



# youth project

2018-19 Year End Report  
2019-20 Updates



THE LESBIAN, GAY AND BISEXUAL  
YOUTH PROJECT SOCIETY

### Message from the Board of Directors:

This past year has been full of changes at the Youth Project. Our accomplishments as an organization have been remarkable, and would not have been possible without the labour and love of all who have been part of the Youth Project team not only this year, but since its inception.

It is with our deepest gratitude that we give thanks to those who have left our organization this year— volunteers, youth, members of the Board of Directors and Youth Board, and of course staff—whose inspiration and impact will continue to be felt in the work we do for many years to come. Likewise, it is with love and openness that we welcome the newest members to the Youth Project family, we look forward to the energy and compassion you will all bring to this work.

To the Youth Board, the consistent energy, passion and love you show towards your peers is a constant source of inspiration for the rest of us! You are a force, as individuals and as a team, both within this organization and in the community. We appreciate and are in awe of the space you have taken within the organization, from committees to joint meetings, programming to fundraising, you have been absolute rock stars!

To the amazing staff, thank you for holding the Youth Project, and more importantly the youth we serve with such care and compassion. You are an integral piece of creating space and community for 2SLGBTQIA+ youth across this province, and we are honoured to support your incredible work. We would like to give a special thank you to Heather Chamberlain, for stepping into the role of Interim ED during a time of huge expansion and organizational change - you've been an incredible force and we are eternally grateful. To the Community Hiring Committee, we know that we could not find the best new Executive Director for the YP without your guidance, and so to you, on behalf of the YP and the youth of NS - we are forever grateful!

To the countless volunteers and community members and donors who give their time and resources to the Youth Project - thank you. We recognize this wouldn't be the amazing organization it is without your contributions.

And to the youth of Nova Scotia, we hope that the efforts of all those involved in the Youth Project are able to provide you with something open, beautiful, accessible and inclusive. You are the reason we are all here.

While we are excited to announce new partnerships, opportunities and expansion in this report, we recognize that this exciting time of growth is but one step (hop or roll) along this organizations very own Yellow Brick Road.

- The Youth Project Board of Directors

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### Community Hiring Committee

After a series of discussions, joint meetings, research and consultations, the Joint Boards and Staff of the Youth Project determined that our next Executive Director would need not only managerial and academic qualifications, but immense passion for and connection to our local communities, and the desire and capacity to hold space for the voices of underserved youth in our province. We recognize the wealth of knowledge and expertise within our communities, and thus decided to create a Community Hiring Committee of talented, diverse and experienced community members to guide us in selecting the next Executive Director of the Youth Project.



## Youth Project Staff:

Interim Executive Director: Heather C

Support Services Coordinator: Gabriel

Cape Breton Coordinator: Madonna

Program Coordinator: Magda

Education Coordinator: Heather B

GSA & Communications Coordinator: Skye

Community Education Team: Nik, Luna, Masuma, Mitch, Merle

Summer Employees and Student Placements: Toby, Brooke, Teo, Sefin, JC



**Staff and Youth Board prep for Queer Prom**



**We were thrilled to welcome Heather C back to the Youth Project team!**



**LGBT-Rex welcomes all!**



**This year we said farewell to staff members: Kate S, Sheena, Kate Mac, Bria and Hari**



## **Report from the Board of Directors**

Well folks, it has been quite the year (and felt more like 5)! We've seen so many changes in the last year, to our boards, staff, and the organization as a whole. Despite so many changes and shifts, our resolve to provide support and education, to create healthier and happier spaces for 2SLGBTQIA+ youth in this province has not wavered.

Staffing setbacks in the fall of 2018 resulted in an unfortunately necessary suspension in YP programming and services at our Halifax location in October. We slowly resumed that work through fall while filling staff vacancies, returning to our regular programming by January. Through navigating those setbacks, in consultation with staff, youth and community, we identified areas within the YP where improvements were needed, and have committed to the difficult work of addressing systemic problems within the organization; including updating policies, issuing an apology to Black, Indigenous, Peoples of Colour (BIPOC) communities, creating a BIPOC Education position, increasing the communication and collaboration between the various facets of the organization, working to address wage inequality concerns, and establishing a Community Hiring Committee to consult with our Boards in the selection process for the new Executive Director.

