



# The Youth Project 2014-2015



THE LESBIAN, GAY AND  
BISEXUAL YOUTH PROJECT  
SOCIETY

## Board Report



Welcome everyone to the 2015 Youth Project Annual General meeting. It has been a year of mixed emotions. We have experienced many times of joy and of sadness. Through it all, the Youth Project has become stronger because of the hard work done by the Youth, Staff and Volunteers. These are the people who make the Youth Project the success it has become in Nova Scotia and throughout the country.

This report would not be complete without giving recognition to the dedicated members of the Board: Lindsay Dauphinee, Robert Bartlett, Andrew Plant, Tyler Colbourne, Joseph Fraser, Michael McGinnis, Dawson Wambolt, Cameron Foster, Jacquie Gahagan, Patrick Daigle, and Youth Board representative Josh. We'd also like to send a huge shout out to the members of the Youth Board because without them, the Youth Project would not be what it is today.

The Board would like to a moment to recognize the amazing contribution three former board members have made to the Board and we would like to wish them all the best in the future: Lisa Pottie, Justin Dubreuil, and Dorothy Allen. We'll miss you! The Board will also like to take a moment to thank Board Chair Patrick Daigle. Patrick has taken some time this spring and into the summer to step away from the Youth Project to re-energize. He has worked very hard, gone above and beyond for the last year and supported the Youth Project in many capacities. We wish him the best and a healthy rest.

Thank you to the community members who support us in many ways – for example during our two major annual fundraising events - the Youth Project Annual Auction/Brunch and Bowl-A-Thon held just a few weeks ago. Without these and the other generous personal donations throughout the year, the Youth Project would not be able to provide the quality of services we do.

The Board of Directors want to take this opportunity to welcome Kate Shewan as Executive Director. Kate brings with her a diverse range of experiences that have supported the LGBTQ community for many years. We have confidence that she will be an excellent advocate and an active steward for the Youth Project moving forward.

The Board of Directors also has a very busy year ahead and will be going through an exciting process in the coming year. The Board of Directors have committed to further engaging another strategic planning process to reviewing the existing Board structure, mandate and vision of how best to support the Youth Project, the youth and all stakeholders.

The board will continue to support youth, staff, volunteers and members of the community as we all work together to provide support and services to youth, 25 and under, around issues of sexual orientation and gender identity. With each year striving to grow stronger, continue to diversify and evolve to fit the needs of those we serve.

Respectfully Submitted,  
The Board of Directors

## Executive Director's Report



I am excited and honoured to join The Youth Project as Executive Director this year, and humbled to be continuing with the work of Leighann Wichman. I greatly respect Leighann for everything she achieved, and her loss is still felt deeply at the YP. I am grateful for the amazing support that I have received from the community which has eased my move into the E.D. role. I am especially grateful for the support of the staff as I find my feet and learn more about the operation of the Youth Project. I am passionate about our mission and feel privileged to be able to work in this field.

It has been a busy year for the Youth Project.

We were excited that the Guidelines for Transgender and Gender Nonconforming Students were finally released. The Youth Project played a major part in the development of the guidelines and they are a great starting point for educators working with trans youth. The Youth Project has also been involved in education around the roll-out of the

guidelines.

Our Education services have been in great demand and Adam, along with other staff have been busy in workshops throughout the year, both in schools and in professional development. Our volunteer partners at the Valley Youth Project have expanded their services and are now also providing educational workshops.

The number of Gay/Straight Alliances in Nova Scotia schools increased this year, supported by the Youth Project through our GSA Network, the GSA Conference and our GSA Mentorship program, with Dori providing the leadership in these programs.

Our support services have been in high demand, with Sheena meeting youth in their schools, communities or at the Youth Project. We have seen a continuation of the trend of seeing younger youth, including providing education in grade primary and providing support for a number of young gender-creative children. On the suggestion of our Youth Board, we are pleased to have rolled out a new support program aimed at parents and family.

Both Camp Coyote and Camp Seahorse were fully subscribed in 2014. We thank all of the contributors who made donations at the auction brunch, along with Scotiabank and their matching program, for funding the camps.

