

youth programs  
annual report  
2006 - 2007



promoting youth leadership for stronger communities.



**United Way**  
of London & Middlesex

A COMMUNITY SERVICE PROGRAM OF  
UNITED WAY OF LONDON & MIDDLESEX



STRONGER COMMUNITIES TOGETHER™

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## EXECUTIVE SUMMARY

Recognizing the importance of nurturing youth leadership to build stronger communities, United Way of London & Middlesex has proudly delivered two youth programs, Youth in Action and Young Leaders of Tomorrow. The former program began in 1997, while the latter was first offered in 2002. Both programs have been generously sponsored by London Life and are an intrinsic part of United Way's ongoing effort to achieve its mandate and guiding policies.

**The United Way of London & Middlesex mission is to work with donors, volunteers, service providers and others to improve the quality of life in our community. We will provide leadership, resources and promote voluntarism to support projects and programs directed primarily to the poor and those at risk.**

The programs offer opportunities for youth volunteers to engage as leaders in all aspects of community service projects, allowing them the opportunity to gain valuable experience in project planning, implementation and evaluation and also in decision-making at the board of directors and committee level.

For the year 2006-2007, London Life partnered with United Way to demonstrate its ongoing commitment to the youth of our community. London Life became the exclusive corporate sponsor of United Way's youth programs in order to contribute to building strong young leaders. It provided funding in the amount of \$25,000 to support the expansion and promotion activities of these two Youth Leadership Programs.

**London Life Youth in Action (YIA) Program** challenges youth ages 13 to 24 to identify a need in the community, gather a group of friends, plan a project that will help resolve the issue and apply for funding in order to implement their project. Successful applicants may receive up to \$1,000 for projects such as

homework clubs, support groups or camps for children with disabilities.

A total of 18 different projects, sponsored by 13 community organizations, received funding support in the amount of \$10,975 this year. More than 140 young volunteers made a long-term commitment to organizing and implementing community service projects. The funding decisions were made by the YIA Advisory Committee which consisted of 15 strong youth volunteers.

**London Life Young Leaders of Tomorrow (YLT) Program** matches young leaders with Boards of Directors in the non-profit sector. Youth ages 18 to 24 serve as interns on a Board of Directors of a non-profit organization, while also attending a series of monthly training sessions designed to teach them the information and leadership skills necessary to be an effective Board member.

2006-2007 is the fifth year of the YLT program. The program's greatest success and strength continues to be its ability to attract youth, agencies and trainers. Last year witnessed the participation of 17 youth interns who were placed with 15 community organizations. In addition 11 trainers voluntarily offered 10 training workshops on aspects of governance and leadership. Fourteen of the seventeen youth successfully completed the program.

Since inception, the London Life youth programs continue to be offered annually and participants continue to provide positive feedback. These two programs are unique in that no other programs of such nature exist in London or surrounding area, and continue to demonstrate a positive impact on participants.

United Way of London & Middlesex appreciates the financial support of London Life towards the YIA and YLT programs and is committed to the evaluation and enhancement of both programs through its Outcome Evaluation plan. The funding provided by London Life will assist United Way to provide leadership opportunities for youth to strengthen and benefit their communities.

## LONDON LIFE YOUTH IN ACTION (YIA) BACKGROUND

The main goal of the London Life Youth in Action (YIA) Program is to give youth the opportunity to develop solutions or responses to issues facing London & Middlesex. Through the provision of small funding grants, youth are empowered to exercise creativity, enthusiasm and initiative through designing, implementing, monitoring and evaluating successful community projects.

The London Life Youth in Action Fund was set up to provide the small amounts of materials and supplies youth volunteers need in order to implement their projects. YIA program funds are allocated exclusively to youth-led projects. Since 1997 approximately \$80,975 in grants has been awarded to 177 projects led by youth from secondary schools, college and university.

Two rounds of allocations were offered this year, one in November 2006, and the other in March 2007. The funding allocation process was led by the YIA Advisory Committee which is composed of youth representing a cross-section of the community. It is responsible for reviewing project applications, interviewing project volunteers, building community relationships and partnerships, assisting in marketing, making funding recommendations, and assisting with planning for the expansion of the program. The Committee works in collaboration with the Youth in Action administrators and other stakeholders.

All Secondary schools in London and Middlesex (both public and Catholic) were contacted and invited to participate in the YIA program. All United Way funded agencies were also contacted, along with some groups in post secondary education institutions and many other community organizations, agencies and service clubs, particularly those that work with youth and/or engage many youth volunteers.

## KEY ACTORS

- **London Life:** sponsor
- **Youth in Action Advisory Committee:** guides the development of youth initiatives
- **Youth Volunteers active in Project Teams:** utilize funding to execute community projects
- **Sponsoring Non-profit Organizations:** support and supervise the projects proposed by youth
- **United Way of London & Middlesex:** staff promote and organize programs, and provide space for planning and meetings.

## YIA ADVISORY COMMITTEE

1. Lisa Schmuck, Chair
2. Aaron Bains
3. Alejandra Tinoco
4. Andrea Salguero
5. Arielle Goldschlager
6. Kaleta Ataw
7. Karolina Bodzek
8. Jennifer Xu
9. Jordan Winter
10. Milko Prilika
11. Sana Mostaghim
12. Scotty Quintyn
13. Susan Cake
14. Tany Aguilar
15. Zaid Ali

## YIA & YLT STAFF SUPPORT

- Estela Quintero-Weldon, Community Services Manager
- Kinga Pozniak, Youth Programs Assistant (Sep – Dec 2006)
- Susan Cake, Youth Programs Assistant (Jan – Apr 2007)

## LONDON LIFE YIA RESULTS & FEEDBACK

This year, the program achieved successes in various areas. Among these were 1) the engagement of new youth groups, particularly those representing high-needs populations, 2) the regular presence of a Youth Programs Assistant who devoted considerable time to marketing and outreach efforts, particularly to conducting in-class presentations at schools and other community organizations.

Feedback from participating youth teams, their sponsoring organizations as well as YIA Advisory Committee members attests to the program's continuous success. Individuals and groups who learn about the program invariably find its premise to be a novel idea and an excellent leadership opportunity for youth. Youth volunteers appreciate the opportunity to plan, develop and implement their projects and the autonomy that the application and funding process allows them. Sponsoring organizations believe that the experience of planning, implementing and evaluating projects builds and hones important life-skills in youth. Finally, youth who sit on the YIA Advisory Committee find it to be a unique volunteering opportunity that affords them more decision-making and leadership opportunities than most volunteer opportunities open to youth their age.

In May 2007 a survey was conducted among Advisory Committee members to solicit their feedback about the program. All of those who responded indicated that they would participate in the program again and would also recommend it to others.

**YIA & YLT Vision:**  
**To promote leadership potential and civic participation as a life-long path for youth from all walks of life in London & Middlesex, to become future community leaders and play an active role in the development of a strong and caring community.**

## YIA 2006-2007 OUTPUTS

- A total of 18 different projects were funded (See Appendix A).
- 13 community organizations acted as sponsors for the projects.
- \$10,975 was allocated to the 18 projects.
- More than 140 young volunteers made a long-term commitment to organizing and implementing community service projects.
- Each project benefited a minimum of 25 people and a maximum of 400 people.
- Fifteen strong youth volunteers were recruited for membership on the Youth in Action Advisory Committee (See Appendix B).

