

darearts

ANNUAL
REPORT
2019



LEADERS AREN'T BORN
THEY'RE GROWN

A SEASON OF CHANGE

This year marked a time of change for our organization. As we walk forward into the next chapter of DAREarts, we ground ourselves in the founding vision and philosophy of the organization while placing intense focus on increasing our impact for more young people across Canada.

At the start of this year we identified two areas of focus – continuity of service and comprehensive programs. We recognized that in supporting vulnerable young people, we need to increase the consistency of what we do and the continuity of how they access our programs. We also recognized a need for more comprehensive programs that wrap around the needs of the whole child.

We knew that making these improvements required a restructuring of many parts of our organization; our office, our teams, and our organizational structure. We moved our head office into the Centre for Social Innovation in Regent Park so that we could better connect directly with the communities that we serve. We focused on talent growth and retention by empowering members of our team to take on nationally scoped roles. We hired several alumni and long-time artist educators to join our national team. We developed the infrastructure and systems needed for growth across Canada. In one short year we have accomplished so much. Our team has been ignited around our common goal to deliver transformational programs for kids who need them most.

We have been successful in building the foundation that we needed to grow and we have innovated in our programs; building a national curriculum, making existing programs more comprehensive, and offering several new programs for alumni in order to improve continuity of service.

The time is now. The time is now to help more children and youth in need. The time is now to introduce new evidence-based evaluations methods that will help us to identify our short-term and long-term impacts on the lives that we help change. The time is now to realize new and reinvigorated potential for the organization to serve more students in new ways. The time is now to ask for your help.

DAREarts uses a unique approach to address barriers associated with food insecurity, poverty, social isolation, bullying, addictions, and violence. We help every child discover their inner leader. Through our programs young people are able to identify a new path for their lives and develop the skills necessary to activate change in their lives and in their communities.

We can't succeed in this next chapter without you. We believe that DAREarts should be offered to every child in need. Our organization is healthy and our team is thriving. We are ready for our next chapter and we hope you will join us.

DAREarts Chair Report for 2019 Annual Report

This year marked a time of change for DAREarts. We wish to recognize the incredible 23 year vision and achievement of Founder Marilyn Field as she retired, leaving a tremendous legacy of thousands of young lives changed across Canada. We are very fortunate to have Jennifer Wilson, a highly skilled, strategic and impassioned leader, take charge as President & CEO as we work to continue our key objective: increase reach and impact to change more lives across Canada.

Over the course of the year, DAREarts has undergone a significant infrastructure rebuild, intended to deliver on our long term strategy, increase our capacity with optimal efficiency, and achieve superior experiences for our youths, our staff and all volunteers. Financially strong with a culture of mutual respect and teamwork, DAREarts delivers.

We thank you for your continued interest in our commitment to youths from underserved communities across Canada. Your partnership gives youth a chance to reach their full potential, not to become artists as the title may suggest, but to develop into leaders of their own precious and exciting lives.



Jennifer Wilson
President & CEO



Tarik Muzaffar
Chair

A handwritten signature in black ink, appearing to read 'Jennifer Wilson'.

A handwritten signature in black ink, appearing to read 'Tarik Muzaffar'.

ABOUT DAREARTS



HISTORY

DAREarts began in 1996 when Marilyn Field was teaching in an underserved Scarborough, Ontario school and felt compelled to ignite change for her students.

Marilyn's unconventional approaches, from playing classical music in detention to taking students to the opera, sent a clear message to each student – you matter, you are worthy, you have potential. Students started coming to school early, excited for the artistic journey ahead – and one by one, lives were changed.

As time passed and Marilyn felt the impact of her efforts, her dream grew bigger and she decided to take a risk and grow her school-based impact.

Today DAREarts operates in Vancouver, Quebec, Toronto, Halifax, and remote northern communities, transforming the lives of thousands of students each year.

WHY WE'RE HERE

We believe leaders aren't born, they're grown.

Instead of focusing on young people that have already demonstrated their leadership capacity, our programs serve as a critical intervention for children and youth who may never consider themselves as leaders without support. We specifically focus on reaching young people facing barriers associated with poverty, social isolation, family instability and violence.

