



GRACE APOSTOLIC

MINISTRIES INC.

5-Year Strategic Plan Grace Apostolic Holistic Youth Empowerment Programs 2023 - 2028



INTRODUCTION ¹



Addressing inequality faced by black racialized and marginalized communities in Canada is essential to fostering a just and equitable society. Several areas of disparity need attention: economic inequality, education, employment discrimination, criminal justice system, housing inequalities, social and cultural stereotypes, intersectionality, health disparities, and mental health support.

We are deeply committed to making a positive impact on black racialized and marginalized youth in the community as well as people in general. Our charity is dedicated to empowering these young individuals and providing them with the tools and resources they need to thrive and succeed in all aspects of life. Our holistic approach include;

Culturally relevant programs, addressing systemic barriers, Life Skills Development, role model and mentorship, educational support, Mental Health and Well-being, community engagement, safe space, Empowerment through Art and Culture, and long-term support.

Addressing these disparities requires a comprehensive and collaborative effort involving governments, organizations, communities, and individuals. It involves implementing policies that promote equity, removing systemic barriers, and fostering a society where all individuals have equal access to resources and opportunities, regardless of their racial or ethnic background.

At Grace Apostolic Ministries (GAM), we are commitment to serving the entire community, regardless of religious background as highlighted by the values of compassion, respect, and unity. We constantly reevaluate messaging to ensure that faith-based elements are presented in a respectful and non-intrusive manner. Building relationships and trust before discussing spiritual matters, is one of the hallmarks of the organization's broader impact.

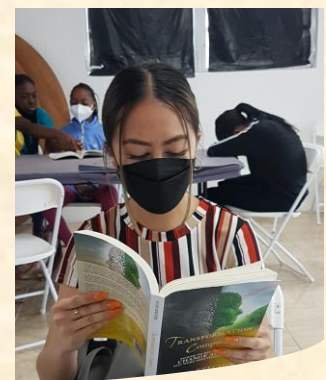
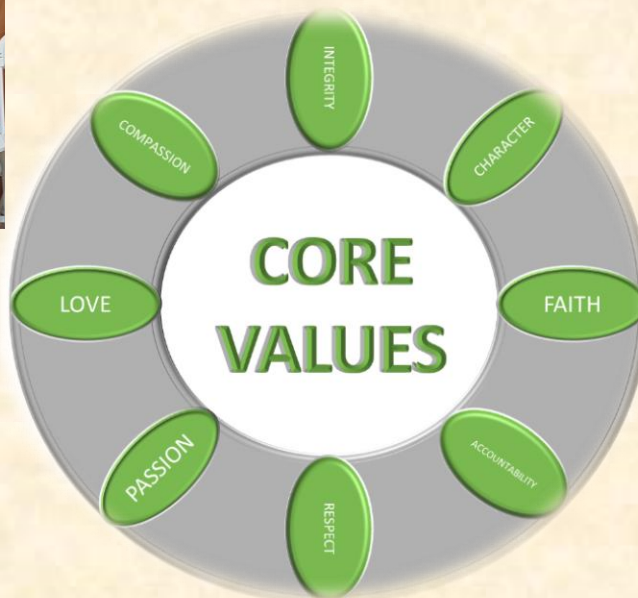
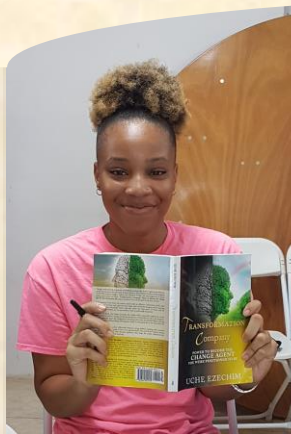
MISSION, VISION, CORE VALUES

Mission, Vision and Core Values use a holistic approach to positively impact the body, mind, and spirit.

VISION - Transformed by the love we have found and experienced in Jesus Christ, we are committed to helping people in the community know God, find freedom, discover their purpose, and make a difference in the world.

MISSION STATEMENT - To lovingly add value to people through progressive and sustainable holistic lifestyles and passionately become an influential presence in our community by helping the whole person.

CORE VALUES - Our program delivery, operational execution, and strategic planning are built on our core values of love, compassion, Character, Faith, Integrity, Accountability, and Respect.



