



FFAF 2023 Annual Report

www.ffaf.ca

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Who We Are

The **Free For All Foundation** is a Registered Charity/ Not-For Profit Organization offering a holistic frontline approach to servicing our community. We cater to youth, seniors and families a part of high-needs neighbourhoods and take great pride in offering a range of resources to help our clients better their lives.



Purpose

FFAF aims to create sustainable, dynamic, and accessible youth programs and opportunities in the Region of Peel to support young people in becoming successful learners, confident individuals, effective contributors to society, and responsible citizens.



Our Mission

Engage, nurture, and inspire residents to thrive through opportunities in education, employment, and wellness.



Our Vision

To empower marginalized youth, families, seniors to enhance their skills for success.



Our Values

Service Excellence : We provide excellence in services and link clients to other appropriate resources in community.

Inclusive : We welcome and value inclusiveness and are accessible to all.

Innovative : We encourage critical thinking and creative solutions.

Expertise : We take pride in the level of knowledge and expertise that drives our mission.

Integrity : We speak and act openly and directly.

Collaboration : We are committed to sharing information with funders, clients, staff, and the public.





Free for All Foundation's President 2023 Message

Dear Friends,

There were many challenges for this sector over the last two years, but there were also remarkable opportunities. The Free For All Foundation remained steadfast in its commitment to empowering our vulnerable community to be resilient, competent and strong to advocate for themselves.

It is our goal to continue to provide culturally appropriate and innovative opportunities to our clients so they can succeed in life. Over the years, FFAF has had many great achievements, such as helping people gain and develop skills, and confidence they need to thrive; providing programs and resources so they can stay healthy and active; providing new and relevant initiatives that meet today's needs and help to strengthen the social health and fabric of our communities; and much more.

The work that **FFAF** does gives hope to our clients for the future. And this work is made possible by the generous support of our donors. Financial contributions from individuals, corporations, foundations, governments, and other organizations, along with fund raising initiatives help sustain our work. We're grateful to all who share our belief in the power of good governance grounded in smart policy and a commitment to improving quality of life in our local communities.

Best regard,

Lola Gayle

FFAF president



Message from the Executive Director

I am delighted to share with you the **Free For All Foundation** 2023 Annual Report on behalf of your Board of Directors. Despite the fact that this year has been extremely busy on many fronts, we are in a good position to continue on our road of consistency and recovery.

In 2020, we experienced a global pandemic, the rise of an anti-racism movement, and calls to revise how we conduct business. We had the opportunity to examine our system and internal processes in great detail, showing it is clear for us that we need to enhance our partners and stakeholders for greater collaborations.

As an organization, we have made a concerted effort to understand the historical and current disparities, injustices, and inequalities experience by those we serve. To ensure that we lead a diverse and inclusive organization that impacts and strengthens our mission and vision within the community. Our staff and board have created more opportunities for everyone to be included in everything we do.

As we move into 2023/2024, we will challenge ourselves to improve outcomes for families, youth, and seniors. I am very confident that together we can make great strides forward to ensure a promising future for the clients we serve. We are poised to continue our journey to being a leading organization in the Region of Peel.

Thank you to our staff, volunteers, clients, funders, supporters, and donors. Let's continue to work together to move the **Free For All Foundation** forward into a sustainable, resilient future.

Sincerely,

Dr. David Green

Executive Director of the Free For All Foundation (FFAF)



Our Board of Director's

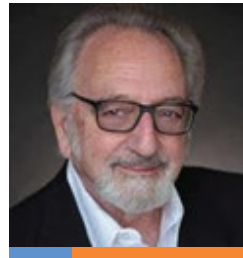
We couldn't do it without you. Our champions!



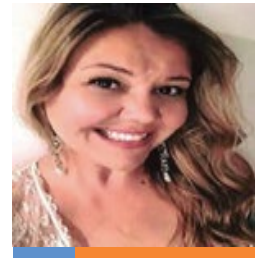
Board President
Lola Gayle
Principal H.B.



