



360°
kids

Surrounding kids
in crisis with care

Breaking the
cycle

35 YEARS

ANNUAL REPORT 2024

OUR 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 EDI COMMITMENT

Equity, Diversity & Inclusion (EDI) - 360°kids is committed to building a more equitable, diverse and inclusive environment, both in the workplace and in the services we provide. In order for us to achieve equitable outcomes, we will acknowledge and address the various forms of oppression that create disparate and disproportionate outcomes for the youth who utilize our services and the staff who support them. These include white supremacy, colonialism, anti-Black racism, anti-Indigeneity and homophobia, that are embedded in society, and in our institutions and systems, inclusive of 360°kids.

We recognize that our programs and services are on Indigenous lands and in keeping with our commitment to Reconciliation, we will establish and maintain a respectful relationship with Indigenous peoples and work together with them to improve the outcomes of Indigenous youth who access our services.

360°kids is steadfast in our commitment to this journey of (un)learning and we know that each one of us will be starting from a different place. We will create an environment where these issues are openly discussed and addressed, and where individuals can express their identities without fear of discrimination or judgment. We will address issues as they arise with swiftness, fairness, and transparency with a goal of creating an equitable, safer environment for all.

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Message from our CEO and Board Chair

Dear 360°kids Community – Staff, Youth, Donors, Volunteers and Supporters,

In 2023, coming off the heels of the COVID-19 pandemic, we launched our new 3-year *Strategic Plan*. Strongly embedded in the plan was a continued focus on homelessness prevention. Why? Well, it makes sense. As we have seen over the past year, affordability issues have added additional strain on families, and housing is becoming out of reach for so many. Prevention also makes sense because of the trauma that it creates and the longstanding consequences for our young people. In keeping with these thoughts, we entitled this year's report, **BREAKING THE CYCLE**. A key focus of our current 3-year Strategic Plan is to highlight the efforts we are making to reduce the impact of homelessness on our young people.

The plan was built on 3 pillars - **Programming, Staffing and Community**. As you will see from the pages which follow, we are well on track to achieve our outcomes. In terms of our PROGRAM deliverables, much work was done over the past year to strengthen our focus on **prevention** (e.g. through the introduction of the Family & Natural Supports program); to **engage** young people (e.g. through the hiring of a Youth Engagement Coordinator); and to **expand** program initiatives, such as accrediting our first organization through Nightstop, pushing our impact beyond the boundaries of York Region.

STAFFING remained a top priority and we took some important steps forward to address

retention gaps through the implementation of Phase 2 of our salary market review. This resulted in a bump in salary for a number of roles and an increase to our annual cost of living amount, to be more in step with inflation. We also explored ways to enhance our already comprehensive benefits package, and we have put more opportunities in place for staff growth through expanded training opportunities and leadership promotions. While it continues to be a very competitive employment market, we hear from staff through our annual Staff Engagement Survey, that they align strongly with the mission and are proud to work at 360°kids. We are encouraged by this and will continue to work to improve the staff experience in our efforts to be an Employer of Choice.

Finally, we know we could not fulfill our mission to the young people without a strong COMMUNITY behind us. Through an enhanced social media presence aimed at communicating the impact of our work, we saw a 12% increase in followers over the past year. The support provided by our community through food, clothing and other donations have been invaluable. With the addition of a Volunteer Coordinator, we look forward to finding more ways to engage community and corporate volunteers in our work. Many thanks as well for the financial donations, third-party events and the expanded participation in our key fundraising event, the 360°Experience which raised over \$322,000 this year. We were encouraged by the increased number of groups that participated in the Corporate Challenge and the addition of a Mayor's Challenge, thanks to Leadership of Mayor David West with the support and participation of

Regional Council members. Thank you all for your generosity and your ongoing advocacy to help us raise awareness about homelessness, an issue that is impacting an increasing number of young people and their families in York Region.

Underpinning our Strategic Plan is a strong organizational focus on equity. A key success measure was the completion of our organization's first *Equity Report* and an *Implementation Plan*. The Equity Report highlighted areas where we can improve as an organization to address the experiences of staff with interpersonal and systemic racism, and the need for improved systems of accountability to track, measure and report on areas that need to change. Training is a prominent part of the report and was a key area of focus for us over the past year. With the support of equity consultant, KOJO institute, the entire 360°kids team received foundational training on equity and anti-Black racism, and the Management team received additional training on leadership and equity. A significant step forward in our Truth and Reconciliation efforts was the renaming of our housing program in Markham from 'Residential' to **SHINE** (Supportive Housing for Independence through Nurture and Empowerment). We are grateful for the young people who initiated the support of staff, and the guidance from the team at Dnaagdawenmag Binnoojiiyag Child & Family Services during the renaming process and ceremony.

Other key initiatives included 2SLGBTQ+ programming through the expanded Queer Agenda project and our work with the Black community through the *Black Youth Housing project*. A key milestone was the recently released *research report*, a first of its kind. We are grateful for the research leadership of LogicalOutcomes, the guidance of the Black Youth Housing Advisory Committee, and the input of staff and young people across the Greater Toronto Area for their contributions to this important initiative. Next step is the development of a culturally-appropriate program model, and this will be a topic for a future report.

At the Board level, we have benefited from increased opportunities for in-person connections whether it be the annual Board retreat, agency events, Board meetings and the signature fundraiser, the 360°Experience. As well, managing risk and maintaining good governance practices continue to be important themes to strengthen the organization's ability to fulfill its mission.

