



The MultiCare Youth
Foundation



IN THE
BUSINESS
OF CHANGING LIVES

**COMBINED
IMPACT**
3430 YOUTH
SERVED IN 2017

SABRINA LODGE
Art on the Street
Programme

**EMPOWERING
CHILDREN
AND YOUTH**

- JOB READINESS
- LIFE SKILLS
- MENTORSHIP
- SPORTS
- VISUAL ARTS
- PERFORMING ARTS

**SOCIAL
INTERVENTION
SUCCESS
STORIES**

ANNUAL REPORT
JANUARY - DECEMBER 2017





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 The MultiCare Youth
 Foundation

WHO WE ARE

The MultiCare Youth Foundation (MYF) is a leading youth development organisation providing critical social intervention programmes benefitting approximately 2500 vulnerable children and youth between the ages of 6 and 29 years annually, and more than 69 marginalised communities across Kingston, St. Andrew and St. Catherine. Legally merged on March 31, 2017, MYF is now an amalgamation of three youth-serving organisations: The MultiCare Foundation established in 1993 to enrich the lives of children in 32 underserved schools through Sports, and the Visual and Performing Arts; Youth Upliftment Through Employment (YUTE) established in 2010 to provide skills training and employment opportunities for unattached, at-risk youth, and Jamaica's premier mentoring organisation, Youth Opportunities Unlimited (YOU) established in 1991.

the employability ecosystem aligned to the market-relevant needs of the private/public sectors in Jamaica

The MultiCare Youth Foundation has positively impacted the lives of more than 150,000 Jamaican children and youth over a combined 55 years. Through the strategic merger, MYF has broken new ground in multiplying the benefits to its youth target market through combined governance, leadership and management; programmatic partnerships and administrative resource sharing. The Foundation has developed increased capacity for delivery of even greater quality programmes; strengthened monitoring and evaluation systems and widened its partner and stakeholder networks locally and internationally.

Additionally, in 2016, YUTE (now a programme of MYF) was selected as the Executing Agency for the New Employment Opportunities (NEO) project in Jamaica. The NEO project is a three-year initiative of the Multilateral Investment Fund (MIF) of the Inter-American Development Bank (IDB) and the International Youth Foundation (IYF). It seeks to equip 10,000 disadvantaged young people with the critical skills needed to successfully fill in-demand occupations, as well as strengthen





VISION

IN THE BUSINESS OF
CHANGING LIVES...
CREATING
OPPORTUNITIES
FOR VULNERABLE
CHILDREN AND YOUTH



MISSION

OUR HOLISTIC APPROACH
TO SOCIAL CHANGE IS TO
WORK WITH PARTNERS TO
EMPOWER UNDERSERVED
CHILDREN WITH A
MULTIPLICITY OF SKILLS
TO EFFECT REAL AND
SUSTAINABLE CHANGE IN
THEIR LIVES AND THE
COMMUNITIES IN WHICH
THEY LIVE.



VALUES

SERVICE

HELPING OTHERS BECOME
THEIR BEST SELVES

PASSION

LOVING WHO WE ARE AND
WHAT WE DO

INTEGRITY

BEING OUR WORD

INNOVATION

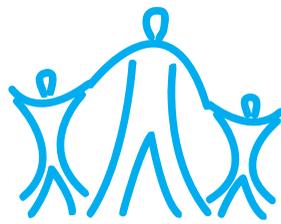
CREATING WITHOUT
BOUNDARIES

EXCELLENCE

EXCEPTIONAL BY HABIT

TRANSPARENCY

CLEAR AND ACCESSIBLE
PRACTICES



The MultiCare Youth
Foundation

2017 RESULTS

20 BENEFICIARY SCHOOLS

48 PERSONS WITH
DISABILITIES REACHED

60 INTERNSHIP AND EMPLOYMENT
OPPORTUNITIES PROVIDED

90 MENTORS TRAINED,
MATCHED WITH
MENTEES AND
SUPPORTED

97 TEACHERS RECEIVED
CAPACITY BUILDING
TRAINING

3192 YOUNG PEOPLE
PARTICIPATED IN MYF
PROJECTS AND PROGRAMMES

3430 PERSONS
DIRECTLY IMPACTED
BY OUR WORK

13,720 INDIRECT
BENEFICIARIES



BECOMING THE **BEST** VERSION OF MYSELF

This is Cam'ron, an eight year old student and resident of Portmore, St. Catherine who has a dream of becoming a Fireman. ICD Group is proud to be an anchor donor of The MultiCare Youth Foundation, which is striving to help Cam'ron unlock his true potential.

Donate | Volunteer | Mentor



myfjamaica.org    

Joseph M. Matalon
Chairman



CHAIRMAN'S MESSAGE

Enriching the lives of disadvantaged children and empowering young people facing difficult circumstances in our inner cities are long-term goals. The work is challenging and the results difficult to quantify and slow in coming. Yet happily, definite positive signs are beginning to be seen, on both individual and national levels. In 2017, youth unemployment in Jamaica fell by 7 percent to 25.4 percent, the lowest rate in a decade. And, with a combined 60 years of targeted outreaches by the MultiCare Youth Foundation's (MYF's) three member organisations, our protégées continue to bloom.

The interviews in this and previous annual reports carry their inspiring stories – of jobs gained and held, of skills and degrees earned and small enterprises launched. We have tales of our “graduates” returning to teach and to volunteer in our programmes, of mentor-mentee relationships maturing into lifelong friendships, and of former mentees now serving proudly as mentors. This is good news. However, the sobering fact is that significant challenges continue to face our young people and our nation. We have high levels of crime – mostly affecting the youth – untenable levels of poverty, serious climate vulnerability, scarce natural resources, and most worrying, the need to become more efficient as a nation.

The fact is that youth development, potentially one of Jamaica's most powerful development tools, needs to be approached in a more cohesive and effectual way, and our Foundation continues to pursue innovative and collaborative solutions. A key initiative in maximising national resources to this end continues through the New Employment Opportunities for Youth (NEO), of which MYF member organisation YUTE is the executing agency. NEO Jamaica is part of a regional initiative, which aims to improve the quality of the workforce and the employability of poor and vulnerable youth. It has brought together government, the private sector and civil society leaders in a joint effort to address existing issues and to implement targeted solutions.

In 2016 the project headquarters was set up at the YUTE office and a Task Force on Youth Employability was established. A multi-faceted Technical Proposal was produced, to offer policy recommendations at the national level. An important element now being implemented is a collaborative drive in capacity building with training institutions across the island. Three of four planned trainer of trainers workshops have been held with eleven centres and 90 professionals, focusing on life skills and effective teaching methods for vulnerable youth.

CHAIRMAN'S MESSAGE CONTINUED

The Train the Trainer Programme in “soft skills” is being carried out in partnership with the HEART Trust NTA and the International Youth Foundation.

Upgrading, rationalization, and modernization of national policies, including relevant legislation, is taking place, towards NEO Jamaica's goal of increasing job opportunities for 10,000 poor, vulnerable and low-income young people in the 17-29 age group, half of whom must be women. The project will seek to place at least 2000 of them in internships.

Key training in life and social skills continues to be a critical element in all the programmes offered by the MultiCare Youth Foundation, as well as being a priority with NEO Jamaica initiatives. This includes specific and targeted grooming in communication, teamwork, time management, conflict management and workplace ethics. These are capabilities often overlooked in the past, but which are not only critical to employability but are often missing in young people from disadvantaged backgrounds.

The MultiCare Youth Foundation's internal social enterprise programme is one of our most important strategies for maximising our own resources. Efforts to appoint a social enterprise specialist are still ongoing.

However, a number of income generating projects continue, as well as periodic fundraising efforts, such as the recent successful Jamaican premiere of the blockbuster movie “Black Panther” in Kingston and Montego Bay.

Our Breezy Castle Sports Centre, with its full-sized football field and two multi-purpose courts, is the only true green space in downtown Kingston, and we market it to different audiences. It remains a popular venue for corporate clients who rent the facilities for training and other events. In addition, community members make use of the Centre's internet café and business centre.

Le Shoppe, launched recently on a small scale at the Foundation's offices, provides snacks and light lunches for the MYF team and ICD Group staff at the ICD Harbour Street compound. Plans to expand and diversify these efforts are now on the drawing board.

The youth development community is not the only sector now being targeted for rapid change, with the objective of improving the efficiency of the way we run our country. The National Identification Registration Act 2017 is a much-needed move to regularize social planning and help establish more effective controls on lawbreakers.





CHAIRMAN'S MESSAGE CONTINUED

However, it features many controversial provisions, still being debated vigorously as this report goes to press in mid-2018. We at the MultiCare Youth Foundation would like to point out that apart from the concerns of us adults, there needs to be a very careful analysis of the possible impact of this legislation on youth already facing significant disadvantages through no fault of their own.

Factors such as invasive personal data requirements, fines which would be considered hefty by corporate executives, much less unemployed or underemployed inner-city youth, and complicated compliance demands, could very easily end up seriously undermining already fragile rights and opportunities of many young Jamaicans – the very ones we need to encourage and empower. We must as a nation, take care to avoid this.





BOARD OF DIRECTORS



JOSEPH M. MATALON, CD
BSc. (Hons.) Econ.
Chairman



VIKRAM DHIMAN
MBA, BSc., CA, CPA



PETER DONKERSLOOT PONCE
MBA, BA



SANDRA GLASGOW
MBA, BSc.



PATRICIA SUTHERLAND
BSc.



ERROL K. MILLER, JP
BSc. (Hons.) Econ.



DR. THE HON. R. 'DANNY' WILLIAMS
OJ, CD, ON, LLD, JP, CLU



ALICIA GLASGOW GENTLES
MBA, BA
Executive Director



CRISTINA MATALON
MBA, BSc.
Company Secretary

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CHANGING LIVES
IMPACTING COMMUNITIES



The Joan Duncan Foundation, the philanthropic arm of JMMB, is dedicated to building our nation through transformational leadership, education, institutional advancement and entrepreneurship.

It is who we are. It's in our DNA.



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Alicia Glasgow Gentles
Executive Director

EXECUTIVE DIRECTOR'S MESSAGE

...IN THE BUSINESS OF CHANGING LIVES

The year 2017 was indeed a watershed period for The MultiCare Youth Foundation (MYF). The legal merger of The MultiCare Foundation; Youth Upliftment Through Employment (YUTE) and Youth Opportunities Unlimited (YOU) that had been in train for a year and a half was completed on March 31, 2017.

