



United Way
of London & Middlesex

Youth Leadership Programs Annual Report 2007-2008

**Recognizing the importance of nurturing
youth to build stronger communities**

"This is an excellent opportunity to ensure that we are providing learning opportunities for young people who will be needed to fill leadership positions in the future."

Young Leaders of Tomorrow, Board Participant



STRONGER COMMUNITIES TOGETHER™

TABLE OF CONTENTS

Executive Summary	P. 3
Program Evaluation and Outcome Measurement – Long Term Survey.....	P. 3
London Life Youth in Action (YIA)	P. 4
London Life Young Leaders of Tomorrow (YLT)	P. 4
Opportunities for Growth.....	P.5

APPENDICES

Appendix A: Funding Recommendations by YIA Advisory Committee.....	P. 6
Appendix B: Profiles of Youth in Action 2007-2008 Advisory Committee Members.....	P. 15
Appendix C: Profiles of Young Leaders of Tomorrow 2007-2008 Participants.....	P. 16
Appendix D: YLT Participating Boards/Committees & YLT Workshops & Volunteer Trainers	P. 17
Appendix E: Organizational Logic Model Youth in Action	P. 18
Appendix F: Organizational Logic Model Young Leaders of Tomorrow.....	P. 19

EXECUTIVE SUMMARY

Recognizing the importance of nurturing youth leadership, United Way of London & Middlesex has proudly delivered two youth programs: Youth in Action program since 1997 and Young Leaders of Tomorrow since 2002. Since 2003 United Way has enjoyed partnering with London Life.

London Life Youth in Action (YIA) Program encourages youth ages 13 to 24 to identify a need in their community, bring together a group of individuals, plan a project that will help alleviate the identified need and apply for YIA funding in order to implement their project. Successful applicants may receive up to \$1,000 for projects. In 2007-08 167 youth participated in 25 projects.

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. In 2007-08 17 youth, 11 trainers and 15 local organizations participated in the program.

RESULTS FROM OUTCOME EVALUATION INITIATIVE FOR YOUTH PROGRAMS

An independent review of Youth in Action and Young Leaders was carried out at the end of 2004. At this time, a survey was administered to past participants of the youth programs, allowing them to provide commentary about the programs. This survey confirmed many of the findings obtained during routine program evaluations and also their validity, despite a lapse in time.

The evaluator recommended that United Way review the participants' experiences in order to:

1. Enable participants to review the experience and provide a removed (distant) perspective on the experience;
2. Enable participants to reflect on how the program experience affected their life subsequent to their participation; and
3. Enable the UWLM to assess how the program experience offered by the youth programs has impacted the youth's actions and decisions post participation (This last being particularly important as it speaks directly to the United Way mandate for youth participation in the community).

The recommendations included the development of performance measures for ongoing assessment of the programs. Stemming from this desire for accountability, the Centre for Research and Education in Human Services (CREHS) was asked to help United Way develop outcome evaluation systems for the two youth leadership programs. London Life, the corporate sponsor was also interested in outcome evaluation findings.

In 2007-08 United Way undertook to verify outcomes for its two youth leadership development programs. Following logic models developed for each program, a survey was designed to measure the long term outcomes for youth who have been involved with YIA during the last 10 years and with YLT during the last 6 years. Experts from CREHS looked at the existing measuring tools, helped refine YIA's logic model and helped develop a logic model for YLT (Appendix E, F). They provided staff with support for the programs' measurement plan. The long term survey report also included a rich source of information based on the comments shared by youth participants. Below is a breakdown of the themes that emerged from the youths' statements:

1. a valued experience
2. some form of personal growth which involved something important (or rewarding)
3. the growth is now a part of their life (lifestyle); such as volunteering
4. networking opportunities
5. learned about leadership
6. learned skills for employment/career choice

The YIA logic model includes outcomes such as “Increased linkages with the community”, “youth develop lasting connections to the community”, and “Youth engage in long-term volunteerism”. **70%** of the respondents stated they were presently volunteering with another **10%** who reported they had every intention of volunteering which speaks to the YIA outcome “youth engage in long-term volunteerism”. To summarize, **80%** of the youth surveyed could be considered to be engaged in long term volunteerism. An indicator for the other two outcomes “increased linkages with the community” and “youth develop lasting connections to the community” is also reflected in this long term survey which is of great significance given that **80%** of youth respondents remain in the local community. Also, **15%** of the volunteers mentioned explicitly the networking benefits in the community by being a part of these youth programs.

