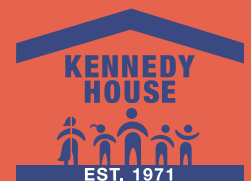


2024 ANNUAL REPORT

CHAMPIONING UNITY: THE POWER OF
EMBRACING DIVERSITY AND INCLUSION



EMBRACING DIVERSITY & INCLUSIVITY

This year's annual report focuses on "Embracing Diversity and Inclusion." From its beginnings in 1971, Kennedy House has championed diversity and inclusion, offering a welcoming environment for youth from various backgrounds. This theme highlights our longstanding commitment to embracing differences and ensuring that all individuals feel valued and respected, echoing the founders' vision of providing an inclusive alternative to traditional care models.

MISSION & VISION

Kennedy House works with youth to enable them to grow as individuals and contribute as members of the community. This is achieved in our residential and community-based programs by providing customized support and building trusting relationships.

A LEGACY OF CARING

Kennedy House was established in 1971 by Ed Blazo & Doug Chin, based on the initiative of a group of concerned community members with a vision for providing a new kind of care to young people. Our founders believed that better care would be provided in small, family-like residences or group homes rather than through large, impersonal institutions.

As a not-for-profit organization registered in 1972 and governed since by a volunteer Board of Directors, Kennedy House continues to benefit from the foresight of its founding members, some of whom remain involved to this day.

BOARD OF DIRECTORS

Cindy Bruce-Barrett, *Chair*

Philip Longaphie, *Vice-Chair*

Jeremy Mullin, *Treasurer*

Chitra Gnanasabesan, *Secretary*

Bryon Cohen

Lilian Cheung

Ryan Ehrenworth

Suzy Najarian

James Rosenthal

Victor Tuba

SENIOR MANAGERS

Shelly Jaigobin
Executive Director

Sergiu Balaj
Human Resources Manager

Rosalinde Douma
*Senior Manager of
Youth Justice Services*

Vivian Manyara
Manager of Shelter Services

Tania Guthrie
Residential Program Manager

Sandesh Karki
Senior Accountant

DEAR COLLEAGUES, FRIENDS, AND COMMUNITY PARTNERS OF KENNEDY HOUSE,

We are pleased to share our Annual Report for fiscal 2024. This past year has been one of growth and renewal at Kennedy House. We addressed challenges, redeveloped programs, and celebrated significant accomplishments.

Like many in our sector, we faced staffing challenges, but through dialogue with stakeholders, we secured budget increases to improve staff salaries. We've made progress in attracting new, skilled staff and are now focusing on training them, which is crucial for building strong client relationships and supporting their futures.

We successfully completed a Collaborative Review of our Youth Justice services with the Ministry of Children, Community, and Social

Services and are exploring service expansion. We are also discussing reopening our Kingston Road site and have begun rebuilding donor relationships.

With an external consultant's help, we are committed to embedding equity, diversity, inclusion, and belonging across all our programs. Our diverse staff brings unique perspectives that strengthen our work, fostering an inclusive environment.

Our dedicated Board of Directors, all volunteers, ensures Kennedy House operates optimally. We're especially proud of two Board members, J. Rosenthal and B. Cohen, who received the June Callwood Outstanding Achievement for Volunteerism award for their decades of service.

As we reflect on the past year, we are deeply grateful for the support of our staff, board members, volunteers, donors, and community partners. Together, we have positively impacted many young lives and look forward to continuing this vital work.

Warmly,



Shelly Jaigobin
Executive Director



Cindy Bruce-Barrett
Chair of the Board of Directors

YEAR IN REVIEW

49

youth individuals
found refuge at our
youth shelter.



25,000+

meals were served to
youth experiencing
homelessness.

14

youth began
job training or resumed
their education.

17

clients secured employment,
supported by the skills
gained through our
life skills programs.



1,658

individuals have found a
safe place at our youth
shelter since we opened
our doors.

21

shelter residents transitioned
into independent or
transitional housing with the
support of our Housing and
Employment Coordinator.

As we continue to navigate transitions and challenges, our commitment to providing a supportive and enriching environment for our youth remains unwavering. We look forward to building on these successes in the coming year.

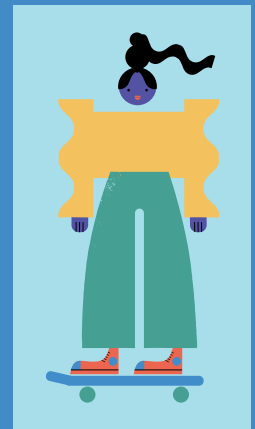
PROGRAM HIGHLIGHTS

At the Youth Center, we celebrate our youth's daily successes, whether it's attending school, completing tasks, or participating in clinical and life skill programming. Special events, such as ordering out meals and visits from the ice cream truck, bring joy to both youth and staff.