We continue to live in uncertain times. 360°kids supports a very vulnerable group of youth in York Region. What follows in the accompanying pages are ways that we are making a difference in the community. We are grateful for the life-saving work of the nearly 200-member staff team who help the youth defy the odds each and every day. We are grateful for the many ways that you, as the community, support the work, giving us great optimism that as we continue to put our efforts to break the cycle of homelessness, we will fulfill our vision for every young person to have a safe place to call home.

Thank you,



Rhonda Leeson

Rhonda Leeson,
Board of Directors, Chair



CGA

Clovis Grant,
Chief Executive Officer

35 Years of Service Timeline



1989 – 2024



1989

RESIDENTIAL

- Community members lobby for funding towards youth housing and receive grant to purchase 2 residential homes
- Youth Housing Markham is born

PATHWAYS

- Amalgamated and incorporated forming Pathways for Children, Youth and Families of York Region Inc.
- Youth Housing Markham Amalgamated with Markham Neighbourhood Support Centre to provide child rearing support to young families



2000

HOME BASE

- Opened Home Base Richmond Hill in store-front location on Yonge St. to provide programs and services for homeless youth

BASE 4 SUCCESS

- Moved Home Base from store-front to House at Yonge & Canyon Hill
- Base 4 Success youth employment program begins

2003



2015

IGRAD

- Youth Hub in Richmond Hill opens offering expanded supports including Connections Emergency Housing for youth
- Transitions housing program launches
- iGrad program in partnership with York Region District School Board opens



2017

MILL ST.

- Mill St. renovation project completed and opens to house 3 youth

L.E.G.I.T.

- Leadership Engagement Gang Intervention Team created

2016



NIGHTSTOP

- Nightstop program launches; first in North America

2019



2010

S.T.A.Y

- 2 Supportive Transitional Apartments for Youth in Markham open

YOUTH OUTREACH

- Home Base Vaughan at Dufferin Clark community Centre open
- Youth Outreach Program created
- P.A.S.S. – Pathways After School Special launches in 11 elementary schools



2013

REBRANDING

- Name change/rebranding from Pathways to 360°kids

HOPE HOUSING

- HOPE housing program opens to provide housing to human trafficking survivors

2014



2021

NATIONAL YOUTH HOMELESSNESS PREVENTION AWARD

- The York Region Youth Strategy, initiated and led by 360°kids, received the 2021 Youth Homeless Prevention Award

ELM GROVE HOUSE & QUEER AGENDA PROGRAM

- Transitions Housing broadens its reach by acquiring and renovating a Multi-Unit Home in Richmond Hill, introducing 5 more housing units for youth
- The Queer Agenda developed to offer peer-to-peer community support to 2SLGBTQ+ youth in various programs



2023

NEWMARKET HUB, FNS PROGRAM & SHINE PROGRAM

- The Grand Opening of the Newmarket Youth Hub and commercial kitchen
- The Family and Natural Supports program of 360°kids initiated to advance homelessness prevention strategy
- As part of our commitment to Truth & Reconciliation, we renamed our Residential Program to SHINE Housing Program

BLACK YOUTH HOUSING

- A new home in Vaughan has been renovated with the goal of tackling Black Youth homelessness and empowering them by providing stable and culturally supportive housing



years

Our impact

Year in Review

3,102 youth served across York Region



HOUSING:

253 youth received direct housing support

1,176 youth served at Home Base Drop-In Centre

19,134 bed nights provided to youth



HEALTH AND WELL-BEING:

11,936 food supports and meals provided

206 youth received counselling support

76% of youth improved their overall well-being



EMPLOYMENT:

73% of youth in employment programs gained employment or returned to school

410 youth participated in our employment programs

1,132 formal pre employment workshops



EDUCATION:

13 youth achieved high school diplomas through iGrad program

15 youth received scholarships

35 youth participated in iGrad

Chief Operating Officer's Message

Why do we wait so long to intervene? Often, it's challenging to gauge the impact of preventing something from happening. At 360°kids, we understand the profound consequences of waiting too long for the young people we support, their families, and the broader community. That's why this year, we've made a concerted effort to intervene earlier, aiming to alter their trajectories by fostering community connections and enhancing overall well-being.

In 2023-2024, we made incredible strides in our Family and Natural Supports program, where we have increased support to youth and their chosen family, working closely with the Nightstop program to provide respite when needed. Knowing that some are overrepresented in homelessness, we developed the first of its kind in the York Region, a Black Youth Housing program that will wrap significant cultural support around young people and affirm their identity. Moving upstream is a crucial strategy across all our initiatives. Whether it's bringing educational opportunities to youth, promoting post-secondary education through scholarships, imparting essential life and social skills that shape futures, facilitating meaningful career pathways, providing formal counseling, or simply offering a listening ear during lonely moments, 360°kids is unwaveringly there.



I always believed that if I couldn't be there for my child, for any reason, I hoped there would be a 360°kids that could help guide them in the right direction. Together, we can support all the youth in our community, ensuring they never feel alone, empowering them to persevere, and showing them that there's always a path to a place they can call home, whatever that home may look like to them.