Results from the Young Leaders of Tomorrow program indicate that **70%** of those who responded are presently volunteering in their community. Of that **70%** all of these, **100%** said they are serving on a committee or working group and **37%** said they are serving on an actual Board of Directors. Of the **30%** who could not claim they were presently volunteering **10%** had responses such as “...looking for volunteer opportunity” or “just starting a new career” and gave every indication that they are still interested in volunteering. The remaining **20%** expressed they are too busy as a reason for not presently being involved in any volunteer activity in their community. Following the logic model indicators for YLT, the ‘Number of youth who are engaged in Boards at long-term follow up’ was **37%**; the ‘Number of youth who are engaged in other community leadership roles at long term follow up’ was **70%**; and **80%** of youth express “willingness to volunteer in the future.”

London Life Youth in Action Program

In 2007-2008 there were two separate allocation periods from the YIA Fund. The funding allocation process was led by the YIA Advisory Committee consisting of a group of 14 youth who represent a cross-section of the community. A total of **25** projects (See Appendix A) sponsored by **19** different local sponsoring organizations received \$11,240.21 in total funding from the London Life Youth in Action Fund and United Way. The majority (approximately **68%**) of all projects received between \$200 and \$599 in funding.

London Life Young Leaders of Tomorrow Program

In the YLT program **14** youth were placed with Boards of Directors, **3** were placed with youth committees, **15** organizations participated in the program in total with **11** trainers presenting **10** workshops on topics specific to leadership and board / committee decision-making issues (See Appendix D).

Feedback provided by YLT participants continues to be aligned with the YLT vision. **100%** of the youth who participated in YLT felt that the program “met” or “exceeded” their expectations. **93.2%** also stated the YLT program was successful in promoting voluntarism as a life-long path. **100%** of the youth would recommend the YLT program to other youth.

Feedback about training sessions was obtained from youth participants through written evaluation forms that followed each session. There was both an Interim and Final survey administered for youth to provide additional feedback on their experience with the different components of the program: training, internship with a board/committee, and the short paper. The results from the surveyed YLT participants indicated that **100%** of them found information about “Introduction to Boards: Roles and Responsibilities” either “somewhat” or “very useful”. **92.3%** of the youth also indicated they found “Group Decision-making and Robert’s Rules”, “Diversity and Inclusivity” and “Duties and Liabilities of Boards of Directors” sessions all to be either “somewhat” or “very useful” in relation to the activities of their Boards/Committees. Overall, the youth commented that their placement was both educational and rewarding. **84.6%** of the youth found their internship with a board/committee to be “very useful.” For a list of participating boards of directors and committees see Appendix D. The final aspect to the YLT program includes the submission of a research paper. The perspective essay topics for this years participants include: Committee structure and rules, oral health in the community, the importance of early intervention and inclusivity of children with a mental disability, feminism, community development, troubled youth, how new-comers can get involved in the community, the challenges of moving from a front line position to a board position, diversity on Boards, the effects on local volunteerism by out of town students, and others.

Feedback from the participating boards of directors and committees included a **62.5%** “very satisfied” rate with their young leader participant and **100%** would recommend this program to other boards or committees in the community.

YOUTH LEADERSHIP PROGRAMS - OPPORTUNITIES FOR GROWTH

Young Leaders of Tomorrow

Attendance: The youth volunteers’ level of attendance to monthly training sessions varied from **70%** to **100%**. A common reason for the youth participants was scheduling conflicts with work, school and other commitments.

In order to increase levels of attendance to training sessions, some suggestions offered by the young leaders in the final survey include:

- Arranging all of the training sessions into two or three days of intense training
- Sessions held later in the morning, perhaps 10:30am to 1pm

Youths’ attendance to Board of Directors / Committee meetings ranged from **49%** to **100%**.

The youth offered feedback as to the reasons for their level of attendance to Board of Directors / Committee meetings:

- I was not notified about some of the meetings
- Timing conflict with exams
- Either I had exams or I had to be somewhere else like my lab meetings were the same day and same time as well, so one month I would pick to go to the board meeting the other month I would pick to go to the other meeting.

Participation: When asked to rate their participation level on Board / Committee discussions, **76.9%** indicated that they participated “fully” or “somewhat.” **23.1%** said that their participation was “limited.” Young leaders who did not actively participate in the board discussions indicated that they felt more confident once they had attended a number of board meetings. However, by the time the youth developed this comfort, their placement came to an end. Comments from the youth include:

- Having additional background information about the Board/Committee before starting the program
- Beginning placement after having attended all training sessions
- Having a more active mentor from the Board/Committee

Youth in Action

Funding for Projects: A challenge for the YIA Advisory Committee this year was the large amount of funding being requested by project teams versus the amount of funding available in the Youth in Action Fund. As a result of the continuous growth of the YIA program, the increase in the number of project teams applying for funding puts a strain on the amounts allocated. Suggestions offered by the Advisory Committee include:

- More funding available to allocate to projects that meet YIA criteria

Alignment with Program Requirements: As the number of projects applying for funding increased, the need to implement funding boundaries was created including:

- The need to limit the number of projects an organization could sponsor per year
- Project teams with outstanding final reports were not eligible to apply for additional project funding

United Way of London & Middlesex appreciates the support from youth volunteers, trainers, and placement organizations. It also appreciates the financial and in-kind support of London Life for both youth leadership development programs.