We have also introduced new initiatives to engage our youth creatively and therapeutically. Art therapy has encouraged them to explore their artistic talents, and our garden program has allowed them to cultivate and care for a raised bed. Additionally, visits from Therapeutic Paws of Canada have been a highlight, providing comfort and joy through interactions with therapy dogs.

In 2023, Kennedy House Youth Center celebrated numerous milestones and implemented various programs to support our youth. We are proud to announce that three young people graduated from high school, and one has commenced college courses with our support.



Our focus remains on encouraging our youth to accomplish educational achievements and continue their personal development.

CHARTING THE COURSE: GOALS FOR TOMORROW

As we look towards the future, Kennedy House remains steadfast in its commitment to supporting and empowering the youth in our community. Our goals for the upcoming year include expanding our services, enhancing our programs, and strengthening our partnerships with community organizations.

UPCOMING INITIATIVES

- Expanding our Youth Justice Services.
- Exploring opportunities to reopen our Kingston Road site.
- Revitalizing the CHANGEing Lives fundraiser.
- Continuing to promote equity, diversity, inclusion, and belonging across all our programs and services.

CELEBRATING DIVERSITY & FOSTERING INCLUSION

At Kennedy House, diversity and inclusion are foundational values that drive our mission to support and empower youth and families in our community. Diversity at Kennedy House means recognizing and valuing the unique backgrounds, perspectives, and experiences of every individual we serve and employ. Inclusion involves creating an environment where everyone feels respected, valued, and able to contribute fully, regardless of their race, ethnicity, gender, sexual orientation, disability, or socioeconomic background.

To promote these values, Kennedy House has implemented several strategies. We actively recruit staff and volunteers from diverse backgrounds to reflect the community we serve, ensuring a wide range of perspectives in our decision-making processes. We provide ongoing training and education on cultural competency, anti-racism, and inclusive practices to all team members. Our programs are designed to be accessible and responsive to the needs of all individuals, with particular attention to marginalized and underserved populations. Additionally, we foster an inclusive culture by encouraging open dialogue, supporting affinity groups, and continuously evaluating and improving our policies and practices to ensure they promote equity and inclusion. Through these efforts, Kennedy House strives to create a welcoming and supportive environment for everyone.

EMPOWERING YOUTH THROUGH SKILL DEVELOPMENT

One of our young female clients demonstrated remarkable resilience and determination while staying at Kennedy House. With the support of our dedicated staff, she diligently worked on her life skills and successfully completed a culinary program.

By collaborating closely with her primary workers and our Housing & Employment Coordinator, she secured employment, saved her earnings, and transitioned into independent housing. Her journey exemplifies the power of inclusive support in helping youth achieve their goals and gain independence.

STORIES OF IMPACT

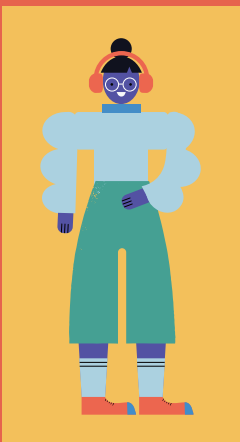
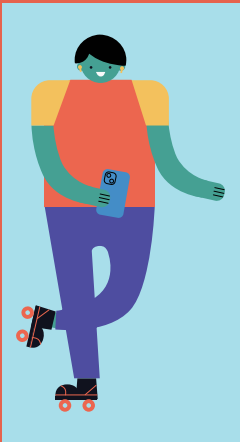
SUPPORTING YOUTH FACING LANGUAGE BARRIERS

We welcomed a young female client who had recently arrived in Canada and faced homelessness due to a series of unfortunate circumstances. Despite arriving with no English language skills, our staff and the client used phone translators to communicate and identify her immediate and long-term needs and goals. Through consistent hard work, care, and determination, she has made incredible strides in a short time. She now speaks some English, travels independently, has obtained her work permit, and is starting ESL classes. With our support, she has also successfully moved into transitional housing tailored to her unique needs and experiences. Her progress highlights our commitment to supporting youth facing language barriers and promoting inclusivity.

REUNITING SIBLINGS AND FACILITATING INDEPENDENT LIVING

Kennedy House successfully reunited two brothers who were initially placed in different shelters. Our Housing & Employment Coordinator and shelter staff worked diligently to ensure they could be together, recognizing the importance of family support. Once reunited, the primary workers and Housing & Employment Coordinator collaborated with the brothers to enhance their life and employment skills, complete housing applications, and transition them into independent housing together. This achievement underscores our dedication to fostering a supportive and inclusive environment that prioritizes family connections and holistic support.

