

ANNUAL REPORT 2019

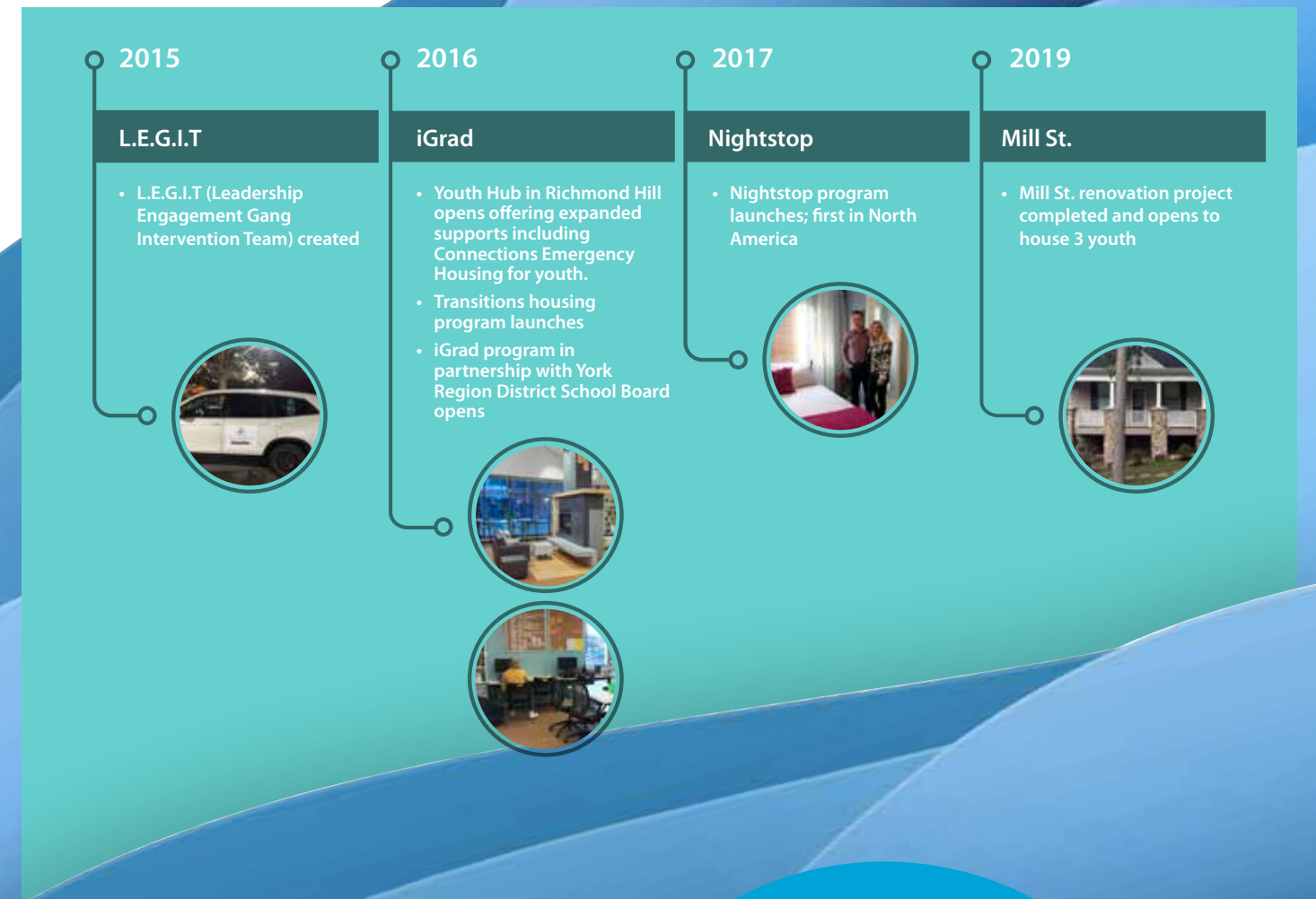
