



BREAKING BARRIERS **BUILDING** FUTURES



Annual Report 2025



VISION

Every kid deserves access to a safe home.

MISSION

To prevent homelessness by helping youth at risk or in crisis transition to a state of safety and stability.

OUR IDEA COMMITMENT

360°kids is committed to an inclusive, diverse, equitable and accessible (IDEA) environment in our workplace and in the services we provide. We acknowledge systemic discrimination and oppression in society and within 360°kids that create disparate outcomes in housing, education, health and employment, and contribute to overrepresentation in the criminal justice system.

We are prioritizing Black and Indigenous communities, 2SLGBTQ+ people, people with disabilities, and other structurally disadvantaged groups. Guided by an intersectional lens, we are updating policies, practices and accountability to reduce inequities for staff and for the youth we serve. Our programs operate on Indigenous lands covered by Treaty 13 and the Williams Treaties, and we will build respectful relationships with Indigenous Elders and Peoples to improve outcomes for Indigenous youth.

This is a sustained journey of learning and unlearning. We will create a space where identities can be expressed without fear, where systemic issues are openly discussed and addressed, and where concerns are handled with swiftness, fairness and transparency to build a safer, more equitable environment for all.



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Message from our CEO and Board Chair

This year’s annual report theme of **‘Breaking Barriers, Building Futures’** reflects our commitment to the young people we serve at 360°kids. This theme is both a reflection of the work we have been doing as well as a commitment going forward. It is central to our Strategic Plan and as we enter the final year of the Plan, we have made huge strides in our focus on Prevention, People and Partnerships. We believe that with the right supports at the right time, every young person can thrive. A focus on Prevention means that we are able to intervene earlier to reduce the impact of trauma on the lives of the youth. Investing in our staff team through training, compensation, and equity initiatives, we ensure that staff have the skills to meet the changing needs of the youth.

As you read the organization highlights in the pages that follow, you will see our strategy lived out in various ways- from our redefined Diversion Program that emphasizes family connections and early intervention, our continued focus on housing solutions such as our Transitions program, to new Counselling initiatives such as our partnership with the first Youth Wellness Hub in York Region and our renewed focus on addictions support. A significant milestone was the release of the first of its kind, Black Youth Housing Model Research Report which highlights our commitment to Equity, and the development of innovative housing solutions for young people. Through these and other initiatives, we’re removing the obstacles that stand in the way of young people’s success.

But, we do not do this alone. The 36-year history of 360°kids is a story of community coming together on behalf of our young people.

“We believe that with the right supports at the right time, every young person can thrive.”

Thank you for the many ways that you have supported us over the past year- whether it be spending an afternoon to serve a meal or do a yard clean up or spending a night in the cold as part of the 360°Experience. Every act of service, every donation makes a difference and we appreciate your generosity. Without your support and partnership, we would not have achieved our fundraising goals.

With global conflict and climate concerns creating renewed uncertainty for the future, we remain steadfast in our commitment to our vision of ‘every young person having a safe place to call home’ because we know that we have an entire community wrapping their arms around the youth.

Thank you.



Rhonda Leeson
Rhonda Leeson,
Board of Directors, Chair



CGA
Clovis Grant,
Chief Executive Officer

Message from our Chief Operating Officer

Preventing youth homelessness is about more than just keeping a roof over one’s head—it’s about removing barriers and building bridges to a brighter future. Emergency interventions may provide a temporary lifeline, but prevention creates lasting change. When we focus on prevention, we give young people the tools to discover their worth, build resilience, and transition to adulthood with confidence.

This year, we’ve deepened our commitment to prevention by creating truly affordable housing, sparking pride in one’s identity, fostering a sense of belonging, and nurturing resilience. Our two new housing programs for Black youth and youth leaving Child Welfare are two examples of investing in innovative housing that will level the playing field for many unhoused youth. Although housing is the cornerstone of stability, it is only one piece of the puzzle. That’s why our approach goes beyond just shelter to include education, employment, health, and wellness. Each of these areas is a bridge from uncertainty to hope for the future.

After nine years of success with the iGrad program, in partnership with the York Region District School Board, we have expanded our education services by introducing a school program within our SHINE youth homes, meeting young people where they are, both physically and emotionally. These programs not only honour different learning styles but also celebrate diversity as a strength.

Through our employment initiatives, we have worked closely with partners and employers to ensure youth are not only job-ready but competitive in today’s market, opening doors to meaningful careers.




