

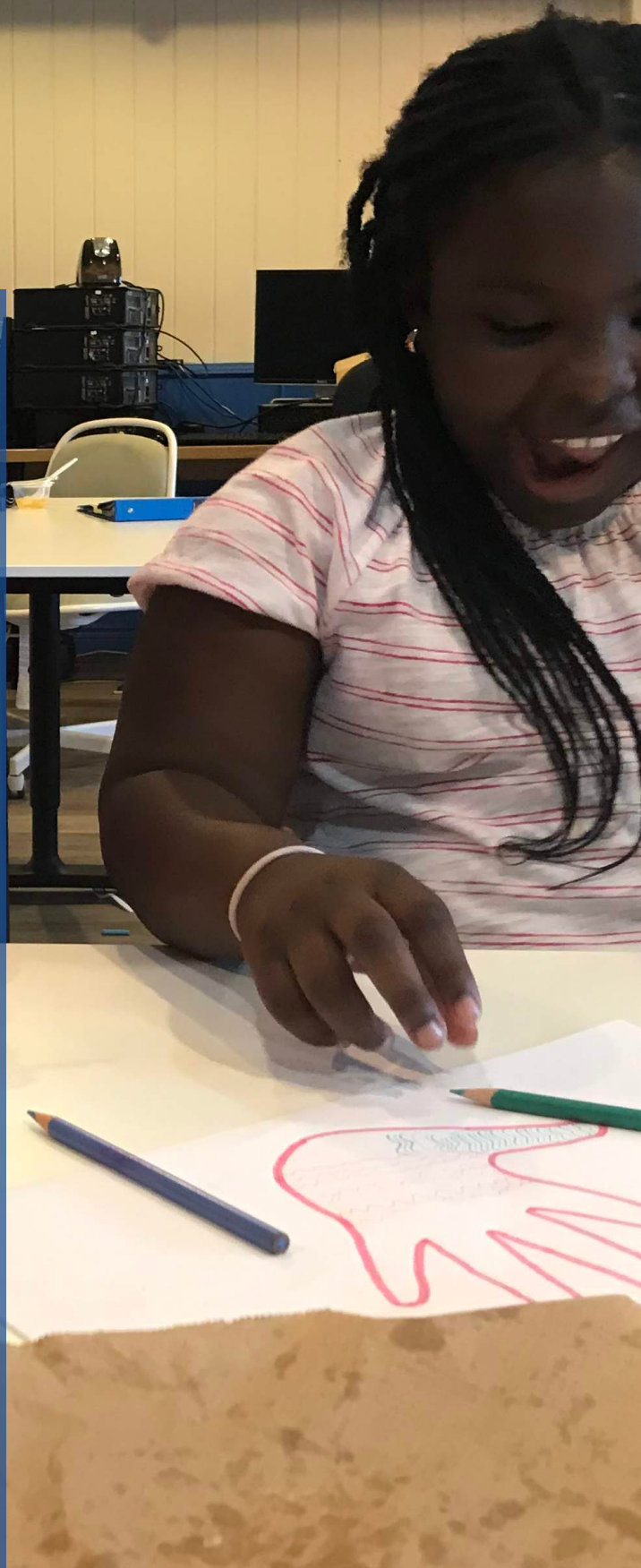
ANNUAL REPORT 2019



Sharing the Love

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OUR VISION

Our communities will be a place where our youth will experience safety, true value and well being.

OUR MISSION

To address the pressing needs of children and youth of Weston and surrounding communities by providing diverse and innovative programming and services

OUR VALUES

Serving the Whole Child
Relationship Building
Stewardship
Responsiveness
Transparency

Our Model

Frontlines' model involves youth giving back to each other. For example, youth of our culinary program provide meals to our younger youths (6-17). The 13-17 youth volunteer to support the younger children in the after school programs such as homework club. The younger children in turn, help teach important values such as patience and responsibility to the older youth. Additionally the younger children help the older youth explore their career aspirations and interests such as if they like working with kids.



Message from Executive Director



Every year, since becoming the Executive Director of Frontlines, writing my message for the Annual Report has been one of the highlights of my year. It is easy to get caught up in the work, that one forgets to pause and reflect on all that has passed. The process of completing the Annual Report allows me to do just that- Reflect. In my reflection, all that I can say and simply put is that I love what I do and I do what I love.

