

YEAR-END REPORT 2019-2020

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EXECUTIVE DIRECTOR CARMEL FARAHBAKHSH

PROGRAMMING AND COMMUNICATIONS COORDINATOR SKYE CROSS

EDUCATION AND GSA COORDINATOR NIK BASSET

RESOURCE DEVELOPMENT AND GRAPHIC OUTREACH TOBIAS HAYES

SUPPORT SERVICES EDUCATOR MAXIE JANES

FRENCH COMMUNITY EDUCATOR
TIANA MERALLI BALLOU

CREATIVE PROGRAMMING FACILITATOR
TEO FERGUSON

# BOARD OF DIRECTORS

### INCOMING BOARD

ABBEY CAMPBELL
ALIYA JAMAL
BECKY WELTER-NOLAN
CAMERON DEBAIE
LAURA WHITELAND
MAGGIE ARMSTRONG
REBECCA CLANCEY
RYAN NEARING
SALLY WOLCHYN-RAAB
SARAH STEVENS
VERONICA GUTIERREZ
YOUTH BOARD CHAIRS
AC SILVER

### **OUTGOING BOARD**

ADAM SIGRIST
SADIA MCDONALD-STRAND
AC SILVER
DALE GRUCHY
DAVE DRAPAK
BRIA MACKINNON
CONNOR MCKIGGAN
YOUTH BOARD CO-CHAIRS

## COMMUNITY PARTNERSHIPS

ISANS THE YMCA KHYBER CENTRE FOR THE ARTS RECLAIMING OUR ROOTS SOUTH HOUSE THE MAGIC PROJECT GAME CHANGER 902 HALIFAX PRIDE HALIFAX PUBLIC LIBRARIES CAPE BRETON REGIONAL LIBRARY OUT!ALIVE/ADDICTIONS SERVICES CPATH PRIDE HEALTH 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

### **FUNDERS**

DEPARTMENT OF EDUCATION UNITED DEPARTMENT OF HEALTH AND WELLNESS CANADIAN TRANS YOUTH HEALTH SURVEY COMMUNITY HEALTH **BOARDS** CANADIAN WOMEN'S FOUNDATION PREVENTION INNOVATION GRANTS NS PUBLIC INTEREST RESEARCH GROUP PROGRESS CLUB CANADIAN SEASIDE CABLE CAPE BRETON MEDAVIE BLUE CROSS RBC

# FROM THE BOARD OF DIRECTORS

Good afternoon everyone and thank you for coming to our AGM. When I was elected to the Interim-Board of Directors, I knew it would be hard work. I had heard a lot about the distrust building both within the organization as they struggled for solid direction, and also within the community at large as folks recognized a lack of organizational commitment to addressing racial justice and a lack of 2SQTBIPOC leadership. I'd been working with youth in the city on a daily basis for a while and that provided me with an insight into the Youth Project from the perspective of the community they were serving. I heard disheartening reports on a regular basis, and many of the youth I spoke with were eager to see change. As a white, cis-gender man I know that I don't have the same understanding of these issues that intersectional communities do but my work has always included an element of broadening the inclusiveness of each environment I become connected to. I wanted the teenagers I cared for to see that the Youth Project could be an inviting and inclusive organization and I knew for that to happen changes needed to be made from the top down.

### CHAIR REPORT



### CHAIR REPORT

Back in February when the election was held, the world was a different place. We expected to serve as board members for three months and arrange for a new board to come in and replace us. We knew we were all just place holders but each of us had the same goal, to set this organization on a new path and start building trust with the community.

It quickly became evident that the Youth Project would need more than just place holders, though. As we explored the state of affairs my fellow Interim-Board Members and I realized that during a time where there was a lack of consistent leadership, our recurring grant applications

were lapsing and our staff contracts were out-of-date. If we didn't do something about the finances, the Youth Project wasn't going to survive the year.

In addition to not having the finances to survive, the Youth Project also had no Executive Director at the time. The previous Board had tried to find one and that process did not go well. The selection did not result in a permanent hire and some members of the hiring committee andthe community at large were ultimately unhappy with the process.

There was a point where it became difficult to see the Youth Project staying operational, first the financial issues then COVID-19 brought a magnitude of uncertainty. We were getting advice from all directions, experts in non-profits, lawyers, every professional we went to was eager to suggest one plan or another but nothing seemed to be the right fit. At a loss for how to move forward, we decided to ask the staff their thoughts. We told them everything we'd been struggling with, the ominous deficit we were predicting, a global pandemic that would change the way we had been operating for years, and our need to have a leader working full time to set us back on track.

