for all.

EDI STATEMENT

Choices for Youth (CFY) strives towards a culture of inclusion and empowerment, one where there's a sense of belonging and safety while prioritizing diversity across the organization, including in its Board of Directors composition, employment practices, staff, policies, programming, and services. CFY actively works to support program participants, staff, and volunteers who identify as Indigenous, Black, racialized and/or as members of other equity-seeking and/or religious, cultural, and other communities; members of the 2SLGBTQIA+ community; people with disabilities; and people from a variety of social and economic backgrounds. CFY is committed to providing support and accommodations to all involved with the organization, including employees, program participants, and volunteers. Should you require support or accommodation(s) to enable your participation within CFY's programs, and/or during the hiring, selection, or employment process please let us know at any point.

CHOICES FOR YOUTH'S LEADERSHIP FOR THE 2023–24 YEAR

BOARD OF DIRECTORS:

Geoff Davis, Chair

Bruce Belbin, Vice Chair

Tracey Power, Treasurer

Kaylah Mercer, Secretary

Lisa Bishop, Director

Lori Menchenton, Director

Robert Hoskins, Director

John Samms, Director

Meghan Riggs, Director

Andrew MacDonald, Director

Sean Ryan, Director

Sherry Nandha, Director

OUTGOING:

Amr Alagouza, Director

Brent Aiken, Director

Kim St. John, Director

SENIOR LEADERSHIP TEAM:

Sheldon Pollet, Executive Director

Jen Crowe, Senior Director of Strategy, Fund Development, and External Relations

Lori Whitt, Senior Director of Business Operations and Education, Employment, and Social Enterprise

David Banfield, Senior Director of Programs and Human Resources

Matthew Piercey, Director of Newfoundland and Labrador Integrated Youth Services

Katie Keats, Manager of Fund Development and Communications

Matthew Cooper, Manager of Impact Measurement and Engagement

Mari-Lynn Taylor, Manager of Education, Employment, and Social Enterprise

Raven Warren, Manager of Family Programming and Support Services

Colt Politte, Manager of Housing Services

OUTGOING:

Jessica Alcock, Manager of Human Resources

Jill Doyle, Manager of Family Programming and Support Services

Lucy Bradley, Manager of Family Programming and Support Services

SECTION 1: INTRODUCTORY INFORMATION



A MESSAGE FROM THE BOARD CHAIR

Dear Friends and Supporters of Choices for Youth,

This past year was one of significant growth, resilience, and progress toward a province where every young person has the opportunity to thrive. We are honoured by the trust that young people have placed in us, and this year's milestones reflect the dedication of our team, partners, and the youth we serve.

In 2023-2024, Choices for Youth provided essential support to **1,075 young people**, helped **175 youth secure safe housing**, and assisted 288 families in building stability. Each one of these numbers represents a young person or family who found strength and support within our programs. This year, mental health was the top supportive service we provided at Choices for Youth, with **43% of our annual interventions focused on mental health**—a critical focus as we work toward comprehensive, holistic care for youth in our community.

One of the highlights of this year was the province-wide expansion of the Employment Stability Pilot Program on **September 21, 2023**. Announced by the Honourable Paul Pike, (then) Minister of Children, Seniors, and Social Development, this initiative marks the culmination of a multi-year, collaborative effort between the Government of Newfoundland and Labrador, Choices for Youth, and our dedicated partners at Stella's Circle. The Employment Stability Program enables income support recipients to retain more of their earnings, easing the transition to sustainable employment. The program's new earnings exemption formula allows workers to keep a higher portion of their income, and through employment continuation bonuses, it offers substantial incentives for ongoing work experience. As of **September 2023**, nearly **170 individuals** had participated in the pilot program, and we are proud to report that **40 individuals** have achieved financial independence, no longer needing income support to supplement their earnings.

Another momentous achievement was realized on **March 26, 2024**, when Choices for Youth and the Newfoundland and Labrador Health Services (NLHS) received news that Budget 2024 would include a **\$4.3 million investment in a provincial model of Integrated Youth Services (IYS)**. This milestone represents five years of steadfast community engagement, developmental work, and a collective commitment to accessible, integrated youth support services. With this investment, we are poised to establish a transformative provincial model that will enhance mental health and social services for youth across Newfoundland and Labrador, with two initial hub sites opening in the 2025/26 fiscal year.

These achievements are a testament to what is possible when our community, government, and local partners work together in support of young people. On behalf of the Board of Directors, I thank our supporters, funders, and advocates for standing with us in our mission. Choices for Youth is deeply committed to creating opportunities for young people to overcome challenges, build resilience, and lead fulfilling lives. It is an honour to steward this vision forward with you.

Thank you for your continued dedication and belief in the work of Choices for Youth. Together, we are making a profound impact.

With gratitude,

Geoff Davis

Chair, Board of Directors



MESSAGE FROM THE PREMIER

On behalf of the Government of Newfoundland and Labrador, I am pleased to congratulate Choices for Youth on another successful year of helping youth and young families from across Newfoundland and Labrador meet their immediate needs and achieve their goals.

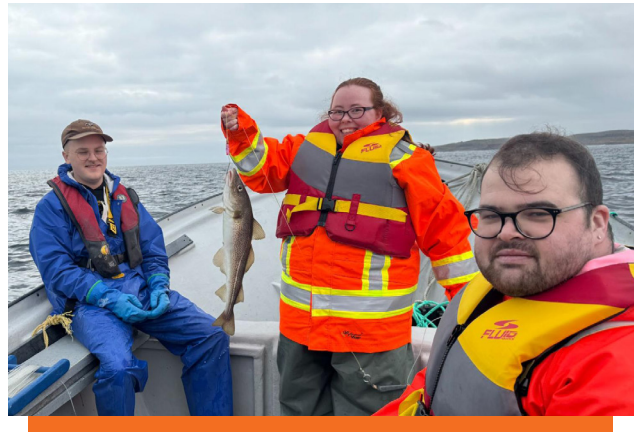
Choices for Youth plays an important role in supporting young people across a continuum of supports and services targeting all aspects of the social determinants of health. Through its range of housing options, mental health and addiction supports, social enterprise training and employment, and family and natural supports programming, Choices for Youth continues to show leadership in bringing social innovation to the forefront of its work.

Together, the Government of Newfoundland and Labrador and Choices for Youth share the vision of supporting the well-being of Newfoundlanders and Labradorians. This year, we are pleased to be able to commit approximately \$7 million to the organization, which will help it deliver, and expand its services. A particular focus of this work has been the ongoing development of Integrated Youth Services, a national best practice model of youth mental health and addictions services currently being replicated in every province and territory in Canada.

