



Let us not forget that we are on traditional Anishinaabe, Haudenosaunee and Huron-Wendat Territory. Our organization is grateful for the opportunity to meet on and use this land. We thank all the generations of Indigenous people who have taken care of this land.



# 51<sup>th</sup> ANNUAL REPORT



## CORE PURPOSE

# Helping Youth Overcome Challenges

# Mission

Youth Diversion helps youth overcome challenges by providing prevention, intervention and educational services that divert youth from risk and support their ability to thrive.

# Vision



# Board President's Report

It is both an honour and a privilege to serve as President of Youth Diversion. I would like to begin by thanking our immediate Past President, Ryan Wahab, whose leadership and dedication have helped strengthen our organization and position us for continued success. I would also like to congratulate our Executive Director, Shawn Quigley, on reaching the milestone of 10 years in senior leadership at Youth Diversion. During that time, the organization has grown significantly while remaining committed to its mission of Helping Children Overcome Challenges.

Like many organizations in our sector, Youth Diversion faces ongoing challenges, including staff pay equity and increasing service demands amid limited government funding. Shawn's leadership, innovation, and commitment to building strategic partnerships have helped ensure we continue to meet the needs of children, youth, and families in our community.

I extend my sincere appreciation to our Board of Directors. Your expertise, commitment, and leadership help guide our organization and strengthen our ability to respond to the evolving needs of our community.

This year, we also say farewell to Anne-Marie, who served on the Board for six years, most recently as Vice-President. We thank her for her dedicated service and many contributions to Youth Diversion and wish her every success in the future.

Over the past year, we were honoured to welcome The Honourable Edith Dumont, Lieutenant Governor of Ontario, whose visit highlighted the importance of supporting young people and families.

Looking ahead, the Board remains focused on advancing our strategic priorities, particularly increasing awareness of Youth Diversion and strengthening our presence throughout the communities we serve. We have already seen encouraging results, including being selected by

the Queen's Medical Variety Club as the recipient of its charitable donation. We are grateful for this generous support and for everyone who contributed to the event's success.

Today, young people face unprecedented challenges, yet our commitment to helping them thrive remains unwavering. Through the dedication of our staff, volunteers, Board members, supporters, and community partners, Youth Diversion will continue creating opportunities that empower children and youth to reach their full potential.

Thank you to everyone who supports our mission. Together, we are making a lasting difference in the lives of children, youth, and families throughout our community.



# Executive Director's Report

After 10 years at the helm of this amazing agency, I can safely draw one conclusion when it comes to supporting at risk children and youth – Staff make all the difference. Normally, Executive Director reports focus on the highlights and accomplishments of their agencies. I'm going to recognizing the highlights and accomplishments of our Staff. I'm a firm believer that in order to be clients focused; you need to adopt a staff centered approach.

|                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chris – One of our Substance use and Addiction Counsellors who supports children and youth in HPE. A professional through and through who will go the extra mile, and it doesn't hurt that he has that amazing Aussie accent. 5 years of service! | Olivia - One of our Substance use and Addiction Counsellors. Our newest member of the Kairos Team who has taken on Elementary supports and Empowering Young Minds. You can count on her to make you laugh and smile. 3 years of services! |
| Missy – One of our Substance use and Addiction Counsellors who works on her own up in Bancroft, Missy has truly established herself and has provided the youth in Bancroft with much needed support. 4 years of service!                          | Jake - One of our Substance use and Addiction Counsellors and the main reason our agency now has a food pantry, not to mention supporting our Admin. 15 years of service!                                                                 |
| Tom – One of our Substance use and Addiction Counsellors who brings his music talent and years of experience to his practice. 21 years of service!                                                                                                | Lora - One of our Substance use and Addiction Counsellors who takes a steady and consistent approach to supporting her clients. 10 years of service!                                                                                      |
| Dave - One of our Substance use and Addiction Counsellors. Also known as Uncle Dave to anyone who has crossed his path. A stabilizing presence and a beacon of hope. 17 years of service!                                                         | Allie – Our Youth Outreach Worker and the gate keeper of our agency. Allie has her finger on the pulse of our community and our main source of energy. 4 years of service!                                                                |
| Dale - One of our Substance use and Addiction Counsellors. One of our longest serving addiction counselors who has seen it all, supported it all and introduced us to our first pet therapy dog. 23 years of service!                             | Arley - Senior Program Specialist for MEND. Restorative Practices expert who has trained hundreds of school staff and students in the concepts of mediation. And the keeper of our second pet therapy dog. 10 years of service!           |
| Jaymi - One of our Substance use and Addiction Counsellors. Through compassion and dignity, our only addiction street outreach counsellor and our community educator. 12 years of services!                                                       | Leah – Intervention Specialist for MEND. Adaptable, responsive and very approachable. Don't let her quiet way deceive you. 4 years of service!                                                                                            |



Mel – Youth Justice Coordinator – a steady and consistent friendly presence for youth during a time of great stress and uncertainty. 5 years of service!