### FROM THE BOARD OF DIRECTORS

## CHAIR REPORT

Together, everyone at the Youth Project unanimously agreed to instate Carmel Farahbakhsh as the new Executive Director. Carmel, for those of you who don't know, had gone through the hiring committee process I mentioned earlier with extremely favourable results but unfortunately was not offered the position at the time. Despite this unfair result, Carmel applied for the next job available at the organization and this time they got it. In one of my first meetings with them, I asked them why they came back after they'd been unfairly turned away and they told me they saw our potential, they knew we could do better and they had ideas to make it happen. In the time that Carmel has been working as Executive Director they've managed to secure some of our lapsed grant applications, done an impeccable job of finding us new ones, and perhaps most impressive of all-helped guide this resilient and beautiful organization through a period of true financial and organizational crisis. With the help of a staff that is equally passionate about this work, Carmel has ensured that the Youth Project has a future where we can be relevant, supportive, and uplifting. A future that is building the foundation of true intersectional practice, community engagement, and recentering youth leadership.

### FROM THE BOARD OF DIRECTORS

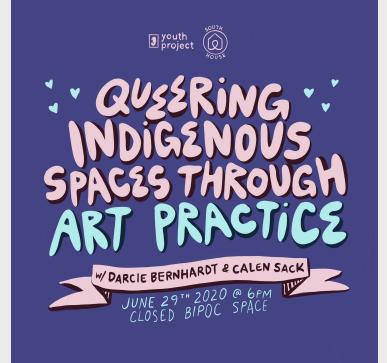
## CHAIR REPORT FROM THE BOARD OF DIRECTORS

I'd like to take a second now to thank those staff. Our education team; Nik, Tiana, Maxie, and Merle who banded together in the face of a lack of classrooms to find new and creative ways to continue our work educating youth and professionals about gender and sexuality. Skye, who was able to take on coordinating our programs in a time when our idea of programming had to change in an instant to keep up with rules about gatherings and social distance. Masuma, whose essential work engaging with youth from communities of colour is a huge part of the change that is desperately needed in order to achieve the future that we're all hoping for. Toby, who has been creating accessible resources and shaping our improved social media presence. Madonna and Mitch in Cape Breton who are able to work wonders from so far away in a community desperate for 2SLGBTQIA+ representation and leadership. Not to mention our incredible volunteer team in the Valley led by Krista and our amazing South Shore team led by Leigh, whose dedication to The Youth Project is admirable, moving, and fully appreciated not just by us but by the youth who they serve.

I couldn't be more thankful to have had this time serving on the Board and getting to know the people who make this organization work. I hope that as I step aside we're able to elect a Board that sees and respects the knowledge, skill, and hard work of our staff, a Board that trusts the direction set by our promising new Executive Director and recognizes that as an organization that serves youth we must continue to put their voices first.

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VIRTUAL WORKSHOP 6-8PM 10.22.20

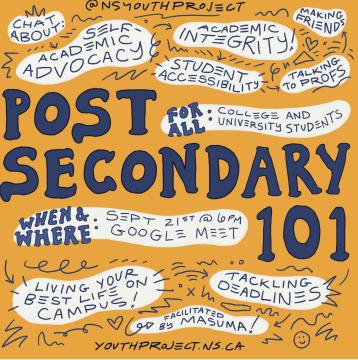
### DEBRIEFING SAULNIERVILLE

REFLECTIONS ON RIGHTS, RACISM, AND RELATIONS FROM YOUNG MI'KMAW WOMEN

KYAH NEVIN-MICHAEL (SHE/HER) & HANNAH MARTIN (SHE/HER) WITH RECLAIMING OUR ROOTS AND THE YOUTH PROJECT







SEPT 24 6-8PM ON ZOOM

PARENTS

**youth** project

SOCIAL DISIANCING FOAED ONE MHIFE SOSPOSITING Y

**ZOOM WORKSHOP JUNE 25 6-8** 

A WORKSHOP & DISCUSSION GROUP FOR PARENTS, GUARDIANS & LOVED ONES



## EXECUTIVE DIRECTOR REPORT

It is such a pleasure to be here with all of you and to talk with you about this incredible and resilient organization that I deeply love, The Youth Project.

