

## a message from the CEO



Jason Brown, CEO

### It Feels So Good to Give

The Y is a special charity built by a unique partnership between volunteers, donors, staff, and participants. In Northeast Avalon the Y has been a part of people's lives since 1854. The Y works with over 14,000 people in our communities every year. Every one of these people has something to give.

Every year, hundreds of people volunteer for the Y, their reward is feeling good about serving their communities through the Y and making our communities even better places to live. Y volunteers volunteer to give and not to get, yet so many volunteers have told me they have gotten more from the experience than they could ever hope to give back. Y volunteers work in every part of our Association - in employment and enterprise services, children's services, health, fitness, recreation & membership, philanthropy, and governance. Our volunteers are leaders and role models and I want to thank them for their important contributions.

Every year, generous people also give charitable gifts to the Y. These funds are used to help ensure the Y is open to everyone and no one is turned away for inability to pay fees. As our needs grow, we will also be relying on donors to give towards capital funds so we can grow and make sure we can serve

more people in a bigger, better way. I want to thank our donors for their generosity.

As we move ahead with our Association Strategic Plan 2006-2009 we'll need even more support. I am confident our volunteers, donors, staff, and participants will be there in the future as they always have been in the past.

Jason Brown, Chief Executive Officer  
709-754-2960 ext 41  
jbrown@ynortheastavalon.com

#### Our Mission

The purpose of our Association is to encourage all people in our communities to join together by providing opportunities for growth in spirit, mind and body through an environment that is built on respect, trust and safety.

#### Our Vision 2006-2009

The YMCA-YWCA of Northeast Avalon is a leading charity that fosters self confidence and a sense of community. We empower people to be the best they can be.



health fitness & recreation - employment & enterprise services - children's services - voluntarism & philanthropy

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Registered Charities BN 108225533 RR0001

#### YMCA-YWCA Core Values

Caring  
Honesty  
Respect  
Responsibility  
Health  
Inclusiveness

## Employment and Enterprise Programs are Thriving



Karen Browne, General Manager  
Employment and Enterprise

Greetings. This past year has been an extremely busy and exciting one for the YMCA-YWCA of Northeast Avalon. Our employment and enterprise services involve thousands of people every year in employment counselling, business planning services, enterprise olympics - a provincial project offered to secondary students, youth internship program, and youth ventures program.

In the past year, over 1000 clients became employed. In our history, more than 400 businesses have been established creating in excess of 957 jobs in our economy.

This past spring, we entered into a partnership with Hospitality Newfoundland and Labrador to offer the Tourism Essentials training program to our clients who were interested in the tourism sector. We also

introduced a series of Job Search workshops to individuals who were looking for work and needed assistance with their resumes or accessing the hidden job market. Research has shown that over 80% of jobs are filled without ever being advertised! As of April 2007, these workshops will be offered on a weekly basis.

We are also very excited about offering our very first "Stay in Newfoundland" job fair on March 12, 2007 which is aimed at matching local employers with qualified candidates.

These services would not be possible without the funding contributions from Service Canada, Atlantic Canada Opportunities Association, Department of Education, Department of Human Resources, Labour, & Employment, and Newfoundland & Labrador Credit Union as well as our dedicated staff and volunteers. We look forward to working with you in the coming year as we continue, in the tradition of the past 154 years, to build strong kids, strong families, and strong communities.

Sincerely,

Karen Browne, General Manager,  
Employment and Enterprise Services  
709-757-2665 Ext. 236

Generously supported by:



**We build strong kids,  
strong families,  
strong communities.**

#### what's inside:

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## Entrepreneur Success Story - First Western Boutique



Picture this - a western specialty store in Canada's most eastern province. This was our dream in early 1998, and with help from the Y and the Canadian Youth Business Foundation (CYBF) Loan Program, delivered by the Y - First Western Boutique opened its doors on January 6th, 1999.

CYBF made funding of \$15,000 available to qualified entrepreneurs between the ages of 18-29, who provided a well-organized and well researched business plan. Unlike most banks and other financial institutions, credit history wasn't the only determining factor. A viable business idea was given the unbiased opportunity to be fulfilled. Did I mention that the Y also let us avail of Kim Summers, who was

instrumental in the completion of our business plan? She took us step by step through the plan. It was tedious and time consuming, but very necessary. If you are reading this and are just in the beginning phases of planning to start a business - don't give up - it's well worth all the labour in the end. The plan is a great guide after you start your business. However, everything is not always written in stone, as we received funding based on a survey focused on one target area, but after requests from enough customers, we ended up servicing a totally different group of clientele (i.e. Bikers vs. Line Dancers)

Business has been interesting, a lot of fun and a lot of HARD work. This would never have been possible without the mentoring of the Y and funding from CYBF.

Salem and Nancy Ali

## Youth Success Story - Stesha Hodder

It was 2003 and I had no idea what I wanted to do with my life. I had repeatedly been turned down for work due to lack of experience. I was very excited when I learned of the Y Federal Public Sector Youth Internship Program. I remember thinking that this was a great opportunity since I had never held a real job. I was so excited when I was accepted for an internship with the RCMP with the Human Resources Unit. I was offered a lot of support and I was even assigned a mentor to help me build new workplace skills. I received excellent guidance from Y staff who ensured I was achieving my goals and learning valuable employment skills.