With a slight yet significant name change, we forged forward as one united organisation, setting the stage for the development of a new three-year strategic plan, and amending our vision, mission, values and policies to reflect our substantial work in the youth development space.

“Our holistic approach to social change is to work with partners to empower underserved children and youth with a multiplicity of skills to effect real and sustainable change in their lives and the communities in which they live.”

Under the umbrella of MYF, we leveraged strengths, built collaborative efforts and bolstered our effectiveness, efficiency and viability, while maintaining most of our flagship projects and programmes, brand identities and relevant intellectual property.

Preparing our young people for responsible, productive citizenship is a challenge, which continues to become more complex in a world of fast moving change and the reality of slow moving responses and limited resources.

A highpoint of 2017 was the expansion of our reach to children and youth between the ages of 6 and 29 years from at-risk communities within Kingston, St. Andrew and St. Catherine.

Between January and December, we served 3430 direct beneficiaries across under-resourced schools and underserved communities, including persons with special needs.

Of the total direct beneficiaries, 3192 were children aged 6-18 years in 20 of the 32 primary and secondary educational institutions we serve as well as hundreds of unattached young adults between 16 and 29 years.

The MultiCare Foundation's Enrichment Programmes use Sports and the Visual and Performing Arts as a platform to instill critical life skills in children from participating schools and communities. Meanwhile, the YUTE programme provides skills training, life and employability skills, mentorship and work experience for young adults.

EXECUTIVE DIRECTOR'S MESSAGE CONTINUED

Additionally, 90 adult mentors were trained to provide personalised guidance and support to assist young people in achieving their personal, educational and career goals.

The Project and Programme Reviews throughout this report, provide more details on the respective programmes.

The work continues.

It is with sincere gratitude that we thank our major sponsors without whom our work would not be possible: the ICD Group, the JMMB Joan Duncan Foundation, Carib Cement, FLOW, Fidelity Motors, Chase Fund and Sports Development Commission.

We are also thankful to our other sponsors, donors, partners, stakeholders, employers and mentors who supported our work in 2017 (see report for the full listing).

I personally thank our visionary Chairman, Joseph M. Matalon, and our deeply committed Board of Directors for continuing to volunteer their time, expertise effort and guidance.

To the members of my team, thank you for your passion and dedication in pursuing our vision. Finally, I thank all of the beneficiaries for the opportunity to be a part of their growth and development.

We look forward to all of your continuing support in 2018 and beyond.



AFJ RECOGNISES MYF CHAIRMAN

In 2017, the MultiCare Youth Foundation tackled various areas of youth development. The organization was recognized for their efforts at social development within underserved communities. At the end of a productive year, MYF was awarded for its continued efforts to improve employment and training of youths and to increase the participation of youths in the creative arts.

MYF CHAIRMAN, JOSEPH MATALON, HONOURED WITH HUMMINGBIRD AWARD

On Monday, October 23, 2017 Chairman Joseph Matalon was awarded with the Hummingbird Award at the annual Hummingbird Gala in New York City along with Vincent HoSang and Cecil Sam Wright. The event was organised by the American Friends of Jamaica.

This organisation focuses on education, economic and health care development in Jamaica. It seeks to promote the advancement of these social factors thereby boosting development. The MultiCare Youth Foundation which is chaired by Joseph Matalon is in line with AFJ's mission of empowering individuals. MYF focuses on bringing employment opportunities to underprivileged youths.



From left, Joseph Matalon, Chairman of ICD Group Holdings Limited, Vincent Ho Sang and Cecil Sam Wright



From left, Peter Melhado (President and CEO of ICD Group Holding Limited), Nicola Melhado, brother-in-law Solly Toussier, wife Tracy Melhado Matalon, Joseph Matalon, sisters Rebecca Matalon, Gail Toussier, daughter Ali Matalon, brother-in-law Ramon Malca and son Mayer Matalon.



AMCHAM AWARD

From Left, Ann Astwood, Programme Manager at MYF, Sharlene Brooks, Project Officer for MYF, Alicia Glasgow Gentles, (centre) Executive Director at MYF, Alison Peart, President of American Chamber of Commerce and Karen Cox, NEO Fundraising and Communication Specialist.

MYF DEDICATION TO YOUTH UPLIFTMENT RECOGNIZED WITH AMCHAM AWARD

In 2017 the MultiCare Youth Foundation was given the AMCHAM Business and Civic Leadership Award 2017 by the American Chamber of Commerce in Jamaica.

AMCHAM which is affiliated with the US Chamber of Commerce, seeks to recognise Jamaican organisations and individuals who demonstrate exemplary service.

The MultiCare Youth Foundation which is a registered charity organisation in Jamaica has carried out various development projects for underserved communities so as to eliminate the factors leading to crime.

The award was given to MYF to recognise their sustained commitment as a non-profit organisation to national and community development. This is evidenced by their funding and engagement in projects that enhance development and engagement in projects that enhance development and showcases civil responsibility.



THE MYF TEAM



**ALICIA
GLASGOW GENTLES**
Executive Director



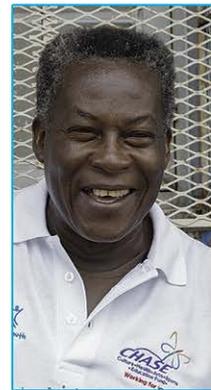
**ANN
ASTWOOD**
Programme Manager



**SHARLENE
BROOKS**
Project Officer



**NEISHA
WOLFE-MULLINGS**
Sports Coordinator



**STANFORD
WATSON**
Visual Arts Coordinator



**MARGARET
DENTON**
Mentorship and
Placement Officer



**GEORGE
HOWARD**
Dance Coordinator



**CADEISHA
CAMPBELL**
Accounting Clerk



**SYDNEY
LAWRENCE**
Caretaker
Breezy Castle
Sports Centre



**ZAHRA
MILLER**
Monitoring and Evaluation
Specialist
NEO Jamaica



**SHANNON
GUTHRIE**
Component II
Coordinator
NEO Jamaica

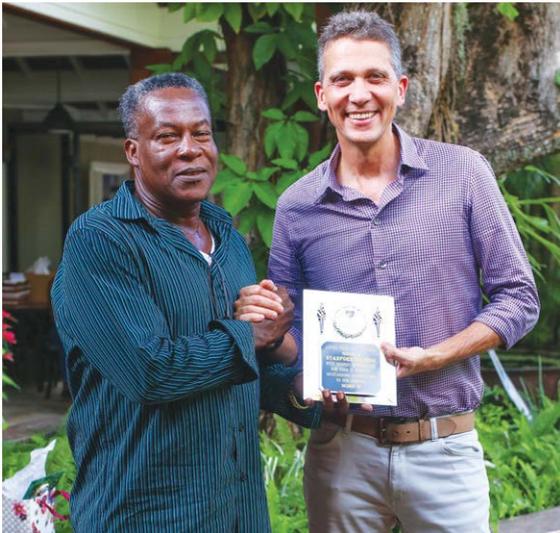
THE TEAM CONTINUED



Vikram Dhiman (L) Chief Operating Officer, ICD Group Holding Limited presents Neisha Wolfe-Mullings, Sports Coordinator at MYF with the Long Service Award.



Cristina Matalon (L) Company Secretary, ICD Group Holding Limited presents Neisha Wolfe-Mullings with the Award for Passion.



Peter Melhado (R), President and CEO of ICD Group Holding Limited presents Stanford Watson, Visual Arts Coordinator at MYF with Long Service Award.



Cristina Matalon (L), Company Secretary, ICD Group Holding Limited presents Cadeisha Campbell, Accounting Clerk at MYF with Award for Excellence.



Joseph Matalon (R), Chairman of ICD Group Holding Limited presents Sydney Lawrence, Caretaker at Breezy Castle Sports Centre with Long Service Award.



Members of the MYF team



Together we can make a difference

FLOW
Foundation



TRIBUTE

*Paulette
Powell*



In 2017 the MultiCare Youth Foundation lost a very dedicated and hard-working team member. Paulette Powell who diligently served the Breezy Castle Sports Centre for over eight years lost her battle with a long illness on August 18, 2017.

Paulette Angela Powell more lovingly known to the team as 'Miss P' leaves behind a rich legacy with MYF. She joined the Foundation in 2009 as Grounds Maintenance worker at Breezy Castle. But her link to the organisation goes years back to her days as a teenager.

Paulette was a cherished and loyal team member who was seen as a mother to the MYF family. She was very fond of the MYF organisation and was willing to support all activities such as the sporting activities such as the sporting act put on by the MYF

family even while she was battling her illness. She was a joyful soul who cherished her working environment and colleagues. She leaves behind her daughter Georgia and her granddaughters Destiny and Moesha.

On behalf of the entire MultiCare family our Board of Directors, our affiliate companies - ICD Group Holdings, FLOW and Caribbean Cement Company - we extend our love and support to Georgia, Destiny and Moesha. Be assured that you will always be considered extended members of the MultiCare family.

Rest in Peace dear Paulette.



MAJOR SPONSORS



KEY STAKEHOLDERS



PARTNERS



DONORS



SUPPORTERS



DONORS

ICD GROUP HOLDING LIMITED, JMMB (JOAN DUNCAN FOUNDATION),
CHASE FUND, SPORTS DEVELOPMENT FOUNDATION (SDF), CARIBBEAN CEMENT COMPANY LIMITED (CCCJ),
FLOW, AMERICAN FRIENDS OF JAMAICA, AUSAID, EVERY MICKLE MEK A MUCKLE (ICD EMPLOYEE CAMPAIGN)

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MARCIA LANDELL, ANNA-LEE BARTLEY

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NEO

BARRINGTON BRYCE

MULTICARE YOUTH FOUNDATION

MARGARET DENTON, ANN ASTWOOD, CADEISHA CAMPBELL, BARRINGTON BRYCE, KAREEN COX

DONATION BOX

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TONI JOBSON

INDIVIDUAL DONORS

JOSEPH MATALON CD, SANDRA GLASGOW

ICD GROUP EMPLOYEE CONTRIBUTORS

FULL TIME EMPLOYERS

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(100) ONE HUNDRED, THE JAMAICA PEGASUS HOTEL, SHIRLEY'S RETREAT, C&C SOUTH BEACH,
THE OFFICE, TRIPLE T'Z EATERY, VEGGIE CAMPUS



HELPING TO **CULTIVATE** **LIFE SKILLS**

CARIB CEMENT IN PARTNERSHIP WITH
YOUTH UPLIFTMENT THROUGH EMPLOYMENT
AND
THE MULTICARE FOUNDATION

BUILDING A GREATER JAMAICA



2017 REVIEW



The MultiCare Youth
Foundation



PERFORMING ARTS



AFJ

AMERICAN FRIENDS
OF JAMAICA



PERFORMING ARTS

MYF's Performing Arts programme received a significant boost with a two-year grant of US\$17,000 from the American Friends of Jamaica in 2017. Led by Performing Arts Coordinator and volunteer, Dr. Brian Heap and Dance Coordinator, George Howard, 468 students and 33 teachers from ten schools, benefitted from programmes in Dance and Drama. The performing arts interventions consisted of our year-long schools' programme; a dance summer camp; two train the trainer workshops in process drama and dance; as well as the staging of our annual schools' concert, which is held in observance of Universal Children's Day during November. Each component of the Performing Arts programme delivered between January and December 2017, is detailed in the following section.