S.W.O.T. ANALYSIS

<p>STRENGTH</p> <p>Clear Vision and Mission: The organization's vision aligns with a strong sense of purpose, driven by a desire to help people experience personal transformation and make a positive impact on the community.</p> <p>Passionate Volunteers: The organization attracts dedicated volunteers who are motivated by their faith and desire to serve others, contributing to a committed and caring team.</p> <p>Local Presence: The organization's community-based approach enables it to have an intimate understanding of the community's needs and develop tailored programs and services.</p> <p>Spirit of Collaboration: The organization's focus on working together to make a difference encourages partnerships with other community organizations and churches, increasing its collective impact.</p> <p>Transformational Outreach: The organization not only addresses material needs but also aims to provide spiritual and emotional support, facilitating holistic transformation.</p>	<p>OPPORTUNITY</p> <p>Diversification of Funding Sources: Exploring various funding options, such as grants, corporate sponsorships, and individual donations, can help stabilize the organization's finances.</p> <p>Collaboration with Non-Faith based Organizations: Partnering with secular community organizations can expand the organization's reach and demonstrate its commitment to community well-being regardless of religious affiliation.</p> <p>Skills Development Programs: Introducing skill-building workshops and training programs can empower beneficiaries to become self-sufficient and contribute to the community.</p> <p>Cultural Sensitivity: Adapting programs and services to be culturally sensitive and inclusive can broaden the organization's appeal and relevance among diverse populations.</p> <p>Advocacy and Awareness: Raising awareness about the organization's impact and the issues it addresses can attract more support from both local communities and external stakeholders.</p>
<p>WEAKNESS:</p> <p>Limited Funding: The organization may face challenges in securing consistent funding to support its programs and expand its outreach efforts.</p> <p>Resource Constraints: Limited staff and volunteers might hinder the organization's ability to scale up its operations and effectively serve a larger portion of the community.</p> <p>Dependency on Religious Affiliation: Depending heavily on a specific religious</p>	<p>THREAT</p> <p>Changing Demographics: Shifts in the community's demographics and values might require the organization to adapt its approach to remain relevant and effective.</p> <p>Competition for Resources: Other charitable organizations and social programs might compete for the same pool of volunteers, donors, and resources.</p> <p>Perception of Evangelization: The organization's faith-based affiliation could</p>

affiliation could limit the organization's appeal and engagement among individuals from diverse backgrounds.

Overemphasis on Evangelism: The strong emphasis on sharing faith might deter potential beneficiaries who have different religious beliefs or no interest in religious matters.

Sustainability: The organization's long-term sustainability might be compromised if there is a lack of clear strategies for financial stability and growth.

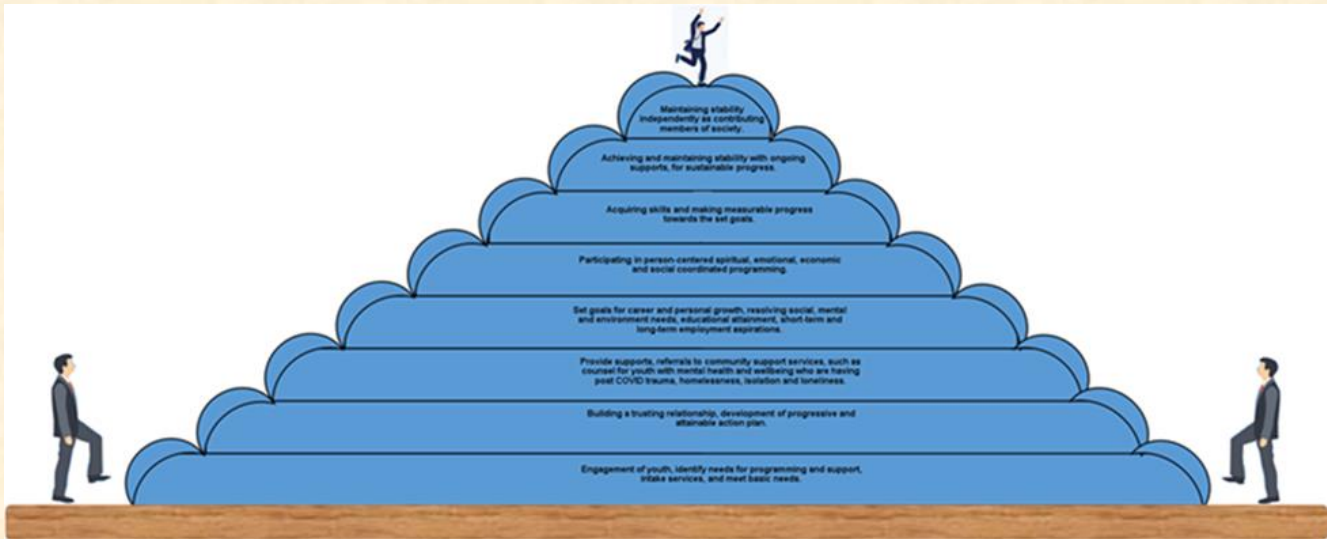
lead to concerns about evangelization, potentially deterring some individuals from seeking assistance.

