

THE HOPEWORKS CONNECTION, INC.

**ANNUAL IMPACT REPORT
FOR 2019**



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SHARED MANDATE



Core Values:

- WE BUILD Love, Faith and Hope through Christian Values.
- WE RESPECT all People.
- WE EMPOWER Youth and the People who Love them.
- WE COMMIT to Excellence, Integrity and a Strong Work Ethic.
- WE POSITIVELY Focus on the African-Canadian Community.
- WE ENGAGE the Power of the Performing Arts and Academic Support to Encourage, Motivate and Inspire Youth to Give Back to our Communities.

Mission:

Empowering youth through the performing arts, academics and relieving poverty.

Vision:

Youth unleashing their artistic talent and energy as a creative alternative to self-destruction.

Value Proposition

HWC is the only organization based in the Greater Toronto Area creating opportunities for people of diverse backgrounds dedicated to the holistic development of African Canadian youth through the performing arts in a Christian context.

HWC invests its resources in the artistic, cultural, spiritual, academic, social and personal development of a new generation of performing arts community-builders.

HWC respects, supports and encourages, everyone.



The 150 Voices Project is partially funded by the Government of Canada



CHAIR'S MESSAGE



BOARD CHAIR: DEBRA WIGHT

Thank you all for the warm welcome to the The HopeWorks Connection family in September 2019. Within a very short time, I felt like I was “home”.

First of all, I want to say that I am so very proud of the work that you, our team of staff, volunteers and parents, do, day in and day out, to transform the lives of children and youth in our program. Rev. Denise, we appreciate your exemplary leadership, and the way that you empower everyone around you to step into their gifts and talents.

My fellow Board Members, it is my honour and pleasure to serve alongside you. Your unwavering commitment and sacrifices are deeply appreciated and have helped us take our Board to the next level. Though the work that we do is typically behind the scenes, please know that you play a key role in helping ensure HopeWorks has the necessary resources, support and direction to fulfill its mission and vision. As such, I am excited to share our successes and goals with our stakeholders.

In 2019, HopeWotks' Board accomplished the following:

- Implemented improved financial management processes to help ensure accurate reporting and management. This foundational work will assist us in making timely financial decisions, now and in the future
- Co-ordinated external audit for the period of January 1 – December 31, 2018. This is important, as audited financial statements are often required when applying for government grants.
- Co-ordinated several fundraising events, including a Bowl-A-Thon, and Giving Tuesday activities. This helped cover day-to-day operating expenses for the organization.
- Recruited and on-boarded new Board of Directors, with a refreshed orientation program:
 1. Debra Wight (Chair), effective November 2019
 2. Jaclyn Wight (Treasurer), effective January 2020
 3. Rev. Vernal Savage (Chair, Resources Team), effective January 2020

Special thanks to Rev. Garfield A. Fray, our past Chair/Treasurer and our Financial Team for the work they continue to do in supporting the ongoing financial management for HopeWorks.

Looking ahead to 2020, the Board and the Financial Team has established the following goals:

- Coordinating external audit for 2020
- Developing operating budget
- Increasing the financial resources (through effective grant writing, increased monthly donors and targeted fundraising drives)
- Updating the Strategic Plan

Thank you for your continued prayers and financial support. We appreciate you. Wishing you well, now and always,

Debra Wight

Debra Wight, Chair.