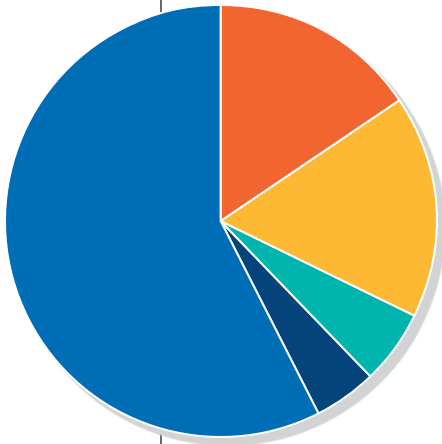
WHAT WE DO

We provide students with the opportunity to create a turning point in their life when they need it most. We use arts-based learning experiences paired with a leadership development curriculum to help our students develop and demonstrate their self-confidence, self-esteem and critical skills.

Our in-school and extracurricular programs provide a supportive, hands-on environment, for young people to find their voice, connect with their peers and build the skills they need to create a more positive path forward.

FINANCIAL OVERVIEW

Revenue by funder type



- Corporate \$480,887
- Individuals \$294,549
- Government \$118,268
- Foundations \$82,100
- Other Revenue \$45,552

Revenue	2019	2018
Corporate	485,199	480,887
Individuals	130,368	294,549
Government	140,187	118,268
Foundations	47,266	82,100
Other Revenue	38,420	45,552
Total Revenue	841,440	1,021,356
Expenses		
Programs	730,307	779,506
Fundraising	122,000	80,744
Administration	130,100	139,904
Total Expenses	982,407	1,000,154
Excess of revenue over expenses	(140,967)	21,202

*As per notes 7 and 10 in the audited financial statements, \$56,000 represents one-time non-recurring expenses for the organization. 2019 revenue deficit was funded by cash reserves reflected on 'Statement of Cash Flows' in the audited statements.

Over the course of the past year, we decreased our expenses while increasing our program impact. ▶▶▶▶▶

We took a number of cost cutting measures in order to reach more children and youth in need.

- ▶ We moved our head office to the Centre for Social Innovation in Regent Park – an amazing community of like-minded change makers with an open-concept shared work space at an affordable rate.
- ▶ We developed innovative new partnerships (such as partnering with the ROM and their ROMCAN program) to reduce the cost of program spaces, arts venues, and tickets.
- ▶ We reformatted the structure of our teams to build synergy and improve our cost structures of each program team.
- ▶ We improved efficiency in several areas of programs.

We realized over \$100,000 in cost cutting measures that will come to fruition over the course of our 2020 fiscal year, and were able to increase our program impact by 26%.

