



360°
kids

Surrounding kids
in crisis with care



Reconnecting

Impact Report 2022



Message from our Chair of the Board & CEO

The theme of this **IMPACT REPORT** is **RECONNECTING**. After 2 long years of restrictions, we welcomed and embraced more opportunities over the past fiscal year to reconnect with each other in different ways. While the pandemic is not yet over, we have appreciated the opportunities for more meals together, more face-to-face discussions and more in-person meetings. Many THANKS to the 360°kids staff team who have been extremely flexible, creative and versatile, despite the many challenges during chaotic times.

Amidst the challenges, there have been incredible successes and achievements over the past year as we pushed forward with our strategic priorities. We deepened our system change work with service providers and an expanded group of young people through the Youth Strategy—an initiative that was **recognized nationally as one of the winners of the inaugural Youth Homelessness Prevention Awards**. Our Employment team was recognized for its exemplary approach to engaging youth in employment services during the pandemic; we expanded our gang outreach program, provided youth more access to clinical supports to address their mental health needs; had continued success in our iGrad and residential programs in helping youth achieve their high school diploma despite a very rocky school year. Access to housing was enhanced, thanks to the funding from the National Housing Strategy through the United Way of Greater Toronto, enabling us to purchase a house that will provide 5 youth with housing for up to 3 years at a time through our Transitions program. This will enhance the housing options currently provided to our young people, thanks to the generosity of our other key funders—Ontario Trillium Foundation, The Home Depot Canada Foundation, Region of York and Hockey Helps the Homeless.



Laura Williams, Chair, Board of Directors

Our donors and supporters came through yet again in unexpected ways through in-kind services, equipment and supplies, holiday gifts and, of course, through an incredibly successful 360°Experience which achieved more than double our fundraising target. Thank you to all participants and especially the team at Hyundai Canada for their generosity. As we look ahead, we want you to mark March 2, 2023 on your calendars when we celebrate our 10th annual 360°Experience, where we will connect in new and exciting ways as we raise funds together to support the growing costs of doing our work.

We continue to live in uncertain times. We have seen the negative impacts of isolation especially on our youth and those whose voices have been overlooked. While we have achieved success over the past year in engaging the voices of young people in service delivery, we need to do so more and more. The work to make the organization more equity informed must also continue if we are to achieve our goal of preventing youth homelessness and supporting the staff who do this difficult work, day in and day out. We believe in our young people who have demonstrated such resilience through these difficult times; we are grateful for the staff who, despite all the disruptions, continue to provide life-saving supports to the youth; and we are grateful for the Board, volunteers and the community who rally around us, year after year, to help us achieve our mission of bringing stability to the lives of our most vulnerable young people.

Thank you.



Clovis Grant, Chief Executive Officer

Mission

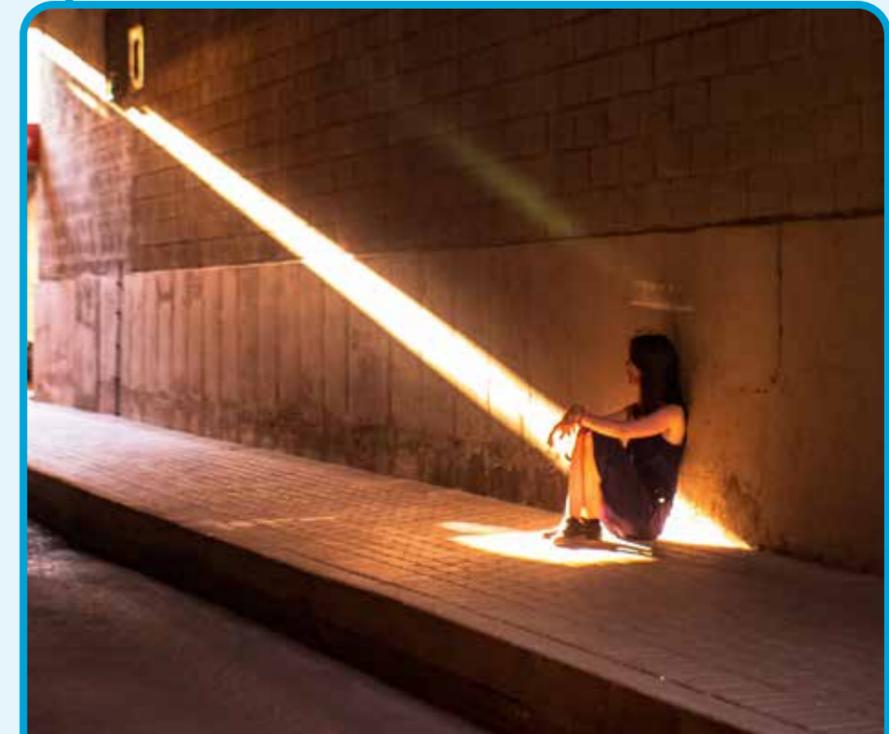
To help youth overcome crisis and transition to a state of safety & stability.