Lyndsay Ashby
At Large



Vernal Savage
*Resource Development
Director*



Jaclyn Wight
Treasurer



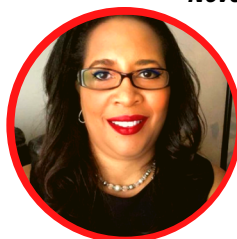
Fanella Hodge
Secretary



Garfield Fray
*Past
Chair/Treasurer
November 2016 - December 2019*



Sheryl-lynn Cadogan-Udeh
*Parent Engagement Director
November 2016 - November 2020*



Angela Stevens
*At Large
November 2016 - November 2020*

EXECUTIVE DIRECTORS MESSAGE

Executive Director: Rev Denise Gillard

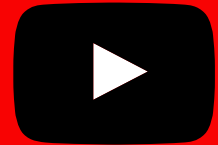
We used to call this an ANNUAL REPORT but we are now calling it **ANNUAL IMPACT REPORT**. As you read it (and for those of you who access the hyperlink, listen), it will tell the story of HopeWorks' most significant wins during a year of great challenge and learning. We have so much to be grateful for:

- I am grateful for the renewed Board of Directors under the leadership of Chair, Debra Wight. Your collaborative and positive approach to fiduciary responsibilities has brought a new level of stability, empowerment and change management to the organization. HopeWorks is grateful for:
- The hundreds of donors and volunteers passionate about creating a safe space for Black and Urban youth to grow into a practical understanding that they are more than their bodies; they are spirit, soul, body and as such are worthy of holistic engagement.
- Our Community, Mission and Business partners working with us to make a difference in the lives of children, youth and therefore, their families.
- A team of creative professionals, alumni and volunteers who sacrificially give their time, talent and resources to empower those HopeWorks serves.

As a sincere and powerful expression of our gratitude to God, HopeWorks will continue to create opportunities for people of diverse backgrounds dedicated to the holistic development of African Canadian youth through the performing arts in a Christian context, while respecting, supporting and encouraging everyone we can.

Blessings,

Rev. Denise
REV DENISE GILLARD
Executive & Artistic Director



Click on the YouTube
logo to learn how
Rev Denise founded
The HopeWorks
Connection.



Executive Partner

150 VOICES PROJECT

2019 Cycle End-Results
(Three-Quarters to completion)

With partial funding from the Government of Canada, the "150 Voices Project" moved into its second year. The project aims to break down barriers for African Canadian, Indigenous, Francophone, and racialized and urban youth through holistic programs that utilize a unique combination of the arts, academic supports and culturally relevant programming to support the emotional and social skills of youth who are disengaged as a result of racial or cultural discrimination by running weekly workshops, culminating in a final showcase in Ottawa for all participants.

The project will result in the engagement of youth in African drumming, singing, and academic support, and examine if the project creates a significantly positive impact on those involved. The project seeks to engage approximately 150 youth in Toronto, Montréal, and Halifax.



1 163 YOUTH

The number of participants engaged in inter-action-funded projects related to civic engagement and intercultural/interfaith understanding.



2 78 SESSIONS

Choir, Afro-Caribbean dance & drumming, homework help and youth development activities.



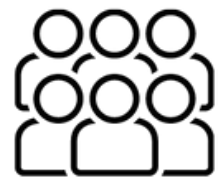
3 25 ADULT ALLIES

Qualified and caring individuals who supported young people in the project.



4 30 PERFORMANCES

Opportunities for children and youth to shine and give back to their communities!



5 25,000 AUDIENCE MEMBERS



6 OUR VISION

Youth unleashing their artistic talent and energy as a creative alternative to self-destruction.



Through 2019's programming year we faced the challenges of long-distance supervision of staff and quality control of programming. It is apparent that running effective programming across provincial lines takes significant financial and human resource investment. The challenge of balancing these factors while shoring up local programming development needs and meeting grantors expectations was a mammoth task. An independent Research Specialist, Fiona Scott was hired to help us assess our program model, articulate important findings and navigate our way forward to a sustainable and impactful future. Her report, due to be released in 2020 will key learnings on matters such as:

- Building Relationships in New Communities
- Staff Recruitment
- Cultural Differences

“ Through the 150 Voices I saw that I could not be one person there and another person at school. My attitude changed for the better and I made lots of friends where it's ok to be myself - 150 Voices Teen ”

VOUS RECHERCHER UN PROGRAMME ÉDUCATIF AU CONTENU CULTUREL APPROPRIÉ QUI MET À PROFIT VOTRE TALENT ARTISTIQUE?