IMPACT AND REACH



3

new programs

4

provinces

8

communities

28

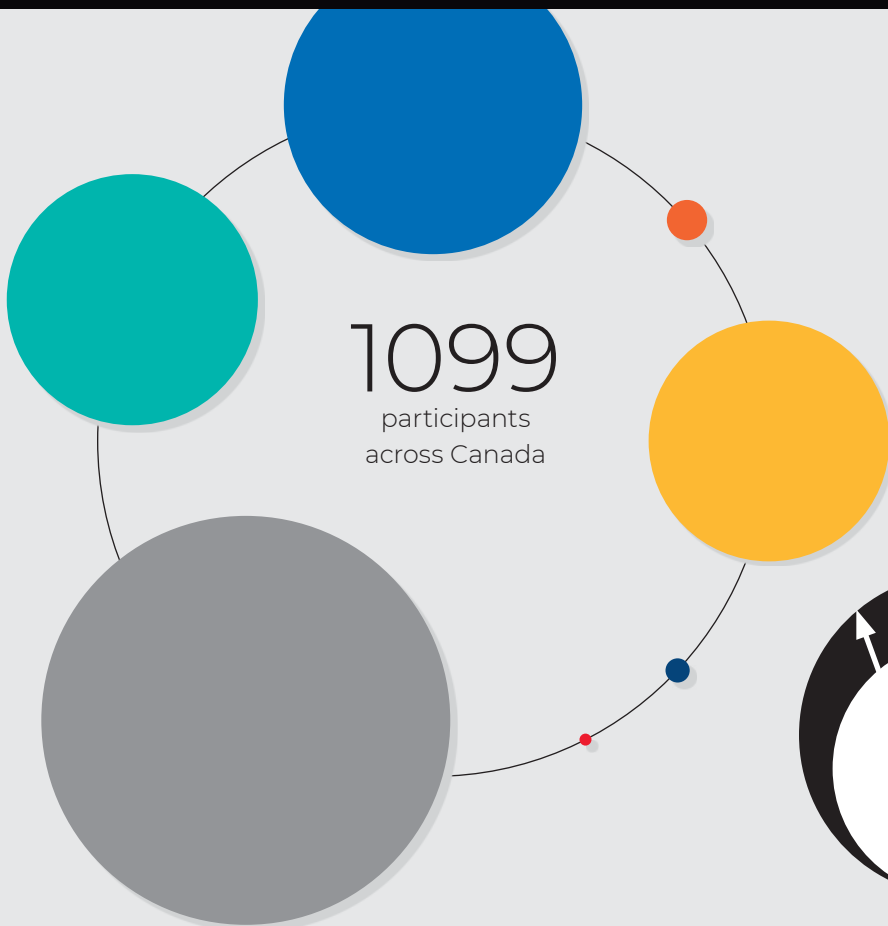
school partners

704

hours of programming

1099

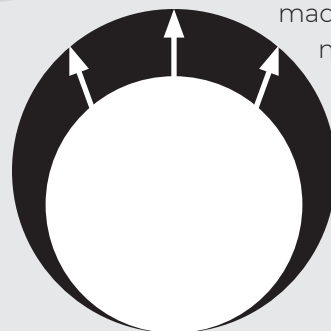
program participants



Participant numbers

- All The Arts **259**
- Summer Camp **35**
- After-School Programs **209**
- Youth Leadership Institute **21**
- Youth Mentors Intensive **2**
- DAREarts Days **355**
- First Roots **218**
- Total Program Participants 1099**

This year we set our sights on increasing our impact and we made it happen! Our student numbers increased by **26%**, transforming more young lives through our DAREarts programs!



PARTICIPANT SPOTLIGHT

Aidan Soostar

I have been in DAREarts for 5 years. I started when I was in grade 8.

I was identified as dyslexic when I was in grade 2. I was bullied and teased because I wasn't reaching the same reading or writing level as my peers. I often would ask questions, more than the other students. This made me an easy target for bullies. I eventually stopped asking questions and by the time I reached middle school I had lost all my confidence.

My teacher noticed that I was struggling to make friends at school and that I spent a lot of time by myself. He had known about DAREarts from another school he used to be involved with and gave me the info to attend even though my school wasn't on the registration list.

I had no idea what to expect on that first day, I was feeling very nervous. **I WAS SHY, BUT I QUICKLY REALIZED THAT DAREARTS WAS A SAFE ENVIRONMENT THAT LET ME BE ME.** Immediately my parents noticed a change in my attitude and each week I gained a little more confidence.

After being in the core program I wanted to be involved more so I joined the DAREarts Shakespeare summer camp, and you can imagine how intimidating that was with dyslexia! We were doing the play *Shakespeare in Love*. The teachers believed in my abilities and knew what I was capable of, so they cast me as the lead role. Shakespeare. They worked with me so I could learn my lines and in one week we performed an abbreviated version – all off book. I gained so much confidence in that one week.

I realized that having a learning disability doesn't mean that I'm not smart, it means that I learn differently. I'm not embarrassed by it anymore and DAREarts has a lot to do with that.

In 2018 I received a Leadership Award. For me it was a celebration of my accomplishment of my time at DAREarts. **EVERY TIME I LOOK AT THIS MEDALLION IT WILL REMIND ME THAT I CAN DO ANYTHING I PUT MY MIND TO.**

This past Spring I was in the DAREarts Youth Leadership Institute where I was tasked with finding a cause that is meaningful to me and pitching it to my classmates. I pursued Tenfed,



"I realized that having a learning disability doesn't mean that I'm not smart, it means that I learn differently. I'm not embarrassed by it anymore and DAREarts has a lot to do with that."

AIDAN SOOSTAR

a clothing company based in Toronto that provides 10 meals to in-need people for every clothing item they sell. The DAREarts YLI program gave me the tools and push I needed to go out and meet with the founders to find out more about this organization. After meeting with them and managing the partnership for our YLI project, they offered me a job, and I now work for them in sales and do outreach for them.

When I think about going from a shy kid who was bullied to working in sales for a socially minded company, I think DAREarts had a lot to do with it.

Northbridge Insurance is a company embodying philanthropy and community investment, paving the way forward for corporate investment in the non-profit sector in Canada. For over 18 years, Northbridge Insurance has powered our work supporting children and youth across Canada in finding their inner leader through the arts.