First Vice President
Andrew Cooper
Superintendent of Police



Second Vice President
Jerry Adel
Business owner



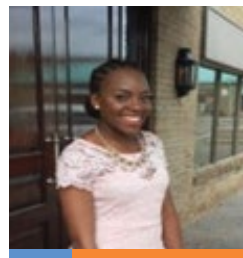
Board Secretary
Carla Merton
Business owner



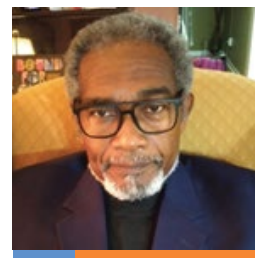
Board Treasurer
Annette Morgan
Retired



Board of Directors
Dave Y
Principal



Board of Directors
Tiana Thomas
HR



Board of Directors
Winston Mapp
Retired



Board of Director
David Green
Executive Director



Board of Directors
Vivan Johnson
Teacher



Board Treasurer
Nirmalakanth Jesuthasa
Engineer





Background






The height of the COVID pandemic brought forward important lessons about the not-for-profit sector. As an organization, we leveraged the knowledge and expertise of our community partners to rethink not only how we deliver supports, but ways to have sustainable impact. This report spotlights some of our successes, our innovations and collaborative partnerships that emerged in response to what we learned. And it also shows how we do things differently to promote and sustain our work so that it can be leveraged, both now and in the future.

For more than 21 years, our work has impacted the lives of many in the Greater Toronto Area. Our efforts to scale effective initiatives and approaches are made possible through an expansive network of nearly 50 partners. The premium we place on partnership is reflected in everything we do. Here are some ways we collaborate:

- ✓ The Foundation continues to develop and implement public awareness initiatives and services in collaboration with community partners in response to community needs.
- ✓ We have collaborated with community partners and law enforcement, through the crime prevention program to provide a comprehensive and coordinated rapid response to address violence and safety of our most vulnerable.
- ✓ The Foundation continues to participate in a collaborative roundtable to address and seek solutions to end youth poverty through system coordination and provide a variety of opportunity to community-based programs for vulnerable families.
- ✓ We have continued partnerships with community care providers who offer a range of prevention and direct service programmes to children and families that are part of the AKOMA program.

The biggest lesson learned from the pandemic is transforming how we think about our relevance and the value of what we do. Our approach to service today will determine our success in transitioning to a more inclusive, equitable and resilient organization for the clients that we serve.

Laying a solid foundation utilising innovation is essential to sustainability as we move forward and implement new business practices. We will make use of collaborations with key players to spread awareness of the value and advantages of invocation to support our brand. A new youth advisory committee that we've formed will help by amplifying their creative voices. And we can create distinctive marketing strategies that will make us stand out, and marketing plans that will aid in boosting our community presence.

-  **EFFECTIVE GOVERNANCE:** Our Board responded to by creating a new robust strategic plan and putting policies and effective practices in place that align with our mission.
-  **INCLUSIVE & SUSTAINABLE:** We have created an Equity and Inclusion Manager position to best service a diverse community.
-  **INCREASED CAPACITY:** We continue providing staff and volunteers with the opportunity for capacity and leadership development.
-  **ACCOUNTABILITY:** We are all accountable: We each take responsibility, are open to systemic evaluation and live up to our commitments.
-  **TRANSPARENCY:** We value transparency in everything we do. By collaborating, proactively communicating, and cooperating with our clients, funders, community, and stakeholders, we promote and build on this value for the betterment of our society.