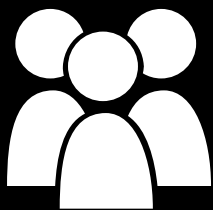
DÉCOUVREZ COMMENT VOUS JOINDRE AU CHŒUR DE CONCERT DES ENFANTS MONTRÉALAIS (MC3)

MUSIQUE GOSPEL ET INSPIRANTE, TAMBOURS ET DANSES AFRO-ANTILLAIS, AIDE AUX DEVOIRS ET DÉVELOPPEMENT DU LEADERSHIP – TOUT EN UN PROGRAMME. POUR JEUNES DE 7 À 17 ANS.

Pour vous inscrire, communiquez avec Wendy Sparks
Composez le : 438-402-8250 ou par courriel : wendysparks.hwc@gmail.com

Inscrivez-vous
dès
aujourd'hui!

STAFF



HopeWorks is made up of an incredible team of passionate professionals who invest their time and skillsets to create meaningful arts, academic and development opportunities for youth so that they can creatively navigate their path toward success. We hope our supporters will stay with us for the long haul to help us as we create opportunities for youth beyond the Greater Toronto Area.



Raquel McIntosh
*HWC General Music
Director*



Caprice Duncan
*HWC Drum
& Dance Coordinator*



Sherrain Garcia-Fairman
HWC Office Administrator



Cheryl Hurst
TC3 Administrator



Wilton Gillard
*TC3 Afro-Caribbean Drum
Director*



Gailene Prime-Ramsay
TC3 Dance Director



Zachary Jones-Hurst
*TC3 Assistant Choir
Director*



Desarae Facey
*TC3 Assistant Choir
Director*



Wendy Sparks
MC3 General Music Director



Amanda Benn
MC3 Dance Coordinator

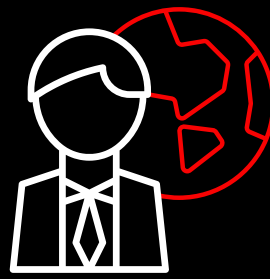


Daniel Cole
HWC Social Media Support



Kevin Dill
TC3 Sound Technician

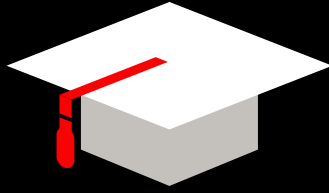
PROGRAM IMPACT



WE ARE GRATEFUL TO ALL
OUR DONORS AND
SPONSORS/PARTNERS!



ALUMNI



At HopeWorks, Alumni serve many valuable roles. They provide the foundation for student hiring initiatives, serve as lead volunteers for arts programming, help build and grow our brand through word-of-mouth and social media, donate and more. They are a reflection of the past, a representation of the present and a link to our future. This year over **17 TC3 Alumni** made meaningful contributions to HopeWorks; those shown below playing significant roles.



Kanier Hodge-Simon



Clarice Gillard



Jazmine Jeffrey



LaToya Ottley



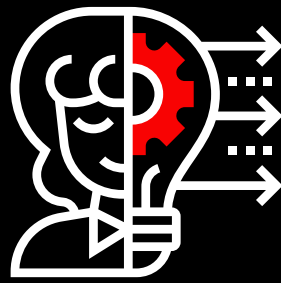
Tyreke John

#TC3AlumniForever

Click on Donate Today_
to support TC3



INITIATIVES

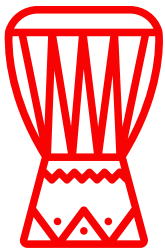


SOUNDCHECK: HopeWorks continues to serve as Trustee for the youth organization, SoundCheck Youth Arts . Our Executive & Artistic Director, Rev Denise Gillard serves as a mentor for their executive staff.



