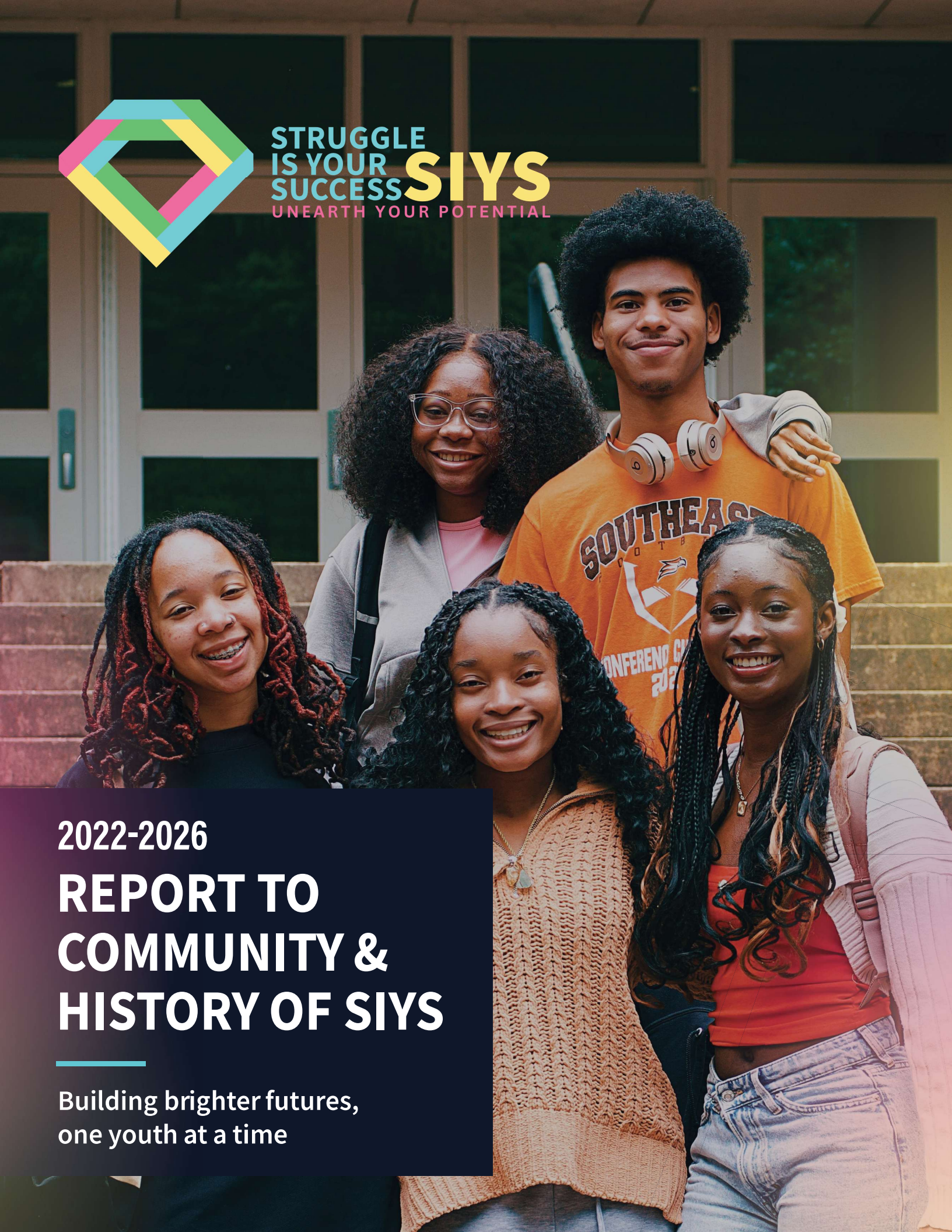




STRUGGLE
IS YOUR
SUCCESS **SIYS**
UNEARTH YOUR POTENTIAL

2022-2026
**REPORT TO
COMMUNITY &
HISTORY OF SIYS**

Building brighter futures,
one youth at a time



UNEARTH YOUR POTENTIAL

OUR MISSION at Struggle is Your Success is to empower youth from diverse backgrounds in providing them with the skills, training, and guidance they need to overcome their challenges and pursue their passions in life. Through innovative and high-quality entrepreneurial and leadership-focused programs and workshops, we aim to inspire, guide, and motivate these young people, helping them become self-sustaining members of our community who can succeed in their personal and professional lives.

WE BELIEVE that every young person has the potential to achieve great things, regardless of their background or circumstances. By giving them the tools they need to succeed, we hope to create a brighter future for our community, where everyone has the opportunity to reach their full potential. With Struggle is Your Success, we are committed to building a better tomorrow, one youth at a time.



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REWRITING WHAT'S POSSIBLE



MESSAGE FROM LEADERSHIP

Imagination, as Albert Einstein profoundly stated, surpasses the boundaries of knowledge. In our turbulent times, marked by unforeseen disruptions and economic uncertainties, this sentiment resonates more deeply than ever before. The past years have been a rollercoaster ride, filled with twists and turns that none of us could have predicted. Just when we thought we had a handle on things, the pandemic turned our lives upside down. Then came inflation, hitting us where it hurts the most: our wallets and our peace of mind.