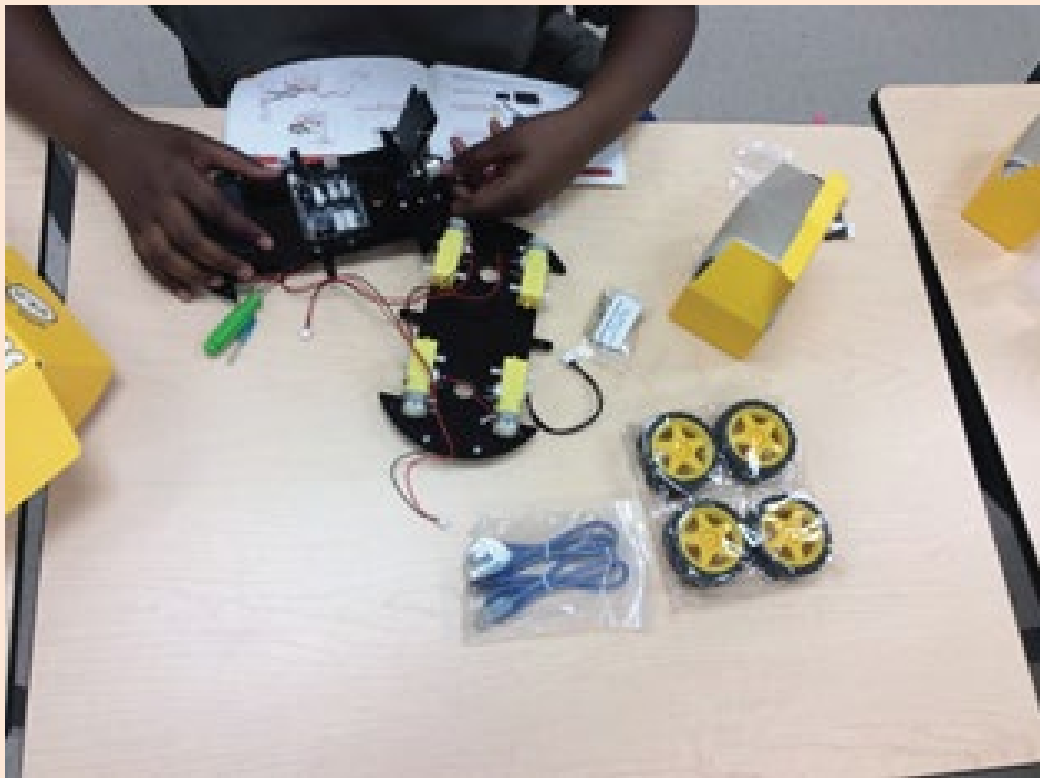
Our Programs

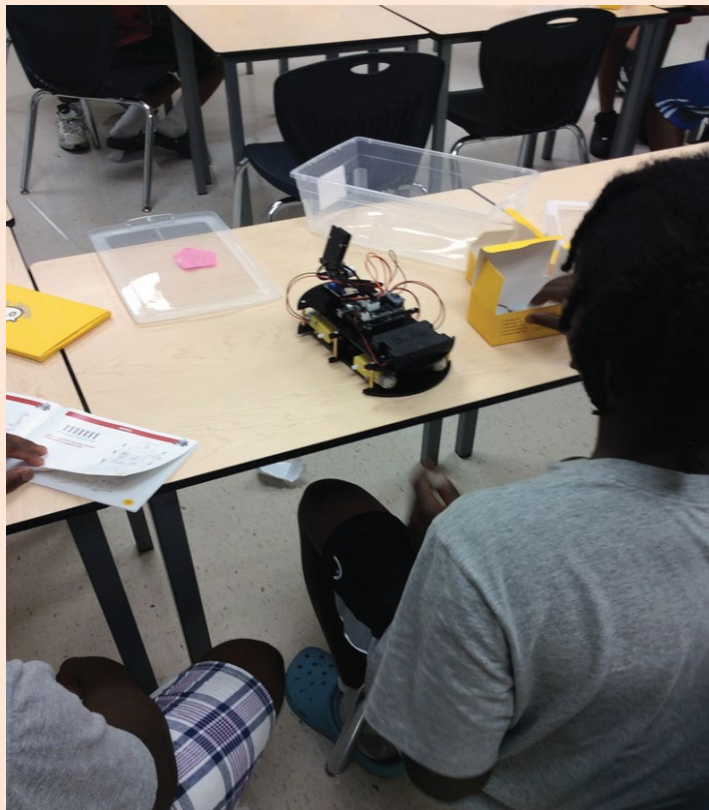
FFAF administers many programs, services, and events for our clients. Our approach is to provide support that is accessible and empowers children, youth, seniors, and families to be competent and strong. For students, we know how important it is to receive effective mentorship and peer support in addition to scholarship support. Students are most successful when they have a network of resources available to them. Similarly, seniors and families must be provided with community-based resources that support their development and enables them to be part of the fabric of the community.