I would like to thank the staff, Board, and volunteers at Choices for Youth for your dedication to meeting youth where they are and supporting them on their journey to achieve their goals.

Sincerely,

Honourable Dr. Andrew Furey
Premier



A MESSAGE FROM THE YOUTH LEADERSHIP AND ADVISORY COUNCIL

The Choices for Youth (CFY) Youth Leadership and Advisory Council (YLAC) is made up of a group of five youth, aged 16-29, who are currently enrolled in or previous participants of CFY programming.

As advocates for young people across all CFY programming YLAC provides feedback and recommendations to the senior leadership team and Board of Directors on improvements that can help the organization better meet the needs of youth. One of YLAC's areas of focus is food security and improving access to food. As part of their action plan the group hopes to advocate for resources to assist the amazing work done by the Kitchen Staff at CFY.

In addition to providing program feedback, YLAC also shares their lived expertise on other issues that impact youth in Newfoundland and Labrador such as housing insecurity, health and mental health, and youth poverty. This last year YLAC participated in three separate focus groups and roundtables, one of which was with the National Advisory Council on Poverty Reduction to discuss changes they need to see services like income support.

Lastly our YLAC members have also participated in several community-based skill building opportunities. Most recently, YLAC spent a full day out at Petty Harbour with Fishing for Success to learn about the importance of local fishing in improving access to food for communities across Newfoundland and Labrador. The group also helped catch 15 cod on a successful fishing trip off the harbour and later watched how the fish were filleted and prepared in a simple, yet nutritious, stew!

In the upcoming year YLAC hopes to build on their leadership skills engaging and working directly with other youth in CFY programming to strengthen their advocacy efforts!

STRATEGIC PLAN

2023–2028

WHO WE HEARD FROM

14

STAKEHOLDERS

80

STAFF
MEMBERS

90

YOUNG
PEOPLE

THE LAUNCH OF OUR FIRST FIVE-YEAR STRATEGIC PLAN

Choices for Youth launched our Strategic Plan 2023-2028 in early 2023, which was co-developed by youth, staff, our Board of Directors, and key stakeholders. This plan sets the roadmap for our collective work in supporting youth and young families in our province, all with the goal of ending child and youth homelessness in Newfoundland and Labrador while supporting youth in meeting their self-defined goals.

In the development of the strategic plan, one major change that we hear from youth and staff is to better define our expanding age mandate. Based on what we heard, we officially expanded our mandate from youth, 16 - 29 to youth and young families, prenatal to 29. The goal of this change is not that all programs will support this age range, but rather, to better reflect the work that is happening in support of young children through the Family and Support Services team and the Upstream NL team.

The Strategic Plan 2023-28 revealed four key priority areas:

- Stabilize, Communication and Sustain Core Program Delivery
- Invest in our Staff and Culture
- Invest in Program & Service Innovation to meet Youth Needs
- Prioritize Equity, Diversity and Inclusion across CFY

Each theme contains several goals and key actions. The strategic plan will help guide Choices for Youth's direction over the next five (5) years, and we will keep it front and centre as we go about our work.

To read our Strategic Plan 2023-2028, please visit: www.cfystrategicplan.com

OUR COMMITMENT TO REAL IMPACT: IMPACT SURVEYS

During February 2023 Choices for Youth launched our first Impact Survey for all youth who have been admitted to programming, excluding our low-barrier services such as Outreach and the Shelter. Staff were diligent, achieving 100% of our goal for statistical validity.

The survey was developed after almost two years of research and planning, consulting with all levels of staff, youth, and external partners to ensure that the survey covers the major impacts youth are experiencing in their lives while not taking more than ten minutes to complete. The survey will be repeated every three months so that we can track changes, gather insight on emerging trends, and see potential gaps in our services. It will allow us to see what is working, what isn't, and what changes are required, and to compare programs and see if something working in one program should be applied to another. But most importantly it will give us a chance to track the journey of a person who flows through our programs, so they can see how far they've come, mapped out in the data, whether it is a consistent improvement, or a road with many highs and lows. Regardless, there is great value in being able to show someone where they have been so they know they can get there again, and from there find security or move on to what's next.

SECTION 2: REPORT ON HOUSING

KEY STATS

95

OCCUPIED BEDS
IN VARIOUS CFY
HOUSING UNITS

22%

OF YOUTH SUPPORTED
HAVE MOVED TO ST. JOHN'S
IN THE LAST 5 YEARS

28%

OF YOUTH SUPPORTED HAVE
EXPERIENCED HOMELESSNESS
IN THE PREVIOUS 6 MONTHS

RALLYFORWARD

The RallyForward program combines a supportive housing program with intensive case management supports to help vulnerable youth in St. John's. The RallyForward team helps youth overcome obstacles while strengthening their life skills and support structures, with the ultimate goal of helping these young people achieve stable housing and independence. RallyForward provides property management support and engages with landlords on behalf of their program participants, cultivating positive relationships and enhancing housing stability. It is a youth-driven program where the young people determine what skills and goals they want to pursue in their support plan, which is updated monthly to identify areas for change and opportunities for growth.



SOFT LANDING

Choices for Youth launched Soft Landing in 2022 in response to an increasing number of young people in our province travelling into St. John's from rural communities. Many of these young people had complex needs and required supportive services that were not available in their home communities. This rapid rehousing program helps young people find and maintain housing. The program aims to break down the barriers and biases preventing young people from accessing the rental housing market while providing services and supports to help them retain their housing once achieved.

CHOICES FOR YOUTH'S EMERGENCY SHELTER

The Emergency Shelter (the Shelter), located in our Integrated Youth Services (IYS) hub at Carter's Hill Place, provides for the immediate basic needs of youth in St. John's who identify as male or gender non-conforming. Young people living at the Shelter have access to food and temporary housing while availing of other supportive services that CFY offers. The Shelter is a client-driven service that works with young people in crisis, providing a safe space for these vulnerable youth until they are ready to take their first step toward stability.

THE LILLY

The Lilly Building provides long-term supportive housing to young people in St. John's. It is a program-based operation that helps young people with their education and employment goals while providing housing and life skills development. The staff team at the Lilly creates a bridge to independence for youth and works with them to build their confidence and develop the skills they need to progress into independent living situations. The programming is guided by the needs of the young people living at the Lilly, with each program participant having an individualized support plan that addresses their needs and helps them work towards their self-identified goals.

EMBEDDING HOUSING IN NON-HOUSING PROGRAMS

Choices for Youth's Pleasantville (est. 2023) and Cashin Ave. (est. 2020) units were built to provide affordable housing options for young mothers and their families. These units provide housing to program participants within our Momma Moments program – a program that was created to provide supportive services, not necessarily housing supports. It became evident over time that there were very limited options for young families to access affordable and supportive housing. Since the development of these housing units, they have been regularly occupied. In the spring of 2023, there was a children's playground added to the Pleasantville Units property, thanks to a generous group of donors.