But amidst the chaos, a spark of hope emerged. We realized that the key to overcoming these challenges lies in the untapped potential of our youth. That's why we launched SIYS to empower young minds to dream big, think outside the box, and turn obstacles into stepping stones.

Entrepreneurship, as we see it, is not just about starting a business. It's about adopting a mindset of innovation and problem-solving that transcends traditional boundaries. It's about equipping our youth with the skills and confidence they need to thrive in an ever-changing world. The stories of those who have walked through our doors speak volumes. People like Lidiia Golianova, whose life was transformed by the SIYS program, are living proof that with the right support and guidance, anything is possible.

Yet, SIYS is not merely a program. It is a movement. It is a collective endeavour aimed at dismantling systemic barriers and fostering a more equitable society. Through partnerships, advocacy, and grassroots initiatives, we are effecting tangible change, one step at a time.

As we navigate the challenges of today, we remain steadfast in our commitment to building a better tomorrow. Together, we are rewriting the narrative

“

Entrepreneurship asks more of you, but it gives more in return. It teaches people to solve problems, create value, and take ownership of their future. When that shift happens, it can change the whole trajectory of a life.

of struggle into one of triumph, resilience, and empowerment. It's a movement. It's a rallying cry for change, a call to action for all those who believe in the power of youth and the promise of a brighter future.

So to all our supporters, volunteers, and partners, I say this: thank you. Thank you for believing in our mission, for standing with us through thick and thin, and for helping us build a better tomorrow, one dream at a time.

With gratitude,

Moose Abdel



President & CEO, SIYS



STRUGGLE IS YOUR SUCCESS WAS NOT BORN IN COMFORT. IT WAS FORGED IN FIRE.

1 IT ALL BEGAN ON THE COURT

It began on a basketball court, under harsh lights and harder circumstances, when a young Musap "Moose" Abdel, exhausted and bruised after a relentless game, shouted words that would one day become a movement.



"Struggle is my success!"

2 BUILT THROUGH ADVERSITY



It wasn't said for effect. It was a mentality he had come to grasp long before that night. Behind every rebound, every missed shot, and every late-night practice was a deeper battle. Moose was navigating far more than the game itself as he carried the weight of displacement, failure, rejection, and loss.

3 RESILIENCE HAS NO BORDERS



Moving from Sudan to Saudi Arabia, then Kenya, and eventually Canada, Moose saw the same spark in the eyes of youth everywhere: resilience

born from necessity. Across the streets of Africa, young people found ways to create opportunity out of scarcity, carving paths where none seemed possible.

5 A MISSION TO BUILD & EMPOWER



After moving to Calgary, Moose set out on a mission to build a space where youth could rise, rebuild, and lead.

4 A MOMENT OF REALIZATION



One day, Moose picked up a small black rock, unpolished, yet full of potential, and he saw himself reflected in it. Under immense pressure, rocks become diamonds. That moment became a symbol, and later, the heartbeat of a movement.

6 A MOVEMENT WITH A PURPOSE

Today, Struggle Is Your Success is a Black-led nonprofit empowering BIPOC youth aged 14 to 25 to see adversity as opportunity. Through a holistic model grounded in mentorship, entrepreneurship, and leadership training, SIYS helps young people develop resilience and take bold steps to lead in their communities.

7 GROWING IMPACT. CHANGING LIVES.



A young person who once held back begins to share their thinking more openly.



Someone unsure of their next step starts mapping out a plan.



Confidence builds gradually, through action and small wins that accumulate over time.

8 THE MESSAGE WE CARRY FORWARD

Every story, every workshop, and every conversation speaks a resounding truth...

Pressure shapes purpose. Struggle forms success, and the diamond within is forged in the fire.



THE HISTORY OF SIYS

2012

THE BEGINNING

SIYS is founded in Calgary, Alberta.



2015-17

ACROSS THE GLOBE

SIYS shares and deploys its programming in Sudan, Africa. During this period, the *Diamond in the Rough* initiative is formed.



2017-18

GROWING LOCALLY

SIYS expands to Windsor, Ontario. Operating as a grassroots initiative, entrepreneurship becomes a core focus, leading to the development of workshops and hands-programming for youth.



2018-20

BUILDING THE MODEL

SIYS enters a key phase of research, developing the early stages of its framework: *Dream it. Plan it. Build it.*

2021-23

STRATEGIC PARTNERSHIP

SIYS partners with Trellis Society, gaining organizational support to strengthen and expand programming.

2023

INDEPENDENT & STRONG

SIYS becomes an independent organization, marking a new chapter of growth and direction.



2021- PRESENT

GROWING THE IMPACT



SIYS has grown into an established Black-led nonprofit serving Calgary and beyond. With hundreds of youth engaged across dozens of program cohorts, SIYS continues to expand its reach, partnerships, and impact while deepening its commitment to creating equitable opportunities for BIPOC and marginalized youth.



CREATING PATHWAYS FOR DISCONNECTED YOUTH

There is a growing group of young people who are missing from the systems meant to support them. Their absence tells a deeper story.

NEET, which stands for Not in Employment, Education, or Training, signals a break in connection. A young person who is not in school, not working, and not in training is often navigating barriers that extend far beyond individual choice. Left unaddressed, this disconnection can shape long-term outcomes that span employment instability, social isolation, and reduced well-being.