I was hired almost a year ago in January 2020 as the Support Services Coordinator and had the privilege of getting to know so many incredible youth, Youth Board members, and staff through that work. I fully believe in the transformative power and magic of youth brilliance, and it was so incredible to witness this as new staff. As I worked alongside the team at the YP, it became even more clear to me that there was so much critical organizational work to be done - it became apparent to me that we were experiencing nonprofit growing pains - we were in a place where the work that we wanted to hold with respect and care was sometimes in conflict with or in contradiction to historical ways of operation. When I was invited into the role of ED, I was deeply humbled to have unanimous support of staff, The Youth Board, and our newly elected hard-working group of Interim Board Members - I feel and felt so privileged to be here. When I started, my intention was and continues to be to hold the juxtaposition of honoring our remarkable histories and challenging ourselves to push into a more inclusive future.

At this time, we were in the beginning stages of COVID-19. In collaboration with a truly phenomenal staff team, we immediately moved all of our core programming, support programs, and educational program/ resource development online. This was an exciting and exhausting time of experimentation, innovation, creativity, and mutual care as we all tried new things together. We were able to immediately start offering support digitally and were excited by the amount of youth interested in support sessions but also in attending programs. Our amazing education team worked to create tangible resources and focused on resource development, resources to specifically compliment school curriculum, and creating engaging social media posts which encouraged youth and adults alike to continue their 2SLGBTQIA+ educations. Nik will speak in greater detail about our programming and educational resources.

## EXECUTIVE DIRECTOR REPORT

This teamwork allowed us to offer two digital camps, our annual queer prom, a slumber party themed dance party, and on top of core programming - instances of professional development, creative educative resources, extra workshops and programming with community leaders we admire, an online pride week, and one incredibly sweet outdoor in person distance youth pride event. We have truly embodied a holistic approach in offering resources that tend to our historical roots and also prioritize and uplift voices often underrepresented in 2SLGBTQIA+ communities with focus on racial justice held through the lens of Black Liberation, Indigenous Sovereignty, racialized youth leadership, and strengthening, and growing community partnerships.

I am so excited to be continuing our amazing and ongoing partnerships, but a few exciting new partnerships that we are cultivating is with: ISANS, The YMCA, Khyber Centre For The Arts, Reclaiming Our Roots, South House, The Magic Project, and Game Changer 902, along with a myriad of other incredible community leaders that have worked in collaboration with us over the past 8 months. This momentum marks an organizational shift that feels so palpable and so energizing. This shift in our prioritization and goals moving forward continues to teach me about the transformational magic inherent in community work.

On top of offering programs, education, support, and welcoming new partnerships, I have also been working very hard to apply for as many grants and funding opportunities as possible and am so proud of the amount of support we have been awarded in the past 6 months. My goal is to maintain this progress so that we can continue to support our incredible youth, staff, community initiatives, and hopefully get to a place where we can bring more people on to our team - my dream is that as well as a BIPOC Outreach Coordinator, we would also have the budget to support an 2SLGBTQIA+ African Nova Scotian Program Coordinator as well 2SLGBTQIA+ Mi'kmag Program Coordinator. It as a is also my goal to fund an on-going Community Consultations Committee as a mechanism to hold staff, and boards to loving accountability as we work to have our programs, events, resources, and organizational presence reflect values of antiracism and anti-oppression. This also will allow for various voices/experiences to be represented in guiding our organization, but in a way that does not expect a capacity, ability, or interest in volunteering time.

Together as we vision, revision, and imagine the Youth Project futures, I ask that we center these principles previously discussed in choosing our Board. It is crucial that we understand the importance of a variety of lived experiences, and work to choose folks who have a variety of strengths, experiences, and passions. I am so excited to embark further on this journey with the fabulous staff team, inspiring Youth Board, dedicated volunteers, passionate Board members, and brilliant membership.

Thank you for continuing to show up for the Youth Project and supporting us as we grow, learn, and metamorphosize.

