



# ANNUAL REPORT 2023

# MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Friends of YOUCAN Youth Services,

*This year has been marked by remarkable progress, resilience, and an unwavering commitment to our mission of moving young people out of harm's way and onto a path of economic independence. Our efforts have been deeply rooted in our new vision, mission, and values, which drive every facet of our work.*

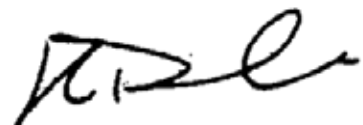
*We were able to enter the 2022-2023 fiscal year with a renewed outlook and excitement on what we can do to assist young people and in turn assist our community. With that mindset at the forefront, we were able to put into place many guiding principles that will enrich our work for the foreseeable future. I'm hopeful that this annual report will give you a look into the progress that our organization has made in the past fiscal year. It will highlight our programs, our new strategic plan, and our financial stability. I'm hopeful it will show you what is possible when many likeminded people come together to support those in need in a Relentless way.*

*I want to personally thank all of our incredible Relentless staff for the dedication and hard work that they put into assisting all the youth that walk through our doors every single day. Without your passion and incredible dedication to the young people that we serve, we would not exist. You inspire me every day to be Relentless as you are the most Relentless people I know. I want to thank our Board of Directors for their dedication as well in guiding and governing our organization as we continue to grow and develop and strive to move forward. Your support to me, our staff, and indirectly our youth is so appreciated beyond words. There are exciting times ahead, and I know you are up for the journey.*

*To all those Individual Donors, Corporate Partners, Community Foundations, Comedy Nights Supporters, Employment Partners, Edmonton Police Service, REACH Edmonton, and our Government Funders, I humbly say thank you. Without your financial assistance and mentoring, the impact on our youth and the community at large could not happen. I'm hopeful you will continue to believe in the Relentless work that we do and the youth that we do it for by continuing your support for years to come. We literally can't do it without you as our incredible community of supporters.*

*Lastly, but most important, I want to thank the young people who give us the honour of working with them. Your Relentless dedication to change your lives inspires us every day. You teach us how to be resilient, you teach us how to show up, you teach us how to work hard, you teach us how to see potential in others, and you teach us how to be Relentless. My only hope is that you know how much we care about you and truly want to see you become successful as you move forward in life.*

*It is truly a privilege for me to be part of an organization that gets to serve the youth that we work with alongside all of the people who support us in so many ways. I'm very excited about our future here at YOUCAN Youth Services and look forward to seeing the impact that our community can have on the lives of these incredible young people that we collectively serve.*



Kyle Dubé - Executive Director

# ABOUT YOUCAN YOUTH SERVICES

YOUCAN Youth Services is a charitable organization dedicated to empowering youth, so they have the knowledge, support, and skills to remove themselves from at risk lifestyles. We assist young people in transitioning into employment or back into education. Our mission is "to help young people out of harm's way and onto a path of economic independence."

We believe in a 50/50 attitude and a **Relentless** approach when working with young people: we will work very hard for them, but we expect them to work hard for themselves. Our end goals for the youth we work with are: stay in school, return to school, or secure and maintain employment. If these end goals are achieved, this will ensure economic independence in the future for the youth of our programs.



Daily our staff are dealing with youth homelessness, transient lifestyles, school issues, lack of employment, court support, addictions, gang involvement, and mental health. Our staff is committed in a **Relentless** way to building strong relationships with youth while advocating ways to successfully remove themselves from harmful lifestyles. The work we do is crucial in the lives of the youth we work with.