It has been a joy seeing the growth of the organization. We continue to see increases in the number of youth being served and our impact in the community. When I listen to the young people speak about Frontlines and when I read some of the testimonials that were shared by the youth in this Annual report, I know that Frontlines is providing a safe space and making a difference in the lives of these young people. While I can speak about several of our programs, I truly loved seeing the youth take up leadership in their community as reflected in programs such as in the Violence Prevention Cookbook Program. Our youth were featured on television twice for their cookbook. Marginalized youth are often excluded from STEM opportunities. As someone who had the privilege of exploring the sciences, I also enjoyed seeing our youth engage in STEM last year. I am thankful for all staff and volunteers for being mission focused and passion filled to create these lasting memories for our youth.

While I may not always be in the kitchen chopping potatoes or engaging in shooting hoops on the basketball court or doing arts and craft as staff do, I spend most of my time ensuring that Frontlines is financially sound and that our staff and volunteers have as much resources to carry out our mission of addressing the pressing needs of our participants. Despite unexpected expenses such as first time rent payments to the church, we continue to see year over year growth in the financials of the organization. I am thankful for our donors, sponsors, funders and catering clients that have supported us; allowing us to grow our organization. Thank You! Special thanks to funders such as RBC, LoyaltyOne, Jumpstart, TD Bank, Orvosi Medical and Home Depot for the large and recurring contributions to Frontlines. Thank you to all who attended our sold-out Annual Dinner last year, particularly celebrity chef Roger Mooking. Our Annual Dinner funds allows us to channel unrestricted funds to areas in most need.

Last year in our Annual Report and AGM, I mentioned to stay tuned in regards to updates on Frontlines' location. Frontlines has been at 1844 Weston Road for more than 30+ years. Structural and esthetic issues of the building have been a major concern for me, ever since taking on the role as Executive Director. I have been working for years on doing renovations but it was piecemeal based on raising funds or in kind supports. However, a recent collapse of part of the roof and subsequent flooding increased the urgency for Frontlines to find a new home. We are thankful to the Weston Village Business Improvement Area, Councillor Nunziata and Castlepoint Numa for helping us find a new place and remain in Weston, especially during this pandemic. Weston had the 2nd highest rates of COVID 19 at the start of the pandemic and some members of this community were already grappling with the impacts of poverty before the pandemic. Frontlines is needed in this community as we stand as the only child and youth specific charity in Weston.

There are so many people to thank for Frontlines success including all those already mentioned above. Thank you to our Members of Federal, Provincial and Municipal Parliaments for being great supporters of Frontlines. Thank you to all our partners such as Second Harvest and Action Dignity. Thank you to the Board of Directors. Simply put- Thank you all.

I look forward to new beginnings at the new location.

Stachen Frederick



Message from Board Chair



For Frontlines, 2019 can be described using two words: Process and Progress.

The Board of Directors embarked on an ambitious but necessary **process** of updating our bylaw to reflect the current realities of the organization. After many months of deliberation rooted in years of long standing ties with the Weston Park Baptist Church (WPBC) , I am proud to say that after much conversation we are on the cusp of having WPBC endorse the changes proposed—with much thanks from the Board. We have also made changes to policies and routines of the Board, in the interest of devoting the bulk of our time to the business of building community through the empowerment of our young people.

2019 has also seen considerable **progress** for the organization. At this time last year, our community was reeling from the gun violence percolating through our streets. So much so, one of last year's AGM attendees had to rush out of the event to tend to her son—shot in the Trethewey and Eglinton area and headed for the hospital. Our elected representatives advocated for our needs, in particular Councillor Frances Nunziata, such that municipal funding to address these issues has been made available. While the Coronavirus continues to grip our society and suspend our in-person programming, Frontlines has assumed a level of resilience not often seen by non-profits in our community, converting programs to on-line formats where possible. The Board expresses its heartfelt thanks to all staff for their agility and sacrifice during this time. As we continue to progress, we regretfully offer our thanks to Bill Taylor, Diana Stapleton, Daisy Bygrave, Carol Latimer, and (last but not least) Darlene Lucas, all of whom are leaving the Board. Your service to the youth of Weston and beyond will not soon be forgotten. In the same spirit, a warm welcome is extended to our freshmen class of Board members—I look forward to working with all of you.

I also look forward to, with my Board colleagues, taking on the challenges that are ahead. The pandemic has shown to affect people of colour differently than others. The demographics of Weston and its surrounding communities require our organisation to be more available and accessible than ever before. On behalf of the Board of Directors, and with Frontlines' supporters at the ready, our message to this virus and its impacts is clear: Bring it on!