At SIYS, NEET status is not viewed as a personal shortcoming. It is understood as an indicator of where systems are not reaching and where support is most needed. Our work focuses on meeting young people at that point of disconnection and creating pathways forward. Through mentorship, skills development, and entrepreneurship, youth are supported not only to re-enter education or employment, but to rebuild confidence, community, and a sense of purpose.

**Not all youth start from the same place.
For many Black and marginalized youth, systemic barriers
limit access to the opportunities they need to thrive.**

THE PROBLEM

12%

CANADIAN YOUTH AGED 15-29 WERE NOT IN EMPLOYMENT, EDUCATION, OR TRAINING FROM 2018-2023.¹

53%

BIPOC YOUTH IN CANADA EXPERIENCED DISCRIMINATION IN THE PAST 5 YEARS COMPARED TO 31% OVER AGE OF 45 YEARS OLD.²

44%

YOUTH GREW UP WITHOUT AN ADULT MENTOR, ESPECIALLY FOR MARGINALIZED YOUTH.³

¹Statistics Canada. 2025. Youth not in employment, education, or training.

²Statistics Canada. 2022. Experiences of discrimination among the Black and Indigenous populations in Canada, 2019.

³Mentor Canada. 2021. Mapping the mentoring gap.

⁴Maria J. Marques, Regina F. Alves, Sónia Dias, Emanuele Torri, Anita Paza, Carina Dantas & Marcello Bertotti. (2025) A realist synthesis of interventions for youth not in education, employment or training (NEET): building programme theories for effective support. International Journal of Adolescence and Youth 30:1.

WHY THIS MATTERS

When young people are disconnected from education, employment, and training, the consequences extend far beyond the present moment. Without meaningful intervention, this disconnection can shape the trajectory of their lives.

Youth in this position face a higher likelihood of criminal involvement, social exclusion, and long-term economic instability. Many also experience increased mental health challenges alongside a loss of confidence in their ability to move forward.

These outcomes are not inevitable, but they are predictable when the root causes of disconnection go unaddressed. Understanding the problem is the first step toward changing it. With clearer insight comes the ability to design targeted, evidence-based interventions that interrupt these patterns early.

This is where SIYS focuses its work. By addressing the underlying barriers and creating pathways for re-engagement, SIYS supports youth in building confidence, developing skills, and shifting their long-term outcomes toward stability, purpose, and possibility.

“

This program was what made me take my first step towards achieving my dream. Thanks to this program, I was able to turn my dream into a goal rather than just a fantasy. I recommend this program to anyone who wishes to execute their idea but isn't sure how to.

- Lidiia Golianova, SIYS Participant

WHO WE SERVE

Behind every number is a young person at a turning point. They come with questions, ambition, and lived experiences that shape how they see the world. SIYS creates a space where young people can build towards a future that reflects who they are and where they want to go.

NEET & AT-RISK YOUTH

75%



50%
LOW-INCOME OR
ECONOMICALLY
DISADVANTAGED



30%
NEWCOMERS,
IMMIGRANTS,
AND/OR REFUGEES



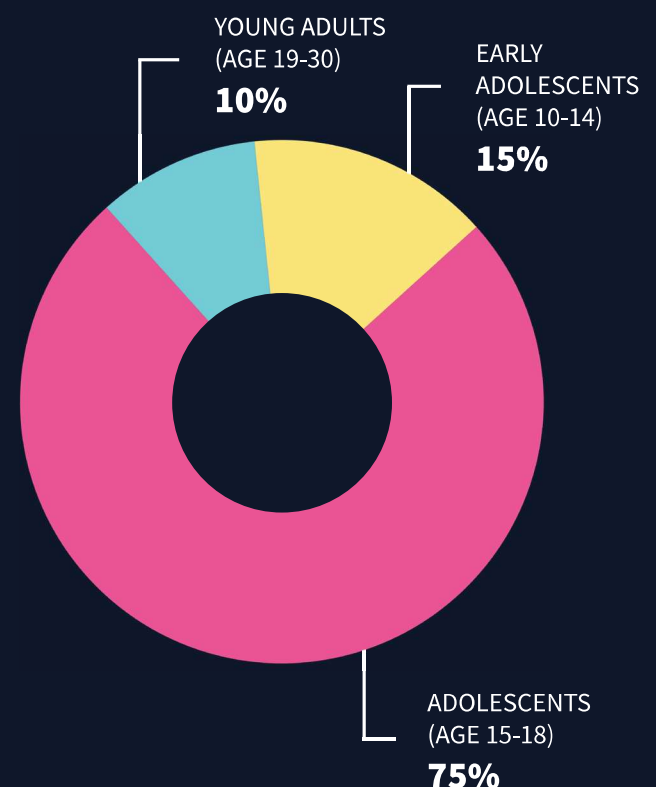
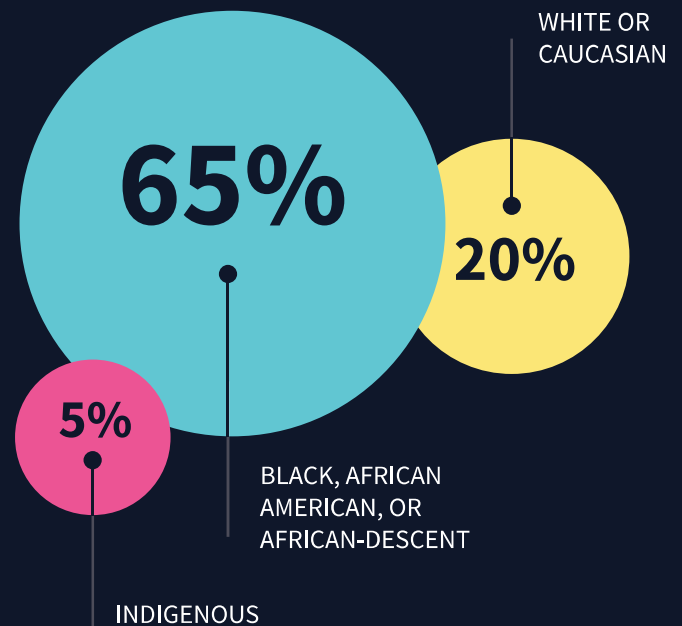
30%
UNEMPLOYED