In March we said farewell to Executive Director Kate Shewan, and wish her all the best in her pursuit of new and exciting opportunities! Heather Chamberlain has joined the team as Interim ED, and has done an incredible job during a time of immense organizational change and expansion. We are so grateful to both Kate and Heather for the passion and commitment, time and labour they've given the Youth Project.

The Youth Project has welcomed back several well-known faces to both the Board of Directors (Owen, Rhiannon and Clark), and to our staffing team (Skye), allowing us to maintain much of our organizational history as we've said goodbye to many long-time YP family members including Kirk, Rosie, Jordan, Donna, Sheena and Kate. We are also excited to announce that Gabriel Enxuga has moved from his Educator role into the Support Services Coordinator position full-time.

If that's not enough for one year, we have undergone expansion of our Education Services across NS - read on to learn more about that!

As we said, it's been a year! A year to take immense pride in, and a year this organization will never forget.

Respectfully Submitted,  
The Youth Project Board of Directors

# YOUTH PROJECT PROGRAMMING REPORT



## MONTHLY YOUTH DROP-IN PROGRAMS

*Youth Drag  
Show!*

*Connect the  
dots*



## QUEER PROM

LGBTQ2S+  
YOGA

## PARENT'S NIGHT

**LGBTQ2S+  
SWIM NIGHT!**

FREE ADMISSION!

## TRANSFORMERS

**MUSIC JAM  
NIGHT!**

**GENDER  
CREATIVE KIDS  
HANGOUT!**

## YOUTH PROJECT: LET'S TALK

"How racism within the gay  
community affects gay men  
of color mental health and  
relationship building"

LGBTQ2S+ OLDER  
YOUTH DROP-IN  
AGES 19-25

**LGBTQ2S+  
YOUTH FITNESS  
DROP-IN**

*Under the direction of the Youth Board, with the leadership of the incredible Magda (Program Coordinator) and Madonna (Cape Breton Coordinator), and through the support of our amazing facilitators and volunteers, the Youth Project's programming division has had a great year of offering opportunities for the youth of NS to build connections, support and community,*

We have continued to offer many monthly YP programs, including Drop-ins, Transformers, and Parent's Night, while adapting to the changing needs of the youth we serve by adjusting programs to have more planned/organized themes, bringing back old favourites and creating new programs!

Our fitness drop-ins, LGBTQ2S+ Yoga and LGBTQ2S+ swim night have provided a variety of physical recreation options to the youth we serve.

Drag 101 and the Youth Drag Show brought together youth and local drag artists in a beautiful display of gender bending performance and exploration.

The music room was rediscovered this year, and Music Jam Nights in the basement are a space for our youth to engage with each other and create beautiful beats.

Teo, one of our team members who joined us on a student placement, developed the "Lets Talk" workshop addressing the complexities of racism, mental health and relationship building within the gay community.

Our new Gender Creative Kids Hangout provides a needed space for younger community members and their caregivers to build relationships and play in a safer space.

We continue to bring in community partners to offer youth a variety of opportunities during drop-in, and have brought back games night to great success.

Halifax Queer Prom 2019 was our biggest ever, with well over 500 youth in attendance. Cape Breton's Queer Prom is sure to be a blast later this week!

Camp Seahorse and Coyote are once again at capacity, and we are working to establish a sustainable camp model in CB!

Programming has continued to be an integral part of the work we do, and we are looking forward to what the next year will bring!



# Education Services Update

## 2018/19

This year our Education team completed in-school workshops across the province for students and educators as well as in the community.

Additionally, our team has been working on a variety of projects and resource development including: offering resources in multiple languages, a GSA survey, Elementary and Jr High curriculum suggestions and resource development and fostering relationships with rural and CSAP schools.

- 390 workshop hours completed in 2018/19 fiscal year  
Hours were down from previous years and were impacted by staffing shortages and the organizations service disruption
- We said farewell to our GSA Coordinator Bria this year.