DANCE SCHOOLS' PROGRAMME

As part of the year-long schools' performing arts programme, weekly sessions were conducted at ten beneficiary schools by MYF's Dance Coordinator. Students were taught dance techniques in various genres as well as elements of dance, dance fusion, symmetry and asymmetry, improvisation and spatial design. The ten schools that benefitted from Performing Arts support from MYF in 2017 were:

- Donald Quarrie High
- Ascot Primary
- Donald Quarrie High
- Dunoon Primary
- Dupont Primary
- Franklyn Town Primary

- Haile Selassie High
- Holy Rosary
- Kingston Technical
- Norman Gardens
- Windward Road Primary

DANCE SUMMER CAMP

MYF hosted a two-week intensive dance summer camp between August 8 – 18, 2017 at the Phillip Sherlock Centre for the Creative Arts, UWI. Twenty-two participants (15 girls, one boy, and six teachers) were exposed to several dance genres, and engaged in a presentation and a Question & Answer discussion on the importance of costuming to define a character in dance or stage production by Anya Gloudon of The Little Theatre Movement.

An unexpected treat for participants was a drop-in visit by 30 children of National Environment and Planning Agency (NEPA) employees who visited the workshop and got the opportunity to observe the dance process. They were also engaged in discussion segment and treated to an impromptu dance performance. At the end of the workshop participants showcased their dance skills to an appreciative audience of parents and friends.

A moving solo dance performed by the sole male participant, was particularly well received and had some of the guests and participants teary-eyed.

The piece was choreographed by the young man on his initiative and performed as a tribute to his mother, who was tragically killed earlier in 2017.

PERFORMING ARTS - DANCE CONTINUED

MULTICARE HOSTS WORKSHOP FOR INNER-CITY SCHOOLS' DANCE TEACHERS

Thirteen teachers from nine schools honed the skills they use to take far-reaching dance classes to at-risk youngsters in Kingston, St. Andrew and St. Catherine, at a November 10 workshop hosted by The MultiCare Youth Foundation (MYF).

The workshop was held at the Phillip Sherlock Centre for the Creative Arts UWI, Mona and was one of an ongoing series of MYF Train the Trainer Workshops supported by the American Friends of Jamaica.

The workshop was designed to increase participants' knowledge of the dance and its vocabulary, through a better understanding of the elements and principles of dance.

Mr. Howard led participants through an interactive presentation on the Concepts of Space, Time, Force, Body, Movement and Form, plus illustrating Technical and other Component Features of Dance.

Artist and Costume Designer with The Little Theatre Movement, Anya Gloudon, explained and illustrated the multifaceted role that costumes can and should play in a dramatic presentation, and special Guest Presenter Kevin Moore, Principal Dancer and Choreographer with the National Dance Theatre Company, took the group through an extensive practical session focusing on Basic Folk and Modern Dance Techniques.

Mr. Moore, who was pleased with the response of the participants, explains, "I sensitised teachers to the structure of a dance class, and to the fundamental skills in teaching a modern dance class,

a contemporary dance class and a folk class – the basic skills that we teach children.

Dance teaches discipline, and as each teacher goes back and instills discipline in them, that will really help the students. Dance will also definitely aid them in learning self confidence, because a lot of these children do not love themselves.

Dance teaches self esteem, how to love and appreciate yourself, and I think what MultiCare is doing here is an awesome thing, really, helping these children to tap into their raw talent, and to reach their full potential."

The workshop participants varied in levels of training and experience, ranging from graduates of the Edna Manley College of Performing Arts, foreign universities and well known performing groups, to some who are actually physical education teachers and one who is her school's secretary – but who loves and teaches dance.

Veterans such as dancer and choreographer Andre Hinds, formerly of the Stella Maris Dance Ensemble, who represented the Greater Portmore Primary School but also teaches at two private academies, commented:

"This is my first time at a MultiCare Foundation workshop – it is a very good initiative, whether you are trained or not, because there's always something to learn. I would encourage teachers to come to these workshops, because you can never know enough or know too much. This MultiCare thing -- it's good!"



PERFORMING ARTS - DANCE CONTINUED





MULTICARE PERFORMERS STAGE VIBRANT LUNCH HOUR CONCERT

African and Jamaican rhythms on drums; celebrations of praise- and folklore in dance and song, and artfully choreographed sign language—were all part of the annual MultiCare Youth Foundation's Schools' Lunch Hour Concert.

The event, which was staged at the Phillip Sherlock Centre for the Creative Arts, UWI Mona on November 16, 2017 is a much-anticipated highlight of the Performing Arts Programme of the Foundation. The annual concert, which is held in observance of Universal Children's Day, showcases the commendable achievements of the youngsters in the performing arts.

Captivating their audience with near-professional, high-energy performances, the 140 youngsters earned enthusiastic applause for every item on the programme. Opening and closing the show were the Windward Road Drummers -- 10 boys and a single girl -- from Windward Road Primary and Junior High, who kept their audience enthralled, firstly with an African Medley and closing with a Mento Medley. Drum instructor, Keino Barnett, joined his charges onstage and on drums for their finale, which also saw the drummers performing – entertaining movement and dance routines.



LUNCH HOUR CONCERT CONTINUED

Holy Rosary Primary reminded guests of the importance of inclusion, with Yendi Lowe's elegant rendition of "Lord You Are Holy" in a dance featuring sign language.

Kishauna Watt and Sabreka Salmon, also of Holy Rosary, offered a message of self-esteem in their much appreciated duet, "Stay The Same". Their charismatic fellow student, Alberto Kidd, - performed two solos, "Serenade" and the cheerful "Raise Your Glass".

Tarrant Primary brought their award-winning dance "Glorification". The energetic and agile young troupe left no doubt as to why they had copped gold in this year's National Festival Dance Competition. Ascot Primary, with a large contingent of 80 boys and girls -- wowed the audience with their choral performances.

They also - elicited gasps of amazement at the precision with which choir members snapped into different formations at the command of their music teacher and accompanist, Odey Cousins.

They sang "My Life Medley" and the former TOK group's "Footprints". They also offered a warning to all potential abusers with the speech item "Child Molester".

Guest performers from Holy Childhood High flashed colourful costumes and joyful, fast moving steps with their well-received "Folk Dance".

The Phillip Sherlock Centre has hosted the concert for the past 15 years and MYF Programmes Manager, Mrs. Astwood, thanked the UWI student volunteers who manned the stage lighting and sound equipment.



Teachers Use Drama To Foster Creativity And Writing Skills

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Gabre Cameron

Workshop participants show off their Certificates of Participation at the end of the MultiCare Youth Foundation's Process Drama Workshop held on October 11 at the St Michael's Primary School.

PERFORMING ARTS - DRAMA

TEACHERS USE DRAMA TO FOSTER CREATIVITY AND WRITING SKILLS

Twenty teachers from six primary and secondary schools participated in a process drama workshop held at the St Michael's Primary School on Tower Street in Kingston on October 13, 2017. Hosted by Dr. Brian Heap, MYF's Performing Arts Coordinator, the training was aimed at encouraging the teaching of creativity in classrooms and, particularly, the nurturing of creative-writing skills.

Dr. Heap, who is a lecturer at The University of the West Indies, Mona, the full-day workshop explored the use of basic fun and drama techniques in educational settings, with an emphasis on process drama, story-drama, and drama experiences that support learning and the making of meaning within the school environment. Participants were exposed to various methods of role-play and a

broad range of stories for children, including books including books that address common issues faced by students, which can be used as the basis for developing drama experiences in the classroom. The literature provides rich opportunities for problem solving, decision-making, and reflection.

Participating teachers indicated that the content of the workshop was creative and effective and could easily be applied in delivering the curriculum to students in different subject areas and at various levels.

Among them were the Principal, Vice-Principal and teachers of St. Michael's Primary and Infant Schools, and teachers from Holy Family Primary, St. Jude's Primary, North Street Primary, Whitfield Town Primary and Donald Quarrie High School.



VISUAL ARTS

VISUAL ARTS

For the period under review, The MultiCare Youth Foundation's Visual Arts programme benefitted 1359 children from 15 primary and secondary schools, as well as 48 persons with physical and intellectual disabilities. The visual arts interventions consisted of MYF's year-long schools' programme; our weekly Saturday Art on the Street programme; a schools' Visual Arts Exhibition; a visual arts summer camp, Art On The Waterfront, as well as our weekly Art as Therapy programme with the Bellevue Hospital and the Jamaica Council for Persons with Disabilities. The Visual Arts Department also participated in Liguanea Art Festival in December 2017. Led by MYF's long-standing Visual Arts Coordinator, Stanford Watson, the Visual Arts School and Community Programmes were made possible with funding primarily from The CHASE Fund and the Australian High Commission's Direct Aid Programme. Each component of MYF's Visual Arts programme delivered between January and December 2017, is detailed in the following section.

SCHOOLS' PROGRAMME

In 2017, the Visual Arts programme provided weekly visual arts instruction to participants in 15 primary and secondary schools in Kingston, St. Andrew and St. Catherine, facilitated 'train the trainer' workshops for teachers in beneficiary schools. The programme was supported by a team of six volunteers, many of whom are students and graduates of the Edna Manley College of the Visual and Performing Arts (EMCVPA) and guided students to create works in various art forms including painting and drawing, ceramics, marbling, macrame, tie and dye, jewelry making, block and screen printing. The programme allows children to explore a variety of art forms with emphasis on the value of art for both creative expression and as a career option.