## BOARD OF DIRECTORS

- Sean Anderson - **Chair**
- Jeremy Hayward - **Vice Chair**
- Loryn Marcellus - **Treasurer**
- Alison Mathison - **Director**
- Lucia Coffey - **Director**
- Steve Hogle - **Director**
- Andrea Wheaton - **Director**



## STRATEGY IS KEY



In the past year we worked to identify our strengths and our weaknesses and looked to address some of the gaps in our programs and our organization. A clear and concise vision and mission, along with actionable values provide the necessary foundation for the organization to create a positive and lasting impact on the young individuals we work with. They guide strategic decisions, inspire achievements, uphold the organization's integrity, and inform our program development leading to life changing impacts on our youth. In essence, our agency is dealing with a vulnerable population of young people navigating multiple systems and barriers during a very crucial time in their lives. This is very serious work that we take on, and we want to do it in very thoughtful, intentional, and **Relentless** ways.

After analyzing our organization in a **Relentless** way, and deliberating with many stakeholders, we came up with four strategic intentions. At YOU CAN Youth Services we are **Relentless** in our commitment to our new Strategic Plan 2022-2025 as we have turned it into an operational plan with lofty, yet realistic goals. We started implementing the plan in the fall of 2022 and will continue utilizing it until then end of 2025. For more information on our Strategic and Operational Plans, please feel free to contact us.

## STRATEGIC PLAN 2022-2025

### VISION STATEMENT

All youth feel value, recognize their potential, embrace opportunities to experience success.

### MISSION STATEMENT

To help young people out of harm's way and onto a path of economic independence.

### STRATEGIC INTENTIONS

**Operational Excellence** – Provide the community with the best possible youth outreach and youth employment programming, while giving staff the best possible opportunities for growth and development leading to success for all involved in our organization.

**Financial Sustainability** – Build financial stability and increase fundraising capacity to support growth.

**Increased Awareness** – Increase community awareness of YOU CAN Youth Services by targeting youth, partners, and the community with a comprehensive marketing plan.

**Capital Campaign** – Purchase a building to deliver services to youth in a space that is inclusive, practical, and effective.

### VALUES

**Be Inclusive:** We work with any young person seeking to change their lives.

**Be Relentless:** We are persistent; we do not give up.

**Be Accountable:** We encourage people to own their decisions.

**Be Patient:** Focus on the plan and realize change can take time.

**Build Momentum:** We celebrate success with people and help them strive forward to improve.



# RELENTLESS YOUTH OUTREACH PROGRAM



The **Relentless** Youth Outreach Program is a program developed in partnership with the Edmonton Police Service that effectively addresses the unique needs of the highest risk young people in the City of Edmonton. The program offers a non-traditional approach that offers **Relentless** outreach, diversion from the traditional justice system, and customized individual interventions.

Edmonton's most criminally active youth have not had the same start in life as mainstream youth and therefore have complex needs.

High-risk youth may have unpredictable living conditions and struggle with mental health disorders. High-risk youth are more likely to engage in various criminal activities like gangs and drug culture, and at the same time are at increased risk of being victims of violence and exploitation. They may have been violated sexually, physically and/or emotionally. They often live with family members who have multi-generational involvement with police and social systems. They require an extensive amount of enhanced and **Relentless** support and assistance than what is currently being provided through the youth criminal justice system.

YOU CAN Youth Services **Relentless** Youth Outreach Program aims to reduce criminal activity and victimization impacting youth through our High-Risk Youth **Relentless** Outreach services to Edmonton youth. The foundation of YOU CAN Youth Services work is to create positive relational opportunities through outreach that supports high-risk youth to live out of harm's way. Some areas that our outreach services address are homelessness, education, employment, court-support, addictions, and mental health. A pillar of our work is engaging youth through transformational relationships creating a felt sense of belonging while advocating for youth to successfully navigate the complexity of issues impacting their lives.

## RELENTLESS YOUTH OUTREACH PROGRAM 2022/2023 HIGHLIGHTS

**72 youth participated in the program from April 1st, 2022 to March 31st, 2023**

**61 of 72** youth consistently engaged with their **Relentless** Youth Worker

**42** youth participated in Employment or Education Opportunities

**20** youth were assisted with residential placements or permanent housing

**24** youth were registered in treatment or stabilization services

**48** youth supported in justice system (lawyer, court, or probation officer)

**22** youth were supported with mental health assistance

Calculating Police data for the 72-youth participating in the program showed the following results in 2022 and the first three months of 2023 compared to 2021.