Amongst all of this work, and with the help of our amazing construction volunteer Kortney and a grant from the Home Depot Foundation of Canada, we have also managed to rejuvenate the space at the YP with repairs, renovations and a new paint job.

We said goodbye to Kristen Sweeny this year after she returned to Ontario and be closer to family. We wish her luck.

This was obviously a difficult year for the Youth Project and I would like to personally thank the staff, the Youth Board, the Board of Directors and our vital volunteers for their dedication to the YP and the efforts that everyone has put into seeing us through this year.

I am excited for the coming year. We have many plans, including expansion of our Connect the Dots program, new sports programming and food programming, growing our new parents support group and rejuvenating our Ally Network.

We thank our funders, the Department of Health and Wellness and the United Way for your continued support, along with project funding from the Canadian Women's Foundation. We also thank the private donors and those groups who have fundraised on our behalf; thank you for your generosity and for believing in our mission.

As we look to expand our services and provide greater support to our LGBTQ Youth we will be looking to diversify our funding sources and will be reaching out to our community for help. We strongly believe in the value of the work we do and hope that we will be able to count on support from the community to continue and to expand the work we do.

Thank you to the community for the support you have offered me since joining the Youth Project.

Kate Shewan  
Executive Director

## Education Services



In any given year, the Youth Project facilitates over 500 workshops in classrooms across Nova Scotia. We provide introductory information about sexual orientation and gender identity, discuss how homophobia and transphobia impacts ourselves and our peers, and answer questions that students have about these issues. These workshops are mostly in junior high and high schools, but we also provide a significant number of workshops at the elementary level. 2015 was the first year we presented to a grade 1 class.

This is an estimation of the number of workshops we have done in the last year. We have done workshops in Conseil scolaire acadien provincial and Mi'kmaw Kina'matnewey in addition to these numbers.

Annapolis Valley Regional School Board: 70  
Cape Breton-Victoria Regional School Board: 45  
Chignecto-Central Regional School Board: 50  
Halifax Regional School Board: 250  
South Shore Regional School Board: 60  
Strait Regional School Board: 50  
Tri-County Regional School Board: 50  
**Estimated total workshops: 575**

Adam Myatt  
Education Coordinator



## Gay/Straight Alliances



In November, The Youth Project hosted the 5th annual Nova Scotia GSA Conference: OUTstanding!

Approximately 275 students and staff attended, making it the largest Nova Scotia GSA Conference to date! Two dozen workshops were facilitated by local organizations, youth leaders, youth project staff, and local LGBTQ community members.

Thanks to a generous grant from the Canadian Women's Foundation, the Youth Project's GSA Network launched the GSA Mentorship Program. This program was created to connect well-established GSAs with other local GSAs that are facing challenges staying active in their schools. We have hosted two of seven GSA Mentorship Meet-Ups, where GSAs meet to share and build leadership skills, connecting eight GSAs and over 80 students and staff together! The remaining five GSA Mentorship Meet-Ups will take place in the fall of 2015.

Dori Palmiere  
GSA Coordinator

## Support Services



Requests for support, resource and information have been steady. We have provided an increase in referrals for LGBTQ-friendly therapists and formal support people. There has also been an increase in referrals for transgender healthcare specifically, including referrals for hormone assessments.

We have also had an increase of requests from children and families, including parents and family members who are seeking to support their children around the issues of sexual orientation and gender identity. Together with the youth board, we have seen the creation of Parents & Family night, so parents can connect together and get support!

Other frequently-requested areas of support are: coming out, transitioning in school, access to chest binders and gaffs, transgender rights, healthcare services, housing, language and identities, and talking to parents about non-binary identities.

Sheena Jamieson  
Support Services Coordinator

## Youth Board Report

Hi everyone!

Well another AGM is upon us, so that means it's time to look back on the year and celebrate our accomplishments but also to look ahead to another fantastic year. This past year has been a difficult one, to be sure. The Youth Project has always been a family though, and I think we all came together to support one another.