OBSERVING HOUSING TRENDS

A lack of available supportive housing opportunities in the community and within CFY itself continues to be a challenge for the youth we serve. We currently have increasing demand for our housing options and services and a vacancy rate near historic lows. The latest Canadian Mortgage and Housing Corporation (CMHC) data from 2023 has the apartment vacancy rate in St. John's at 1.5%, compared to 2.9% in 2022, 3.1% in 2021 and 7.5% in 2020. It is our estimate that this rate may be even lower in the current market, but at best it would be unchanged. Similarly, the average cost of apartments in St John's has risen from \$903/month in 2020 to \$1077/month in 2023,

a 19.3% increase. This rise in rental costs, coupled with no similar increase to income support and other financial aid programs, makes it increasingly difficult for our youth to live independently in community, which then puts more pressure on our own CFY operated affordable housing units. The current waitlist for CFY Housing Programming is over 200 youth. Youth who cannot avail of our housing services are forced to use the overcrowded Emergency Shelter System, sleep rough, or couch surf.



RALLYFORWARD YOUTH STORY

Jenna has been involved with Choices for Youth's (CFY) RallyForward program for approximately five years. While staying at Naomi Centre, the staff connected her with CFY and the RallyForward program as they believed that Jenna would benefit from the wrap-around supports provided by RallyForward.

Jenna experienced a lot before coming to RallyForward, and understandably took time to adjust to her new setting. Thankfully, with the help of great RallyForward team members like Joanne, Jenna soon discovered that RallyForward was exactly the change she needed.

"I wouldn't be where I am now without RallyForward."

The RallyForward team immediately got Jenna situated with housing, which provided the stability she needed to take the next steps toward improving her situation. The RallyForward team also supported Jenna in other aspects of her life, bringing her to essential appointments, ensuring she had appropriate medication, and simply being there to talk when needed. This assistance removed the uncertainty from Jenna's life and gave her confidence as she knew she would have a stable place to live and a support system around her moving forward.

Jenna's story is just one example of how RallyForward's wrap-around supports and programming are changing the lives of young people in our province.

"The consistency that RallyForward provides, through good times, and okay times, and bad times... Jenna knows she can pick up the phone or text us. We will be there for all of it and continue to be there for all of it, providing help in a judgement-free space." - Joanne Turner, Community Support Worker, RallyForward

Like many young people who join RallyForward's programming, Jenna was not used to having this kind of support. The assistance provided by RallyForward unlocked Jenna's potential and got her on track toward achieving her goals:

"Choices played a big part in helping me get sober, and that's when my life really stabilized. I was able to finish school and start working."

Jenna has been employed with Eastern Health as a full-time Personal Care Attendant (PCA) for several years and is living independently in an RallyForward community apartment. Jenna's independence is a tremendous example of the potential that can be unlocked when youth are supported appropriately:

"I was in such a sad spot... I look at it now, how low I must have been. But I wouldn't do that stuff now."

Looking back at her past self, Jenna would encourage young people in similar situations to not give up and be willing to accept help when it is offered. Jenna's Community Support Worker, Joanne Turner, concurred:

"Lean into the supports you have available. All the supports can be here, but if someone doesn't latch onto them, they won't get the help they need." - Joanne Turner, Community Support Worker, RallyForward

SECTION 3: REPORT ON PREVENTION & EARLY INTERVENTION

KEY STATS

126

CHILDREN
SUPPORTED

286

FAMILIES
SUPPORTED

122

MOMS
SUPPORTED

45

YOUTH SUPPORTED
WITH THERAPIST



MOMMA MOMENTS

Momma Moments is an award-winning, referral-based program built on a peer-to-peer model that works with young moms, prenatal and postpartum, to produce better outcomes for them and their children. Momma Moments meets these young mothers where they are, providing them with a continuum of care by helping them access the health services they need before giving birth and through their delivery while ensuring that their children receive appropriate postnatal follow-up with a consistent medical team.

“Momma Moments has impacted my life in the most positive ways. They are an outstanding group of people who support the needs of adolescents. Being in Momma Moments has shown that I am supported all around. Thanks to the team I can get the help I need.”

— Anonymous Momma



“During my time in the Momma Moments program, I have flourished as a woman, I have grounded myself as a mother in a healthier way from the direction of Choices. I have learned how to take care of myself. I have learned how to maintain healthy relationships. I have engaged in programs and events that I would have not put myself into before, I have raised my child for the last three years with the support from my workers and the support of my peers and I’m telling you that it does take a village to raise a child. I have learned that sometimes in life, it’s ok to ask for help. It doesn’t make you weak and it doesn’t make you any less of a person. I would not be here today to speak about my story or continue to advocate for domestic violence survivors without the one-on-one support from workers. I am so proud to be a part of such an amazing program and I truly can’t find the words of gratitude to even begin to say thank you. Within the last couple of years, I have learned how to heal from my past traumas, I have gained a safe place to be able to make mistakes and learn from them and grow from them. I have a community where my daughter will always be a part of something, and she always has a place to go. All I’ve wanted in my life is to belong and to have a safe place to go when things are hard and I have truly found that in Choices, so thank you so much for every single thing that you have done for me and my family and for teaching me the life lessons that I needed to learn. Without you guys, I would not be half the woman I am today.”

— Anonymous Momma

UPSTREAM NL EXPANSION

Operating since 2021 – originally as a joint pilot project with A Way Home Canada and the Canadian Observatory on Homelessness – Upstream NL engages young people through the school system, building relationships with them and their families and providing the services they need to increase their engagement in the classroom. Upstream NL was provided with two years of restricted funding from the Government of Canada, resulting in the expansion in services to a High School, in addition to two Junior High Schools, and hopes to expand to a school in a rural area next fiscal year. Upstream NL was one of only 12 programs to receive this federal funding, a testament to the program's impact.



“If it wasn’t for Choices, I don’t know where I would be. They have helped me so much in the last few months. I have been going through a situation and have been cut off from lots of supports. I had no ability to pay rent, and daily living and have to move in with my family. The support I was offered, help moving, a truck and storage unit, I couldn’t ask for anything more.”

– Program Participant

“There are sometimes things I don’t know what I need. I do appreciate being offered anything that I can think of and that I need. My worker will list a lot of things that are available. What could be more helpful is if more recommendations or suggestions were laid out, so then I could think about them and if I need them... This is needed especially for kids going through hard situations.”