# EXECUTIVE DIRECTOR REPORT

@NSYOUTHPROJECT



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SAMPLES OF COMMUNITY EDUCATORS' VIRTUAL RESOURCES



With the global pandemic following shortly after our Special General Meeting, staff responded to a collective need for routine, connection, online social spaces, and 2SLGBTQ+ representation and support. We committed to funneling our resources into creating stable, reliable, dynamic, and engaging digital services flushed with curriculum, supportive and socially connective programming, and general systems navigation support. The YP Staff and board met regularly over Google Meets to discuss best use of our time while we are not in schools or offering in-person programming. Over the course of the spring and summer we developed Online Workshops and Programs, started planning and building Resource Development Projects and a curated Youth Project Resources Guide, facilitated a handful of Virtual Professional Development sessions, and offered online Support Services.

Staff collectively created an Online Programming Policy and Skye and Toby worked alongside the Youth Board to facilitate Online Workshops and Programming. Over the summer we facilitated our core monthly programming: Drop-In, Transformers, Non-binary Hangout, and Supporting a Loved One While Social Distancing (formally known as Parents Night). In addition to our core programming, we offered Sweet Dreams, a virtual slumber dance party, Starry Night Queer Prom, Camp Seahorse and Camp Coyote (and delivered camp kits filled with goodies), Queering Indigenous Spaces Through Art Practice with Darcie Bernhardt and Calen Sack, and Pride Programming such as 2SQTBIPOC Closed Space, Dreaming 2SQTBIPOC Futures Panel, Youth Space, and Sexual Health and Consent. Currently, we are in planning stages of special programming for the fall and our annual camp fundraiser.



The Education team have shifted their energy into creating engaging online resources, including videos, tool kits, and resource lists. We are currently in the development stages of a stopmotion animation video project called Proud Futures alongside illustrator Bria Miller, curated an Anti-Racist Solidarity Resource list as well as lists of Instagram accounts to follow including our recent Black and Indigenous Artists and Activists in Mi'kma'ki, have a schedule of monthly digital zines to release, are creating a mailing list for a monthly newsletter, and will be launching a GSA website to host a virtual GSA conference and support GSA's virtually during the school year. In addition to resource development, I have been maintaining Policy Consultation, the coordination of Virtual Professional Development Sessions, and my role with the Anti-Racism and Anti-Discrimination Leadership Committee led by Kenneth Fells that included presenting at the Summer Learning Academy.

Over the spring and summer months, Carmel and Maxie held 95 virtual support sessions with 70 different queer, trans, and questioning youth across the province, and have maintained the gender affirming garments program sending binders, gaffs, and packers to youth across the province. Finally, staff are currently developing the best possible collective agreement with SEIU and will be moving into collective bargaining this year.

## STAFF UPDATES

## YOUTH BOARD REPORT

As a Youth Board, we have had a very busy year. We have grown quite a bit, testing out new ways to connect digitally with each other, and are a sizable group, with 12 members ranging in age from 15 to 25.

In the beginning of march 2019, we had our annual Youth Board Retreat. Here, we elected new executive team, worked on our planning for the year, and did various team bonding activities as a group. It was a very successful and fun weekend for all who attended, and we got a considerable amount of work done for the year. Shortly after this, the Youth Project had to shut down in person activities due to coronavirus and adapt to online. The Youth Board had a similar process, as we moved all of our meetings and discussions into an online format from March to August. Despite these changes, we still managed to have regular meetings and got quite a bit of work done over the summer remotely. While some of our large events like Queer Prom did unfortunately get cancelled, we still managed to host virtual Pride events, an inperson youth hang out, virtual summer camps, and regularly monthly online programming.

We recently began the process of having in person meetings again in September, which was a welcome change for the group. With new measures in place, we can hopefully begin to interact in person and provide feedback and support for programming and other topics. We are set to grow in numbers this month, with up to five new members potentially joining our existing twelve.

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.













## TREASURER'S REPORT

Having stepped into this role in February of 2020 (at the end of the fiscal year 2019-2020), the financials for 2019-2020 are presented as they were found, and I will only be commenting on our current financials.

Shortly after stepping into this role, the world (and the YP) was turned upside-down by the arrival of COVID and the move to online-based programming. This obviously led to budgeting changes, including some staffing changes and adjustments of programming costs, especially for our summer youth camps and Queer Prom as we moved everything online.

In light of all these challenges, the budget for the fiscal year of 2020-2021 was created with much invaluable input from our executive director Carmel and accountant Kandra. Thanks to the tireless work of Carmel in seeking out grants and funding opportunities, we have been able to present a (almost) balanced budget. Our hope is to make up the small shortfall project (less than 5k) through donations and further grants.