Northbridge has donated over \$1,000,000 to our programs over its nearly two decades of involvement, but it doesn't stop there. This company has extended its commitment far beyond finances. From supporting their employees to generously donate their time and expertise to provide strategic guidance on our Board of Directors to encouraging an entire team of volunteers to bring our Leadership Awards event to life. They consistently share the DAREarts

message with their own stakeholders, encourage their team to give back through employee giving and volunteer opportunities, and chart a course of engagement with our organization.

This year 50 volunteers from Northbridge shared a day working directly with over 150 students from three schools across Toronto, in order to experience the power of the arts, share in stories of leadership, and empower our DAREarts programs in remote regions.

Northbridge Insurance has supported our work every step of the way. They continuously demonstrate their commitment to helping young people unlock their full potential. We simply would not be where we are today without them.



ALUMNUS SPOTLIGHT

Evan Troutlake

My English name is Evan Troutlake, from where I live, where the river flows down north, where the land meets the sky, where the eagles and the raven fly free, I live under the sun and the moon: Webequie First Nation.

My real name is Water Thunderbirdman, Moose Clan, I have five brothers, and four sisters and my family is important to me, we are very supportive of each other through everything.

My first year with DAREarts was in 2010. I was very shy, quiet and lacked confidence. I'm still quiet, but if you get to know me, not so much.

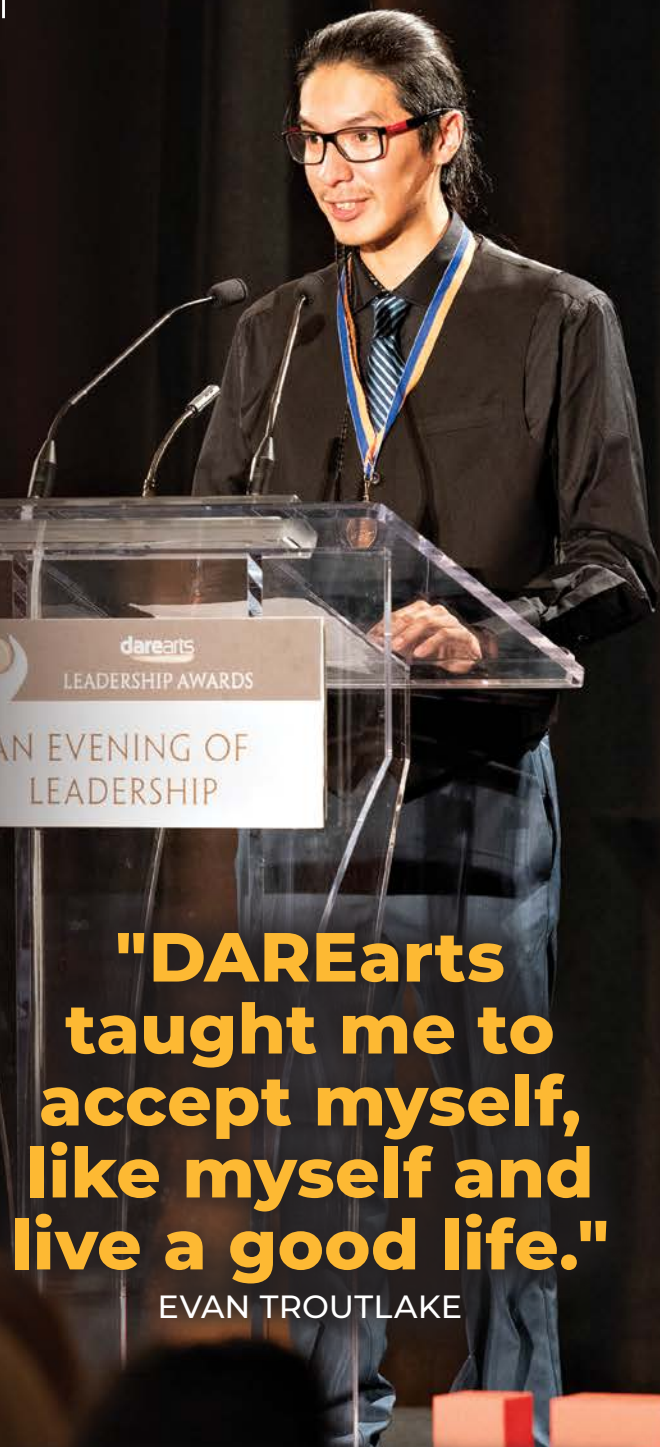
My second time with DAREarts was in 2011, I had started playing guitar again and co-wrote the song for that year, "Spirit of The North," which has become an anthem of hope in my community. I had stopped playing guitar because I lost some very close friends. Music has helped to express my feelings and start me on a path to healing.

