



ANIKA YOUTH SERVICES

2024 PERFORMANCE OUTCOMES REPORT

MISSION STATEMENT

Anika Youth Services will provide long-term housing support and outreach services for at risk youth with mental health barriers, behavioural issues, and complications with substance misuse. The purpose of Anika Youth Services is to create an individualized plan that will support the youth in becoming strong and independent individuals.

WHO WE ARE

Anika Youth Services was incorporated in 2008 and has been providing outreach and housing support for at-risk youth between the ages of 12 and 19. AYS supports youth who are in need of individualized wrap around services including long-term stable housing, outreach services, and life skills programming. Anika Youth Services serves the Surrey/Langley area and will address the youth's individual mental health, social, behavioural, and emotional needs. Anika Youth Services is a CARF accredited agency, which is funded by the BC Ministry of Children and Family Development (MCFD). Anika Youth Services currently operates a referral-based program and all referrals come from MCFD.

OUR GOAL

Our overall purpose is to provide long term support for vulnerable youth in order to increase stability. While creating a safe and encouraging relationship our focus includes:

- Connecting AYS youth with resources in their communities
- Reconnecting the youth with their families and healthy support networks
- Preparing the youth with life skills necessary to transition into independence
- Providing opportunities for self-exploration and personal growth

OUR PHILOSOPHY

- We believe in respecting the dignity and diversity of our clients, staff, and stakeholders
- We are committed to providing excellence in client service
- We believe that all people have the right to be included in decisions that affect them
- We believe in respecting all client rights and abiding by the AYS code of ethics

PROGRAM DESCRIPTIONS

Housing Programs

Live-in Home Support Program

This is a long-term housing program where youth reside in a staffed resource. The youth will have access to support from their live in-home support workers that will assist them with day-to-day, appointments, activities, and connecting the youth to other community resources.

The youth will also receive a case manager called a Resource Coordinator (RC). The Resource Coordinator provides one-to-one individualized support. The RC In collaboration with the youth create creates an individualized service plan (ISP). This is a strength-based plan that will meet the individual needs of the youth. The youth will also have access to a youth worker which will provide support in recreational, life skills, and vocational training. In case of a crisis situation or when extra support is needed, youth and staff will have access to an AYS crisis support worker.

The goal of the live in-home support program is to enable the youth to develop the skills needed to be successful in the community. These include creating opportunities for positive social interactions and improving relationships with natural support systems, encouraging educational and/or vocational training, teaching life skills, increasing coping strategies needed for emotional/behavioral regulation, address any health-related needs, and foster identity, cultural, and religious exploration.

Stage 2 Semi Independent

This specialized live-in home support program is designed to help youth 17 to 19 years old with complex needs develop life skills and prepare them for independent living and adulthood. This program focuses on core life skills such as cooking, cleaning, basic budgeting, and self-care while living semi-independently. The youth in this program have their own independent space in the residence to provide a sense of autonomy and to help them learn to manage their time independently, while still having staff be present in the resource. The youth in the program work one on one with the Transition Worker to build and strengthen their life skills through workshops. The live-in home support worker in the resource is available to assist the youth with furthering their development of life skills on a day-to-day basis. The youth also have the opportunity to attend other workshops in a group setting with their peers to enhance their life skills in a variety of areas.

Harm Reduction Program

The Harm Reduction Program is a low barrier residential program which services youth who are street entrenched and struggle with substance misuse and addiction issues. This program utilizes a harm reduction and trauma informed approach along with applying attachment theory. Through 8 hour staffing model and 24/7 available staff, the youth are provided with a safe and stable housing environment to meet their various needs. Addiction Support Workers conduct outreach, provide basic needs, harm reduction supplies, naloxone kits, and additional survival tools (blankets / handwarmers) for youth who are street entrenched. The Addiction Support worker is skilled in their outreach abilities and engage youth where they are at in the community. The Addiction Support staff, Resource Coordinator and Program Supervisor cultivate stakeholder relationships

to reduce additional barriers for youth accessing services, and refer to additional services as needed. The support team as a whole support each youth in a strength based, non-judgmental approach in efforts to increase physical and emotional wellness along with reducing the harms associated with substance misuse. The harm reduction program provides opportunities and educates the youth of the benefits from engaging in healthier lifestyle choices. The program provides options such as safer substance use, reduced substance use and abstinence dependent on the youth's goal for themselves.