At the same time, we recognize the growing pressures of food insecurity and rising cost of living, which profoundly impact young people and often contribute to mental health struggles, substance use, and even criminal activity. That’s why 360°kids has invested more in early interventions, such as counselling, addiction support, and gang prevention programs. Initiatives that benefit both individuals and our community.

Our young people have faced immense challenges, yet their resilience is extraordinary. By focusing on prevention and early intervention, we create opportunities for youth to grow through hardship rather than be defined by it. Prevention is not just about avoiding harm; it’s about creating the conditions for young people to overcome obstacles, realize their potential, and build bridges to a brighter future they deserve.

BHarkness
Bonnie Harkness,
Chief Operating Officer

“Together, we will keep breaking down the barriers that stand in their way and keep building the bridges that lead them home — because at 360°kids, that is the heart of everything we do.”

Impact at a Glance



HOUSING


20,181
bed nights provided to youth

↑ from 19,134 last year

1,780
youth served at the Home Base Drop-in programs

↑ from 1,176 last year

253
youth received direct housing support



EMPLOYMENT

1,353
formal pre-employment workshops delivered


↑ from 1,132 last year

375
youth participated in our employment programs

↓ from 410 last year

73%
of youth in employment programs remained employed or returned to school

→ same as last year



EDUCATION

19
youth achieved high school diploma through iGrad


↑ from 13 last year

19
youth received scholarships

↑ from 15 last year

76
in-house education programs

↑ from 55 last year



HEALTH & WELL-BEING

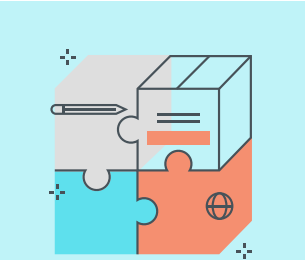
209
youth received counselling support

↑ from 206 last year

13,483
food supports and meals provided

↑ from 11,936 last year

76%
of youth improved their overall well-being



OVERALL IMPACT

3,672
youth served across York Region this year

↑ from 3,102 last year



HOUSING

With housing costs on the rise, youth experiencing homelessness face growing challenges in securing safe, supportive, and stable places to live. In York Region, youth account for 14% of the unhoused population – a stark reminder of the urgent need for accessible housing options tailored to young people.

At 360°kids, our housing pillar is rooted in upstream prevention– helping youth avoid homelessness before it begins – and in dismantling the barriers that prevent them from finding security, healing, and independence. This past year, we continued to invest in innovative, youth-focused housing programs that not only meet basic needs but also foster dignity, belonging, and a sense of possibility.



SHINE:

Building Independence in a Supportive Space

For youth leaving unsafe or unstable environments, the road to independence is often filled with gaps—missing life skills, financial instability, and limited support. SHINE offers a structured transitional housing program for youth aged 14 to 19, where they can build daily routines, confidence, and the skills needed for long-term success. In 2024–25, 26 youth participated, and 7 transitioned to stable housing or reunified with family. Post-program supports were enhanced this year to ensure smoother transitions beyond SHINE.

Nightstop:

Community members providing safe housing

Nightstop connects youth in crisis with trained volunteer hosts, providing them with a private room, a warm meal, and compassion in a home environment—within the same day. In 2024–25, 74 youth supported through Nightstop, with 45 successfully diverted into other supports. We expanded host recruitment in underserved areas in York Region, ensuring more youth could access urgent safety without being forced into shelter systems.

HOPE:

A place to rebuild for survivors of sex-trafficking

Female-identifying youth who are survivors—or at risk—of sex trafficking require trauma-informed, specialized care. HOPE offers 24/7 residential support, counselling, and life-skills development in a secure, healing space. This year, HOPE deepened its commitment to youth-led recovery while continuing to involve participants in their own care planning. Youth supported ranged in age from 14 and up, with many referred through child welfare and police services.



“When I first arrived, I didn’t trust anyone. Now, I have goals, I feel safe, and I know I’m not alone.”

– HOPE Participant

Across all programs, our approach to housing is about more than shelter—it’s about prevention, dignity, and opportunity. By expanding youth-focused housing options, breaking down systemic barriers, and building support systems around every young person, we are not only preventing homelessness—we are building bridges to futures that once felt out of reach.



2024-25 Impact:

74 youth supported through Nightstop

45 diverted from shelters into other supports through Nightstop

26 youth housed through SHINE

67 youth are supported in our housing programs on any given day

“I was provided an opportunity to be able to stand alone with confidence, knowing I got this.”