## 2019/20

So far in the 2019/20 fiscal year our team has begun development of Trans Rights 101 curriculum and resources, initiated support and workshops for the CSAP Francophone school system, developed a 3-year plan for our Education Services, hired a new PT Educator with a focus on elementary school curriculum development (Merle), a new PT Educator focused on rural curriculum work in Cape Breton (Mitch) and a new FT Educator with a focus on BIPOC communities and resource development (Masuma).

- Our team is completing an average of 130+ Education hours per month across the province, and with the addition of 2 new Part-time and 1 new Full-time Educators those numbers are expected to increase next school year!
- YP Homecoming - We've welcomed Skye Cross back to the Youth Project family as our new GSA and Communications Coordinator!



## Community Partnerships

- ◇ Halifax Pride
- ◇ Halifax Public Libraries & Cape Breton Regional Library
- ◇ Out!Alive / Addictions Services
- ◇ CPATH (Canadian Professional Association of Transgender Health)
  - ◇
- ◇ Pride Health
  - ◇ GSA's
- ◇ LGBT SMU
  - ◇ The Nook
- ◇ AIDS Coalition of NS
- ◇ Cape Breton Centre for Sexual Health
- ◇ Second Story Women's Centre
- ◇ Caper Base
- ◇ Ally Centre of Cape Breton
- ◇ Citadel High School

## Special Thanks

- \* Mayflower Curling Club
- \* Anchor City Rollers
- \* Rod Wilson
- \* MSVU Rez Life
- \* Fairview Jr High GSA
- \* Community Hiring Committee Members
- \* Ian Mullan
- \* Sefin Stefura
- \* Alison Bernard Memorial High School
- \* Cornerstone Cape Breton
- \* YMCA of Cape Breton
- \* Patrick Henderson
- \* Chris Rose
- \* Steven Poole

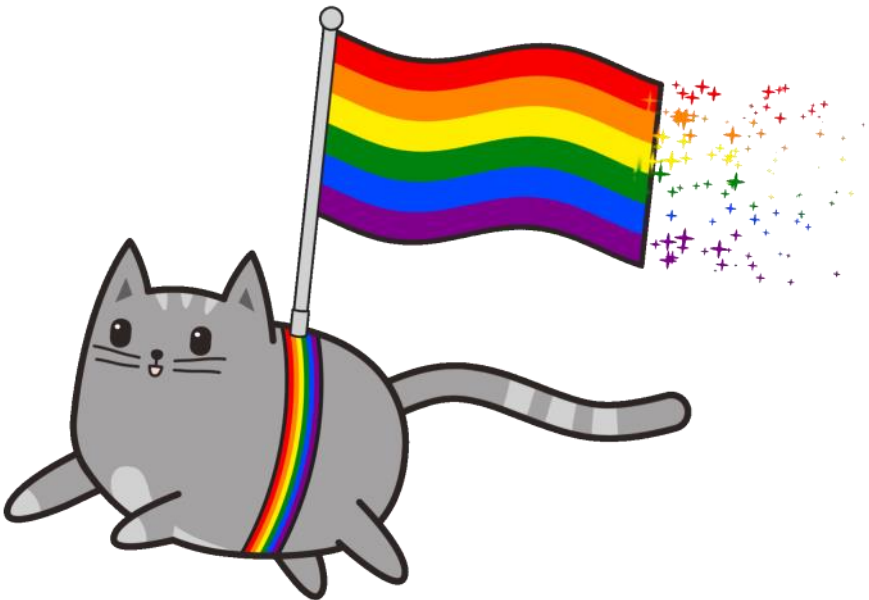
## FUNDERS

- ◆ Dept of Education and Early Childhood Development
- ◆ United Way
- ◆ NS Dept of Health and Wellness
- ◆ LUSH
- ◆ Skittles
- ◆ Department of Employment and Social Development Canada
- ◆ Canadian Trans Youth Health Survey
- ◆ Community Health Boards
- ◆ Canadian Women's Foundation
- ◆ Prevention Innovation Grants
- ◆ Charity Alive Fund
- ◆ Nova Scotia Public Interest Research Group (NSPIRG)
- ◆ Canadian Progress Club
- ◆ Seaside Cable (Cape Breton)

## Oops!

Our Interim Executive Director has been so hard at work that the report is still being updated as of print time! Don't worry, I'm sure there will be a handout and/or a really awesome speech from Heather about all the great work happening at the Youth Project!