STEM

To increase the number of youth seeking degrees and careers in STEM fields, students must be started on the STEM pathway early. One of the biggest challenges in reaching this goal is ensuring that students, educators, and parents have access to information and resources related to STEM. Far too often, due to a lack of access to these resources, students are unprepared to pursue a STEM major when they begin post-secondary education. Here at FFAF, we provide opportunities for students to partake in STEM activities early, across all of our children and youth programs. This includes our after school programming, March break camps, and summer camps, and we continue to look for new ways of expanding this.







Akoma Wraparound Service

In collaboration with the Peel Children's Aid Society (Peel CAS), families that come into contact with Peel CAS are paired with a wraparound counsellor who provides culturally sensitive support. The program provides connections to other valuable community-based programs to develop strong community connections that are focused on supporting the individual or family.



Crime Prevention

The Foundation continues to support the development and implementation of public awareness initiatives and services in collaboration with community partners and in response to community needs. This collaboration with community partners and law enforcement ensures our crime prevention program can provide a comprehensive and coordinated rapid response to address violence and safety.

The Foundation also continues to participate in a collaborative roundtable to address and seek solutions to end youth violence through system coordination and provide opportunities for community-based programs for youth.

We have continued partnerships with community care providers who offer a range of prevention and direct services programs to children and families in support of the crime prevention program.

In response to the increase in youth violence, we have established a new youth advisory committee that will work with other youth whose voices are often not heard. The committee will help guide public engagement and provide advice on access to information and resources that help young people better understand the impacts of violence.



Leadership

The Foundation has designed and conducted leadership training for more than 20 years. We have created a space for young people to have a voice, have a sense of belonging, be empowered, and engage with professionals within the community. These spaces allow for engaging conversations, generation of ideas and facilitate the exchange of knowledge and learning. After two years of isolation, FFAF was excited to see young people from two high schools and two feeder schools, along with volunteers and community members, engage in knowledge sharing and learning once again. It was a joy to see them participate in leadership

training and fully engage in workshops. Participants also get the full value of information from community elders and corporate stakeholders that make our leadership program unique, effective, and memorable.



Scholarship Support

Every year the Foundation awards scholarships to first-year post-secondary students to off-set the cost of tuition in their pursuit of higher education. Through this program, FFAF alone is not just investing in the future of students, but so is the community. With the support from corporations, foundations, individuals, and our partners we are able to provide scholarship opportunities year after year.









Sports and Recreation

The Foundation believes in equity and inclusion, and providing complete access to sport and recreational activities for anyone to participate in, at little or no cost. We achieve this by working with different partners that support our goal of keeping our community active. 2022 marked the return to in-person program after a two year long hiatus due to pandemic restrictions. Our doors opened to welcome over 457 children participating in sports and recreation at three different locations.





What's New: Girls at Bat

The Foundation and the Jays Care Foundation built a new partnership designed to increase opportunities for girls in Brampton to play baseball. The focus of the program is to encourage girls to grow more comfortable in sport, new sports, and to incorporate baseball in their daily activities. It also fosters confidence and community participation and ended with 24 girls being invited to the Rogers Center to participate with other like-minded girls in a Girls at Bat event.