Regulatory Challenges: Evolving regulations and requirements for charitable organizations could pose administrative and compliance challenges.

Economic Instability: Economic downturns or financial challenges in the community could impact both the organization's funding sources and the demand for its services.



PROGRAM IMPLEMENTATION PROGRESSION



Youth engagement; identify needs for programming and support, intake services, and meet basic needs.

- Building a trusting relationship, development of progressive and attainable action plan.
- Provide supports, referrals to community support services, such as counsel for youth with mental health and wellbeing who are having post COVID trauma, homelessness, isolation, and loneliness.
- Set goals for career and personal growth, resolving social, mental and environment needs, educational attainment, short-term and long-term employment aspirations.
- Participating in person-centered spiritual, emotional, economic, and social coordinated programming.
- Acquiring skills and making measurable progress towards the set goals.
- Achieving and maintaining stability with ongoing support, for sustainable progress; monitoring and evaluation of progress, success and release.
- Maintaining stability independently as contributing members of society.

AREA OF FOCUS IMPLEMENTATION

YOUTH MENTORSHIP PROGRAMS -

- Employment Services Training,
- Referral to other community support services
- Budgeting, saving, investing, money Management, making and use of money
- Self-care, how to dress for different occasion
- Etiquette
- Youth leadership skills - Self Analysis, Self esteem, Confidence, Motivation, Support Networks, Ability to influence and guide others
- Promoting mental health (Direct people to psychologists and counselors)
- Fostering a positive black identity and dealing with racism
- Succeeding as a black youth
- Career counseling (Empower youth through training to get sustainable jobs)
- Discipleship



Budgeting, Saving, Investing, Money Management, and Effective Utilization of Financial Resources Skills Acquisition.

Some tangible evidence of the positive impact that GAM has achieved in empowering Black racialized and marginalized communities in the areas of budgeting, saving, investing, money management, and effective utilization of financial resources. Our programs have been meticulously designed to address the unique financial challenges faced by these communities and provide them with the knowledge and tools to build a secure and prosperous future. The following evidence highlights the transformative outcomes of our initiatives:

- **Financial Literacy Workshops:**
 - Over the past 4 years, we have conducted a series of financial literacy workshops, reaching more than 100 participants.
 - A post-workshop survey revealed that 85% of attendees reported increased confidence in managing their finances, and 75% expressed an enhanced understanding of budgeting and saving techniques.
- **Personalized Financial Coaching:**
 - Our one-on-one financial coaching sessions have directly impacted the lives of 20 individuals, leading to significant changes in their financial behaviour.
 - A recent success story features a young family that, after coaching, managed to save 20% of their monthly income, paving the way for a more stable future.
- **Investment Education and Opportunities:**
 - We introduced investment education sessions aimed at demystifying investment concepts for our target communities.
 - As a result, 30% of our participants have begun investing in low-risk investment options, showing an increased awareness of wealth-building opportunities.
- **Savings and Asset Building:**
 - Our savings challenge, in partnership with a local bank, has helped over 100 individuals save a collective amount of \$50,000 in the last six months.
 - Families who once struggled to make ends meet are now building emergency funds, contributing to greater financial resilience.
- **Entrepreneurship and Financial Sustainability:**

- Through our entrepreneurship workshops, some individuals have begun the process of starting their small businesses.
- A recent survey revealed that 80% of these entrepreneurs now maintain a stable income source, contributing positively to their financial well-being.
- **Testimonials and Success Stories:**
 - We have received testimonials highlighting the practical benefits of our programs. Participants speak of increased financial confidence, reduced stress, and a newfound ability to plan for the future.