We believe SoundCheck has developed to the point that soon they will no longer need our support. I am proud of our investment in SoundCheck and am open to supporting other youth organizations. I see this as a strategic and practical way to fulfilling our mandate."

1 Youth-led Organization Mentored



School and Community Workshops: HopeWorks provides workshops in Afro-Caribbean Drum & Dance and Traditional Folk Song to schools and community organizations across the Greater Toronto Area. This form of interactive learning is ideal in getting people interested and engaged with other cultures.

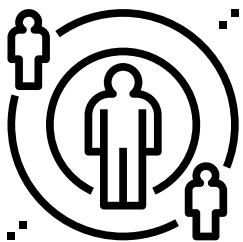
750 Students engaged through Workshops

MONTHLY DONOR PROGRAM: For as little as \$15.00 per month, a scheduled financial donation offers a steady source of funding and a more predictable cash flow. Monthly donation help HopeWorks remain focused on fulfilling its mission and plan future projects.

By renewing our efforts to secure more Monthly Donors, we offered caring Individuals the opportunity to be more strategic with their giving.

Moving forward, HopeWorks will continue its emphasis on donor recruitment and retention.

10% Increase in Monthly Donors



PARTNERSHIP PROGRAMS



MY DIVINE APPOINTMENT: In order to focus on 150 Voices Programming, HopeWorks handed over the lead partnership role for the March Break Camp in partnership with Malvern Methodist Church to its Executive Partner My Divine Appointment (MDA). In exchange, MDA made a commitment to hire as a priority adult and student staff engaged with HopeWorks. The **1** adult Program Coordinator and **3** student staff from HopeWorks were subsequently hired. HopeWorks remains committed to collaborative approaches that leverage partnership impact.



RISING STAR SUMMER DAY CAMP: HopeWorks retained its position as the lead program partner overseeing staff hiring, mentoring and supervision along with program planning and delivery. Campers between 6-15 years old experienced weekly themed activities which included a club for boys and girls, Band, Performing Arts, and Sports, Science, Technology, Engineering and Math (STEM), was a new addition to the programming with robotics and and DIY experiments.

Rising Star's Mandate is: "To provide a safe, fun-filled and engaging summer experience for those children who need it most. We give musical arts, sports, and creative experiences that builds their self-confidence, instills a sense of community and inspires them to dream big. Our day camp encourages a love for learning that helps set a strong foundation for the upcoming school year," Rev Denise Gillard, Executive & Artistic Director, The HopeWorks Connection.

18 Students hired

8 Guest Staff Trainers/Facilitators

8 Community Partners

37 Children per Week



VOLUNTEERS



Volunteers are the roots of Strong Communities. Many thanks to all of the caring adults who give their time, talent and resources to ensure that the children and youth we serve get the best we have to offer.



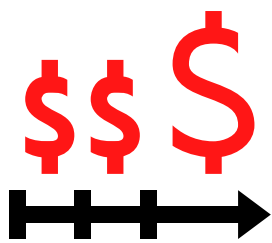
Keith Yearwood

Always in our Hearts

On Christmas Eve, we lost Keith Yearwood, the founding volunteer for our Music & Math program. Keith was highly dedicated to the homework help portion of our programming, with a focus on helping youth develop fundamental skills sets and strive for excellence. He took the fear out of Math, helping many youth achieve and even surpass their academic goals. In his honour, HopeWorks named the annual Math medal, "The Keith Yearwood Mathematics Award".



