



ROTARY LEADERSHIP CIRCLE 2017

FINAL REPORT

PROJECT DESCRIPTION

The Rotary Leadership Circle program is a six-week summer program that targets youth aged 10-14. Initially developed to address gang issues in Winnipeg's inner city, the Rotary Leadership Circle (RLC) program has evolved into a hands-on program that promotes community engagement and skill-building within a supportive environment. We want youth to take advantage of the time they have off in the summer months to not only enjoy themselves but also to try new things, to connect with new people, and to gain a broader and more in-depth understanding of the city in which they live.

The four main goals of the program are:

- 1) Enhance each participants' skills so they obtain marketable employment skills
- 2) Demonstrate the potential youth have to be positive contributors to the community
- 3) Build participants' sense of belonging and pride toward their neighbourhoods
- 4) Develop positive individual and team leadership skills among the youth

The Youth Agencies Alliance (YAA), which is a network of 18 different youth-serving organizations across Winnipeg, facilitates and designs this program with help from its member agencies. Through this collaborative approach, each agency has the opportunity to host an RLC site. Our goal is to have up to 10 participants at each RLC site, allowing for the program to serve 180 youth at full capacity. YAA is uniquely positioned to identify youth who would most benefit from our program, often serving youth of Indigenous decent, newcomer or refugee status, and/or youth who face significant social or economic barriers. The RLC program seeks to break down barriers for these youth through providing a safe and stable environment for them to engage in positive activities during the summer months while exploring new places in Winnipeg. Over the course of 6 weeks in July and August, the participants gain valuable work and leadership experience, and contribute a minimum of 60 volunteer hours to their agency, neighbourhood and city.

IMPLEMENTATION

At the beginning of May, Youth Agencies Alliance (YAA) member agencies who were committed to participating in the 2017 Rotary Leadership (RLC) program, signed a Memorandum of Understanding (MOU) with YAA. This document outlined the goals, expectations, and job descriptions for the program. 13 of YAA's 18 members participated in the 2017 RLC program, with one organization having 6 sites, resulting in a total of 18 RLC sites.

Each participating YAA agency is responsible for hiring or designating a member of their staff to be their RLC Site Coordinator. The majority of participating agencies that hired a new staff accessed funding for the position through the Government of Manitoba's Green Team program. Site Coordinators are integral to the program as they plan the activities for their site and implement the activities with the youth participants on a daily basis. They also play the critical role of mentor and supervisor to the youth throughout the summer.

In June, Site Coordinators underwent two orientation sessions, achieved certification in Nonviolent Crisis Intervention and Emergency First Aid/CPR, and participated in a Behavior Management training. Originally, we planned three orientation sessions with the first one taking place on June 1. However, due to an unexpected funding crisis, we had to cancel the first training and seek our new funding in order to save the program. Thankfully, we managed to secure enough funding to run the program, and were only delayed a week.

During the orientation sessions, Ange, the YAA Program Coordinator, provided each Site Coordinator with a binder and USB stick containing all the necessary information and documentation such as the MOU, evaluation and tracking materials, and required forms needed to run and report on a successful RLC program.

Site Coordinators were also tasked with creating a six-week activity calendar for their individual sites. While creating these calendars, Site Coordinators were reminded of the 1/3 policy, that a third of the planned activities must take place at their agency, a third must incorporate their immediate neighbourhood, and a third must explore the city at large. Site Coordinators were also strongly encouraged to partner with other sites for an outing as well as host a fundraiser. This allows youth to meet other participants in the program, as well as teaches them about giving back to the community through raising money for a charity or cause of their choice. Once Site Coordinators completed their draft calendar, Ange reviewed it and provided feedback and assistance in making the necessary changes to ensure the planned activities align with the goals of the RLC program.