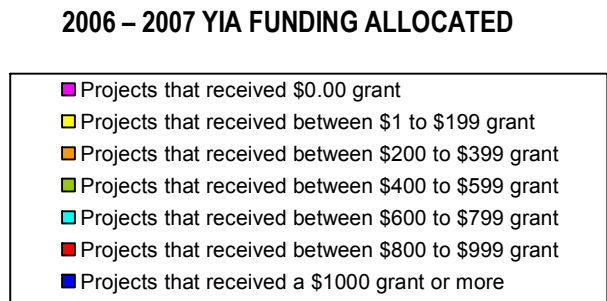
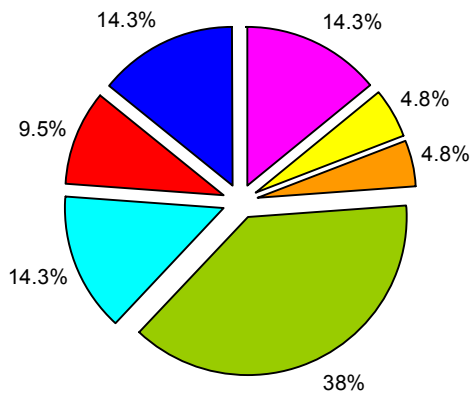
"I feel that opportunities for youth to volunteer on a level where they can make a conscientious contribution is important. Because I was given a chance to be a youth leader where planning and decision making was required, I have a greater respect and understanding of the ins and outs of the processing and implementations of various community organizations."

*Member of YIA Advisory Committee*

### PROPOSALS FOR LONDON LIFE YIA FUNDING

Youth projects are eligible for up to \$1,000 in funding per project. In special circumstances, projects may be awarded small sums in excess of the maximum amount if this is warranted by the level of service offered to the community. However, the majority (approximately 43%) of all projects received between \$200 and \$599 in funding. In order to ensure that funding is distributed across the community, a single agency/sponsor can receive funding for a maximum of two projects (at a maximum amount of \$1,000 per project) per allocation period.

During the fall 2006 allocation process, nine different project teams were offered funding in the amount of \$6,575 to implement their proposed plans to help their communities (See Appendix A). During the spring 2007 allocation process, nine projects received funding of \$4,400 (See Appendix A). In sum, the Youth in Action fund provided \$10,975 in funding for 18 projects, which were sponsored by 13 community agencies.

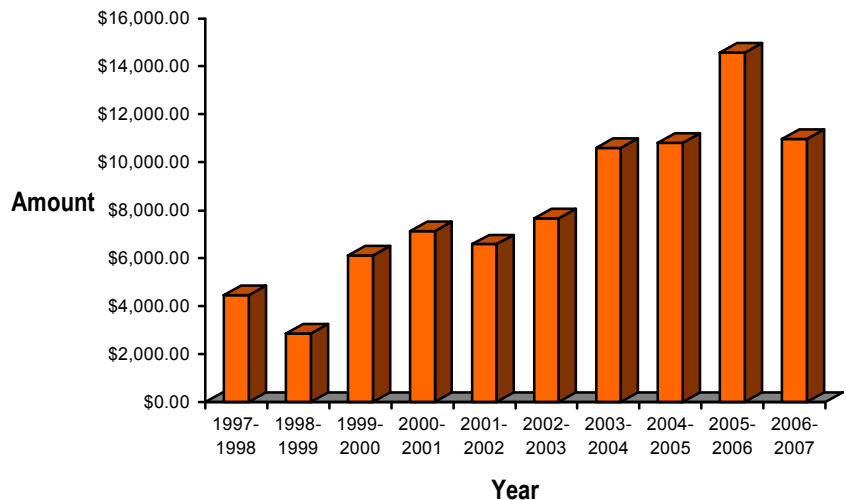


Projects that received \$0 did not need the funding for youth to implement their activities, but needed the support in project planning and other in-kind supports e.g. partnerships, host organizations, and the like.

### GROWTH OF LONDON LIFE YIA PROGRAM

The process of funding and budget management is a crucial component of effective project management and, as such, project leaders are given control over the expenditure of project funds. Accountability lies with each project's sponsoring organization and in the detailed reporting exercise that takes place at the end of each project. Funds allocated to projects have more than doubled since the inception of the program (1997- \$4,445 to 2007-\$10,975). This is in part because several projects have been carried forward and expanded from year to year by successive student leaders.

FUNDS ALLOCATED BY YOUTH IN ACTION: 1997 - 2007



## LONDON LIFE YOUNG LEADERS OF TOMORROW (YLT) BACKGROUND

London Life Young Leaders of Tomorrow (YLT) is a program designed to develop a pool of available and trained youth to hold board and committee volunteer assignments in the London community.

Young leaders were volunteers from various community agencies and many were involved also with Youth in Action (See Appendix C for youth profiles). These youth were recognized as having potential to move into volunteering on governance levels and were invited to apply. The sources of referral for other youth leaders included various social service agencies and organizations in the London community, as well as the University of Western Ontario, Brescia University College, Fanshawe College and other United Way partners.

There are three main components to the London Life YLT Program: Training, Placement and Research.

Training was held one Saturday a month from September 2006 to April 2007. All sessions were held in a conference room donated by London Life. All trainers were United Way volunteers and demonstrated professional experience and knowledge about topics relevant to training new board members. The topics covered by the volunteer trainers are outlined in Appendix D.

While attending the monthly training sessions, the youth participants were also placed with agency boards or committees. Youth were paired with a mentor from the board in order to ease their integration into the board and enhance their experience.

Following the completion of training and placement, youth were asked to complete a research paper (minimum 5 pages), in which they were to offer their ideas, suggestions and comments pertaining to their area of interest, population, agency, or community issue. The paper could also be approached as a summary of the learning accomplished in the course of the program.

The research project was designed to encourage young leaders to learn more and reflect about the issues affecting the London community and enable them to share this information with their volunteer board or committees in the future. A copy of all essays submitted by youth is kept as a resource to the program participants in the future and can be obtained upon request to the program coordinator by members of the community.

**YIA & YLT Vision:**  
To promote leadership potential and civic participation as a life-long path for youth from all walks of life in London & Middlesex, to become future community leaders and play an active role in the development of a strong and caring community.

### KEY ACTORS

- **London Life:** funder
- **Young Leaders:** are trained and placed with Boards
- **Trainers:** volunteer to prepare and present workshops to young leaders
- **Placement Agencies / Boards of Directors:** mentor the young leaders on their boards
- **United Way of London & Middlesex:** staff promote and organize programs.

### YOUNG LEADERS

1. Diana López
2. Ivana Loncarevic
3. Jenna Weaver
4. Jordan Winter
5. Juliet Ariba
6. Kim Newman
7. Natalia Pedraza
8. Nubia Alas
9. Samantha Young
10. Sarah Drake
11. Scott Odolphy
12. Scotty Quintyn
13. Shelly Wang
14. Silpa Valluri
15. Sujeetha Velupillai
16. Xinhui Ji
17. Zaid Ali

## LONDON LIFE YLT RESULTS & FEEDBACK

The youth and agencies who participated in the London Life Young Leaders of Tomorrow (YLT) program this year identified strong benefits from their involvement.

### Feedback from Youth

Feedback about the training sessions was obtained from youth participants through brief written evaluations that were administered at the end of each training session as well as by means of more in-depth evaluations that were administered halfway through the program and at the last mandatory YLT session. The interim evaluation questionnaire about the program was completed by 88% of the youth participants while 11 out of 17 youth submitted a final questionnaire.

The questionnaire addresses the three sections of the YLT program: training, placement and research.

**Training:** In feedback gathered from the young leaders, most reported that the information provided at the training sessions was appropriate and useful. The training sessions proved effective in developing and enhancing various skills of participating youth. Fully 100% of the youth felt their understanding of how boards function and how effective meetings are run was enhanced, 89% of youth enhanced their understanding of the non-profit sector, while 56% enhanced their listening and leadership skills.