– Program Participant

“We get a lot of support. It’s really awesome. My daughter is 16 in April. She wants to go look for a job, and her worker said she will help her with her resume. Will help with picture ID. It’s difficult to get anywhere. If it wasn’t for them, she wouldn’t know where to go.”

– A Parent of a Program Participant



FAMILY AND NATURAL SUPPORTS

Our Family and Natural Supports (FNS) program supports youth involved in other Choices for Youth programs, particularly our Momma Moments and RallyForward programs. FNS works with youth program participants to improve their relationships with family and other important individuals. FNS incorporates mediation, conversations, and healing into its programming to help young people work towards healthy relationships and restore their ability to access other supports. The FNS team also helps young people mitigate legal matters such as child custody and access, keeping these issues out of the court system and facilitating more meaningful and purposeful outcomes.

SECTION 4: REPORT ON EDUCATION, EMPLOYMENT, & SOCIAL ENTERPRISE

KEY STATS

165

CERTIFICATES
AWARDED TO
YOUTH TRAINEES

~52,000

EMPLOYEEMENT
INSURANCE
HOURS

86

YOUTH
TRAINEES

96

YOUTH SUPPORTED
THROUGH THE
EMPLOYMENT
SUPPORT STABILITY
PILOT PROJECT

TRAINING AND EDUCATION

Training and Education is one of the critical prongs of our Education, Employment, and Social Enterprise (EESE) work. EESE's ability to offer employment training to its youth program participants supports existing CFY social enterprises while increasing its capacity to provide training opportunities for partner organizations operating social enterprises in other parts of Newfoundland and Labrador. EESE maintains a full training calendar, offering diverse and specialized training like Lifeworks Education Applied Practices.



SUPPORTIVE EMPLOYMENT

Choices for Youth's Education, Employment, and Social Enterprise (EESE) team operates four social enterprises that provide supportive employment to youth in St. John's: Impact Construction, Neighbourhood Thrift Store, The Shop (manufacturing), and Crust Craft Bakery. These social enterprises provide opportunities for young people to develop work and life skills in in-demand fields while empowering them to move into competitive employment opportunities or post-secondary education.

CFY SOCIAL ENTERPRISES



SOCIAL ENTERPRISE AND INNOVATION HUB FUNDING ANNOUNCEMENT

On February 9, 2024, Choices for Youth officially announced that we will open a new Social Enterprise and Innovation Hub on LeMarchant Road in St. John's. This milestone project was made possible thanks to a joint \$4.3 million investment from all three levels of government.

We have been working diligently to transform the historic Avalon Garage and Service Station building into an energy-efficient space where up to 100 youth will develop lifelong career skills each year. This will be a new, permanent space for all four of CFY's social enterprises, including Neighbourhood Thrift Store and Crust Craft Bakery, each operating out of the Social Enterprise and Innovation Hub, along with The Shop (small scale manufacturing) and Impact Construction.

We were pleased to have several government representatives present for the announcement in February, including the Honourable Seamus O'Regan, Minister of Labour and Seniors, Joanne Thompson, Member of Parliament, the Honourable Paul Pike, Minister of the Department of Children, Seniors, and Social Development, and Danny Breen, Mayor of St. John's.

The Social Enterprise and Innovation Hub will continue fostering community connections and partnerships that have long been at the heart of CFY's Education, Employment, and Social Enterprise efforts by offering incubation spaces for new and up-and-coming social enterprises. The EESE team at the Hub will also be sharing office space with longstanding partners, SmartICE.

The Social Enterprise and Innovation Hub is not possible without the help of our amazing partners: the R. Howard Webster Foundation, the Northpine Foundation, Martek, The Home Depot Foundation, and all three levels of government.

“A young person may come in and start [in a specific] field but where they end up later on is for them to determine. We just provide the foundation and the support system.”

– Sheldon Pollett, Executive Director, CFY

“Choices for Youth is helping young people learn the skills they need to make a real difference in the workplace. This investment won't just help young people get jobs. It will build careers. It will change lives.”

– The Honourable Seamus O'Regan, Minister of Labour and Seniors, and Member of Parliament for St. John's South—Mount Pearl, on behalf of the Honourable Sean Fraser, Minister of Housing, Infrastructure and Communities



SECTION 5: REPORT ON HEALTH & OUTREACH

KEY STATS

768 SWAP
INTERACTIONS

43% OF SUPPORTS
PROVIDED RELATED
TO MENTAL HEALTH

9,625 MEALS
PROVIDED

OUTREACH AND YOUTH ENGAGEMENT

Choices for Youth's Outreach and Youth Engagement (OYE) Centre on Carter's Hill Place in St. John's is Newfoundland and Labrador's first Integrated Youth Services (IYS) hub. Often referred to as "the front door of CFY," the OYE Centre brings a wide variety of programs and services designed to meet the immediate and long-term needs of youth all under one roof. The OYE Centre operates from an understanding that the root causes of youth homelessness are more complex than a simple lack of available housing. There are larger factors at play that are keeping young people unhoused, including limited income, intergenerational poverty, an inability to meet mental health needs, and a lack of employment. The OYE team works to address all these factors by providing access to wrap-around supports in a judgement-free, low-barrier space.



CFY'S GARDEN AT THE OUTREACH AND YOUTH ENGAGEMENT CENTRE

Choices for Youth's Outreach Garden is used to grow produce that is used in meals served during the Drop-In component of the Outreach and Youth Engagement (OYE) program. The meals served generally have produce such as potatoes, carrots, turnips, herbs, fruit, etc.. What is grown is subject to the decisions of the OYE Chef, who has a firm grasp on what will be most beneficial over the season and what will thrive in our climate. In addition to providing produce for meals, the Community Garden also plays an important role in improving food self-sufficiency for young people. Every year we offer young people who use our services the opportunity to take part in refreshing and planting the garden, as well as helping to maintain it throughout the season. This provides young people with skills and knowledge to grow their own produce in the future, helping them to become more self-sufficient when it comes to their food. It also teaches young people to understand the value of healthy, home-grown items over quicker options such as fast food. A huge thanks to volunteers who help maintain the garden during the gardening season, and to Royal Bank of Canada (RBC) and The Home Depot Kelsey Drive who both spent a day at the Garden to help prepare the garden for the 2023 gardening season!

HARM REDUCTION SUMMIT

On November 7, 2023, Choices for Youth and a coalition of non-profit organizations, alongside Newfoundland and Labrador Health Services (NLHS), co-hosted a provincial Harm Reduction Summit. The event, held at the Health Innovation Acceleration Centre in St. John's, brought together over 120 in-person attendees and 80 virtual participants for a day of learning, sharing, and brainstorming about harm-reduction policies and practices, and how we can improve the existing healthcare system to produce better outcomes for vulnerable individuals.