Seniors' Health and Wellness Program

Health and wellness are essential components of society and, while a broad concept, it is important that as we age, we continue to have good self-stewardship. The aim of the Seniors' Health and Wellness Program is to provide culturally sensitive support that engages seniors in living healthy and active lives. The program includes social, physical and mental activities, and provides participants with the necessary transportation, technology and resource to remove access barriers.



Parenting Program

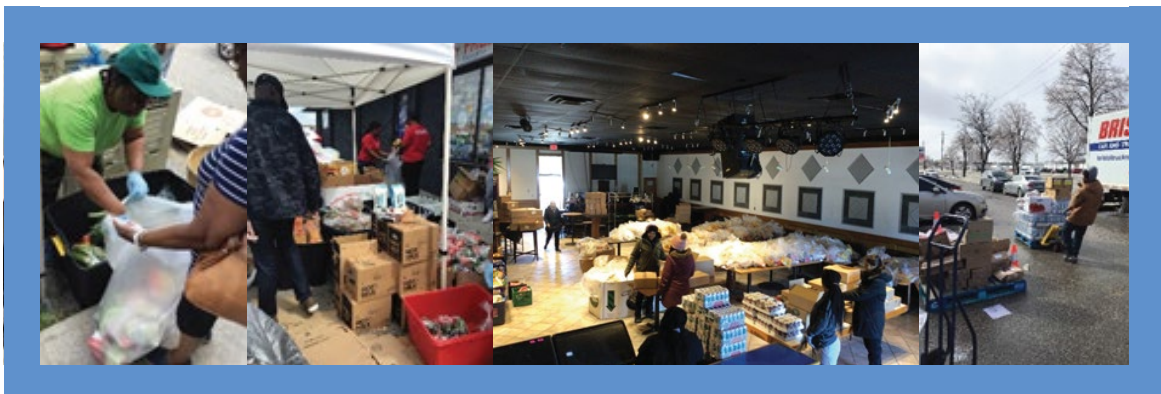
The Parenting Program provides single parents and community with the opportunity to learn the skills needed in their roles as responsible parents, and allowing community involvement towards strengthening and supporting families. The program provides training to volunteers who are then matched with community groups or a family to help foster a family's natural support and network.

Food Security Program

Food security is defined as access by all people to the food needed for a healthy and active life. Achieving food security means ensuring that sufficient and appropriate food is available, that supplies are relatively stable, and that those in need of food can obtain it.

Our food program was launched at the beginning of the pandemic in 2020 to support 58 seniors in need in the community. The program has since evolved to serve the community at large, now serving approximately 350 families on a weekly basis. The program is now one of the many services we offer, and the aim is to ensure that everyone in our community has access to good quality food to lead a healthy life.

