

# ANNUAL IMPACT REPORT 2024

## The PACT Urban Peace Program



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# About PACT

The PACT Urban Peace Program works with systemically under-resourced communities to build shared capacity, equity and change. Our award-winning community programming, food security initiatives, youth life coaching, mentorship, and experiential learning opportunities drive impact that echoes through families, neighbourhoods, and communities. PACT's intergenerational approach ensures that this programming reaches young people, families, seniors, and systemically excluded individuals so we can build nurturing, accessible, and peaceful communities together.

The PACT Urban Peace Program is a registered Canadian charity with a 20+ year track record of outcome-driven projects and community transformation. We create strategic partnerships with organizations that understand our values and goals to build shared investment in healthier, more sustainable futures.



## Our Mission

To strengthen community wellness by supporting and empowering youth, families, and seniors within nurturing, inclusive, accessible environments. We develop, deliver, and scale our best-practice community programming, food security initiatives, youth life coaching and mentorship, and experiential learning opportunities. PACT creates strategic community partnerships with organizations that share our values and goals.

## Our Vision

Vibrant, thriving communities that are inclusive and accessible so that every person has the opportunity to reach their full potential.



# Letter from the President

**David Lockett**



Kindness, professionalism, empathy, compassion, understanding, going the extra mile, and never giving up—these words embody the unwavering commitment of every member of the PACT team to supporting the youth and communities we serve.

Our LifePlan Coaching Program has made remarkable progress in the courts and schools this year. Our Grow to Learn Schoolyard Gardens have continued to thrive, improving quality and impact across every level and feeding more food-insecure families and seniors than ever.

We believe that continuous, incremental improvements lead to transformative, positive change over time. I am deeply grateful to be part of such an extraordinary group of individuals who are making a real difference in the world.

A handwritten signature in black ink, reading "David Lockett". The signature is stylized with a large, sweeping flourish at the end.

# 2024 Highlights

## Canada's Food Bank Statistics

In March 2024, food bank usage in Canada surged to over two million visits, marking a nearly 90% increase compared to March 2019 and a 6% rise from the previous year. This heightened reliance on food banks is largely attributed to rapid inflation, high housing costs, and insufficient social support. According to the "HungerCount 2024" report, a total of 2,059,636 visits were recorded nationwide, reflecting the growing strain on Canadians. Among those most affected are renters, racialized communities, people with disabilities, newcomers to Canada, residents in Northern regions, seniors, and families with children. Notably, children represented a significant portion of those affected, accounting for one-third of food bank clients and nearly 700,000 monthly visits.

### Here's how PACT helps - 2024 Highlights:



Return of the Community Compost Exchange program which allows the community to trade kitchen scraps for fresh produce.



LifePlan Coaching achieved an overall success rate of 72% in 2024, with 28 of 39 youth clients completing or on track to complete the program.



Fresh Food Box fed 450 people a week for 18 weeks.



LPC Leadership Lunch Clubs provided healthy meals and small group mentorship to grade 7 & 8 students in two high-needs middle schools.



Good Food organization for the 6th year in a row.



Introduced a backup (secondary) coach model to enhance care continuity, expand support, and improve client outcomes.



Expanded Corporate Volunteer Groups to include opportunities at Thistletown CI.

# About the Grow-to-Learn Program



## Grow-to-Learn (GTL)

The PACT Grow-to-Learn Program and Food Security Initiative (GTL) teaches, feeds, and provides 1.8 acres of safe, outdoor learning and growing space to thousands of individuals each year. Our school yard gardens offer collaborative, hybrid learning opportunities for students and community members to learn about food, gardening, and sustainable food systems.

PACT has partnered with both of Toronto's main school boards to expand its Grow-to-Learn program to meet community need, creating and transforming unused, often grey spaces into bountiful organic gardens where children and youth learn about harvesting food, sustainability, and community building. GTL enhances the educational and learning experience for thousands of students by delivering environmental, culinary, and curriculum-linked workshops in two systematically under-resourced neighbourhoods and providing much needed, healthful access to fresh food.

Since 2012, GTL has produced and distributed over 130,000 pounds of fresh produce to local food banks and low-income seniors and families through its various food security programs. The GTL Program feeds families and seniors in under-resourced neighbourhoods, creates safe, green spaces for pollinators, and transforms communities in the Greater Toronto Area.