Maggie – Intersections Coordinator and one time placement student. Wisdom beyond her years and the skills to match. 3 years of service!

Bailie – Mentoring Coordinator. Proving her worth through her work and revitalizing Mentoring. 1 year of service!

Jackie – Volunteer Manager extraordinary. Jackie has screened, onboarded and trained thousands of people in becoming Youth Diversion SNAP Volunteers – Safe, Nurturing, Available, Protective. 27 years of services!

The impact of Youth Diversion’s staff is felt every day in the lives of the children, youth, and families they support. As the frontline of prevention, intervention, and justice services in our region, staff consistently step into complex situations with compassion, skill, and an unwavering belief in the potential of young people. Their work stabilizes crisis, builds protective factors, and creates pathways for youth to reconnect with school, family, and community.

Youth Diversion staff are often the first safe adults young people encounter during moments of distress—whether navigating trauma, mental health challenges, substance use, or conflict with the law. Through trauma-informed practice, restorative approaches, and persistent advocacy, they help youth feel seen and heard. Their ability to coordinate across fragmented systems ensures that families who might otherwise fall through the cracks receive timely and meaningful support.

Despite limited resources and rising demand, staff continue to deliver high-quality, relationship-based services that change trajectories. Their dedication strengthens resilience and fosters healthier communities. The impact of their work is not only measured in program outcomes, but in the trust they build and the hope they restore.



# 2025 2026 Youth Diversion Highlights

We believe it is important to recognize the work of our agency and the staff who carry it out. Much of what we do happens quietly, without fanfare or public acknowledgment. Our team shows up every day not for praise, but because supporting young people is the right thing to do. Their commitment, compassion, and perseverance form the backbone of Youth Diversion's impact, even when the work goes unseen. Below, is a snapshot of some of the highlights from this past year

|                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                            |                                                                                                                                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>April</b> <ul style="list-style-type: none"> <li>✓ Concurrent support Services in partnership with Maltby and the Knowledge Institute</li> <li>✓ Awarded a TD Scholarship Intern</li> <li>✓ Substance Use and Addiction Training for Community Living staff</li> </ul> | <b>May</b> <ul style="list-style-type: none"> <li>✓ Grant from Community Foundation for Empowering Young Minds (EYM)</li> <li>✓ Unnamed Youth Project Youth Symposium</li> <li>✓ Community Safety and Wellbeing support</li> </ul> | <b>June</b> <ul style="list-style-type: none"> <li>✓ Selected the winner of our educational bursary</li> <li>✓ Successful Lobsterfest event</li> <li>✓ Participant on the United Way Campaign Cabinet</li> <li>✓ MEND training for Camp Outlook</li> </ul> | <b>July</b> <ul style="list-style-type: none"> <li>✓ Launching Empowering Young Minds</li> <li>✓ Launching of our food pantry</li> </ul>                                                                                   | <b>August</b> <ul style="list-style-type: none"> <li>✓ Partnership with BGC to support their YESS employment program</li> <li>✓ Created new partnership in the community because of EYM</li> </ul> |
| <b>Sept</b> <ul style="list-style-type: none"> <li>✓ Queen's Sidewalk Sale event</li> <li>✓ Gaming and gambling tool kit completed</li> <li>✓ Partnership with Mio Gelato</li> <li>✓ United Way Kickoff Breakfast</li> <li>✓ Hosted staff training day</li> </ul>         | <b>Oct</b> <ul style="list-style-type: none"> <li>✓ Kingston Police and OPP platoon training</li> <li>✓ United Way agency talks</li> <li>✓ Joined AMHO</li> <li>✓ Partnership with Loblaws to support food pantry</li> </ul>       | <b>Nov</b> <ul style="list-style-type: none"> <li>✓ welcomed the Lieutenant Governor of Ontario to our office</li> <li>✓ Hosted a mailout fundraiser campaign</li> </ul>                                                                                   | <b>Dec</b> <ul style="list-style-type: none"> <li>✓ Keynote speaker for this year's United Way touchdown breakfast</li> <li>✓ Ongoing partnership with the Laser Clinic</li> <li>✓ Staff annual Christmas Party</li> </ul> | <b>Jan</b> <ul style="list-style-type: none"> <li>✓ Presented at the LDSB Principals meeting</li> <li>✓ Clint and Renee Legg donation in memory of their son Scottie</li> </ul>                    |
| <b>Feb</b> <ul style="list-style-type: none"> <li>✓ Supported the Kingston Dream Home Lottery</li> <li>✓ Onboard three placement students</li> </ul>                                                                                                                      | <b>March</b> <ul style="list-style-type: none"> <li>✓ Successful March Hare/Madd Hatter Curling event</li> <li>✓ Rotary Club of Kingston Financial support for NAEC</li> </ul>                                                     |                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                            |                                                                                                                                                                                                    |