**Placement:** The purpose of having the placement component take place concurrently with the training is for youth to be able to take the information and skills acquired in the training sessions and apply them directly at board meetings. Overall, youth deemed the placement component to be educational and rewarding. Seventy-eight per cent of the youth found their placement to be “very useful,” 22% found it to be “somewhat useful,” and none of the youth believed it to not have been useful.

**Research:** Fourteen youth submitted papers on topics of their choice. Many youth demonstrated strong essay writing skills and knowledge about conducting research, while others were more candid in their writing and expressed personal experiences or learning acquired through participating in the YLT program. Essays topics written by youth participants this year included: Art for AIDS Club Manual, Making a Difference, Principles of Volunteering, Sustainable Leadership, and The Challenge of Diversity.

### YLT 2006-2007 OUTPUTS

- 13 youth were placed with Boards
- 4 youth were placed with youth committees/Councils
- 16 organizations participated in the program
- 14 youth successfully completed the program
- 11 volunteer trainers presented 10 workshops on topics specific to leadership and board training.

### YIA & YLT STAFF SUPPORT

- Estela Quintero-Weldon, Community Services Manager
- Kinga Pozniak, Youth Programs Assistant (Sep – Dec 2006)
- Susan Cake, Youth Programs Assistant (Jan – Apr 2007)

## RESULTS & FEEDBACK (CONTINUED)

### Feedback from Agency Boards

Eighty-eight per cent of agencies provided written feedback on the program. All the agency boards who participated this year agreed to continue supporting the program with placements in 2007-2008. A majority of this year's placement agencies who completed the final questionnaire felt that participation in the program was advantageous:

- 100% were "satisfied" or "very satisfied" with their youth leader
- 100% indicated that their youth leader either meets or exceeds their expectations.
- 100% found the placement of their youth leader to be useful
- 100% supported the concept of having a youth on the board
- 100% indicated that they would recommend the program to other Boards of Directors.

The respondents also felt strongly about the program's ability to provide leadership skills, enhance the decision-making skills of youth, promote volunteerism among youth, and provide youth leaders with the practical experience they need.

As in previous years, some boards felt strongly about extending the placement of the youth leaders to 2 years so that youth would be better able to participate fully as board members. This suggestion was explored by the program's administrative staff, but in the end it was determined that requiring an ongoing two-year commitment from all youth participating in YLT is not viable due to scheduling issues. However, if the youth agree, they can remain with the same agency Board for two years. Consequently, it was agreed with one of the Boards to take a youth every second year.

"It has been a mutually beneficial opportunity, both for the youth volunteer and for the board as a whole. (Our youth intern) took her role very seriously and we are grateful for this opportunity. One day (our youth intern) will make an excellent board member on any board."  
(Board mentor).

## YLT 2006-2007 SUCCESSES

Youth and Boards expressed strong agreement with the program's ability to:

- Provide youth with practical experience as a member of a community board of directors
- Promote voluntarism as a life-long path for youth
- Provide leadership training
- Enhance the capacity of non-profit organizations to meaningfully include youth in their decision making structures.

## MAKING A DIFFERENCE!

- 41% of the youth who participated this year have been asked by their boards to remain as voting members for a second year
- 89% percent of the youth stated that they would recommend the YLT program to other youth
- 100% of youth would consider seeking an opportunity as a board member in the future
- 100% of Board members will continue to invite youth to participate on their boards.

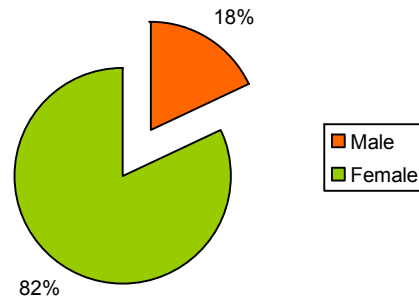
## YLT CHALLENGES

**Sustainable Pool of Volunteers:** One challenge to the program is the creation of a sustainable pool of young volunteers from the local community who will remain in the London/Middlesex community upon completion of the program. Several YLT participants are university students who live in London only for the duration of their schooling, while many local youth tend to leave London upon finishing university and/or college.

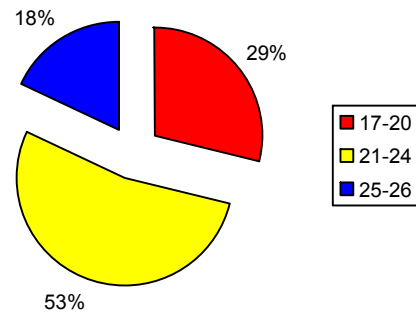
**Attendance:** A challenge to the program continued to be attendance at training sessions and board meetings. This year, 78% of youth attended more than 75% of Board meetings while 88% of youth attended more than 70% of the training sessions. Youth leaders who were unable to attend board meetings often could not attend training sessions for the same reasons. Common reasons cited for absence from board meetings and/or training sessions included busy schedules, work or school schedules, and scheduling conflicts with other volunteer commitments.

**Participation:** When asked to rate their participation level in board discussions, 67% indicated that they participate “fully” and “somewhat” while 33% stated that their participation was “limited” or that they “did not participate at all” in board discussions. Some youth leaders who did not fully participate in board discussions indicated that it took a significant number of board meetings for them to have enough knowledge about the board in order to participate. However, by the time the youth developed this knowledge, their placement came to an end.

## GENDER DISTRIBUTION OF YOUNG LEADERS



## AGE DISTRIBUTION OF YOUNG LEADERS



“The youth volunteer opportunities offered by United Way have had a significant and positive impact on my daughter’s social and leadership development. Young Leaders of Tomorrow training and board experience seemed to transform her notion of how critical volunteerism is to strengthening our communities and the difference one person can make. The learning was applied to her academic work and significantly improved her standing at school. All in all, an exceptional experience for youth that builds confidence, skill and the leaders we need for our future.”

(Michelle Quintyn, President and CEO, Goodwill Industries)

## FUTURE DIRECTIONS

United Way of London & Middlesex is committed to ensuring that the London Life Young Leaders of Tomorrow and Youth in Action programs provide youth with the necessary skills they need to become future leaders who will actively contribute to the development of strong communities. An external review conducted in 2004 recommended the development of performance measures for both youth programs. Consequently, program staff formed an Outcome Evaluation plan and worked on crystallizing the outcomes of both programs.

After reviewing the YLT and YIA programs, the Outcome Evaluation committee formulated outcomes that reflected the long-term and short-term goals and vision of the programs. These can be viewed in Appendix E (YIA) and Appendix F (YLT). A Consultant hired by United Way of London & Middlesex will develop indicators of success and outcome measurements, and enhance the current pre and post tests to measure the outcomes outlined in Appendices E and F. These measurements, which will be implemented for the 2007-2008 year, will help evaluate and capture the progress of youth participants after enrolling in the programs. In the long-term, these tests will also help track the impact of the programs on the leadership skills and community involvement of past participants. Putting a concrete Outcome Evaluation in place will also pave way for researchers to study the significant effects of the programs on youth.

In addition to the Outcome Evaluation plan, the committee will investigate ways to enhance the impact of the programs on youth participants. Recognizing the unique experiences the YLT and YIA programs offer youth participants, the committee will review how both programs can continue to be better integrated where youth cross over between programs. Such integration will ensure that youth receive a holistic exposure and training in leadership, governance, and decision-making. This will also facilitate a longer-term involvement of youth and will better help assess the impact of the programs on the progress of youth. In the year 2006-2007, 67% of youth who participated in the YLT program were past participants of the YIA program (See Appendix G). The program's staff will work towards sustaining, if not increasing, such a cross-participation rate.

The program staff is confident that the Outcome Evaluation will help:

- Enhance the service delivery of the programs
- Track the progress of past and current participants
- Assess how the program is equipping youth with the skills to become future community leaders.

United Way of London & Middlesex appreciates the financial and in-kind support of London Life, trainers, agencies and boards of directors in making these programs possible.