Living in Webequie can be challenging, but it also my home and I love the land and people on it. I feel connected to nature and to the lands and water around Webequie. It is a part of who I am.

My language is very important to me too. I am losing it slowly it seems, some of the words I can't say right but I'm relearning it as I go on and I want to help the young people learn and elders to share the knowledge so we can all grow stronger and more connected to our culture.

In 2019, I was hired by DAREarts to work with the team. **I'VE GONE FROM BEING A STUDENT TO TEACHING WITH DAREARTS AND IT HAS BEEN AN AMAZING EXPERIENCE.**

From a shy guy, with a lack of confidence to a still kind of shy guy, with a lot of confidence; DAREarts has helped me on my journey. Being a part of DAREarts over the last 10 years has shaped who I am and helped me to be a leader in my community. One of the things DAREarts taught me is to accept myself, like myself and want to live a good life.



"DAREarts taught me to accept myself, like myself and live a good life."

EVAN TROUTLAKE

Evan Troutlake has been with DAREarts for 9 years, beginning as a participant in our First Roots program in 2010. Last year Evan began volunteering with our program and continued to develop his leadership skills. This year Evan came on board as a Program Co-Facilitator and did an incredible job supporting youth in his community. As a result of his dedication and commitment to continued leadership, Evan was awarded our 2019 Leadership Award. What's next for Evan in his DAREarts story? He is coming on board as a Facilitator of our new Youth Leadership Institute – our first ever ten-week program to run in a remote community slated to begin in Webequie in early 2020.

VOLUNTEER SPOTLIGHT



Volunteers play such a vital role in the work that we do at DAREarts. This year, the DAREarts Youth Leadership Institute (YLI) ran in Regent Park for the first time thanks to the support of BNP Paribas. Their commitment to our students truly went above and beyond just sponsoring this opportunity – several changemakers on their team volunteered to share their expertise and knowledge directly with the class! Julie, Aady, Rob, and Soumik from BNP offered great one-on-one support to our young leaders.

The Youth Leadership Institute is designed to teach students how to use the arts as a way to empower their voice and activate positive social change. Throughout the Youth Leadership Institute sessions, each student was dared to activate their leadership skills and discover how they could work together to make a tangible difference for causes that are important to them. The students collectively decided to address food insecurity and they chose film as their artistic vehicle. Their focus was directed towards TenFed, a social enterprise that supports the provision of food care kits to people in need here in Canada and internationally. Our YLI students conceptualized, filmed, and produced a commercial for TenFed and hosted an awareness raising event.

The students' ambitious journey toward putting on this event involved learning several new "behind the scenes" event planning skills, but they knew what they wanted to accomplish and were eager to make it a reality. The class transformed into departments, including event marketing, administration, logistics, partnership development, stage management and more, where each student took responsibility for leading a team specific to their project focus area.

When the BNP team joined the class, the students had mapped out their plans but were very much in need of the expertise, encouragement, and support of BNP volunteers. Together, the volunteers and students looked over what still needed to be done and got straight to work. When you combine experience and expertise with enthusiasm and hard work, you get results! By the end of the session, an event was shaping up and the students had broadened their own skill sets thanks to the support of these warm professionals.

The class was thrilled to again see the team members from BNP Paribas at their event. Thank you BNP Paribas for helping to make this opportunity possible and for sharing your professional event planning and management skill sets with the class!





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PROGRAMS INNOVATION & IMPACT

Since 1996, DAREarts' innovative curriculum and teaching methodologies have inspired students to strive for excellence, gain new knowledge and experiences, and develop the skills they need to take on the toughest challenges that life may throw their way.

DAREarts continues to innovate in order to achieve improved continuity of service for our students and in order to develop comprehensive programs.

This year marked some important firsts:
DAREarts' first Youth Leadership Institute
DAREarts' first Youth Mentors Program

This year we identified a need for students to be supported by our programs more continuously. We have now developed program offerings that enable our students to be empowered by our programs from ages 9 to 17. This ensures that in addition to igniting change in the perspectives of our students, we're able to support them to realize that change.

