

# ANNUAL REPORT

2015 2016



# LETTER FROM THE CHAIRPERSON

On behalf of the Staff and Board of Directors of Thrive, I am pleased to present the 2015-2016 Annual Report. The Report highlights the programs and services offered by Thrive, and I take this opportunity to highlight a few of our new initiatives.

This year Thrive became an official online testing site for General Educational Development (“GED”) tests. By offering this service, Thrive is helping to ensure that members of the estimated 1600 youth who drop out of high school in this Province each year are able to attain accreditation and overcome a barrier to success that they would otherwise face.

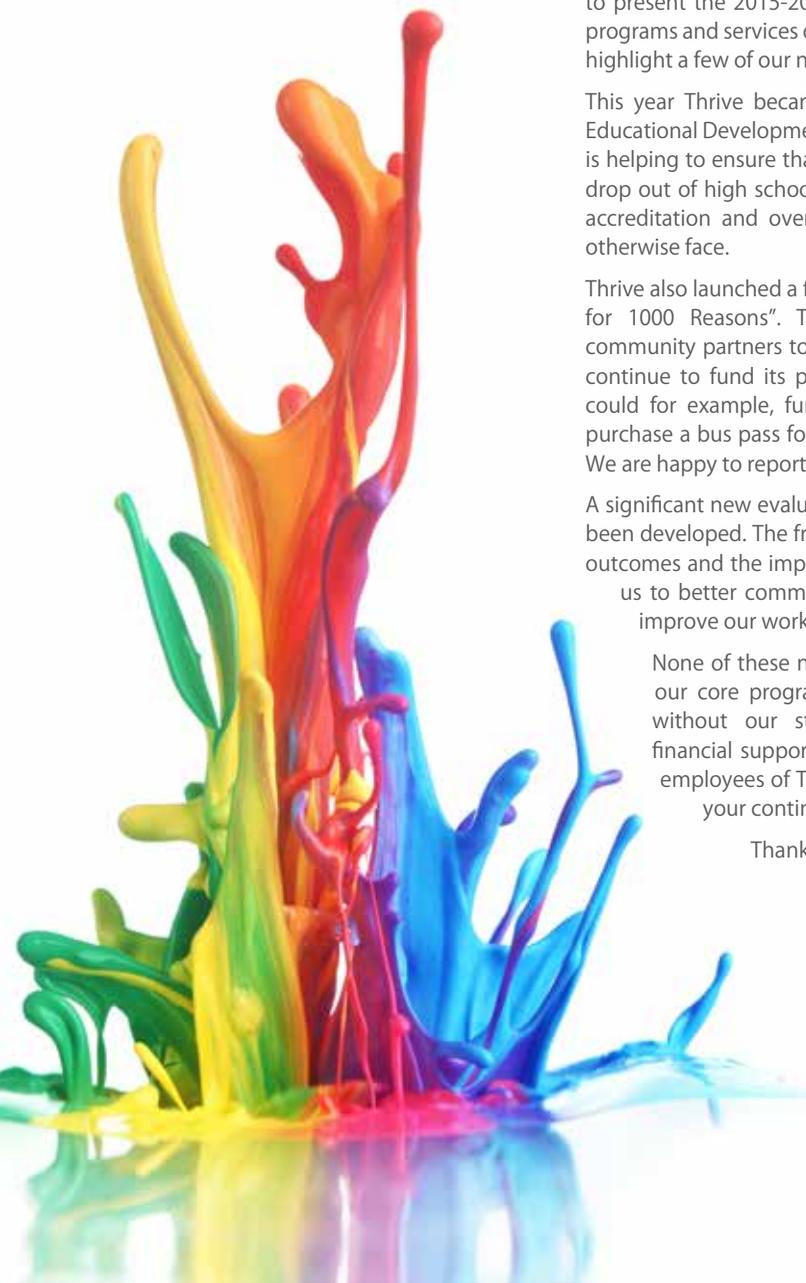
Thrive also launched a fundraising campaign entitled “100 Businesses for 1000 Reasons”. This campaign asked local businesses and community partners to donate \$1,000 to enable the organization to continue to fund its programs and services. Each \$1,000 donation could for example, fund velocity programming for three months, purchase a bus pass for one year, or fund 320 meals at Street Reach. We are happy to report that Thrive reached its fundraising goal.