Youth Engagement& Transition Housing Program

The Youth Engagement and Transition (YET) Housing Program offers a unique and specialized model of care. The purpose of the YET Housing Services is to support youth who often spend time in community, are frequently AWOL and in need of low barrier supports. The YET program is a goal based program to support hard to reach youth and works together to support them in the initial housing stabilization. The YET house is unique in the sense there is the ability for the youth to have access to staff that perform outreach services. This entails meeting the youth where they are at in the community until they are comfortable and willing to return to the resource on a more regular basis. Once the youth is returning to the residence more than an average of once week the care team will begin looking into transitioning the youth from the YET house to a more permanent home.

Outreach & Day Programs

Youth Engagement& Transition Outreach Program

The engagement and transition program is an outreach based, individualized case management program for youth that are in need of specialized wrap around services. Youth eligible for this program are requiring additional support prior to being placed at AYS, transitioning out of AYS, or youth that are in need of stabilization and support within their current living situation. Through access to a YET coordinator, in collaboration with the youth and care team, an ISP will be created to identify the needs and set goals for the persons served. The YET coordinator will provide a person-centered, trauma informed and attachment-based approach that is geared towards assisting youth in maintaining natural support systems, meeting cultural spiritual and identity related needs. In addition, the ISP plan will focus on ensuring that youth have their basic needs meet, and that the goals will include individualized strategies to meet identified needs.

Achieving Your Potential (AYP) Day Program

The AYP is an alternative educational day program that aims to support youth and young adults in exploring, learning and increasing personal development and readiness skills. The program aims to teach individuals how to achieve and optimize their personal, social, educational, and vocational skills in ways that are personalized to them and will allow them to successfully utilize to integrate into their communities. AYP offers support in a classroom setting as well as on an outreach basis if re-engagement back into the classroom is needed. This program offers a low-barrier, flexible, creative curriculum and an environment that allows individuals to build on their confidence and their skills through connection to the staff. With a youth development facilitator and youth worker attached to the program, it allows for more attention and wrap-around support to be placed on the complex needs of each individual in turn, leading to a higher level of success in goal completion. Each individual works on their own customized goals to address any needs and strengths they may have in order for them to maximize their potential success in the program.

OUR APPROACH

AYS believes that every youth is unique and needs their own individualized plan as a guide to foster stability and personal growth. In collaboration with the youth and their care team, AYS assesses the individualized needs of the youth and creates specific ISP goals. Our service delivery approach builds a network of natural and professional supports, as well as community resources to assist the youth in obtaining their goals. The youth and their care teams are involved in Integrated Case Management (ICM) meetings and we support the use of ICM practices within AYS services. AYS's main focus is to build relationships, increase resilience and foster opportunities for self-development. We take a non-judgmental person-centered approach and include trauma informed practice, and attachment theory into our everyday practice.

OUR STAFF

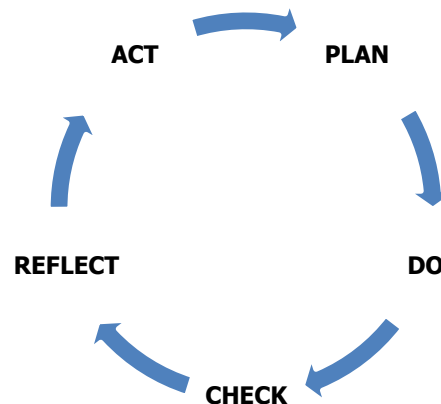
Our staff consists of 80 experienced professionals with expertise in a wide variety of disciplines, such as social services, child and youth care, psychology and criminology. The experienced professionals include a team of Directors who oversee all the programs. The Program Administration team ensures the efficiency of day-to-day operations and supports the work of management. Program Supervisors, Resource Coordinators, and YET Coordinators, who case manage the teams and individuals who support the youth. Live-In Home Support Workers, Crisis Workers, and Transition Workers, are vital to ensuring the quality of care for the youth that we support. We encourage our staff team to be creative, flexible, and efficient in the development and delivery of programs and services that enhance our clients' lives.