Vision

Every kid has access to a safe home.

Values

Compassion, Integrity, Accountability, Dignity.



Four Pillars of Support

Over the past year, many of our programs continued to be affected by the ongoing COVID-19 restrictions. Most of those restrictions have now been lifted and we welcome the opportunity to re-connect with more young people in person, while at the same time, continuing to embrace technology to connect in new ways. We know that the impact of COVID-19 will be long-lasting on all of us, and most profoundly on the young

people we serve at 360°kids. The need for the range of services we offer is greater than ever to deal with the growing mental health needs, the setbacks in employment and education due to closures and the ongoing challenges with housing affordability. Undaunted, we remain committed to our 4 pillars of support and our focus on prevention to help address the various drivers of youth homelessness.

Housing

Ensuring youth have access to a variety of housing options available to them.

Programs Offered: Housing Workers, Nightstop, Connections, Youth Residential Homes, Supportive Transitional Apartments for Youth, HOPE and Transitions.



- 141 unique youth resided in our housing programs last year
- 20% increase in the number of youth in longer term/transitional housing
- 17,858 bednights provided to youth, a 20% increase from last year
- 150% increase in housing appointments made for youth

Education

Helping youth achieve success in their educational pursuits.

Program Offered: iGrad classroom.

- \$26,900 in scholarships provided
- 43 youth enrolled in the iGrad program compared to 54 last year
- 10 youth graduated from iGrad for a total of 73 over the 6 years of the program
- 18 youth achieved a credit with iGrad

Employment

Ensuring youth have employment supports to help secure and maintain employment for long term economic stability

Programs Offered: Youth Job Connection, Youth Job Connection – Summer, Base 4 Success, Every Bite Matters, Youth Success Strategy, Specialized Training Employment Program.

- 431 youth served in our employment programs
- 88% of youth were employed or returned to school after program, increase of 13% from year prior
- 604 employment workshops provided, increase of 23% from year prior

Health & Wellbeing

Ensuring wraparound supports are available to help youth achieve greater independence.

Program(s) Offered: YOUTHrive, Counselling, Provincial Youth Outreach Workers, Leadership Engagement Gang Intervention Team (LEGIT), Aftercare and Transitional Support Program (ATS), Youth In Transition Worker, Home Base Drop-In Centres (Richmond Hill and Vaughan).



- 1,476 unique youth served across all programs
- 571 formal counselling sessions
- 88% of youth surveyed indicated improvement in their overall well-being as a result of being part of our programs
- 308 youth served in drop-in centres, 46% decrease due to Public health measures
- 1,371 workshops/life skills sessions provided to youth
- 239 youth served in counselling program, 15% increase from year prior

Our Impacts 2021/2022...

Substance Use & Addictions Project

360°kids' Substance Use & Addictions Project (SUAP) in partnership with York Region Public Health has provided youth-led cannabis education & harm reduction workshops for youth, parents/guardians and youth service workers for over a year across York Region! The project employed 10 Youth with lived experiences navigating Cannabis/Substance Use, mental health recovery or homelessness through opportunities to develop & deliver workshop programming. The SUAP team supported informed conversations around cannabis awareness & safety internally for youth participants, as well as externally for York Region District School Board, Seneca College, Richmond Hill Public Library, Ontario Works, and Georgina Island First Nation Health Fair. An integrative social media campaign provided cannabis use facts and harm reduction strategies to increase evidence-based decision making amongst youth.



Transitions Housing

20 youth housed in our 13 transitional housing sites

31% increase in bednights provided through the long term transitional housing program

At 360°kids it's our mission to help kids move from a crisis to a state of stability. Through the support of the federal Reaching Home Strategy and the United Way of Greater Toronto, we were able to acquire an additional residential home to provide more opportunities for our youth to access affordable housing. For our youth, it is almost impossible to find affordable rent and learn the life skills they need in order to live independently. Our Transitions Program enables young people to have an amazing start on their continued journey to independence with mentorship and allows them to pay a graduated rent each year helping to move them towards market rent. This additional property will provide 5 additional youth with affordable housing options.