APPENDIX A
FUNDING RECOMMENDATIONS BY YIA ADVISORY COMMITTEE
 NOVEMBER 2007 (First round of YIA allocations 2007 – 2008)

PROJECT	FUNDING
<p>Project Name: Girls' Group Sponsoring Organization: John Howard Society This group addresses the issues of violence, safety and poverty through a youth group that meets weekly for 10 months. This will provide an opportunity for participants to develop positive relationships with others through arts and crafts, reading, cooking and special outings. The basic goal is to nurture basic life skills, manners, and self-confidence. The project takes place in the Huron Community Housing Complex</p>	<p>Requested: \$835 Allocated: \$ 700</p>
<p>Project Name: Tots for Tots Sponsoring Organization: Montcalm Secondary School This project addresses the existence of poverty and the lack of recreational activities for low income families with children in the Montcalm area (Northwest London). The youth volunteers and participant children will plan an event on Saturdays during 10 weeks.</p>	<p>Requested: \$1,000 Allocated: \$ 375</p>
<p>Project Name: Shades of Green Sponsoring Organization: Nokee Kwe Occupational Skill Development Inc. This project addresses the need for an increase in the awareness and understanding of Native cultures. Over a 6 month period, 12 youth meet weekly to learn about their history as well as symbolic representation of their traditional dress. The goal is to strengthen the participants' knowledge about their own culture while connecting them to their communities. Later on, this group will connect with a group of youth from various cultural backgrounds to participate in workshops on the value of diversity in the larger community.</p>	<p>Requested: \$1,000 Allocated: \$ 832</p>
<p>Project Name: Brock Bears Reading Club Sponsoring Organization: Sir Isaac Brock Public School The goal of this project is to have grade 7-8 students assist students in grade 1-2 with their homework and to increase their reading skills. The group meets 3 times a week. There will be a specific target of 12 participants with priority given to the students with the highest need. At the end of the program all participants will be given a book to take home in recognition of their efforts and participation in the project.</p>	<p>Requested: \$200 Allocated: \$200</p>
<p>Project Name: Viking Image Sponsoring Organization: A.B. Lucas Secondary School This project aims to improve the social atmosphere at A. B. Lucas Secondary School by promoting the "Care Deeply, Share Generously, Help Willingly" throughout the year and at a school assembly. This project is done in collaboration with the "Character Counts" and the "AV" clubs. The project will create a sense of unity and encourage the students to display good character in the school and larger community.</p>	<p>Requested: \$1,000 Allocated: \$ 150</p>

<p>Project Name: Teens to Teens Sponsoring Organization: A.B. Lucas Secondary School This group's plan is to help teens who are disadvantaged, homeless, or at risk of homelessness. By coordinating 2 donation drives for teens to donate items such as clothing, entertainment and personal hygiene products, volunteers raise awareness of the problem of homelessness and take advantage of the opportunity to directly help other teens.</p>	<p>Requested: \$250 Allocated: \$ 68</p>
<p>Project Name: H.B. Beal's 2008 Multicultural Festival Sponsoring Organization: H.B. Beal Secondary School The project addresses the social issues resulting from the lack of awareness of other cultures within the school setting. By hosting a cultural festival held at the school, youth volunteers bring the community together to appreciate the value of diversity in London.</p>	<p>Requested: \$1,000 Allocated: \$ 570</p>
<p>Project Name: The Beautiful Things We Waste Sponsoring Organization: Central Secondary School This group is organizing several community park clean-ups while incorporating a mentorship program between university and secondary school students. Following the clean-up the group gets together to discuss issues about applying, entering university and their personal experiences with the transition. Lastly, the participants will be encouraged to create art out of the findings which will be donated to local environmental groups.</p>	<p>Requested: \$226.40 Allocated: \$ 206.40</p>
<p>Project Name: Youth Empowering the Future Sponsoring Organization: St. Leonard's Community Service Attendance Centre Program This project addresses the lack of support for children who witness the arrest and removal of their parent/guardian from the home. With help from the London Police Department, youth volunteers will assemble packages to be given by the police to the children during these disruptive times. These packages will include stuffed animals, crayons, stickers, juice boxes, and a Kid's Help Phone card. The project also helps build a stronger relationship between the police and families while helping vulnerable children.</p>	<p>Requested: \$1,000 Allocated: \$ 740</p>
<p>Project Name: Express Yourself Arts Contest 2008 Sponsoring Organization: The Islamic Centre of Southwest Ontario The volunteers are hosting an art contest for students in secondary and elementary schools. This has four areas of competition: essay writing, poetry, video and fine arts. The theme is on identity, regardless of the participants' cultural background. The project will include a recognition ceremony.</p>	<p>Requested: \$1,000 Allocated: \$ 400</p>
<p>Project Name: Juvenile Diabetes Camp 2008 Sponsoring Organization: Rotary Club London Volunteers are challenging the issues of living with Juvenile Diabetes by holding a summer camp which will include skits and recreation activities as well as provide critical information about diabetes for the families. Newly diagnosed children and youth will be able to build friendships, increase their knowledge and coping with the disease, while having fun.</p>	<p>Requested: \$1,000 Allocated: \$ 200</p>