INTRODUCTION TO SERVICE DELIVERY IMPROVEMENT

The following outlines the service delivery improvement plan for Anika Youth Services (AYS). The purpose of the plan is to guide the collection of performance data on the services that AYS delivers and to support ongoing quality improvement.

QUALITY IMPROVEMENT CYCLE

AYS quality improvement process is cyclical. The cycle, adapted from the Canadian Outcome Research Institute outcomes model, includes planning for outcomes measurement (reflected in this document), doing data collection and checking the accuracy of the data, reflecting on results, and acting on the results (including reporting out to stakeholders). The process is represented graphically below:



PLANNING & DOING – DEFINING OUTCOMES TO BE ACHIEVED

Efficiency, Accessibility, Business Functions & Feedback/Satisfaction Outcomes

Program Efficiency is generally a measure of resource utilization. It answers the question “Were the resources utilized by the program to deliver the service (e.g., funding, personnel, facilities, materials) used efficiently?” The measurement for this outcome is generally expressed as a ratio of a resource to unit of service delivered. AYS utilizes primary measures of efficiency; program occupancy statistics.

Program Access outcomes are intended to look at how accessible the agency’s programs or services are to the population being served. This can be looked at as an extension of the agency’s accessibility plan. As it relates to service delivery, access generally refers to how responsive the service process is to client needs. In other words, are clients able to get service when they need it? Does the program respond to expressed needs in a timely fashion? For AYS the program access measure is the number of days from referral to admission into the AYS program.

Feedback refers to information gathered from persons served and other stakeholders about the general quality of the services the agency delivers. This can include satisfaction as well as other service process feedback. AYS gathers feedback through surveys of youth serviced and their family and care team members.

Effectiveness outcomes refer to the impact that the program intends to have on the problem or issue that it targets. The program targets specific changes based on the areas they are designed to address. For the agency, change is measured as;

- Increase in client connections to supports within the resource.
- Find appropriate school, vocational, or day program for clients within one month of intake
- Increase in client participation in pro-social extracurricular activities
- Increase in transition readiness by improving life skills

Business Functions refers to performance tools are set and are incorporated to monitor progress and to meet the organizations strategic plan. For AYS the business function performance goals include:

- Health and Safety – Decreasing the number of critical incidents.
- Employee Retention – Minimize staff turnover
- Financial Viability – Expanding AYS services and obtaining an increase in AYS annual budget.

ANIKA YOUTH SERVICES 2024 PERFORMANCE OUTCOMES REPORT

Participant Demographics & Program Utilization	Housing Program (Including Low Barrier housing)	Youth Engagement & Transition Program
Total Number of Clients Served in 2024:	29	17
Number of New Admissions:	11	11
Average Age of Clients at Admission:	15.2 yrs	16.4yrs
Number of Discharges:	11	11
Average Duration in Program for Clients Discharged in the Last Year:	516.6 days (1.4 years)	186.9 (6.1 months)

Cultural Background	Housing Program (Including Low Barrier Housing)	Youth Engagement & Transition Program
Indigenous	18	10
Caucasian	8	4
Asian	1	0
Hispanic	1	2
Indo Canadian	1	0
Filipino	0	1

Specific Client Demographics	Housing Program (Including Low Barrier Housing)	Youth Engagement & Transition Program
Clients involved in Criminal Justice System	5	5
Clients with Mental Health Diagnosis	23	10
Clients with Substance Misuse Issues	18	10
Clients with Developmental Delays	3	5
Clients with a History of Self Harming Behaviours	6	6