Youth Strategy

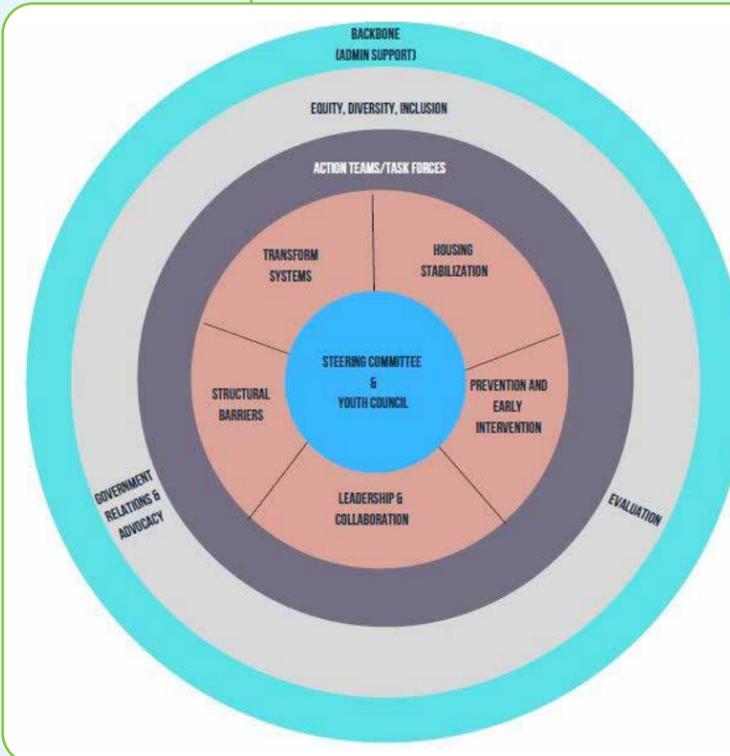
30 member collaborative

The York Region Homelessness Prevention and Housing Stabilization strategy (Youth Strategy) supported by 360°kids is a response to the need for a multi-sectoral collective approach to address and prevent youth homelessness in York Region. The Strategy aims to support the community in developing a system of care that involves service coordination and system transformation for youth at risk of or experiencing homelessness in York Region. The Youth Strategy is a living, breathing approach to effectively prevent youth homelessness or shortening the amount of time a young person experiences homelessness, should it occur.

Over the past two years, 360°kids has led and supported the progress of the Youth Strategy, with committees actively now working on plans for implementation. The Youth Strategy is focused on five core priority areas:

- housing stabilization
- early intervention & prevention
- transform systems
- removing structural barriers
- leadership & collaboration

Our Youth Strategy Steering Committee consists of over 30 community members from social service agencies, child welfare, emergency services, mental health and addictions, housing providers, education, funders, equity-seeking groups, businesses, government, and young people with lived experience.



Equity, Diversity & Inclusion

Our commitment to Equity, Diversity and Inclusion is unwavering. This past year our efforts went to ensuring organizational readiness. This meant deep work with the senior team to build awareness of the impact of colonialism and anti-Black racism, and their manifestations in the organization, both at the staff level and in service delivery. This was an important beginning to the work because leadership is essential to the advancement of this initiative. Working with a consultant, the Senior Team studied the book by Ijeoma Oluo entitled, "So You Want to Talk about Race", had deep discussions about the impact of racism, particularly anti-Black racism, and explored individual and collective changes that needed to be made in order to move 360°kids forward to being more of an equity informed organization. While it continues to be an ongoing journey of learning, much progress has been made and the next step now is to

expand to include the other members of the leadership team in these discussions. While these conversations were being had, the EDI committee was developing the EDI Calendar, which has provided staff with resources pertaining to faith, culture and important dates to be used in planning program activities. Another important resource developed was created by one of our youth leaders, Jesse from the Queer Agenda program to provide knowledge and awareness of how to create safe spaces for 2SLGBTQ+ young people. It has been very well received and is amplifying the voices of these young people and creating a more welcoming environment for them. We are very proud of Jesse's initiative and look forward to challenging ourselves as we continue to address systemic barriers that limit the potential of our youth and staff.

The Queer Agenda

14 2SLGBTQ+ youth served

The Queer Agenda was a new initiative this year and is a peer-led initiative with the purpose of reducing barriers faced by youth when accessing housing and community supports. Part of the Queer Agenda mission is to combat homophobia/transphobia by offering education, resources and programming in a hybrid format, geared towards youth identifying as members of the 2SLGBTQ+ community.