youthdiversion

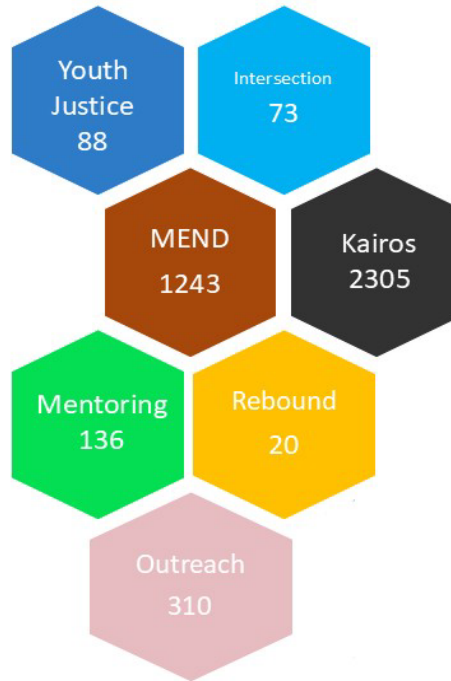
# KIDS CAN'T WAIT

## 2025 2026 Impact

### HELPING YOUTH OVERCOME CHALLENGES

#### Reach

**4175 children, youth, and families impacted through our services** →



#### Impacts

- ▲ 9% improvement in recognition of the impact of their behaviors.
- ▲ 6% Improvement in decision-making skills.
- ▲ 6% Improvement in Social Functioning
- ▼ 5% Decrease in substance use.



#### Demographics

##### School Issues

**53% of clients reported a school issue including:**

- 31%** Learning/behavioral challenges,
- 19%** Suspension/Expulsion,
- 19%** School Avoidance

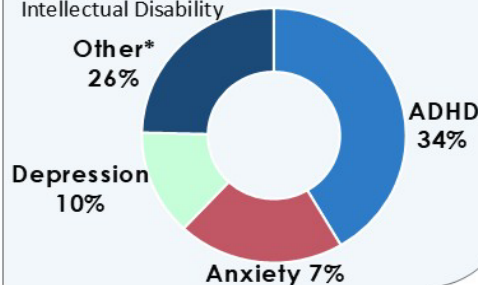
##### Screening the Level of Behavioral Health Disorders using the GAIN-SS.

- 76%** Internalized Disorders (Anxiety/ Depression)
- 79%** Externalized Disorders (ADHD/Conduct Disorder)
- 65%** Issues with Substance Abuse
- 46%** Issues with Crime and Violence

#### Mental Health

**58% of clients have a confirmed mental/physical health diagnosis with a total of 465 mental health diagnosis including:**