Effectiveness, Efficiency, & Access Results

Program Goals	Indicator	Applied To	Goal (Target)	Actual Results	Met, Exceeded, To Review
<i>Effectiveness:</i>					
<i>Residential Program:</i>					
Increase amount of days client spends in a stable and nurturing environment	% of days in a stable environment	All clients within the year	Greater than 65%	71.6%	✓
Maintain contact with AYS youth while in community	% of clients AWOL that remain in contact with AYS	All clients within the year	Greater than 80%	74.1%	🕒
Find appropriate school, vocational, or day program for eligible AYS clients	% of youth in a school or day program	All clients within the year	Greater than 70%	89.4%	✓
Achieve identified placement Goals	% towards placement goal completion	All applicable clients within the year	Greater than 75%	65%	🕒
<i>Stage 2 Program:</i>					
Improve Life Skills	% of improvement between pre and post-assessment tool	All clients in prep and stage 2 program	Greater than 25%	388%	✓
Prepare youth for independent living	% of youth attending life skills workshops	All clients in prep and stage 2 program	Greater than 50%	39.4%	🕒
<i>Harm Reduction Program:</i>					
Connect with street entrenched youth via AYS outreach	% of youth who have contact with an AYS staff while AWOL	All clients	Greater than 50%	46.1%	🕒
Provide a safe space for hard-to-reach youth	% of days clients accessed the resource	Annually/ monitored monthly	Greater than 20%	63.6%	✓

Meet all health-related needs	% of youth attending all health-related appointments	All clients within the year	GT 50%	42.5%	
YET Home Program					
Connect with hard-to-reach youth via AYS outreach	% of clients remain in contact with AYS while in community	All YET Home clients	GT 80%	64%	
Provide safe space for hard-to-reach youth	% of days clients accessed the resource	All YET Home clients	GT 25%	8%	
Create placement stability	% of youth who had a successful transition to long term housing.	All YET Home clients	GT than 25%	100%	✓
YET Outreach Program					
Increase engagement with YET Coordinator	Number of days client spent with YET Coordinator	All YET outreach clients	GT than twice per week (40%)	72%	✓
Support Youth in achieving identified goals	% of youth completing identified goals	All clients within the year	GT 75%	66.1%	
Efficiency:					
Maintain full occupancy in AYS beds (OR)	%of occupancy in AYS beds	All AYS beds	Greater than 85%	90.9%	✓
Access:					
Minimize time from referral to admission	Time of referral to start of service	All New Clients	Less than 14 days	12.8 days	✓

Discussion & Action Plan

Effectiveness

- One method AYS assesses the effectiveness of its housing program is by observing the time youth spend engaging with resources. To quantify this engagement, AYS has monitored AWOL (Absent Without Leave) rates over the years. The underlying belief is that increased feelings of connection among youth lead to a higher likelihood of returning home and maintaining communication with their staff. Consequently, the primary metric used was the number of days clients spent at home. The target goal of exceeding 65% was achieved, with clients spending an average of 71.6% of their time in the resource. AYS plans to continue implementing strategies aimed at enhancing the connections fostered within its programs.
- AYS also evaluated the level of interaction youth had with their staff while they were absent without leave (AWOL). AYS asserts that establishing a connection with the youth is essential for fostering stability. Consequently, it was crucial to engage these young individuals within their communities, thereby forming bonds and enhancing the support systems they could access comfortably when they felt ready. Staff members endeavored to build relationships and connect with the youth through outreach efforts, community meetings, as well as phone calls and text messages. In 2024, AYS reported that youth maintained contact with staff 74.1% of the time, which represents a modest increase from 72.4% in 2023. (See chart #2, pg. 12 for multi-year trending)
- A comparable effectiveness measure was utilized in the low barrier program. The AYS low barrier program was initiated in 2021 and is designed to assist youth who are deeply entrenched in street life and facing significant substance misuse challenges. This program achieved its goal of engaging with street-entrenched youth 46.1% of the time, which represents a slight decline from 58% in 2023.
- The YET Home program was launched in November 2022, establishing a low-barrier initiative with four beds aimed at providing outreach support for youth who are frequently absent without leave (AWOL). Within this program, the rate of youth maintaining contact with staff while AWOL was 64%, indicating a reduction from the previous year but still demonstrating effectiveness
- AYS will continue to work on building and maintaining relationships with persons served and to incorporate strategies to decrease AWOLing. These strategies could include an increase in relationship building activities, programming and incentives. AYS staff will continue to connect with youth that are chronically AWOL by providing outreach services and connecting them with appropriate community resources. The objective is to further strengthen relationships and motivate our youth to engage with the resource. In 2024, participation in the low barrier program saw a significant increase, with youth accessing the resource at a rate of 63.6%, up from just 30.8% in 2023. AYS will persist in providing incentives, addressing fundamental needs, and meeting youth where they are to foster ongoing engagement with the resource. Meanwhile, the YET Home Program reported that youth utilized the resource for basic needs at a rate of 8%.
- Other established objectives for 2024 include securing suitable educational, vocational, or day programs for all eligible youth within AYS. The target of enrolling 70% of participants in school or day programs was nearly met, with a current enrollment rate of 89.4% among all eligible youth in appropriate educational, work, or vocational settings. A significant number of young individuals are