**Our Volunteers are
Amazing!**

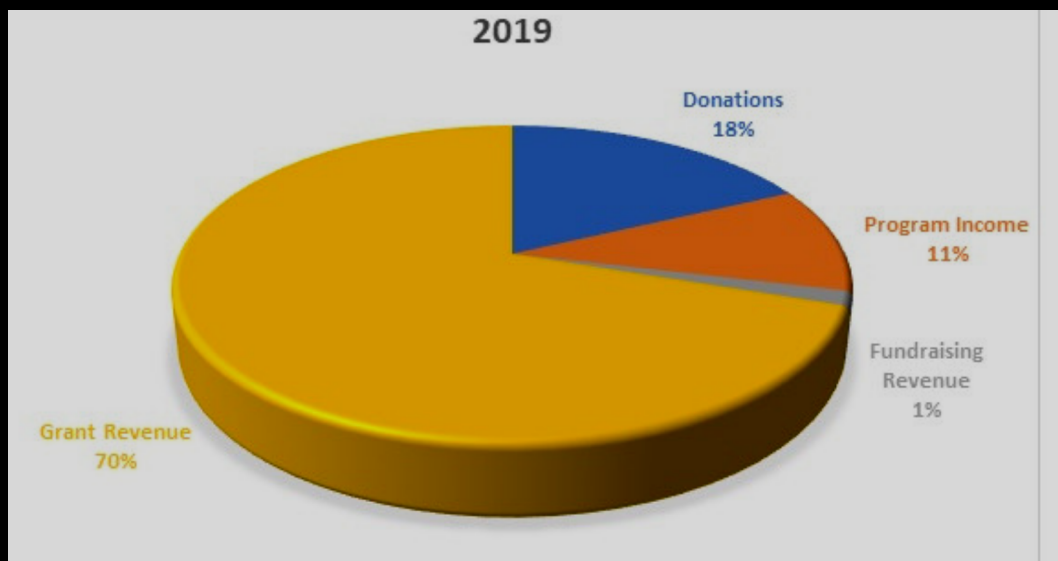


FINANCIAL OVERVIEW- INCOME

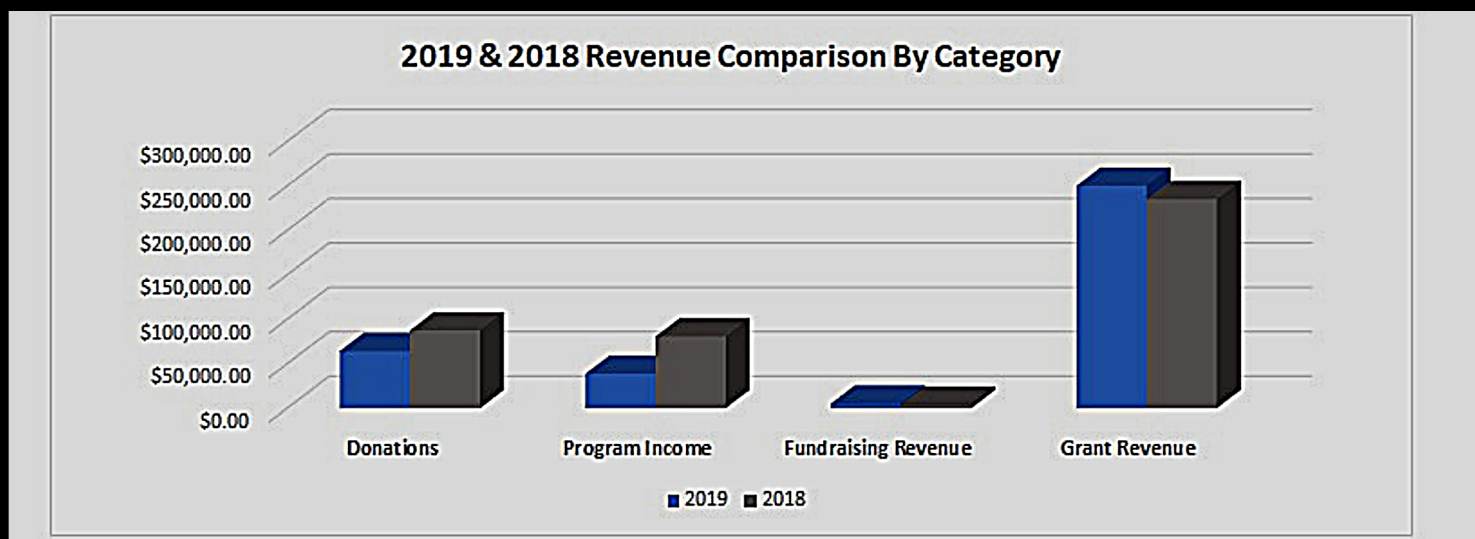
HopeWorks greatly appreciates the support given by many donors, sponsors and funders. We are grateful for the many community partners who believe the children and youth we serve matter! The positive impact of your investment will resound for generations.