Bonnie Harkness,
Chief Operating Officer

Four Pillars of Support



HOUSING

- Connections
- Nightstop
- SHINE Housing Program
- Supportive Transitional Apartments for Youth (STAY)
- Transitional Housing & Support Workers
- HOPE Program
- **NEW** Black Youth Housing



HEALTH & WELL-BEING

- Counselling
- Home Base Drop-In
- York Region Mobile Pop-up
- YOUTHrive
- Aftercare Transitional Support (ATS) & Youth In Transition Worker (YITW)
- Leadership Engagement Gang Intervention Team (LEGIT) & (LEGIT+)
- Youth Outreach Programs
- Family & Natural Supports (FNS)



EMPLOYMENT

- Base 4 Success (B4S)
- Every Bite Matters (EBM)
- Specialized Training Employment Program (STEP)
- Youth Success Strategy (YSS)
- Supporting Students to Work (SSW)



EDUCATION

- iGrad (in partnership with YRDSB)
- Scholarships

Diverse Housing

SHINE Housing Program

The theme of addressing youth homelessness by providing comprehensive support services and breaking the cycle of homelessness has been effectively demonstrated at SHINE. This past year has been marked by significant individual successes for our youth. We are proud to report that three youth were successfully reunited with their families, and we are currently working with two more youth to facilitate their return home through our Family and Natural Supports Team. Throughout the year, we have emphasized the importance of our 360° programs and the integration of services to provide wrap-around support. Our programs, ranging from counseling to employment and education, are equipping our youth with essential life skills and improving their ability to manage relationships effectively.



3 youth were successfully reunited with their families.

Several youth who transitioned out of our program this year have moved on to semi-independent or independent living programs, both within 360°kids and other agencies. We are thrilled to share that three youth graduated from high school and were accepted into college or university. Additionally, one youth earned two high school credits for the first time in three years. Two youth are now working almost full-time hours with their employers, and four are actively seeking part-time employment with the support of our employment team. These achievements are a testament to the dedication and hard work of all SHINE staff members in implementing and executing our program.



3 youth graduated from high school and were accepted into college or university.

Despite several staffing changes, the SHINE team has risen to the occasion and continued to provide individualized support to each youth. Our staff members have prioritized



one-on-one time with youth to address their concerns, discuss issues, and to engage them in recreational activities. The growth and progress seen in both our youth and staff members have been truly remarkable. We are proud of the collective efforts of the SHINE team in making a positive impact on the lives of our youth and breaking the cycle of homelessness.

Transitions and Black Youth Housing Project

This year, youth in our Transitions Program dedicated themselves to enhancing their financial stability, mental health, and employment outcomes. They received life skills support, participated in financial literacy workshops, and engaged in group sessions to share experiences. As a result, many youth reported increased housing stability, timely rent payments, and a proactive approach to addressing challenges with guidance from program staff.

At the start, all youth were employed, with many in part-time positions. With support from the program, many transitioned to full-time employment, with some assuming leadership roles in their workplaces. Over the course of the year, 12 youth successfully transitioned out of the program, with 11 of them securing permanent housing and paying market rent in their chosen communities. Additionally, eight youth demonstrated the confidence to transition toward independent living earlier than anticipated, with support from the transition team.



12 youth successfully transitioned out of the program.

Looking ahead, we are committed to furthering our focus on providing identity-based support for Black youth at risk of homelessness. The new Black Youth Transitional Housing program will build on recent research to address the distinct challenges faced by Black youth, with the goal of fostering sustainable independence and long-term stability.



30 youth are receiving long-term housing support.

"I am overwhelmed with emotion, reflecting on the remarkable transformation in my life thanks to the extraordinary support I received from 360°kids. My life has truly made a complete turnaround, and I am deeply grateful for their unwavering assistance. Thank you for reminding me I am able and therefore I can."

– Jay



Youth Hubs



Richmond Hill Youth Hub

Despite facing significant challenges amidst Ontario's housing crisis and increased demand this year, Richmond Hill Youth Hub has maintained a commendable 100% approval rate among returning youth, showcasing the trust and success of our programs in supporting vulnerable individuals. We have successfully secured housing, transitional placements, and various accommodations for approximately 65% of youth, emphasizing our dedication to providing stability for those in need and breaking cycles of homelessness.



100% approval rate among returning youth.

The COVID-19 pandemic has led to a surge in resource utilization by youth, with higher pantry visits, meal consumption, and shelter demands. This highlights the critical role our services play in offering essential support during difficult times, particularly for a growing number of younger youth who require enhanced life skills training for independent living.



65% of youth secured housing.

Emphasizing inclusivity, we have seen increased engagement in our Queer Agenda program, demonstrating the program's impact and relevance within our diverse community, including the 2SLGBTQ+ youth. Notably, a reduction in service restrictions and serious

incidents can be attributed to the successful implementation of tailored approaches and supportive counselling, fostering a positive and supportive environment.

To reduce the possibility of youth spending cold nights on the streets, in partnership with the Region of York, we expanded our shelter capacity through the Cold Weather Emergency Program (CWEP). Operating from January to March 2024, it accommodated six beds each night, resulting in three successful transitions to stable housing.

Through our increased focus on youth engagement, we saw a positive trend in the number of youth initiating and leading peer-focused programming. This reflects a growing sense of empowerment and ownership among participants, further underscoring our commitment to fostering growth and independence.

Despite ongoing challenges, the Richmond Hill Youth Hub remains steadfast in its mission to provide crucial support and opportunities for growth to vulnerable youth in York Region. Through continued innovation and collaboration, we are dedicated to meeting the evolving needs of our community and ensuring every youth has the resources and support needed for a brighter future.