**APPENDICES**

**APPENDIX A**  
**FUNDING RECOMMENDATIONS BY YIA ADVISORY COMMITTEE**

**DECEMBER 2006 (First round of YIA allocations 2006 – 2007)**

PROJECT	FUNDING
<p><b>Project Name: Purim Seudah for the Homeless and Hungry</b>  <b>Sponsoring Organization: London Jewish Community Federation</b>  This group plans to address the issue of poverty and homelessness by providing a hot meal for the homeless and hungry on the Jewish holiday of Purim, which falls on Sunday, March 4 2006. Providing hot meals around a holiday is typically associated with Christian holidays, and this group feels that Purim is an ideal opportunity for the Jewish community to reach out to the needy. Fifty volunteers from the Jewish community will provide a hot and healthy meal for approximately 400 people in the community.</p>	<p><b>Requested: \$1,000</b>   <b>Allocated: \$1,000</b></p>
<p><b>Project Name: Voices of Survivors</b>  <b>Sponsoring Organization: London Jewish Community Federation</b>  This project addresses the existence of hate crimes and racism in the London community. The group plans to address these issues by documenting the personal memories of London's 28 remaining Holocaust survivors and telling their stories during the annual Yom Hashoah (Holocaust Memorial) service. These stories will be read out by young volunteers from the Jewish community and ultimately compiled into a book. Approximately 25 teenagers and 15 adults will be involved as volunteers in the event, and the target audience for the event is 400 people. The group particularly hopes to raise awareness among individuals from outside of the Jewish community.</p>	<p><b>Requested: \$1,000</b>   <b>Allocated: \$800</b></p>
<p><b>Project Name: Adopt a Bubbie and Zaydie</b>  <b>Sponsoring Organization: OR Shalom Synagogue</b>  This project addresses issues of seclusion and lack of community participation among seniors. The group plans to pair up 25 seniors with teenagers who will visit them and engage them in crafts and other activities over a period of 5 months (January-May 2007). The project will culminate in a party for both seniors and teenagers.</p>	<p><b>Requested: \$750</b>   <b>Allocated: \$500</b></p>
<p><b>Project Name: Grade 2 Reading Club-Sir Isaac Brock Public School</b>  <b>Sponsoring Organization: Sir Isaac Brock P.S.</b>  This project aims to improve literacy and foster the love for reading among grade 2 students. Six students from grades 7 and 8 will meet with approximately 15-25 grade 2 students twice per week for 4 weeks. They will help students read by reading with them or to them, depending on the grade 2 students' needs and preference. All grade 2 participants will also receive a copy of their own book.</p>	<p><b>Requested: \$150</b>   <b>Allocated: \$150</b></p>

<p><b>Project Name: Southdale Children's Choir</b>  <b>Sponsoring Organization: Southdale Chaplaincy</b>  The goal of this project is to provide children from London's Southdale area with the opportunity to experience, perform and learn about music in a safe and supportive environment. Many children do not experience music due to socioeconomic barriers; furthermore, many children from the Southdale area are often unsupervised and engage in various types of violence and bullying. The organizers of this project are music students from the University of Western Ontario. This project had already been organized and implemented last year (although it was not funded through the YIA program) and the group hopes to organize it again in 2006-2007. Approximately 20 children aged 7-13 meet weekly for rehearsals. During these rehearsals, children are taught appropriate ways of interacting with each other and issues of bullying or other unhealthy interaction are addressed and resolved as they occur.</p>	<p><b>Requested: \$1,500</b>  <b>Allocated: \$1,000</b></p>
<p><b>Project Name: The 2007 Culture Festival Against Discrimination</b>  <b>Sponsoring Organization: St. Francis of Assisi Hispanic Catholic Community</b>  This group plans to organize a festival at their church to address issues of racism and discrimination against new immigrants and specifically those from Latin America. The event will provide an opportunity for Latin American newcomers to address issues of discrimination that they have experienced, as well as learn and share strategies for dealing with these experiences. In all, organizers hope to target between 200-300 people.</p>	<p><b>Requested: \$550</b>  <b>Allocated: \$500</b></p>
<p><b>Project Name: Keystone Holiday Party</b>  <b>Sponsoring Organization: Boys' and Girls' Club of London</b>  This project addresses issues of seclusion of seniors, particularly during the holiday season. To address this issue, the Keystone Group decided to hold a party with a group of seniors living at a long-term care facility who do not have regular visitors. The Keystone group believes that these seniors will benefit from company and a gift bag from a youth member of the group. There are currently 14 young volunteers who hope to assist 25-30 seniors this holiday season.</p>	<p><b>Requested: \$1,000</b>  <b>Allocated: \$875</b></p>
<p><b>Project Name: Youth Aiding Youth</b>  <b>Sponsoring Organization: Islamic Centre of Southwestern Ontario</b>  Youth Aiding Youth will host a children's carnival in celebration of the Muslim holiday Eid Al-Adha on January 7, 2007. The purpose of this event is to bring together children from diverse cultural backgrounds to celebrate this important holiday. Several Muslim children and families who are involved with the Children's Aid Society do not have the opportunity to learn about their cultural background and to celebrate major holidays with the larger community. The objective of this venture, therefore, is to bring these children and families into the community. In total, 350 children and their families are expected to attend the event.</p>	<p><b>Requested: \$1,000</b>  <b>Allocated: \$1,000</b></p>

**Project Name: Beal Secondary School Anti-Racism Project**  
**Sponsoring Organization: H.B. Beal Secondary School**

H.B. Beal is one of the most diverse schools in London, with more than 60 cultures represented among its students. The Anti-Racism project aims to show and outline the contributions of these cultural groups in the school and in the London community. The project consists of three different initiatives: Raiderama, Black History assembly and the Anti-Racism Assembly. Raiderama is an annual cultural festival which gives students the opportunity to showcase their cultures and educate students about other cultures at their schools through cultural performances such as songs and dances. The Black History assembly is held every February and is designed to outline the contributions of African Canadians in Canada. Finally, the Anti-Racism Assembly is held in March to highlight the importance of diversity in the school and the larger community. Approximately 28 members of the Multicultural Club will serve as principal organizers with additional volunteers taking on more tasks and roles as needed for the three initiatives.

**Requested: \$1,000**

**Allocated: \$750**

<b>TOTAL</b>	<b>Projects Proposed = 9</b> <b>Projects Funded = 9</b>	<b>Requests:</b> \$7,590 <b>Allocations:</b> \$6,575
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## APRIL 2007 (Second round of YIA Allocations 2006 – 2007)