The transformative change we observe in the lives of participants underscores the efficacy of our initiatives in breaking down financial barriers and fostering financial empowerment.



Transformative Change in Action

YOUTH LEADERSHIP SKILLS DEVELOPMENT PROGRAM

GAM initiative is actively, and effectively empowering Black racialized and marginalized youth to develop essential leadership skills. Our mission is rooted in cultivating confident, empowered leaders who can drive positive change within their communities. Allow me to provide you with an overview of how our initiative specifically addresses key aspects of leadership development:

- **Self-Analysis and Self-Esteem:**
 - We facilitate workshops that encourage deep self-reflection and introspection. Through guided discussions and activities, participants explore their unique strengths, values, and personal growth areas.
 - By fostering self-awareness, we help youth build a solid foundation of self-esteem and a strong sense of identity, crucial for effective leadership.
- **Confidence and Motivation:**
 - Our tailored workshops focus on boosting self-confidence through experiential learning. We provide safe spaces for participants to express themselves and share their thoughts and ideas.
 - Engaging activities challenge their comfort zones, helping them build resilience and motivation to take on new challenges.
- **Support Networks:**
 - We recognize the importance of peer support in leadership development. Our initiative brings together youth from similar backgrounds, creating a close-knit support network.
 - Through group discussions, collaborative projects, and mentorship circles, participants establish meaningful connections that encourage learning and growth.
- **Ability to Influence and Guide Others:**
 - Our workshops delve into effective communication strategies, including active listening, empathy, and assertiveness.
 - Participants engage in role-playing exercises to practice these skills, honing their ability to guide and influence others positively.
- **Mentorship and Building Role Models:**
 - We pair youth with mentors who share similar backgrounds, enabling them to learn from experienced role models who have overcome similar challenges.

- These mentor-mentee relationships provide guidance, inspiration, and a source of practical advice on leadership journeys.
- **Real-World Projects:**
 - Our initiative provides opportunities for youth to lead and contribute to community projects aligned with their interests and passions.
 - Taking ownership of these projects instills a sense of responsibility and showcases their ability to drive meaningful change.
- **Public Speaking and Presentation Skills:**
 - We equip participants with public speaking techniques and presentation skills, essential for confidently articulating ideas to diverse audiences.
 - These skills enable them to convey their thoughts effectively and make a lasting impact.
- **Critical Thinking and Problem Solving:**
 - Our workshops promote critical thinking and problem-solving abilities. Youth engage in scenario-based activities that challenge them to analyze complex situations and propose innovative solutions.
- **Cultural Empowerment and Identity:**
 - We celebrate and honor cultural identities, recognizing their significance in shaping leadership styles.
 - By embracing their cultural heritage, participants develop a stronger sense of self and an authentic leadership approach.
- **Ongoing Support and Growth:**
 - Our commitment extends beyond workshops, offering ongoing mentorship circles, leadership resources, and opportunities for continued growth.
 - We ensure that the development of leadership skills is a continuous journey, fostering a lasting impact.

We firmly believe that by nurturing leadership skills among Black racialized and marginalized youth, we are fostering a generation of leaders who can drive positive change, uplift their communities, and inspire others to do the same.