Newmarket Youth Hub

360°kids was pleased to announce the grand opening of the Newmarket Youth Hub (NYH), a pivotal step in our mission to address youth homelessness and provide holistic support for young individuals. The NYH serves as a vibrant platform for a variety of programs and services designed to empower youth with essential skills, resources, and opportunities for personal growth and financial stability. Opened in October 2023, the NYH was established in response to feedback from community partners, local leaders, and youth voices, offering a welcoming and accessible space tailored to meet the needs of youth in the northern regions of York Region. Strategically located in a bustling retail and food services plaza, directly on a York Regional Transit bus line, and in close proximity to Upper Canada Mall, the NYH is easily accessible to youth as they navigate their daily activities.

One of the flagship programs at the NYH is the Every Bite Matters (EBM) culinary employment training program. Since its inception in November 2017, EBM has seen an average enrollment of three youth per year. However, since the launch of the NYH last October, the program has experienced a significant uptick, enrolling an average of five youth per quarter. This six-fold increase in program participation reflects our commitment to expanding access to 360°kids programs and providing youth with comprehensive wrap-around supports. In addition to the EBM program, the NYH houses our Counselling, Housing, and Outreach teams on-site, embodying the 360°kids philosophy of meeting youth where they are at and providing tailored support to address their individual needs.



Six-fold increase in program participation.

On another front, the 360°kids Employment team introduced the Supporting Students to Work (SSW) program in January 2024. This initiative aims to connect secondary school students, who face barriers, with employment opportunities before they transition out of the school system. With 57 referrals received from across York Region, primarily from alternative learning teachers and Guidance staff, the SSW program offers paid employment readiness training, essential certifications, financial

assistance including YRT passes, job search support, and on-the-job coaching and mediation services as needed.



57 referrals

As we look ahead, 360°kids remains committed to deepening our roots in the Newmarket community, expanding program offerings at the NYH, and continuing to provide innovative and impactful support to youth in need.



"This program has been wonderful. I have had the opportunity to see how it has made a positive impact not only on the behavior of the students but also on their attitude. Within the alternative education department, we struggle a lot with youth that are not motivated and think that nothing is meant to work out. But seeing how these youth actually have a [360°kids Employment Counsellor] that is close in age to them and can connect with them, that is simply wonderful. Having this support for high school students is truly needed. It is something that doesn't really exist for high school students. And these are the times that it is really important. Getting them to learn to build a resume, develop the skills they need to get a job and even learn to interact with their peers".

– Community Partner

Community Support

Support Programs

In our pursuit of breaking the cycle, community-based programs are tackling the critical issue of housing head-on. Housing remains the number one challenge for youth referred to community-based programs, with many having histories with child welfare and facing homelessness. The increasing reliance on shelters is a clear indication that we need upstream solutions to provide stable housing and prevent future crises.

Supporting Employment for Youth

We are seeing a growing need for employment support among our younger youth. High school students are increasingly seeking jobs to help their families, often prioritizing work over education. By providing accessible employment opportunities and resources, we aim to break the cycle of economic hardship and empower our youth to balance work and education effectively.

Enhancing Sexual Health Education

The demand for sexual health workshops has surged, reflecting a critical need for upstream interventions in education. Many youth are unaware of the risks associated with STIs, sex work, and unhealthy boundaries. Our Pop-up team is committed to offering comprehensive sexual health education to equip young people with the knowledge they need to make informed decisions and engage in safer practices.

Ensuring Food Security

Food insecurity is a growing concern as the cost of living continues to rise. The increasing calls for food support highlight the urgent need to address this issue upstream. By working to provide sustainable food security solutions, we aim to ensure that all families have access to nutritious food, breaking the cycle of hunger and poverty.

Youth Engagement

At 360°kids, youth are at the center of everything we do. In January 2024, we solidified our commitment to creating more opportunities for youth to be actively involved throughout the organization with the addition of a youth engagement coordinator. Through connecting with youth across programs, conducting focus groups, and doing surveys, a clear direction and foundation for increasing authentic youth engagement were established. Some of the ways youth identified how they wanted to be involved were having opportunities to run workshops, mentor their peers, and take part in a youth council, allowing them to develop and strengthen their innate leadership abilities and have their voices heard when decisions are made. We are excited to share the successful implementation of youth-led workshops at the Richmond Hill Home Base drop-in center and the development of a youth council that will be implemented summer 2024. Over the next year, we are working towards expanding youth-led workshops across various programs, increasing opportunities for youth council members through various community partnerships, and continuing to positively impact and provide meaningful opportunities for the youth in 360°kids programs and services.

Conclusion

These escalating issues underline the importance of upstream interventions in our community support programs. By focusing on stable housing, accessible employment, comprehensive sexual health education, and sustainable food security, we are committed to breaking the cycle and creating a brighter future for our youth. The services provided in the 2023-2024 programming year have exceeded expectations, reflecting our dedication to addressing these critical needs and fostering long-term change.

Counselling and Addictions

Over the past year, the Counselling team has observed a rise in complex mental health issues, many of these exacerbated by what we call “the shadow pandemic”, the latent effects of the pandemic on our youth’s mental health. As we navigate the transition back to in-person interactions in schools and society, we have observed an increase in family conflicts and challenges faced by queer and trans youth, potentially putting more young individuals at risk of homelessness. Additionally, there has been a rise in substance use among youth, prompting us to facilitate warm transfers to withdrawal management services.

Despite these challenges, we are optimistic about the progress we have made. Our Counselling Team has successfully reintroduced in-person sessions, four days a week and is set to expand to five days with the addition of a new counsellor. Collaborating with the recently established Family and Natural Supports (FNS) program, we are strengthening our support for youth and their families. Securing funding for addiction services will play a crucial role in addressing the current gap in tailored treatment options for youth in York Region.