Harm reduction is a set of practical strategies and ideas aimed at reducing negative consequences associated with drug use. Harm reduction is also a movement for social justice built on a belief in, and respect for, the rights of people who use drugs. Harm reduction practices and principles aim to reduce the negative consequences of certain behaviours or substance use and include non-judgmental and compassionate approaches, individual autonomy and agency, and a focus on minimizing the harms of risky behaviours rather than moralizing or stigmatizing them.

The Harm Reduction Summit represented a coming together of community organizations and public servants, including the Honourable Tom Osbourne, Minister of Health and Community Services, Angela Crockwell, Executive Director of Thrive, Laura Winters, CEO of Stella's Circle, Jennifer Tipple, Director of Strategy at End Homelessness St. John's, Charlie Murphy, Executive Director of Quadrangle NL, Jeff Bourne, Executive Director of C/O U-Turn Drop-IN-Centre, and Lisa Faye, Executive Director of St. John's Status of Women Council.



The Harm Reduction Summit featured a series of sessions on harm reduction-related topics ranging from the need for “radical acceptance” to research and advocacy around access to Naloxone to the history of drug laws and treatment practices. The event concluded with a facilitated dialogue that invited attendees to discuss and brainstorm recommendations for what they wanted to see through effective systems of harm reduction across government, health systems, and community, and how we can build out that system.

A key takeaway from the facilitated dialogue was the importance of accessibility and the need to examine accessibility from all angles, including accessibility of language, accessibility of communication formats, accessibility of system structure, and accessibility of services for rural and marginalized communities. Further recommendations were collected to help develop a policy paper that will be submitted to the provincial government.

ED'S STORY

Helping others has always been a part of Ed Light's DNA. When Ed returned home to St. John's after 33 years of living away, he immediately started looking for volunteer opportunities.

“I could do lots of hobbies at home, but if it's not helping the community, it's not as rewarding.”

Ed has volunteered weekly at Choices for Youth's Outreach and Youth Engagement (OYE) Centre since 2022. He helps Chef Lois in the OYE Kitchen where they prepare hearty, nutritious meals for young people. Ed gets tremendous satisfaction from assisting the OYE team. He also appreciates getting to know the staff who support over 1,300 youth every year.

“I want to have that relationship. I think that's important, even as a volunteer.”

Ed also takes pride in assisting with Choices for Youth's larger goal of supporting vulnerable youth in his community. He sees himself as a background player, someone who helps when needed to bolster the great work the OYE team are doing, but his contributions run much deeper than he would admit.

One of Ed's most memorable experiences as a volunteer is his work on the OYE Community Garden project. Gardening is one of Ed's passions and his expertise has helped transform the OYE Community Garden into something special.

“Chef Lois asked me if I was interested in helping to resurrect the garden. I was all in. I didn't know what would happen, but we persevered, we put in a garden, and we did actually get some things out of it. We

didn't have a goal, except to resurrect the garden, but it was important for us to show people that something could grow there."

Ed was also proud of the number of volunteers who contributed to the OYE Community Garden.

"I would estimate that the total number of hours to get that garden ready from start to finish was more than 350 hours of volunteer time."

Volunteering at the OYE Centre has been eye-opening for Ed. After 33 years away from St. John's, he returned to find that the city had changed – and not in the best way.

"It made me look harder at the social challenges. Coming back to Newfoundland and seeing these challenges, I started to ask a lot of questions to try and understand things a little more. It saddens me. I want to help where I can help most, but I'm only one person."

While Ed was becoming more aware of the growing challenges facing youth, his return to St. John's brought these to the forefront. The biggest thing he noticed upon his return was the extent of the drug use and addictions that are plaguing young people.

Ed credits the OYE team's balanced approach to dealing with these vulnerable youth as one of CFY's great points of success.

"There is an element of firmness delivered by staff to the client base, but there is a large amount of love given in comparison to that firmness. I like that."

One interaction that stood out to Ed that illustrates his learning experience at OYE was when a young person came to the door asking for a cup of coffee. Ed was surprised when the youth requested six sugars in his coffee – until one of the OYE staff told him that the young person was likely an opioid addict coming off a high.

"It was a real eye-opener to learn the effect that drug use has on a person and the choices they have to make as a result. I'm learning as I go."

Ed encourages anyone considering volunteering to take the plunge into it full-heartedly.

"Don't waste time thinking about it. Do it. Don't be afraid that you don't necessarily know what to do or how to do it. The support the staff give, and the encouragement they provide to the volunteers, blows me away.

I'm grateful that CFY has given me the opportunity to have an outlet. Volunteering gives people an outlet. You get to meet a lot of people in the process. There is a lot of grace given, and I appreciate that too."

Looking ahead, Ed is excited for the upcoming growing season and what the rest of the year will bring for him volunteering with CFY.

SECTION 6: NEWFOUNDLAND & LABRADOR INTEGRATED YOUTH SERVICES

KEY STATS

8

**REGIONAL
STEERING
COMMITTEES**

1

**EXISTING
IYS SITE
IN NL**

2

**CONFIRMED
FUTURE IYS
SITES FOR NL**

9

**PROVINCIAL YOUTH
ADVISORY COMMITTEE
MEMBERS**

INTEGRATED YOUTH SERVICES

CFY currently operates the first IYS hub in Newfoundland and Labrador at our Outreach and Youth Engagement (OYE) Centre at Carter's Hill Place in St. John's.

Integrated Youth Services (IYS) is a re-envisioning of our systems of care that moves toward a more integrated and youth-focused approach to service delivery grounded in a shared belief that youth and young families have the right to access safe, effective, culturally appropriate supports when and where they need them, without barriers. IYS is a growing movement, with each province and territory in Canada currently at some stage of the IYS development process. The various community and government organizations working on developing IYS hubs across Canada are comprised within the Federation of Integrated Youth Services Networks (FI-

YSN), which continues to collaborate, focusing on network governance, community development, data and evaluation, education, Indigenous support, and government relations. IYS is a learning health model that consistently analyzes and evaluates youth data and outcomes and uses that research to improve existing programming.



FUNDING ANNOUNCEMENT FOR A PROVINCIAL INTEGRATED YOUTH SERVICES MODEL

On March 26, 2024, Choices for Youth and the Newfoundland and Labrador Health Services (NLHS) were thrilled to learn that, after five years of community engagement and developmental work, the Government of NL's Budget 2024 included a \$4.3 million investment in a provincial model of Integrated Youth Services (IYS).

This monumental investment in a provincial model of health and wrap-around supports for youth and young families represents a significant milestone in the advancement of IYS across our province. The development of an IYS model for NL was informed through engagement with eight steering committees, including more than 65 community partners, who have been working toward this goal since 2019, with support from philanthropic partners like Bell-GBF Partnership, RBC, and Medavie.