<p>Project Name: Sharing Christmas Sponsoring Organization: Glencoe District High School This project includes youth volunteers helping low income members of the Glencoe community wrap their holiday gifts. The group wants to make a difference during the holiday season and make meaningful connections with the families.</p>	<p>Requested: \$1,000 Allocated: \$ 200</p>
<p>Project Name: YouthBlast Sponsoring Organization: London Downs Syndrome Association YouthBlast is a recreational program for youth ages 13-24 that have Downs Syndrome. The group will extend a project currently funded by the London Life YIA to include youth aged 8-12. Project activities take place 1-2 times per month in various locations around London. The project seeks to improve the quality of life of youth who have Downs Syndrome by providing them with safe and supportive recreational and socialization opportunities.</p>	<p>Requested: \$1,000 Allocated: \$ 530</p>
<p>Projects Proposed: 13 Projects Funded: 13</p>	
<p>Total Amount Requested this term: Total Amount Allocated this term:</p>	<p>\$10,511.40 \$ 5,171.40</p>

March 2008 (Second round of YIA Allocations 2007 – 2008)

PROJECT	FUNDING
<p>Project Name: London Youth Council Sponsoring Organization: Youth Action Centre The London Youth Council plans to grow, develop and expand their vision as a primary goal of the project. The group of youth plan to unite other youth groups in London and Middlesex while providing a greater youth voice by focusing on developing their structure as a council, and enhancing their terms of reference and election protocol. A community social event will be organized over the summer.</p>	<p>Requested: \$ 1,000 Allocated: \$ 325</p>
<p>Project Name: Brise Barrières/Break Barriers Youth Conference Sponsoring Organization: Association canadienne-française de l'Ontario, Conseil régional de London-Sarnia and ACFO This group is organizing a youth conference focused on the past experiences of the French speaking community. The youth will exchange ideas and share experiences of war and hate crime trauma, as well as their isolation. The youth conference will provide a meeting place for youth to exchange ideas on how to promote their integration in local schools and neighborhoods.</p>	<p>Requested: \$ 1,000 Allocated: \$ 700</p>

<p>Project Name: Women Offering Wisdom Sponsoring Organization: London Urban Services Organization Community Women Offering Wisdom (WOW) is a one-day leadership conference that raises the awareness about women's issues among high school students. The goal of WOW will be held to empower young women through their engagement with activities and presentations that address positive body image, respect, education, awareness and leadership building activities.</p>	<p>Requested: \$ 945 Allocated: \$ 475</p>
<p>Project Name: Youth Graffiti Involvement Project Sponsoring Organization: London Public Library, Beacock Branch Youth will create an artistic mural at the public library. They will bring together local artists, art teachers and other youth from the neighborhood to create a public forum of artwork, to create opportunities for youth to meet friends and mentors, to learn new skills, to create a youth-friendly space and to contribute to their community.</p>	<p>Requested: \$ 935 Allocated: \$ 670</p>
<p>Project Name: YouthBlast Sponsoring Organization: London Downs Syndrome Association YouthBlast is a recreational program for youth ages 13-24 that have Downs Syndrome. 23 active teens/young adults participate. New funding will allow the group to include the younger group. Youth volunteers will be more than "helpers;" they will become "friends." YouthBlast seeks to improve the quality of life of youth who have Downs Syndrome by providing them with safe and supportive recreational opportunities.</p>	<p>Requested: \$ 1,000 Allocated: \$ 550</p>
<p>Project Name: Year End Social Gathering Sponsoring Organization: First Nations Centre, Fanshawe College This group's idea is to make the year end gathering a full cultural celebration. The youth's wish is to share the values and lives of Native students at Fanshawe College and to include non-native and native communities in the celebration of Native students' success as students, as well as to increase intercultural awareness within and outside the college community.</p>	<p>Requested: \$ 991.09 Allocated: \$ 591.09</p>
<p>Project Name: African-Sudanese Homework Club for Kids Sponsoring Organization: London Cross Cultural Learner Centre This project focuses on children in grades 1 – 8 to help them strengthen their verbal and writing skills as well as their capacity to do their homework. The challenge faced by many families in our Sudanese community is that many parents have language barriers and cannot assist their children with their homework difficulties. This often creates distress for the families because the children are unable to complete their assigned homework. The project will take place twice a week at the Sudanese Community Centre.</p>	<p>Requested: \$ 800 Allocated: \$ 734.30</p>
<p>Project Name: Youth-to-Youth Sponsoring Organization: London Cross Cultural Learner Centre The project aims to reach out to the youth in the community through group gatherings where they have the opportunity to share their thoughts and feelings about social issues. In order to aid young people with these identified issues the youth volunteers plan weekly gatherings, mentoring and recreation activities that help the youth to feel motivated about their futures. The project is all about creating a feeling of togetherness while eliminating stereotypes and barriers.</p>	<p>Requested: \$ 982.91 Allocated: \$ 523.42</p>