I look forward to the YP's continued growth in 2021!

AC Silver, Acting Treasurer

## 2019-2020 FINANCIAL STATEMENTS

The services of G&R CPA's were acquired to perform a financial review of our fiscal year - all of the information will be available on our website.

### The Lesbian Gay Bisexual Youth Project Society

#### Statement of Income

For the Year Ended March 31, 2020

	Note	2020 \$	2019 \$
Revenue			
Amortization of deferred capital contributions	5.	3,083	3,211
Auction		-	1,500
Donations and other revenue		101,924	32,694
Federal Government - Employment		2,000	68,000
Interest		1,124	3,081
Pride Events		1,977	2,602
Provincial Funding:		-	-
NS Department of Health and Wellness		191,164	230,000
Department of Education and Early Childhood Development		270,000	72,500
Department of Community Services		3,482	14,143
Other Grants	6.	47,368	63,355
United Way Funding		28,507	69,272
Workshops		500	8,646
Youth board fundraising	<u> </u>		5,970
Total revenue		651,129	574,974
Operating expenses			
Building	7.	35,200	26,819
Bursary		500	-
ESDC Apology Grant - project participants		4,250	58,750
Fundraising		234	906
General and administrative expenses:			-
Professional fees		37,183	29,198
Advertising and promotion		3,634	1,663
Amortization of furniture and fixtures		705	1,146
Bank charges		5,027	5,331
Board insurance		-	3,751
Office		45,979	53,941
Photocopying		38	1,139
Staff development		1,751	3,307
Telephone and internet		5,338	4,651
Travel expenses		37,177	21,574
Salaries and wages		421,580	331,915
Youth Services		23,545	34,112
Total expenses		622,141	578,203
Excess (deficiency) of revenue over expenses		28,988	(3,229)

### The Lesbian Gay Bisexual Youth Project Society

#### **Statement of Net Assets**

For the Year Ended March 31, 2020

	2020	2019
Balance - Beginning of Year	97,588	70,817
Prior period adjustments	-	30,000
Excess (deficiency) of revenues over expenses	28,988	(3,229)
Balance - End of Year	126,576	97,588

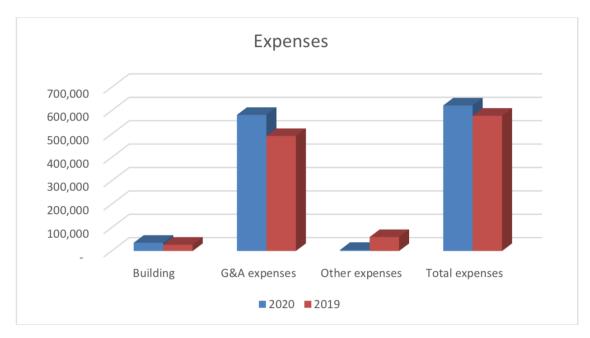
### The Lesbian Gay Bisexual Youth Project Society

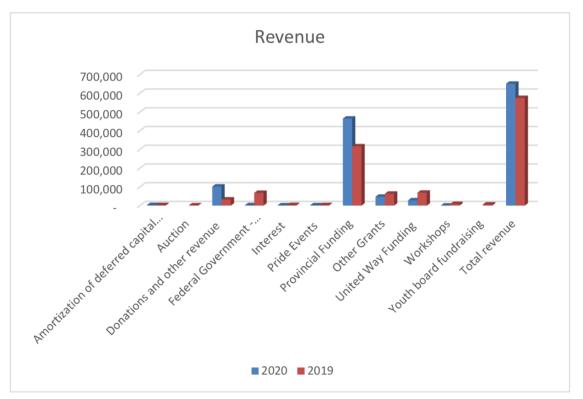
### **Statement of Cash Flows**

For the Year Ended March 31, 2020

	2020	2019
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess (deficiency) of revenue over expenses	28,989	(3,230)
Amortization	1,413	1,884
Bad debt expenses	3,861	-
Decrease in short term investment	(204)	(7,026)
Increase (decrease) in account receivables	(1,913)	5,153
Increase (decrease) in prepaid expense	(1,795)	1,273
Decrease in HST receivable	(6,223)	(8,605)
Increase (decrease) in accounts payable and accrued liabilities	9,887	(4,912)
Increase (decrease) in source deductions payable	(9,430)	6,773
Decrease in deferred revenue and customer advances and deposits	(39,902)	(238,611)
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES	(15,317)	(247,301)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments to acquire property, plant, and equipment	(1,701)	(1,828)
DECREASE IN CASH	(17,018)	(249,129)
CASH - BEGINNING OF YEAR	98,408	347,537
CASH - END OF YEAR	81,390	98,408