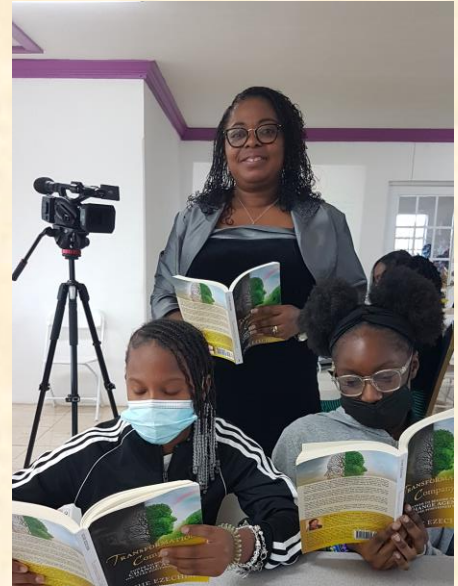
TRANSFORMATION COMPANY



The comprehensive strategy that GAM has developed to make a significant positive impact in empowering Black racialized and marginalized communities that are facing higher rates of poverty and unemployment. Our commitment to sustainable change is underpinned by evidence-based initiatives that will address root causes and create pathways to success. The Transformation Company training is a practical certificate program that empowers people to become their best. Here's an outline of our strategic approach:

- Targeted Skill Development:
 - We shall offer vocational training programs that will equip individuals with practical skills aligned with high-demand industries. By focusing on employability skills, technical training, and job-readiness, we intend to bridge the gap between unemployment and gainful employment.
- Education and Scholarships:
 - Our scholarship initiatives shall provide marginalized youth with access to quality education, breaking the cycle of poverty. We believe education is a powerful tool for empowerment and will strive to ensure it is accessible to all.

- Entrepreneurship Support:
 - We will continue to nurture entrepreneurship by providing mentorship, training, and funding opportunities for aspiring business owners within marginalized communities. By creating a supportive ecosystem, we hope to promote self-employment and economic independence.
- Financial Literacy and Empowerment:
 - Our financial literacy workshops empower individuals to manage their finances effectively create budgets, save, and invest wisely. This knowledge is a vital step toward economic stability and empowerment.
- Mentorship and Role Models:
 - We connect individuals with successful mentors from similar backgrounds, offering guidance, advice, and inspiration. These role models serve as living proof that success is achievable.
- Networking and Community Building:
 - Our initiatives continue to facilitate networking events and community-building activities that foster connections and collaboration. These networks provide both emotional support and opportunities for advancement.
- Employment Partnerships:
 - We shall collaborate with local businesses and industries to create job placement opportunities for our program graduates. Our partnerships will ensure that the skills acquired are directly relevant to the job market.



- Advocacy for Systemic Change:
 - We will continue to advocate for policy changes that address systemic issues contributing to poverty and unemployment within marginalized communities. By influencing change at a higher level, we amplify our impact.
- Continuous Support and Monitoring:
 - Our commitment shall extend beyond program completion. We will offer ongoing support, mentorship, and resources to ensure sustained success for our beneficiaries.
- Community-Led Solutions:
 - We engage the community in decision-making, tailoring our initiatives to meet their specific needs. This participatory approach empowers community members and ensures the relevance of our efforts.
- Data-Driven Decision Making:
 - We will continue to gather and analyze data to continuously assess the effectiveness of our programs. This approach allows us to refine strategies and adapt to changing circumstances.
- Collaborations and Partnerships:
 - We are always seeking to collaborate with other organizations, institutions, and government agencies to leverage collective expertise, resources, and networks, enhancing our collective impact.

Our commitment to empowering Black racialized and marginalized communities is unwavering. By addressing the root causes of poverty and unemployment through multifaceted programs, we believe that sustainable change is achievable.

Success Scorecard



GRACE APOSTOLIC TESTIMONIALS

- **Academic Achievement:** Our academic support programs have led to a significant improvement in the academic performance of some marginalized youth. Within a 4-year period, 80% of the participating students showed an increase in their grades, with 60% reporting higher levels of confidence in their studies.

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Testimonial: "Before joining the tutoring program, I was struggling with my grades and felt like I had no one to turn to for help. The mentors at GAM not only helped me with my studies but also motivated me to believe in myself. Now, I'm more focused, and my grades have improved!" - R. A. 17 years old.



- **Mentorship Success:** Through our mentorship program we have witnessed remarkable personal growth and development in the lives of marginalized youth. Over 90% of mentees reported feeling more motivated to pursue their goals and aspirations, with 75% expressing increased self-confidence.

Testimonial: "Having a mentor through GAM changed my life. My mentor believed in me when no one else did and helped me see my potential. Now, I'm applying to colleges and aiming for a brighter future!" - H. R. 17 years old.