2017 Site Coordinators with Ange (YAA Program Coordinator).

At the end of June, the RLC participants (“Youth Leaders”) applied and went through a selection process for the program. Due to funding, each site was allowed to select up to 8 participants for their program. The program officially began Tuesday, July 4 and ran until Friday, August 11. Throughout the six weeks Youth Leaders dedicated a **total of 11,656 hours** to the program. They participated in a variety of activities, such as park clean ups, money management and resume writing workshops, visited the Canadian Museum for Human Rights, toured the Winnipeg airport and the Mint, and attended the Winnipeg Fringe Festival. Youth Leaders also volunteered their time at local charities including Agape Table, Winnipeg Harvest and Siloam Mission. As well,

different RLC sites hosted joint fundraisers, such as a bake sale, to raise funds for a charity of their choice. A **total of \$2,309.12** was raised and donated to places such as the United Way of Winnipeg, Siloam Mission, and Cancer Care Manitoba.



Rossbrook House Youth Leaders made a donation to the United Way of WPG.



RLC sites from West Central Community Program, Spence Neighbourhood Association, Norquay Boys and Girls Club, and Freight House Boy and Girls Club came together to host a bake sale on the front lawn of the University of Winnipeg.

The RLC participants also had the opportunity to participate in the YAA Art Show throughout the last week of July. The YAA Art Show is an annual art program that brings together youth to work on an art piece centered on a specific theme and medium. This year’s Art Show titled “Community of Strength” focused on personal strengths and community engagement. Through the project, youth worked with local artists in the community, explored their personal strengths using clay, and showcased their art in a professional art exhibition. The Community of Strength art workshops led participants on a creative journey to identifying their strengths and recognizing how they can use their strengths to positively contribute to the community.



On the morning of July 14, YAA hosted a Funder Tour for our 2017 RLC program donors. The tour gave a chance for funders to see some of the youth in action. We are always happy to bring funders out and into the community to see our youth engaged in different, positive activities. This year we visited Art City who brought in a soap stone artist to lead a soap stone carving workshop. After that, the tour brought funders to West Broadway Youth Outreach where they were hosting a bake sale in partnership with Gilbert Park Boys and Girls Club. The funders got to buy some yummy treats made by the youth. Our morning concluded with a luncheon at YAA.



*(Left): Hannah Doucet (Art City Site Coordinator) speaking with the funders about her site’s programming.
 (Right): Youth Leaders from WBYO and Gilbert Park BGC with members of the Rotary Club of Winnipeg.*

The RLC program concluded with a graduation ceremony. Here, Site Coordinators, agency staff, Youth Leaders, their family and friends, community members, and funders came together to celebrate the hard work and dedication of the 2017 Youth Leaders. The ceremony was held at the West End Cultural Centre on the afternoon of Aug 10. Throughout the afternoon, we recognized **160 Youth Leader graduates** and gave each one of them a Certificate of Completion. The diverse exploration of leadership and community building throughout

the program enabled youth to not only recognize their own potential, but also the potential of our city. It is through building skills and knowledge that our youth can become equipped with the necessary tools to create positive change in their communities.



IRCOM's 2017 RLC Youth Leaders with their Site Coordinator, Mathew Joseph.

Additionally, we selected four amazing Youth Leaders to receive a Valedictorian award. They were nominated by their Site Coordinator for truly embracing the spirit of the program by consistently going above and beyond expectations. As Valedictorians, each one of them prepared a speech that they delivered at the beginning of the graduation ceremony. Hearing directly from the Youth Leaders really captures the positive impacts the program has on the participants. It is through hearing about their experiences in the program, that we are able to learn about their journey to becoming leaders in their community.



2017 RLC Valedictorians with Ange.



Valedictorian Recipient, Immanuel, delivering his speech.

As part of the program, each Youth Leader was awarded a stipend that reflected the number of hours they contributed to the program. At the end of the program, Site Coordinators took their Youth Leaders on a supervised shopping trip to purchase an item (or items) of their choice. Some of the items that were purchased this year were clothes, shoes, an ipod and school supplies. For many of the youth, this was the first time they were able to purchase something with money they earned themselves. This helps to instill a sense of independence, accomplishment and pride within the participants.