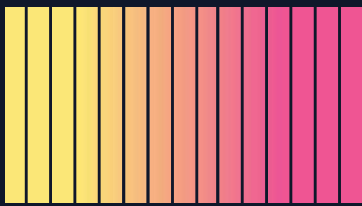
25%
INCARCERATED/
FORMERLY
INCARCERATED

TOTAL YOUTH SERVED TO DATE

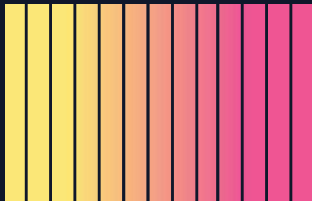
650+



PROGRAM IMPACT



51.8%
ENTERED POST-
SECONDARY



40.5%
FOUND
EMPLOYMENT



7.7%
BECAME FOUNDERS/
ENTREPRENEURS

90%

EFFECTIVENESS RATE

Compared to the sector benchmark
range of 81% - 87%.

\$1,104

COST PER OUTCOME

Compared to the sector benchmark
of \$2,807 CAD - \$4,315 CAD

CORE OUTCOMES ACHIEVED



EMOTIONAL SELF- REGULATION

Youth strengthened their ability to identify emotions, manage stress, build coping strategies, and stay motivated under pressure.



SOCIAL & RELATIONSHIP SKILLS

Improved communication skills, empathy, conflict resolution skills, help seeking, and cultural competence,



LEADERSHIP DEVELOPMENT

Increased capacity to guide others, build teams, mentor peers, and take initiative in their communities.



SELF- MANAGEMENT SKILLS

Stronger personal goal setting and self-discipline.

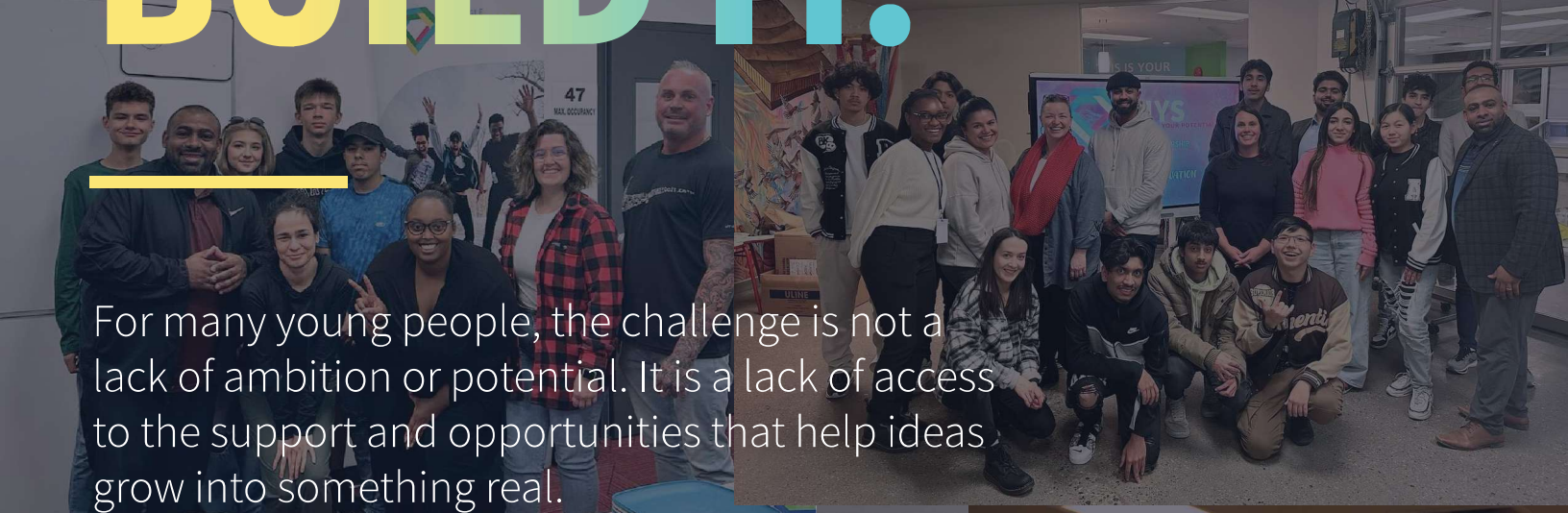
These results don't happen by accident. They are built through intentional programming, real relationships, and the unwavering belief that every young person carries potential worth investing in. When youth are met where they are and supported as they grow, transformation follows.