A significant new evaluation framework for the organization has also been developed. The framework enables Thrive to better measure its outcomes and the impact of its programs and services. It will enable us to better communicate our goals, successes, and needs, and improve our work, on a go-forward basis.

None of these new initiatives and the continued provision of our core programs and services would have been possible without our staff, volunteers, community partners, and financial supporters. On behalf of the Board of Directors and employees of Thrive, please accept our deepest gratitude for your continued support.

Thank you.

**Koren Thomson**, Chairperson



## THRIVE ... SUPPORTING YOUTH EDUCATION

Thrive offers the following continuum of education services to assist youth primarily 16 – 29 years:

- High School Credits
- Foundational Math & Literacy Skills
- Barton Reading and Spelling System
- GED Preparation & Testing

### Program Highlights

Thrive, in partnership with Daybreak Parent Child Centre, has successfully delivered a GED class for young parents over the last 3 years. This partnership has provided access for these families not only to education, but to the parenting resources that are offered through Daybreak. During the last academic year, 4 young women completed their GED.

In June 2015, Thrive became a licensed Pearson Vue testing centre to allow both Thrive participants and the general public to write GED testing online.

Thrive’s GED pass rate is at 91%, which is significantly higher than the national average. According to the 2012 Annual Statistical Report on the GED Test, we are well above the Newfoundland average of 55.1% and the Canadian average of 64.6%. In fact, in North America only two states, Iowa and Kansas, has a higher pass rate than Thrive.<sup>1</sup>

### Outreach Supports

Healthy snacks/meals and transportation assistance are offered to all learners. In addition, learners have access to an outreach worker who can provide individualized supports for a variety of non-academic issues.

**140** GED Sections were written (Math, Science, Language-Reading, Language-Writing, Social Studies)

**135** youth were served  
**90** new referrals received  
**378** outreach services were provided  
**18** referrals were made to external agencies

**8** High School credits were earned  
**17** youth earned their GED diploma  
**20%** of learners are parents  
Average grade last attended by learners was **Grade 9**  
**17** Learners earned Stay in School Awards

<sup>1</sup>American Council on Education. (2013). GED testing service. Retrieved July 7, 2016, from <http://www.GEDtestingservice.com>

# OUTREACH

## THRIVE ... PROVIDING OUTREACH & INTENSIVE CASE MANAGEMENT SERVICES

### Street Reach Program

Street Reach in its 11<sup>th</sup> year of service continued to provide supportive outreach to those in need in downtown St. John's. In addition, the summer of 2015 saw the expansion of outreach into the city of Mount Pearl. On Tuesday nights, efforts were concentrated on engaging with youth at multiple locations within Mount Pearl. Our well-trained and knowledgeable staff and volunteers meet participants on outreach walks; at our drop-in space; during follow-up interventions; this allows us to provide a multi-layered support network.

### Support that matters

Participants supported through Street Reach can access:

- Basic services like meals, warm clothing and footwear, toiletries, and condoms.
- We are a satellite site and provider of Safe Works Access Program (SWAP)
- Access to telephone and Wi-Fi
- Bus passes and emergency grocery cards
- Support navigating systems, housing support, transportation to appointments, advocacy, goal setting and supportive counselling, crisis intervention

### Partnerships that make it happen

Thrive would like to especially thank the following partners:

- Eastern Health's Mental Health and Addiction Outreach Team
- Safe Harbour Outreach Program (SHOP)
- ACNL's Safe Works Access Program (SWAP)
- Gower St. United Church Community Lunch Program
- The Church of the Ascension, Mount Pearl

And the many other wonderful organizations that we collaborate with daily.