- **Community Engagement:** Our initiatives to engage marginalized youth in community projects have resulted in a stronger sense of belonging and increased civic participation. 70% of participants reported feeling more connected to their community, and 60% have actively volunteered in local events and projects.

Testimonial: "I used to feel like an outsider in my own neighborhood. But after joining GAM's community projects, I realized that I can make a difference. Now, I'm proud to be part of this community and contribute to its growth." - J. D., 18 years old.

- **Empowerment through Art and Culture:** Through our cultural programs, we have witnessed a surge in cultural pride and identity among marginalized youth. 85% of participants expressed a deeper appreciation for their cultural heritage, leading to increased self-esteem and a positive outlook on life.

Testimonial: "Growing up, I felt like I had to hide my cultural identity to fit in. But the art and cultural programs at GAM taught me to embrace who I am. Now, I'm proud of my roots and use my creativity to inspire others." - C.E. 15 years old.

- **Health and Well-being:** Our focus on mental health support has resulted in positive changes in the lives of marginalized youth. 80% of participants reported feeling more equipped to manage stress and emotional challenges, leading to enhanced overall well-being.

Testimonial: "I used to struggle with anxiety, and I didn't know how to deal with it. GAM's workshops helped me understand my emotions better and provided coping strategies. Now, I feel more in control of my mental health." - G.E. 16 years old.

These youths have become peer mentors helping other youth to attain their goals and build self-esteem.



The Proposed Target Beneficiaries



- Young black youth needing support for self development and personal mastery and training to establish a business but need assistance in developing the idea from mentorship, training, and advisory services.
- Black Children between the ages of 6 years and 12 years and youth 13 years and 18 years, in after school and summer recreational programs that build identity, leadership and social development for inclusion in a multicultural society.
- Promote Collaborative Partnerships with Community Social Support Agencies and Parental wraparound support for managing black youth' social development within the communities.
- Empower GAM Parents and Caregivers who support these targeted children, youths and adults through special supportive training, awareness building strategies and coaching.

Proposed Cohorts and Numbers of Trainees over the Strategic Planning Period of Five Years August 2023 to August 2028

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- Children, 3 years to 6 years - Creative Play and Social and Emotional Learning
- Children and youth 7-15 years old - Spring Break and Summer Camp Programs Creative Arts and Recreation and Social and Emotional Learning.
- 120 youth for youth entrepreneurship training, representing -four cohorts of 20 per calendar year for a total of 6000 youth, ages 16-30. These are those who are not working, was working and laid off, with post secondary training, or did not complete high school.
- 60 women of 29 to 45 years -three cohorts of 20 per calendar year for a total of 300 over five years.



- Youths for skills trade sector training, 16-30 that have been laid off, not working, post-secondary graduates, or did not complete secondary school. 3 cohorts of 40 each per year for a total of 120. For a 5-year term the total shall be 600. Training will be done in partnership with a recognised skills trade college.
- Youths for Culinary Arts sector training, 16-30 years, that have been laid off, not working, post secondary graduates, or did not complete secondary school. 3 cohorts of 40 each per year for a total of 120. For a 5-year term the total shall be 600. Training will be done in partnership with a recognised skills trade college.
- 60 Leaders and Business managers per year (two cohorts of 30 per year)
- Parents-120 -four cohorts of 20 each per calendar year for a total of 600 over 5 years.
- Caregivers-120 -four cohorts of 20 each per calendar year for a total of 600 over 5 years.

OBJECTIVES

GAM Objectives include:

- To empower youth with leadership and entrepreneurial skills.
- To support government-led initiatives with focus on using sustainable method for enhance community development.
- To build capacity of individuals and help manage social and economic challenges.
- To mentor youths, women, girls and vulnerable populations.
- To mobilize resources and create socio-economic opportunities for low income and vulnerable population in the community.
- Liaise with the private sector, civil society, and government in implementing community development programs.