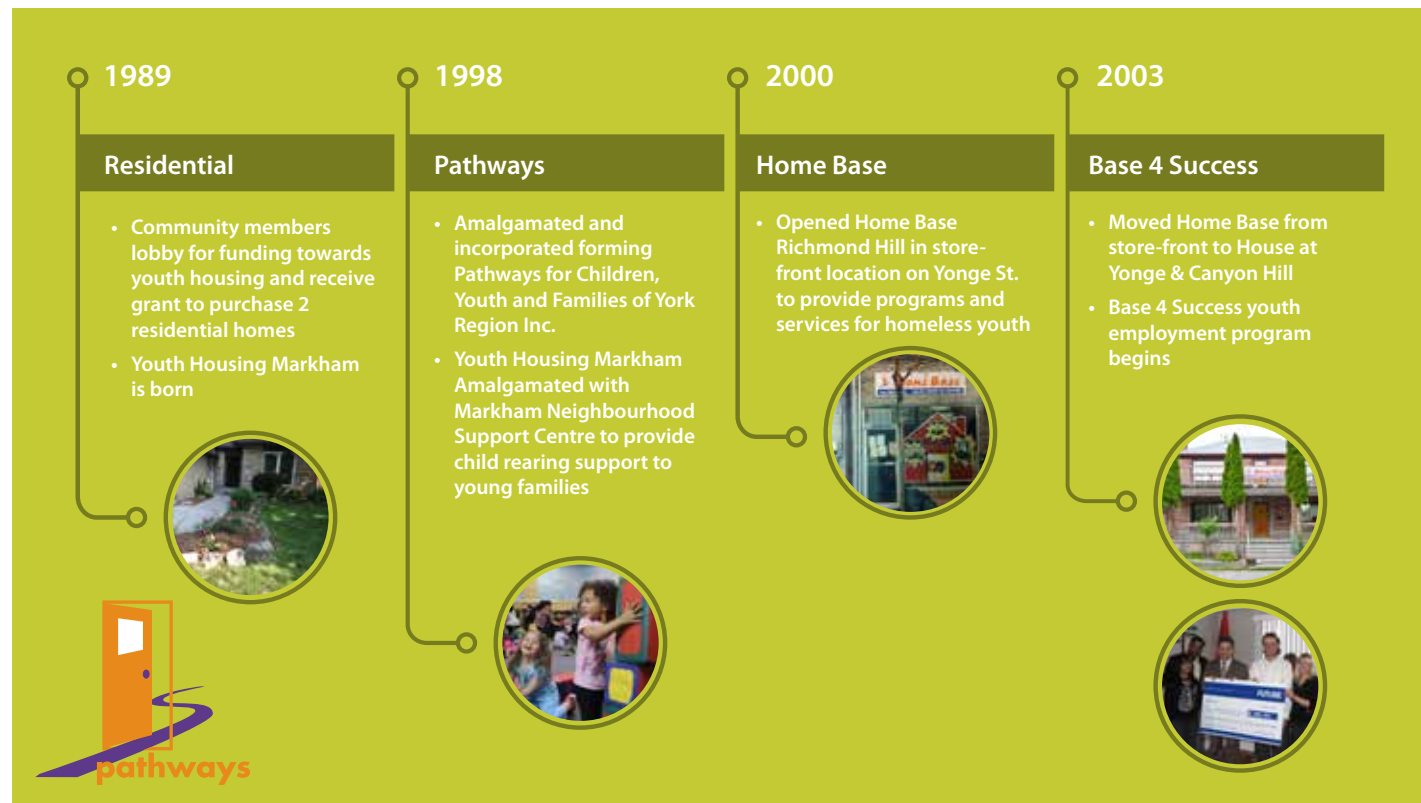