<p>Project Name: Native Identity Sponsoring Organization: Museum of Ontario Archaeology This group plans to develop research material relating to suicide rates, drug/alcohol abuse, school drop out rates, and teen pregnancy. The lack of Native Identity among the youth population is a problem. The youth will distribute community surveys, do interviews and establish sharing circles to gather the data. During this process the youth volunteers will also attend cultural identity workshops to gain more knowledge about their own heritage.</p>	<p>Requested: \$1,000 Allocated: \$ 400</p>
<p>Project Name: Let's Raise Awareness Sponsoring Organization: London Cross Cultural Learner Centre This group addresses the issue of recycling in the Oneida First Nations Community. Close to the Oneida Nation Territory is the Greenlane Landfill which is a constant reminder of the damage people do to the environment. The youth plan to educate their own community by providing presentations outlining the effects of improper waste management and the benefits of recycling. Afterwards, the youth will start up the first recycling program in the Oneida community.</p>	<p>Requested: \$ 1,000 Allocated: \$ 400</p>
<p>Project Name: Fusion 2008 Sponsoring Organization: Thames Valley District School Board This group plans to address the issue of the lack of representation of the different cultures at Montcalm Secondary School by hosting a cultural show that will include dance, music, fashion and drama. The community of Montcalm will be brought together to celebrate and appreciate the diversity within the school.</p>	<p>Requested: \$ 1,000 Allocated: \$ 450</p>
<p>Project Name: Lacrosse Project Sponsoring Organization: Nokee Kwe Occupational Skills Development Inc. This project will focus on the lack of recreational activities for youth in the Chippewa community by providing a two day Lacrosse Training Camp. By promoting recreation the group hopes to build confidence in the youth while fostering bonds within the community. The high incidences of diabetes, obesity and smoking also are addressed in the project. The overall goal will be to develop a Lacrosse Team in the Chippewa community and perhaps participate in the London Minor Lacrosse Association.</p>	<p>Requested: \$ 1,000 Allocated: \$ 250</p>
<p>Projects Proposed: 12 Projects Funded: 12</p> <p>Total Amount Requested this term: \$11,654.00 Total Amount Allocated this term: \$ 6,078.81</p>	
<p>Total Projects Funded for 2007 – 2008: 25 Total Funds Allocated for 2007 – 2008: \$11,240.21</p>	

APPENDIX B
PROFILES OF YOUTH IN ACTION 2007-2008 ADVISORY COMMITTEE MEMBERS
 United Way of London & Middlesex

1. Aden Hamza	Aden currently attends the University of Western Ontario in the Nursing Program. Aden is fluent in English, French and Amharic. Aden does plan on continuing with the Advisory Committee next year.
2. Arielle Goldschläger (Chair Person)	Arielle has graduated from Central Secondary School. She has been a member of Youth in Action Advisory Committee for three years and became Chair last year. Arielle will be attending Dalhousie University in Halifax to study Political Science and Spanish.
3. Ben Nicholson-Smith	Ben has completed his B.A Honors with a Double Major in English and Comparative Literature and a Certificate in Practical French at the University of Western Ontario. As of September, Ben will be attending Carleton University for the Master's of Journalism Program.
4. Emily Downs	Emily is a student in grade 10 at Central Secondary School. Emily does plan on continuing with the Advisory Committee next year.
5. Esther (Shang-Ai) Hsueh	Esther is currently completing a Bachelor of Arts, Honors Specialization in Psychology at the University of Western Ontario and already has a Bachelor of Health Science. She speaks and writes fluently in English and Mandarin.
6. Jennifer Xu (Vice Chair)	Jennifer is a third-year student at the University of Western Ontario in the Comparative Literature and Culture Program. She has been a member of YIA for three years. She is also a member of the Planning & Allocations Committee of United Way. Jennifer will continue with the Advisory Committee next year.
7. Jordan Winter	Jordan is currently enrolled in his 4th year at the University of Western Ontario, majoring in Economics. Jordan has been with the group for two consecutive years and will continue his membership next year.
8. Julia Cutt	Julia is a grade 10 student at Central Secondary School where she has been on the Honor Roll. Julia is planning on continuing with the Advisory Committee next year.
9. Lauren Vandervoort (Secretary)	Lauren is attending her first year at the University of Western Ontario with an Advanced Excellence Opportunity at the Ivey School of Business, as well as the Scholar's Elective program. Lauren will continue with YIA Advisory Committee next year.
10. Manjot Brar	Manjot is currently a second year student in the faculty of Arts at the University of Western Ontario. Manjot is hoping to begin business studies in the fall and will continue to contribute to the Advisory Committee.
11. Niké (Nyamurwa) Gichuru	Niké is currently a grade 11 student at Mother Teresa Catholic Secondary School. Niké is planning on continuing with the Advisory Committee next year.
12. Perry Baldwin	Perry is attending Grade 10 at Central Secondary School. Perry does plan on continuing with the Advisory Committee next year.
13. Raquel Murcia	Rachel is a grade eleven student at Mother Theresa Secondary School. Raquel is planning on continuing with the Advisory Committee next year.
14. Ruth Beyene	Ruth has completed an honors double major in Sociology and Community Development at the University of Western Ontario.