The schools served by MYF's Visual Arts Programme in 2017 are:

- Allman Town Primary
- Ascot High
- BullBay All Age

- Denham Town Primary
- Donald Quarrie High
- Harbour View Primary
- Dupont Primary
- Greater Portmore High
- Haile Selassie High
- Holy Rosary
- Kingston Technical
- Norman Gardens Primary
- St. Judes Primary
- St. Michaels Primary
- Winward Road Primary

STUDENTS ARTWORK SHOWCASED AT THE JAMAICA CONFERENCE CENTRE

MYF Chairman, Joseph M. Matalon officially opened the week-long School's Visual Arts Exhibition in the gallery at the Jamaica Conference Centre on March 10, 2017. The exhibition ran to March 16, with students from 20 primary and secondary schools displaying more than 100 items. Mounted by MYF's Visual Arts Department, the exhibition showcased quality artwork created by students aged 10 to 18.

It showcased the creativity, workmanship and quality artwork being created by students in MYF's beneficiary schools. The exhibition featured two- and three-dimensional original works by students in a variety of media, created as part of their school curricula with the tutoring and guidance of the Foundation's Visual Arts Coordinator and team. The selected works included drawings, paintings, ceramics, screen and block printing, tie and dye, papier mache and macrame.

Visual Arts Coordinator at the MultiCare Foundation, Stanford Watson, commented: "The visual arts play a vital role in a student's educational success as well as building important life skills. We believe that exposure to the arts is a vital part of a well-rounded education. The exhibition highlights the success of MultiCare's promotion of youth development through the arts and demonstrate the potential to further students' abilities to make a future in a creative career".

VISUAL ARTS CONTINUED

ART ON THE STREET

A total of 90 children between the ages of 6 and 18 years registered and took part in MYF's 'Art on the Street' community programme, which takes place on the corner of Gold and Duke Streets on Saturday mornings. MYF is particularly grateful to Miss Jennifer Sharrier, who is an outstanding volunteer with the programme.



NATIONAL GALLERY

ART ON THE WATERFRONT

The three-week art camp, Art On The Waterfront, was held July 6 - 28 in collaboration with the National Gallery, with 48 boys and girls aged 6 – 15, drawn mainly from the Parade Gardens community.

The workshop explored several aspects of art using different media – pencil drawing, painting, jewelry, and other non-traditional areas. Students also participated in a tour of the National Gallery and were encouraged to draw inspiration from what they saw to develop their own creative interpretations. In 2017, for the first time, MYF utilised two participants from our Art On The Street programme, (Dimitri and Tessa) - both 14 years old - as Junior Counselors.

As part of the collaborative effort the National Gallery pledged \$400,000 to the programme, inclusive of venue space, payment of stipends for instructors and the cost of materials. Funding and in-kind support for the camp was also received from The CHASE Fund and GraceKennedy Ltd.



SPORTS





SPORTS

With substantial funding from the Sports Development Foundation (SDF), and led by MYF Sports Coordinator Neisha Wolfe-Mullings, the Sports Department hosted weekly school practicum sessions in five sporting disciplines (basketball, volleyball, netball, hockey and softball) within 10 beneficiary schools as part of its year-round schools' programme during 2017.

MYF also hosted four teacher training workshops during the year, a sports summer camp, an environment and sports summer camp; and inter-schools competitions engaging a total of 1128 students and 65 teachers. Each component of the Sports programme delivered between January and December 2017, is detailed in the following section.

SCHOOLS' PROGRAMME

- Calabar All Age
- Dupont Primary
- Franklyn Town Primary
- Holy Rosary
- Norman Gardens Primary
- St. Judes Primary
- St Michael's Primary
- Tarrant Primary/Junior High
- Whitfield All Age
- Windward Road Primary



TRAIN THE TRAINERS WORKSHOPS

Four 'Train-the-Trainer' Sports Clinics were held throughout the year, which focused on updating teachers and coaches on advanced game techniques. On March 8, MYF hosted a basketball coaching session benefitting 20 Physical Education teachers in collaboration with the Jamaica Basketball Association. Twenty-five teachers participated in the Volley Ball workshop on April 21, and 30 teachers participated in two Train the Trainer Clinics (Football and Netball) on October 24.

Feedback from the participants was that the theory and practical sessions were excellent and would significantly assist them in preparing their students. All attendees were awarded Certificates of Participation indicating the hours engaged in development training.

SPORTS CONTINUED

INTER-SCHOOLS COMPETITIONS

During April, MYF hosted our annual schools mixed basketball and girls Football age-group competitions over two days, April 19 and 20, at our Breezy Castle Sports Centre. Fifteen schools participated and fielded 30 teams with 250 participants. During November, we also hosted Inter-Schools Netball and Football age-group competitions. The competitions were thoroughly enjoyed by participants and provided an opportunity to observe and assess the proficiency level of each school to guide the implementation of new strategies to keep improving our teachers and by extension the performance and life skills of our students.

SPORTS CAMP

The three-week camp, held between July 24 and August 11, had 40 registered participants. Participants learned the basic techniques and drills in basketball, volleyball, netball, hockey and softball. Many of the older campers assumed leadership roles demonstrating character development over the years. In addition to sports coaching and practice, campers were given daily presentation assignments which they had to deliver to counsellors and peers. This was intended to help the youngsters to develop self-confidence, showcase their creativeness and express themselves in front of an audience. At the end of the three weeks, the teams participated in friendly competition as a means of evaluating development through their demonstrated levels of competence, team work, discipline and sportsmanship.

For the closing ceremony, campers were put in charge of preparing and delivering camp reports and entertaining guests. Medals were presented to the winning team in each sport, the most valuable players in each team, and the overall top male and female camper based on helpfulness, discipline, and leadership qualities. The 2017 Sports Camp benefitted from donations from Cal's Manufacturing, and Dairy Industries Ltd.

ENVIRONMENT AND SPORTS RESIDENTIAL CAMP

Hosted annually in collaboration with the Forestry Department since 1998, the residential camp gives children an opportunity to experience the more tranquil, rural life and seeks to increase their awareness of the environment.



During 2017, three one-week Camps were held between July 23 and August 13, at the Forestry Reserve Pine Nursery at Mt. Airy, St. Andrew with 66 participants - an average of 22 per week.

Camping in tents, the children are completely surrounded by nature. Through presentations and hands-on demonstrations by the Forestry Department, the campers learn about water source management, storage and distribution, the importance of trees to a healthy environment, as well as how to pot and care for plants. For the third consecutive year, the PIOJ conducted presentations on Climate Change.





SPORTS CONTINUED

The youngsters also went on guided nature walks, swimming in the river and were taught life skills through sessions on conflict resolution, social etiquette and personal hygiene. They were entertained with creative art sessions by the Visual Arts Department. The fundamentals of discipline, love and respect for self and others, helpfulness and team work are also reinforced daily through team housekeeping chores, intended to help develop good character, tolerance, confidence and self-esteem in our campers.

Sergeant Alexander Rodgers of the Jamaica Defense Force (JDF) was a welcome addition to the camp's team in 2017. He volunteered to join the camp on location over the last two weeks, and delivered presentations on the important role of the JDF in safeguarding the Nation's borders. He also conducted practical sessions with the youngsters on developing public speaking and presentation skills. We are also thankful to Dr. Paul Wright (sports medical Doctor) who contributed \$5,000 to sponsor five youngsters to the camp. The Camp also benefitted from the generosity of ODPEM, Jamaica Broilers, Food for the Poor, Lasco, Courts Jamaica and Ja. Flour Mills.

SOCIAL ENTERPRISE

The MultiCare Youth Foundation's Social Enterprise consists our Breezy Castle Sports Centre and Le Shoppe, a small commissary which serves employees at ICD Group as well as children in our various programmes. Both provide significant income for the Foundation and are being bolstered over the short to medium term as a significant part of MYF's sustainability plan.

During 2017, new lighting was installed court-side at our Breezy Castle Sports Centre on Harbour Street, with 70% funding assistance through USAID and the JN Foundation's Social Enterprise Boost Initiative (SEBI). The lights have allowed for evening rental for netball/basketball practice and Business House competitions. Additionally, the artwork produced by children in MCF's Visual Arts programme was used to develop Christmas Cards for sale, adding to the Foundation's fundraising efforts along with the Foundation's annual Easter Bun Sale undertaken in March.



YUTE WORK



JULIAN J. ROBINSON
MEMBER OF PARLIAMENT
SOUTH EAST ST. ANDREW



A collaborative effort initiated by Julian Robinson, Member of Parliament for South East St. Andrew, YUTE Work is a community-based work readiness project, which improved the employability of 123 unattached young people between the ages of 16 and 29 years in five communities within South East St. Andrew (Swallowfield, Jacques Road, Nannyville, Vineyard Town and Woodford Park) during 2017.

Through a series of five, three-day workshops during March, June, July and September 2017, the project was delivered by the YUTE programme, in partnership with the JN Foundation and the Joan Duncan Foundation, with funding support from the constituency's Community Development Fund.

The project, which is focused on providing comprehensive work readiness training, access to mentorship, as well as guidance related to applications for work and work placements. Participants were equipped with the personal and technical skills necessary to effectively apply for and attain job placements.

Of the 123 youth participants 62% of the cohort were females. Almost half of the participants (40%) completed a workshop evaluation and the responses were positive in terms of workshop organisation, practicality and usefulness of content. Among the responses received, the standout statistics were that:



- 82% of respondents agreed or strongly agreed that the content was well organised and easy to follow.
- 94% of respondents either agreed or strongly agreed that the workshop taught them concrete things that they can put into practice.
- 83% of respondents agreed or strongly agreed that they felt more confident about looking for a job as a result of the workshop.



RESTAURANT WEEK HELPS "FOODIES" DREAMS COME TRUE

For the seventh consecutive year, the YUTE programme renewed its partnership with Restaurant Week Jamaica.

A total of 50 persons were recruited for the skills training, and internship placement programme facilitated by MYF in collaboration with HEART Trust NTA.