# Fresh Food Boxes (FFB)

## Statistics



We distributed **2,649** Fresh Food Boxes feeding a total of **7,772** clients during the 2024 season!



We distributed **\$89,668** (+6% vs last year) worth of fresh produce, which equates to **25,671 lbs!**



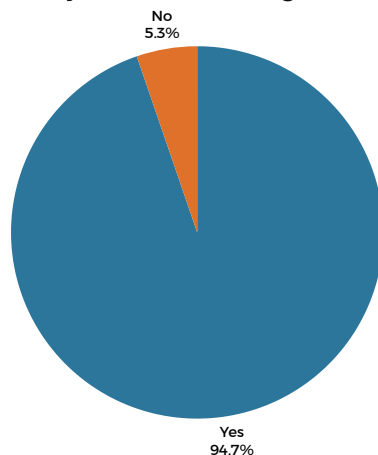
PACT grew **5,458.6 lbs** (+38% vs last year) that's produce worth almost **\$31,931** (+34% vs last year)!



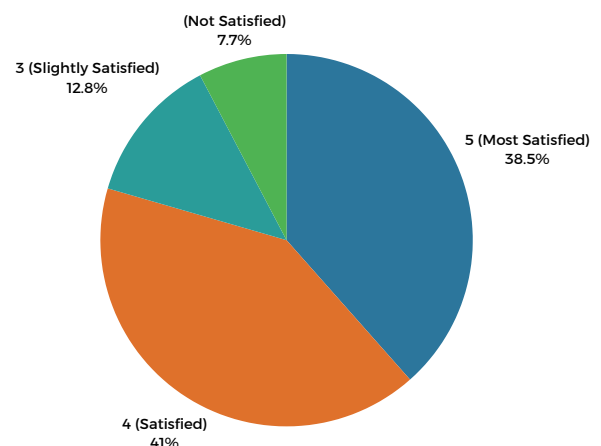
The return of the TCI Market and Community Compost Exchange program collected a total of **399** pounds of compost, distributed **\$779** in market dollars. This resulted in **\$1,613** in total market revenue.



Has the increased cost of groceries affected your families budget?



How satisfied were you with the diversity of PACT's Fresh Food Box?



# The GTL Garden at JPCI: A Third Place

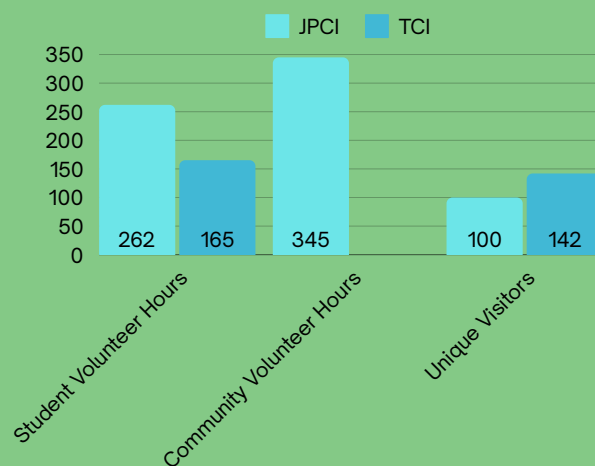
**Written By: Libby Edwards, Lead Farmer at JPCI**

To build rich and fulfilled communities, we need accessible spaces where people of diverse backgrounds, ages, and abilities can gather without barriers. In sociology, these spaces are known as “third places” - locations outside of home and work where people can relax, chat and get to know one another. Typically low- or no-cost, such as libraries or parks, third places ensure that participation isn’t limited by financial means. Much research has been done to prove their vital role in enriching social interaction, sense of community, and belonging. Unfortunately, our current social infrastructure does not prioritize the preservation or development of third places, leading to poorer physical and mental health outcomes and increased feelings of isolation, especially among seniors.

The John Polanyi CI garden, which I have had the fantastic honour of managing this past season, serves as a prime example of a third place. Anyone from the community is welcome to volunteer to help in the garden during our open hours, or to attend community meals. There is no cost to enter, and no explicit purpose to these events other than to enjoy each other’s company in a beautiful setting. For me, the community meals stand out as particularly rich occasions of fellowship and community building.

During our last community meal of the season in early October, nearly 100 people gathered in the garden over bowls of hot chili. I passed around a survey to capture peoples’ thoughts about these events and their motivations for attending. One question asked: Why do you attend community meals and what is your favourite part of these events? The following are just a few of the responses: “getting together with other seniors”; “getting together and fellowshiping”; “the many people”; “to meet different people and make friends”; “being together”; “connection and community”; “community, conversation, good food”; “meeting and chatting with new people”; “solidarity”; “community - LOVE”.