**OF HELPING
CHILDREN AND
YOUTH**



**360°
kids**

Surrounding kids
in crisis with care



3

YEARS OF SERVICE
1989-2019



Message from the Chair

This was another year of significant growth for 360°kids, not only in the number of support services we provided, but also in the impact we made on so many. We opened our third residential home in Markham, expanded our iGrad program, a program geared towards helping young people graduate high school, grew our HOPE program which provides supports for survivors of human trafficking, and expanded our Nightstop program, which offers youth the opportunity to stay at a host family's house. We also moved into new, much larger office space allowing our teams to work more efficiently together under one roof. That's why your support of 360°kids is so important. You not only provide for the immediate needs of our kids – you give us the chance to show you really do care. You also provide the chance to show marginalized youth that their dreams, hopes and lives matter and that they can move to a more meaningful life and independent living from any circumstance.

It is a great privilege to share in the strength and the commitment of the staff and Board of 360°kids, our donors, and most importantly, our kids, as we strive to be a voice for our struggling young people who often go unheard.

In this report you will read about our efforts to provide supports for homeless youth, fight human trafficking, about our efforts to fight for the rights, lives and futures of our young people.

Thanks to everyone who give their time, work, as well as financial support to 360°kids. We will continue to provide a safe environment to kids, and always look for new and better ways to improve the lives of at-risk youth in our community.

With sincere appreciation,

Doug Jones,
Chair, Board of Directors

Message from the Chief Executive Officer



In 2019, we are so proud to be able to celebrate 30 years of this incredible organization delivering services to homeless young people throughout York Region. Our organizational journey began with a bold question in the auditorium of a high school in Markham: "How many of you know a young person who is homeless?" Over 100 homeless young people were identified and, as the saying goes, the rest is history.

Now, 30 years later, we see the importance of prevention – addressing the issues and systems that cause homelessness rather than intervening only after homelessness has occurred. Research has consistently shown that homelessness amongst young people is a leading factor in adult homelessness and most youth experience homelessness prior to their 15th birthday. Clearly, preventing homelessness needs to be a priority. Driven by this reality, we launched the York Region Youth Strategy, thanks to a 3 year grant from the United Way. We expect that the collaboration that is being convened through this initiative amongst a variety of partners will result in a York Region with better aligned services ensuring that at-risk youth get early supports to reduce their likelihood of becoming homeless.

One of our key strategic priorities at 360°kids is on delivering effective programs for youth. Over the past year we strengthened our focus on program evaluation, training on restorative practices using a trauma informed lens and becoming a Naloxone distribution site to better support youth with addictions.

Our second priority is on strengthening the financial and human resources capacity of our organization. We have been accomplishing this through better use of technology and more integrated platforms such as with the implementation of the Dayforce system, which has created efficiencies in both finance and HR and, excitingly, moving us forward from our manual systems. This past year, we implemented the second phase of our Job Evaluation process and rolled out our Total Rewards Compensation Plan. These are all very important initiatives that will help us in our efforts to truly be an Employer of Choice.

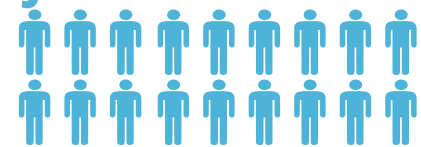
Raising awareness about youth homelessness and the work of 360°kids is another of our strategic priorities – to enable us to sustain our work going forward. This past year, we updated our website giving us a brand new look and helping us better tell our story. We also executed very successful fundraising events encouraged by the donation funds and supplies provided by the many individuals and corporations throughout the York Region community. Partnerships are key to our success and was exemplified quite strongly with the opening of our Mill St. residence. It was the coming together of the Toronto and Region Conservation Authority, The Home Depot Foundation, Hockey Helps the Homeless and a committed group of volunteers. The result was more affordable housing spaces for young people transitioning towards greater independence. Such collaborations will be a key to our success going forward.

We are ever so grateful for the ongoing support from the York Region community for the past 30 years. You are the difference in helping us let young people know that they really do matter!

Sincerely,

Clovis Grant
Chief Executive Officer

3,547 unique youth served



260 youth supported by our Provincial Youth Outreach Team

1,109 kids used our drop-in centres

Provided housing to **12 survivors** of human trafficking in our HOPE program

620 formal counselling sessions to youth

1,907 life skills workshops provided to **603** youth



163 youth received housing support from our Housing Workers

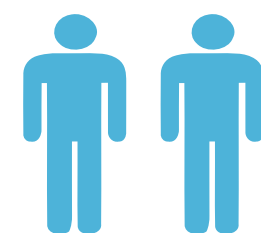
Connections provided **5,030** bed nights off the streets to 130 youths

Nightstop housed **16 kids** with caring Host Families



4 youth in Nightstop and Supportive Lodgings were reintegrated with their families

55 youth stayed with us in our residential homes and transitional apartments



2 YOUTH moved on from Nightstop into our Supportive Lodgings

34 high-risk gang interventions

15 YOUTH graduated high school through our iGrad program in 2018 and 39 cumulatively since 2016

215 total youth housed last year

664 youth attended gang prevention presentations

75% of youth were employed or returned to school after completing an employment program

40 youth earned a total of **184** credits through iGrad last year

\$25,050 in scholarships were provided to **7** youth for post-secondary education

410 youth participated in our Youth Employment Programs

1. Sometimes the best holiday present is presence...

Throughout her life, Angel was raised in a devout Catholic home and began experiencing conflict with her parents when she chose to identify and later transition to the Islamic faith. The conflict she experienced in her family life took a toll on Angel's mental health as she went to live with a close friend during her time of uncertainty as a way to seek refuge from her problems. Although her decision to live outside the home was made out of the belief that she would be accepted, comforted and understood she later learned through the experience that her new environment was exacerbating her mental health condition as a result of feeling more judged, rejected and misunderstood. Angel was referred to the Nightstop program by a 360°kids counsellor in November of 2018 and accessed services directly from the Markham Stouffville Hospital, where she was self-admitted after seeking mental health supports.