206 youth received support through the Counselling Program.



Recognizing the importance of gender-specific support, we have secured funding for a female counsellor to provide trauma-informed care tailored to the needs of female youth. This addition will create a safe and inclusive space for those seeking support.

Despite our small team size, the Counselling Department has effectively collaborated with other departments, leading to numerous success stories in meeting the diverse needs of the youth we serve. Moving forward, we are committed to enhancing our counselling services, fostering collaboration within 360°kids, and confidently addressing the evolving needs of our community’s youth.

“Getting the opportunity to use resources and create my own workshop was a blessing. By using those resources, I created something that helped bring people together and collaborate on the things that I’m passionate about. I gained more of a sense of self-worth and confidence because of the participation of others and feel I made a difference.”

– Youth Testimonials

From *Prevention* to Recovery and Beyond

Family & Natural Supports (FNS)

At the beginning of the year, the Family and Natural Supports (FNS) program was still in its early stages, exploring its role within the agency and the community, while rapidly developing the skills of the staff. Over the past year, the program has stabilized and become an essential part of our mission and strategy, providing avenues for prevention and addressing youth homelessness proactively.

Traditionally, families have often been seen as obstacles within the homeless services system. While this perception may be valid in certain instances, our experience has shown that the majority of families are eager to assist their children. The repercussions of youth homelessness are profound, affecting not only the individual but the entire family dynamic. The efforts of the FNS team highlight the significance of viewing families as essential pillars of support and stress the urgency of addressing youth homelessness proactively and in partnership with families. By breaking cycles of poor communication and getting upstream in homelessness prevention through family collaboration, we can effectively address this issue as a collective rather than solely an individual concern.

The FNS program has celebrated numerous successes, including a young person who sought support to come out to their school and family, a mother who expressed feeling less isolated in her journey with her son, and a youth who transitioned from deception to seeking help from

their parents. One of our key indicators of success has been the increasing number of referrals coming through word of mouth, with youth and parents recommending our services to others in need.

As the FNS program continues to grow, it is solidifying its role within the wrap-around Prevention Team.



74 youth accessed Family and Natural Supports (FNS) services.



11 youth were provided support and safety.



HOPE Program

Over the past fiscal year, the HOPE program has observed a notable shift in the age demographics of survivors of sexual exploitation seeking support. Our approach emphasizes community collaboration, working closely with organizations such as York Regional Police, local hospitals, and Victim Services. These partnerships enable us to provide youth affected by these crimes with direct access to essential support.

Historically, our referrals predominantly involved young women aged 18 to 24. However, this year has seen a notable increase in referrals for girls and young women under the age of 14. While our mandate primarily focuses on delivering comprehensive support to female survivors aged 16 to 26, the HOPE Manager has proactively engaged with community agencies to provide consultative services for those seeking assistance for younger individuals. We remain committed to supporting all who seek help, regardless of their location, by offering a new beginning in a safe and supportive environment.

A current challenge is the lack of Safe Houses in the York Region, which limits housing options for those in need of safe accommodations. Additionally, given the sensitive nature of their experiences, young women often prefer to work with female counselors. To address this need, our Mental Health Manager is in the process of hiring a female counselor. Connecting our youth to a broad range of programs is vital for providing holistic support. We facilitate access to services including Employment, Education, Family and Natural Supports, and Transitional Housing to support them throughout their healing journey. For instance, a youth who has been with HOPE for the past year has recently been accepted into long-term housing and George Brown College, where she is pursuing a degree in social work with the goal of supporting survivors of human trafficking.

HOPE staff remain dedicated to providing exceptional support with the highest level of care and compassion. Our Life Skills workshops are particularly valued, featuring activities such as meal planning and cooking, outings, and access to our YMCA membership. The HOPE program fosters a close-knit sisterhood, ensuring that young women who come to us, quickly recognize HOPE, helping us create a break in their current situation, and providing a safe space to begin their healing journey.

Nightstop

The past year has brought significant growth and challenges for Nightstop, as the number of youth served nearly doubled from 44 to 77. This increase reflects the dedication of the Nightstop team in providing homelessness diversion support to youth in crisis, but also underscores the pressing housing crisis in our region. It is worth noting that this figure includes all youth who received support from Nightstop staff, not just those placed in Nightstop accommodations.

A key challenge faced by Nightstop has been the high number of youth with complex mental and physical health needs who experience struggles in traditional emergency housing. With emergency housing operating at full capacity post-COVID-19 restrictions, these vulnerable youth are now being directed to Nightstop. This situation highlights the urgent need for more comprehensive support systems to address the needs of youth with significant health challenges.

The housing crisis in our region is further emphasized by the data showing challenges youth face in transitioning to independent housing, natural supports, or transitional housing. With declining availability of emergency housing beds and a severe shortage of affordable housing solutions in York Region, youth are struggling to secure stable housing after their involvement with Nightstop.

Despite these challenges, Nightstop has made significant strides in the field of homelessness diversion. The program has earned recognition as a leader in this area among community partners, successfully preventing dozens of young people from experiencing homelessness on the streets. Additionally, Nightstop has achieved a milestone with the accreditation of its first provider in Canada, as Durham Youth Services prepares to launch Nightstop in Durham in July 2024.



The number of youth served nearly doubled from **44** to **77**.