All occurrences	<b>45% decrease</b>
All violations	<b>46% decrease</b>
Violence violations	<b>47.9% decrease</b>
Property violations	<b>40.9% decrease</b>
Victimization complaints	<b>36.2% decrease</b>
Breaches/warrants Issued	<b>40.5% decrease</b>
Total charges	<b>28.1% decrease</b>

*"A percentage in crime reduction of this magnitude is remarkable and validates the effort within the partnership between Police and the YOU CAN Youth Services **Relentless** Youth Outreach team. This is a long-term solution to reducing violent crime in Edmonton and improving the lives of our community members.*

*"Edmonton Police Service in partnership with YOU CAN Youth Services aims to balance support and enforcement with prevention, intervention, and suppression that will interrupt violence and gang activity. The statistics shown in the year end and mid-year reports substantiate that police alongside our community partners must invest in our youth. It takes time to build relationships and treat the cause rather than the symptom. We are confident that the **Relentless** model is changing the lives of our young people and making an impact on our community."*

*- Inspector Anna Sinclair  
 Edmonton Police Service*



## SUPPORTED BY:



# EMPLOYMENT PROGRAMMING

## Earn While You Learn!

All youth in our employment programs earn a \$15/hour allowance/wage subsidy while attending our in-house trainings.

## VERTO PROGRAM

The Verto Project (Verto is Latin for “turn-around” or “change”) is a unique pre-employment program that assists youth between the ages of 18-25 transition out of harm’s way and back into school or into the workforce. Twelve youth are accepted into each Intake, with a new project beginning every 9 weeks.

The Verto Project runs Monday to Friday from 9am – 4pm. During the first nine weeks of program, youth will participate in employment development, personal development, technology training, conflict resolution, wellness training, volunteerism, leadership development, and being **Relentless**. During the final two weeks of the program, youth will experience intensive employment readiness training and receive certification in First Aid and may have the opportunity to access other employment related safety certifications if needed.

The Verto Project gives youth the skills that are necessary to transition back into school or employment and away from the harmful lifestyles they are currently living by supporting them in a **Relentless** way to find success and independence.

Employment is the goal for the youth attending the project, with schooling as an option to achieve the employment goals set by the youth themselves. Participants will also be attached to a **Relentless** Transitional Outreach Worker to support with the transition into meaningful employment.

## VERTO PROJECT 2022/2023 HIGHLIGHTS

**70 youth entered the 6 intakes that were implemented.**

**94%** (66 youth) completed the 9- week in-house portion of the program and transitioned into the 12-week employment opportunity phase.

**77%** (54 youth) secured and maintained employment

**4%** (3 youth) registered and were accepted into post-secondary/upgrading/further training

## SUPPORTED BY:



## ROAD TO WORK PROGRAM

The Road to Work Program is designed to support youth to get the skills and safety trainings necessary to enter the construction, road work, and traffic safety sectors. Through partnerships between YOU CAN Youth Services and these construction industries, youth will have a direct route from training to employment.

The Road to Work Program will deliver workshops and industry focused safety trainings to successful candidates, aged 18-25 years old, giving them the tools necessary to be ready to show up to the work site. Twelve youth are accepted into each Intake, with a new intake beginning every five to six weeks during March to September. The in-house programming portion is implemented over five weeks and runs Monday to Friday from 9am – 4pm.

Upon completion of the training portion of the program, participants will be supported in a **Relentless** way to apply for employment with one of the program’s industry partners in the construction, road building, and traffic safety industries. Participants will also be attached to a **Relentless** Transitional Outreach Worker to support with the transition into meaningful employment.