CFY has operated a nationally recognized IYS site since 2004, our Outreach and Youth Engagement (OYE) Centre at Carter's Hill Place in St. John's. The OYE Centre offers mental health, housing, basic needs, food security, primary care, and family and natural supports all under one roof, supporting more than 1,300 young people annually. This funding represents an opportunity to scale the impact of the OYE's Centre's model to other regions across the province through partnership with other community agencies and NLHS.

This investment will create two additional IYS sites in two rural, regional hub locations. Furthermore, expanding IYS in our province means that NL will join a growing movement of IYS networks operating across Canada and internationally.

THE IMPACT AND POTENTIAL OF REGIONAL INTEGRATED YOUTH SERVICES EVENT

Choices for Youth hosted The Impact and Potential of Regional Integrated Youth Services (IYS) in Newfoundland and Labrador (NL) event on April 27, 2023. Approximately 100 representatives from provincial steering committees, Atlantic IYS networks, officials from across Atlantic Canada, CFY team members, and supporters gathered at the Emera Innovation Centre in St. John's to envision a new system for delivering supportive services to youth in our province.



IYS is an international movement that aims to build integrated mental health and substance use supports for youth across Canada. After more than five years of consultation, planning, advocacy, and development, CFY and 65+ partners across NL are ready to implement an IYS network for the province, building from CFY's existing IYS site, our Outreach and Youth Engagement (OYE) Centre at Carter's Hill Place in St. John's.

The event consisted of greetings from the Honourable Carolyn Bennett, Minister of Mental Health and Addiction, a keynote address from CFY Executive Director Sheldon Pollett and Dr. Jo Henderson, Director of Margaret and Wallace McCain Centre for Child, Youth & Family Mental Health at The Centre for Addictions and Mental Health (CAMH) and Executive Director of Youth Wellness Hubs Ontario (YWHO), and panel discussion moderated by Dr. Rob Greenwood, Associate Vice President (Public Engagement and External Relations) at Memorial University of NL.

The panel featured Ian Boeckh, President and Director of the Graham Boeckh Foundation, Dr. Francoise Guigne, Assistant Professor of Family Medicine, and Director of the Care of Underserved Populations Enhanced Skills Program with Memorial University's School of Medicine and one of the physicians who support CFY's OYE Centre, Travis Mitchell from the Rural Initiative Outreach Team (RIOT) with the AIDS Committee of NL (ACNL), Matthew Piercey, Director of IYS with CFY, Tiana Butler, Regional Manager of IYS for Labrador and NL West with CFY, Dr. Kathy de Jong, Assistant Professor with the School of Social Work at Memorial University, and Jen Crowe, Senior Director of Strategy, Fund Development, and External Relations with CFY.

The panel concluded with a question-and-answer session on related topics, including barriers to collaboration between service providers within the NL-IYS networks, the importance of investing in a Basic Income program in NL, and the value of NL-IYS engaging with local school systems.

FIYSN ANNUAL CONVENING 2023

Choices for Youth and the Federation of Integrated Youth Service Networks (FIYSN) hosted a national convening of Integrated Youth Services (IYS) leaders from across Canada on October 25 and 26, 2023. This event was an opportunity to generate, share, and advance best practices and innovative ideas for improved access to quality integrated health and social services for young people nationwide.

Canada has over 150 community IYS hubs that are either operational or in development. These hubs bring together health, wellness, and social services in one low-barrier environment. Each Canadian province and territory has an IYS network operating or in development.

Before the event, on October 24, attendees were invited to tour CFY's longstanding IYS hub, our Outreach and Youth Engagement (OYE) Centre at Carter's Hill Place in St. John's. That evening there was a welcome reception and social hosted at The Rooms. The welcome reception featured opening remarks from Ian Boeckh, President and Director of the Graham Boeckh Foundation, Jen Crowe, Senior Director of Strategy, Fund Development, and External Relations with CFY, Matt Piercey, Director of NL IYS with CFY, and Steve Mathias, Executive Director of Foundry BC.

The event ran from October 26 to 27 at the ALT Hotel in downtown St. John's. It featured many different speakers, an overview of pan-Canadian IYS efforts, a full review of the IYS Guidance Document, and interactive sessions aimed at identifying challenges for network members while providing the opportunity to brainstorm, organize, and share solutions to those challenges. The FIYSN convening also included a panel discussion on innovative ways to address the social determinants of health, concluding with presentations on strategies for success and a discussion around the next steps for achieving FIYSN's strategic goals.

SECTION 7: PRIORITIZING YOUTH EXPERIENCE

ANNUAL YOUTH CELEBRATION

We hosted our annual Youth Celebration on October 4, 2023. Over 150 guests, including CFY team members and almost 80 young people and their families, gathered at the CLB Armoury in St. John's to celebrate the achievements of young people engaged in Choices for Youth programming. The event was hosted by CFY Board Chair Geoff Davis and Youth Leadership and Advisory Council Co-Chair Dionne and included a meal, live performances, and the presentation of Youth Achievement Awards to ten CFY program participants.

The Stepping Stone Award, presented to four young people, acknowledges the special achievements of young people who have gone above and beyond and shown particular initiative and progress in the areas of education and employment.

The River Award, presented to four young people, recognizes the personal growth of young people who have shown progress in the areas of perseverance and self-awareness.

The Michael Walsh Award, named in honour of a CFY team member who is no longer with us, was awarded to a young person who demonstrates good-natured resiliency in dealing with challenges in their life.

The Raymond Furlong Award, named for one of the first young people involved in the development of CFY, was presented to a young person who consistently attended a high school, post-secondary, or other learning program.

Between each award presentation, guests were treated to a variety of musical performances by CFY youth program participants, including songs and even an original rap. It was truly inspirational to see the talent and creativity of these young people on display.

The CFY Youth Achievement Awards acknowledged the growth development, resiliency, and commitment of the youth engaged in CFY programming. While ten young people received special recognition this year, the event also served to celebrate the dozens of young CFY program participants who, supported by our amazing teams, are taking small steps every day to unlock their potential.





RALLYFORWARD EMERGENCY PREPAREDNESS SEMINAR

CFY's RallyForward program held an emergency preparedness seminar in November 2023 as part of its regular recreation programming. This seminar aimed to educate RallyForward program participants about emergency preparedness topics and help them prepare their own at-home emergency preparedness kits ahead of the Winter season.

The RallyForward team has always incorporated emergency preparedness policies and procedures in its housing units and programming to ensure that the young people they work with have the knowledge and resources they need in an emergency – most notably the winter storms that often disrupt transportation and communication and could prevent RallyForward staff from being able to connect with their program participants.