Sincerely,

Asquith Allen
Chair



Programs (6-12 years old)

HOMEWORK CLUB

Each week our staff and volunteers provide one-one-one homework support to children between the ages of 6-12 in subject areas such as math, science, english and more. We are keen on being a resource in order to contribute to the overall academic success of children.

THE JOURNEY

We created a program that allows for children to dive deep into self-discovery. In turn, they will learn more about themselves and the world around them. We provide the opportunity for them to engage in storytelling and share testimonies.

SO YOU THINK YOU CAN COOK

We teach children the importance of learning how to cook. Once a week they learn how to make healthy meals that are recognized from different countries around the world. While cooking they also take part in a discussion over many different topics.



STEM HUB FOUNDATION

We partnered with the StemHub Foundation to educate the youth in the areas of science, technology, engineering and mathematics. Twice a week there were external people who came in to teach and engage with youth in STEM related activities.

TGIF DROP-INS

On Fridays, we open up our space for children to come in and wind down their week with us. Kids are able to drop in and hang out with their peers and staff. We play music, games, and more. Friday drop-ins are a huge hit here at Frontlines.

CAMPS

Throughout the year we run a variety of camps which include: New Year, March Break and Summer camp. During camp, children participate in fun educational activities which also involve special guests who come in to facilitate an activity in some camp sessions.

300

CHILDREN 6-12 ENGAGED
ON AN AVERAGE BASIS

13-17 year old Programs

LEADERS IN TRAINING (L.I.T.)

Leaders in Training also known as "L.I.T." is a program for youth ages 13-17. The name was an inspired reference to the word "lit" which means cool and is used among those in urban communities. Each week there are a variety of activities such as workshops, events, and more all of which are led by volunteers. Those who volunteer gain community involvement hours, free certification in CPR, food handling and learn about different career avenues at Frontlines or our partners. We partnered with Canadian Mental Health Association for 6 weeks to deliver a program on mental health.

ROOTS AND STEM

Our Roots and STEM program is designed for youth aged between 13-17. The program looks at science, technology, engineering and mathematics through the perspective of Black History. Through the generous funding of Canadian Heritage our youth are able to conduct experiments, take trips, gain homework help and more.



2 Scholarships

86  **97**
INCREASE IN YOUTH
ENROLLMENT 13-17

Youth Testimonials

The thing I enjoyed the most about being an L.I.T. would be interacting with the kids there. Another thing I enjoyed is learning to be responsible. It made me really think before I take certain actions. I also enjoyed playing around with others. I think of making memories with people because you never know how long you'll be able to be with them.

Destiny Morrison

Being a L.I.T at Frontlines is such a positive experience and I really enjoy coming here. I like being a L.I.T. because it not only helps to keep me out of trouble but also provides a safe space. I enjoy learning about life lessons, how to deal with problems and how to conquer it but also learn about ourselves. Another positive sense of being a L.I.T. is the feeling of being involved in the community and making the Weston community a better place.

Angela Arroyo

What I like about being an L.I.T. is having the opportunity to participate in different types of activities such as cooking, field trips, outdoor activities while being a leader in training and helping the kids with their homework. I also enjoy the environment that I'm in it makes me feel safe and secure. At Frontlines, there is always something to do. The staff always have something for you to help them with. It could be developing activities for the kids to participate in or ideas to give to the community and spreading awareness for certain problems most people are dealing with.

Sylvia Varanelli

FOR THE LOVE OF THEIR OWN COMMUNITY: A YOUTH VIOLENCE PREVENTION COOKBOOK

Food insecurity and violence are two of the most pressing issues facing children and youth of Weston and surrounding communities. Being troubled by what was happening in their community, our teenagers wanted to raise awareness of these issues and develop strategies to combat them in their community. This is how the "In the Line of Fire" program was birthed.

Weekly sessions involved youth between the ages of 13-17 cooking meals in the kitchen and engaging in conversations on violence and violence prevention strategies after making the meals. Some of the sessions engaged the local police division, 12 Division. Creative names of workshops were given such as "Don't Jerk Me Around" and "Don't Taco About Me" that features topics such as bullying, gossiping, abuse, social pressures and much more.

The program ended with a cookbook. The cookbook provides a great opportunity for a teen, parent, community worker or anyone who would like to start a conversation about violence prevention. The teenagers have utilized the cookbook to engage younger ones of the community in conversations and have held an event at Artscape Weston Common to continue spreading their messages of peace. This is young people showing true love for their community.