Instead of the Interim ED Report, enjoy this greyscale cartoon of a cat with a pride flag!



**We'd like to take this opportunity to thank  
you for coming to our AGM!**

**It's because of the love, care and support of  
community members like you that we are able to  
create safer and more meaningful spaces for  
2SLGBTQIA+ youth across Nova Scotia. We look  
forward to continuing to serve the youth of this  
province together!**

**Want to donate to the Youth Project?!  
Check out the back cover of this report for details  
on how you can make an impact!**

**Want to volunteer?! Get in touch with us at  
[youthproject.ns.ca/volunteer/](http://youthproject.ns.ca/volunteer/)  
We would love to hear from you!**

**Interested in joining the Board of Directors?!  
[youthproject.ns.ca/board-of-directors/](http://youthproject.ns.ca/board-of-directors/)**

**Are you a Youth? Join the Youth Board?!  
[youthproject.ns.ca/get-involved/youth-board/](http://youthproject.ns.ca/get-involved/youth-board/)**

# Youth Board Report

*Hello everyone! This year has been a busy one with lots of positive changes in the operating structure of the Youth Board and of The Youth Project as a whole.*

*We have welcomed many new members onto our Board and now have 14 youth to help us properly support our community.*

*- The Youth Board*

## Youth Board Award Recipients

Volunteers of the Year - Kris and Craig (Drop-in team), and Allison, Cory and Stephanie (Transformers team)

Rainbow Apple Award - Dave Drapak (Citadel High School)

Community Spirit Award - Halifax Public Libraries

Nadine B. Memorial Award - Fairview GSA

Allyship Award - Steven Poole (Shayla Shenanigans)

Youth Leadership Award - Eli

## Pride 2018

As is always the case, Pride 2018 was packed with YP events. We started off Pride with our annual Swag-Making party at the Central Library. This was well attended and youth had a chance to make pride gear before our Youth Dance at the Festival Grounds an hour later. The Youth Dance was again filled with glitter and had a great turn-out for our 19 and under crowd. A favourite new Pride event in 2018 was the drag-a-long. Our favourite local Drag Queen, Shayla Shenanigans, joined us to perform a sing-a-long version of The Sound of Music; this was a well attended all ages, interactive event and had many folks in Paul O'Regan Hall of the Halifax Central Library.

## Queer Prom

During queer prom 2018, the Enchanted Garden prom, we reached capacity at our venue with a line up of people outside waiting to get in. This year we decided that a new venue was needed to accommodate the growing participation numbers and to allow for a better space away from the dance floor with less sensory stimulation. We held queer prom 2019, with an 80's prom theme, at the Mayflower Curling Club with nearly 600 youth attending.

## Camps

Camp Seahorse and Camp Coyote 2018 filled up very quickly as they do every year. Youth had a great time and were excited for camp as soon as they signed up. We did arts & crafts, went swimming, some played sports, had a campfire, and of course had lots of cabin pranks. It was our first year having camp Puffin, in Cape Breton camp. It was our goal to include youth who may have trouble getting to our Halifax location to travel to Camp Seahorse or Coyote, and was created with in recognition that youth in Cape Breton have different needs than youth in Halifax. This year camp registration has already filled up and we are hearing great excitement about them! We look forward to helping staff plan all the fun activities that make camp the amazing experience that it is!

## Youth Board (YB) Retreat

Our annual YB retreat in March unfortunately got cancelled at the last minute due to a snowstorm. We did however host a 'day-long retreat' for our YB and staff at the Halifax Youth Project space to accomplish planning and our annual elections. We are currently planning a day of team-building and fun activities for the Youth Board in the near future to bring us together as a team.

*As a Youth Board we would like to thank everyone who has supported us in this past year and has helped us to improve the lives of 2SLGBTQ+ youth in Nova Scotia. We are looking forward to another great year of advocacy, support, and fun for youth in our province.*

## 2018/19 Financial Statement (Audited Draft)

The services of Lyle, Tilley, Davidson, CPAs were acquired to perform a full audit of our 2018/19 fiscal year, the results of which will be made available online upon completion, to aid in transparency to our membership and the community. The following details are from the draft prepared by the auditors, compared to the budget for the 2018/19 fiscal year, for review and approval of the membership.