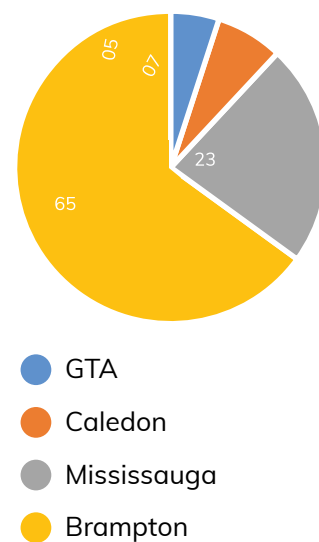
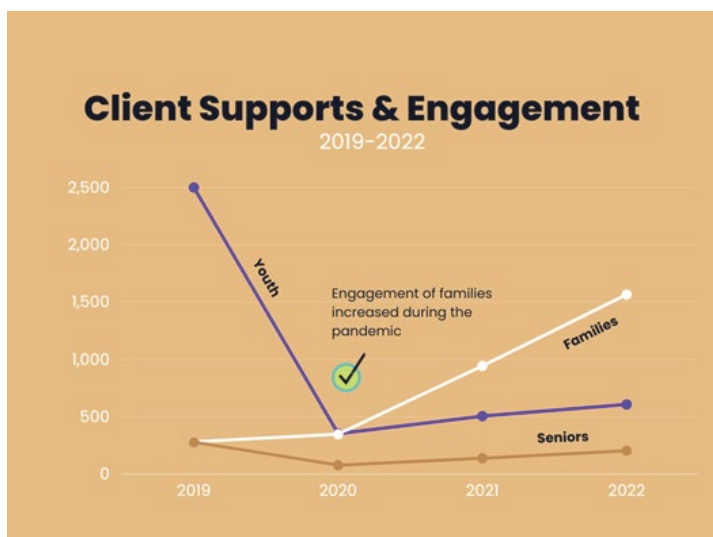
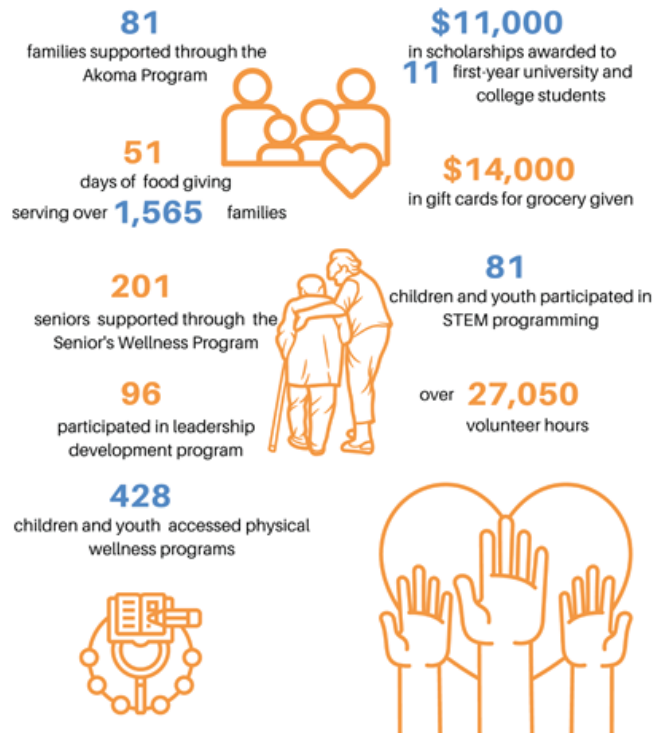
In 2023, and in partnership with five other community agencies, FFAF will be opening the doors of its Brampton Food Hub. The Hub will offer on-the-job training to partners on accessing products through multilateral agencies for greater uptake and sustainability. The hub also offers a meeting space to showcase our brand while increasing equity of access to nutrition and healthy foods for the community.



Impact by the Numbers

IMPACT BY THE NUMBERS

HERE'S A SNAPSHOT OF JUST A FEW OF THE WAYS WE MADE AN IMPACT IN 2023.



Testimonials



“Thank you to all the staff and volunteers at the Free For All, Aim High program. it's wonderful 4 year a journey that I am proud to say, I love been part of this program. In September, I will be heading off to college to study nursing. I believe that this program has prepared me for the next chapter on my path to being a great nurse, right here in Brampton.

Thank you, Mr. Green, and Mr. Cornish. I will never forget you both.”

Tommye



“My name is Janet Burhue, and I'm the proud parent of four foster children that attend the FFAF Summer Program. I am very satisfied with the quality of the programme and the experience of the staff. This is my first time sending the boys to this camp, and I am very comfortable leaving my children in their care. I appreciate everything that they have done for my children. Also, I recommend this camp to my friends and family. If you are looking for a great please to send your children for the summer FFAF camp is the place.”

Janet Burhue

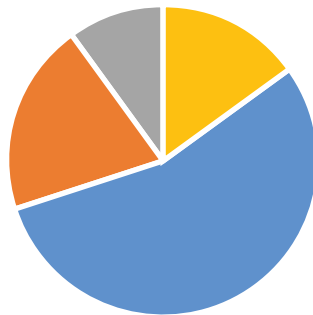


“Thank you, to FFAF and Jump Start Charity, for believing in young people. Being active every day not only has substantial positive impacts on individuals' health, but also offers social, economic an environmental benefit. You are allowing me to be part of keep them active to four years has provided me with a bright future in basketball. I am pound to say I am on a scholarship at private school in the United State. I look ward to the day I can give back to my community.”