Ever since the book has gone on sale in the summer of 2019, we have managed to sell **85** copies. The cookbook was featured on CBC and CityTV. The youth have received exceptional positive feedback from community particularly parents who have stated that the book is very useful.

We still have copies of the cookbook. Please consider supporting youth by purchasing a cookbook **TODAY**. All of the proceeds go back into other violence prevention programs that we provide.

Thank You to Youth

Abdullhi A.
Cassandra R.
Daniel A.
Destiny M.
Eghosa O.
Gabriel R.
Jianna G.
Jayden B.
Jaedyn C.
Jaden J.
Jayden R.
Javante A.

Kieanna S.
Kevon W.
Kelvin O.
Malique F-C.
Polina Z.
Priscilla L.
Ricai K.
Shain W.
Tayanna W.
Tyreke D.
Tavena L.
Veron H.



Purchase a cookbook at
www.frontlines.to/catering



The older youth sharing their cookbook and youth violence prevention stories with younger youth

*Thank you Staff Latisha for your work on this program
and cookbook*

"The Way To Someone's Heart Is Through Food"

- Anonymous author but we are sure
our clients will agree.

Provision of food is central to the work at Frontlines. The kitchen produces over **91,000** meals each year this is a 2019 start. This is made possible through the Frontburners Youth Kitchen, a youth culinary training and youth led social enterprise. The culinary program is a free 8 week training program for youth between 18-29 years old while the social enterprise hires youth who are graduates from our culinary program.

The culinary program is designed to help break down barriers that many youth face trying to find employment. Each year, our intake target ranges between **45-50** students. In the program, participants get hands-on experience working in a kitchen. As part of cooking they create menu plans, bake, cook, budget and learn all other aspects of culinary management. In the final week of the program, youth take their final exams for Food Handlers and Smart Serve Training as well as additional training opportunities. Many of the prepared meals are given to children and youth in our afterschool programs and to other programs at different agencies, the latter through a partnership with Second Harv

Participants also cater for business or personal events for various clients. Providing catering services to our clients particularly corporate clients is an important offering to us as it allows us to build relationships, gain exposure on the kind of services we provide here at Frontlines but most importantly provide youth with the opportunity to build their culinary skills and gain additional income. As one participant stated "Both chefs Patrice and Jeffery really showed us the ropes. The jobs off site were beyond informative and educational yet fun." Our corporate services include buffet style or sit down service or take out.

Some of our corporate clients included **TD Bank, How She Hustles and Freshbooks**. One of our most memorable clients for 2019 was Flipp. In the summer of 2019, we had a number of repeat caterings from Flipp. Amy from Flipp stated



"We had the pleasure of working with Frontlines multiple times last year and our experience was always positive. The team at Frontlines was always prompt to respond and made the entire process seamless. At Flipp, we were feeding our staff of over 400 employees, and we always had an abundance of quality food that the team loved. It's great knowing that we could work with such a talented group of individuals all while giving back to our community."

The impact of this program is far reaching.

We have diverted food from landfills and over **25,000 kg** of Greenhouse gases (GHG).

Approximately **5500 hours** contributed in volunteering.

We have created employment opportunities for youth. **100%** of youth have found employment or education through the culinary program.

4 youth employed at Frontlines from culinary program.

1 Scholarship- Roger Mooking Scholarship



Please consider catering from us . Visit us at
www.frontlines.to/catering

Other clients include

United Way of Greater Toronto
Toronto Community Housing Corporation
City of Toronto
Urban Arts
Canadian Training Institute
York Lions



Financial Performance

Weston Frontlines Centre

2019 Overview



REVENUE

2019

Contributions	\$400,573
Government Grants*	\$140,226
Other	-

Total

\$540,799



EXPENSES

2019

Wages and benefits	\$325,929
Programs	\$92,665
Office and general	\$51,550
Professional fees	\$33,098
Building costs	\$22,249
Utilities	\$7,398