PROJECT	FUNDING
<p><b>Project Name: Bridging the Gap</b>  <b>Sponsoring Organization: LUSO Community Services</b>  This group aims to benefit both youth and senior citizens with the opportunity to break down barriers and stereotypes about one another. At the same time, it will provide youth and seniors a chance to develop meaningful relationships that foster care and growth. As such, it aims to bridge the gap between generations and show both populations how they can enjoy, learn from, and respect one another. As part of the program, youth are paired with members of the host senior community. The project will take place in a retirement/nursing home, once a week for 2 hours over a 24 week time span.</p>	<p><b>Requested: \$975</b>  <b>Allocated: \$700</b></p>
<p><b>Project Name: Epilepsy Support Centre Leader in Training Summer Program</b>  <b>Sponsoring Organization: Epilepsy Support Centre</b>  This project addresses the lack of recreation activity for individuals with epilepsy who are 12-24 years of age. Through the success of the Wacky Wednesday Seizure Camp many parents have phoned the Epilepsy Support Centre looking for recreational activities their children can be involved in once they are too old for the camp, and the Leader in Training program was created. In this program, youth are able to learn and interact with other youth who are familiar with epilepsy, which helps to develop a sense of leadership and self-esteem, helping to deal with the cognitive issues the youth often encounter. This program also addresses the issue of qualified volunteers to help run the camp by being able to offer this program to approximately 25 youth.</p>	<p><b>Requested: \$1,000</b>  <b>Allocated: \$550</b></p>
<p><b>Project Name: CSLC Crew (Caring, Responsible, Enthusiastic Workers)</b>  <b>Sponsoring Organization: CASAA / CSLC / H.B. Beal Secondary School</b>  This project addresses issues of racism and exclusion in our community. The group plans to provide information and opportunities for youth to explore different cultures. Some of these opportunities include a Pow Wow, a speaker, small interactive workshops, and a dinner/talent show. The project will take place from September 25-September 30, include approximately 102 youth volunteers and benefit approximately 2,000 youth in the community.</p>	<p><b>Requested: \$1,000</b>  <b>Allocated: \$400</b></p>
<p><b>Project Name: All Paws on Board</b>  <b>Sponsoring Organization: Westminster Secondary School</b>  The goal of this project is to implement five barbeque fundraisers to raise funds for improvements of the floor at Westminster Secondary School gym. The gym is used by all students and some staff at the school, along with elementary schools when they hold their tournaments for various sports teams. The youth are committed to holding several fundraisers to attain their goal and promote physical fitness across all ages.</p>	<p><b>Requested: \$1,000</b>  <b>Allocated: \$400</b></p>

<p><b>Project Name: Girls Night Out!</b>  <b>Sponsoring Organization: LUSO Community Services</b>  This project aims to host an all-girls event including a dance, games, motivational speech and dinner for local high school students. The hope is to provide an atmosphere that the girls can feel comfortable in regardless of religion or personal beliefs, and encourage girls to come together and start positive friendships with all types of people. The target participation for the event is 150 students, and volunteers will be found at the Muslim Association of Canada in their Sisters Youth Group.</p>	<p><b>Requested: \$967</b>   <b>Allocated: \$500</b></p>
<p><b>Project Name: Year-End Gathering</b>  <b>Sponsoring Organization: Fanshawe College First Nations</b>  This group plans to address the issue of awareness when it comes to First Nations People. They will hold a year-end gathering featuring singers, drummers, authentic foods, cultural speakers and crafts. The event will be held at Fanshawe College and will benefit approximately 1,900 people directly. The hope is to improve the relationship with Fanshawe students and the London community by sharing the values and lives of the First Nation students.</p>	<p><b>Requested: \$1,000</b>   <b>Allocated: \$700</b></p>
<p><b>Project Name: Quarterly Meal for the Homeless and Hungry</b>  <b>Sponsoring Organization: London Jewish Community Federation</b>  This project is a continuation of a project that was funded in the last round of funding entitled "Purim Seudah for the Homeless and Hungry" that addressed the issue of poverty and homelessness by providing a hot meal for the homeless and hungry on the Jewish holiday of Purim. The meal was so successful that the youth group has chosen to provide a meal four different times a year, in October, January, April and July. The hope is that with more youth becoming involved with issues of homelessness and hunger more action will be taken to alleviate the problem.</p>	<p><b>Requested: \$975</b>   <b>Allocated: \$700</b></p>
<p><b>Project Name: HCC Peer Helping Program</b>  <b>Sponsoring Organization: Holy Cross Catholic Secondary School</b>  Peer Helpers will develop activities and presentations that will help grade 8 and 9 students cope effectively with the transition to high school. To get the program started, they will participate in formal leadership training sessions and learn about the nature and scope of peer helping.</p>	<p><b>Requested: \$1,055</b>   <b>Allocated: \$400</b></p>
<p><b>Project Name: D.A.B. (Working name)</b>  <b>Sponsoring Organization: Glen Cairn Community Resource Centre</b>  To prevent drug abuse in youth in a fun way. To educate youth about the danger of drug abuse through interactive games, story telling, and booklet publication.</p>	<p><b>Requested: \$1,000</b>   <b>Allocated: \$400</b></p>

<p><b>Project Name: From Trash to Treasure</b>  <b>Sponsoring Organization: London Jewish Community Federation</b>  This group plans to collect food waste from local fast food restaurants and use it to create a low cost feed for local livestock farmers. The long term goal of this project is to create a business that helps with food recycling and create employment at a local level. Once the food is collected it will be dehydrated and sent through laboratory testing to ensure a nutritionally balanced meal for the animals.</p>	<p><b>Requested: \$1,000</b>   <b>Allocated: \$0.00</b></p>	
<p><b>Project Name: Getting to Know You</b>  <b>Sponsoring Organization: Beth Tefilah Synagogue</b>  The goal of this project is to help newcomers to the Jewish faith become comfortably involved with the various groups and clubs run by the different synagogues. The youth will phone and send out mailings to invite the newcomers to their homes to help them feel comfortable and the project will end in a gathering taking place at the Beth Tefilah synagogue. The project hopes this will help the London Jewish Community become stronger and more welcoming.</p>	<p><b>Requested: \$750</b>   <b>Allocated: \$0.00</b></p>	
<p><b>Project Name: Can Food Drive</b>  <b>Sponsoring Organization: Sudanese Community Centre</b>  The goal of this project is helping the community by organizing a can food donation drive. This will go on for the entire summer starting May 1st and finish August 30th 2007. There will be five boxes set up at the local grocery stores. Then at the end of each week, the volunteers will pick them up and drive them to the Food bank. Each week will be a different food bank in the city.</p>	<p><b>Requested: \$1,000</b>   <b>Allocated: \$0.00</b></p>	
<p><b>TOTAL</b></p>	<p><b>Projects Proposed = 12</b>  <b>Projects Funded = 9</b></p>	<p><b>Requests:</b>  <b>\$11,747</b>  <b>Allocations:</b>  <b>\$4,400</b></p>

**Total Projects Funded for 2006 – 2007 = 18**  
**Total Funds Allocated for 2006 – 2007 = \$10,975**

*From Cash to Treasure, Getting to Know You and the Can Food Drive projects were not funded because they did not qualify according to YIA funding criteria.*

**APPENDIX B**  
**PROFILES OF YOUTH IN ACTION 2006-2007 ADVISORY COMMITTEE MEMBERS**  
United Way of London & Middlesex

**1. Aaron Bains**

Aaron is presently enrolled in his first year at the University of Western Ontario. His work experience includes working for Canadian Tire as Auto Parts Specialist and for Computers Canada Inc. as Computer Technician/Sales Associate. Lastly, he is also president of his own business, Views at Canada Sales, which sells satellite equipment across Canada. This year is Aaron's first year on the Youth in Action Advisory Committee. He has also previously volunteered with Educate the Children as Media Director.

**2. Alejandra Tinoco**

Alejandra has received advanced training in Food Hygiene and Customer Service in Restaurants and Hotels in Mexico City in 2006. As well, Alejandra was a part of the Superior Training Program where she learned Restaurant Culinary Management skills in San Angel Mexico City. Alejandra took managerial courses and basic cooking instructions as well as further instruction with advanced practical "hands-on" experience in International Cooking, Baking and Garden Management. Alejandra is familiar with Excel, Windows, Microsoft Word, Power Point and Lotus. As well, Alejandra's native language is Spanish and is fluent in both English and French. Alejandra volunteered with the Youth in Action Program at United Way as an Advisory Committee Member in 2006.

**3. Andrea Salguero**

This year is Andrea's first year with the Youth in Action Advisory Committee. Andrea is presently attending grade 12 at Nancy Campbell Collegiate Institute. Her volunteer experience includes volunteering at the Nancy Campbell ESL summer program and at the Children's Festival, as well as membership in the Interact Rotary Club. She also has some work experience with typing, translating, editing, other office work, babysitting and gardening. Prior to becoming a member of the YIA Advisory Committee Andrea volunteered for a month with United Way to familiarize herself with its youth programs.