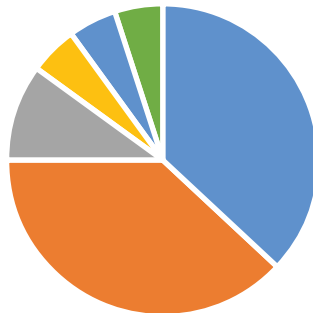
Jerome Brown



Statement of Financial Position



- Grants+Contributions
- Corporation/Foundation
- Individual Donations
- Fundraising



- Staffing, Benefits and Training
- Programming
- Administration
- Professional Services
- Marketing/Communication
- Fundraising

Total revenue and streams \$823,555

Total expenditures \$644,918



Your Generosity Made It Possible

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Our Funders & Supporters

- Caledon Community Foundation
- Canadian Imperial Bank of Commerce
- Canadian Tire Jump Start
- City of Brampton
- Gay Lea Foods
- HRDC Federal Government of Canada
- Maritime Ontario
- New Horizons for Seniors
- Ontario Seniors Secretariat
- Ontario Trillium Foundation
- Province of Ontario
- Region of Peel
- Royal Bank of Canada
- TC Energy
- TD Bank of Canada
- United Way of Greater Toronto

Partners

- Aspire for Higher
- Centre for Education and Training
- Cobbs Bread
- Delta Bingo and Gaming
- Jays Care Foundation
- Global Medic
- Humber College
- Knight's Table
- McMaster University
- Peel Children's Aid Society
- Peel District School Board
- Peel Regional Police



Partners

- Punjabi Community Health Services
- Region of Peel
- Region of Peel Health Services
- Resque Youth International
- Second Harvest
- Sheridan College
- Trillium Health Centre – KidFit
- United Achiever's Senior's Club

Supporters

- Adel & Company
- Brampton Cardio Pulmonary Services
- Carla Morton
- FireProof Worship Centre
- Gem's Jerk
- Hossack & Associates Architect Inc
- Keel Cottrelle LLP
- Kiwanis Club of Brampton
- Moffet & Duncan Architects Inc
- Peel Children's Aid Foundation
- Percon Construction Inc
- Rotary Club of Brampton
- Save Max
- Struct-Con Construction
- Superintendent Andrew Cooper
- The Dawes Family
- The Gayle Family
- The Green Family
- The Mapp Family
- Turner Consulting Group

Staff

● Afia Ansu	Executive Assistant
● Venecia Anderson	Program Coordinator
● Asha Ishmael	Senior's Program Coordinator
● Aurelia Thomas	Akoma Wraparound Family Counsellor
● Folashade Akintomide	Akoma Wraparound Family Counsellor
● Franca Otono	Fundraising Coordinator
● Sheryl Thompson	Manager of Diversity and Inclusion
● Stephon Millington	Coach
● Keshawn Millington	Coach
● Alton Morris	Coach

Advisory and Planning Council

- Norma Nicholson
- Dhaman Kissoon
- Jaz Singh

Media

- Tanisha Dunkley
- Tianna Thomas

Planning Committee

- Maxine Stewart
- Lola Gayle
- Inspector Andrew Cooper
- David Green
- Andrea Gayle
- Carla Morton
- Alicia Stephenson
- Barbara McFarlane
- Vivian Johnson
- Lorna Bent



How Can You Help?

- ✓ Give
- ✓ Join our team
- ✓ Volunteer with us

Next Steps

FFAF will be doing a branding refresh. This will align our brand and vision for community businesses. It will keep our brand current with ideal clients, funders, partners, and supporters to ensure we're standing out while being visible in all areas of the market and engaging with the community.



THANK YOU
Stay with us

www.ffaf.ca