participating in the AYP program provided by AYS. Additionally, AYS has collaborated with the Surrey and Langley school districts and various community partners to guarantee that every AYS youth is placed in a fitting school or day program

- AYS tracked the completion of placement goals over the year. The success rate was 65% which was slightly lower than the goal of 75%. AYS will continue to look at strategies to support youth in setting, meeting, and incentivising their placement goals.
- An additional indicator of effectiveness is the enhancement of life skills among youth who complete AYS' Stage 2 program, Cornerstone. This initiative supports young individuals as they prepare for their transition into adulthood. The Stage 2 program allows participants to apply their acquired skills in a semi-independent environment with support. The improvement in skills is evaluated using an assessment tool that participants complete 30 days after enrollment and one week before exiting the program. In 2024, the initial target goal of 25% was exceeded, achieving an impressive increase of 388%, as many youths demonstrated skill improvements that were three to four times greater. The participants in the Cornerstone program also attended life skills workshops with a 39.4% attendance rate. The Cornerstone workshops consist of basic life skills like budgeting and grocery shopping, cleaning, cooking, food safety, money management, and job readiness.

Efficiency & Access

- In 2024, AYS reported an occupancy rate of 90.9%, reflecting a decline from the 95.6% occupancy rate achieved in 2023 (Refer to chart #1 below for Multi-Year Occupancy Rate Trends). This figure marks the second highest occupancy rate since AYS commenced operations in 2013. AYS remains committed to pursuing full occupancy within the program.
- AYS calculates access by measuring the difference in time from date of referral to start of service. In 2024, the target goal of 14 days was not met with the average time between referral and start of service being 12.8 days. This number is approximately the same as the previous year. AYS will continue to strive to ensure that its services are delivered in an effective and efficient manner.

2024 Follow Up	Goal Accomplished
Increase incentives for LIHSP youth to return home and engagement at the home for other home programs.	✓
Increase outreach efforts when youth are AWOL.	✓
Increase incentives for youth's placement and health goals. Ensure goals are realistic and attainable.	✓
Increase engagement and incentives for life skills workshop attendance.	✓
Increase cultural connectiveness and competency	✓
Increase natural support connections	✓
Increase youth worker activities and engagement for all youth	✓

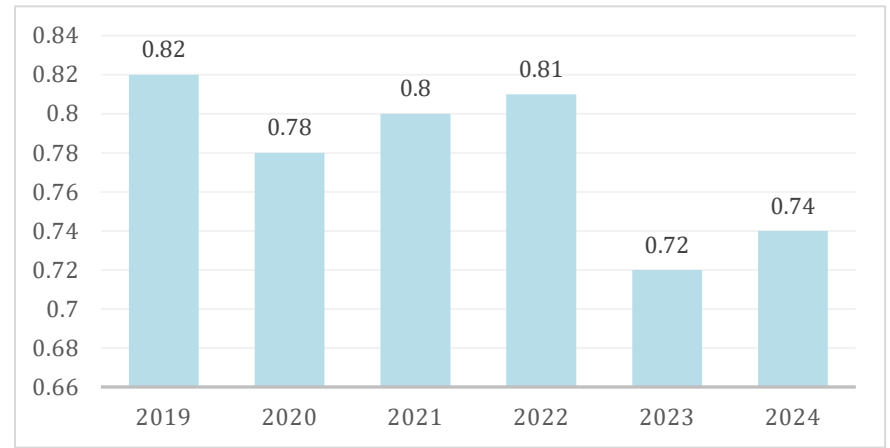
2025 Strategies/Activities/Tasks	Responsibility	Timeline
Increase natural support connections	All Direct Service / AYS PS	Dec 2025
Increase outreach efforts when youth are AWOL.	All Direct Service / AYS PS	Dec 2025
Increase incentives for youth's placement and health goals. Ensure goals are realistic and attainable.	All Direct Service / AYS PS	Dec 2025
Increase engagement and incentives for life skills workshop attendance.	All Direct Service / AYS PS	Dec 2025