GAM Strategic Intervention Considerations and Actions

- Identify and engage partnership opportunities through mentorship, coaching and valuable preemployment opportunities such as volunteer positions (job shadowing & internships) These opportunities will help prepare youth transitioning out of care to navigate the job market.
- Identify and engage partnership opportunities that can provide youths transitioning out of care with relevant work readiness skills and new skills for work readiness based on the trades skills sector and youth entrepreneurial development training.
- Identify and engage partnership opportunities for children and youth in care and transitioning out of care to undertake training in Social and Emotional learning for self regulation and skills strengthening for social wellbeing and cultural competencies development
- Identify and engage partnership opportunities for parental and caregivers wrap around support to build competencies in Social and emotional learning and cultural competencies to assist children and youth in care and transitioning out of care to develop resiliency and personal mastery.
- Identify and engage partnership opportunities through mentorship, coaching and valuable pre-employment opportunities such as volunteer positions (job shadowing & internships). These opportunities will help prepare youth transitioning out of care and leaving secondary schools to navigate the job market.

The GAM educational program goal at this stage will:

- Support vulnerable racialized, black, children and youth to thrive and prosper in this changing world, with the necessary work readiness skills as well as the social and emotional skills, referred to as twenty-first century or Future Skills. This Project will enable GAM to start early in the lives of our vulnerable children and Youth in particular, to get a solid foundation for their future success in the everchanging global economy and 21st Century living.
- Teach and build awareness in Diversity and Social Responsibility in a multicultural environment.

- Help Early Learners to understand their identity and cultural heritage and the differences and respect for others having a different cultural heritage.
- Build cultural tolerances and competencies among early learners for living in a multicultural environment and respecting the differences in others.
- Assist parents, teachers, and caregivers to develop understanding of the importance of raising resilient children, cultural heritage in the social development, and socialization of the child,
- Build appreciation of the lived experience of children in enriching the learning environment of children living in a multicultural environment, such that no child is left behind.
- Introduce early learners and youths to social and emotional learning for resiliency in the current and post-pandemic era.
- Improve academic outcomes for Black students and indigenous children and youth to achieve a vision of an equitable education system in the regional context.

Youth Entrepreneurship Training Program - From New Idea to the Business Plan.

- Youths will be trained in identifying a business that is aligned to their passion purpose as a new idea and will be trained in designing a business plan as a real outcome document to guide them as they utilize it to obtain a business development grant or loan from funders.

The Digital Economy - E-Commerce, Digital Marketing and Promotion - A Training Program for youth to build knowledge to be functional in the new digital economy.

Creative Arts and Culture Program - Some students have a passion to pursue their innate talents in the Creative and Performing Arts. GAM will support such students to actualize their dream.

Student/Youth Mentorship and Coaching for Career and Life Success groups online and on-site

Social and Emotional Learning - Building Academically Successful, Resilient, Creative and Critical Thinkers.

Seasonal Programs - The Homework Club Afterschool, March Break recreation Camp, Summer Camp, and Afro-Caribbean Culinary Arts.

MONITORING & EVALUATION

	MONITORING	EVALUATION
PURPOSE	1) Determine if the Implementation Phase projects are progressing according to plan	1) Determine the relevance, efficiency, effectiveness, impact and sustainability of the programs
USE OF FINDINGS	2) To identify Corrective measures • Take corrective action to ensure that Fund and project objectives are met • Accountability stated objectives of the grant funders (Fund and project level) and project stakeholders (project level)	2) Incorporate lessons learned in GAM Board's strategic planning and decision-making process to improve future programs
TIMING	3) Continuous over the 5-year period of the Strategic Plan Implementation Phase	3) Selective
FOCUS	4) Outputs/activities, expected accomplishments	4) Outcomes, impacts
EXECUTION	5) Responsibility Implementing organizations-trainers (primarily) GAM Board (secondarily)	5) Usually, external consultants but implementing organizations should provide oversight and support (as necessary)
MANAGEMENT/ QUALITY ASSURANCE	6) The GAM as Implementing organization,	6) The strategic Training program providers
DELIVERABLES	7) Data and Information assembly, capture and storage • Project progress and terminal reports • Updated information in a central reporting and data capture system in the GAM Administrative Office for internal reporting purposes.	7) Evaluation reports with findings, lessons learned and recommendations
DISSEMINATION	8) Project stakeholders,	8) Strategic Project Partnership stakeholders,

Monitoring and Evaluation will allow for the periodic data capture and analysis over the implementation phase of the initiative to measure the progress of trainees towards attainment of the desired outcomes that have been established to track improvement changes coming from training objectives.