– SHINE Participant



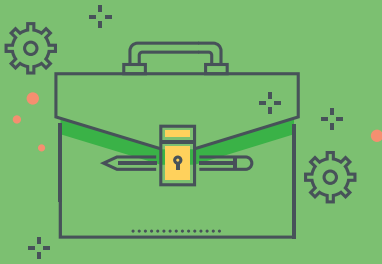
Black Youth Housing Program: A First for Black Youth in York Region

Black youth are overrepresented among unhoused populations. Yet, until now, there have been no transitional housing options tailored to their cultural identities. That’s changing with the development of Oakmount House—York Region’s first transitional home for Black youth. Co-designed with youth and community leaders, Oakmount will offer trauma-informed care and culturally affirming support. The excitement surrounding its launch signals a barrier-breaking step toward equity in youth housing.

EMPLOYMENT

Stable employment is a cornerstone of homelessness prevention. It provides not only income, but also structure, confidence, and a sense of purpose. At 360°kids, we support youth in building the skills, mindset, and motivation they need to achieve independence—before they fall into crisis.

In 2024–25, our Employment support underwent a strategic redesign to reflect shifting funding models and evolving youth needs. This transformation expanded access and deepened our impact across multiple programs.



2024-25 Impact:

375 youth supported through employment programs

159 completed employment programs
- 73% secured employment or returned to school

298 new youth served through Youth Success Strategy

189 youth in formal pre-employment workshops

Program Highlights

Supporting Students to Work (SSW)

Many youth face barriers entering the workforce, from lack of training to limited support. SSW helped youth earn certifications including First Aid, WHMIS, SmartServe, and Food Handlers—credentials that open doors and signal readiness to employers.

Newmarket Youth Hub (NYH)

NYH remained a key service location for our various employment programs. Through hands-on job training, mentorship, and access to a fully operational commercial kitchen, youth were paid while learning culinary skills and at the same time, preparing nutritious meals for local seniors—fostering both professional growth and community connection.

“I didn’t even know how to chop or fry properly before. Now I’m exploring a future in culinary arts.”
– J.M., Participant

Youth Success Strategy (YSS)

YSS provided individualized coaching, emotional regulation strategies, and employment supports to youth facing systemic barriers. In 2024–25, YSS supported 298 new youth, many of whom had disengaged from traditional education or employment pathways.

Looking Ahead

From skill development to certification, from mentorship to first jobs, employment at 360°kids is not reactive—it’s preventive. Our programs help youth overcome barriers and prepare for sustainable, long-term success. Through each resume written and goal achieved, we’re helping youth build futures they believe in—and bridging the gap between crisis and opportunity.

“The program gave us all support, friends, structure, and confidence to face the world.” – J.B., Participant

“This experience changed my perspective. It helped me grow, build skills, and see what I’m capable of.”
– K.B., Participant

“Having a job gave me focus — and a reason to get up every day and do better.”

– Employment Program Participant



100+ Youth Graduated Through iGrad

Celebrating 10 Years of Partnership with the York Region District School Board.

In 2025, we reached two major milestones:

- 10 years of the iGrad program
- More than 100 youth have now graduated—many the first in their families to do so

“My past doesn’t define me—but it fuels my purpose.”

— iGrad Graduate

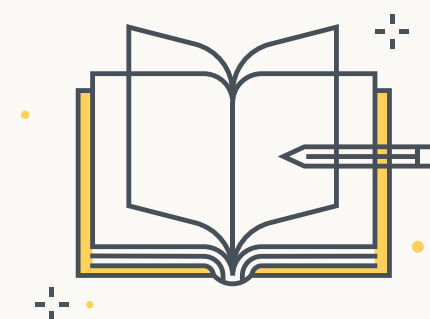
EDUCATION

Education is more than academic achievement—it gives youth structure, confidence, and purpose. At 360°kids, education is a key part of preventing youth homelessness. Through flexible programs like iGrad and wraparound supports, we help youth reconnect with learning and build a path forward.



Celebrating a Legacy: Sarah Strachan

This year, we said farewell to the beloved Teacher Sarah Strachan, who helped guide the program and the youth from inception in 2016. Her belief in her students and decade of dedication made the classroom a safe and empowering space for youth.



Through education, we are removing barriers and opening doors. Whether it’s earning a high school diploma or receiving a scholarship, every step brings youth closer to a brighter, more stable future.