Looking back to almost a year ago we hosted our outer-space themed queer prom! It was hugely successful and we had a great turnout. Youth really loved the galaxy background photo booth, and figuring out what their alien name would be. I guess you could say it was out of this world! (groan)



Our next big event was Camp Coyote, a camp for trans and gender non-conforming youth! Even though Hurricane Arthur so rudely decided to attend (he didn't even fill out a registration form), and then decided to knock down some trees and the power (and by association, the running water). In doing so he was in violation of the camp rules and community standards, and was asked to leave.

This didn't deter our campers though and everyone reported having a great time. They made the most of it and coined this experience as "REAL CAMPING".

Next was Pride. As usual it was a blast from selling water and hotdogs at the Dykes vs Divas ball game, to walking in the parade. All in all it was a week awash in rainbows and glitter. This pride we also had a youth dance on the Garrison Grounds. Though there were a few hiccups it was a great time and youth really loved having another under 19 event during Pride.

Our last big event of the summer was Camp Seahorse, our camp for all LGBTQ youth, and this year was our biggest year ever. It was a great time filled with scavenger hunts, swimming, crafts, and of course; pranks.

This fall was home to our annual GSA Conference, and this year it was huge. It was an inspiring day full of workshops, speakers, and great times. It was truly incredible to see so many youth from across the province all in one place.



The fall is also when our biggest fundraising event of the year takes place, the Live Auction. We had some really great items this year that all found homes. As usual the youth got to practice our "Vanna" skills as we show off the items that are being auctioned off.



As I'm sure all of you know, this winter sucked. And because of the ridiculous amount of snow, and those skating rinks we called "sidewalks" many of our regular programming and extra events were cancelled. Included in this was our much anticipated Valentine's

Dance. We're really hoping this winter will suck less and we will be able to try again.

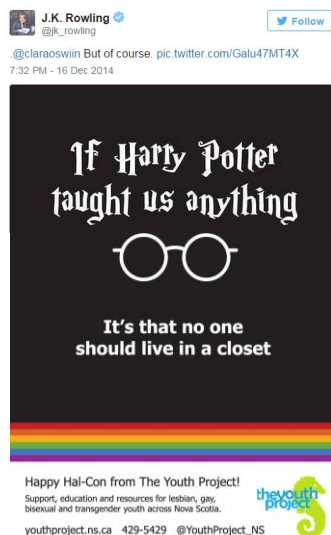
In April we had our Youth Board retreat where we reviewed and updated our operations policies, changed up the positions within the Youth Board, did some team-building, and planned the coming year's events. We have some really exciting things in mind including food programming and more physical activity events.

Well, that just about brings us to right now. I hope you enjoyed this past year with us, and hope to see you all in the future.

Warmest regards,  
Josh and Skye  
Youth Board Co-Chairs

## Special 2014-2015 Highlights ....

### JK Rowling Shout-out!



The YP had a brush with fame during the Christmas season. The YP made a series of LGBTQ- and sci-fi themed posters to hang up at Hal-Con, Halifax's Sci-Fi & Fantasy convention, one of which was a Harry Potter-themed poster. Through the magic of the internet, series author J.K. Rowling saw it, and used it to illustrate via Twitter that Hogwarts would be an accepting place for LGBTQ students. We were thrilled that something we made resonated with her, and it brought a lot of pride to not just the Youth Project but Halifax and Nova Scotia for the shout-out. The YP appeared on Entertainment Weekly, BuzzFeed, MSNBC, and more!

We're very grateful to our volunteer Abby Crosby for making the posters happen. **Magical.**

### Gift-Wrapping at Mic Mac Mall!

We had the opportunity to use the Mic Mac Mall charity gift-wrapping station for the holiday season. Our staff, youth and hard-working volunteers (and even some friends & family!) jumped in to wrap as many gifts as possible for donations to the YP. All together, we raised approx. \$4700! Wow!



### Youth & Elders Project!



The Youth Project and the Nova Scotia Rainbow Action Project have teamed up for the Youth & Elders Project, a series of events that bring together youth and elder LGBTQ voices for mentorship and a connection to LGBTQ organizing and history. Youth members Greg, Corrina, Chris and others participated in panel discussions on coming out, identity, and activism.