Looking ahead, Nightstop remains committed to expanding its Diversion and Prevention efforts. The merger of Nightstop and FNS teams to form a unified Prevention team will enhance the delivery of support services while also strengthening the supports at the Richmond Hill Youth Hub. By providing personalized Prevention Plans or Housing Plans to all youth inquiring about housing, Nightstop aims to address their long-term housing needs and prevent homelessness before it occurs.

In conclusion, the developments and challenges faced by Nightstop underscore the critical need for proactive interventions to combat youth homelessness. By prioritizing comprehensive support for mental and physical health needs, increasing housing options, and enhancing prevention strategies, Nightstop is dedicated to creating sustainable solutions and ensuring that no youth fall through the cracks.

Power of 100: United for Youth Empowerment

At 360°kids, we believe in the power of community to create lasting change. The Power of 100 is a group of dedicated donors who commit to giving \$1,000 or more annually, pooling their resources to make a significant impact on the lives of youth in crisis. With the support of these generous individuals and organizations, we've been able to provide critical services like housing, education, and job training to young people in need.

Celebrating Our Donors

We extend our heartfelt gratitude to the incredible members of the Power of 100 for their unwavering dedication to 360°kids. Your generosity is more than just support—it's a lifeline that empowers us to continue providing critical services and life-changing opportunities to vulnerable youth in our community. Because of you, we're able to help young people find hope, healing, and a brighter future.

Thank you for standing with us every step of the way.

- Ann & Enrique Gomez
- Mary Haffey
- Dianne Azzarello
- Anandani Ananddakaopal
- Lisa & Jason Yip
- JRP Employee Benefit Solutions
- Toni Pettit
- Rhonda Leeson
- Neil Mahon
- Various Anonymous Donors

"We love this initiative and can't wait to see it grow!"

Ann Gomez, Power of 100 Donor





35
YEARS

Celebrating



Corporate Support



HYUNDAI
C A N A D A

Hyundai Canada Continues to Support

Since the initial donation of a Santa Fe vehicle in May 2021, Hyundai Canada's commitment to our cause has steadily increased. Don Romano, President and CEO of Hyundai Canada, took part in his inaugural 360°Experience in February 2022 alongside members of his executive leadership team. Following their immersive experience walking in the shoes of homeless youth, Don and his team were inspired to rally all York Region Hyundai dealerships to support 360°kids.

In March 2023, more than 65 Hyundai staff participated in the 360°Experience and raised an impressive \$84,000. Hyundai's dedication and involvement has persisted through 2024, resulting in a grand total of over **\$250,000** raised in the past three years to aid our vital mission.

We extend our sincere gratitude for your ongoing support!



The Youth Ambassador Program engages youth across York Region, empowering them to support 360°kids' mission of helping at-risk youth achieve safety and stability. Through monthly workshops and events, participants aged 13-18 develop leadership skills, raise awareness about youth homelessness, and contribute to their communities. This program fosters growth, offering young people a platform to make a positive impact while gaining valuable experience.

Youth Ambassadors

Staff Leadership Recognition



Our 360°kids staff team has truly shone over the past year, demonstrating exceptional dedication and expertise by presenting at national and regional conferences showcasing our organization's leadership in the homelessness sector.

Their commitment to excellence is further highlighted by the celebration of numerous five- and ten-year work anniversaries with us. These milestones reflect not only their hard work and passion but also their integral role in our continued success in helping youth break down barriers. We are incredibly proud of their achievements and grateful for their unwavering dedication, which has been instrumental in driving our mission forward.