Led by MYF Project Officer, Sharlene Brooks, the three-day workshop was hosted at the Scout Association's Camp Road headquarters, October 24 – 26.

Miss Brooks explained that, "the workshop caters to unemployed young people between the ages of 16 and 29, who have studied a variety of related skills.

We provide employability training to aspiring chefs, mixologists, wait staff and restaurant management trainees and have placed more than 200 young people in Restaurant Week internships over the duration of the partnership."

Restaurant Week, which continues to grow in numbers, diversity and popularity, was held November 10-18, 2017, under the theme "Eat Your Heart Out!". Of the 50 participants, 33 received internships placements with 11 participating restaurants during the week-long food festival.

As at the end of December 2017, two weeks after RW had ended, 13 participants had converted the internships to full time employment. An additional three persons who were not placed during RW were also working in food establishments.

Presentations over the three days included:

- *An Overview of Restaurant Week* by its conceptualiser, Stephanie Scott, Managing Director, SSCO Events
- *Management*; a Motivational Talk by MYF Executive Director Alicia Glasgow Gentles, and sessions on *Workplace Communication*
- *Developing Confidence*
- *Respecting Self and Others, Hygiene and Dress*
- *Workplace Ethics*
- *Emotional Intelligence and Healthy Relationships*
- *Managing Diversity in the Workplace*
- *Providing Food and Beverage*
- *Interviewing Techniques and Employers' Expectations*

The presenters were: Sharlene Brooks and Dawn Harvey; Esllyn Palmer and Michelle Thompson, Career Development Officers; Rockoya Johnson and Asheca Hall, Industry Liaison Officers, and Roanna Henry, Instructor, of the Girls Town Professional Development Institute.

Below are some of the comments received from Restaurateurs via MYF's Employer Satisfaction Survey conducted after the programme.

"We have found that the young people coming out of MYF to be a step above average. While some training is needed, the young people are bright and catch on quickly."

"Participants show qualities that will enhance this business."

"He has been a very valuable asset to the company in the little time he has been working with us. He showed up ready to work and did not hesitate with any tasks handed to him."





MENTORSHIP

MENTORSHIP MATTERS

The YUTE&YOU mentorship programme facilitated three workshops during 2017 and a total of 90 mentors and 27 mentees were trained. Each of the mentees was matched with a caring adult mentor for a minimum period of one year. The Foundation's Mentorship Officer, Margaret Denton, provides ongoing support to our mentor and mentee matches. In the features section of this report, we share the story of MYF

mentor Daveen Sinclair and MYF protégé Crishelle Gidden, who participated in the YUTE Microwork programme in 2015. Additionally, in August 2017, YUTE&YOU also extended its mentorship consultancy services to assist with the expansion of the existing mentorship programme at the Wolmer's Boys' School on invitation by the Wolmer's Old Boys Association.



MENTORSHIP CONTINUED





WOLMER'S BOYS' FORMALISES MENTORSHIP PROGRAMME

Relating to other males without resorting to either verbal or physical violence, treating others with respect, and withstanding great – even brutal – levels of peer pressure, these are the most urgent reasons that today's teenaged boys are in need of strong, positive male role models, according to veteran Wolmer's Boys High School Information Technology (IT) teacher and form teacher, Anthony McKnight.

With so many of our [Jamaican] boys growing up fatherless, and with what he describes as the lure of gangs, drug use and breaking school and other rules to “fit in” to certain groups, Mr. McKnight sees mentorship as a wonderful way to reach such youngsters. He expressed gratitude that the unofficial mentorship he and many of his fellow teachers have been offering will now be strengthened and formally structured at the school. The existing mentorship programme was primarily focused on receiving the support of past students.

Mr. McKnight was one of some 60 academic staff members at Wolmer's Boys School who were introduced to established formal principles of mentorship by The MultiCare Youth Foundation on Wednesday August 30, at the school's National Hero's Circle campus.



MENTORSHIP CONTINUED

Foundation had been invited to facilitate the workshop by the Wolmer's Old Boys Association, which is in the process of expanding its existing mentorship programme at the institution. The academic staff members were divided into two groups, for a more intimate, interactive presentation format.

The main objectives were to strengthen the mentorship skills of teachers already informally involved in mentorship, and to offer the others a chance to decide if mentorship was something that is of interest to them. Co-Presenters were Alicia Glasgow Gentles, Executive Director of The MultiCare Youth Foundation, and Sandra Glasgow, businesswoman, and Director of the Foundation.

In an outreach of the YOU Mentoring Consultancy Programme, which custom designs training to the specific needs of its clients, the two co-presenters briefed their groups on the history, potency, main guidelines and established 'dos and don'ts' of the mentorship process.

They also encouraged the staff members to detect specific needs of Wolmer's boys, to consider whether group or individual mentorship might be best in certain cases, and to identify key approaches to enhancing the positive development of their students through mentorship.

Anthony McKnight, who has a total of 27 years of teaching at Wolmer's Boys High School, was among a large majority who looked forward to enhancing the existing mentorship efforts at the school by inclusion of the academic staff.

He observed, "Mentorship is needed, because over the years I have observed a number of young men who don't have a positive male model in their life, no fathers. And so the challenge as a teacher is to try to be that father figure, and to find time to teach, so strengthening the programme of mentorship will help a lot, and the boys need it."





SPECIAL PROJECTS

WEB-DESIGN WORKSHOP

For a fourth successive year MYF collaborated with Flow Foundation on delivery of a one-week summer web-design workshop for youngsters aged 13 – 16 years. The placements at this workshop were offered as a reward to 10 youngsters deemed the most disciplined and helpful participants of our Art, Sports and Environmental camps. Nine of the ten invited attended the workshop, which was conducted at the Flow-sponsored Cyber Centre at Breezy Castle.

Participants were introduced to basic computing and taught how to develop a website. They were guided to research subjects of their choice for which they developed websites, including a separate and unrelated “give back” page intended to prompt them to think about how they could assist in improving their community.

They were also exposed to safe practices while navigating the Internet. At the end of the week, the youngsters participated in a web-design competition. They were required to make oral presentations of their work to a panel of judges as a means of also helping them develop their presentation and public-speaking skills. The judges all agreed that their task was challenging, as the websites were very innovative and impressive.

All participants received certificates and drawstring bags from Flow. The first, second and third place awardees were each presented with a Flow mobile phone, \$200 credit and back-to-school gift certificates valued at \$5,000, \$4,000 and \$3,000, respectively. Flow's contribution included payment for two tutors, the certificates and prizes. MCF provided meals.

Features

75 teens complete web design summer camp

August 23, 2017 | Share on 

    Recommend

Over the past five weeks, a total of 75 teens hailing from several communities in east Kingston and other areas participated in the annual summer web design and computing camp hosted by the FLOW Foundation.

The camp was held at FLOW's Learning Centre, located at its corporate offices, and culminated at its cybercentre located at Breezy Castle, downtown Kingston.

Throughout the period, students between the ages of 13 and 17 years old were introduced to basic computing skills and taught how to develop websites as part of the programme's curriculum.

Photo



Winners of the FLOW Foundation Summer Web Design Camp competition. From left: Yakini McLeod, Serena Sterling, and Kerina Wellington are joined by Shelly-Ann O'Connor, executive assistant at the FLOW Foundation and Alicia Gentles (back row), executive director of the Multicare Youth Foundation.



READ ACROSS JAMAICA

The MYF team supported by volunteers from the ICD Group, Fight For Peace (FFP) and YUTE Council, commemorated Read Across Jamaica Day on May 9, 2017 in six schools in Downtown Kingston.

The team read to children ranging in ages from two to 10 at the participating schools – High Holbourn Street Basic, Holy Family Primary, St. Michael's Primary, North Street Primary, Franklyn Town Primary and Norman Gardens Primary & Jnr. High.

Principals and Teachers of the respective schools were thrilled to have us share in the day's activities and the children were happy and excited to interact with the visiting 'aunties' and 'uncles'.

Children's author and FFP Country Manager, Kellie Magnus, donated several copies of her Little Lion Caribbean Children Story books to read to the children, copies of which were left with each school.

Read Across Jamaica Day forms part of activities by the Jamaica Teachers' Association to promote literacy and a love for reading among children, which is so critical to developing good comprehension and communication skills.





LABOUR DAY AT BREEZY CASTLE

The MYF team bolstered by over 50 volunteers from the ICD Group, the YUTE Council (student leaders), National Youth Service and members of the surrounding community, participated in a Labour Day project to 'Restore, Preserve and Beautify' the Foundation's Breezy Castle Sports Centre on Harbour Street in Downtown Kingston on May 23, 2017.

The day's activities commenced at 9:00 a.m. with work teams planting flowers and painting the bathroom walls netball/basketball posts and backboards. Jiangsu Jiangdu Construction Group Limited gave pre-Labour Day voluntary labour to fix three of the four backboards and work to repair the iron fence and gate commenced prior to Labour Day. The companies within the ICD Group each committed funds totaling J\$225,000 toward the project.



LABOUR DAY AT BREEZY CASTLE CONTINUED





NDTC BENEFIT PERFORMANCE

The MultiCare Foundation hosted a benefit performance of the National Dance Theatre Company (NDTC) at The Little Theatre on Friday, August 4 as a fundraiser for the Foundation.





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Employability skills have become an increasingly hot topic, with many working on the principle that if we can improve the employability skills of young people, they are more likely to find jobs and progress. Young people in Jamaica are three times more likely to be unemployed than adults, many struggling with the transition between education and employment. Employers regularly voice concerns over the lack of work-readiness and soft skills of young people and young people themselves have indicated that the gaps between education and employment are often daunting. In terms of social mobility, young people from disadvantaged backgrounds are more likely to be unemployed, without the skills they need to achieve the same outcomes as their peers.

It is accepted that employability skills form part of the answer in supporting young people into employment. Skills are often difficult to quantify. This leads to an increasingly complex narrative, which is difficult for young people to navigate. NEO Jamaica is designed to support the education system, which has not been able to adequately teach youth the skills they need to contribute to their country's economic development, and therefore leaves them underprepared for the working world. In addition, NEO is also supporting institutions to provide robust information about possible career paths and make youth more aware of their own personal strengths and weaknesses.

The desired impact of NEO Jamaica is to increase job opportunities for poor, vulnerable and low-income Jamaican young people ages 17 to 29.