## Trainings Covered in Program

- Industry Standard Safety Trainings
- Hand and Power Tool Training
- Pre-Employment Training
- Personal Development Training
- Being **Relentless**

## ROAD TO WORK PROGRAM 2022/2023 HIGHLIGHTS

**72 youth entered the 6 intakes that were implemented.**

**91%** (65 youth) completed the 5-week in-house portion of the program and transitioned into the 12-week employment opportunity phase.

**76%** (55 youth) secured and maintained employment

**2%** (1 youth) registered and were accepted into post-secondary/upgrading/further training

## SUPPORTED BY:



# ACHIEVEMENTS

This report highlights advancements achieved in the organization between April 2022 and March 2023. Here are some of high-level achievements.

## STRATEGIC COLLABORATIONS

YOU CAN Youth Services has made significant strides in forming strategic partnerships with industry leaders in construction, road building, and traffic safety. Our Agency provides training, while collaborators offer practical exposure and job opportunities.



## HANDS-ON SKILLS DEVELOPMENT

We have expanded training programs, nurturing a wide range of skills in youth. Our curriculum covers technical hand-on training in construction, road work, traffic safety, and safety protocols, enabling confident entry into the workforce.

## TRANSITIONING TO EMPLOYMENT

A notable achievement is the smooth transition of participants from training to employment. Employer partnerships eliminate barriers, facilitating a direct route to practical application. Skilled youth seamlessly contribute to the growth of many industries while being supported by a Relentless Transitional Youth Outreach Worker.

## COMMITMENT TO ENHANCING OPPORTUNITIES

The journey of the Road to Work Program has seen remarkable progress. Our **Relentless** commitment to skill development, safety training, and collaborations has transformed lives and added to the trade's workforce. Moving ahead, we are dedicated to shaping brighter futures and fostering industry growth through collaboration and education.

## EMPOWERING TRANSFORMATIONS

Over the past year, the Verto Project has made improvements in empowering young people in a **Relentless** way to embrace positive changes. Their journeys blend skill development, personal growth, and practical application. This equips participants to leave harmful situations and embark on paths toward meaningful employment or education.

## OUTCOME-CENTRIC APPROACH

YOU CAN Youth Services promise is its **Relentless** commitment to tangible outcomes. The past year witnessed numerous success stories, validating the structured curriculum, mentoring, and support systems. Participants transitioned from instability to stable employment or education. The outcomes speak for themselves.

## STRENGTHENING COMMUNITY PARTNERSHIPS

Strategic collaborations with community organizations, educational institutions, employment partners, fundraising partners, donors, and Government expanded our reach and impact. These partnerships are essential for sustainable transformation and a robust support network for our youth.

## RELENTLESS YOUTH OUTREACH WORKERS EFFORTS YIELDED RESULTS

Youth-related disruptions and crime significantly decreased with enhanced attendance in school, programs, and employment. The **Relentless** Youth Outreach Workers mitigated harm by assisting in reduced risk factors in our youth and their families and boosting protective and success factors.

## ONGOING RELENTLESS COMMITMENT

Reflecting on the journey from April 2022 to March 2023, YOU CAN Youth Services has lived up to its name by catalyzing change in the lives of the young people we serve. Team dedication, participant resilience, stakeholder support, and being **Relentless** fuel this change. Our unwavering commitment persists, guiding young adults toward safe and more secured futures. We will continue to move forward in a **Relentless** way, striving to help as many youth as we possibly can.



# YOUTH TESTIMONIALS

*"I get the most out of talking with you, whether you're just a listening ear or provide some great insight and advice. You are so wise." - Relentless Youth Outreach Participant*

*"Sometimes all you need is a little push to step in the right direction" - Relentless Youth Outreach Participant*

*"I had a life changing experience at YOUCAN, and it has helped me turn my life around" - Relentless Youth Outreach Participant*

*"Thank you YOUCAN for guiding me to a brighter and better future" - Relentless Youth Outreach Participant*

*"You are a wonderful individual that is dedicated to your work and making a difference. We appreciate everything you've done for our child and our family." - Relentless Youth Outreach Participant's Parent*