Multi-Year Outcome Trending

Chart #1 – Occupancy Rate 2013-2024



Chart #2 - Contact with staff while AWOL



Business Functions

Program Goals	Indicator	Applied To	Goal (Target)	Actual Results	Met or Exceeded Target
Business Function:					
1.Human Resources	Minimize staff turnover	% of full-time staff leaving AYS throughout the year	LT 40%	10%	✓
2.Financial Viability	Expanding AYS Services	Expand AYS program	Yes / No	No	-
3. Risk Management	Reduce Program Incidents	# of incidents within the year	2% Decrease	23.5%	⌚

4. Staff Training	Maintain Staff competency through training	% of mandatory trainings completed	100% compliance	67%	
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Discussion & Action Plan

Health and Safety

- In 2024, critical incidents increased by 23.5%. The overall number of incidents recorded in 2024 was 2794, compared to 2205 incidents in 2023 due to the demographic of the youth. Two youth accounted for approximately 50% of the incidents recorded. Due to their dysregulation, both youth often had multiple incidents during one occurrence. Both youth also struggled with an increase in verbal and physical aggression which resulted in both needing to be double staffed for their safety and staff safety.

Employee Retention

- AYS met its goal of achieving less than 40% staff turnover rate in 2024 with a rate of only 10%. In 2023, the staff turnover rate was 28%. AYS has implemented a lot of strategies to improve retention and recruitment efforts. Orientation and onboarding have been developed to increase the quality and effectiveness of training new employees. A Human Resources Manager was hired as well to navigate staff grievances, accommodations and ultimately invest in the professional development of employees. AYS has continued to incorporate work incentives and invest more funding into professional development. Benefit packages for fulltime staff have been 100% covered by AYS compared to partially covered previous years. AYS continues to utilize respite workers to assist with down time for the 24-hour staff. A night shift lead has also been created to increase support and mentorship for awake overnight workers. The Awake shift lead and the mentor program has been tremendously successful at assisting new staff with training, connecting, and understanding the work expectations and culture. AYS encourages an open-door policy for feedback however in addition, AYS provides an opportunity for staff to provide feedback in a more professional venue with an online anonymous survey. AYS takes the feedback and creates an action plan to incorporate requests.
- AYS also incorporated a DPSP program to invest into full time and long term staff with an emphasis on retention. AYS has also allowed full time staff moving to a part time position to maintain the DPSP contributions.

Financial Viability

- AYS did not expand in programming this year but did have some youth who required double staffing which allowed for an increase in temporary positions. AYS will continue to explore funding streams and opportunities for program enhancement and development.

2024 Follow Up	Goal Accomplished
Create employee benefits package	✓
Offer staff opportunities for professional development and advancement	✓

Continue to improve the work culture to increase staff retention	✓
Continue staff appreciation event and team building activities	✓

2025 Strategies/Activities/Tasks	Responsibility	Timeline
Offer staff opportunities for professional development and advancement	Program Management	Dec 2025
Continue staff appreciation event and team building activities	Program Management	Dec 2025
Offer challenges for staff to participate in	Program Management	Dec 2025