Support Beyond the Classroom

Our education programs include one-on-one tutoring, co-op placements, and mentorship. These supports help youth build academic success and gain real-world experience for long-term independence.

\$21,500 in Scholarships Awarded

Thanks to donors like Hockey Helps the Homeless, PTAG Inc., The Rangooni Family, and The Elkin Family, we awarded \$21,500 in scholarships to 19 deserving youth this year.

“These scholarships remind youth that someone believes in their future.”



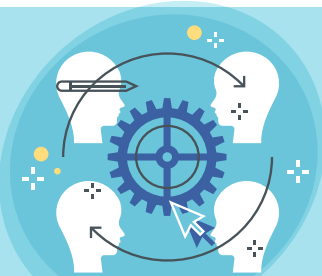
HEALTH & WELL-BEING

At 360°kids, we believe that mental health, emotional resilience, and strong family connections are critical to preventing youth homelessness. This year, our integrated programming—including counselling, gang prevention, and family-focused services—prioritized early intervention, long-term support, and trusted relationships to keep youth stable and connected.

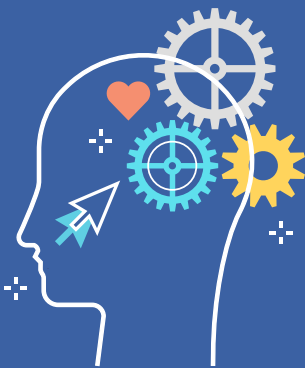


Counselling Highlights

We deepened our clinical capacity this year through a weekly trauma-informed supervision circle for counsellors, launched a new school-based referral system with York Region District School Board to improve response times, and contributed, as one of the partners with York Hills, to the development, in Vaughan, of York Region’s first Youth Wellness Hub. Trauma-informed care was also expanded across our housing programs through specialized training for frontline staff.



Whether through mental health care, street outreach, or family strengthening, 360°kids is building a system of supports that catch youth before they fall. Every connection, every conversation, every program is part of our upstream approach—**breaking barriers before they become crises, and building bridges to healing, hope, and stability.**



Counselling 2024-25 Impact:

317 youth supported through counselling

80% of youth attending 6+ sessions felt more hopeful

60% drop in crisis calls among youth with ongoing support

“When I first came, I didn’t think I was going to make it through the year. Now I’m hoping to get into the SSW at Seneca and actually excited for the future.”

– Counselling Participant



Meeting Youth Where They Are At

Programs like **LEGIT**, **YOUTHrive**, and our **Provincial Youth Outreach Workers** reached over **2000 youth and families** providing mentorship, advocacy, and access to essentials—helping reduce isolation and build long-term resilience. The **York Region Pop-Ups** alone engaged **968 youth**, offering food, resources, and safe connection in areas impacted by poverty, violence, and food insecurity.

Family and Natural Supports (FNS)

FNS helps youth thrive by strengthening relationships with the people who matter most—parents, relatives, or caring mentors. The program supports youth aged **13–26**, with flexibility to assist any household member connected to them.

As a **mobile service**, FNS staff meet with youth and families anywhere in York Region, removing barriers to access and building trust through personalized care.

In 2024–25, the program supported:

- **86 youth and 32 households**
- **15 youth** remained safely at home through conflict resolution, routine building, and emotional support



EQUITY IN ACTION



This year, we made meaningful strides in advancing our commitment to inclusion, diversity, equity and accessibility (IDEA). We created spaces for connection, dialogue and belonging through our cultural celebrations, educational training and new initiatives. Our work was guided by our four-year Equity Strategic Implementation Plan to steer our IDEA initiatives and IDEA Committee to build a more equitable and inclusive environment at 360°kids.

In this, the first year of the plan, we launched several new initiatives to help us listen, learn and take action in a more informed and transparent way. This included our first-ever Staff and Board Demographics Survey to better understand the makeup of our staff and Board, to ensure we reflect the diversity of our youth the youth we serve and identify areas of strengths and opportunity to foster a more supportive and inclusive work environment. We had a strong response with almost 60% of our staff team – including 75% of full-time staff – and 100% of our Board completing the anonymous survey. Overall, staff appreciated the progress being made, the structures being put in place and the commitment of staff and Board to this work. Staff also identified a need to expand training and to continue building our systems and policies for deeper trust and improved outcomes.