Like all RallyForward recreational programming, the emergency preparedness seminar was youth-led. While the team purchased general items for the emergency preparedness kits, they also consulted with their program participants to determine what other items the youth would like to see included in the kits. The youth identified portable power banks for charging their cell phones as an item of major importance in an emergency as they would allow them to stay in communication with family and other supports. Involving youth in the planning process also created opportunities for reflection and discussion as the youth considered what they would do, what they would need, and who they would reach out to in an emergency.

The emergency preparedness kits contained valuable resources to give the young people peace of mind including light sources like flashlights and headlamps, radios, first aid supplies, emergency contact lists, and playing cards. Moreover, the seminar gave youth the confidence that comes from knowing that, should an emergency arise, they are prepared and have some control over their situation. This is just one example of the work the RallyForward team is doing to help young people unlock their potential.

ANNUAL YOUTH HOLIDAY DINNER

We hosted our annual Youth Holiday Dinner on December 13 at the CLB Armoury in St. John's. CFY program participants, their children, significant others, and family members joined CFY team members and volunteers to share a delicious meal and enjoy performances by talented young people connected to CFY.

Chef Lois from our Outreach and Youth Engagement (OYE) Centre and a team of volunteers prepared a festive dinner that included all the favourites: turkey, potatoes, turnip, cabbage, peas pudding, gravy, and even some salt meat. Guests were then treated to amazing performances by some of the youth in attendance including holiday-themed songs and an original rap.

Attendees were delighted when a surprise guest arrived to end the event – none other than Santa Claus himself! Old Saint Nick captivated the children with his special Christmas book and magic finger as they eagerly lined up to have their photos taken and receive a gift. The older youth (and some adults) even joined in the fun.

The annual Youth Holiday Dinner was a joyous event that reminded us how coming together as a community can add bright, cheerful moments to the long, dark December evenings.



SECTION 8: STRATEGY, CULTURE, & ADVOCACY

KEY STATS

134

CFY STAFF
(AVERAGE)

13

INTERNAL
PROMOTIONS

14

LATERAL
MOVES

650+

HOURS OF
TRAINING
COMPLETED
BY CFY STAFF

CFY HUMAN RESOURCES AND EDI

Choices for Youth (CFY) continues to invest in the teams doing amazing work to support young people and help them unlock their potential. We invest in training and professional development opportunities so our staff can be equipped with up-to-date best practices in their current roles while continuing to learn and advance their knowledge to align with their professional goals. These opportunities include first aid training, applied suicide intervention skills training (ASIST), opioid poisoning response training, occupational health and safety training, media relations training, project management courses, and communications programs.

CFY has a Live Well Committee composed of staff members who work collectively to provide social events and wellness activities. The committee meets monthly to plan and discuss future events and initiatives.

CFY continues to work with an outside Human Resources consultant to conduct a comprehensive review of our existing workplace policies to identify areas for improvement. The policy manual update included a literature review and analysis of best practices and one-on-one engagement with the CFY Senior Leadership Team. This process will culminate with the release of an updated CFY Workplace Policies and Procedures Manual in fiscal year 2024-25.

CFY is committed to incorporating Equity, Diversity, and Inclusion (EDI) practices into our HR policies and day-to-day activities. These policies and practices help create a more diverse workforce where people from different backgrounds feel comfortable collaborating and sharing their unique perspectives. Furthermore, EDI is a major focus of our 2023-2028 Strategic Plan as we solidify our commitments to prioritizing and supporting diverse staff, youth, and community partners.



ADVOCACY IN REPORTS

Exploring Opportunities for Social Finance

The Exploring Opportunities for Social Finance in Newfoundland and Labrador report is designed to benefit community organizations, impact investors, community developers, government and non-government agencies, and individuals seeking an understanding of social finance and its applicability to NL.

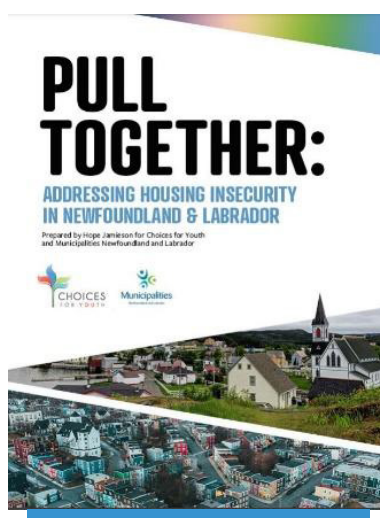
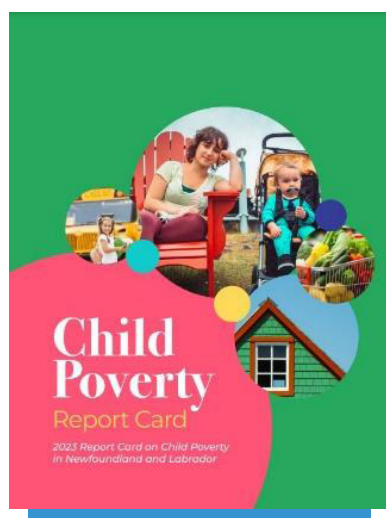
The research conducted for this study focuses on answering two questions: 1) What is social finance and to what extent can social finance tools improve social outcomes and 2) What social finance tools apply to non-profit organizations in NL, and under what conditions and circumstances?

This report provides a suite of best practices and recommendations that will guide our province's continued development of social finance and includes recommendations for community organizations, market enablers and intermediaries and investors, the private sector, and policymakers.

Pull Together Report

Newfoundland and Labrador is in the midst of a housing crisis and our many rural communities are uniquely impacted by housing insecurity. There was little research into the scope, scale, and root causes of this housing crisis so CFY worked with Municipalities NL and Hope Jamieson to develop the Pull Together report to understand experiences of housing insecurity in rural NL.

The Pull Together report combines quantitative data analysis on 11 communities across the province with qualitative research into conditions in five communities via key informant interviews and focus groups. This research generated many recommendations for all three levels of government with short, medium, and long-term and low, mid, and higher cost classifications.



Report Card on Child and Youth Poverty

The Report Card on Child Poverty in Newfoundland and Labrador examines income poverty in NL in 2021 and how money, or the lack thereof, is distributed within our population across race, geography, and family composition.

The Report Card found that life became substantially more difficult for families between 2020 and 2021, and that poverty was distributed unequally across our province. Recommendations for more decisive action emerged from consultations with more than 40 community organizations across the province that work with children, youth, and families. These recommendations propose a comprehensive approach to reducing child and family poverty that spans many domains including increasing income, improving public services, and making systemic changes to balance the scales in favour of the most marginalized communities.