The overwhelming majority of people - 19/21 respondents - mentioned something about community, “getting together”, or the people as their primary motivation for attending these events. For me, this says it all. One of the great contributions of the John Polanyi CI garden is also one of its most basic features - it is a space. To gather, to chat, to share in a meal. Thank you to everyone who attended and brought their beautiful spirit to the garden. I cherish the time we spent together.





# Curriculum Linked Workshops

2024 was a big year for the PACT Grow-to-Learn (GTL) program! Our team was out in the gardens, teaching and inspiring students from Junior Kindergarten all the way up to Grade 12. We had a blast running 51 workshops across three gardens, and we're thrilled to say that we clocked in a whopping 1,275 hours of fun, hands-on learning.

Our workshops welcomed students from elementary schools that feed into TCI, and it was fantastic to see so many young, curious minds eager to learn about the environment. Booking a workshop was a breeze thanks to our online booking system, which allowed teachers to easily schedule a visit.

We had a great mix of topics this year, from exploring wild edibles to getting our hands dirty with vermicomposting. And who could forget the popular 'Farmer for a Day' workshop? Students loved stepping into the shoes of an urban farmer, learning about the ins and outs of running a garden.

What's really cool about our workshops is that they're not just about learning the facts. They're about experiencing the joy of nature, working together as a team, and discovering new skills. Plus, they're all led by PACT staff who know how to make learning fun and engaging.

We're all about bringing opportunities to students in low-income, underserved communities. It's amazing to see the impact these workshops have, not just on the students, but on the whole community.

Looking back at 2024, we're so proud of what we've achieved. But we're not stopping here. We're excited to keep growing, learning, and having fun in the garden with even more students in the coming years. Here's to another year of GTL workshops!



# A Milestone Year in Review

In 2024, the PACT Grow-to-Learn (GTL) program achieved significant environmental education and food security milestones. Our team delivered 51 curriculum-linked workshops, providing 1,275 instructional hours across 1,158 unique student visits, fostering hands-on learning in urban agriculture and environmental stewardship. Additionally, we expanded the Fresh Food Box program to serve 7,772 food-insecure clients, distributing 2,649 bags of fresh produce, primarily to families and seniors in need.

The program's gardens yielded 25,671 pounds of fresh produce, valued at \$89,668, supporting local food distribution efforts and feeding underserved communities. GTL's two urban farms also hosted 17 event days involving corporate partners, engaging 600 volunteers who contributed 1,800 hours of service and raised \$32,121.

In community engagement, we held 14 markets at TCI and four community meals at JPCI, attended by approximately 350 people over the growing season, creating spaces for community-building and access to fresh food. With the generous support of all our valued funders, PACT GTL continues to positively impact environmental awareness, food sovereignty, and student engagement in Toronto's under-resourced neighbourhoods.

Thank you for helping us cultivate lasting change.





# Grow-to-Learn Staff Appreciation

We would like to take a moment to appreciate the immense contributions of Anne, Micheline, Libby, and Marcelle to the Grow-to-Learn program. Their tireless efforts in planning, planting, and harvesting have not only enriched our gardens but also brought life to our community. Through the workshops they run, they have fostered a deep sense of connection and understanding of the importance of sustainable practices. Their dedication, passion, and commitment to our mission are truly inspiring. They are the heart and soul of our gardens, and we are deeply grateful for their invaluable contributions. Thank you, Anne, Micheline, Libby, and Marcelle, for your hard work and for embodying the spirit of the PACT Urban Peace Program. Your efforts are creating vibrant, thriving communities and empowering individuals to reach their full potential.



“I would like to thank Libby and Marcelle for their hard work and dedication to our community. They did a fantastic service to 650 Lawrence. The program that stands out to me is the BBQ. It was good food, music and get together. I enjoyed being with people since I am a retiree.”

“As a first time gardening volunteer, I wanted to take a moment to thank Libby and Marcelle for providing a fantastic welcoming and learning environment at the community garden at Lawrence and Allen.”

“Keep up the good work ! It makes a difference !!”