Angel used the Nightstop Program from November 2018 to December 2018 and spent a total of 36 bed nights at a Nightstop family home where she developed meaningful relationships with this family. The relationships developed with her host family were so positive that the family wished they could host Angel long-term. While accessing the Nightstop Program, she continued to persevere and regularly attend classes to complete her post-secondary education in Early Childhood Education at George Brown College. During her stay with Nightstop, she continued to maintain a close relationship with her sister who was still living at home with her biological family and was able to take the time and space needed away to positively rebuild her relationship while implementing healthy boundaries.

The Nightstop Program provided Angel with an opportunity to have a safe space while she worked on understanding how to have healthy interaction with her parents and also allowed for more two-way communication to occur. While accessing Nightstop, Angel was able to use the time away from home to mend her relationship with her parents, allowing her to feel supported enough to make the conscious decision to move back home just in time for the holidays.

"Base 4 Success helped me learn a lot about the safety of working and going after what I want in life. It taught me the basics of CPR and I learned about health and safety in a kitchen. After the classes I got a job interview the same week and I kept the job ever since then. I've been working and I love where I work I believe this is an opportunity to get my life back on track." - O.G

2. A young man by the name of *Steve was sent by his parents to Canada in hopes for a better life...

The distance from his family was isolating, he had no connection with his cultural community and received no financial support from his family. As a result of a series of unfortunate circumstances, he was forced to drop out of school. After joining the Every Bite Matters program, staff were able to enroll Steve in the iGrad program where he was able to successfully achieve his credits and work towards completing his high school diploma. He was also connected with a housing worker in hopes of getting support with finding a more suitable place to live, as he was often found couch-surfing in a shared apartment. Steve found that Every Bite Matters was more than an employment program, it was also a gateway to resources and supports that he may not otherwise had access to, or even know he needed.

"I think the STEP program is great. They really support you with your mental health and give you the necessary skills and coping mechanisms to get employment. I would definitely recommend this employment program to other people. My counsellor was phenomenal with teaching me new skills and increasing my knowledge to get back into the work force" - N. D.



3. Overcoming a 'ruff' time with the help from Base 4 Success...

*Sally Lee was referred to Base for Success by her caseworker at a developmental services agency who advised that Sally had been seeking employment for some time but to-date was unsuccessful, having completed a number of placement opportunities through school and other programs but was not able to reach her goal. Sally entered B4S in April and through various conversations with a 360°kids Job Developer determined a plan of action of how to proceed. It was established that a job either working directly with or related to animals is where she would most thrive. Together, Sally and her Job Developer actively sought employment in the community, meeting with employers and attending several interviews.

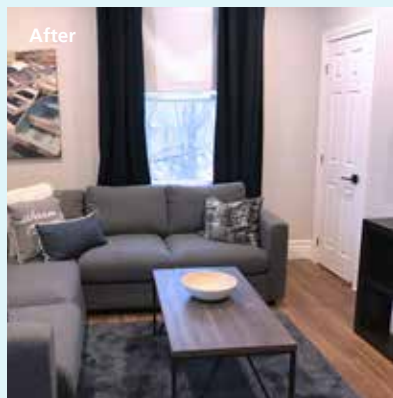
The duo experienced some setbacks and eventually after many attempts, the decision was made to place her file on hold with Service Canada to trouble shoot, while earmarking a placement opportunity for her for when she was 'ready'. They continued to seek opportunities and were finally able to find an employer that was willing to mentor her at Pet Chateau as a dog daycare attendant! This is a position that Sally dreamed about and was elated when she found out she could start.