### Volunteers and Donations make all the difference

- Epic Engage staff provide homemade soup and muffins
- Waterford Valley High's Afterschool Soup Club makes yummy soup and brownies
- Starbucks – Yummy treats
- Our behind the scenes sandwich making team
- The experience of 56 experienced volunteers working directly with participants
- Along with many generous individuals, community groups, churches, and office groups who made donations throughout the year.

### Individual Case Management Services

For individuals who require a high degree of interventions, supports and system navigation we offer intensive case management services. This service specifically targets individuals who have complex issues relating to housing and homelessness, mental health & addictions, justice involvement, etc.

**21 individuals** received **701 interventions** under our case management service **during 2015-2016.**



## THRIVE ... SUPPORTING YOUTH DEVELOPMENT

## THRIVE ... WORKING TO PREVENT & ADDRESS SEXUAL EXPLOITATION/ TRAFFICKING

### Velocity Adventure Program

Velocity provides its participants with positive, adrenaline based activities to connect and build relationships with youth. Velocity challenges youth to be engaged in their communities, step out of their comfort zone, to learn new skills and to be exposed to a healthier lifestyle.

The program works with youth between 12 – 17 years, and has the capacity to serve 20 youth.

Weekly activities are organized for youth, and individualized supports and interventions are provided to assist youth who may be facing challenges.

We have made some great relationships with community outfitters this year including Wallnuts, Coastal Connections, Frontline Action, MAX, the Aikido Institute of Newfoundland, 3SIXTY Gym Wheel Gymnastics, Escape Quest, Break Out NL, and Avalon Equestrian. These businesses provide discounts to our program, which allow us to offer a high level of activities, so a huge THANK YOU!!

### Leadership Development

Thrive coordinates an annual 12-week Youth Leadership Program for our participants. Twelve youth participated in the Leadership program which focused on communication, coping skills, decision making, program planning, and a community service project.

Youth leaders organized a fundraiser to help support a local food bank and through their efforts and hard work they raised \$630.00!!

### Personal & Civic Engagement

Thrive creates opportunities for youth to engage in civic events and personal development opportunities. This year, youth, along with Thrive staff, celebrated St. John's Pride Week, Pink Shirt Day, Mental Health Week, International Women's Day and World day of Social Justice.

### CASEY

(Coalition Against the Sexual Exploitation of Youth) continues to raise awareness of sexual exploitation, provide training to service providers, and seek opportunities to create programs and interventions to specifically address the issue.

CASEY has 29 members representing community agencies, government departments, police services, shelters, health services, education, and survivors.

A **Professional Development Training** was provided to over 45 individuals, which specifically focused on gaining knowledge relating to risk factors, luring & grooming process, appropriate interventions and responses, and awareness of existing resources to support survivors.

In the Fall of 2015 Thrive was notified that we were one of eleven groups selected across the country to develop a comprehensive proposal to develop a local **"Exiting Program"** for individuals who identify as being trafficked, exploited or engaged in the sex trade. CASEY members worked collaboratively to develop a model that would create the right blend of supports and interventions for individuals, and we are eagerly awaiting an official decision on our proposal.

**Supporting Survivor Leadership** is important to CASEY and in 2016 one of our CASEY members was selected to attend a three-day conference which was specifically designed to bring together survivor leaders to further enhance their skills, create a network of survivor leaders, and celebrate their accomplishments. The conference took place in North Carolina, and we are so proud of our CASEY member, who was the only Canadian selected to participate!

#### Awareness presentations were delivered to:

- Royal Newfoundland Constabulary
- Foster Families
- City of St. John's Staff
- Street Reach Volunteers
- High School Students
- MUN Students



## THRIVE ... PREVENTING SUBSTANCE USE/ABUSE

### Project Endure

Thrive is delivering a three-year project funded by Health Canada's Drug Strategy Community Initiative Fund in partnership with Buckmaster Circle and MacMorran Community Centres. Throughout the duration of the multi-year program staff work closely with youth, their families and schools. The project addresses risk factors associated with substance abuse and school absenteeism, offers support to both youth and their parents/caregivers, and promotes protective factors for youth, their families, neighborhoods, and the broader community.