### REVENUE

Grant Revenue	Actual	Budget
United Way	69,272.00	67,649.00
NS Dept Health & Wellness	155,000.00	140,000.00
Education Grant	72,500.00	75,000.00
HRSDC Summer Student Grant	3,682.00	3,600.00
ESDC Apology Grant	68,000.00	7,970.00
Camp Coyote/ Seahorse	20,040.00	13,000.00
GSA Conference	19,050.00	20,500.00
CWF Grant -Violence Against Women	11,862.00	4,000.00
Community Serv Prevention Innov	14,143.00	7,400.00
Other Grants	8,720.00	13,989.00
DHW Mental Health Grant	75,000.00	75,000.00
<b>Total Grant Revenue</b>	<b>517,269.00</b>	<b>428,108.00</b>
Donations	Actual	Budget
Valley Youth Project	1,302.00	3,000.00
Youth Board Events & Donations	4,668.00	2,500.00
Other Donations	35,775.00	28,000.00
Pride events fundraising	2,602.00	2,000.00
Auction	1,500.00	22,000.00
<b>Total Donations</b>	<b>45,847.00</b>	<b>57,500.00</b>
Other Revenue	Actual	Budget
Workshop - Honoraria + Travel	8,646.00	13,000.00
Interest Earned	3,211.00	2,500.00
<b>Total Other Revenue</b>	<b>11,857.00</b>	<b>15,500.00</b>
<b>TOTAL REVENUE</b>	<b>\$ 574,973.00</b>	<b>\$ 501,108.00</b>

**EXPENSE**

**Payroll Expenses**

	<b>Actual</b>	<b>Budget</b>
Wages & Salaries		183,144.00
HRSDC Summer Student		4,000.00
Other Staff (Community Educator)		112,403.00
Healthy Relationship Proj. Payroll		7,400.00
<b>Total Wages</b>	<b>331,915.00</b>	<b>306,947.00</b>
EI Expense		7,802.00
CPP Expense		14,674.00
RRSP Expense		2,500.00
Health Benefits		11,000.00
<b>Total Payroll Expense</b>	<b>331,915.00</b>	<b>342,924.00</b>

**Youth Services**

	<b>Actual</b>	<b>Budget</b>
Auction Expense		8,500.00
Fundraising event expenses	906.00	
Meetings and AGM	2,457.00	2,500.00
Youth Board Events: Prom		2,500.00
Youth Board - Development	2,343.00	3,000.00
Monthly Programming expenses		6,400.00
Youth Transportation		3,000.00
Youth Board Programming	5,336.00	3,000.00
Youth Support		200.00
Volunteers		600.00
Camp Coyote/Seahorse Expense	20,040.00	15,000.00
GSA Conference	16,933.00	21,500.00
GSA - Network		250.00
Binder Program	6,135.00	3,500.00
Pride Events Expense		2,000.00
Library		1,000.00
Auditor Youth Programming and Support		
	21,180.00	
<b>Total Youth Services</b>	<b>75,330.00</b>	<b>72,950.00</b>

**General & Administrative Expenses**

	<b>Actual</b>	<b>Budget</b>
Advertising & Promotions	1,663.00	2,000.00
Courier & Postage		850.00
Board & Liability Insurance	3,751.00	3,800.00
Bank Charges	5,331.00	1,400.00