4. Employee Testimonial: Housing Worker...

It is not uncommon to find that living accommodations and renting options in York Region are scarce and often do not cater to our youth who are on fixed or lower income budgets, which can be very challenging for them to navigate alone. One of the biggest barriers I have faced as a Housing Worker dealing with the youth and agencies alike is that they often believe there is a magic solution to accessing a selection of affordable, available housing in the Region. Many of our youth receive government assistance and are very transparent about their decision to not go back to school or find a job. In my role as a Housing Worker, I have found that the youth can sometimes have idealistic views about their options for comfortable living while being on a small income. The harsh reality of the truth of the situation can often be difficult for many youth to accept. However, despite this, many of them are excited to live in our programs and begin the intake process. Many are able to gain the life skills they need to slowly move towards independent living.

It is amazing to watch these youth blossom and further their lives. As a Housing Worker who assists them into independence, seeing them transition successfully to stable housing in the community or through our program is definitely a very rewarding and humbling feeling.

YOUTH STORIES



LIVING ROOM

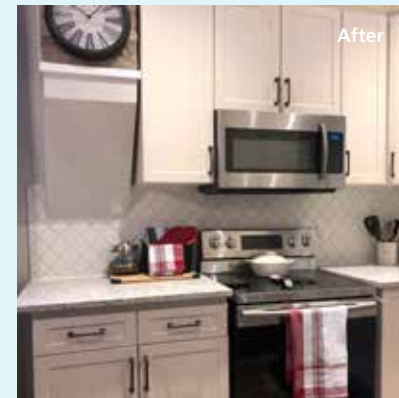
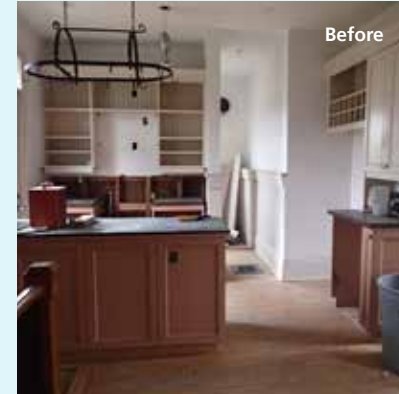
Mill St. GRAND Opening



The Transitions program sources affordable market rent, community based units across York Region to provide longer term transitional housing for youth. 360°kids firmly believes that youth deserve the opportunity to live in a safe, peaceful, and caring environment where they can get the support they need.

While residing in the Transitions program, youth pay an affordable licensee fee which is incrementally increased over a 3 year term, bringing them closer to market rent prices. Consequently, by the end of the 3 years, participants would have improved their economic situation, making market rent more achievable. This would then allow them the opportunity to take over the lease with the landlord or find alternate rental accommodations in the community. While participating in Transitions, youth are supported by a mentor. This person is there to assist them with goal setting and achievement, problem solving and overall, to help them accomplish success. This program will build on the skills youth currently have and assist them in becoming successful as they continue on with their life's journey.

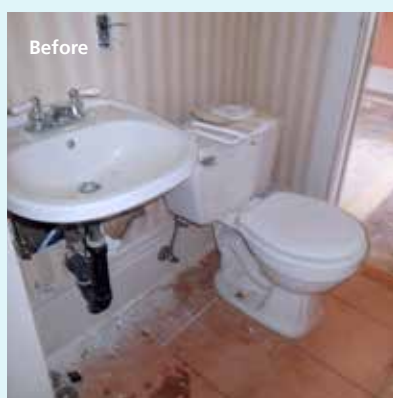
360°kids provides a variety of affordable housing options for vulnerable youth with the latest being the Mill St. house. This incredible opportunity has been made possible through our partnership with the Toronto and Region Conservation Authority (TRCA), the Home Depot Canada Foundation and Hockey Helps The Homeless.



KITCHEN



BEDROOM



BATHROOM

Thank you to our Mill St. Supporters

360°kids would like to extend our sincere and heartfelt appreciation to all of the donors and volunteers who contributed toward making the Mill St. house a HOME. Many community members and corporations gave financial contributions, gifts-in-kind, or volunteered countless hours of their time and/or expertise to be able to create a welcoming home for three new youth, who will be residing at Mill St, as a part of 360°kids' Transitions program. These individuals raised the bar on youth homelessness and demonstrated wholeheartedly that "Every Kid Matters". We would especially like to thank Heather Sally of Heather Sally Design Group for her extraordinary leadership and volunteer commitment to helping us make our Mill St. property into a beautiful and welcoming home for youth. Heather's dedication to improving the lives of children through interior design has been evident through all her work with 360°kids.