FRAYME Conference

Canadian Alliance to End Homelessness
National Conference

York Region Human Trafficking
Awareness Conference

2nd Annual Anti-Human Trafficking Conference

Bell Let's Talk Mental Health online awareness events

Child Welfare Transformation

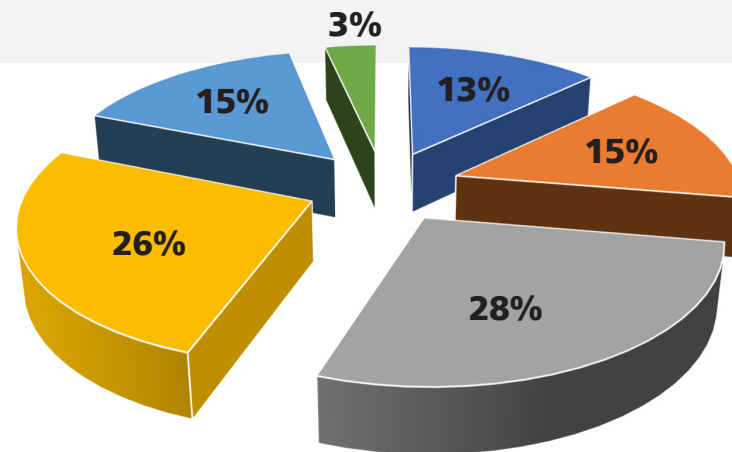
The Learning Community



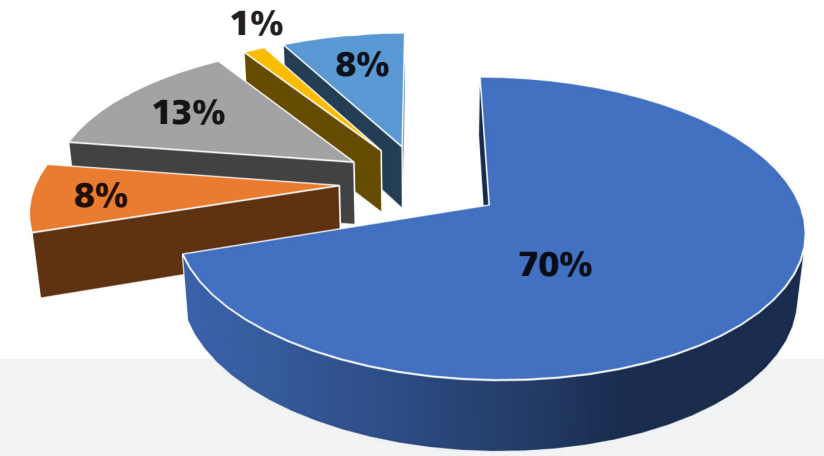
Financial Summary 2023-24

REVENUE

| | 2023/2024 | Percent | 2022/2023 | Percent |
|-----------------------|---------------------|-------------|---------------------|-------------|
| Federal Grants | \$1,696,448 | 13% | \$1,937,790 | 18% |
| Provincial Grants | 1,937,708 | 15% | 1,953,339 | 18% |
| Municipal Grants | 3,644,237 | 28% | 3,214,088 | 29% |
| Other Grants | 3,384,284 | 26% | 1,243,356 | 11% |
| Donations/Fundraising | 2,037,920 | 15% | 2,412,793 | 22% |
| Other Income | 449,725 | 3% | 179,237 | 2% |
| TOTAL | \$13,150,322 | 100% | \$10,940,603 | 100% |



* Surplus is related to the capitalized property purchased in 2023. Please refer to the audited *financial statements* for a detailed explanation.



EXPENSES

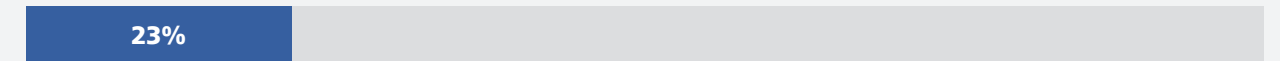
| | 2023/2024 | Percent | 2022/2023 | Percent |
|--------------------------------|---------------------|-------------|--------------------|-------------|
| Payroll and Related Expenses | \$7,824,013 | 70% | \$6,734,482 | 67% |
| Building & Occupancy Costs | 844,253 | 8% | 828,446 | 8% |
| Other Program Costs | 1,507,840 | 13% | 1,369,658 | 14% |
| Amortization | 152,889 | 1% | 64,025 | 1% |
| General & Administrative Costs | 866,826 | 8% | 963,222 | 10% |
| TOTAL | \$11,195,822 | 100% | \$9,959,834 | 100% |

TOTAL INVESTMENTS OF GRANTS IN PROGRAMS: \$10,662,677

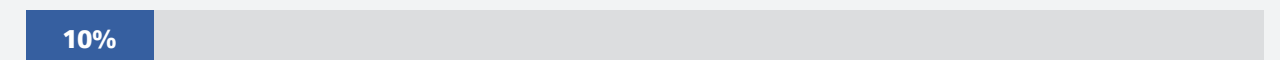
Housing Programs



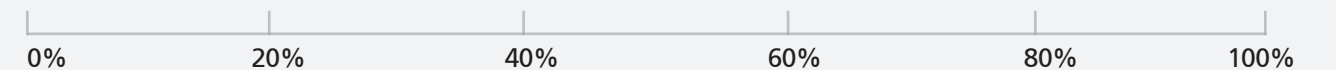
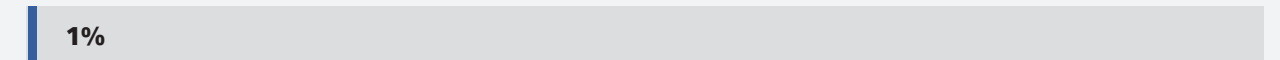
Health and Well Being



Employment



Administration



IDEA *Committee*



Over the past year, we moved from using EDI to IDEA to be more intentional with our disability justice work and recognize the barriers that people with disabilities experience. This further emphasizes the importance of ensuring our work is intersectional. While we have taken substantial steps, there is still more work to be done. Your continued support is vital as we strive to ensure that our youth and staff are seen, heard and valued.

At 360°kids, we take pride in our commitment to **Inclusion, Diversity, Equity and Accessibility (IDEA)**. This year, through the leadership of the IDEA Committee, we celebrated and acknowledged the histories, cultures and contributions of Black, Indigenous and 2SLGBTQ+ communities. We held community gatherings at Home Base for Juneteenth and Indigenous Peoples Day with the Indigenous Action Committee. We also partnered with York Pride through our Queer Agenda Program to run their first Low Sensory Zone to help make Pride more accessible. Along with our events and programming, we have taken significant strides to address systemic issues and create lasting change at 360°kids. Our Black Youth Housing Project – which will open next year – is a pivotal initiative aimed at providing safe, stable and culturally-affirming housing for Black youth.

To ensure our organization is aligned with our IDEA goals, consultant, KOJO Institute, led foundational training on equity and anti-Black racism for staff and Board members. This training is part of our broader Equity Strategic Implementation Plan, which will guide our IDEA initiatives and IDEA Committee over the next five years to build a more inclusive environment. We will also be exploring accountability tools to address systemic oppression, as well as demographic surveys to identify areas for improvement.

HOW YOU CAN HELP

We extend our heartfelt thanks to our generous donors. Your unwavering generosity enables us to provide life-changing programs and services to vulnerable youth, empowering them to build brighter, more secure futures.