APPENDIX C
PROFILES OF YOUNG LEADERS OF TOMORROW 2007-2008 PARTICIPANTS

United Way of London & Middlesex

Aden Hamza	Refer to Appendix B.
Amani Gharib	Amani has taken Administrative and Commercial Studies and has just completed her third year at Richard Ivey School of Business while she is aiming for a Bachelor of Arts, Honours Business Administration. Amani is fluent in English and Arabic
Belal Chemali	Belal is originally from Alberta and has just completed his third year of a Bachelor of Science at the University of Western Ontario. Belal is applying for medical school this year. He is fluent in English and Arabic.
Cara Eng	Cara is currently enrolled at UWO. Cara became Vice President Campus Issues of the University Student Council (USC). Cara is bilingual in Mandarin and English
Coco Di Yuan	She has a Master's Degree in Mechanical Engineering, Bachelor of Arts, Bachelor of Applied Science and an Internal/External Customer Service Skills Certificate. She is fluent in both English and Chinese
Esther Hsueh	Esther possesses a Bachelor of Health Science (specialization in Health Science) and has just completed also a Bachelor of Arts, Honours Specialization in Psychology at the University of Western Ontario. Esther is also fluent in both English and Mandarin.
Kasha Lynn McEwen	Kasha has an Honours specialization in Psychology and a Major in Political Science from Brescia University College.
Kyra Harris	Kyra completed her first year of Honours Specialization in Health Sciences and earned a place on the Dean's List.
Lauren Vandervoort	Refer to Appendix B.
Maria Khami	Maria is currently attending UWO where she is completing her Honors Specialization in Medical Science and holds an Ontario French Diploma.
Meghan Newman	Meghan is currently pursuing a Bachelors Degree from UWO. She also holds a Liberal Arts Certificate from Fanshawe College
Melanie Stuckey	She is currently attending McMaster University for MSc Human Biodynamics, Exercise Physiology and Rehabilitation. She has completed BSc Honors Kinesiology at UWO and Medical Anatomy, Terminology and Transcription Certificate at Thames Valley College. This summer, Melanie will be working full time on her PhD studies. She is fluent in English and is continuing studies in French and Spanish.
Poonampreet Sekhon	Poonampreet completed he third year of an Honours Specialization in Medical Sciences at UWO. Poonampreet will graduate in June and will be working in Dr. Kidder's lab at UWO and will return to school in September to begin her Masters Program.
Rebecca Merkley	Rebecca is bilingual and has completed her second year of undergraduate Honours psychology program at the University of Western Ontario.
Sally Wei	Sally is currently in her first year with the Faculty of Sciences at UWO. This summer, Sally will be working with Boys' & Girls' Club of London.
Seth Climans	Seth is currently studying at the UWO in Faculty of Science: Honors Specialization in Medical Sciences Program. This summer, Seth is working at Sunnybrook Hospital in Toronto with the Centre for Stroke Recovery.
Vanessa Ma	Vanessa is enrolled in the University of Western Ontario in the Medical Sciences program with an Honours Specialization in Pharmacology and Toxicology. She will attend Medical School in the fall.