# Corporate Groups 2024

In 2024, The PACT Urban Peace Program once again opened its garden gates to the corporate world, fostering a spirit of community service and teamwork through our Corporate Group Volunteer Program. Running from April to October, the program attracted an impressive 10 companies over 17 event days, resulting in nearly 600 unique individual volunteers, culminating in 1800 hours of volunteer work. These dedicated volunteers not only contributed their time and efforts but also played a significant part in our fundraising efforts. This year, the program raised a remarkable \$32,121, accounting for 9.5% of our total fundraising for the Grow-to-Learn initiative.

Understanding the post-Covid work environment's challenges, where many employees work in silos, we introduced specific team-building programming. These activities were designed to break down barriers, promote collaboration, and foster a sense of unity among corporate teams. The response was overwhelmingly positive, with many participants noting the positive impact of these team-building exercises on their workplace dynamics. The opportunity to work together outside their usual work environment, contributing to a meaningful cause, has proven to be a powerful tool for enhancing team cohesion.

In response to the growing demand and to accommodate more corporate groups, we expanded our program to two garden locations at Thistletown Collegiate Institute and John Polanyi Collegiate Institute. This expansion allowed us to welcome more volunteers, increase our impact, and further our mission of strengthening community wellness. As we look ahead, we are excited to continue growing this program, fostering corporate social responsibility, and making a tangible difference in our community.

**Thank you to all our corporate partners: Altus Group, Google Serve, Hotspex Digital Media, UBS Bank Canada, Russell Reynolds Associates, Morningstar, IMCO, Royal Bank of Canada Capital Markets, Gore Mutual and Volunteer Canada TD.**



To book a corporate group next season, email: [madison@pactprogram.ca](mailto:madison@pactprogram.ca) - we would love to have you!

# The LifePlan Coaching Program

"Research shows that 67% of children and youth who are formally mentored have a higher success rate in breaking the cycle of poverty" (BCG 2013, SROI).



Azaleta Ishmael-Newry, and the LPC Team

## LifePlan Coaching (LPC)

In today's rapidly evolving and unpredictable world, the challenges facing youth are increasingly complex and urgent. Social, economic, and technological shifts are reshaping their lives, and young people—especially those facing significant risks and barriers—need more than just guidance. They require trusted and consistent allies, mentors, and advocates. The PACT LifePlan Coaching (LPC) program, powered by our diverse team of motivated and professional coaches, addresses this need by providing transformative life coaching and wraparound support, empowering vulnerable high-needs youth to reach their full potential and thrive.

At the heart of the LPC program is the belief that every young person not only deserves but requires a responsible adult who meets them where they are, listens without judgement, and supports their journey to success. Numerous research studies and PACT's own consistent program results over twenty years confirm that early intervention through life coaching, mentoring and wraparound support can break the cycle of poverty, reduce risky behaviours, and improve academic, vocational, emotional, and social outcomes. The personal stories of our youth vividly illustrate the powerful, transformative impact of these trusting relationships. With the support of their coaches, young people in the LPC program are achieving goals, overcoming barriers, and redefining their futures.

Thank you to all our funders and stakeholders for your ongoing and valued belief in and support of our commitment to this mission.



# Lessons Learned and Strategies Implemented in 2024

## 1. What Changed?

This year, we have unfortunately seen a sharp rise in youth violence in Toronto, with significant increases in gun violence (40% increase in shootings compared to last year) and crimes like car theft. The continued emphasis of the Youth Criminal Justice Act on accountability, rehabilitation, and community-based solutions highlights the critical role the LifePlan Coaching (LPC) program continues to play in guiding and empowering vulnerable youth within our schools and communities. Many of our clients are still facing the enduring impacts of COVID-19, including increased anxiety and depression, as well as setbacks in learning, employment opportunities and social skills.

PACT's early intervention and prevention-focused LPC program is meeting these challenges head-on, providing individualized life coaching, mentoring and wraparound support to our most vulnerable and high needs youth. Some young people we work with have experienced the significant trauma of losing friends or peers and face ongoing exposure to adverse experiences. This reality emphasizes our coaches' trauma-informed training and approach, self-care strategies, and commitment to supporting the emotional well-being of the youth we serve.



### Reduction in School Dropout Rates

“Students who meet regularly with mentors are 37% less likely to skip a class and 52% less likely to skip a day of school”  
(The National Mentoring Partnership, 2014).

### Improved Academic Performance

“Youth who have a mentor are 55% more likely to enroll in college and 78% more likely to volunteer regularly in their communities”  
(The National Mentoring Partnership, 2014).