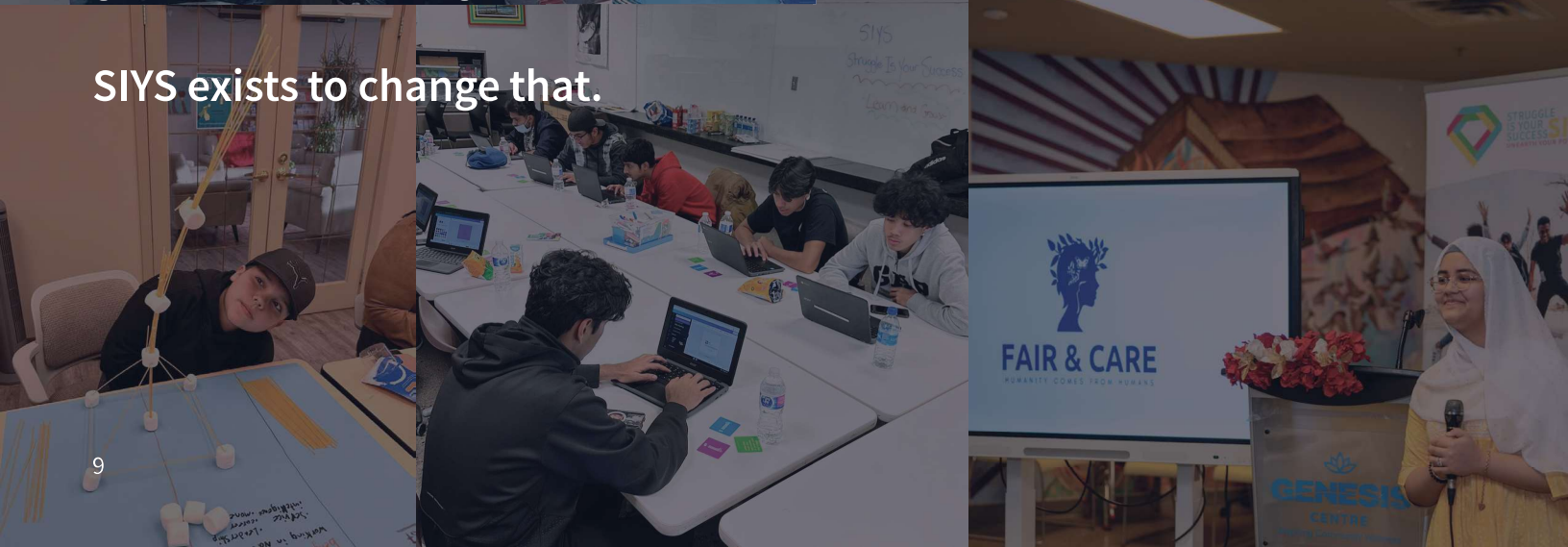
DREAM IT. PLAN IT. BUILD IT.



For many young people, the challenge is not a lack of ambition or potential. It is a lack of access to the support and opportunities that help ideas grow into something real.



SIYS exists to change that.



Youth are often told to “dream big” without being shown a pathway forward. When traditional routes feel out of reach, many begin to question what is possible for their future.

At the heart of SIYS is a simple but powerful belief: when young people are supported, trusted, and given the chance to create something meaningful, they begin to see themselves differently. This belief comes to life through the program framework **"Dream it. Plan it. Build it."**

This is a transformative entrepreneurial mindset program for youth aged 14–25 that helps young people step into their full potential through hands-on, experiential entrepreneurship learning. The program builds problem-solving skills, strengthens confidence, shifts mindsets around possibility, and fosters a sense of belonging among youth who have faced challenges of their own. It also supports the development of social and emotional competencies that extend well beyond the program itself.

The process begins with dreaming it. Youth identify an idea or goal rooted in their own lived experience. For some, this becomes a business idea. For others, it represents a new direction for their future. What matters most is that the vision is their own.

From there, they move into planning it, where ideas begin to take shape. In the process, youth strengthen skills such as goal setting, problem solving, and critical thinking. They are

challenged to think practically and creatively about how to bring an idea to life while developing the resilience and discipline required to follow through.

Dedicated mentors walk alongside youth throughout the process, helping them map out realistic pathways forward while reinforcing an important message: their ideas are worth investing in.

Finally, they build it by turning their idea into action. Youth take ownership of their ideas and work toward creating a real product, initiative, or project, sometimes developing a viable product. That journey culminates in a formal graduation and presentation event attended by mentors, peers, and loved ones.

Youth present their final product to a panel of judges, communicating the impact of their idea and explaining their process behind it. For many participants, this is the first time their ideas have been taken seriously. This experience provides a powerful moment where they reflect on what they have achieved as well as how much they have grown in the process.

After graduation, participants carry these experiences into their school, work, relationships, and future pursuits. Many also mentor younger participants, creating a cycle of support where those who were once encouraged begin encouraging others in return.

The goal of this program is to help youth “unearth their potential” by turning stories of struggle into lessons of success. Through dreaming, planning, and building,

youth also achieve something far greater than any project: a shift in identity.

Youth who once doubted themselves begin to see that they are capable of more. They start to trust themselves, take initiative, and view their experiences as a source of strength rather than limitation.