The measurable indicators related to the goal include: (a) 10,000 vulnerable youth will benefit from NEO services; (b) 11 training and employment centres will be strengthened according to NEO Quality Standards Guide; and (c) 100 companies will benefit by employing skilled youths from the NEO Programme.

At the end of 2017, the following main activities were completed: (i) organizing a task force to analyse the youth ecosystem fragmentation in the country; (ii) developing a technical proposal related to institutional framework for youth employability, a common metric system and recommendations for public policy; (iii) strengthening the monitoring and evaluation; (iv) evaluating four job training centres and valuing seven employment centres in accordance with the NEO quality standards guide and having them develop their comprehensive improvement plans; (v) training 58 facilitators and supervisors in the PTS Programme and certifying four teachers or supervisors as "teacher trainers" in the PTS Programme; (vi) approval of the Communications Strategy; and (vii) technical proposal on youth budgeting developed.

NEO CONTINUED

NEO Jamaica was adversely affected by the merger of HEART Trust NTA, the National Youth Service (NYS) and the Jamaica Foundation for Life Long Learning (JFLL) as five of the 11 centres were associated with institutions under the merged entity.

The following is an overview of NEO Jamaica activities in 2007: NEO Jamaica started 2017 in earnest with the second meeting of the Task force, which was held on Friday, January 13, 2017.

Discussions were focused on the draft technical proposals related to the common metric system and the institutional framework for youth employability.

The Task Force was pleased with the progress made and requested broader outreach in understanding the skills demand of the private sector through the related associations.

On Monday, February 20, a Monday Exchange was held with the editors of the Jamaica Observer newspaper, at their offices, where the topic, "Is the education system producing youth job seekers with the skills that are demanded by employers?" was discussed.

The NEO Project Coordinator, the Executive Director of YUTE Ltd, Alicia Glasgow-Gentles and Student Services and Development Manager at UWI Mona, Dr. Merritt Henry participated in the Exchange. The articles led to an invitation from the producers of CVM TV's Live at 7 with host Simon Crosskill, to discuss the issue of soft skills and the readiness of Jamaican youth for the workplace.

Again, the NEO Coordinator and the Executive Director participated in this interview, which lasted 48 minutes and they were joined by Cavell Francis-Rhiney, Local Raw Material Business Development Lead at Red Stripe, a member of the Alliance.



From left, Joseph Matalon, Chairman of ICD Group Holdings Ltd., Trudy Deans, Consul General to New York, Sandra Glasgow, MYF Director and Courtenay Rattray, Ambassador to the UN.



NEO CONTINUED

In mid-year, a special meeting of the Task Force where Colonel Rickman gave a presentation on the HOPE initiative, which seeks to target the most vulnerable youth with short-term core skills training and internships. The Task Force invited Colonel Rickman to join the Task Force and he accepted.

A Terms of Reference was drafted for the conduct of a number of related activities as a result of the meeting: youth budgeting, mapping of institutions, plans, policies, programmes; and an output on the appropriate operational structure and resources for HOPE to deliver on its mandate.



An agreement to strengthen the Government's employment digital portal to offer information adapted to poor and vulnerable youth at the Ministry of Labour and Social Security was signed with Point Global.

On March 3, 2017, the Jamaican Consulate in New York, led by Consul General Honourable Trudy Deans, in collaboration with FirstAngels and New Employment Opportunities (NEO) for Youth in Jamaica Project, hosted a presentation.

It was held at the headquarters of the Consul General in New York. The event was attended by representatives of YUTE Limited, which is the executing agency for the NEO Project.

Attendees included the Chairman, Joseph Matalon and the Executive Director Alicia Glasgow Gentles. The aim of the event was to raise awareness among Jamaicans in the diaspora of FAJ and the NEO initiative in order to garner their support.





MYF SUCCESS STORIES





DESTINY MCGLASHAN

FORGING AHEAD IN SPITE OF CHALLENGES

When Destiny McGlashan describes herself and her younger sister Moesha as “MultiCare babies”, she means it quite literally. “We were the first children to be born there. We lived there,” she said, in reference to the caretaker’s cottage at the Breezy Castle Sports Centre operated by The MultiCare Youth Foundation, where their grandparents, the late Percival Cordwell and Paulette Powell, lived and worked. She added, “We recently moved from Breezy Castle almost two years now, but we lived there 19 years. We attended the sports camps for as long as I can remember. Even if we could not participate in the events themselves, we were always there with our grandmother and grandfather.”

Now 21, Destiny has vivid memories of her summers participating in both art and sports camps. She still has pictures, medals and trophies from her camp days and can still remember many of the events that won her those awards. She played a little bit of everything at sports camp—basketball, hockey, softball, baseball, volleyball, and netball. She represented her alma maters Holy Family Primary and Immaculate Conception High School in netball, and last year, she represented her company, BPO giants STARTEK, in a tournament overseas.

The MYF also helped her to raise funds for her trip. Destiny credits MYF for setting the foundation for her sporting journey. “They really set that foundation well because not only can we play sports but we can actually conduct them for younger persons or even persons of our own age. For a few years, when I wasn’t of age anymore to actually be one of the campers, I went on to be one of the counsellors. It really helped us to help others,” she said.

The MYF’s role in Destiny’s life goes beyond sports as she has also co-managed the Foundation’s internet cafe and resource centre. The Foundation also helped support her education as well with a bursary that helped cover the cost of textbooks while she was in high school. This wasn’t a hard decision to make, according to Errol K. Miller, an MYF Director and Executive Director of the FLOW Foundation.

“Destiny was obviously a bright, very intelligent girl. I sort of spearheaded us getting behind her to give her as much financial support as we could afford, as well as encouragement and moral support. And she was very ambitious, which also spurred our interest. She performed well. She’s also very well mannered, which you don’t find a lot with youngsters these days,” said Mr. Miller.

FORGING AHEAD IN SPITE OF CHALLENGES

Financial difficulties meant Destiny couldn't go to university right after high school, but that hasn't slowed her down as she landed a job at STARTEK immediately. She works as a Technical Support Representative, troubleshooting computer-related problems. Now that she is more stable, she is looking forward to starting classes in September at the University of Technology, Jamaica, where she will be studying Communications. Her sister Moesha will be pursuing a business degree.

When it comes to the future, Destiny doesn't want to box herself into just one career path. Although she will seek to work in her field of study, she is also passionate about helping others, so she plans to start a non-profit enterprise, as well as a charitable organisation in honour of her grandmother. "She loved kids. She loved giving back. I think that's a family trait. I want to give back to my community as well. We have a lot of potential. You don't always hear top scholars hailing from Immaculate Conception coming from a ghetto. My sister also went to Convent of Mercy. I want to inspire kids like them that it's possible for them too," she said.

On a much more personal note, there is one major dream that Destiny wants to fulfill. The sisters have never lived with their mother, so "I would definitely love to have a house where I can live comfortably with my mom and my sister," she said. "That's close to my heart."





DIMETRI LAWRENCE

DUSHANE LORRAINE

“AT FIRST I WAS HIS TEACHER, NOW I’M JUST AN OBSERVER.”

Dushane Lorraine and Dimetri Lawrence first met in 2012 when they both participated in visual artist Ebony Patterson’s ‘Cheap and Clean,’ a multimedia interactive performative project interrogating masculinities in Jamaica. Dushane was on his way to the Edna Manley College of the Visual and Performing Arts and Dimetri, eight years old at the time, was just discovering his own artistic talents as part of The MultiCare Youth Foundation’s Visual Arts Programme. They would become ‘officially’ connected when Dushane began teaching in the programme and Dimetri was one of his students. Their connection was cemented when MYF Visual Arts Coordinator, Stanford Watson, encouraged his tutors to join the Foundation’s mentorship programme.

Since being matched as mentor and mentee in 2017, the two have formed a brotherly bond that goes beyond their shared love of art. “We play games, watch movies and watch sports,” said Dimetri, adding that Dushane has also cheered him on at the Gibson-McCook Relays, where he competed for their shared alma mater, Windward Road Primary and Junior High School. Dushane can also look forward to some good-natured mocking whenever Liverpool, his favourite English Premier League football team, loses a

match, especially if Dimetri’s favoured Manchester City comes away with a win.

“He’s a young man who I believe has a lot of potential, but just needs to be steered the right way,” said Dushane, adding, “He’s very laid back. I always say to him, ‘Look, you need to focus.’ I went to Windward Road as well, so I can relate to being in the environment. Also being from the inner city, I know what it’s all about, being able to choose between the gun or academia. I think I was able to assist him in just showing him there are other possibilities and if you put your head down and focus on what you want, it will come, but it has to be hard work. That’s why I really wanted to be Dimetri’s mentor.”

Dushane’s emphasis on focus seems to be paying off for his young charge. “Where he’s coming from to where he is now, it’s a tremendous improvement: punctuality, social skills—you know kids generally have temper problems, but he has managed to dump out such feelings over time. It’s not easy. He’s still in adolescence and has to grow up, but he’s learning how to adjust and maintain some level of discipline, even when he’s upset,” said the proud mentor. Dushane, who graduated from the Edna Manley College in 2014 with a degree in Visual Communication, is now teaching art at the Jonathan Grant High School in Spanish Town.

“AT FIRST I WAS HIS TEACHER, NOW I’M JUST AN OBSERVER.”

He is also still actively involved in the MYF’s Visual Arts Programme, teaching in the Art on the Street initiative and summer camps. Dimetri is still one of his students, although he’s had to employ the art of compromise a lot more in his approach as the young man has grown and developed other interests.

“Dimetri loves the arts but he doesn’t focus on it that much. I love drawing. That’s my passion, but I would not get Dimetri to focus on drawing three consecutive weeks. He would want to do something else, like basketry, papier-mâché, tie and dye – he’s very hands-on,” he explained.

“I like basketry the most because it gives me more of a challenge,” said Dimetri, who has shown his work in exhibitions and helped to teach his peers. He admitted that much of his attention is now focused on athletics.

The middle distance runner – 400 metre, 800 metre and 4 x 400 metre relay – is looking forward to representing his school at the Junior Championships in June 2018 and is interested in becoming a professional athlete. He’s not sure yet whether he wants to also continue doing art for fun or pursue it professionally.

Dimetri’s active sports schedule takes up a lot of time, so he’s grateful for Dushane’s encouragement and guidance when it comes to his academics. “If I have an assignment and I don’t understand it, I will go to him as my mentor to assist me and he will not turn me down,” he said.