*"I'm so glad you were there to help him with his court matters, with my physical health declining I can't be as available to him anymore, he needs someone to help him" - Relentless Youth Outreach Participant's Parent*

*"Everyone was amazing, respectful, and accepting. This is not something I've been used to. In school there was so much judgement, especially being into alternative stuff and outside the perceived norm, it always affected me and my work. Being at YOUCAN all the staff and youth are supportive. In my 9-weeks here I have got so much support. I am going to miss everyone" - Verto Project Youth Participant*

*"Thank you to everyone at YOUCAN for making my life better and teaching me life skills. I appreciate all of you and what you do" - Verto Project Youth Participant*

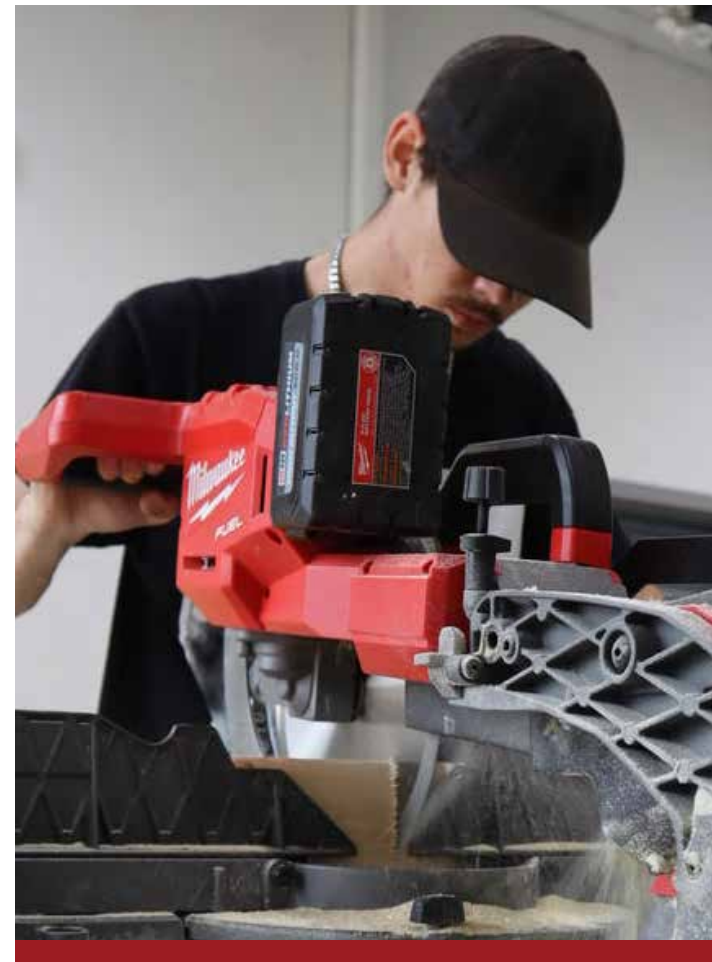


*"I had the best experience at YOUCAN. I can work independently now because of them, and I am really thankful to all of the staff and youth that I worked with. Thank you so much" - Verto Project Youth Participant*

*"Being at YOUCAN has been very amazing. I have already seen so many changes in myself. Everyone is so amazing and nice. I love it here" - Verto Project Youth Participant*

*"I love getting support from YOUCAN, very thorough and informative. I enjoy learning new skills about myself and being socially involved. What made it special was that the workers believed in us to push ourselves to be better and never give up until the job is done." - Verto Project Youth Participant*

*"YOUCAN helped me learn the skills that I couldn't on my own. Thank you for the help accessing these things" - Road to Work Program Youth Participant*



*"This program reminds me of high school except we get real life knowledge out of it. It has been so fun, and everyone is friendly, and the staff are very kind and considerate" - Road to Work Program Youth Participant*