This was an amazing group that made connections together, shared stories, supported each other, and shared resources for 2SLGBTQ+ identities and on an organizational level will contribute to the inclusion of specific 2SLGBTQ+ identities within our organizational programming.

"I can't say it enough, just having this space exist is invaluable regardless of anything else."

Youth Participant from the Queer Agenda program



Impact to Youth

"I didn't think I could get a job as a high school student with mental health disorders, but this program at 360°kids [has] helped me get my first part time job. The YJCS program taught me skills for getting a job and working in a workplace, that wasn't overwhelming. These skills include; making my own resume, getting a Food Handlers and WHMIS certification and more. Then I got paired with a Job Developer, who helped find accommodating job opportunities for me to put these skills in use. All the staff that worked with me were all very understanding and patient, and everyone is very nice!! I'm genuinely grateful that a program like this exists and that I have access to it. COVID-19 definitely affected my mental health but now having a job has made me feel like I'm part of a community"



"My experience in the B4S program was one a student would never forget. There were days where we'd meet online and days we'd meet in person. I love the flexibility when it comes to online lessons but I prefer to be in person. Not only was it a welcoming environment but it was easier to connect with your peers and your counselors than it would be if you were online. We built a good community in the 4 weeks we had together and I would do anything to experience it again."

"I think the most meaningful aspects would be that we all had a goal. We [everyone who registered] were there for a reason. We wanted to be better. We wanted to better ourselves...because this program gave us the opportunity to do so, we were able to achieve that goal in our own ways."

"It's just such an amazing program and I'm glad that something like 360°kids exists for giving other people, other youth, the opportunities to change their lives for the better cause [it] does make such a huge improvement and yeah, just very lucky and very grateful for the opportunity."

"I just want to reiterate how helpful I think it is and how important I think things like this are, especially when they're so accessible, I feel like there should be more opportunities, especially for young people, and older people even, to get that help or whatever they need. There's so many people who are struggling, and that's just not fair to those people, especially if it's not their fault. [It's] just really important to have more and more programs like this, or everything that 360°kids does for people...I think that's an amazing thing."

The 360° Experience 2022



Nine years later the 360° Experience continues to grow with over 170 participants braving the harsh cold weather alert to endure -10 – 15° temperatures both for our in-person and virtual streams of the event. Amid continued changing COVID protocols, our participants logged tens of thousands of steps on their

journeys into the streets for some, or hunkered down on their home properties. They learned about our important work in addressing youth homelessness in our region, and experience what homelessness is like, even just for one night, to help raise awareness and vital funds for our programs.

Corporate Spotlight

Hyundai Canada

At the onset of the pandemic, Hyundai Canada reached out to us and provided a vehicle to us to use for the collection and distribution of vital supplies and donations and to reach out to youth. As a continuation of their support to the local community, Hyundai Canada got involved in our event with President Don Romano, and HR Director Kirk Merrett leading a team in the 360° Experience and experiencing first hand the challenges young people face accessing housing in the harsh winter. They reached out to their network of dealers across Canada and informed them of their intent to participate, and one by one, dealers pledged their financial support for their efforts. With a modest fundraising goal at the onset, it turned into a \$103,000 achievement that has helped us to expand programming, and provide more affordable housing options for youth.



Volunteer Spotlight

Ann Gomez

The success of this year's event would not have been possible without the dedicated support of one of our amazing board members - Ann Gomez. What started off in 2019 as a general interest in supporting 360°kids through her children's school, Ann started her journey in learning all about the youth homelessness issue in York Region. As a mom of teens, she couldn't imagine that there were so many youth that were in need of support and housing in our community and as a parent, how could she help?

Ann took a leadership role in our event organizing committee, and challenged our group to set their sights high. She recruited friends and family to join her and participate together, and challenged others to do the same.

Due to her tireless efforts, the 360° Experience has surpassed expectations, especially during a pandemic, and encourages our community and York Region businesses to get even more involved at the local level in creating solutions for vulnerable youth.



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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, 2021 - March 31, 2022. Please accept our apologies should any errors or omissions have occurred.