Mentoring Dimetri has given Dushane an opportunity to reflect on his own teen years growing up in Fletcher’s Land. “Reflecting on myself when I was his age and how I behaved, I was never the way I am now,” he said. As it concerns Dimetri’s growth, he added, “I realise that I have to give and take sometimes.”





KAREEM MANNING

INTERNATIONAL FOOTBALL GLORY IS WITHIN HIS REACH

At 24 years of age, Kareem Manning has already ticked some major goals off his bucket list: Play football professionally? Check – he is now in his seventh season in the local premier league, currently playing for Harbour View Football Club after six seasons at Portmore United. Represent Jamaica internationally?

Check, check, check, and check – he has earned caps with the under-20, under-21, under-23 and senior football teams. Play in one of the European premier leagues, preferably for his dream team Manchester United? Not yet, but if he has his way, he will be checking that box in the future as well.

Football has been Kareem's passion since he was a student at Holy Family Primary School in Downtown Kingston. Participating in The MultiCare Youth Foundation's sports programmes there exposed him to a number of sports.

He dabbled in them all, but soon decided to focus on his football dreams. "I was always kicking a bottle and then I stepped up and got a soccer ball. I was always at the games and even going to Holy Family, I always told myself that I'm going to represent the country," he said.

It also helped that he later attended St George's College, which always has a strong presence in the corporate area Manning Cup competition.

Being involved in the MYF's sports programme also provided a distraction from the harsh realities of life in Central Kingston, where he grew up with his parents and four siblings.

"Living in the ghetto, it always seemed like a up and down story. Lots of violence, but I always tried to tell myself that I want to leave and see if things can be better," he said.

Kareem was also a regular at the MYF summer camps, where he not only honed his sporting skills but learned valuable life lessons that have helped him in his pursuit of football glory.

"The lesson that it really showed me was to never give up. Always push and push harder. Always continue to believe in yourself, no matter what," he said. "They also taught us how to lead. No matter if you're down or what, just always encourage the team." He may not be the Harbour View FC captain, but Kareem considers himself a leader on the field, where he plays the defensive left full back position.

INTERNATIONAL FOOTBALL GLORY IS WITHIN HIS REACH

His coach, former Reggae Boy and English Premier League player Ricardo 'Bibi' Gardner agrees, but believes there is still room for improvement. "I think he's a quality player, a player that can go a far way and can make a difference. When he plays, he shows a lot of leadership, but I think he can add a lot more outside of that where his personal attitude is concerned," he said.

Mr. Gardner added that Kareem was recruited from Portmore United because of the quality he brings to the game and the Harbour View personnel's belief that they can help him work on the areas where he needs improvement, especially off the field, that will help "make him a whole different person and that can change his entire life."

Kareem, whose favourite players are Real Madrid forward Cristiano Ronaldo and defender Marcelo, has steadily been making progress towards his dream of playing for an overseas club.

He has done trials with US Premier Development League team Long Island Rough Riders and Major League Soccer team New York Red Bulls, and has also been approached by teams from Denmark and Finland, but didn't receive any offers in the end. However, he remains confident. "In the next five years, I see myself in Europe playing for a big team. It's going to happen," he said.



A close-up portrait of Mark Campbell, a young Black man with a short beard and mustache, smiling warmly. He is wearing a blue collared shirt. The background is a soft, out-of-focus yellow and orange gradient.

MARK CAMPBELL

QUIET, DEDICATED AND HARD WORKING

“It is a very rare occasion when you see people who enjoy doing their job,” says West Indies Home Construction Limited (WIHCON) Accountant Burt Reynolds, in praise of 26 year old YUTE protégée Mark Campbell, adding, “Even when you tell Mark to finish by 8.30 p.m., he will stay to 9 o’clock or 10 o’clock to get the job done. That shows me commitment beyond just work!”

Mark is currently one of three janitors working at the new Harbour Head headquarters of WIHCON, a member of the ICD Group. His supervisor’s praise is even more meaningful when one considers that this young man’s passion – and his training in the YUTE Build 2 Programme – is in construction skills rather than janitorial work. Also, because he was working so industriously in a janitorial position with another firm, that Burt Reynolds was impressed, and offered him a better paying job in that field with WIHCON.

A quiet spoken young man of few words, Mark is a resident of the Rockfort community. He attended Windward Road Primary and Junior High School, Charlie Smith High and Dunoon Technical High Schools. As a young school leaver, his aunt heard of a job at a WIHCON housing scheme in Greater Portmore, and encouraged him to apply.

Unfortunately, he was unable to access that opportunity as he could not afford the transportation costs. Instead, he got a job a few weeks later in a wholesale store. Although it was a departure from his chosen field, he was happy for the work and gave it his all. He remembers,

“I did everything, cashiering, selling, packing, unpacking!”

It was a friend who told Mark’s mother about the YUTE Build 2 Programme, in 2014, and he applied and was accepted for the General Construction course. He says he enjoyed that experience, learning a variety of construction skills – dry wall, steel work and a little carpentry – and achieving Level 2 NVQJ certification.

After he completed the YUTE Build 2 course, he found employment at Minott Janitorial Services, where he eventually caught the eye of his present supervisor at WIHCON.

Again, this was a far cry from the construction industry, but Mark says, “I was glad to have the job. I work hard and concentrate. I do what I have to do. And for the future, I am hoping to further my construction skills and to go on to Level 3, if possible at YUTE.”

QUIET, DEDICATED AND HARD WORKING

A serious young man, who is described as having good people skills, being cooperative and very pleasant to deal with, Mark is an avid fan of the YUTE programme:

“It is a good thing,” he says simply, “It gives the youth a chance. For me personally, the best part of my YUTE experience was the education and training.”

As noted earlier, Mark’s dedication and eye for detail are much appreciated at WIHCON, and Bert Reynolds notes:

“Mark has a lot of potential, and this goes beyond janitorial work. WIHCON is a construction company, and I hope in the future that we can really transition him from this job to the construction site where I think he truly belongs.”



MAURICE WILSON



WALKING TOWARDS A NEW GOAL

Twenty-one-year-old Maurice Wilson is one of the first faces visitors see upon entering the offices of the Medical Council of Jamaica and his pleasant, professional demeanour is immediately welcoming. Maurice has been employed as the Records Clerk at the Council, located on the Mona campus of The University of the West Indies, since last summer and his colleagues agree that he has been a positive addition to their team.

For him, this job represents direction and stability after a high school career that saw him attending three institutions—Denham Town High, Excelsior High and Jamaica College—where he focused mainly on playing football and left with a hodge-podge selection of subjects that made it almost impossible to find work. Desperate, he reached out to The MultiCare Youth Foundation's Sports Coordinator Neisha Wolfe-Mullings for assistance.

Maurice's relationship with the MYF goes back almost 12 years, as he had been a regular participant in its sports programmes and summer camps since his days at the Holy Family Primary School. Growing up in a single parent family in the often volatile Central Kingston community popularly known as Southside, being involved in these programmes helped keep him off the street.

It taught him how to play several sports, including football, hockey, basketball, volleyball, "and I used to even play netball as well," he said. "At camp, I also learned that you have to have self control. I learned about personal hygiene, self esteem, how to treat others and have respect for yourself."

One of Maurice's proudest achievements to date is winning the Manning Cup and Olivier Shield with his Jamaica College teammates in 2015. Winning the Manning Cup was a longtime dream come true. Now, he's got his sights set on his next goal: getting a Business Management degree. In fact, he is set to start part-time classes at the UWI, Mona come September. He is a bit disappointed that it has taken him so long to get started on his degree and he will be in his mid-20s when he graduates, but he has the full support of his boss at the Council, Professor Howard Spencer.

Professor Spencer has had a long-term relationship with the MYF and periodically employs participants from the programmes. In Maurice, he saw a young man with potential who just needed an opportunity and some grooming to teach him the dynamics of a traditional work environment. He decided to bring Maurice on board to fill a temporary position due to the Council's increased summer workload.

WALKING TOWARDS A NEW GOAL

“He came recommended by MYF’s Programme Manager Ann Astwood and we were satisfied. We knew that whoever she chose would be somebody that we could depend on to do the work,” he said.

“Based on his work and the fact that we needed a more permanent person, we said we would continue his relationship with the Medical Council. He has fitted in quite well into the organisation.”

The Council’s administrator, Inez Robinson-Gammon, is also impressed with Maurice. “Looking at him, you wouldn’t know what his background is. He carries himself well. You talk to him and he will listen. He’s really personable, comes to work on time, and he’s honest. That’s one of the main things for us here—honesty,” she said.

She has also been instrumental in encouraging him to get his degree, telling him that “this isn’t where he’s going to be all his life” and it will prepare him for more challenging tasks in the future.

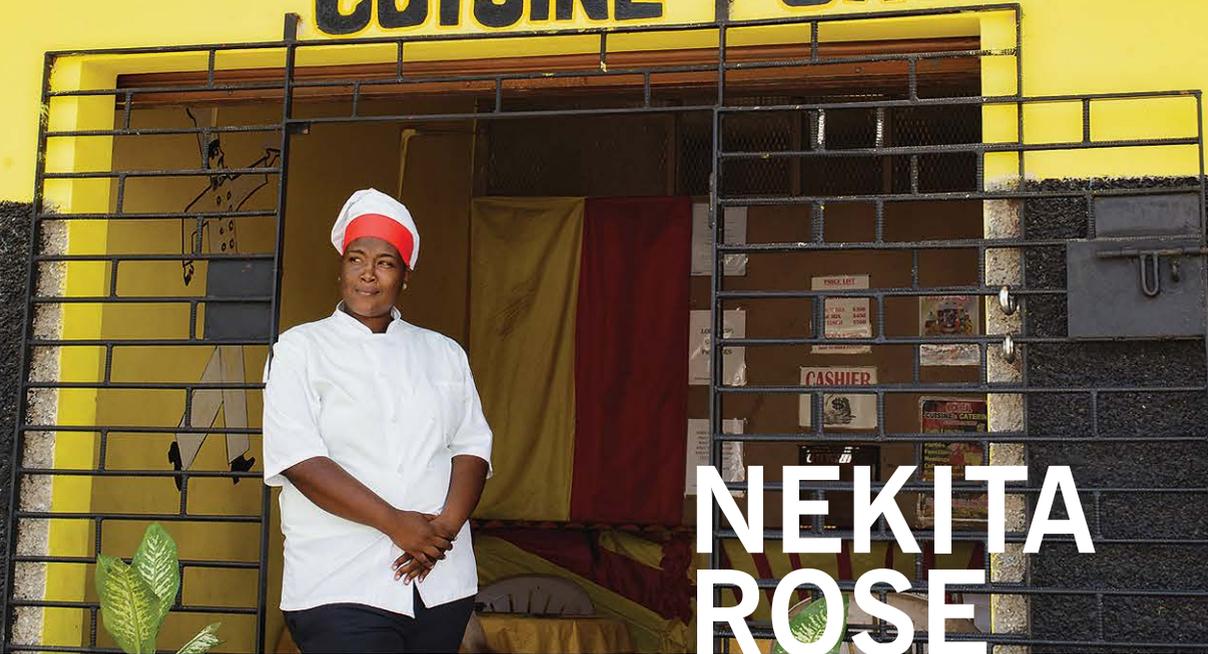
Besides completing his degree, the future for Maurice also holds self employment, as his dream is to become an entrepreneur, investing in his own sports bar. Actually, that’s only one of his goals.