Project Endure is a community capacity building project that aims to leave long term benefits in the local community.

### Project Endure Supports

22 youth who are 12 – 16 yrs.  
30 parents/caregivers

They're here (project staff) for every meeting about these students. They are more than willing to communicate and share and help us connect to the youth. They have helped to connect us closer to the child, as they see us as part of this team with the project staff who they trust.

- Guidance Counsellor

### Program Highlights

- Youth completed an 8-week Leadership program that resulted in ten youth starting to volunteer in their community and school
- Parents/caregivers participated in monthly social activities
- The Family/School Liaison Worker attended 42 school meetings with parents/caregivers to provide support
- A total of 123 youth engagement activities took place between the two locations
- Youth completed an 8-week Drug Awareness & Skill Building Program
- 23 parents accessed formal parenting programs

Project Endure has gone above and beyond with one family. We have seen a lot of movement forward with them. One young (student) wasn't coming to school at all, then the Family/School Liaison came to meeting a couple times with the mother, helped her with transportation. The mom has more of a voice now than she did, so that's very positive movement there.

- Guidance Counsellor

## THRIVE ... SUPPORTING YOUTH SERVICES THROUGHOUT THE CITY

Thrive offers a variety of resources and opportunities for youth service providers to increase their awareness of existing services, networks, and training opportunities. Specifically:

### Thrive Talks

Bi-monthly networking opportunities for youth service providers to get together and learn about relevant services/topics impacting young people.

### NewsFlash

Thrive produces a newsletter to promote upcoming events, programs, services, fundraisers, and job opportunities within the youth services field. Thrive's Newsflash is an important resource for anyone interested in staying informed about youth services and resources. The Newsflash is distributed to over 1200 subscribers weekly.

### Training

In the fall of 2016 Thrive, in partnership with Choices for Youth developed and began delivering training entitled "Trauma Informed Practice". To date, approximately 75 frontline workers have participated in 2-day training that also included sessions in motivational interviewing, restorative justice practice, and yoga. An additional 100 participants from community organizations and health care have received half-day introductory sessions on trauma informed practice.

### Directory of Services

Thrive has an online Directory of Services highlighting over 1000 youth services that exist within the City. This is an excellent resource for youth, parents, and service providers.

### Research

Thrive partnered with a pediatric resident from the Janeway to fulfill the research requirement of her residency. Youth from Thrive, as well as staff, completed surveys in an effort to inform medical professionals on youth's experience in accessing health care in the St. John's region. This research is ongoing, with results expected in 2016/17.

### Student Learning & Development

Thrive supports the development and learning of students from a variety of professional programs from universities and colleges in Newfoundland and Labrador. In the past year, we were pleased to welcome 10 students to Thrive to complete the applied portion of their certificate or degree. Students from Memorial University's School of Social Work and the Faculty of Education (M.Ed. – Counselling Psychology), as well as students from Eastern College's Child and Youth Care program were all integrated into Thrive programs for a meaningful learning experience.



## THRIVE ... HAVING AN IMPACT!

### Impact on participants

- **5872 outreach services** provided
- **23 parents attend** parenting programs
- **11 individuals** were housed
- **17 learners** earned their GED
- **18 individuals** received formal mental health services
- **980 supportive counselling** sessions provided
- **4 individuals** became employed
- **172 housing support** interventions provided
- **9 individuals** received addiction service
- **412 family support** interventions
- **55 individuals** are connected to a family doctor/health clinic
- **961 services** to connect participants to external supports

### What community partners say about Thrive:

"Thrive is a fantastic organization which has set the bar when it comes to advocacy, support, networking etc. I truly believe that other organizations look to Thrive and have learned from its philosophy, its action and its success. KUDOS!"

"I appreciate the work you do in networking and information sharing. Thank You!"