APPENDIX D

YLT Participating Boards/Committees

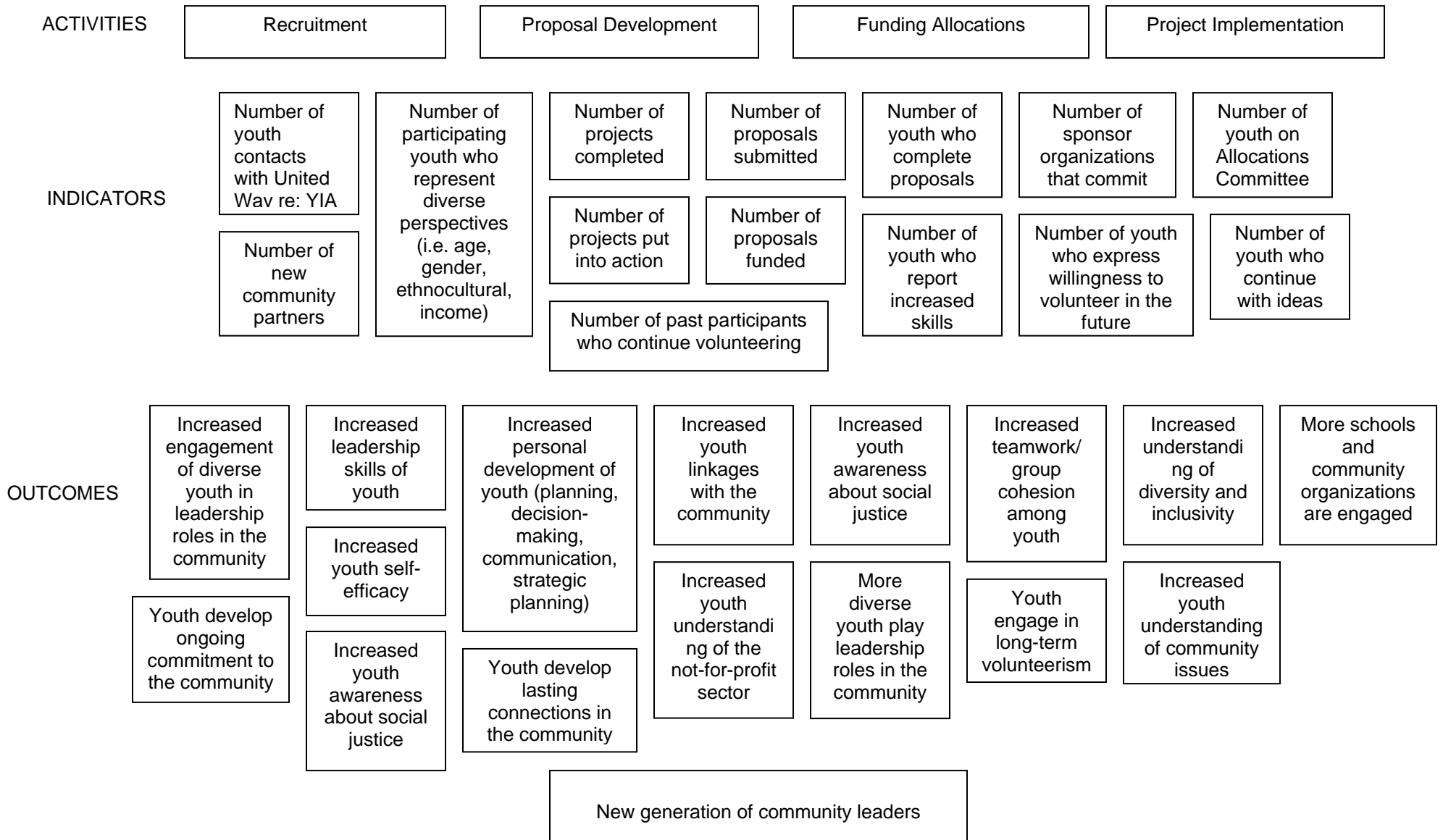
Youth	Board/Committee
Aden Hamza	Youth in Action Advisory Committee, United Way of London & Middlesex
Amani Gharib	South London Neighbourhood Resource Centre
Belal Chemali	Youth Aiding Youth
Cara Eng	London & District Distress Centre
Esther Hseuh	Youth in Action Advisory Committee, United Way of London & Middlesex
Kasha McEwen	LUSO Community Services
Kyra Harris	Southwest Ontario Aboriginal Health Access Centre (SOAHAC)
Lauren Vandervoort	Centre for Research on Violence Against Women and Children
Maria Khami	United Way of London & Middlesex
Meghan Newman	Nokee Kwe Occupational Skill Development Inc.
Melanie Stuckey	Sexual Assault Centre London
Poonampreet Sekhon	Pillar Nonprofit Network
Rebecca Merkley	Learning Disabilities Association of Ontario LDAO-London Region
Sally Wei	Community Living London
Seth Climans	Big Brothers of London
Vanessa Ma	London Intercommunity Health Centre

YLT WORKSHOPS & VOLUNTEER TRAINERS

Volunteer Trainer	Topic Presented
Janet Christensen	<ul style="list-style-type: none"> Choosing to Lead
Sean Noguera	<ul style="list-style-type: none"> Duties and Liabilities of Boards and Directors of Nonprofit Organizations
Robert Collins	<ul style="list-style-type: none"> Introduction to Boards; Roles and Responsibilities of Board members; Understanding the non-profit sector, Community Trends and Issues
Peter Polischuk	<ul style="list-style-type: none"> Group Decision Making: How groups can come to more Thoughtful and Effective Decision Making; Robert's Rules
Robert Parker	<ul style="list-style-type: none"> Preparing for Strategic Planning
Nana Yanful	<ul style="list-style-type: none"> Diversity and Inclusivity
Kerry Hendricks	<ul style="list-style-type: none"> Finances and Budgeting: How to Read and Interpret Financial Statements
Kelly McManus	<ul style="list-style-type: none"> Social Program Evaluation and Outcome Measurement
Patrick Duncan	<ul style="list-style-type: none"> Leadership and Social Responsibilities
David Simmonds	<ul style="list-style-type: none"> Leadership and Social Responsibilities