Office Supplies	11,255.00	3,000.00
Equipment Purchase		2,000.00
Photocopying	1,139.00	4,500.00
Computer expenses		600.00
Web Site Maintenance		2,750.00
Professional Fees, Audit and Legal	29,198.00	2,800.00
Telephone & Internet	5,813.00	4,000.00
Staff Development	3,307.00	4,000.00
Travel	22,786.00	19,000.00
Meals		2,000.00
Miscellaneous		3,300.00
<b>Total General &amp; Administrative</b>	<b>84,243.00</b>	<b>56,000.00</b>
<b>Building</b>	<b>Actual</b>	<b>Budget</b>
Repair & Maintenance	1,449.00	5,989.00
Natural Gas	3,422.00	4,800.00
Electricity	871.00	1,000.00
Water	540.00	600.00
Pest Control		850.00
Property Tax	4,638.00	4,600.00
Rent - Cape Breton	6,720.00	6,000.00
Security	418.00	370.00
Cleaning	3,149.00	2,500.00
Insurance - Building	1,663.00	1,800.00
Depreciation Building	3,949.00	4,800.00
Depreciation Furniture and Fixtures	1,146.00	
Amortization of Contributed Surplus		-3,100.00
<b>Total Building</b>	<b>27,965.00</b>	<b>30,209.00</b>
ESDC Apology Grant	58,750.00	
<b>TOTAL EXPENSE</b>	<b>578,203.00</b>	<b>520,083.00</b>
	<b>Actual</b>	<b>Budget</b>
<b>NET INCOME</b>	<b>-\$ 3230.00</b>	<b>-\$ 975.00</b>

## **Treasurer's Report**

Having joined the board in January of 2019, and having only stepped into the Treasurer role at the end of the 2018/19 fiscal year, I felt it best to present the previous financial statement without comment.

In terms of current spending and future planning, I am excited to provide a 2019/20 budget update to the membership, outline completed and planned employee expansion and provide an update on the work of the finance committee.

Our finance committee has been active in recent months, identifying and building new potential partnerships, creating a series of policies and guidelines to empower staff in making financial decisions related to their respective positions, and have been building towards a model of equitable and sustainable remuneration for staff members.

Community networking and relationship building has allowed the organization to provide numerous opportunities to the youth we serve that would otherwise not be possible within our budget. Examples include our new ability to offer Emergency Hijab Kits, screen printing capabilities (which will also increase our fundraising capacity), and resource sharing for various programming nights. These community outreach efforts have also resulted in new funding partners for the organization, including for our Gender Affirming Items project, and funding for 3 youth summer camps across the province!

Our expense planning protocols and km/meal reimbursement policy, which are in their final editing stage, will provide clear expectations and standards for our expanding staff.

Additionally, we are looking into green investment opportunities, additional grants and partnerships through Grant Connect and are building deeper relationships with major funders in an effort to build towards a more sustainable financial future for the organization.

Clark MacIntosh,  
Acting Treasurer

## 2019/20 Fiscal Year Updates

*The following are budget details from the 2019/20 budget prepared by former ED Kate Shewan and approved by the Board of Directors in March 2019.*

### Anticipated Revenue for 2019/20 Fiscal Year Divided into Budget by Region

REVENUE		Budget by region		
		<u>Halifax</u>	<u>Cape Breton</u>	<u>Valley</u>
<b>Grant Revenue</b>				
United Way	37,000	22,000	15,000	
NS Dept Health & Wellness	180,000	150,000	30,000	
Department of Education	270,000	240,000	30,000	
DHW Mental Health Grant		0	0	
Community Health Boards	0	0	0	
HRSDC Summer Student Grant	7,800	3,900	3,900	
Camp Coyote/ Seahorse	3,000	3,000		
GSA Conference	20,000	15,000	5,000	
CWF Grant	7,500	7,500		
Prevention Innovation Grants	4,000	4,000		
Home Depot Canada Foundation	0	0		
Other Grants (TBD)	15,000	10,000	5,000	
<b>Total Grant Revenue</b>	<b>560,300</b>	<b>461,400</b>	<b>98,900</b>	<b>0</b>
<b>Donations</b>				
Donations	25,000	22,000	1,000	2,000
Valley Youth Project	2,000	0		2,000
Youth Board Events & Donations	3,000	2,500	500	
Fundraising Event	5,000	0	5,000	
Pride events fundraising	2,000	2,000		
Rod Wilson Pride Event	5,000	5,000		
Auction	20,000	20,000		
Spring fundraiser	15,000	15,000		
<b>Total Donations</b>	<b>77,000</b>	<b>66,500</b>	<b>6,500</b>	<b>4,000</b>
<b>Other Revenue</b>				
Workshop - Honoraria + Travel	13,000	10,500	1,000	1,500
Other Revenue				
Interest Earned	2,000	2,000		
<b>Total Other Revenue</b>	<b>15,000</b>	<b>12,500</b>	<b>1,000</b>	<b>1,500</b>
<b>TOTAL REVENUE</b>	<b>652,300</b>	<b>540,400</b>	<b>106,400</b>	<b>5,500</b>