*"It's been a great time at YOUCAN because I've learnt a lot from the caring people here who always make the lessons fun and interesting. I feel I have a better opportunity to find employment. Thank you." - Road to Work Program Youth Participant*

*"YOUCAN is a great place to be if you're in a rough spot and need help getting work" - Road to Work Program Youth Participant*

*"What I liked about YOUCAN is that they're very open and honest people who not only help us find work but give us new opportunities, I really enjoyed tool training week. YOUCAN has also helped me come out of my comfort zone." - Road to Work Program Youth Participant*

# COMEDY NIGHTS FUNDRAISER

YOU CAN Youth Services does some very serious work within our community dealing with some very serious issues that our young people are struggling through daily. We do our very best to have fun and bring laughter into the lives of everyone involved with our organization. In fact, we are **Relentless** about it. It is only fitting that our only major yearly fundraiser would involve comedy. In March of 2023 we held our 13th Annual Comedy Nights Fundraiser at the Comic Strip in West Edmonton Mall. We hosted over 1500 people over 7 nights and raised \$403,000.

We have so much fun bringing this event to the community every year, allowing people to laugh and have fun while they support the serious work that we do. As this event has grown over the years, it has allowed us to make many connections within the community bringing awareness to all our guests about the work that we do. And of course, it gives us the opportunity to raise much needed funds that help our organization assist the young people that we serve every day.

We are very proud of our Comedy Nights and the impact that it has on all of those who attend as well as the impact it has on our financial needs as an agency. We thank all of you who support us in this endeavour including our sponsors, table/ticket buyers, silent and live auction donors, raffle and 50/50 ticket buyers, one-time donors, new monthly donors, and of course the participants of our very popular Heads or Tails game that we have so much fun with. As we move forward with this event, we plan on growing it to even more nights bringing more awareness to the people who attend and raising more money to help some of Edmonton's most vulnerable youth.



## COMEDY NIGHTS 2023 SPONSORS



Mercedes-Benz  
Heritage Valley





# AWARENESS CAMPAIGNS

Over the past year YOU CAN Youth Services launched three exciting awareness campaigns for our organization. The **Relentless** Podcast, The **Relentless** Docuseries, and our **Relentless** Merchandise Online Store. These three initiatives can all be found on our website or our social media platforms. As one might suspect, we firmly believe in the concept of being **Relentless**. We are **Relentless** in the pursuit of building strong and trusting relationships with the young people that we encounter. We are also **Relentless** in the pursuit of having our community support the work that we do and more importantly in supporting the youth that we serve. We are currently looking for a **Relentless** Partner to sponsor this initiative. Contact us to discuss.

## THE RELENTLESS PODCAST

Host Kyle Dubé welcomes a wide variety of guests who have all needed to be **Relentless** in their lives. This includes a broad range of people who have been **Relentless** in their professional endeavors, personal pursuits, overcoming hard family dynamics, chasing business opportunities, entertainment aspirations, success in sports and much more.



## THE RELENTLESS DOCUSERIES

Follow YOU CAN's **Relentless** staff and the youth enrolled in our programs every week in this behind-the-scenes documentary series chronicling the work we do empowering youth, so they have the knowledge, support, and skills to remove themselves from harm's way and transition into employment or back into education. Sometimes funny, sometimes poignant, it's a rare look at the inner workings of our **Relentless** organization dedicated to making a difference.

## THE RELENTLESS MERCHANDISE ONLINE STORE

Our **Relentless** Merchandise was created to allow our supporters to proudly represent YOU CAN Youth Services and to also remind everyone that in life if we want success, we must be **Relentless** to overcome the challenges on our paths. Everyone who wears it is a part of Team **Relentless**! Not only is **Relentless** Merchandise comfortable and stylish, but it also helps make a lasting impact – your purchase supports venerable youth.