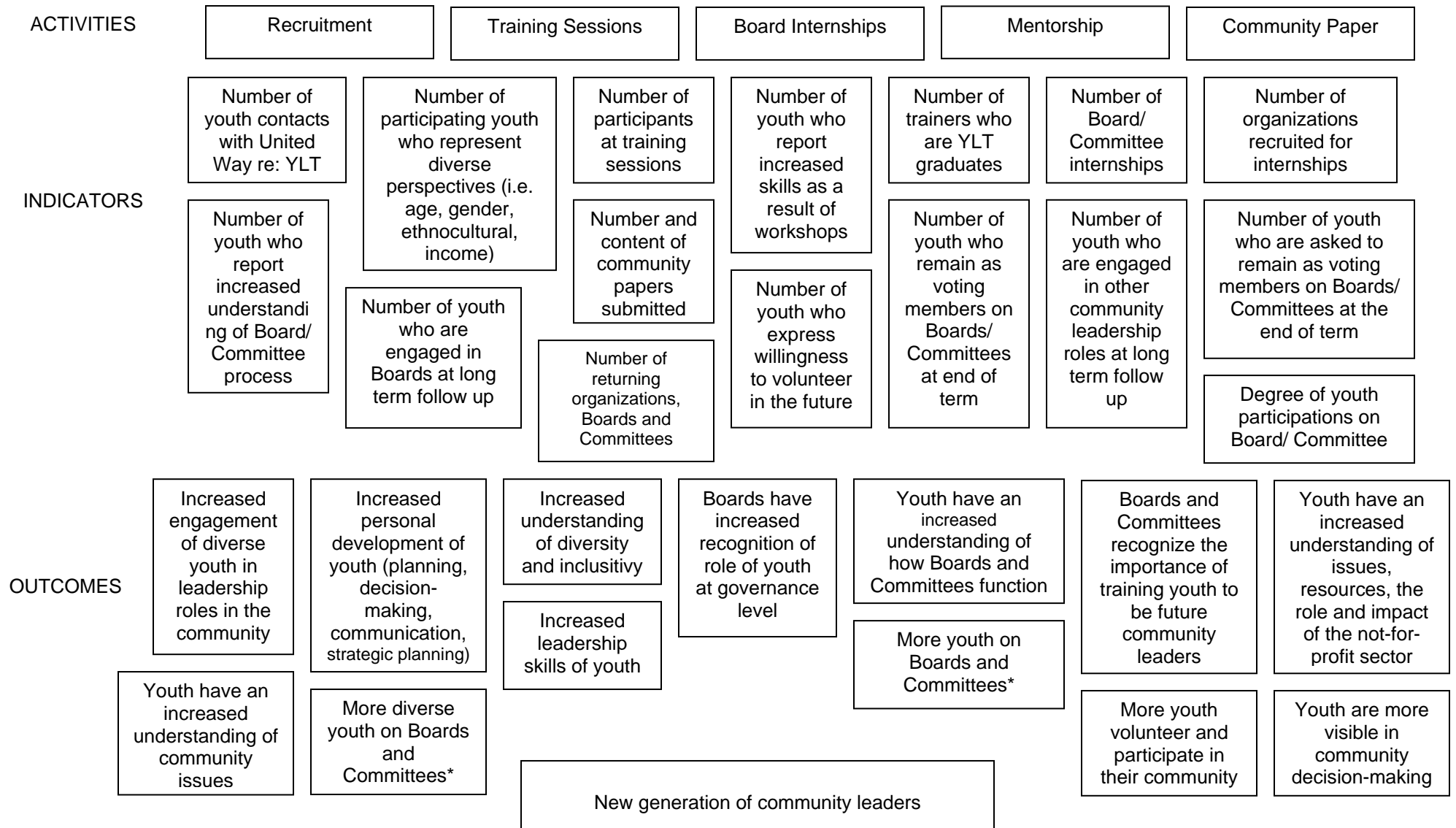
APPENDIX E - YOUTH IN ACTION LOGIC MODEL

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



APPENDIX F - YOUNG LEADERS OF TOMORROW LOGIC MODEL

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



Recognizing the importance of nurturing youth to build stronger communities

* the goal is for participation in London and Middlesex, but the program recognizes that youth are often transient due to education and career.