360°kids would like to thank the following for their contribution towards Mill St.:



Rotary Club of Markham Sunrise
Markham-Unionville Rotary Club
Building Up
Farhan Syed-Ahmed
The Home Depot Store-Castlemore Ave.
The Home Depot Store-Markham East
David Johnston Architects
Heather Sally
Darryl Gray
Karen Rea, Councillor Ward 4
Kelly Errington Design
Lynn Parker, Designlines
Creative Carpet One
Kevin Olmstead
Leonie Peressini
Lindsey Foster Van Kelben
Breanne Wells
Nahiomy Ortiz
Greg Hicks
Dallas Heglund
Janet Mott
Marion Tripp
Ted Jarvis
Christian Duffield

David Tenn
Mrs. Merline Harvey
Brett Whalen
Cynthia McGiverin
Adina Balaban
Lisa Ronco
Jeff Patterson
David Farnfield
Tyler Goodridge
Eric Brown
Josh Hicke
Ryan Baillie
Aivars Varslavans
Ryan Panet
Lesley McNeil
Art Lord-Stafford
Paul Hewitt
Mike Smith
Paul Lepage
William Dawson
Lindsay Duffield
Evan MacDonald
Heather Keeling
Catharine Ramsay





Since 2009, Hockey Helps the Homeless has been a proud supporter of 360°kids.

Over the past decade, proceeds raised from our York Region tournaments have been used to support the 360°kids Transitions Program which helps acquire and provide affordable housing for homeless or at-risk youth. Through this initiative, Hockey Helps The Homeless and 360°kids have been able to give youth in-need the chance to find a safe place to call home and lead a healthy, happy and productive life.

As Hockey Helps The Homeless enters into its 10th year in partnership with 360°kids, we are proud to say that our tournament contributions will surpass the \$1 million mark. Since being established 30 years ago, 360°kids has played a significant role in facing-off against youth homeless in their community. We are thrilled to support the incredible work being done and cannot wait to see how they continue to change the lives of young people in York Region who need it most.



VOLUNTEER OF THE YEAR – JOANNA LIOKOSSIS

On February 7, 2016, I suddenly lost my beloved son, Gianluca, at the young age of twenty-two. Gianluca was a gentle soul with an adventurous spirit whose compassion and kindness touched and inspired everyone he knew. Gianluca was passionate about social justice issues and was about to join local law enforcement in the hopes of making a difference in the lives of those in his community, especially those who are disadvantaged.

The first Christmas that we were without Gianluca we wanted to make a donation in his name, since we could no longer give him a gift. 360°kids immediately came to mind, as I had previously heard about the work they do with at-risk youth in York Region. As a police officer, Gianluca would have undoubtedly worked to support and assist these individuals, and so it seemed meant to be that we would contribute to this organization on Gianluca's behalf.

Shortly after Christmas, as we approached the first year anniversary of Gianluca's passing, two of his friends approached us with a proposal to create a non-profit in Gianluca's honour. It's mission would be to support at-risk and underprivileged youth and provide them with the opportunity to take part in experiences that would help positively shape their character and development. It was decided that the first fundraising event would be a softball tournament, since Gianluca was supposed to join a softball league with friends the summer after his passing. I suggested that the proceeds from our fundraising efforts be used to support 360°kids.

In meeting with Lesley and the team at 360°kids, the idea of a camp experience that included life skills development was suggested as a program that our fundraising efforts could support. The idea was a perfect fit to honour Gianluca, as he thrived when he was outdoors, while providing other youth with an opportunity that otherwise might not have been accessible. The Gianluca's Northern Camp Adventure program was established.

After the softball tournament, I was inspired to continue working with 360°kids because I strongly felt that Gianluca would have wanted me to continue supporting a worthy organization. In a sense, I was giving back to the youth of my community on his behalf. I would do anything to have my son back and it broke my heart to know that so many young people are ignored or practically thrown away by their families. This year I decided it would be wonderful to work closer with the youth who visit "the Hub". I was provided with the opportunity to assist with the essentials (such as preparing food in the kitchen and organizing clothes) - something that I could no longer do for Gianluca. It is my hope that by continuing to volunteer on Gianluca's behalf, I will be able to continue his legacy and share with others the story of what a wonderful human being he was.