## 2. Flexibility in Coaching Terms and Frequency

Over the past year, PACT LPC has introduced a more adaptable approach to coaching terms and session frequency. Traditionally, coaching has consisted of weekly sessions for one year, but we have learned that a one-size-fits-all model does not always suit the diverse needs of our clients. Some younger clients, particularly middle school students, benefit from extended coaching as they transition into high school, while others may progress to bi-weekly sessions and then our aftercare program as they near the end of their coaching journey with PACT. By adjusting session frequency based on individual needs, we ensure that each client receives the right level of support at critical moments in their development. This flexibility allows us to meet better the varying life circumstances, challenges, and goals of our challenging youth clients.



### 3. Introduction of Drum Circles in Leadership Lunch Clubs

To support highly disruptive youth to better regulate their behaviour and channel their energy productively, PACT has introduced drum circles into our middle school group coaching Leadership Lunch Clubs this year. Led by professional percussionist and drum instructor Rahul "Raja Rhythmix" Bader, these sessions offer participants an opportunity to express themselves creatively while learning emotional regulation techniques. The drum circles have proven to be a powerful tool, fostering a sense of community and promoting mental well-being and confidence. This addition has enriched the Leadership Lunch Clubs, offering a unique, culturally resonant, and effective strategy for improving emotional regulation.



### 4. Introduction of a Secondary Coach

A key strategy implemented in 2024 was introducing a backup coach model, where a primary and secondary coach may support each client. This structure provides multiple benefits. It ensures continuity of care during periods when the primary coach is unavailable and brings new perspectives and resources to the coaching process. Clients benefit from additional advocacy and support, which enhances their overall experience. The coaches themselves also benefit by being able to share experiences and discuss strategies to support the client, offering each coach valuable alternate perspectives. This model has allowed us to increase our capacity to serve more clients while improving the consistency and quality of coaching. With two trusted adults invested in each client's success, our young people are more likely to stay engaged and work toward positive outcomes.

### 5. New Youth-Focused LPC Brochure and Promotional Strategy

Thanks to the input from youth clients, PACT developed a new brochure designed to speak to young people in simple, relatable language to better communicate the positive impact and value of coaching directly to youth. This brochure highlights the transformative power of coaching, showcasing how it can help our clients break negative cycles, set and achieve goals, and improve their well-being and future. This strategy has led to increased interest and enrollment in the LPC program.

### 6. Specialized Restorative Practices Training Enhances Coaching Skills in Conflict Resolution

Longtime PACT friend and volunteer Dr. Barbara Benoliel, who helped design our original Restorative Justice diversion program in the youth courts, delivered a specialized Restorative Practices and Conflict Resolution Training workshop for our coaches and support staff this year. Responding to challenges in our Leadership Lunch Clubs, this hands-on professional development provided role plays and a toolkit of strategies, equipping coaches with real-time conflict resolution skills. These tools enhance coaches' support in group and one-on-one settings and empower them to teach youth effective communication and self-advocacy, fostering positive interactions with peers, parents, and school staff.

**Together, these learnings and strategies have strengthened the LifePlan Coaching program in 2024, ensuring that we continue to meet our clients' evolving needs and support their growth and success.**

# How We Measure Success

The LPC program measures the impact of its coaching interventions at client and program levels using established metrics, performance indicators tracked by coaches, and tools like pre- and post-coaching questionnaires and feedback surveys. These metrics support effective reporting to funders and stakeholders. Success typically includes clients staying engaged for at least one year, attending 80% or more of scheduled weekly sessions, actively working toward personal goals, and demonstrating prosocial behavioural changes across up to nine relevant outcome areas.

Success for youth referred by the justice system includes compliance with court orders and avoiding reoffending. For highly disruptive and dysregulated middle school clients, success is further defined by staying in school, maintaining regular attendance, showing academic and behavioural progress, and avoiding severe disciplinary actions.