This is why the work matters. When a young person realizes they can turn their ideas into action, they begin to see new possibilities for their future.

That shift can change the trajectory of a life.

“

In this experience, I learned a lot about business and what my values, goals and dreams are. Now, it is more clear what I want to do in the future. I have people who I market with to help me achieve my dream and teach me things to create my business.

- Huzaifa Hafeez,
SIYS Graduate

RECOGNIZING PAST BOARD MEMBER: JILL DRADER



In the early stages of Struggle Is Your Success, Jill Drader played an important role in helping guide the organization's development and strengthen its community foundation. As a past Board member, Jill contributed her leadership, experience, and thoughtful perspective at a time when SIYS was continuing to define its direction, build meaningful partnerships, and develop programming that reflected the realities and potential of the young people we serve.

Jill was also part of the early collaboration and partnership with Trellis Society. This relationship helped strengthen SIYS' connection to the broader community and supported conversations around how youth programming could be more responsive, practical, and grounded in the lived experiences of participants.

A significant part of Jill's contribution was her involvement in the development of SIYS' early-stage curriculum alongside Dr. Shirley Steinberg. Together, their work helped shape an initial learning framework that connected youth voice, critical thinking, personal growth, leadership, and community engagement. That early curriculum created an important starting point for SIYS as we began building programming designed to help young people recognize their strengths, navigate challenges, and imagine meaningful pathways forward.

While SIYS programming and curriculum have continued to evolve over time to reflect new partnerships, participant feedback, community needs, and the changing realities facing youth, the foundational work Jill helped support remains meaningful. Her leadership during those earlier years helped contribute to the values that continue to guide our work today: creating opportunity, building confidence, encouraging critical thought, and ensuring young people are seen, heard, and supported.

We are grateful to Jill for the time, care, leadership, and commitment she brought to Struggle Is Your Success. Her contribution remains an important part of the organization's story and its continued growth.

REIMAGINING BIPOC FUTURES



SIYS helps youth see their futures not as distant possibilities, but as something they are already capable of shaping now.

A young person's future is shaped long before they choose a career or apply for a job.

Many BIPOC youth are already carrying the raw material of leadership: creativity, responsibility, resilience, cultural knowledge, and a deep awareness of the needs in their communities. What has too often been missing is the early infrastructure that helps turn those qualities into direction.

As a Black-led organization, SIYS focuses on removing barriers that have long shaped who gets access to opportunity and who doesn't. In its place, SIYS creates spaces where BIPOC youth can grow, lead, and succeed on their own terms.

Delivered in partnership with schools and Black-serving organizations, like **Black Horizon: Entrepreneurship Expansion**, SIYS empowers youth aged 13 to 29 with learning rooted in community and designed to reflect the young people it serves. Over five weeks, they develop skills in financial literacy, entrepreneurship, and STEM, grounded in their lived experiences and the realities they navigate every day.

With support from partners, including the **Foundation for Black Communities, Africa Centre, and the Black Opportunity Fund**, SIYS has worked with more than 90 BIPOC youth across six cohorts. Each cohort adds to a growing

network of young people who are actively changing their trajectories.

Reimagining BIPOC futures means building the bridge between what youth already have within them and what they need around them to move forward. It means investing early, supporting intentionally, and creating spaces where young people can grow without having to¹² leave their identities, communities, or stories behind.

SIYS is helping to build that bridge. And, with every cohort, more young people are crossing it with confidence, purpose, and a clearer sense of what they can create for themselves and for the communities they call home.

*When a community invests
in its youth, it invests in
the future it wants to see...*



LETTER OF SUPPORT FROM THE MAYOR OF CALGARY

Dear Mr. Musap (Moose) Abdel,

It was a pleasure to meet with you and the Struggle is Your Success (SIYS) team earlier this year. The work you are doing with SIYS and the many other projects you support is exceptional, and I always appreciate the opportunity to learn more about it.

I appreciate that SIYS supports youth ages 14 to 25 from diverse communities, including BIPOC and newcomer backgrounds, through entrepreneurial skills and entrepreneurial mindset development programs, mentorship, and innovation and financial literacy training. It is meaningful that your work empowers young people facing systemic barriers and youth across the broader community to build confidence, unlock opportunity, and develop into the next generation of inclusive leaders.

Beyond skill-building, I appreciate that SIYS plays a role in reducing recidivism in our city, interrupting cycles that can otherwise limit a young person's

trajectory, and offering viable, constructive pathways forward. Furthermore, by nurturing entrepreneurial thinking alongside education and employment, you are empowering youth to build ventures of their own adding to the diversity, resilience, and vitality of our local economy. This is the kind of grassroots economic development that strengthens Calgary from the ground up.

Once again, thank you for your commitment to our city and our youth. I deeply value your personal and professional efforts to make our city a place that ensures opportunity for all.

Sincerely,

Mayor of Calgary
Jeromy Farkas

A DIFFERENT LENS OF POSSIBILITY

Meet Izyan Ali, Avenue's Top 20 Under 20 and SIYS graduate inspiring the next generation

Before Izyan Ali became a youth ambassador for SIYS, he was carrying the kind of ambition that needed the right environment to take hold.

An engineering student at the University of Calgary and emerging filmmaker, Ali did not begin with easy access to the creative world. What he did have was curiosity, drive, and a willingness to try. SIYS gave him something equally essential: a community that helped him see his own potential more clearly.