NVISION HOLIDAY DONATIONS



HOME DEPOT ORANGE DOOR CAMPAIGN



PIERRE ELLIOT TRUDEAU



YRP DONATION OF COMPUTERS



EVERY KID MATTERS GALA



FOUNDING BOARD MEMBERS



ST. THERESA CHS STUDENTS

Thank You to our amazing Volunteers and Donors



BILD GOLF TOURNAMENT



360EXPERIENCE GROUP



CUT A THON



JUNIOR LEAGUE OF TORONTO



SONNY DHILLON TD AWARD



IN MEMORY STAN DANEMAN



YOUTH SCHOLARSHIPS AWARDED



BIRTHDAYS GIVING BACK



DENTISTRY WITH A HEART



EVERY KID MATTERS GALA



DIGNITEA



HOME DEPOT VOLUNTEERS

1059 The Region
Aird And Berlis
AllStar Foundation - Wings Of Hope
Alvaro Almeida
Aston Family Foundation
Aurora High School - SGI
Bazil Developments Inc.
Benson Kearley IFG
BMO Finanical Group
BMR Management
Brands Gone Wild Warehouse
Building Industry and Land Developers
Association - York Chapter
Cadillac Fairview
Canadian Federation Of University
Women - Markham Unionville
Carol Wildgoose
CBRE Land Services Group
CDP Communications
Centrade
Chris Dimitriadis
City of Richmond Hill
Colin Bell
Combined Insurance
Comtech Group
Country Toy Tea
Creative Carpet One
David Young
Deeks Insurance
Denise Bilsland
Desjardins
Doug Jones
E.L. Financial
Elizabeth Marchand
Elizabeth Terrell-Tracey
FedEx
FedEx Services
Fieldgate/TACC
Fun On The Run Pre-School
Geraldine Montgomery
Gianlucas Gift
Glenn MacIntosh
Greater Toronto Apartment Association
Harvey O'Higgins
Helen Cerny
Herman Villanueva
Hilda Braithwaite
Hockey Helps The Homeless

Hockey With Heart
Ian Walterhouse
Interworld Paper Overseas Ltd.
Jamie Staples
Joe Knott
John Haydn and Ann Matthews
John Vernon
Julie Ralph
Junior League Of Toronto
Justin Rangooni
Kam Kassiri
Karen Cilevitz
Kevin Jin
King City Lions Club
Laidlaw Foundation
Laura Wilton
Lifelong Learning Markham
Lifford
Lisa Thain
Lone Star Group Of Companies Ltd
Magna International
Mahnaz Shabazi
Markham District High School
Markham Metals
Markham Moms Give Back
Marvin Teperman
Mary Haffey
Matt Harris Group
Max Seo
Maxim Chemical
Mazda Canada
McDonald's Restaurants of Canada
Limited
Michael Zenteno
Michels Canada
Ministry of Advanced Education and
Skills Development
Ministry of Children and Youth Services
Ministry of Community and Social
Services
Ministry of Tourism, Culture and Sport
Mitel
Motorola Solutions Canada
MSB Mechanical
New Roads Chrysler
Norbram Group Insurance Benefits Inc.
NVISION
Ontario Realtors Care Foundation

Osler, Hoskin, Harcourt LLP
Pather Plastics Canada Inc
Pfaff Motors Inc.
Philip & Linda Armstrong Foundation
Primerica
Purolator
Raymond James Canada Foundation
RBC Foundation
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RCC Media
Rhonda Masterson
Richard Savoury
Richmond Hill Chinese Baptist Church
Richmond Hill Christian Community
Church
Richmond Hill Professional Firefighters
Association
Richmond Hill United Church
Roger Ball
Roger Kanda
Ron Lyons & Teri Murphy
RSM Canada
Sarah Kurtz
Service Canada
Sonny Dhillon
St. Andrew's College
Stan Daneman
Stephanie Cabildo
Sterimax
Steve Ley
TACC Developments
TC Energy
TD Financial
The Estate of Silvio Benny Tachella
The Factory Lounge
The Farmer Family Foundation
The Home Depot Canada Foundation
The Regional Municipality of York
The Vegan Broker Inc.
Times Group Corporation
Toshiba of Canada Ltd.
Unionville Montessori School
United Way of Greater Toronto
Versaterm Inc
Wai-Sum Hui

Waterton Global Resource
Management Inc.
Williams HR Law
Wycliffe Thornridge Homes
York Region Children's Aid Society
York Region District School Board

Give Day Participant Groups
CDP Communications
Fun on the Run
InBenefits
Investors Groups
Johnson & Johnson

Jonas Software
Mazda Canada
Mitel Canada
OPUS Homes
Rudner Law
Teleflex Medical Canada

360°kids thanks our many donors and supporters for their generous contributions. Every effort has been made to recognize individuals, corporations, and foundations whose donations of \$1,000 or more were made between April 1, 2018 - March 31, 2019. Please accept our apologies should any errors or omissions have incurred.