**4. Arielle Goldschlager**

This year is Arielle's second year with the Youth in Action Advisory Committee. Arielle is presently attending grade 12 at Central Secondary School. Her list of extracurricular activities includes being co-president of her school's Social Justice Club, helping organize the Social Justice Now Conference, volunteering with Thames Valley Children's Centre, as well as involvement in numerous theatre productions. She has also worked as a counsellor at a children's theatre camp.

**5. Jennifer Xu**

Jennifer is a first-year student at the University of Western Ontario. Prior to moving to London Jennifer lived in Ottawa where she sat on the local United Way's Youth Action Panel, a youth program after which United Way of London & Middlesex modelled its existing Youth in Action program. Jennifer was also involved in a CHEO Dare to Dream Review Team, a similar youth allocations committee. She also organized summer and March Break camps for underprivileged children and coordinated campaigns to raise funds for the South Asian earthquake and tsunami disasters.

**6. Jordan Winter**

Jordan is currently enrolled in his second year at the University of Western Ontario, majoring in Economics. His volunteer experience includes volunteering at Sunnybrook Hospital as wheelchair escort, at the University of Western Ontario as orientation leader, and assisting with Covenant House and Eva's place campaign in high school. His work experience includes working in a distribution factory and at a grocery store.

**7. Kaleta Ataw**

Kaleta is presently attending Brescia College at the University of Western Ontario. Her volunteer experience includes tutoring and volunteering with Canadian Blood Services. She has also worked as Executive Liaison with the Volunteer Action Committee at Wilfrid Laurier University, and as Educational Assistant with Kumon Math & Reading Centre at London.

**8. Karolina Bodzek**

Karolina is currently enrolled in her second year of a Business Accounting Program at Fanshawe College and is completing the co-operative component of her program with the Accounting Department at United Way. Prior to joining the Youth in Action Advisory Committee this year, she has had no volunteer experience. Karolina has previously worked as a cashier and customer service representative.

**9. Lisa Schmuck**

Lisa is the Chair of the Youth in Action Advisory Committee for 2006-2007. Lisa is currently enrolled in her first year at the University of Western Ontario, pursuing a degree in Social Work. She also holds a Social Service Worker diploma from Fanshawe College. Lisa became involved with United Way last year while on a co-op placement through Fanshawe College. During this time she was involved in both Youth in Action and Young Leaders of Tomorrow programs. In addition to her involvement with United Way, Lisa has extensive work and volunteer experience in London. She held co-op placements as Employment Preparation Assistant with Pathways Skills Development and as Educational Assistant at Thames Secondary School, and has tutored on a volunteer basis at Fanshawe College and at the Northwest London Resource Centre. She has also volunteered in the emergency room of St. Joseph's Hospital. Her work experience includes working as Assistant Community Outreach & Program Coordinator with the Northwest London Resource Centre, as Ballet Program Instructor with the City of London, and as receptionist with the North London Optimist Community Centre.

**10. Milko Prilika**

Milko is currently working towards a Canadian Securities Course in Peru and has received an Advanced Corporate Finance Diploma in the Graduate Program at the School of Business Administration at ESAN in Lima Peru. As well, Milko has received a Bachelor of Economics from the Universidad de Lima. Milko is fluent in English and a native Spanish speaker. Milko volunteered with LUSO as well as United Way of London & Middlesex and was the Captain of a High School Soccer team for 5 years.

**11. Sana Mostahgim**

Sana received a Degree in Business Administration with Distinction from the Richard Ivey School of Business at UWO and was in the top 10% of the class in every year of the program. Sana has been a Research Assistant and Analyst for the United Nations Development Program in New York City, as well as a Project Manager for Spirus Applied Learning Solutions in Toronto. Between 2003 and 2006 Sana was a Chairperson on the United Way Youth in Action Advisory Panel, and the year before, was a Delegate on the Junior Team Canada in Singapore and Malaysia in 2005. Sana has many achievements, they include: Author of The Food Court, an award-winning food critiquing column in an Ottawa newspaper, Vice President of Finance at UWO's Association for Bahá'í Studies, Valedictorian and Student Council Vice-President in High School, Coordinator for the Federal Government's Environmental Awareness program at National Park in 2002, and an English Teacher for a class of 25 students in North China in 2001.

**12. Scotty Quintyn**

Scotty is presently in her last year at Central Secondary School. To date, she has worked as administrative assistant at Judith Hull and Associates Law Firm, as Art Lesson supervisor for Beyond the Fridge Door, and in various capacities at the Covent Garden Market. She also has volunteer experience with the Make a Wish Foundation.

**13. Susan Cake**

Susan is in her first year of the Social Justice Program at King's University College and is heavily involved in volunteer activities. While a student at H.B. Beal Secondary School she has been Vice President of her Student Council, is a co-Chair of the Cancer Campaign and has been the founding member of the school's United Nations Club. Susan is also a member of United Way's Youth in Action Committee and a participant of Young Leaders of Tomorrow 2005-06. She has also participated in numerous leadership workshops and training programs. During the second term of the year, Susan was employed by United Way of London & Middlesex as Youth Leadership Programs Assistant.

**14. Tawny Aguilar**

This year is Tawny's first year with the Youth in Action Advisory Committee. Tawny is currently enrolled in her final year at the University of Western Ontario, completing a Bachelor of Arts degree in Psychology and Criminology. She has worked as a clerical assistant with the University of Western Ontario, as retail sales associate and as receptionist. She has also volunteered with the Hassan Law Offices.

**15. Zaid Ali**

Zaid is presently working as Customer Service Agent with Cango Petroleum. Zaid holds a degree in Literature and Social Science from Damascus University in Syria, as well as an accounting certificate from Nessam College in Syria.

## APPENDIX C

## PROFILES OF YOUNG LEADERS OF TOMORROW 2006-2007 PARTICIPANTS

United Way of London &amp; Middlesex

**1. Diana López, Pillar Nonprofit Network**

As a recent newcomer to Canada, Diana is currently enrolled in an ESL program at Wheable S. S. Diana holds a B.A. in Social Communications and Journalism from Manizales University in Colombia. She has worked as journalist, news writer coordinator, ad video film producer, and has been nominated for several journalism awards.

**Research Paper:** Articles about YIA, YLT and Pillar in Prensa Latina, Spanish Community Newspaper of London

**2. Ivana Loncarevic, St. Leonard's Society of London**

Ivana holds an Honours Bachelor of Arts degree in International Relations from the University of Toronto and is currently in the process of completing her Canadian Securities Certification. In the past she has worked as Business Manager for Suzuki, as Customer Service Representative for GHR Systems, as Executive Assistant for StarMail Distributors Inc, as Sales and Events Representative for La Case del Habanos, and as Events and Promotions Crew Member for Roar Media. Her extracurricular experience includes membership in United Way's Youth in Action Advisory Committee, and participating in the initiatives of the North Atlantic Youth Organization and War Child International.

**Research Paper:** Restorative Justice

**3. Jenna Weaver, London InterCommunity Health Centre**

Jenna is pursuing a Bachelor of Arts degree in Business Administration at the Richard Ivey School of Business. She has worked as a Mock Interview Coach for the Richard Ivey School of Business, as Staff Accountant for Ernst & Young, and Internal Auditor for General Dynamics Land Systems Canada, and as Customer Service Representative for TD Canada Trust. Her extracurricular activities include serving as Orientation Guru at Richard Ivey, serving as VP External in the Administrative and Commercial Studies Student Association, membership in the University Associate Student Program and the Women in Management Club at Ivey, and playing intramural soccer, ultimate Frisbee and volleyball.