## FlipBurger!

The generous folks at FlipBurger sold the LGBT Burger (lettuce, garlic mayo, bacon and tomato!) during Pride 2014 in support of the YP. Each person who bought a Flip Proud sticker supported our work. The most delicious fundraiser ever.



## Meeting Laura Jane Grace



Laura Jane Grace, mega-famous singer for the band Against Me!, visited Halifax for the Pop Explosion, and very generously invited The Youth Project to sound-check. In addition to spending time with us, and sharing her experiences as an out trans musician, she took song requests and played our favourite songs from her new album, *Transgender Dysphoria Blues*. It was an amazing day to meet not just a famous musician, but someone who means a lot to transgender youth. We are still star-struck!

She posted a group shot of us on her instagram and gave a shout-out to the YP for all our work with LGBTQ youth!

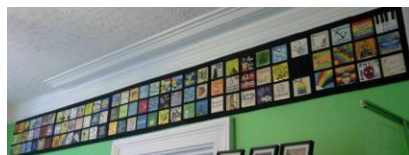
## Guidelines for Trans Youth Inclusion

They're here! The guidelines for supporting transgender and gender non-conforming youth were released by the Department of Education, done in part with collaboration with the Youth Project, trans youth, and other trans educators/community members. We are finding these guidelines very useful in our work, and YP staff have gotten to work with educators, RCH Coordinators in school boards, educators and families around awareness of the guidelines. Major thanks to Youth Board member Jessica, whose challenge in navigating the education system served as a launchpad for collaboration on these guidelines and makes safer spaces for youth. We anticipate lots of work around these in the future!

## Awards & Recognitions

The Youth Project was awarded the 2014 Health Promotion Hero award for our work in LGBTQ health, and the Nova Scotia Rainbow Action Project's Turret Stewardship Award! Thanks to Health Promotion Nova Scotia and NSRAP!

## 2014 Trans Mosaic



In 2014 we inducted some wonderful new names to our Trans Mosaic, a growing art piece that celebrates people locally and globally doing outstanding work for the trans community. In 2014 we unveiled tiles for Max Jones, Chris Frazer, Jody O'Brien, Louis Smith, Stephanie Young, Jake Pyne, Fallon Fox, Jesse Thompson, Francoise Susset, Julia Serano, Sara Davis Buechner, Madonna Doucette and Patrick Daigle. We also relocated the mosaic to a new wall, because it outgrew the previous one!

## Mic Mac Mall, C100 and The Youth Project present: Wear it With PRIDE!

The YP teamed up with Mic Mac Mall and C100 to profile five LGBTQ youth for Pride 2014. Ruck, Max,



Stephanie, Greg and Kadence joined radio host Jax, and shared their story in radio clips aired throughout Pride. In addition, they got to share their own personal styles via a generous donation from Mic Mac Mall. We're very proud of our youth who shared their experiences with the community, and all the support from Jax, C100 and Mic Mac Mall. You can still hear their profiles by visiting: <http://www.c100fm.com/event/details.aspx?id=428169>



### Community Partnerships

Canadian Women's Foundation  
Halifax Pride  
Halifax Public Libraries  
Out!Alive / Addictions Services  
Gay Men's Health Committee / AIDS Coalition of NS  
PrideHealth  
Halifax Rec  
HRM Cultural Affairs  
HepNS  
C100  
Mic Mac Mall  
Nova Scotia Rainbow Action Project  
CPATH (Canadian Professional Association of Transgender Health)  
Gender and Health Promotion Studies Unit (GAHPS)  
YWCA / Status of Women Canada

### Funders

Department of Health and Wellness  
United Way

Canadian Women's Foundation  
Status of Women Canada / YWCA (Safety NET)  
Department of Education and Early Childhood Development  
Home Depot Canada Foundation  
DHW Mental Health and Addictions  
Pride Health  
Department of Employment and Social Development Canada (ESDC)  
Nova Scotia Public Interest Research Group (NSPIRG)

### Students

This year we welcomed Elyssa from the Dalhousie School of Social Work. We thank her for all her hard work and congratulate her for graduating with her BSW!