Together with your support we can ensure Every Kid Matters!

THANK YOU

LEADERSHIP

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Executive

Doug Jones, Chair

Executive Director, Capital Markets Trading
CIBC

Laura Williams, Vice Chair

President
Williams HR Law & Williams HR Consulting

Michael Cheong, Treasurer

Chief Financial Officer,
York Region Rapid Transit Corporation

Annamaria Di Cesare, Secretary

Director Human Resources, Corporate & Central,
Aramark Canada Ltd

Justin Rangooni

Vice President & Government Affairs
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David Young

Head of School
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David Wong

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Canadian Wealth Management
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Jennifer Xu

Senior Brand Manager
MARS Canada

Mike Zenteno

Partner
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Directors

Alvaro Almeida

Inspector
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Scott Anderson

Vice President, Communications ,
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Denise Bilsland

Principal
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Stephanie Cabildo

Territory Manager
Tandem Diabetes Care Canada

Jeff Faria

Consultant, Trade Relations

Leadership Staff

Clovis Grant

Chief Executive Officer

Bonnie Harkness

Director of Strategic Partnerships and
Program Development

Andrew Legatto

Director of Programs and Services

Tracy Williams

Director of Finance

April Methot

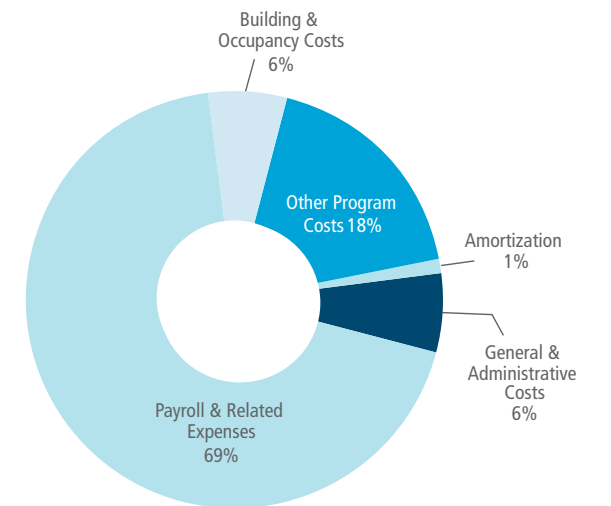
Director of Human Resources

Lesley Sims

Director of Resource Development

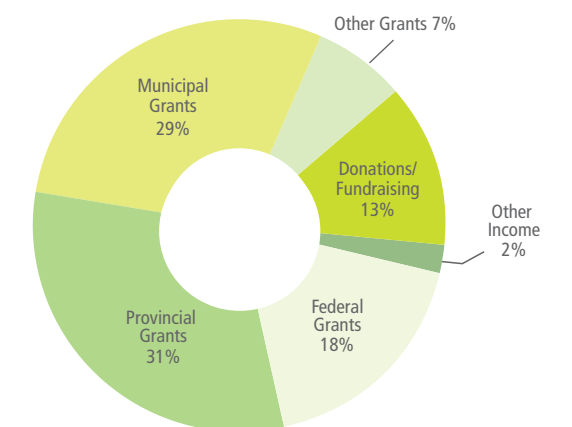
Financial Snapshot Expenses 2018/2019

	2018/2019	2017/2018
Payroll and Related Expenses	5,004,981	4,291,042
Building & Occupancy Costs	428,674	479,561
Other Program Costs	1,332,314	883,802
Amortization	56,584	61,183
General & Administrative Costs	451,192	403,849
Total Expenditures	7,273,745	6,119,437



Financial Snapshot Revenues 2018/2019

	2018/2019	2017/2018
Federal Grants	1,330,467	887,757
Provincial Grants	2,333,372	2,192,509
Municipal Grants	2,224,615	2,075,834
Other Grants	535,100	452,818
Donations/Fundraising	975,794	783,300
Other Income	172,364	138,742
Total Revenues	7,571,712	6,530,960



FINANCIALS



**360°
kids**
Surrounding kids
in crisis with care

Mission

To help youth overcome crisis and transition to a state of safety & stability.

Vision

Every kid has access to a safe home.

Values

Compassion, Integrity, Accountability, Dignity.

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