### Impact on Service Providers & Volunteers

**82.22%** of volunteers state volunteering with Thrive has improved their understanding of vulnerable populations

**86.36%** of volunteers state volunteering with Thrive has improved their ability to work with vulnerable populations

**75.65%** of Community partners indicate Thrive activities have had a positive impact on their organization. The top five ranked impacts on community partner organizations are:

- Greater awareness of services and resources in the community
- Increased opportunities for partnership and collaboration
- Increased ability to provide appropriate referrals
- Greater understanding of service gaps and needs
- A stronger voice when advocating on behalf of youth

Thrive provides a great deal of support to youth we work with and to the staff of this agency. From the first partnering opportunity over 10 years ago to today Thrive has been open to "out of the box thinking" that responds to the needs of youth and the overall community.

# Financial Report

Thrive, CYN St. John's, INC.

Statement of Revenues and Expenditures

Year Ended March 31, 2016

## REVENUE

Program and Project Revenue  
Core funding – Office of Public Engagement  
Donations  
Registration Fees and Other Income

### TOTAL

	2016	2015
Program and Project Revenue	\$838,989.00	\$991,263.00
Core funding – Office of Public Engagement	\$229,653.00	\$229,645.00
Donations	\$30,561.00	\$68,354.00
Registration Fees and Other Income	\$21,496.00	\$17,569.00
<b>TOTAL</b>	<b>\$1,120,699.00</b>	<b>\$1,306,831.00</b>

## PROGRAM COSTS

Street Reach  
Learning Initiative  
Project Endure  
Youth Development  
Other  
Meeting Future Labour  
CASEY

### TOTAL

Street Reach	\$347,648.00	\$383,740.00
Learning Initiative	\$257,616.00	\$380,188.00
Project Endure	\$195,843.00	\$178,278.00
Youth Development	\$24,602.00	\$44,913.00
Other	\$12,429.00	\$72,177.00
Meeting Future Labour	\$8,387.00	\$5,614.00
CASEY	\$2,961.00	\$784.00
<b>TOTAL</b>	<b>\$849,486.00</b>	<b>\$1,065,694.00</b>

## ADMINISTRATIVE EXPENSES

Amortization  
Evaluation  
Insurance  
Interest and Bank Charges  
Meetings and Conferences  
Occupancy Costs  
Office  
Printing, Promotions and Postage  
Professional Development  
Professional Fees  
Salaries and Wages  
Telephone and Internet  
Travel  
Website Development

### TOTAL

Amortization	\$4,879.00	\$3,828.00
Evaluation	\$1,816.00	\$5,000.00
Insurance	\$1,857.00	\$4,468.00
Interest and Bank Charges	\$2,029.00	\$2,671.00
Meetings and Conferences	\$2,340.00	\$2,704.00
Occupancy Costs	\$54,013.00	\$55,088.00
Office	\$9,038.00	\$4,824.00
Printing, Promotions and Postage	\$1,747.00	\$10,531.00
Professional Development	\$367.00	\$1,789.00
Professional Fees	\$7,009.00	\$5,202.00
Salaries and Wages	\$155,293.00	\$127,844.00
Telephone and Internet	\$2,543.00	\$3,051.00
Travel	\$462.00	\$1,014.00
Website Development	\$2,423.00	\$1,636.00
<b>TOTAL</b>	<b>\$245,816.00</b>	<b>\$229,650.00</b>

### EXCESS OF REVENUE OVER EXPENSES

	\$25,397.00	\$11,487.00
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## Funders

Eastern Health  
Government of Canada  
Government of  
Newfoundland & Labrador  
Husky Energy  
Newfoundland & Labrador  
Housing Corporation

## Supporters

100 Women who Care  
Caroline McIlroy  
City of St. John's  
Eastern Region Business Solutions  
Fortis Properties  
Gill Ratcliffe Foundation  
H. Shea & K. Mennie  
Insurance Bureau of Canada  
Kids Eat Smart  
Maritime Surveyors  
Mile 1 Harley  
Miles for Smiles  
MUN Financial Services  
Presentation Sisters & Sisters of Mercy  
Stewart McKelvey  
Verafin  
VOCM Cares Foundation



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