**LPC By the Numbers in 2024:**

The LPC program has profoundly impacted our justice-referred and middle school clients over the past year, supporting them through coaching and wraparound services to achieve meaningful progress across various life domains. Below is a summary of the program's outcomes and impact in 2024:

Total Referred Clients (2023-24): <b>39 youths</b> across middle school and youth justice programs.
Middle School Client Success: <b>16 clients (70%)</b> demonstrated meaningful progress across key outcome areas, with <b>11 successfully completing</b> the program and <b>1 receiving aftercare support</b> .
Youth Justice Client Success: <b>12 clients (75%)</b> made significant strides in measured outcome areas, with <b>4 completing the program</b> so far in 2024.
Long-Term Engagement: <b>5 middle school</b> and <b>8 youth justice</b> referred clients remain active, steadily working toward program completion and personal development goals.
Delivered <b>seven group-coaching-based 8-week Leadership Lunch Clubs</b> (55 total workshops) in two partner under-resourced middle schools in Toronto.
Provided <b>340 meals</b> to students in our middle school lunch clubs in 2024.
<b>2024 Overall LPC Success Rate is 72% (28 of 39 referred youth completed the program successfully or are on schedule to complete the program shortly)</b>

The 72% success rate of the LPC program in 2024 reflects consistent long-term results and progress in achieving positive outcomes. This marks a slight increase from the 67% success rate documented in the 2013 third-party evaluation of the program by the John Howard Society of Ontario. This upward trend underscores the program's effectiveness and ongoing commitment to continuous improvement in serving participants.

# Client Stories of Impact

This section highlights client achievements across the nine core outcome areas measured by PACT's LifePlan Coaching Program. Through improved attendance and time management, clients developed consistency and organizational skills, enhancing their engagement in coaching and daily responsibilities. Clients achieved significant academic and career milestones, from high school graduation to college admissions and employment. Social-emotional growth was evident as clients strengthened self-regulation and conflict-resolution skills, fostering healthier relationships and peer acceptance. Clients also made positive strides in emotional well-being by using mindfulness techniques to manage anger and anxiety. Prosocial behaviour increased, with clients showing greater empathy, leadership, and community involvement while adopting healthier physical habits. Future planning became more optimistic as clients set goals and accessed community resources that empowered their academic and personal growth.

The following four client stories showcase the transformative impact of the PACT LifePlan Coaching program over the past year, illustrating each client's journey toward personal and professional growth.



## 1. From Challenges to Clarity: Building Emotional Resilience and a Career Path in Mechanics

This client's journey highlights emotional resilience and skill-building in a real-world trade. Overcoming trust issues and managing complex emotions due to legal challenges, he has grown in emotional intelligence and time management. His commitment to sports and mechanics has given him a clear vision of his future, aspiring to become an auto mechanic.

## 2. From Aspiring Pediatrician to Community Leader: Growing Through Teamwork and Resilience

This story reflects the power of purpose-driven teamwork and resilience. An aspiring pediatrician, this client improved academically and discovered a love for community work through coaching. The joy of teamwork and giving back fostered his resilience and strengthened his sense of purpose, laying a foundation for his future in medicine and community leadership.

## 3. Balancing Goals to Breaking Ground: A Journey to Engineering and Entrepreneurship

This youth developed self-awareness and confidence through coaching while balancing academics, work, and personal goals. His accomplishments inspired him to pursue engineering and entrepreneurship, aiming for a future that combines professional success and personal fulfillment. His journey exemplifies growth in self-discipline and ambition.

## 4. Turning Focus into Future: From Peer Role Model to Aspiring Contractor

This client's commitment to becoming a role model and building a future in contracting captures the spirit of the PACT LPC program. By improving his punctuality and academic focus, he stayed out of trouble, gained the respect of his peers, and developed a concrete career path. His progress represents the potential for self-reliance and independence through focused personal growth.

**These stories reflect PACT's mission to empower young people with skills, support, and vision to build meaningful futures.**



# LPC Updates

## 2024 PACT Leadership Lunch Clubs Update

Our weekly Leadership Lunch Clubs continue to offer a safe, supportive space for disruptive and dysregulated middle school students to explore emotions, build relationships, and develop social-emotional and leadership skills. In the 2023-2024 academic year, participants worked towards making significant progress in managing anger, engaging in group activities, and identifying strengths. Activities like “chocolate mindfulness” grounded students during conflict discussions, while creative projects, such as the “inner critic” art piece, enabled nonverbal emotional expression. This trusting environment fostered deeper emotional sharing, supporting growth in prosocial behaviour, teamwork, and emotional regulation. The Lunch Clubs also help PACT identify students needing intensive 1:1 coaching, creating a more productive and peaceful learning environment and school community for all.