Become a Monthly Donor

Be a champion for youth in crisis by joining our community of monthly donors. Your consistent support provides the stability these young people need to thrive.

With your monthly gift, you're not just offering temporary help—you're fueling long-term success by ensuring they have access to safe housing, education, and job opportunities. Together, we can create a brighter future. Commit to a monthly donation and be a source of lasting change.

WAYS TO GIVE

Give Today, Change Tomorrow

Your donation today can have an immediate impact on the lives of youth in our community. Every contribution, no matter the size, helps us address the most urgent needs. Whether it's providing emergency housing, educational resources, or life skills training, your generosity makes it possible.

Give now, and know that your support is making a real difference where it's needed most.

Join the Power of 100

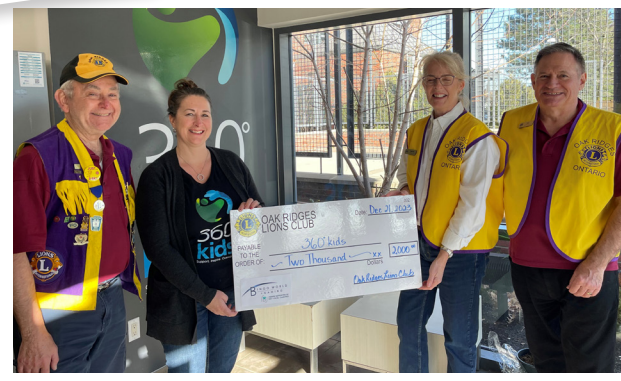
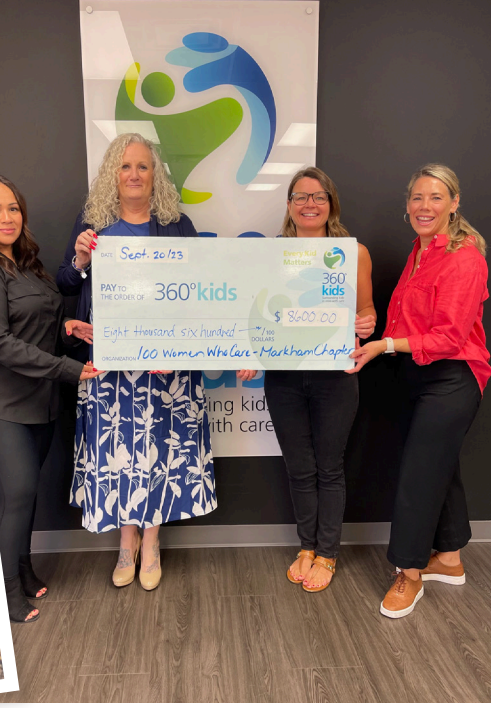
Become part of an extraordinary group – **The Power of 100** – dedicated to transforming lives. Through our Nightstop program, we've provided **338** young people with safe, temporary homes, totaling **887** bed nights away from danger.

By joining the Power of 100, you're directly contributing to the safety and well-being of vulnerable youth. Stand with us and be a force for good.

CHARITY INTELLIGENCE 2023

TOP 100 CHARITY

Read the full report on Canada's Highest Rated Top 100 charities in 2023 at charityintelligence.ca



Thank you to our amazing volunteers and donors.



Board of Directors & Leadership 2023-2024

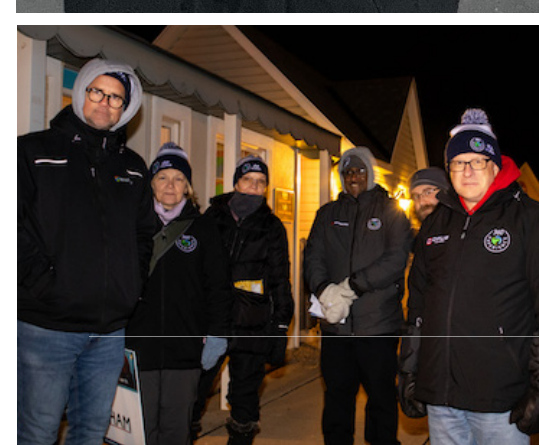
To our exceptional staff, thank you for your tireless efforts and compassion. Your hard work has brought our vision to life. To our dedicated board members, thank you for your guidance and leadership. Your expertise has helped us navigate challenges and seize opportunities. To our incredible funders, donors and volunteers, thank you for investing in our work. Together, we have achieved remarkable milestones and touched countless lives. With your continued support, we can create a world where everyone thrives.



2024 IMPACT

\$338,000 raised to support homeless youth.

250 participants | 42 Volunteers



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Analyst, Sick Kids Foundation
- Kelsey Beson**, Vice Chair
Social Worker, Psychotherapist,
Serene Heart Psychotherapy & Counselling
- Dan Kenigsberg**, Treasurer
AVP Financial Planning and Analysis, Manulife
- Kirk Merrett**, Secretary
Director, Human Resources & Administration,
Hyundai Canada

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- Bonnie Harkness**
Chief Operating Officer
- Lesley Sims**
Director of Resource Development
- Luisa Bitá**
Director of Finance & Administration
- Stephanie Austin**
Director of Human Resources
- Christine Hsu**
Equity Advisor
- Lori Schisler**
Sr. Manager Community Services
- Jessica Ward**
Sr. Manager Housing Programs

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IAMGOLD
- Uma Jayaram**
Delivery Lead, Accenture



360° kids

Surrounding kids
in crisis with care

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