My internship ended in 2004 and I was motivated to complete my education. I had found my niche and decided to pursue studies in Human Resources. I have since finished my Science Degree from Memorial University and am currently completing a Master of Employment Relations. After completing my

internship, I maintained contact with the RCMP and was offered causal positions. I was eventually hired as a permanent staff person within the Human resources department of the RCMP. I was so excited to discover that my new supervisor was my former internship mentor.

I can honestly say it feels great to have focus in my life and to have a clear career direction. I am sure I wouldn't have achieved my goals without this program, my mentor and the Y. We now have another intern placed at the RCMP - Human Resources department and the really great thing is that I have the opportunity to pass along the skills and knowledge I learned while enrolled in the Y Federal Public Sector Youth Internship Program. Things have really come full circle!

Former internship student  
Stesha Hodder

## International Partnership with Honduras YMCA



International work has been part of the mission and identity of the YMCA in North America for over 150 years. Across our country, Canadian Ys work with YMCAs in lesser developed countries to help them achieve our goal of building strong kids, strong families, and strong communities. The Y in Northeast Avalon is one of several Ys in Canada East engaged in developing a new International Partnership with the YMCA of Honduras in Central America.

Honduras is faced with many challenges. 65% of the population is under the age of 25. 45% live in conditions of extreme poverty and the country has the highest HIV/AIDS infection rate in the

region. There is also a sad history of violence in the country.

The YMCA of Honduras acts as a champion of youth. Their programs focus on youth development, gender equality, and citizenship formation. It operates an outreach program in rural areas which includes regular radio talk programs with open discussions on issues such as AIDS, gender and equality, local social and political issues, and citizenship participation.

Currently there are 30+ active partnerships between Canadian and overseas YMCA's.

## Volunteer Spotlight - Bernice Brown

In 2002-2003 the RCMP department became aware of the YMCA - Federal Public Sector Youth Internship Program (FPSYIP). The program is designed to provide greater work experience and enhance career opportunities for our youth. We availed of this program to aid us with some work activities while at the same time provided the student with some exposure to the business environment.

This program gives the department the opportunity to be proactive in helping our youth by encouraging young people to focus on a career and provide a chance to build employable skills. We

want to make a difference for these interns who would otherwise not have the opportunity to obtain exposure to the business world.

The majority of the interns that we have had did take advantage of the work term to enhance their education and their career. The interns who were not quite ready to take on the challenge or pursue a life style change needed more time to soul search. Eventually I am sure they will find their 'niche'.

It has been a rewarding and a very satisfying experience for me as a mentor. There is nothing more satisfying than to see a young person build their confi-

dence and overcome some obstacles just by receiving a little guidance and a lending hand.

I encourage anyone who has a serious interest in our youth to become a mentor. Our youth are our future generation. Dedicating the time and energy for the development of others is very rewarding and gives one a sense of accomplishment.

Bernice Brown  
HRMIS Manager  
CDRA St. John's Office  
Royal Canadian Mounted Police  
"B" Division, St. John's, NL

## Letter of Thanks...



My story begins with being laid off from my previous employer after seventeen years of service. After a short period of job search, I realized that a Bachelor of Commerce degree was necessary to secure work in my field. Many of the advertised job postings I was able to perform and even excel at, would not permit me to make the initial screening process. The common denominator was my lack of formal education. While self-doubt regarding my ability to study and "keep up" with these bright young students filled my mind, a far more realistic obstacle stood in my way. Financially, how would I cope with the tremendous burden education would place on my family?

I was referred to the Y. There, I met with a counsellor about getting funding approval to attend full-time studies at MUN. I was advised I just might fit the criteria of a program for displaced workers who need the proper education to re-enter the workforce. I had absolutely nothing to lose and everything to gain so decided to apply for this worthwhile program. After the initial shock of admission applications, registration, buying textbooks, etc. had sunk in, it was down to hard studying morning, noon, and night, seven days a week. While continuing my

education, my tuition would be covered, books paid for, a living allowance, I was ecstatic! This was probably the first real positive thing to happen for me since being laid-off over six months ago.

The program worked fine and the people I dealt with along the way, both from the Y and Service Canada, were so helpful and generous with their time. I would have to report back to the Y at the end of each semester with copies of grades, etc. I surprised myself and proudly forwarded a transcript of straight A's that first semester. Amazing what some serious studying will do!

In the summer of 2006 I completed my final semester and applied for two positions; one as Assistant Controller and the other, a management position. I was interviewed for both positions and to my complete dismay, received offers on both. Soon after accepting full-time employment, I learned I had made the Dean's List from MUN's School of Business and that I would graduate with Honours. I am enjoying the daily challenges of my work and cannot adequately express my sincere thanks to all those involved who had a hand in assisting me through this past two years.

Forever grateful,  
Steve Connolly