## By the Budget:

Anticipated Grant Revenue:	\$560,300
(Obtained to date:	\$490,000+)
Anticipated Donations and Other Revenue:	\$92,000

<b>Total Anticipated Revenue:</b>	<b>\$652,300</b>
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Anticipated Payroll Expenses:	\$467,441
Anticipated Youth Services/Programming:	\$85,800
Anticipated other Expenses (admin, building, etc)	\$109,200

<b>Total Anticipated Expenses:</b>	<b>\$662,441</b>
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<b>Anticipated Deficit</b>	<b>\$10,141</b>
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While anticipating a \$10,000 deficit might seem jarring at first glance, 2019/20 will be a year of unprecedented growth and investment in the future of the Youth Project. Since the start of the fiscal year (April 1st, 2019) we have hired 6 staff (2 summer contract, GSA/Communications Coordinator, and 3 **new** Community Educators) including 2 roles in Cape Breton, with an additional plan for 2 **new** Community Educator roles in Yarmouth and the South Shore. We anticipate our increased capacity to provide Community Educational Services will be a source of additional revenue moving forward, and are building many new investment and funding relationships to ensure our long-term viability.

In addition, adjustments we have made to our payroll expenses, including staggering start dates for new positions have minimized the impact to our current budget and provided us more leeway and time to pursue additional funding to increase our capacity to provide equitable employment opportunities.

We still anticipate running a deficit by the end of this fiscal year, however we project it will be below the original \$10,000 calculation.

# Financial Developments and Sustainable Growth

## Department of Education and Early Childhood Development 3-year Funding Agreement



- \* 3 year \$750,000 commitment
- \* Expand Education programming, trainings and workshops for youth, teachers and staff across Nova Scotia
- \* School curriculum and resource development support
- \* Support expansion into rural areas
- \* Continuing discussions and negotiations with goal of developing sustainable government funding commitment beyond the current 3 year agreement

## Department of Health and Wellness Grant

- \* \$180,000 for 2019/20 fiscal year

### Staff Expansion

- ⇒ New Community Educator Positions across NS
- ⇒ Targeted expansion into rural Nova Scotia including:
  - ⇒ Cape Breton
  - ⇒ South Shore
  - ⇒ Yarmouth
- ⇒ \*BIPOC focused resource and program development

## Policies In Development

- ◆ Creation of accessible guidelines and protocols to guide staff expense planning
- ◆ Kilometrage and Meal Allowance Policy

\*BIPOC—Black, Indigenous, and People of Colour



# Community Snapshots



GSA's, Community Groups, Members and Individual donors have been an incredible source of fundraising and donations this past year! Over \$40,000 was raised in 2018/19, and we've already had plenty of donations coming in so far this fiscal year!

From all of us at the Youth Project, THANK YOU!



# Youth Project Highlights

*(featuring the dogs of the YP)*



Nik painting the house lavender!



Camp Puffin Parachute!



Cumberland County Pride



International Day Against Homophobia, Biphobia and Transphobia Flag Raising



Queen for a Day fundraising event



Youth Board members at Queer Prom





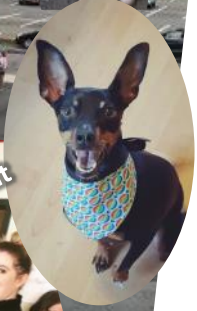
**The Board of Directors bid farewell to former Executive Director Kate Shewan**

**DJ Kadence**



**Over 500 Youth line up for Queer Prom 2019!**

**Dept of Ed funding announcement**



**Music Jam Night**

**Gabriel and Truelee on CTV**



**Painting the town RAINBOW at Kingswood Elementary**

*QUEER PROM 2018*



Website:

[youthproject.ns.ca](http://youthproject.ns.ca)

Instagram:

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