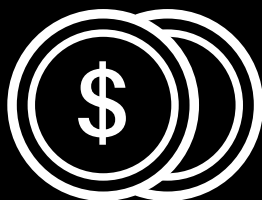


[Click here to see what TC3 and MC3 means to their members!](#)

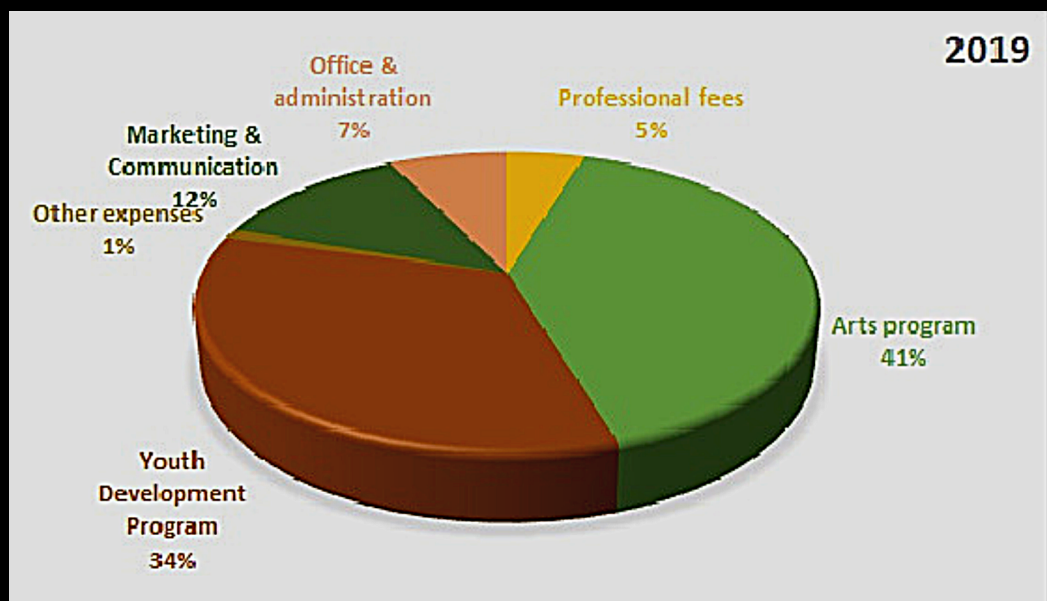


**2019
Income**

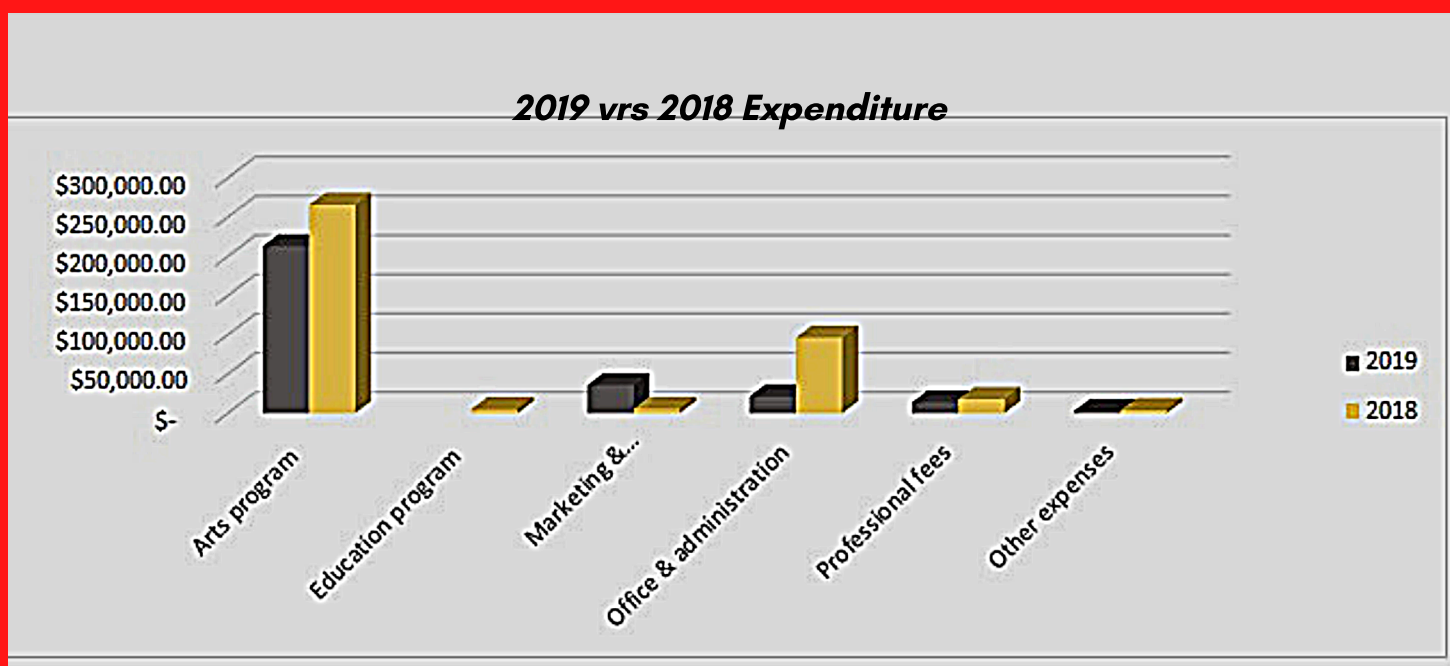




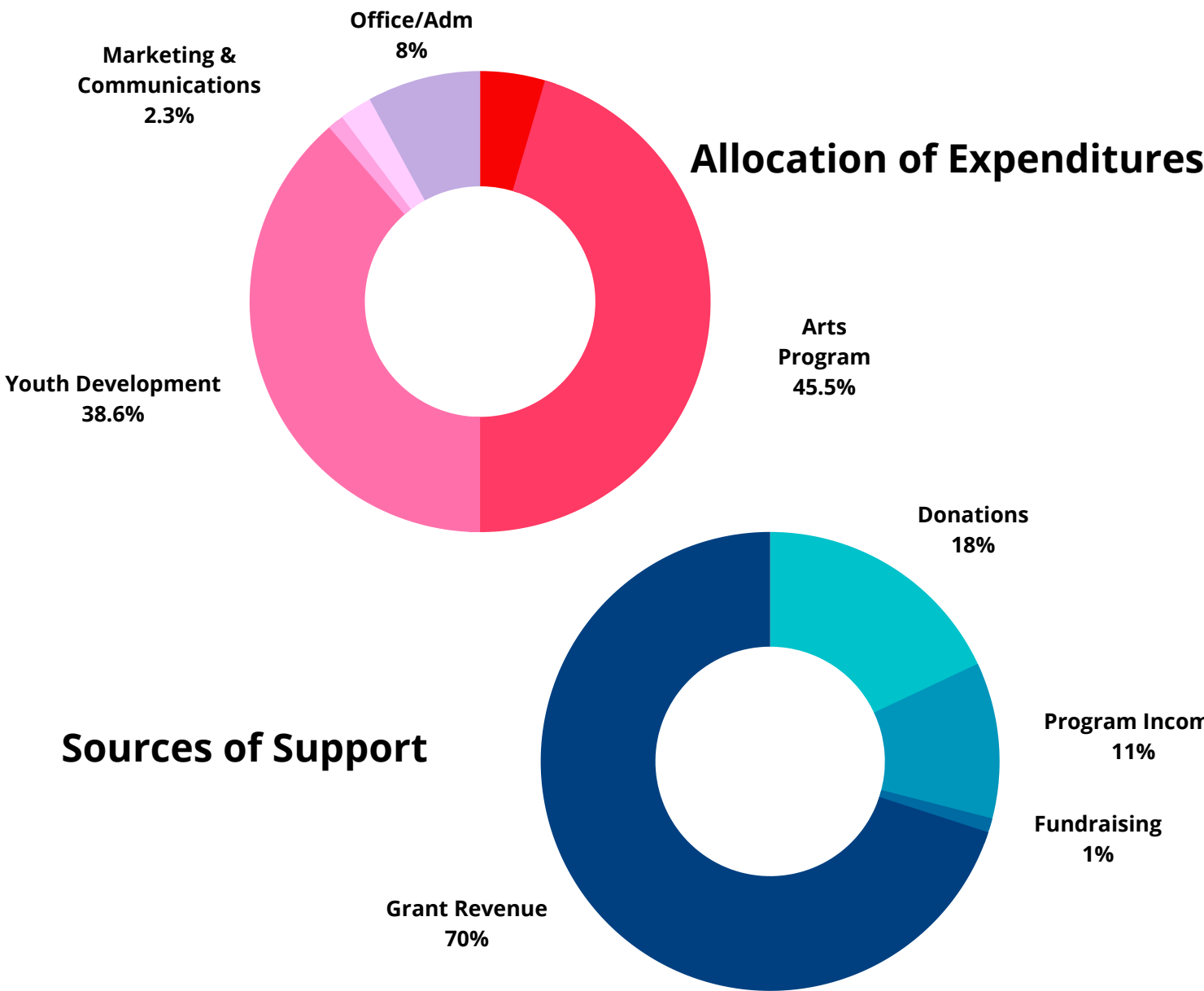
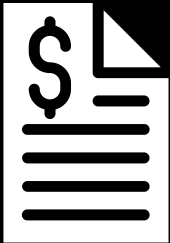
FINANCIAL OVERVIEW- EXPENSES



**2019
Expenses**



Financial Overview- Allocations & Sources



Notes: Allocation of Expenditures is based on data verified by HopeWorks' Auditors; figures may not total 100 due to rounding. Fundraising costs remain below the charitable sector standard of 23 per cent of total operating expenses. Complete audited financial statements are available upon request at connect@hopeworksconnection.ca

The HopeWorks Connection is fully committed to financial integrity and best practices of stewardship as a intermediary of Partners in Missions and Outreach International, Charitable Business Number: 821820149R0001

LOOKING FORWARD...

from the Executive Director's Desk



2019 was a year of investment in 150 Voices Project. Substantial resources were put towards building, tracking and evaluating project impact so that the organization could make sound strategic decisions. Looking forward to 2020, HopeWorks will focus as follows:

- Further develop Le chœur de concert des enfants montréalais/Montreal Children's Concert Choir (MC3), activate the Halifax Children's Concert Choir (HC3), while stabilizing The Toronto Children's Concert Choir & Performing Arts Company (TC3) as its flagship performing arts company
- Strengthen organizational branding in alignment with the Shared Mandate in order to increase visibility and expand funding base beyond a heavy reliance on task-heavy grants
- Incorporate new tracking, reporting and communications systems that meet stakeholders needs in creative and effective ways.



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to support TC3





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