Furthermore, we launched tools to better understand, measure and address systemic oppression within our organization. We expanded our training programs, including core IDEA training during onboarding, as well as our Microaggressions Training to help staff address microaggressions and other forms of discrimination in the workplace. More than 80% of staff feel more equipped to address microaggressions in the workplace, a 30% increase from how they felt before the training. Along with training, our Team Leads, Managers and Senior Leadership Team completed an Equity Self-Assessment Tool for reflection on their leadership journey, and they have been meeting quarterly with several Senior Leadership Team members.



Under the leadership of our IDEA Committee, we hosted a series of impactful events designed to uplift and celebrate our three priority groups– Black, Indigenous and 2SLGBTQ+ communities within our organization. This included gatherings for Indigenous Peoples Day, National Day for Truth and Reconciliation, and partnering with York Pride through our Queer Agenda program to run their Low Sensory Zone. Our Black History Month event featured Randell Adjei, Conrad’s Barber Shop and youth hair braiders. The IDEA Committee also launched the our first Book Club for staff, reading books by racialized and 2SLGBTQ+ writers.

Over the next three years, we are committed to building our capacity by investing in our staff and leadership’s growth, strengthening partnerships and fostering a more IDEA environment for staff and youth at 360°kids.

Demographics Survey Snapshot

Identity Markers	Percentage of All Staff Respondents
Racialized	47%
Disabled	20%
2SLGBTQ+	16%
Women	77%
Multilingual	32%
Born Outside Canada	43%

Supporter Spotlight

NORBRAM GROUP INSURANCE • OPUS HOMES • SHISEIDO • RBC



Norbram Group Insurance has been a loyal supporter of 360°kids since 2017, providing year-round support through clothing drives, monetary donations, and hands-on initiatives. This past year, they generously sponsored the Christmas Dinner at our Richmond Hill Youth Hub, creating a warm and festive experience for youth. Their ongoing commitment to the young people at 360°kids is evident in their efforts to stock our fridges with healthy food, organize clothing drives, and even donate exercise equipment to promote wellness. With matched contributions from Johnston Group, their impact reaches even further—demonstrating true compassion and a shared commitment to building brighter futures for youth in York Region.

OPUS Homes has been an incredible partner in our mission to prevent youth homelessness. As the Toque Sponsor for the 360°Experience 2025, their support helped keep participants warm and uplifted throughout the night. Over the past three years, OPUS has raised an outstanding \$110,611 in support of youth experiencing homelessness. We are truly grateful for their continued commitment and generosity. Together, we are creating brighter futures for young people in our community.



Shiseido has been a dedicated and compassionate partner in our mission to support youth experiencing homelessness. As a key partner for DigniTea 2024, their support helped raise vital funds for survivors of human trafficking through our HOPE Program. Beyond the event, the Shiseido team has continued to show up—doing a deep clean, post-construction, at Oakmount, our new home for Black youth; organizing storage at the Hub, and participating in volunteer activities with care and purpose. Their meaningful contributions have also supported our employment programs, helping young people build confidence, gain valuable job skills, and take steps toward brighter futures.

RBC continues to be a valued and longstanding supporter of 360°kids, championing programs that help youth experiencing homelessness build brighter futures. Their generous funding has helped strengthen initiatives focused on employment, mental health, and financial literacy—empowering young people with the tools they need to move forward with confidence.

Beyond financial contributions, RBC employees have also stepped up as volunteers, participating in various team activities at our Hub and demonstrating a deep commitment to community impact. We’re proud to have RBC by our side as we work to break the cycle of youth homelessness—together.