### Client Testimonials

**One of our youth justice clients reflected on his progress:**

*I used to get into trouble because I didn't think anyone cared about what happened to me. With my coach, I learned how to stay calm and focus on what I want for my future. I'm planning to go to college and make something of myself.*

**Here is an excerpt from another older client who wrote a letter to the Judge:**

*Since the beginning of my probation, I have made substantial strides in personal growth and responsibility...During this time, I have matured considerably. I have not only adhered to the conditions of my probation but have also made conscious efforts to avoid any behaviour that could lead to further legal trouble. I have attended all my scheduled meetings with my probation officer and participated in life coaching with PACT for nearly a year, which has been instrumental in my development.*

## Bahamas Update

### Azaleta- 2024 recipient of the PACT / Adler Coach Training Scholarship

In 2024, PACT successfully nominated Azaleta Ishmael-Newry for the Adler Coach Training Scholarship in recognition of her pivotal contributions to launching PACT's LifePlan Coaching (LPC) program in Nassau, Bahamas. Azaleta began Adler's comprehensive coach training in September, attending their weeklong Foundations of Professional Coaching course, a significant step forward in advancing her impactful work with PACT.

With support from the Rotary Clubs of The Bahamas Road to Peace Committee, PACT LPC's program expansion into this island nation has garnered recognition from several key organizations, including the Rotary Clubs of The Bahamas, the Ministry of Social Services, Information and Broadcasting, and the Ministry of National Security.

Since joining the PACT team in 2022, Azaleta has leveraged her extensive public relations and marketing expertise and strong connections within the Bahamian government, justice system, business sector, and Rotary to help establish the LPC program in this new region. As a result of these efforts, PACT now provides remote coaching to high-risk youth at the Willie Mae Pratt (WMP) Centre for Girls and the Simpson Penn (SP) Centre for Boys. The principal of the Simpson Penn Co-Education Unit and the superintendents of the WMP and SP Centres have been instrumental in supporting this initiative.

With the backing of ten Bahamian Rotary Clubs, Adler's world-class coach training, and ongoing support from PACT Canada, Azaleta and the whole team are well-positioned to expand the LPC program to reach even more youth in detention centres across the Bahamas.

This collaboration between PACT, Adler, and Rotary exemplifies PACT's commitment to training life coaches who drive meaningful and lasting change. It also underscores the power of strategic partnerships in delivering professional training and peace-building initiatives to regions in need. Through all these efforts and strategic alliances, PACT continues to fulfill its mission of providing coaching, resilience, and empowerment to vulnerable youth in The Bahamas.

Additionally, in 2024, PACT welcomed Youth Support Worker Teandra Clarke to its team in the Bahamas. With nine years of experience in social work, Teandra brings a passion for advocacy and a deep commitment to supporting youth and strengthening communities. She applies her social work expertise to assist Azaleta and the PACT Coaches in Toronto in delivering essential support to the vulnerable youth PACT serves.



From left to right are Simpson Penn Centre for Boys Superintendent Basil Johnson, PACT program coordinator Azaleta Ishmael-Newry, Renée Bowe, principal at the Penn-Pratt Co-Education Unit and Keith Simms, senior master.

# Transforming Lives

## The Power of Dual-Role Coaching and Mentorship

According to the Children's Aid Foundation, the absence of a positive and responsible role model is the single most common factor among children who end up in the child welfare system. At PACT, we understand the transformative impact of consistent, caring, and supportive adult role models on young people's lives. For many of our clients, their PACT life coach is the only stable, responsible, and nonjudgmental ally in their corner they can rely on unconditionally.

PACT coaches go well beyond traditional mentorship, acting as both life coaches and mentors. They facilitate self-reflection and personal growth in clients while taking off their coaching hats to offer guidance rooted in their own backgrounds and experiences when appropriate. Our coaches build trust and rapport with clients, using effective strategies and tools to foster resilience and empower clients to advocate for themselves and address their challenges. By blending mentoring and coaching approaches, our clients receive the best of both worlds: individualized, wraparound support, resources, and tools tailored to their unique needs. This dual role ensures all clients have a dependable adult role model who helps them navigate life's complexities with wisdom, recognition, and a strong sense of accountability.