**Research Paper:** Reflections of the Program & Key Learning Points

**4. Jordan Winter, YIA Advisory Committee**

YIA participant; See Appendix B.

**5. Juliet Ariba, Centre for Research on Violence Against Women and Children**

Juliet is currently enrolled in her third year the University of Western Ontario. She has worked as administrative assistant, cashier and server. She is also a volunteer member of United Way's Youth in Action Advisory Committee.

**Research Paper:** Community Organization

**6. Kim Newman, London & District Distress Centre**

Kim is currently enrolled in a Bachelor of Laws program at the University of Western Ontario. She also holds a B.A. degree in Psychology from the same university. She has worked as co-ordinator of the Pro Bono Students Canada program at Western, as volunteer management assistant at the London & District Distress Centre, and as administrative assistant and consultant for several financial firms. She has also volunteered with Pro Bono Students Canada, with Community Legal Services, with the Western Ontario Therapeutic Community Hostel, and with the Canadian Diabetes Association.

**Research Paper:** The Challenge of Diversity

**7. Natalia Pedraza, London Interfaith Counseling Centre**

Natalia recently completed high school and is presently taking courses at Fanshawe College with the hope of beginning her studies at the University of Western Ontario next fall. Natalia was a volunteer member of the Youth Council at Youth Opportunities Unlimited, and is also currently involved as peer facilitator with the Lives of Girls research project that is carried out by the Centre for Research on Violence Against Women and Children at the University of Western Ontario.

**8. Nubia Alas, South London Neighbourhood Resource Centre**

Nubia holds a Bachelor of Arts degree in Sociology from the University of Western Ontario. She has worked as Supervisor of After School Programs at Lord Roberts Elementary School, as Counsellor and later Head Counsellor of the Social Skills Camp with the City of London, as tutor with the Lord Elgin Public School and as Activity Leader with the London Middlesex Housing Authority. Her volunteer experience includes volunteering with the United Way Mentoring Program and with the London and District Distress Centre.

**Research Paper:** Youth Reap the Benefits Through Volunteer Work

**9. Samantha Young, Arts for Kids**

Samantha is a candidate for Bachelor of Arts in Business Administration at the Richard Ivey School of Business. Samantha has worked as Summer Employment Officer with Service Canada, as Administrative Officer with Medeba Adventure Learning Centre, and as Off-Campus Advisor with the University of Western Ontario. Her community involvement includes organizing the Ivey-Ross Joint Business Conference, founding and co-ordinating the UWO-Yale Rotaract Volunteer Project, and acting as Vice President of Finance at the UWO Duke of Edinburgh Club.

**Research Paper:** Art for Aids International – Youth Manual

**10. Sarah Drake, London InterCommunity Health Centre**

Sarah is currently pursuing a Bachelor of Honours program in Business Administration at the Richard Ivey School of Business. Her work experience includes working at Ernst and Young as Assurance Intern, at the University of Western Ontario as Summer Academic Orientation Leader, and at the London Children's Connection as Supply Staff Supervisor. Her co-curricular involvement includes co-ordinating the Community Action Day at Ivey, participating in an Inter-Collegiate Business Competition and the Bruce R. Dodds Cross Enterprise Challenge, membership in the HBA Accounting Association, and being the Ivey HBA Section Philanthropy Representative.

**Research Paper:** Sustainable Leadership Training Session

**11. Scott Odolphy, Epilepsy Support Centre**

Scott has recently graduated from the University of Waterloo with a degree in chemical engineering. His work experience includes working as chemist for The Woodbridge Group and as chemical engineering for Imperial Oil. He is recipient of Nova Chemicals and Aiming for the Top scholarships for academic excellence. His extra-curricular activities include playing and coaching basketball and baseball, and membership in the Sarnia Braves Baseball Organization.

**12. Scotty Quintyn, Neighbourhood Legal Services & YIA Advisory Committee**

YIA participant; See Appendix B.

**Research Paper:** A Positive and Inspirational Opportunity for Today's Youth

**13. Shelly Wang, United Way of London & Middlesex**

Shelly is presently enrolled in a Bachelor of Science program at the University of Western Ontario. Shelly's work experience includes working as researcher for the UWO Biology Department, acting as UWO campus guide, working as underwriting assistant for the Economical Insurance Group and as administration assistant for the Waterloo Collegiate Institute. Shelly's extensive volunteer experience includes membership in the GenNext Committee of the United Way of Kitchener-Waterloo, participating in the Kitchener-Waterloo multicultural festivals, co-coordinating the Ontario Student Debating Union competition at her high school, and organizing children's activities at the University of Waterloo Canada Day Celebration. She is a member of the UWO Debating Society and Pre-Medical Society, and has been chief editor of her high school newspaper and president of her high school debating society.

**Research Paper:** The Role of United Way Within the Community

**14. Silpa Valluri , LUSO Community Services**

Silpa recently graduated from the University of Western Ontario with a B.A. in Sociology and English. Her volunteer experience includes volunteering with Rogers Cable Television and assisting in the Matthews Hall Junior and Senior Kindergarten. She has also participated in dance performances to raise money for various humanitarian causes.

**Research Paper:** Some Simple Principles of Volunteering

**15. Sujeetha Velupillai, Community Living London**

Sujeetha is presently employed as Employment Counsellor with Youth Opportunities Unlimited (YOU). Her previous work experience includes being Team Leader for a YOU project, Research Technician for Market Strategies, and Sales Representative for Vector Marketing. Sujeetha holds a diploma in Multimedia & Design Production from Fanshawe College, and has had Basic Security Officer training from the Canadian Security Academy. She has also volunteered for Rogers Television, for London politician Judy Bryant, for the London Music Festival, and for the 2001 Canada Summer Games in London.

**Research Paper:** Board Internship with Community Living London

**16. Xinhui (Claire) Ji, Changing Ways**

Xinhui is currently working towards a Bachelor of Arts in Economics at the University of Western Ontario. She is also in the process of completing a Canadian Securities Course. Xinhui's work experience includes volunteering with the Young Leaders of Tomorrow program at United Way, and with the Culture Works program at the University of Western Ontario.

**17. Zaid Ali, YIA Advisory Committee**

YIA participant; See Appendix B.

**APPENDIX D**  
**YLT WORKSHOPS & VOLUNTEER TRAINERS**

Eleven trainers donated their time and talents in designing and presenting 10 workshops (8 mandatory and 2 optional) on selected topics specific to leadership and board training. United Way supplied any necessary training materials. All workshops took place at London Life on Saturday mornings between 9 am to 11:30 am.

<b>Volunteer Trainer</b>	<b>Company/Organization</b>	<b>Topic Presented</b>
Janet Christensen	Dynamic Awareness Inc	<ul style="list-style-type: none"> <li>Choosing to Lead</li> </ul>
Robert Parker	Robert A. Parker & Associates	<ul style="list-style-type: none"> <li>Preparing for Strategic Planning</li> </ul>
Robert Collins	The Career Centre, Goodwill Industries	<ul style="list-style-type: none"> <li>Introduction to Boards; Roles and Responsibilities of Board members; Understanding the non-profit sector, Community Trends and Issues</li> </ul>
Greg Clark	Siskinds The Law Firm	<ul style="list-style-type: none"> <li>Duties and Liabilities of Boards and Directors of Nonprofit Organizations</li> </ul>
Vielka Lay <b>YLT Participant (2005-06)</b>	Youth Opportunities Unlimited	<ul style="list-style-type: none"> <li>Group Decision Making: How groups can come to more Thoughtful and Effective Decision Making; Robert's Rules</li> <li>Diversity and Inclusivity</li> </ul>
Meni Mantzavrakos	The Strength Coaches	<ul style="list-style-type: none"> <li>Leadership and Social Responsibilities (Optional)</li> </ul>
Kerry Hendricks	Business Development Consultants	<ul style="list-style-type: none"> <li>Finances and Budgeting: How to Read and Interpret Financial Statements</li> </ul>
Dr. William Avison	Professor of Sociology Pediatrics, and Epidemiology & Biostatistics, University of Western Ontario	<ul style="list-style-type: none"> <li>Social Program Evaluation and Outcome Measurement</li> </ul>
Yumna Al-Adeimi <b>YLT Participant (2003-04)</b>	Master of Social Work Intern, United Way of London & Middlesex	<ul style="list-style-type: none"> <li>Diversity and Inclusivity</li> </ul>
Sarah Drake <b>YLT Participant (2006-07)</b>	HBA 2007 Richard Ivey School of Business	<ul style="list-style-type: none"> <li>Sustainable Leadership (Optional)</li> </ul>
Martha Drake	London Health Sciences Foundation Board	