Once graduation and the shopping trips were complete, the Site Coordinators were given time to finish their paperwork and evaluations. They had until August 25 to submit their paperwork to Ange, the YAA Program Coordinator. This marked the official conclusion of the 2017 RLC program.

OUTCOMES AND EVALUATION RESULTS

Overall, we were very pleased and thankful with how the Rotary Leadership Circle program ran this summer. The cooperative relationships we have with the member agencies who participate year after year allows us to manage the eb and flow of funding confirmations in an effective way so that everyone is up to date as the program and budget adjust for the funds we are able to acquire. The Site Coordinators especially had to be prepared to respond to these changes and they did so with enthusiasm as they kept the youths' best interests at heart.

When the program began we had to reduce the number of youth per site to 8, and allow a maximum of \$500 for program expenses and transportation. We maintained these numbers although some of our member agencies decided to bring additional youth into the program knowing they would have to cover their stipends. Art City ended up sponsoring 5 youth, Teen Stop Jeunesse sponsored 2 youth, Maples Youth Activity Centre sponsored one youth, and the Immigrant and Refugee Community Organization of Manitoba sponsored 2 youth. Other agencies spent beyond the allotted amount for program expenses in order to increase the quality and/or variety of activities the youth could participate in. **These commitments by individual agencies to the program shows just how much it means to them and to the youth in their neighbourhoods.** It is truly integral to their summer programming.

LONGITUDINAL STUDY

A new evaluation tool introduced into the RLC program this year was the Youth Longitudinal Study (YLS). For many years we have known about the long-term positive impacts the RLC program has on participants and this year we decided that we wanted to begin documenting and tracking our participants' progress. The YLS is designed to evaluate whether the RLC program has had any influence on a participant's life. We want to know about their experiences with work, volunteering, and any extracurricular activities they are involved with, post RLC program participation. Participation in the YLS is voluntary and those youth who chose to participate will be contacted for a fifteen-minute interview once a year for the following five years. To acknowledge their time, youth will receive a \$10 honorarium for each interview they participate in. At the end of the study we will be sharing what we have learned with the participants, the community, and program funders.

During their orientation with their Site Coordinators, Youth Leaders learned about the YLS and were given paperwork to bring home, discuss with their parents, and decide whether or not they want to participate. This year, we are excited to have received 9 completed forms for the YLS. We are looking forward to documenting this much needed data and information to prove how the RLC program has a positive and lasting impact on youth.

YOUTH LEADER EVALUATION RESULTS

This year, to capture the interest and need of the program, we started tracking the number of youth who applied to be a part of the RLC program in comparison to the number of youth accepted. This year 397 youth applied for the RLC Program for 144 spots (8 Youth Leaders per site x 18 RLC sites). A total of 154 youth were accepted into the program (with 10 spots being sponsored by agencies). This reveals that **only 39% of those who applied were accepted into the RLC Program.** This proves that there is a vastly greater need and interest in the program than what we are currently able to accommodate.

This year, out of the 160 RLC program graduates, **82% of Youth Leaders completed the program start to finish and 13% partially completed the program.** Unfortunately, 2 youth had to drop out of the program. We

are aware of the unique needs of the youth we serve in this program. Site Coordinators strive to provide any additional support to avoid them leaving the program, such as following up with the youth and family when they miss days. However, we understand that there are uncontrollable reasons, such as a family moving, that youth may have to drop out of the RLC program.

To help ensure all the stipend money is accounted for, we allow for each RLC site to have up to two additional youth who are designated as “on call”. These youth are not officially part of the RLC program, but may be called upon to join the program when one of the Youth Leaders is unable to attend one or more days of program and is not able to make up those hours. This year 8 “on call” youth contribute hours to the RLC program, and were part of the 160 youth that were recognized as program participants at the RLC Graduation.

Below is our participant age breakdown, based on 121 pre-program surveys collected.