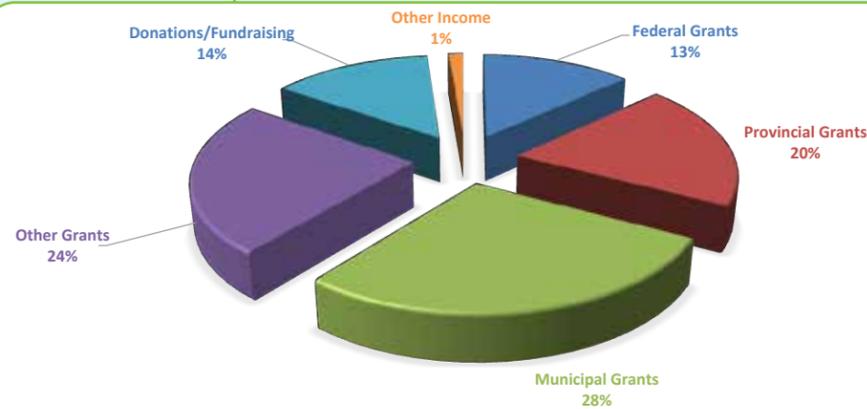
Together with your support we can ensure Every Kid Matters!



Financials

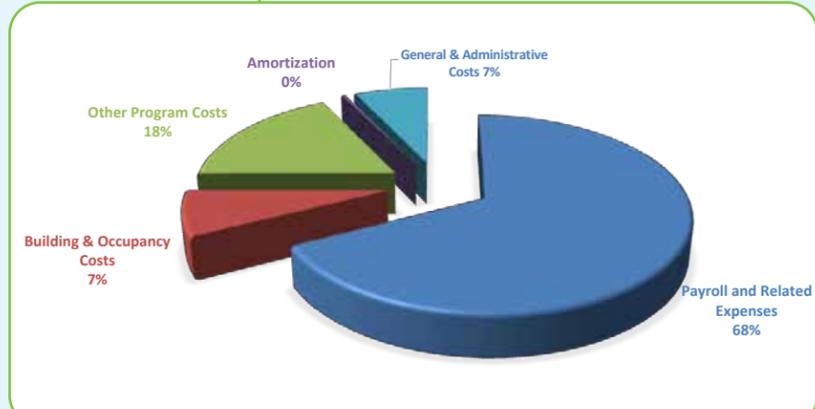
Revenues

Source	2021/2022	Percent	2020/2021	Percent
Federal Grants	\$1,646,391	13%	\$1,790,688	19%
Provincial Grants	\$2,468,996	20%	\$2,336,923	24%
Municipal Grants	\$3,527,778	28%	\$2,421,513	25%
Other Grants	\$2,992,147	24%	\$1,287,487	13%
Donations/Fundraising	\$1,756,100	14%	\$1,532,085	16%
Other Income	\$169,402	1%	\$309,752	3%
Total	\$12,560,814	100%	\$9,678,448	100%



Expenses

Source	2021/2022	Percent	2020/2021	Percent
Payroll and Related Expenses	\$6,766,045	68%	\$5,907,535	72%
Building & Occupancy Costs	\$746,625	7%	\$566,594	7%
Other Program Costs	\$1,775,564	18%	\$1,227,451	15%
Amortization	\$32,066	0%	\$49,929	1%
General & Administrative Costs	\$702,303	7%	\$494,462	6%
Total	\$10,022,603	100%	\$8,245,971	100%



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Impact to Youth

With little experience in the food industry, M.G joined EBM at the beginning of the year, hoping to gain useful culinary skills. After completing 9 weeks of pre-employment and culinary training, M.G began his job placement at a small pub in Downtown Toronto. Although M.G did not continue his placement at the pub he was initially placed at, it had nonetheless opened doors for him within the industry. Through the connections that he made, M.G is now working at another reputable pub in the city. Fast forward a couple months later, M.G has reached out to his employment counsellor from EBM expressing his desire to go back to school for culinary. We are glad that the program has kickstarted his interest in cooking and look forward for what the future has to offer our youth within the hospitality sector.

"[It] got better because... you know, at work, there's someone relying on you to be there... So, you know, I can't be like, I'm not coming in today, because there's no one else coming in today, right? So I feel like having the experience with Base 4 Success, preparing me for the fact that I would have to be reliable and be getting stuff in on time and being in the Zoom [...], it was just like a simple thing to do. It just prepared me for that in a way where you have to be up by this time, you can't miss it."

"I think what surprised me in a good way was all of the things...they were able to offer, like I was surprised about how much I learnt about, like... mental health, we learnt about our rights, our work rights. I was surprised, like I wasn't expecting to learn so much from them."





360° kids

Surrounding kids
in crisis with care

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