These key achievements reflect Kennedy House's unwavering commitment to diversity and inclusion, demonstrating how personalized support and inclusive practices can empower youth to overcome challenges and achieve their goals. Through our dedicated efforts, we continue to create a welcoming and supportive environment for all individuals, ensuring that everyone feels respected, valued, and capable of contributing fully to our community.



LEADERSHIP

2024 JUNE CALLWOOD OUTSTANDING ACHIEVEMENT AWARD FOR VOLUNTARISM

This May, Jim Rosenthal and Bryon Cohen were awarded the June Callwood Award for Outstanding Voluntarism for their decades-long service as members of the Kennedy House Board of Directors. Jim was recognized for his 50 years of volunteer service, and Bryon for his 44 years of dedication. We are incredibly grateful for their long-term commitment to Kennedy House and are thrilled that they are receiving the recognition they deserve beyond our organization!

2024 ONTARIO VOLUNTEER SERVICE AWARDS

We are also delighted to announce that several of our board members have received the 2024 Ontario Volunteer Service Award for their exceptional commitment:

Julie Kish: 10 Years

Jim Rosenthal: 50 Years

Bryon Cohen: 40+ Years

Leyland Muss: 25 Years

Victor Tuba: 50 Years

Philip Longaphie: 20 Years

Their dedication and tireless efforts have greatly contributed to the success of Kennedy House and the lives of the youth we serve. Congratulations and heartfelt thanks to each of these remarkable individuals for their invaluable service!

A SAD GOOD-BYE

We are deeply saddened to announce the passing of Leyland Muss, a cherished member of the Kennedy House community. Leyland served as Chairman of the Board and a member of the Governance Committee, significantly contributing to our organization and the broader community. His global expertise in human resources was invaluable to our mission of supporting at-risk youth. Leyland's dedication to mentorship and empowering the next generation left a lasting impact. We extend our heartfelt condolences to his family. His legacy will inspire us, and his contributions to Kennedy House will always be remembered.

MEET OUR NEWEST BOARD MEMBERS

KENNEDY HOUSE IS THRILLED TO WELCOME TWO EXCEPTIONAL NEW MEMBERS TO OUR BOARD OF DIRECTORS: LILIAN CHEUNG AND SUZY NAJARIAN.

Lilian Cheung is a Chartered Professional Accountant with extensive experience specializing in the not-for-profit sector, particularly in youth and education. Lilian has served on several boards and brings a deep passion for supporting children and youth. As a Scarborough native, she understands the immense value that Kennedy House provides to at-risk youth in the community. Lilian's dedication to diversity and inclusion is evident in her commitment to ensuring that the organization's programming adapts to the changing needs of the diverse populations we serve. She is also focused on safeguarding the financial health of Kennedy House, ensuring that our relationships with funders are strong and that our impact is clearly communicated to sustain our vital work.

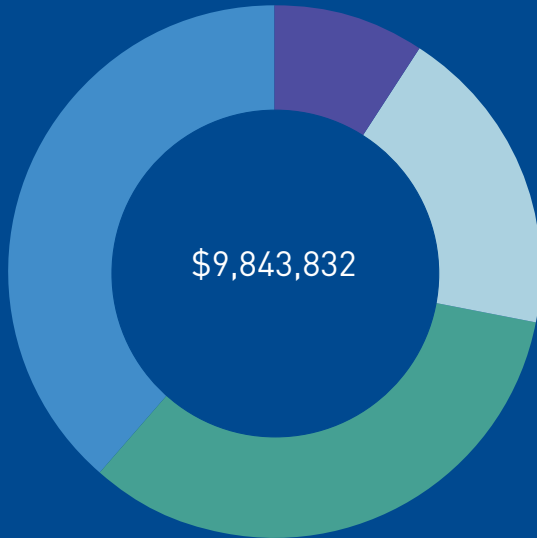
Suzy Najarian holds a primary education in Social Work and has extensive experience working with diverse populations. She has supported individuals placed on probation and is an active volunteer at the Armenian Community Centre. Suzy also serves as an executive member of the Armenian Cultural and Educational Society, promoting Armenian culture, heritage, and language to Armenian youth. Her passion for Kennedy House's mission to provide a safe environment and opportunities for youth to grow as individuals drives her commitment to fostering an inclusive and supportive community. Suzy is eager to contribute to the organization's mission through her participation in various committee activities.

We are confident that the expertise, passion, and commitment that Lilian and Suzy bring will significantly strengthen our Board and enhance Kennedy House's ability to serve our community effectively.