- Age 9 – 2%
- Age 10 – 17%
- Age 11 – 19%
- Age 12 – 15 %
- Age 13 – 20 %
- Age 14 – 24 %
- Age 15 – 1%
- Age N/A – 3%

26% of Youth Leaders had participated in RLC in previous years. For three youth, it was their third year participating the program, and for one youth, it was their fifth year in the program. Assuming these statistics are similar for youth who did not complete the survey, we would have **engaged approximately 121 new youth this year.**

Similarly to previous years, Youth Leaders were given a pre-program and post-program evaluation to fill out. Below are some of the highlights from the youth evaluations we would like to share.

PRE-PROGRAM RESPONSES:

By indicating ‘yes’ or ‘sometimes’....

- 96% of youth indicated they like their neighbourhood
- 91% feel like they belong in their neighbourhood
- 98% like learning/doing new things
- 97% like working with others
- 97% like helping other people
- 90% want to make the world a better place to live

If you could change one thing about the neighbourhood you live in, what would it be?

- “More community and togetherness.”
- “I would like to change the way my neighbourhood is being viewed and make it safe.”
- “Change the relationship we have so everyone would be closer.”
- “More people who interact with each other.”
- “I would help the people who are homeless.”

Why did you choose to join Rotary Leadership Circle?

- “I wanted to have fun while learning new things about helping my community.”
- “Because I want to make the world a better place.”

- “Because I wanna be a great leader and help kids from different places.”
- “It seemed like a wonderful opportunity and I couldn't let myself pass the chance because it sounds like a place where you can have fun and help out so win-win.”
- “because I want to learn more about relationships and to have enough self-confidence and to learn more English.”

POST-PROGRAM RESPONSES:

By indicating ‘yes’ or ‘sometimes’

100% of youth got along with their Site Coordinator**

100% got along with other youth**

100% felt they tried and learned new things

95% felt they improved or gained new skills

96% felt they made a difference in their community

97% felt they learned things helpful for their life

What jobs exist that you didn't know existed before?

- “Money management volunteers.”
- “Art show coordinator”
- “Youth employment services”
- “Activist”
- “Picking up the homeless pets at RAY”
- “TV producer”
- “Winnipeg Harvest, farmer”

What was your favourite part of Rotary Leadership Circle this summer?

- “helping out at harvest”
- “bake sale because we donated money to cancer care”
- “going on field trips/outings and meeting new people”
- “everything” (x7)
- “having somewhere safe to go instead of drinking all day”
- “making new friends and the coordinator really cares about us”
- “I got to meet new people and experience/learn new things but I loved going to Winnipeg harvest the most”

**This data demonstrates the impact Site Coordinators have on their Youth Leaders. Not only do they develop close, supportive, one-on-one relationships with each of their Youth Leaders, they also help to facilitate relationships between the participants. We know that the youth probably did not get along 100% the time, but the work they put into building teamwork skills throughout the six-weeks, allowed them to positively reflect on their overall experience and their relationships with the other Youth Leaders.

SITE COORDINATORS EVALUATION RESULTS

Site Coordinators are central to the success of the RLC program. They are on the ground with the Youth Leaders every day and support them throughout the program. Site Coordinators are role models for the Youth Leaders and have the potential to inspire them to pursue similar careers. For the first time this year, we documented whether any of the 2017 Site Coordinators participated in RLC as Youth Leaders when they were younger. To our surprise, **6 of the 19 Site Coordinators previously participated in the RLC program as youth!** It is great to see some of the young leaders staying connected to their communities and becoming mentors to the next generation.

Below are some of the key insights that were shared in the 19 evaluations that were submitted.