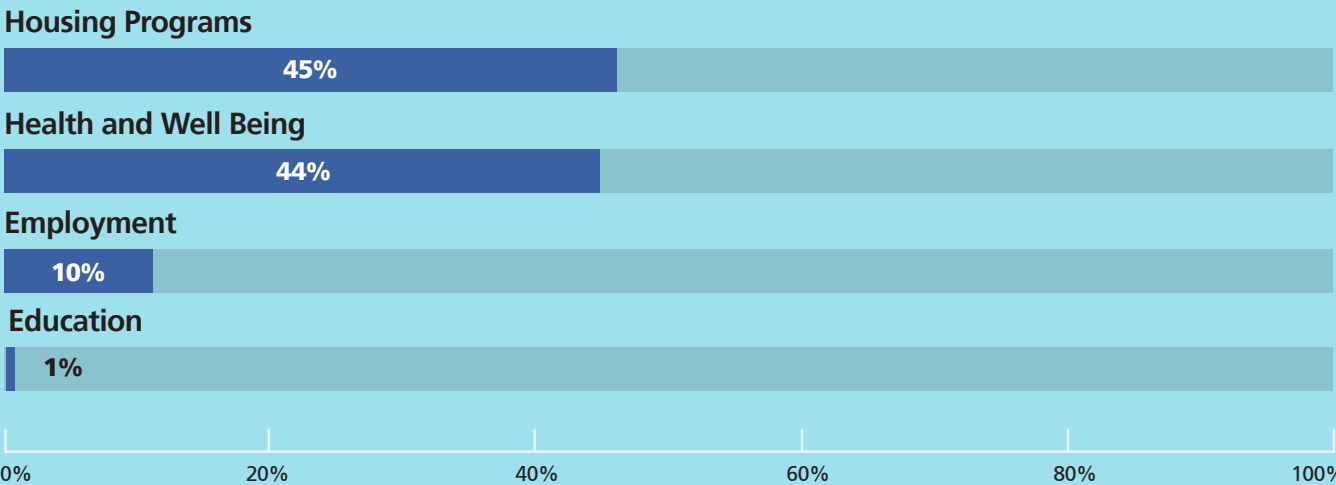


Financial Overview

REVENUE				
	2024/2025	Percent	2023/2024	Percent
Federal Grants	\$892,220	7%	\$1,696,448	13%
Provincial Grants	2,245,735	17%	1,937,708	15%
Municipal Grants	4,427,277	34%	3,644,237	28%
Other Grants	2,612,877	20%	3,384,284	26%
Donations/Fundraising	2,329,220	18%	2,037,920	15%
Other Income	447,465	4%	449,725	3%
TOTAL	\$12,954,794	100%	\$13,150,322	100%
EXPENSES				
	2024/2025	Percent	2023/2024	Percent
Payroll and Related Expenses	\$7,716,749	68%	\$7,824,013	70%
Building & Occupancy Costs	939,580	8%	844,253	8%
Other Program Costs	1,618,313	14%	1,507,840	13%
Amortization	175,037	2%	152,889	1%
General & Administrative Costs	873,062	8%	866,826	8%
TOTAL	\$11,322,741	100%	\$11,195,822	100%

Please refer to the audited [financial statements](#) for a detailed explanation.

TOTAL INVESTMENTS OF GRANTS IN PROGRAMS: \$10,178,109





Volunteers:
Dedicated partners
in the mission

8,000

Volunteer Hours
Donated in 2025 –
And Counting

From preparing meals
and sorting donations to
supporting youth programs
and major events, our
volunteers are the key
partners of our mission. Their
dedication brings comfort,
connection, and care to
youth across York Region.

**Want to get
involved?**

Visit

360kids.ca

VOLUNTEER THANK YOU



Donor *Spotlight*





2025 IMPACT

232 PARTICIPANTS | \$401K RAISED

One night. Real stories. Real impact.

Save the Date
360°Experience
2026

MARCH
05

Ways to Participate:

Overnight 360°Experience (7 PM – 6 AM)
Walk the path of a homeless youth. Visit local agencies. Experience the journey with support.
Fundraising Minimum: \$2,000/person

Team Challenge (7 PM – 1 AM)
Join at the Community Safety Village. Complete hands-on challenges based on real youth stories. Great for corporate and community groups.
Fundraising Minimum: \$500/person

Virtual 360°Experience (7 PM – 1 AM)
Choose your night. Complete reflection activities at home.
Fundraising Minimum: \$100/person

School Teams Welcome!
Earn 7+ community service hours. In-school experiences offered year-round.



At 360°kids, youth find safety, support, and the power to rebuild.

"When I first left home, I thought my future was over. I never imagined being accepted into a program with affordable rent. 360°kids gave me a place to live, people who cared, and a real shot at rebuilding my life."

— Transitional Housing Resident

"Through counselling at 360°kids, I started believing in myself. I used to feel like a shell of a person. Now, I'm learning to trust my voice, set goals, and move forward with confidence."

— Counselling Program Youth

"Thanks to the employment program, I went from having no experience to securing a job and building my future. I learned how to budget, manage stress, and set career goals I never thought possible."

— Employment Participant

"The FNS program helped me reconnect with my family and move back home. I learned how to communicate, set boundaries, and heal. That changed everything for me."

— Family & Natural Supports Youth



YOUTH VOICES



Every quote on this page represents the voice of a young person who has overcome adversity.

At 360°kids, we listen, we walk beside them, and we help them build a future they believe in.

To learn more, visit

360kids.ca/programs-services



360° kids

Surrounding kids
in crisis with care

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