\*Substance related, mood disorder, ODD, ASD, Intellectual Disability



**36% of clients either were or are currently being supported through FCS.**

**14% of clients have experienced a housing issue (homeless, living rough, in a shelter, couch surfing).**

**4% of the clients we supported last year have been red flagged for human trafficking risk.**

#### Volunteers

**139 New/ongoing volunteers** **4476 hours of support**

#### Community Engagement

**2467 People impacted by:**

- Presentations Education
- Conferences Workshops
- Symposium

#### Costs

**\$1.00/day compared to \$200/day per day to incarcerate a youth.**

#### Adverse Childhood Experiences (childhood trauma)

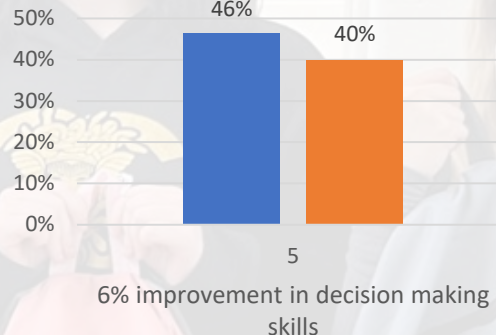
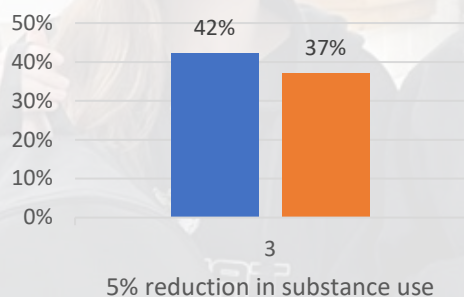
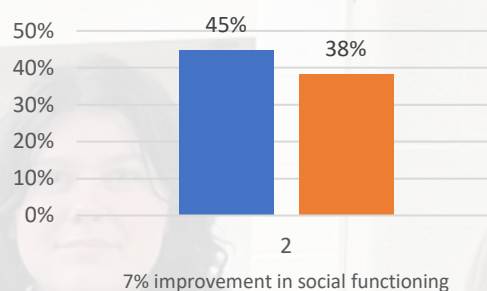
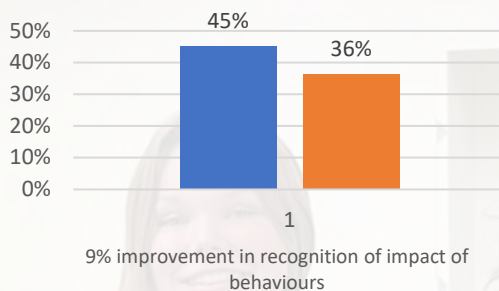
**64% of clients reported experiencing at least 3 or more adverse childhood events. The following is a breakdown of the ACES events:**

- **40%** of clients report family with addictions
- **35%** of clients report family with mental health concurs
- **33%** of clients experienced emotional neglect
- **23%** of clients have experienced the loss of a caregiver

# TRACKING OUR PROGRESS

64% of clients were identified as experiencing at least 3 or more ACEs

Youth Diversion continues to place an emphasis on outcome measures through the various tools that are used to measure outcomes. It should be noted that only clients and not participants of Youth Diversion are the focus of the outcomes. Pre and Post measurements indicate a 9% improvement in recognition of impact of behaviours, 7% improvement in social functioning, 5% decrease in substance use and a 6% increase in decision making.



## Adverse Childhood Experiences.

64% of clients reported experiencing at least 3 or more adverse childhood events. The following is a breakdown of the ACEs events:

- 40% of clients report family with addictions
- 35% of clients report family with mental health concerns
- 33% of clients experienced emotional neglect
- 23% of clients have experienced the loss of a caregiver

## Housing

- 14% of clients have experienced a housing issue (homeless, living rough, in a shelter, couch surfing)

## Mental/Physical Health Concerns – Diagnosed

58% of clients have a confirmed mental health diagnosis with a total of 465 diagnosis including:

- 34% ADHD
- 7% Anxiety
- 10% Depression
- 26% other (Substance related, mood disorder, ODD, ASD, Intellectual Disability)

## Education

53% of clients reported a school issue including:

- 31% of clients reported a learning/behavioural challenges
- 19% suspension/expulsion
- 19% report school avoidance



## Leadership in the Community

Youth Diversion staff are active contributors to, and participants with, many community initiatives, collaborations, committees and working groups. Their efforts help to maximize resources, ensure timely intervention and support the ability of our young people to overcome challenges. The following is a sample of committees and initiatives Youth Diversion staff contribute to:

- Provincial Restorative Practices Consortium
- Road Map To Wellness
- Provincial Youth Outreach Community of Practice
- Kingston/Frontenac Community Risk Watch and Governance Tables
- LDSB/ALCDSB Threat Assessment Protocol
- Supervised Alternative Learning
- Kingston and Area Association of Administrators of Volunteers
- Children, Youth and Families Services Planning Committee
- Rainbow Network
- Unnamed Youth Project Planning Committee
- United Way KFLA Campaign Cabinet
- Youth Connectors Table
- Right Time Right Care
- City of Belleville Community Safety and wellbeing Strategy
- Bancroft Interagency Network
- KFLA Community Drug Strategy
- Community Safety and Wellbeing
- ACE's Coalition
- Kingston Rotary Club
- LDSB Mental Health and Addictions working table
- HPEDSB Mental Health and Addictions working table
- ALCDSB Mental Health and Addictions working table
- Human Trafficking Coalition
- Community Drug Strategy's Stigma and Education Sub committee
- Quest Concurrent Mental Health and Addictions Pathways for Youth
- Hastings and Prince Edward Child and Youth Planning Table
- Provincial Concurrent Substance use and Mental Health working table
- Human Services and Justice Coordinating Committee