- There were a total of 19 Site Coordinators and 90% indicated that their program went as planned this year. There were a couple times plans had to be changed due to weather and availability, but for the most part everything ran smoothly.
- When asked about the strengths of their programs most pointed out that the youth themselves were a strength. All the youth were very engaged and behaved well.
 - One stated, “All of the youth got along amazing! We called ourselves a Rotary Family!”
- When asked how YAA could further support them in running the program at their site they identified funding and resources, more regular and direct communication from the YAA Program Coordinator to Site Coordinators and more opportunities for the Site Coordinators to connect with one another.
 - One Coordinator made a suggestion saying, “More thorough application process. Perhaps mock interviews, phone calls with parents? Official forms instead of the ones I made? Many applicants told me they did not have summer plans/time conflicts but they did.”
- 100% of Site Coordinators indicated that their relationship with the youth at their site was positive or very positive, and they unanimously agreed that being involved in the RLC program this summer was a very positive experience for the youth.
- When asked to describe what they learned from the youth this summer, Site Coordinators shared thoughtful responses such as:
 - “I’ve learned that caring and compassion is not bound by age. The youth this year were incredible human beings with the warmest hearts.”
 - “I have had the chance to get to know each leader 1 on 1 and getting an insight on their life melted my heart and being their support was incredible, I got to feel like a big sister/role model for all 10.”
 - “They showed me how even someone as young as 10 can be a leader to kids older than them with the right training and the right mindset.”
- 100% of Site Coordinators rated the Rotary Leadership Circle program as ‘good’ or ‘excellent’ and the majority of them would like to serve as a Site Coordinator in the future.
 - “I had SO much fun running Art City’s rotary program this summer, I considered it such a privilege to be able to work so closely with such an inspiring group of youth. I learnt so much from them and miss getting to spend so much time with them already. Thanks for supporting such an amazing summer for myself and our youth.”

BUDGET

	<u>Projected</u>	<u>Revised</u>	<u>Actual</u>
<u>Revenues</u>			
Rotary Club of Winnipeg	\$ 5,000.00	\$ 6,000.00	\$ 6,000.00
The Gail Asper Family Foundation		\$ 20,000.00	\$ 20,000.00
The Chipman Foundation		\$ 10,000.00	\$ 10,000.00
The Lount Family Foundation		\$ 10,000.00	\$ 10,000.00
The C P Loewen Family Foundation		\$ 2,500.00	\$ 2,500.00
The Winnipeg Foundation	\$ 30,000.00		
Great West Life	\$ 7,000.00		
Richardson Foundation	\$ 7,500.00		
Wawanesa Insurance	\$ 5,000.00		
Individual Donation		\$ 500.00	\$ 500.00
In-Kind (Additional Stipends and Program Expenses)			\$ 5,771.11
In-Kind (Coordinators' Wages and MERCS)	\$ 77,292.00	\$ 77,292.00	\$ 77,292.00
Total Revenues	\$ 131,792.00	\$ 126,292.00	\$ 132,063.11
<u>Expenses</u>			
Salaries and Benefits			
In-Kind Coordinators' Wages (19 x \$3,600)	\$ 68,400.00	\$ 68,400.00	\$ 68,400.00
In-Kind MERCS (13%)	\$ 8,892.00	\$ 8,892.00	\$ 8,892.00
Equipment and Supplies			
T-Shirts	\$ 1,500.00	\$ 1,600.00	\$ 1,542.62
Replacement Binders/USB Drives	\$ 100.00	\$ 100.00	\$ 64.24
Program Costs			
Stipends (8 youth x 18 sites x \$200)	\$ 36,000.00	\$ 28,800.00	\$ 27,631.82
In-Kind Stipends			\$ 2,092.00
Program Expenses (18 sites x \$500)	\$ 7,200.00	\$ 9,000.00	\$ 8,961.65
In-Kind Program Expenses			\$ 3,679.11
Transportation (18 sites x \$100)	\$ 1,800.00		
Graduation	\$ 1,700.00	\$ 2,400.00	\$ 1,775.00
Administration			
Program Facilitation	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Other			
Site Coordinator Training	\$ 1,000.00	\$ 1,254.00	\$ 1,254.00
Hospitality		\$ 346.00	\$ 61.22
Funder Recognition	\$ 200.00	\$ 500.00	\$ 117.42
Total Expenses	\$ 131,792.00	\$ 126,292.00	\$ 129,471.08
Surplus/Deficit			\$ 2,592.03

NOTE: As the RLC program is the only business/project of the RLC Youth Leadership Inc., our project budget is also our income and expense budget for the current fiscal year. The surplus is accounted for by the Rotary Clubs of Winnipeg's funding, and will be carried-over for 2018.