# FINANCIALS

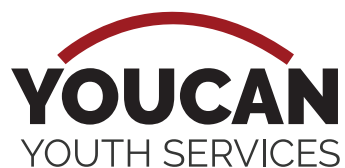
## YOUTH CANADA ASSOCIATION (YOU CAN) ASSOCIATION Statement of Financial Position

ASSETS	2023	2022	2021	2020	2019	2018	2017	2016
<b>CURRENT</b>								
Cash	860,089	1,749,532	940,291	975,489	754,323	654,437	390,043	262,382
Guaranteed Investment Certificate	1,000,000	-	-	-	-	-	-	-
Accounts receivable	52,466	48,953	135,753	27,878	64,311	48,871	117,317	305,988
Good and Services tax recoverable	10,958	4,493	5,800	-	-	-	-	-
Prepaid expenses	9,716	9,686	12,323	5,421	6,883	14,808	10,192	2,790
	<u>1,933,229</u>	<u>1,812,664</u>	<u>1,094,167</u>	<u>1,008,788</u>	<u>825,517</u>	<u>718,116</u>	<u>517,552</u>	<u>571,160</u>
<b>INVESTMENT</b>	-	-	-	-	-	-	-	14,988
<b>CAPITAL ASSETS</b>	<u>32,031</u>	<u>40,529</u>	<u>56,245</u>	<u>49,886</u>	<u>65,320</u>	<u>105,334</u>	<u>33,626</u>	<u>47,834</u>
	<u>1,965,260</u>	<u>1,853,193</u>	<u>1,150,412</u>	<u>1,058,674</u>	<u>890,837</u>	<u>823,450</u>	<u>551,178</u>	<u>633,982</u>
<b>LIABILITIES AND NET ASSETS</b>								
<b>CURRENT</b>								
Accounts payable	178,304	159,839	117,956	173,907	103,327	205,837	102,812	86,147
Deferred grants and contributions	318,787	429,884	256,658	234,741	211,900	217,714	140,950	333,699
Current portion of Canada Emergency Business account	30,000	-	-	-	-	-	-	-
	<u>527,091</u>	<u>589,723</u>	<u>374,614</u>	<u>408,648</u>	<u>315,227</u>	<u>423,551</u>	<u>243,762</u>	<u>419,846</u>
<b>DEFERRED CAPITAL CONTRIBUTION</b>	<u>33,501</u>	<u>37,695</u>	<u>47,357</u>	<u>53,962</u>	<u>71,687</u>	<u>98,214</u>	<u>27,459</u>	<u>39,064</u>
<b>CANADA EMERGENCY BUSINESS ACCOUNT</b>	<u>-</u>	<u>30,000</u>	<u>30,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>560,592</u>	<u>657,418</u>	<u>451,971</u>	<u>462,610</u>	<u>386,914</u>	<u>521,765</u>	<u>271,221</u>	<u>458,910</u>
<b>NET ASSETS</b>								
Unrestricted	604,668	395,775	348,441	346,064	353,923	301,685	279,957	11,644
Internally restricted	-	-	-	-	-	-	-	163,428
Capital reserve	625,000	625,000	175,000	125,000	75,000	-	-	-
Operating reserve	175,000	175,000	175,000	125,000	75,000	-	-	-
	<u>1,404,668</u>	<u>1,195,775</u>	<u>698,441</u>	<u>596,064</u>	<u>503,923</u>	<u>301,685</u>	<u>279,957</u>	<u>175,072</u>
	<u>1,965,260</u>	<u>1,853,193</u>	<u>1,150,412</u>	<u>1,058,674</u>	<u>890,837</u>	<u>823,450</u>	<u>551,178</u>	<u>633,982</u>