## The Staff

The Agency's staff is often sought after for their expertise on education, training and providing consultations in the areas of youth justice, addictions, restorative practices and youth engagement. As a result, we reached over 2400 youth and adults through various events and workshops such as United Way presentations, guest lecturing at St. Lawrence College and Queen's University and hosting community psychoeducational workshops. This is in addition to the 3199 children and youth reach through in school and community-based talks, events and psychoeducational workshops.

Congratulations to Jake, Arley, Mel and Chris who are celebrating years of service milestones.

| Years of Service | Staff                                                                                      |
|------------------|--------------------------------------------------------------------------------------------|
| 26-30            | Shawn Quigley<br>Jackie Franklin                                                           |
| 21-25            | Dale Blimkie<br>Tom Revell                                                                 |
| 16-20            | Dave Breen                                                                                 |
| 11-15            | <b>Jake Beatty*</b><br>Jaymi Hayward                                                       |
| 5-10             | <b>Arley Irvine*</b><br>Lora D'Alessandro<br><b>Mel Urquhart*</b><br><b>Chris Parsons*</b> |
| 1-4              | Allie McParland<br>Missy Bodden<br>Leah Parnell                                            |
|                  | Maggie Cantarutti<br>Olivia Whiteside                                                      |
| NEW HIRES        | Bailie Zettel                                                                              |

OVER 6600  
PEOPLE REACH

## Corporate Sponsorship

It takes more than just Government funding to ensure our programs and services are available and free to over 4000 children, youth and families living in Kingston Frontenac Lennox and Addington, Hastings and Prince Edward Counties. Last year we needed to raise 29% of our overall budget to achieve our financial goal. We could not have done this without corporate sponsorship. We would like to acknowledge the following Corporate Funders for their amazing support this past year:

Cher- Mere

Queen's University

Susan Creasy Financial

Alliance Wireless

Canadian Corps of Commissionaires

Kinarm BKIN Technologies

WeeHooey Inc

L&A Mutual Insurance Company

Kingston Road Runners

Splitsville

Rotary Club of Kingston

KCCU

TD Bank Summer Scholarship

Hyundai Kingston

Aureus Solutions

Kingston Laser Clinic

Loblaws Midland Drive

Shoppers Drug Mart

Frontenac Law Association

Trampoline Club

RDR Financial

DigiGraphics

TC Infrastructure

Management

Royal Canadian Legion

Branch 560

Cataraqui Golf and

Country Club

MIO GELATO

Trailheads





# Donor Stewardship

This past year our donations, fundraising and sponsorship account for about 29% of our overall budget. We were very fortunate to be part of several third-party fundraising events including:

|                 |                                           |                       |            |
|-----------------|-------------------------------------------|-----------------------|------------|
| The Lobsterfest | The Legg Family                           | Kingston Road Runners | Chere Mere |
| MIO GELATO      | March Hare Mad Hatter<br>Curling Bonspiel | Kingston Laser Clinic |            |

Youth Diversion would like to thank our Legal partners for their financial support with court donations totalling over \$9650 last year.

We are most grateful to the many foundations who have recognized our work through grants and sponsorships

|                                       |                               |                                           |
|---------------------------------------|-------------------------------|-------------------------------------------|
| Anna & Edward Churchill<br>Foundation | Davis Foundation              | Community Foundation Kingston<br>and Area |
| Dr Samuel S Robinson                  | The Law Foundation of Ontario | Laidlaw Foundation                        |
| W J Henderson Foundation              | Mclean Foundation             | Community Investment Fund                 |