COLDEST NIGHT OF THE YEAR

We hosted our 11th annual Coldest Night of the Year (CNOY) walk on Saturday, February 24 at Atlantic Place in St. John's. Although it certainly was not the coldest night of the year, the cold wind that blew throughout the walk was a sharp reminder of the harshness of the winter season.

Approximately 350 walkers came together to step away from the warmth and comfort of their daily lives to show solidarity with people experiencing hurt, hunger, and homelessness. The CNOY walk was a huge success, with over \$86,000 raised before the walk began, shattering last year's fundraising total of \$71,000. The event ultimately raised over \$95,000 to support CFY programs and services.



The column of walkers departed from Atlantic Place shortly after 4 pm to traverse a 2.5km route around downtown St. John's. Our amazing Route Marshall volunteers made navigating the route a breeze as the procession made its way along Water Street then up to Queen's Road and eventually to Duckworth Street, where the walkers took a quick break at the Rest Stop setup in front of the CFY office. Volunteers from Starbucks, one of the event's sponsors, had hundreds of cups of hot chocolate poured and ready, providing the walkers with a quick burst of energy needed to push through the walk's final stretch.

Events like CNOY 2024 would not be possible without the support of our amazing sponsors. Thanks to our Lead Sponsors, Atlantic Edge Credit Union and Reddy Kilowatt Credit Union; Supporting Sponsors, Lindsay Construction and Belairdirect; Rest Stop Sponsor, The Home Depot; Route Sponsors, Avalon Mall, The Co-operators, Medavie Blue Cross, and Stewart McKelvey Law; Media Sponsor, HOT 99.1 FM; and Goods and Services Sponsors, Alick Tsui Photography, Bartlett Auction House, iDesign, Jumping Bean Coffee, Martek Morgan Finch, and Starbucks.

SECTION 9: DONORS & FUNDERS



THANK YOU!

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WEDGEWOOD PHYSIOTHERAPY	WILLIAM GREGORY	YVONNE EARLE			

STATEMENT OF FINANCIAL POSITION

ASSETS	2024	2023
CURRENT		
CASH	\$2,644,732	\$2,770,757
ACCOUNTS RECEIVABLE	\$106,887	\$555,287
HARMONIZED SALES TAX RECEIVABLE	\$475,241	\$392,051
PREPAID EXPENSES	\$32,104	\$26,537
	<u>\$3,258,964</u>	<u>\$3,744,632</u>
LONG-TERM		
PROPERTY AND EQUIPMENT	<u>\$12,385,880</u>	<u>\$9,649,258</u>
TOTAL	\$15,644,844	\$13,393,890
LIABILITIES		
CURRENT		
ACCOUNTS PAYABLE AND ACCRUED LIABILITIES	\$948,418	\$1,114,025
DEFERRED REVENUE	\$1,095,145	\$2,631,427
CURRENT PORTION OF LONG-TERM DEBT	\$77,198	\$45,081
	<u>\$2,120,761</u>	<u>\$3,790,533</u>
LONG-TERM		
LONG-TERM DEBT	\$1,079,889	\$417,547
DEFERRED CONTRIBUTIONS RELATED TO DEPRECIABLE CAPITAL ASSETS	\$9,182,421	\$6,255,674
	<u>\$12,383,071</u>	<u>\$6,673,221</u>
FUND BALANCES		
GENERAL FUND	\$607,660	\$276,924
RESTRICTED FUND	\$2,654,113	\$3,207,060
	<u>\$3,261,773</u>	<u>\$2,930,136</u>
TOTAL	\$15,644,844	\$13,393,890

STATEMENT OF OPERATIONS

REVENUE	2024	2023
EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA	\$4,107,782	\$4,230,869
GOVERNMENT OF NEWFOUNDLAND AND LABRADOR	\$3,140,800	\$3,140,798
DONATIONS, FUNDRAISING, AND MISCELLANEOUS INCOME	\$1,210, 532	\$1,033,311
SOCIAL ENTERPRISE	\$645,225	\$803,465
NL INTEGRATED YOUTH SERVICES	\$580,404	\$356,743
UPSTREAM	\$443,679	\$311,732
AMORTIZATION OF DEFERRED CONTRIBUTIONS	\$385,719	\$316,928
RENTAL INCOME	\$352,231	\$222,433
UPSTREAM EXPANSION	\$281,013	\$920
HOUSING INITIATIVES	\$257,949	\$107,241
EASTERN HEALTH	\$233,954	\$233,954
INCOME SUPPORT PROGRAM	\$137,614	\$85,608
INTEREST	\$136,323	\$1,657
END HOMELESSNESS ST. JOHN'S	\$131,276	\$98,870
YOUTH LEADERSHIP COUNCIL	\$67,826	\$24,293
JANEWAY PILOT PROGRAM	\$40,126	–
TOTAL	\$12,152,453	\$10,968,822

PROGRAM EXPENSES

SOCIAL ENTERPRISE AND EMPLOYMENT PROGRAMMING	\$3,074,414	\$3,100,399
RALLYFORWARD	\$979,807	\$1,045,184
YOUTH ENGAGEMENT AND OUTREACH	\$737,555	\$728,649
SHELTER OPERATIONS	\$795,656	\$770,355
THE LILLY	\$828,686	\$723,879
FAMILY FIRST PROGRAMMING	\$524,940	\$689,412
NL INTEGRATED YOUTH SERVICES	\$580,404	\$356,743
SOFT LANDING	\$284,046	\$353,662
UPSTREAM	\$443,679	\$311,732
UPSTREAM EXPANSION	\$281,013	\$920
HOUSING INITIATIVES	\$264,157	\$159,822
INCOME SUPPORT PROGRAM	\$137,614	\$85,608
END HOMELESSNESS ST. JOHN'S	\$131,276	\$98,870
YOUTH LEADERSHIP COUNCIL	\$67,826	\$24,293
JANEWAY PILOT PROGRAM	\$40,126	–
YOUTH VENTURES	\$16,202	–
	<u>\$9,184,401</u>	<u>\$8,449,528</u>

OTHER EXPENSES

AMORTIZATION OF CAPITAL ASSETS	\$493,109	\$414,490
ADMINISTRATION	\$1,486,380	\$1,342,060
PROVINCIAL EXPANSION	\$278,583	\$364,814
FUND DEVELOPMENT	\$249,097	\$248,835
COMMUNICATIONS	\$129,246	\$80,282
	<u>\$2,636,415</u>	<u>\$2,450,481</u>

TOTAL EXPENSES	\$11,820,816	\$ 10,900,009
EXCESS OF REVENUE OVER EXPENSES	\$331,637	\$68,816

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F: 709.754.6102

THE SHELTER

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