"Being able to go through this program surrounded by people from such diverse backgrounds allowed me to have faith in myself," he says. "I'm not limited by my skin colour or where I'm from."

Resilience never arrives fully formed. It builds gradually through experience, disappointment, learning, and repetition. It is the kind SIYS aims to cultivate in the young people it serves: a belief

that effort matters, ideas deserve room to grow, and identity should never be a barrier to possibility.

For Izyan, the impact of SIYS extended beyond entrepreneurship workshops or leadership programming. The experience introduced him to a new way of thinking that could carry him forward.

"SIYS was my first exposure to having an entrepreneurial mindset," Izyan says. "To think entrepreneurially is to think with an opportunistic and growth mindset. It's about advocating for the things you want to build and experience. For me, that was an incredibly impactful experience that pivoted my direction as an individual."

That lesson has continued to shape the way Izyan moves through the world. Today, he is not only studying engineering and creating films, but also using his voice to support other young people. As a Youth Ambassador

for SIYS, Izyan has used his talents to create videos that introduces other young people to the same organization and frameworks that shaped his own trajectory.

"Representing this organization through my work is the least I can do for a cause that assists kids in understanding the world through an entrepreneurial lens," he says.

Young people like Izyan reflect what SIYS sets in motion: effort that holds value, ideas that are given room to develop, and a sense that identity is never the limit of what can be built.



“

To think entrepreneurially is to think with an opportunistic and growth mindset. It's about advocating for the things you want to build and experience.

- Izyan Ali

Photo by Steve Collins

From strong foundations comes lasting growth.



CONFIDENCE IS A SEED

When youth start to believe in themselves, they are more willing to take chances and try something new.



SKILLS ARE ROOTS

Problem-solving, leadership, creativity. These are what help youth keep going, even when things aren't easy.



COMMUNITY IS SOIL

Who you're surrounded by matters. Growth happens when people feel supported, seen, and connected.

GROWING FROM THE GROUND UP

When you spend time with young people, one thing becomes clear: potential is in everyone. The difference often comes down to whether that potential has somewhere to grow and flourish.

Youth is one of the most important times in a person's life. During these years, experiences start to build lasting patterns that inform their sense of who they are and how they move through the world.

At SIYS, we believe when young people have strong roots to ground them, challenges become something they can work through rather than something that defines them. That steadiness shapes how they access opportunities as well as how they see themselves throughout the course of their lives.

Success is not measured only by what youth create during the program, but by what continues

long after it ends. This work is practical as much as it is personal. Youth learn how to take an idea and shape it into something tangible. They practice problem-solving, manage uncertainty, and develop the discipline required to follow through. Young people, especially those who haven't always had access to the same opportunities, begin to see themselves differently. They start to build the skills and confidence they need to follow any path they choose.

That impact shows up well outside the program. Youth bring what they've learned into school, work, and their own pursuits. It shapes how they make decisions and how

challenges are approached. There is a growing sense of ownership over what comes next.

With strong roots in place, that growth carries outward. Many of these young people begin to show up for others in the same way they were supported: by mentoring, sharing what they've learned, and creating opportunities within their communities.

With something solid beneath them, growth doesn't stay contained. It moves through communities, carried forward by those who now see what's possible.



WHERE WE'RE GOING...

As SIYS continues to grow, so does its vision for what youth support can look like. Guided by what youth need most, not only today, but in the years ahead, SIYS is developing new ways to reach more young people while strengthening the sense of connection, creativity, and opportunity at the heart of its work.



EXPANDING ACCESS THROUGH DIGITIZATION

SIYS is working toward a digital model that makes programming more accessible and flexible. By translating core curriculum and mentorship into online and hybrid formats, youth will be able to engage from different locations, at different stages, and in ways that fit their lives. This shift allows SIYS to reach beyond physical spaces while maintaining quality and connection.



BUILDING AN INNOVATION CENTRE

A key part of our vision is developing a creative, inclusive space where youth can gather, collaborate, and build. This environment is designed to host experimentation as ideas are shared openly and developed with the support of peers and mentors. The goal is to foster a sense of ownership, so that young people feel both grounded and inspired.



GROWING BEYOND CALGARY

SIYS aims to expand its presence into surrounding regions and other cities, building on its existing model through partnerships and community-based delivery. By adapting programming to different local contexts, SIYS can support more youth while staying responsive to the specific needs of each community.



YOUR SUPPORT IS MORE THAN A NUMBER. IT'S A BELIEF IN THE POTENTIAL OF YOUTH.

Thanks to our community of support, SIYS continues to create spaces where young people are seen, heard, and equipped to lead.

Together, we're investing in a generation of resilient, confident leaders. Thank you for being part of the movement.

Action Dignity

Africa Centre

Alberta Government

ATB Financial

BIPOC Foundation

Black Opportunity Fund

Broker Link Insurance

Calgary African Community
Collective

Calgary Foundation

Centre for Newcomers

Eco Canada

Foundation for Black
Communities

The Government of Canada's
Supporting Black Canadian
Communities Initiative

Innovate Calgary

Intact Insurance

Local Laundry

Mission Maids

Momentum

Peer Mediation and Skills
Training (PMAST)

Qamaria Yemeni Coffee

Rogers Communications

Ruth's House

Shoppers Drug Mart

TC Energy

Trellis Society

University of Calgary
Hunter Hub for
Entrepreneurial Thinking

Village Wellth Inc.