### Client Testimonials

#### A middle school client discussed her coaching journey:

*Before coaching, I didn't care much about school or my future. My coach helped me get back on track, and now I want to finish school and maybe even help others like me one day.*

#### Finally, another testimonial from a middle school student:

*I really enjoyed the LPC coaching program. The best part was having a safe, private space to talk about my feelings. I learned to manage my emotions, especially my anger, and my coach helped me understand and control my reactions. I didn't feel judged, and I appreciated that my coach understood me and gave me space to be honest. Since starting, I've noticed real changes—I can control my emotions and manage my attitude, and I feel like a more pleasant person to be around. I also loved the crafts, learning about emotions, and the food! Thank you, PACT LPC, for this opportunity.*



#### Youth Justice System Prevention

*Young people with a mentor are 81% more likely to avoid participation in criminal activities or gang-related behaviour (OJJDP, Office of Juvenile Justice and Delinquency Prevention, 2017)*



# PACTMusic

## Empowering Young Musicians and Fostering Creativity

In 2024, PACTMusic united a diverse and talented group of young performers, all dedicated to honing their skills and expanding their musical knowledge. Through the life skills project, each participant showed remarkable growth in their chosen instruments and live performance abilities, demonstrating the impact of hands-on, collaborative learning. Students pursued a wide range of musical interests, including piano, bass, guitar, drums, vocals, songwriting, and music production, allowing them to explore various aspects of the music industry and find their unique voices as artists.

One of the program highlights was an inspiring field trip to OSO Audio, a professional recording studio in Toronto. There, the youth recorded original compositions and cover songs, receiving guidance on recording technology, engineering, and studio practices from seasoned industry professionals. This experience not only provided technical skills but also offered a glimpse into the inner workings of the music recording industry and a professional studio, sparking new interests and ambitions among the students.

The program welcomed absolute beginners and more advanced musicians, creating a supportive environment where all skill levels could flourish. Despite their varied experience levels, the students bonded through their shared passion for music and collaborated to prepare for a live performance. This culminated in an unforgettable showcase at the Supermarket music venue in Toronto's vibrant Kensington Market. The youth participants confidently took the stage, performing their chosen song to a live audience, showcasing the skills and confidence they developed throughout the program.

PACTMusic 2024 proved to be a transformative experience, empowering young people to explore their creativity, deepen their musical abilities, and gain valuable life skills through the power of music.



# Hopes for 2025

As we reflect on the successes and learnings from our 2024 season, we are filled with excitement and anticipation for what 2025 holds for The PACT Urban Peace Program. Our primary goal is to further amplify our impact, reaching more youth, families, and seniors, particularly in systemically under-resourced communities. We will continue to strengthen our Grow-to-Learn Program and Food Security Initiative, aiming to surpass the amount of fresh produce distributed in previous years. Our vision for 2025 also includes expanding our curriculum-linked workshops and experiential learning opportunities, as we believe in the transformative power of hands-on education. We are also eager to enhance our community engagement, fostering more strategic partnerships and volunteer opportunities. Above all, our hope for 2025 is to continue to be a beacon of support and empowerment, contributing to the creation of vibrant, thriving, and inclusive communities.

In our LPC Program, we remain dedicated to enhancing and expanding our one-on-one coaching interventions, wraparound support model, and Leadership Lunch Clubs. With the continued support of our valued funders, we aim to extend these initiatives into additional partner schools and youth justice settings. By doing so, we strive to reach, empower, and positively impact even more high-needs and vulnerable young people across Toronto and the Bahamas. We are also excited to announce our efforts to establish PACT LPC as a specialized education provider. This includes designing and delivering both virtual and in-person experiential coach training programs. As part of this initiative, we are developing the curriculum for our first Continuing Coach Education (CCE) course, which will train individuals worldwide in the PACT LifePlan Coaching Model beginning in 2025.

Stay tuned for all the great things we have planned for 2025! For regular updates and to stay in touch, follow PACT on Facebook and Instagram.



@The PACT Urban Peace Program



@pact\_growtolearn



## To Donate

Please visit our website at:  
[www.pactprogram.ca/donate](http://www.pactprogram.ca/donate)  
 or send your valued donation to:  
**PACT Urban Peace Program**  
**312 Brooke Avenue,**  
**Toronto, ON**  
**M5M 2L3**  
 (a tax receipt will be issued).

## Sponsorship or Funding Proposals.

Please contact **David Lockett**, PACT President & Co-Founder at **647-993-0726** or [david@pactprogram.ca](mailto:david@pactprogram.ca) to discuss sponsorship or funding proposals.

# UTMOST GRATITUDE TO ALL OUR FUNDERS.

## THANK YOU!

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