**APPENDIX E**  
**YOUTH IN ACTION (YIA) OUTCOMES**

Program Inputs →	Outputs →	Outcomes
<p style="text-align: center;"><b>Vision</b></p> <p>“To promote leadership potential and civic participation as a life-long path for youth from all walks of life in London &amp; Middlesex, to become future community leaders and play an active role in the development of a strong and caring community.”</p> <p><b>Participants:</b> youth ages 13 to 24</p> <p><b>Purpose:</b> to identify a need in the community, gather a group of friends, plan a project that will help resolve the issue and apply for funding in order to implement and evaluate their project.</p> <p><b>Resources:</b> Successful applicants may receive up to \$1,000 for projects such as homework clubs, support groups or camps for children with disabilities.</p> <p><b>Activities:</b> YIA Advisory Committee leads the funding allocation process with support from Manager of youth programs in United Way of London &amp; Middlesex</p>	<p style="text-align: center;"><b>Direct products of program activities</b></p> <ul style="list-style-type: none"> <li>• Number of projects that come forward</li> <li>• Number of new participating sponsors and youth</li> <li>• Total funds distributed</li> <li>• Number of volunteers that participate in leading projects.</li> </ul>	<p style="text-align: center;"><b>Benefits of the program</b></p> <p><b>Youth</b></p> <ul style="list-style-type: none"> <li>• Increased opportunity and ability for youth to initiate leadership and decision-making efforts</li> <li>• Youth form an increased understanding of our multi-ethnic society</li> <li>• Increased number of youth develop long-term commitment to volunteering and community involvement</li> <li>• Increased participation in community development activities among high school students</li> <li>• Increased engagement from new youth representing all walks of life</li> <li>• Youth have an increased realization of their ability to make positive change in their communities</li> <li>• Increased opportunities to youth for social networking to benefit the community</li> <li>• Increased awareness and understanding of youth about community issues in London</li> </ul> <p><b>Community</b></p> <ul style="list-style-type: none"> <li>• Increased involvement of new youth, schools and community organizations in YIA</li> <li>• Strengthened partnerships between young people, schools and other community institutions</li> <li>• Increased community awareness of United Way’s role in developing leadership capacity in youth</li> <li>• Increased appreciation and valuing of the involvement of youth by the community</li> <li>• Increased understanding of the multiplicity of United Way roles in the community</li> </ul>

**APPENDIX F**  
**YOUNG LEADERS OF TOMORROW (YLT) OUTCOMES**

Program Inputs →	Outputs →	Outcomes
<p style="text-align: center;"><b>Vision</b></p> <p>“To promote leadership potential and civic participation as a life-long path for youth from all walks of life in London &amp; Middlesex, to become future community leaders and play an active role in the development of a strong and caring community.”</p> <p><b>Participants:</b> youth ages 18 to 24</p> <p><b>Purpose:</b> matches young leaders with Board of Directors in the non-profit sector.</p> <p><b>Resources:</b> Youth receive training from professionals in areas that equip them to participate on Boards. In addition, mentors on the Board provide youth with support and feedback.</p> <p><b>Activities:</b> Youth serve as interns on a Board of Directors of a non-profit organization, while also attending a series of monthly training sessions designed to teach them the information and leadership skills necessary to be an effective Board member.</p>	<p style="text-align: center;"><b>Direct products of program activities</b></p> <ul style="list-style-type: none"> <li>• Number of youth who apply</li> <li>• Number of training sessions provided</li> <li>• Number of returning trainers</li> <li>• Number of trainers who are YLT graduates</li> <li>• Number of young leaders who submit an essay</li> <li>• Number of young leaders who complete survey</li> <li>• Number of young leaders placed</li> <li>• Number of organizations recruited</li> <li>• Number of returning organizations, Boards and committees.</li> <li>• Number of youth who are asked to remain as voting members on Boards at the end of the YLT placement.</li> </ul>	<p style="text-align: center;"><b>Benefits of the program</b></p> <p><b>Youth</b></p> <ul style="list-style-type: none"> <li>• Cultivate leadership skills in youth from diverse backgrounds in London &amp; Middlesex</li> <li>• Increased leadership capacities of youth to return as trainers</li> <li>• Youth develop a long-term commitment to voluntarism, decision-making and community involvement as a life-long path</li> <li>• Enhanced leadership skills and personal development of youth</li> <li>• Young leaders increase understanding of issues that affect community</li> <li>• Youth have an increased understanding of how Boards and committees function</li> </ul> <p><b>Organizations</b></p> <ul style="list-style-type: none"> <li>• Boards recognize that youth have a valuable role at the governance level</li> <li>• Non-profit organizations that participate in program continue to include youth in decision-making structures</li> <li>• Boards and committees recognize the importance of training youth to be future leaders.</li> </ul>

## APPENDIX G

### YOUTH PARTICIPATION IN BOTH YIA AND YLT PROGRAMS

Cross participation speaks to the continuity of the programs, where YIA is operational in nature and YLT involves governance. For the year 2006-2007 there was a 67% cross participation rate.

2006 – 2007 YLT Participant	Year participated in YIA	Participated in Both Programs
Diana López	<ul style="list-style-type: none"> <li>• 2006-2007: YIA Advisory Committee</li> </ul>	<b>Yes</b>
Ivana Loncarevic	<ul style="list-style-type: none"> <li>• 2004-2005: YIA Project Team in Boullee &amp; Huron</li> <li>• 2005-2006: YIA Advisory Committee</li> </ul>	<b>Yes</b>
Jenna Weaver	N/A	No
Jordan Winter	<ul style="list-style-type: none"> <li>• 2006-2007: YIA Advisory Committee</li> </ul>	<b>Yes</b>
Juliet Ariba	<ul style="list-style-type: none"> <li>• 2005-2006: YIA Advisory Committee</li> </ul>	<b>Yes</b>
Kim Newman	N/A	No
Nubia Alas	<ul style="list-style-type: none"> <li>• 1997-2004: YIA Team projects in Limberlost Community</li> </ul>	<b>Yes</b>
Sarah Drake	N/A	No
Scott Odolphy	N/A	No
Scotty Quintyn	<ul style="list-style-type: none"> <li>• 2005-2007: YIA Advisory Committee</li> </ul>	<b>Yes</b>
Shelly Wang	N/A	<b>Yes</b>
Silpa Valluri	<ul style="list-style-type: none"> <li>• 2005-2007: YIA Team projects in Limberlost Community</li> </ul>	<b>Yes</b>
Sujeetha Velupillai	N/A	No
Xinhui Ji	<ul style="list-style-type: none"> <li>• 2006: YIA &amp; YLT volunteer assistant</li> </ul>	<b>Yes</b>
Zaid Ali	<ul style="list-style-type: none"> <li>• 2005-2007: YIA Advisory Committee</li> </ul>	<b>Yes</b>

**Cross participation Rate = 10 out of 15 youth = 67%**