| Lifetime Giving                                     |                                                                                                                                                                                     |
|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Visionary<br/>\$30,000+</b>                      | Brad French and Alliance Wireless Security, Judge George Thomson and Judge Judi Beaman, Stephanie Aubertin,                                                                         |
| <b>Cornerstone<br/>\$20,000+</b>                    | Susan Creasy & Tim Byrne, Janet Mitchell                                                                                                                                            |
| <b>Advocate<br/>\$10,000+</b>                       | RDR Financial & Paul Di Rinaldo, Nick & Martha Bala, Aba Mortley & Ted Baily (Aureus Solutions Inc), Scott Sly and Hyundai Kingston/Surbaru, Dr. John Leverette                     |
| <b>Supporter<br/>\$5,000+</b>                       | Jeff Easton, Alida Moffatt, Sandra Lachapelle, Jan Maclean, Ryan Wahab                                                                                                              |
| Annual Giving                                       |                                                                                                                                                                                     |
| <b>Prevention<br/>\$10,000+</b>                     | Anonymous x1                                                                                                                                                                        |
| <b>Intervention<br/>\$2,000-\$9,999</b>             | Don Heath, Paul Malo, Alida Moffatt, Eyre Purkin-Bien, Clint & Renee Legg                                                                                                           |
| <b>Just Cause<br/>\$1,000-\$1,999</b>               | Nancy Uchimar, Emilie Wheeler, TC Infrastructure, Anne Marie McDonald, Kerri Hoffman, Isobel Rice, David Crowe, David Sinett, David Adams, Neil Donnelly, Rick & Jane Lapointe Fund |
| Our Funding Partners                                |                                                                                                                                                                                     |
| United Way Hastings & Prince Edward                 |                                                                                                                                                                                     |
| Limestone District School Board                     |                                                                                                                                                                                     |
| United Way KFLA                                     |                                                                                                                                                                                     |
| Ministry of Children, Community and Social Services |                                                                                                                                                                                     |
| Algonquin Lakeshore Catholic District School Board  |                                                                                                                                                                                     |
| Kinsmen Club of Kingston                            |                                                                                                                                                                                     |
| Ministry of Health                                  |                                                                                                                                                                                     |

# Volunteers

As we gather for our Annual General Meeting, the Board of Directors and our entire staff at Youth Diversion want to express our deepest gratitude for everything you do. At Youth Diversion we rely on the dedication, generosity, and heart of our volunteers and community partners. You are the backbone of our mission, and the impact you create is felt every single day.

Your support extends far beyond tasks and hours. It shows up in the lives of the youth we serve. We are especially grateful to: The Boiler Room, YMCA, Trailhead, Limestone Lanes, Joe's Music Mill who have opened their doors and allowed our youth and volunteers to use their facilities at a low cost or no cost. Your generosity has created safe, welcoming spaces where meaningful connections grow.

We also want to highlight just a few of the many powerful stories that remind us why our volunteers and youth work matter so much. One youth entered our program with significant social anxiety, barely able to speak. Through patience, encouragement, and consistent support from their volunteer mentor, that young person gained confidence, found their voice, and ultimately secured a job. Another youth learned to ride a bike for the very first time—thanks to a dedicated volunteer in his seventies who showed up week after week, proving that mentorship has no age limit.

These are just two examples among countless moments of growth, joy, and transformation made possible by you. Your kindness changes lives. Your commitment strengthens our community. And your belief in our youth helps them believe in themselves.

Also, congratulations go out to one of our amazing volunteers Tejiri Inikori who was the precipitant of Queens Civic Responsibility Ward. She received this award for the significant role she played in one of our youth life, volunteering with six other community agencies, has a part time job and goes to school full time.

Thank you all for standing with us at Youth Diversion, for giving us your time, and for sharing your hearts. We could not do this work without you, and we are honoured to celebrate your contributions.

Jackie

# Our Clients



The data below takes into consideration participation in our workshops and psychoeducational programming. Monthly costs include staff time, program costs and regular case management support.

| Program        | 2024 2025 clients          | 2025 2026 clients          | Estimated Cost per client 25/26 |
|----------------|----------------------------|----------------------------|---------------------------------|
| Kairos         | 1209 (clients + workshops) | 2305 (clients + workshops) | \$26 per month                  |
| Mentoring      | 114                        | 136                        | \$115 per month                 |
| Rebound        | 21                         | 20                         | \$0 (was not funded)            |
| Youth Outreach | 1002 (clients + events)    | 310 (clients + events)     | \$20 per month                  |
| Intersections  | 22 (Jan – March 2025)      | 73                         | \$120 per month                 |
| MEND           | 1386 (clients + workshops) | 1243 (clients + workshops) | \$12 per month                  |
| Youth Justice  | 70                         | 88                         | \$146 per month                 |
| Total          | 3824 (clients + workshops) | 4175 (clients + workshops) | \$31.00 per month               |

**\$1.00 per day to provide our prevention programs**

# Statement of Revenue and Expenditures