# FINANCIALS

## YOUTH CANADA ASSOCIATION (YOU CAN) ASSOCIATION Statement of Revenues and Expenditures

	2023	2022	2021	2020	2019	2018	2017	2016
<b>Revenues</b>								
Grants and contributions	\$ 1,622,413	\$ 1,481,964	\$ 1,376,029	\$ 1,219,554	\$ 1,225,775	\$ 1,082,871	\$ 1,216,681	\$ 1,855,441
Fundraising and donations	\$ 497,146	\$ 655,846	\$ 135,925	\$ 326,037	\$ 316,510	\$ 293,508	\$ 252,619	\$ 246,555
Fee for Service and other	\$ 14,632	\$ 10,898	\$ 21,276	\$ 71,811	\$ 141,632	\$ 186,364	\$ 306,409	\$ 102,118
Training	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750	\$ 59,402
In-Kind contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 120,227
Amortization of deferred capital contribution	\$ 8,100	\$ 9,663	\$ 12,292	\$ 17,725	\$ 26,527	\$ 10,245	\$ 11,605	\$ 16,297
	<u>\$ 2,142,291</u>	<u>\$ 2,158,371</u>	<u>\$ 1,545,522</u>	<u>\$ 1,635,127</u>	<u>\$ 1,710,444</u>	<u>\$ 1,572,988</u>	<u>\$ 1,788,064</u>	<u>\$ 2,400,040</u>
<b>Expenditures</b>								
Salaries and Benefits	\$ 1,007,179	\$ 917,151	\$ 896,152	\$ 865,073	\$ 874,301	\$ 1,071,883	\$ 1,156,096	\$ 1,405,850
Youth Incentives and support	\$ 328,530	\$ 333,562	\$ 288,724	\$ 231,952	\$ 263,293	\$ 168,832	\$ 187,439	\$ 96,009
Office and general administration	\$ 240,536	\$ 227,180	\$ 145,258	\$ 229,319	\$ 210,371	\$ 200,348	\$ 165,432	\$ 386,723
Contracted Services	\$ 212,570	\$ 172,778	\$ 134,640	\$ 135,720	\$ 99,183	\$ 56,732	\$ 98,497	\$ 314,808
Advertising and promotion	\$ 87,223	\$ 35,159	\$ 27,643	\$ 8,735	\$ 12,233	\$ 700	\$ 973	\$ 12,666
Professional fees	\$ 19,750	\$ 21,077	\$ 26,538	\$ 20,000	\$ 20,000	\$ 16,908	\$ 16,805	\$ 79,836
Travel and accommodation	\$ 25,205	\$ 19,945	\$ 10,978	\$ 32,209	\$ 29,411	\$ 23,675	\$ 28,741	\$ 97,527
Gain on disposal of capital assets	\$ -	\$ -	\$ -	\$ -	\$ (29,678)	\$ -	\$ -	\$ 7,403
Amortization of capital assets	\$ 12,405	\$ 15,716	\$ 17,027	\$ 19,978	\$ 29,092	\$ 12,182	\$ 14,208	\$ 25,938
	<u>\$ 1,933,398</u>	<u>\$ 1,742,568</u>	<u>\$ 1,546,960</u>	<u>\$ 1,542,986</u>	<u>\$ 1,508,206</u>	<u>\$ 1,551,260</u>	<u>\$ 1,668,191</u>	<u>\$ 2,426,760</u>
<b>Excess of Revenues over expenditures</b>	<u>\$ 208,893</u>	<u>\$ 415,803</u>	<u>\$ (1,438)</u>	<u>\$ 92,141</u>	<u>\$ 202,238</u>	<u>\$ 21,728</u>	<u>\$ 119,873</u>	<u>\$ (26,720)</u>
<b>Share in net (loss) earnings in subsidiary</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (14,988)	\$ 7,814
<b>Government assistance</b>	\$ -	\$ 81,531	\$ 103,815	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Excess of Revenues over Expenditures</b>	<u>\$ 208,893</u>	<u>\$ 497,334</u>	<u>\$ 102,377</u>	<u>\$ 92,141</u>	<u>\$ 202,238</u>	<u>\$ 21,728</u>	<u>\$ 104,885</u>	<u>\$ (18,906)</u>



# ANNUAL REPORT

## 2023

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