Many thanks to our summer student Ilias who joined us as the Summer Events Coordinator and helped us carry out a huge summer of events!

### Special thanks:

You Gotta Sing! Community Choir  
Flip!Burger  
Hal-Con Sci-Fi & Fantasy Convention  
Geeks vs. Nerds  
Cape & Cowl Comics & Collectibles  
Therese Bombardier Designs  
Darren Lewis  
Deloitte  
ScotiaBank  
Mac AIDS Fund  
ISCANS  
PSAC Social Justice Fund  
Host Schools for GSA Mentorships:  
Highland Park Jr High & Ecole  
Secondaire du Claire  
Merina Smith & A Gothic Little  
Christmas Show  
The Dining Gents

### Treasurer's Report (2014-2015 Fiscal Year)

This treasurer's report summarizes the Youth Project's revenue and expenditures during the 2014-2015 fiscal year.

Total revenue for the 2015 fiscal year was \$305,885. The Nova Scotia Department of Health & Wellness and The United Way provided the largest grants this year, combining for \$179,538 of total revenue.

There was a tremendous amount of community support shown through Donations, support for the Strike-Out Homophobia bowlathon, the Annual Auction Brunch, and revenue generated from the workshops provided by the Youth Project.

Total expenditures for the 2015 fiscal year were \$277,148. As expected, payroll for staff and community educators represents the largest portion of operating expenses, totaling \$190,412, which was \$2,119 less than budgeted. Spending toward various Youth Services totaled \$40,046, (budgeted \$33,885), however, additional donations in fiscal 2015 allowed the Youth Project to support additional services for the GSA Conference. The total cost relating to the operation of the building and maintenance was \$19,807 (budgeted \$15,646).

During the twelve month period ending March 31, 2015, the Youth Project's total revenue and donations exceeded expenditures from operations, primarily due a significant amount of community support in the remaining months of fiscal 2015. Our budgeted revenue for the year was \$277,149, and actual expenditures were \$280,930. However, total donations were \$24,543 more than budgeted, and as a result the Youth Project had a surplus of \$24,954 in the last month of fiscal 2015.

These additional funds are carried forward to next year and will to be utilized to provide additional Youth Services and funding for Community Educators.

### Treasurer's Report (2015-2016 Fiscal Year Budget)

This portion of the treasurer's report summarizes the Youth Project's budgeted revenue and expenditures for the upcoming coming fiscal year ending March 31, 2016.

We have budgeted revenue of \$315,248, the majority of funding is provided by the Nova Scotia Department of Health and Wellness (\$90,000), The United Way (\$63,000), the Department of Health Wellness Mental Health Grant (\$35,000) and the Annual Auction Brunch (\$20,000).

We have budgeted expenses for fiscal year 2016 of \$315,248, the most significant expense being payroll for staff and community educators of \$196,459 and Youth Services of \$67,750.

We have budgeted additional revenue \$12,000 of additional revenue for new annual giving support. The fiscal 2016 budget forecasts a nil (\$0.00) deficit/surplus.

Andrew Plant  
Treasurer

**The Youth Project**  
**Statement of Income and Expenditure**  
**Actual and Budget, for the year ended March 31, 2015**  
**UNAUDITED**