Feedback/Satisfaction Results & Action Plan

Categories of Measures	Indicator	Applied To (Target Group)	Time of Measure (Design)	Data Source (Tool or Instrument)	Obtained By (Design)	Goal (Target or Benchmark)	2023 Results	2024 Results
Client Feedback: Clients feel they are involved in their daily planning	% of clients that indicate feeling that they are involved in daily planning	All Clients	Semi-Annually	Client Survey Item # 2 (Basic Scale)	Resource Coordinators	GT 90% respond "yes"	46.6% responded "yes"	93%
Clients feel an increase in personal safety while living at AYS	% of clients that indicate feeling that they are safe	All Clients	Semi-Annually	Client Survey Item # 7 (Basic Scale)	Resource Coordinators	GT 90% respond "yes"	80% responded "yes"	88%
Client feels like they have input towards their goals	% of clients that indicate feeling that they have input towards their goals	Clients who complete survey	Semi-Annually	Client surveys	Resource Coordinators	GT 90% respond "yes"	93% responded "yes"	81%
Stakeholder Feedback: Families of youth are included in the survey process	% of stakeholders that received an AYS survey were family members of a person served	Sample of Stakeholders (minimum 30)	Annually	Stakeholder Survey	Resource Coordinators	GT 10% of persons surveyed were family members	10.% of stakeholders responded were family members	11% - 20 respondents
Stakeholders indicate that AYS personnel are competent and qualified in the performance of their jobs	% of stakeholders indicate that AYS personnel are competent and qualified in the performance of their jobs	Sample of Stakeholders (minimum 30)	Annually	Stakeholder Survey (Basic Scale)	Resource Coordinators	GT 90% respond "yes"	96% responded "yes"	94% - 20 respondents

Stakeholder feels Anika Youth Services works to support the best interest of the youth	% of stakeholder survey feel Anika Youth Services works to support the best interest of the youth	Stakeholders who complete survey (Minimum 30)	Annually	Stakeholder Survey (Basic Scale)	Resource Coordinators	GT 90% responded "yes"	93% responded "yes"	94% - 20 respondents
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Discussion & Action Plan for Feedback/Satisfaction (including Extenuating/Influencing Factors)

- In 2024, all AYS clients had the opportunity to complete surveys and offer feedback throughout the year. From those surveyed (a total of 18 respondents), 93% of youth felt that they were involved in their daily planning, 88% of youth felt an increase in personal safety while living at AYS, and 81% felt that they had input into their service goals.
- AYS received 20 completed stakeholder surveys in 2024. This resulted in results being inconclusive due to the low volume of responses.
- Of those 20, 7 were from MCFD Social Workers, 1 was from a mental health clinician, 2 were from school programs, 7 were from other service providers, 2 were from family members, and 1 was from a probation officer. AYS will continue to work on strategies to acquire feedback from family members and will continue to innovate ways to get this feedback.
- 94% of the stakeholder survey respondents felt that AYS works to support the best interests of the youth, 94% felt that AYS personnel are competent and qualified in the performance of their jobs, and 94% responded that AYS provides the youth with a safe & nurturing environment.
- Stakeholders also shared their thoughts in the comments section, which were predominantly positive. Consistent with previous years, stakeholders highlighted the compassion exhibited by AYS staff towards the youth, the care that AYS extends not only to the youth but also to their families, and the commitment to ensuring youth safety. Additionally, they praised the collaboration, dedication, and client-centered approach of AYS.
- AYS will continue to strive to collect feedback from persons served, AYS alumni, families, stakeholders, and staff in order to continue to enhance the services provided, identify gaps, and implement strategies that increase satisfaction.

2024 Follow Up	Completed
Continue to host Youth in Care / Alumni BBQ and the Thankful for Families Dinner.	✓
Complete the Loon Lake annual camping trip	✓
Complete annual give back project.	✓

2025 Strategies/Activities/Tasks	Responsibility	Time Line
Receive more stakeholder surveys	Resource Coordinators	Dec 2025
Incentivize the completion of client surveys.	Direct Service Staff & Resource Coordinators	Dec 2025
Complete annual give back project.	All of AYS	Dec 2025
Receive alumni surveys	Resource Coordinators	Dec 2025

Annual Review of Formal Complaints

Q1 Complaints Received	Q2 Complaints Received	Q3 Complaints Received	Q4 Complaints Received	% Complaints Resolved	% Complaints Unresolved	Goal (Target or Benchmark)	Met or Exceeded Goals
0	1	0	0	100	0	100%	Met

There was 1 formal complaint and 3 formal requests for accommodations received in 2024. Most complaints and requests were made verbally to a supervisor and resolved shortly after. The observed trend is that most youth feel more comfortable making complaints or requests for accommodations verbally rather than formally. Although every youth has the opportunity to make a formal complaint / request for accommodation, AYS works intentionally to ensure youth feel their needs are met.