

## GOAL 2

Sustainable Funding

### DESCRIPTION

Secure community, corporate, philanthropic and government funding to sustain growth. Continue to build funding resilience throughout COVID-19, and adapt growth strategy as needed based on the economic impacts of COVID-19 to ensure sustainable growth.

## GOAL 3

Program Innovation and Youth Success

### DESCRIPTION

Continually improve, measure and report on our world-class program model, and ensure high-class quality program is available to all youth in need.

## 5. PLEASE COMPLETE THE FOLLOWING

	PREVIOUS YEAR	CURRENT YEAR
NUMBER OF VOLUNTEERS (INCLUDING BOARD)	100	100
VOLUNTEER HOURS PER YEAR	12,800	12,800
NUMBER OF VOTING MEMBERS	23	22

6. HOW DOES YOUR ORGANIZATION WORK TO ENSURE THAT PROGRAMS AND SERVICES ARE ACCESSIBLE AND INCLUSIVE FOR ANYONE WHO HAS AN INTEREST REGARDLESS OF AGE, ABILITY, ORIENTATION, ETHNIC/CULTURAL BACKGROUND, SOCIO-ECONOMIC STATUS? PLEASE SHARE EXAMPLES AND SUCCESS STORIES OF INCLUSIVITY AND DIVERSITY WITHIN YOUR ORGANIZATION AND PROGRAMMING.

Take a Hike is inclusive of all vulnerable youth aged 15-18 who would benefit. Our school district partners have well-established procedures to identify and refer youth in need, and we generally accept youth on a first-come, first-serve basis. The program is entirely free to participants and their families, including all outdoor gear and equipment and a meal program. We are committed to cultural safety and ensuring we meet participants' needs in a culturally appropriate way, and we are in the process of hiring a Director of Indigenous Education to intentionally integrate Indigenous ways of knowing and learning into our program model. Of past participants: up to 30-50% have self-identified as Indigenous, and around 25% as visible minorities; 70-80% experience financial need; 15-20% have experience of the foster care system; and 15-20% have had involvement with the police. Last year, 34% of participants had Ministry of Education learning disability designations.