Total

\$532,889

EXCESS OF REVENUE OVER EXPENSES

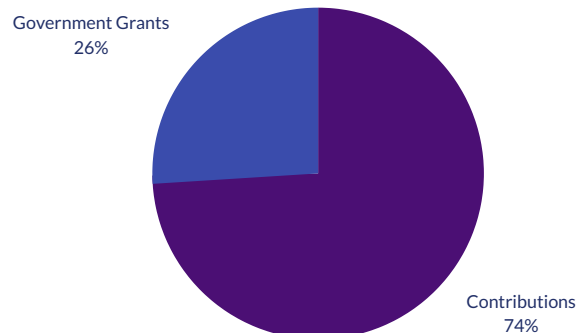
\$7,910

BALANCE - BEGINNING

\$104,888

BALANCE - ENDING

\$112,798



2018 Overview



REVENUE

2018

Contributions	\$315,473
Government Grants*	\$122,238
Other	\$271

Total

\$437,982



EXPENSES

2018

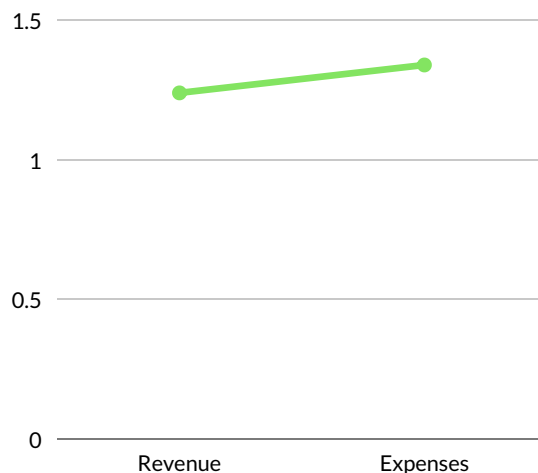
Wages and benefits	\$256,262
Programs	\$69,488
Office and general	\$27,692
Professional fees	\$23,115
Building costs	\$12,609
Utilities	\$7,363

TOTAL EXCESS OF REVENUE OVER EXPENSES

\$396,529
\$41,453

BALANCE - BEGINNING BALANCE - ENDING

\$63,435
\$104,888



Comparable increase in expenses (1.34) and revenue (1.24) from 2018 and 2019 despite paying rent for the first time.

DONORS

The financial performance of the organization is a result of the generous contributions of our supporters. For 2019, we've had the privilege of receiving funds from various individuals, businesses, corporations, foundations and government. These financial contributions have aided in the growth of the organization. We are sincerely thankful to all. Special thanks to our major and monthly donors that allow us to channel unrestricted funds to areas that are most need. We are thankful for the continuous support of businesses such as RBC, LoyaltyOne, Jumpstart, TD Bank, Orvosi Medical, Home Depot, Dillon Consulting, CIOT and XYZ Storage, just to name a few. THANK YOU!



To donate, visit us at www.frontlines.to/donate



Partnerships are a key contributing factor to Frontlines success. Through our joint efforts with local businesses, community agencies, government representatives, religious organizations, volunteers, and local organizations have allowed us to engage and help youth within the York-South Weston community. By teaming up we are able to create events, programs, and workshops to better the lives of the youth.

Our **key partners** who help make things possible include but are not limited to:

Businesses: TD Bank, Flipp, How She Hustles, Weston Golf and Country Club

Community Agencies: Second Harvest, Urban Arts, Weston Area Emergency Support, Youth Winning Youth, Kids Up Front Toronto, Second Harvest, STEM HUB Foundation, CHMA

Government representatives: Councillor Frances Nunziata, MPP Faisal Hassan and MP Ahmed Hussein

Religious organizations: Weston Park Baptist Church, Muslim Women of York Region

Volunteers: Placement students from George Brown College, Seneca College, and Humber College

Local organizations: Toronto Police 12 Division, Weston Business Improvement Area (BIA), Weston Tennis Club, York Lions Club



Thank you To The Board, Staff and Volunteers of 2019

Board Members

Asquith Allen
Matthew Eubanks
Olu Falope
Carol Latimer
Darlene Lucas
Brigitte Sache
Alexandra Snelgrove
Diana Stapleton
Bill Taylor
Chris VanDoreen
Roy Wellington
Joyce Nyhof-Young

Staff

Patrice Chadee
Shochoy Fray
Stachen Frederick
Anita Goode
Sherese Jesuorobo
Shanel Kong
Jeffery Osbourne
Latisha Taylor



7500 volunteer hours
27 staff (13 of which were
summer students)
10 youth hired from the
community



CATER
FROM
US

www.frontlines.to/catering
Now offering meals
for
Virtual Events



BECOME
A
DONOR
TODAY!!

www.frontlines.to/donate

All donations whether on a monthly, single or long-term basis are greatly appreciated.



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Email us
at info@frontlines.to



Phone us at 416-244-7017
437-778-8730



Current: 1844 Weston Road
Moving to 1800, 1802 and 1804
Weston Road, Toronto,
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Effective End of November 2020