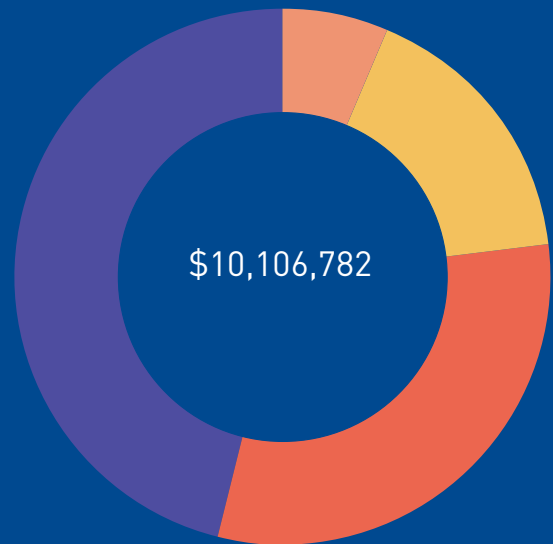
FINANCIAL SUMMARY

EXPENSES



- Admin/Other (9.35%)
- Youth Programming (18.73%)
- Youth Justice (33.58%)
- Residential Programs (38.34%)

REVENUE



- Fundraising (6.41%)
- Municipal Subsidies (6.41%)
- Children's Aid Societies (30.99%)
- Provincial Subsidies (45.85%)

To receive a copy of our full audited financial statements for the last fiscal year, please contact us at (416) 299-3157 or info@kennedyhouse.org.

VOLUNTEERS AND DONORS

COLDEST NIGHT OF THE YEAR FUNDRAISER

On February 24th, Kennedy House hosted our annual Coldest Night of the Year fundraiser, bringing together teams and supporters who braved the cold to raise awareness and funds for youth experiencing homelessness. The energy was electric as participants walked together, showing their solidarity and commitment to our cause.

We extend a special shout-out to our top teams who not only brought the noise but also made a significant impact: CISV Toronto, Starbucks D224 Siren's, Leaside United Church, SSU Toronto East, Alterna Savings Danforth Branch, and Home Depot Morningside-7027.

A BIG THANK YOU

We extend our deepest gratitude to our volunteers and donors whose unwavering support and dedication have made a profound impact on the lives of the youth we serve. Your generosity has been instrumental in driving our mission forward and helping us achieve our goals. We sincerely thank everyone who has contributed to Kennedy House this past year, and we look forward to your continued partnership as we move forward together.

\$200 - \$999

Tanya Bird
Cindy Bruce-Barrett
Raly Chakarova
Lilian Cheung
Eugene Choi
Lisa Dempster
Nicole Helga Ehlers
Rosie Hardaker
Melissa Hillier
Jesse MacNevin
Kathleen Merikle
Nani's Gelato
Vince Peca

Jean Quirin
Faruq Rashid
Jim Rosenthal
St Barnabas Church
Brenda Wessely

\$1,000 - \$4,999

Christopher Carew
Eva & Mike
Forest Hill Lions Club
The KM Hunter Charitable
Foundation
Deepak Moudgill

\$5,000 - \$14,999

Can-Pro Tools Inc
FONDATION
AQUEDUCT

\$15,000 - \$49,000

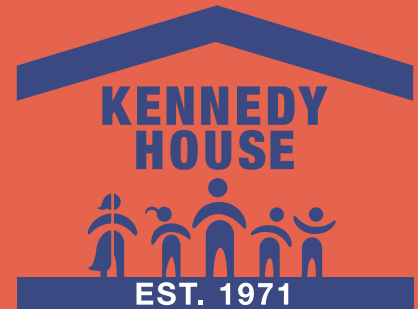


\$50,000 - \$100,000

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Government
of Canada | **Canada**






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Un organisme du gouvernement de l'Ontario



FOR MORE INFORMATION, PLEASE CONTACT US:

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  [@kennedyhouse1971](https://www.instagram.com/kennedyhouse1971)  [@KennedyHouseYou](https://twitter.com/KennedyHouseYou)

Charitable Registration No.: 10280 7245 RR 0001

SUPPORT KENNEDY HOUSE

Your donations directly impact the lives of young people across all of our programs, from our youth shelter to our community and residential services and afterschool programs. By contributing, you're helping us provide vital resources, support, and opportunities for youth to grow and thrive.

WAYS TO DONATE:

- Online: Visit kennedyhouse.org/donate
 - **By Mail:** Send a cheque to 404-10 Milner Business Court, Toronto, ON M1B 3C6
 - **Send an E-transfer** to donations@kennedyhouse.org (*tax receipts only issued if donor's name and contact information are included*)
 - **Monthly Giving:** Join our monthly donor program for consistent impact
 - **Corporate Sponsorship:** Partner with us to make a bigger difference
- Every donation makes a difference. Thank you for your support!