	<b>Actual</b>	<b>Budget</b>	<b>Variance to Budget</b>
<b>REVENUE</b>			
<b>Grant Revenue</b>			
United Way	57,788	55,000	2,788
NS Dept Health & Wellness	90,000	90,000	0
HPP Network Grant	2,394	2,391	3
HPP Roundtable Grant		4,085	-4,085
HRSDC Summer Student Grant	3,458	3,491	-33
Camp Coyote/ Seahorse	9,280	11,410	-2,130
GSA Conference	9,277	4,815	4,462
CWF Grant -Violence Against Women	330	2,042	-1,712
Ceed Centre - Education & Dev	3,458		3,458
Home Depot Canada Foundation	718		718
DHW Mental Health Grant	31,751	35,000	-3,249
<b>Total Grant Revenue</b>	<b>208,453</b>	<b>208,234</b>	<b>219</b>
<b>Donations</b>			
Donations	25,151	9,815	15,336
Valley Youth Project	618	1,000	-382
Youth Board Events & Donations	827		827
Memorial Donations	6,287		6,287
Strike Out Homophobia	18,038	17,400	638
Pride events fundraising	2,838	1,200	1,638
Auction	25,274	26,000	-726
<b>Total Donations</b>	<b>79,032</b>	<b>55,415</b>	<b>24,543</b>
<b>Other Revenue</b>			
Workshop - Honoraria + Travel	17,901	11,000	6,901
Rent (Capital Health)		1,500	-1,500
Sale of Homophobia Kits	500	1,000	-500
<b>Total Other Revenue</b>	<b>18,401</b>	<b>13,500</b>	<b>4,901</b>
<b>TOTAL REVENUE</b>	<b>305,886</b>	<b>277,149</b>	<b>28,737</b>
<b>EXPENSE</b>			
<b>Payroll Expenses</b>			
CEED Centre - Education & Dev	3,451		-3,451
Wages & Salaries	132,538	144,189	11,651
HRSDC Summer Student	3,921	4,524	603
DHW Mental Health Grant	33,185	31,155	-2,030
Back Pay - Other Staff	5,267	5,345	77
<b>Total Wages</b>	<b>178,362</b>	<b>185,212</b>	<b>6,850</b>
EI CPP & RRSP	12,051	11,655	-396
<b>Total Payroll Expense</b>	<b>190,412</b>	<b>196,867</b>	<b>6,454</b>

**Youth Services**

Auction Expense	8,955	9,500	545
Meetings and AGM	754	775	21
Youth Board - Development	1,858	2,000	142
Youth Board Programming	3,981	6,000	2,019
Homophobia Hurts Manuals	427	1,000	573
Youth Support	345	200	-145
Volunteers	374	500	126
Camp Coyote/Seahorse Expense	9,280	11,410	2,130
GSA Conference & GSA Network	9,477		-9,477
CWF Grant-Violence Against Women	659		-659
Strike Out Homophobia	2,487	2,500	13
Pride Events Expense	833		-833
Valley Youth Project	618		-618
<b>Total Youth Services</b>	<b>40,047</b>	<b>33,885</b>	<b>-6,162</b>

#### **General & Administrative Expenses**

Advertising & Promotions	425	2,000	1,575
Courier & Postage	323	1,000	677
Board & Liability Insurance	3,446	3,500	54
Bank Charges	1,322	1,000	-322
Office Supplies	1,712	3,000	1,289
Equipment Purchase	2,154	0	-2,154
Photocopying	3,134	2,500	-634
Internet and Computer	970	1,200	230
Web Site Maintenance	1,512	1,200	-312
Audit Fee	896	700	-196
Bookkeeping	3,752	4,100	349
Telephone	1,425	1,500	75
Staff Development	139	500	361
Travel	8,030	7,000	-1,030
Meals	458	750	292
L Wichman Memorial	449		-449
Miscellaneous	20	300	280
Bursary Fund - Graham Pinsent	500	500	0
<b>Total General &amp; Administrative</b>	<b>30,665</b>	<b>30,750</b>	<b>85</b>

#### **Building**

Repair & Maintenance	1,823		-1,823
Utilities: Gas, Electric, Water	6,784	6,800	16
Pest Control	725	746	21
Property Tax	5,941	4,000	-1,941
Security	336	300	-36
Cleaning	1,908	2,300	392
Insurance - Building	1,409	1,500	91
Depreciation	4,717		-4,717
Amortization of Contributed Surplus	-3,836		3,836
<b>Total Building</b>	<b>19,807</b>	<b>15,646</b>	<b>-4,161</b>



<b>TOTAL EXPENSE</b>	280,931	277,148	-3,783
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<b>NET INCOME</b>	24,955	1	24,954
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