In addition to innovating new programs this year, we have also innovated within our existing programs. We are pleased to be launching a new national curriculum following an extensive curriculum redevelopment process that included several stakeholder groups such as: educators, principals, alumni, community leaders, leadership development experts, community service organization representatives, students, parents, youth facilitators/educators, and our team. Thanks to the support of the many people involved, we are confident in our direction to provide even more impactful and transformational experiences for our students.

Our new curriculum is rooted in our 'secret sauce' that has proven successful for 24 years, maintains the guiding vision and methodology of our unique approach, and brings a focus on current best practices, relevant content, and community-based youth activation.

Consistency in our programming, especially as we continue to grow across Canada, is key to ensuring that all of our students are given the opportunity and support needed to reach the same learning goals and positive outcomes. Our curriculum offers our teams flexibility to meet the needs of the many different communities we work with, while still providing a very distinct DAREarts experience. We are also broadening our reach through the development of key program delivery partnerships, providing curated support and opportunities for the students we serve well beyond their time spent with us.

The demand for youth leadership opportunities continues to skyrocket and our children need tangible skills to lead themselves and their peers with confidence, to navigate and brighten uncertain futures, and to activate within their own communities and beyond. We are working diligently to address the opportunity gap in underserved communities across Canada and provide concrete empowerment opportunities for the next generation of young leaders.

All The Arts
First Roots
First Roots Wellness
Youth Leadership Institute
Youth Mentors
Summer Camp
Cardmaking Days

LEADERSHIP AWARDS CELEBRATES

Over
\$250,000
raised!



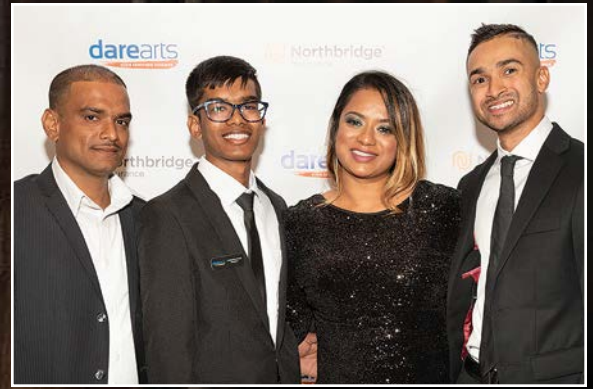
"DAREarts encouraged me to take my first step onto the stage, but they armed me with confidence before I took it. I'm here because I dared to be excellent."

TAEGAN LEE



"Regardless of my reason in being there, the DAREarts team always treated me like a leader to be. Like a growing mind. I was treated like an equal in the most appropriate way. I was treated like I belonged."

CARISSA CHRISTENSEN



"Before I started DAREarts I was told I was trouble and had pretty much no future. This had a huge impact on me, it made me second-guess myself a lot. As I progressed through DAREarts I quickly found out that just because one person thinks something, it doesn't mean that those words define you. What you stand for is up to you."

ILLIAZ ALLY





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A MESSAGE FROM OUR TEAM

Every day we wake up energized by the work that we do. We DARE to work hard, to challenge ourselves, to push our own limits, and to realize our unique and collective potential.

We do all of this because we believe fervently in our mission to empower youth from underserved communities to realize their own potential.

Some of us have been involved with DAREarts for a long time, some of us are new, some of us are DAREarts program alumni, some of us come from the social profit sector and other realms of experience. We are all here because we believe in our shared vision. We hope that you'll join us for another year of positive change in the lives of young people across Canada.

Our Team

Jennifer Wilson
President & CEO

Lori Collinge
Executive Administrator & Office Manager

Lisa Norton
National Program Manager

Aniska Ali
Vice-President Strategic Partnerships & Impact

Lee Pham
Lead Program Developer

Glenn Marais
Remote Programs Lead

Emilie De Caen
Facilitator - GTA

Dante Scholar
Co-Facilitator - GTA

Mackenzey Willis
Regional Lead – GTA (on leave)

Mimi O'Bonsawin
Artist-Educator Co-Facilitator – First Roots

Lee Pham
Artist-Educator Co-Facilitator – First Roots

Lisa Rosati
Artist-Educator Co-Facilitator – First Roots

Glenn Marais
Artist-Educator Co-Facilitator – First Roots

Founder

Marilyn Field

AND THANK YOU TO OUR VOLUNTEERS AND FORMER TEAM MEMBERS!

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A special thank you to our volunteer photographer Alan Dunlop for capturing the magical moments of DAREarts.