Abdul Ahmed

Gladys Afolayan

Lucas Anderson

Ken Lima-Coelho

Ayman Hossain

Laura Istead

Vanessa Khan

Marlon Merritt

Gabe Oyedele

LETTER OF SUPPORT FROM FORMER MAYOR JYOTI GONDEK

Dear Moose,

On behalf of my Council colleagues, I am honored to formally recognize Struggle Is Your Success and the incredible impact of your signature program, Dream It, Plan It, Build It.

SIYS is exemplary in its mission to prepare youth to unlock their full potential and thrive as resilient entrepreneurs through the Dream It, Plan It, Build It program. Calgary is known for its vibrant diversity, and it is through the dedication and passion of people like you that BIPOC youth continue to see possibilities and opportunities through entrepreneurship and leadership. It is remarkable that more than 375 youth are empowered annually through the program and are further inspired to discover their passions and reach their full potential.

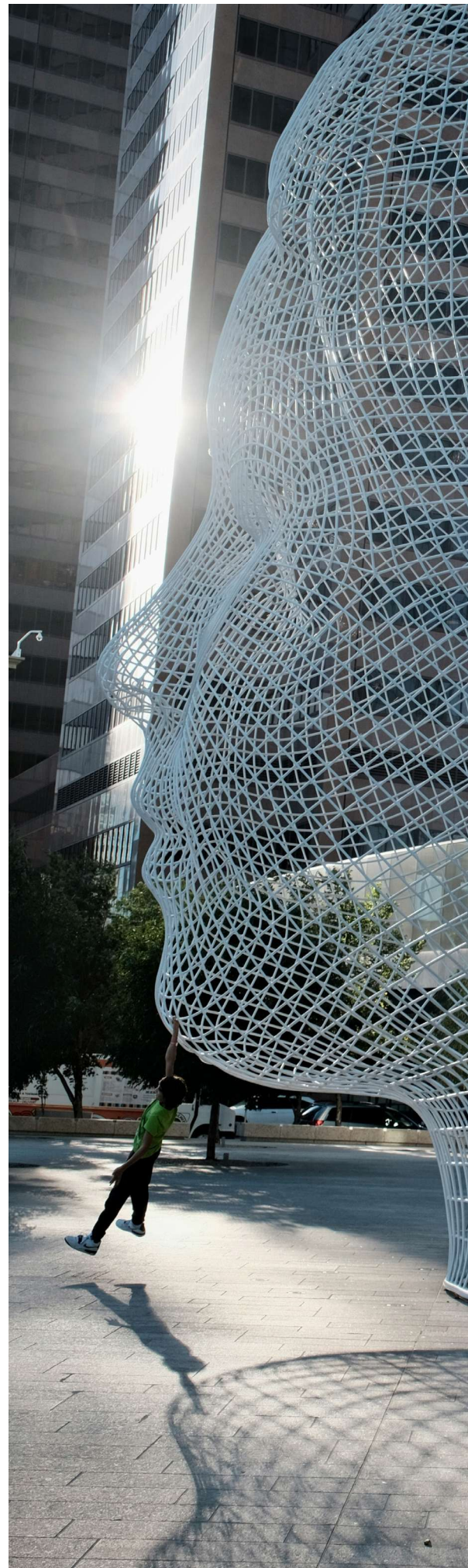
We are grateful for SIYS's initiative to partner with schools and agencies to provide holistic support to youth, including those who are justice-involved. Your work clearly motivates these young people to overcome challenges through skill-building, increased self-worth and confidence, all of which contribute to reduced recidivism. Our gratitude also goes to SIYS for actively addressing the Not in Employment, Education or Training status across Alberta by identifying and facilitating meaningful learning opportunities for our province's youth.

Social and emotional competencies are key to developing a success-driven mindset and it is inspiring to know that SIYS places a strong emphasis on elevated youth leadership and civic engagement through storytelling and mentorship.

Please know that the work you do is transformative and continues to make a difference in the lives of many Calgarians.

Sincerely,

Jyoti Gondek



OUR FINANCIALS

	2021-22	2022-23	2023-24	2024-25
REVENUE				
Donations & Sponsorships	45,000	12,487	12,300	23,887
Interest	-	100	250	
Grants	684	151,769	85,895	138,000
Revenue from Services	-	-	-	111,502
Total Revenue	45,684	164,356	98,445	274,105
EXPENSES				
Depreciation	2,842	2,842	2,095	9,550
Wages & Benefits	-	43,865	70,748	82,871
Telephone/Internet	711	1,764	2,698	2,339
Occupancy	-	3,377	8,850	7,619
Repairs & Maintenance	-	101	35	499
Training	-	-	-	1,907
General/Administrative Expenses	2,525	1,170	5,561	10,850
Professional Fees	5,850	9,746	15,050	21,899
Travels	-	2,300	10,157	11,676
Office Expenses	160	813	948	7,816
Insurance	-	-	266	1,000
Marketing Expenses	25,661	3,447	10,948	17,345
Bank Charges	50	353	840	646
Total Expenses	37,789	48,417	129,007	176,017

For access to our full financial information, please contact siys.ca

Be part of the future they're building today.

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