## **EXPENSES**





REVENUE

## 2020-2021 BUDGET

The Youth Project		
Income Statement - Board Approved 2020-21 Budget		
2020-21 YP ED Appro	ved BUDGET	
•	2020-21	
	Expected New	
	Funding per Grant	
REVENUE	Apps	
TETEROE .	,,,,,,,	
Grant Revenue		
United Way	\$25,800.00	
NS Dept Health & Wellness	\$180,000.00	
Education Grant	\$250,000.00	
Camp Coyote/ Seahorse	\$15,000.00	
Other Grants	<b>4</b> 20,000.00	
CWF Grant	\$10,000.00	
CBRC Partnership	\$37,560.00	
Medavie Blue Cross	\$25,000.00	
Total Grant Revenue	\$543,360.00	
	72.2,330.00	
Donations		
Donations - Benevity	\$2,500.00	
Donations - Canada Helps/Paypal	\$50,000.00	
Pride events fundraising	\$1,500.00	
Total Donations	\$54,000.00	
	, , , , , , , , , , , , , , , , , , , ,	
Other Revenue		
Interest Earned	\$900.00	
Total Other Revenue	\$900.00	
TOTAL REVENUE	\$598,260.00	
EXPENSE		
Payroll Expenses		
Wages & Salaries	\$353,000.00	
Total Wages	\$353,000.00	
El Expense	\$4,200.00	
CPP Expense	\$7,900.00	
Fed/Prov Taxes	9,500.00	
Health Benefits	\$16,200.00	
Total Payroll Expense	\$390,800.00	
Versit Operation		
Youth Services Meetings and AGM	\$150.00	
Meetings and AGM  Youth Board Dev/Programming expenses	\$150.00	
Youth Transportation	\$1,500.00	
Youth Board Programming	\$1,500.00	
Food / snacks for youth programming	\$1,500.00	
Volunteers	\$5,500.00 \$500.00	
Binder Program	\$3,500.00	
Pride Events Expense	\$1,500.00	
Total Youth Services	\$16,950.00	
, out	<b>710,330.00</b>	
General & Administrative Expenses		
Catering	\$1,500.00	
Advertising & Promotions	\$2,500.00	
Contract/Subcontract/Consultation/Interpreting	\$1,050.00	
Courier & Postage	\$650.00	

## 2020-2021 BUDGET

Mileage (Staff Km's)	\$10,000.00		
Youth Board Entertainment	\$400.00		
Bank Charges	\$420.00		
Rounding (+/-)			
Equip/Office Supplies	\$2,100.00		
Penalties and interest	\$1,500.00		
Photocopying	\$25.00		
Web Site Maintenance	\$2,500.00		
Professional Fees, Audit and Legal	\$6,500.00		
Merchant Fees	\$2,500.00		
Event Venues/Rentals	\$10,000.00		
Licenses & Permits	\$60.00		
Accommodations	\$4,000.00		
Accessories/Decorations	\$1,200.00		
Memberships/Subscriptions	\$100.00		
Camp Training	\$500.00		
Telephone & Internet	\$3,503.28		
Honoraria	\$10,000.00		
Staff - Professional Memberships	\$250.00		
External Development (Camp/Staff Training)	\$1,500.00		
Travel (Gas/Tolls)	\$5,500.00		
Meals	\$2,500.00		
Bursary Fund - Graham Pinsent	\$500.00		
Total General & Administrative	\$71,258.28		
Building			
Repair & Maintenance	\$250.00		
Natural Gas	\$5,400.00		
Electricity	\$1,680.00		
Water	\$1,620.00		
Pest Control	\$900.00		
Property Tax	\$9,000.00		
Rent - Cape Breton	\$11,040.00		
Security	\$728.00		
Cleaning	\$2,000.00		
Insurance - Building	\$5,800.00		
Total Building	\$38,418.00		
TOTAL EXPENSE	\$517,426.28		
NET INCOME	\$80,833.72	Surplus (Revenue minus expenses)	
Generated On: 07/29/2020			