He would also like to join the Jamaica Defence Force after graduation. And he has not given up on football, either.

He still plays his favourite sport as a member of the Rae Town Football Club and the team has been gracious enough to work around his schedule. “Knowing me, I’ll still have the aim of being a professional footballer,” he said.



NICKHEAL CUISINE & CATERING



NEKITA ROSE

PROUD RESTAURANT OWNER

Twenty-eight year old Nekita Rose, who has operated her own Nickheal Restaurant and Catering Service at 33 Waltham Park Road since February 2017, is a big fan of Restaurant Week, which she took part in during November 2016. She says it was on Facebook that she heard about the opportunity to participate in the popular food festival as an intern.

She was one of 50 Youth Upliftment Through Employment (YUTE) trained protégées to attend the expanded Restaurant Week Job Preparedness Programme. The sixth annual renewal of the two day refresher course was hosted by YUTE in association with Restaurant Week and the HEART Trust NTA.

Nekita had attained Levels 1 and 2 in Food Preparation at HEART Trust NTA, and had gained several years of on-the-job experience, but she says that Restaurant Week was an excellent way to widen her knowledge.

"The training was very valuable," she says, adding, "I'm originally a chef, but I learned valuable things pertaining to waitering as well." Nekita was among 27 of the participants to gain internships during Restaurant Week 2016, which she spent at Jo Jo's Jerk Pit.

She was invited to continue working with that restaurant for another two weeks, and was offered a permanent position there. However she left to prepare for opening her own business – something she had been dreaming of since her very first job. Now a resident of the Waltham Park community, Nekita is originally from May Pen, Clarendon and attended Vere Technical High School.

"I did sciences at school," she remembers, "But then I was offered a job in a kitchen and that's where I developed a love for the food business. This was at St. Joseph Hospital in Kingston. I spent three or four years there, cooking, doing waitering -- you get to be an all rounder when you are working there, you have got to multi-task. Then I was offered a position at DJ's Café and when I got promoted they sent me to the canteens they ran at Petrojam. And that's where I got a 'full blast' of experience in the business, and I decided to go ahead with this career."

So although Nekita had been unemployed when she took part in Restaurant Week, she had already committed to launching her own restaurant. It only took her another four months to make this a reality. She had been saving toward this goal, and her family members helped her to access the additional resources needed.

PROUD RESTAURANT OWNER

"I specialise in Jamaican food," she says, "I have three employees and we serve breakfast, lunch and dinner as well as doing catering."

In addition to steady customer support for the restaurant, her catering business is also doing well, with corporate as well as private customers, as she notes:

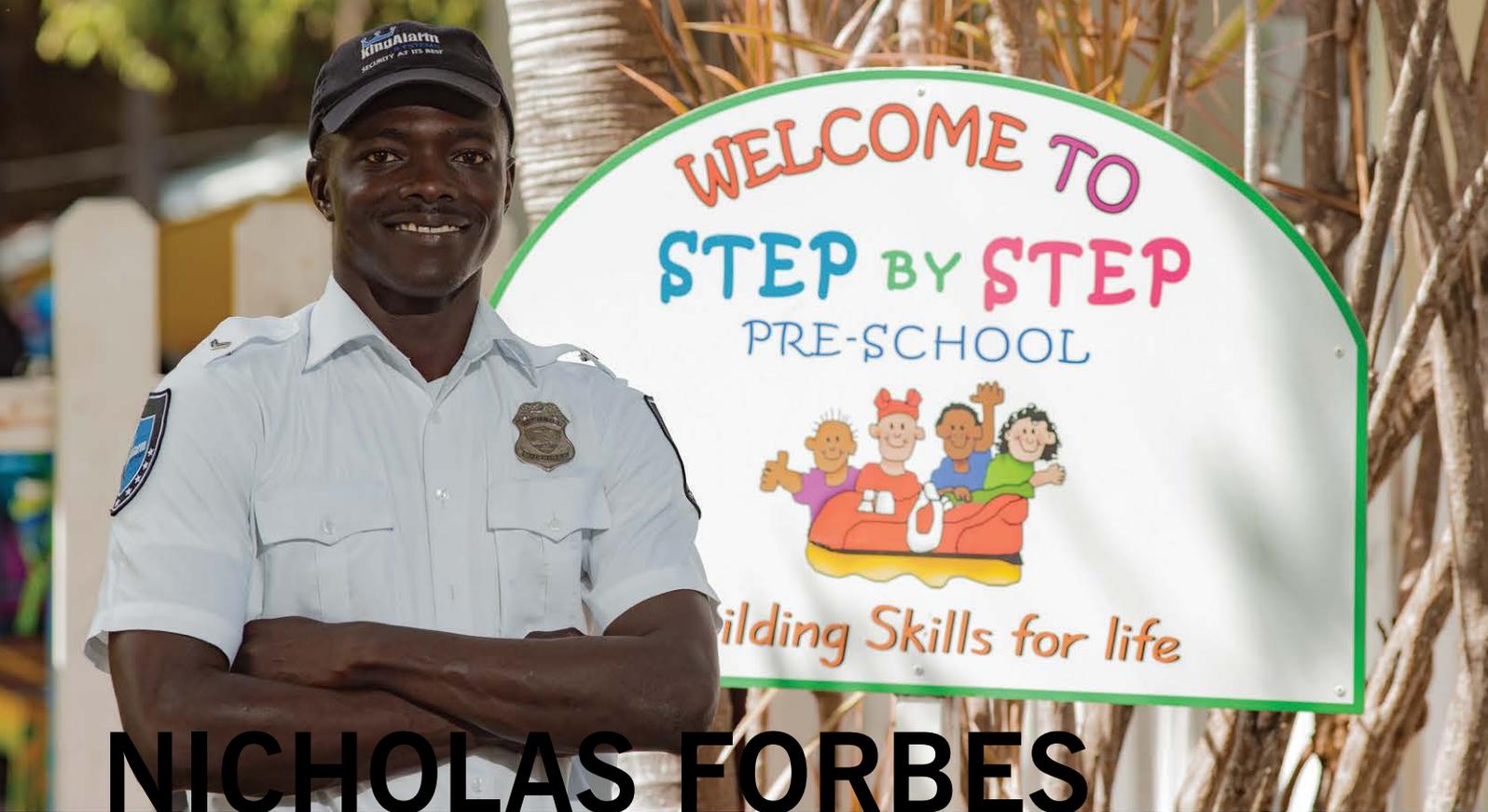
"I have catered about five three-day events for The MultiCare Youth Foundation. My other customers include those having weddings, parties and corporate meetings and coffee breaks."

Nekita says she enjoys all aspects of running the business – the administrative responsibilities as well as the hands-on work in the kitchen. And although she admits that it can be stressful at times, she declares, "It is good, Nickheal is doing well so far, and in the future I am hoping I can open a string of restaurants."

Her goals include ensuring that her six year old son gets the education he needs to reach his own goal of becoming a doctor. "He's doing great." She adds with pride, "He has made it onto the honour roll for the past two years in primary school!" Nekita is also very positive about the benefits of Restaurant Week and the associated Job Preparedness Programme.

She says, "It is a very good thing for the young people. For me personally, I gained a lot of knowledge. It really helps a lot of young people in the inner city communities. It's a very good experience for them, and it is doing an excellent job when it comes on to getting jobs for them. And it is very good also for the ones that don't have hands-on experience. I have a friend who I sent to attend, and she was very grateful for the experience. It would be very good if it continues and gets even bigger."





NICHOLAS FORBES

A DETERMINED YOUNG MAN

YUTE protégé Nicholas Forbes is a very determined young man.

“I will get where I want to go,” he declares, “because I keep pushing on. You have to know that the sacrifices you make will benefit you at the end of the day. And you see, if you are doing something and you think it is going to be hard, it will be hard; but if you don't approach it as hard, it's easy!”

Nicholas, 29, is referring to the long hours he often works as a security guard with the King Alarm Systems Limited, to the difficult journey he has had so far, and to the goal of a better life for himself and his little boy that he is working towards.

The eldest of his mother's six children, he attended Donald Quarrie High, but was not able to finish high school. It was in 2011 that a team from YUTE visited his home community of Parade Gardens, to recruit young people interested in skills training, among other programmes. Nicholas enrolled in the YUTE Phase 1 Programme, and learned basic electrical skills, attending several training camps. Through YUTE, he was able to enroll at the Caribbean Maritime Institute at Port Royal, as he wanted to study ship engineering. Unfortunately, he says,

“I couldn't manage financially. It was a three and a half year course and I only stayed for a couple months – I needed to work. I would get some general work on a construction site on and off. But when the site is complete, there's no more work.”

Eventually he gained employment as a guard with a series of small security companies – but that became a recurring problem. Very often, these small companies would pay his salary in bits and dribbles; he would leave and go on to another company, and find the same challenges.

What he needed was a job with one of the larger, more reputable firms – but for a long time he didn't have the funds to apply for the Private Security Regulation Authority (PRSA) license which they required.

It was 2016 before he had saved enough to get the license, and was able to join the team at King Alarm. As a static guard, his main assignment is now as a day security guard with the Step By Step Pre-School, where Vice Principal Shakira Chin gives a glowing report of his work there.

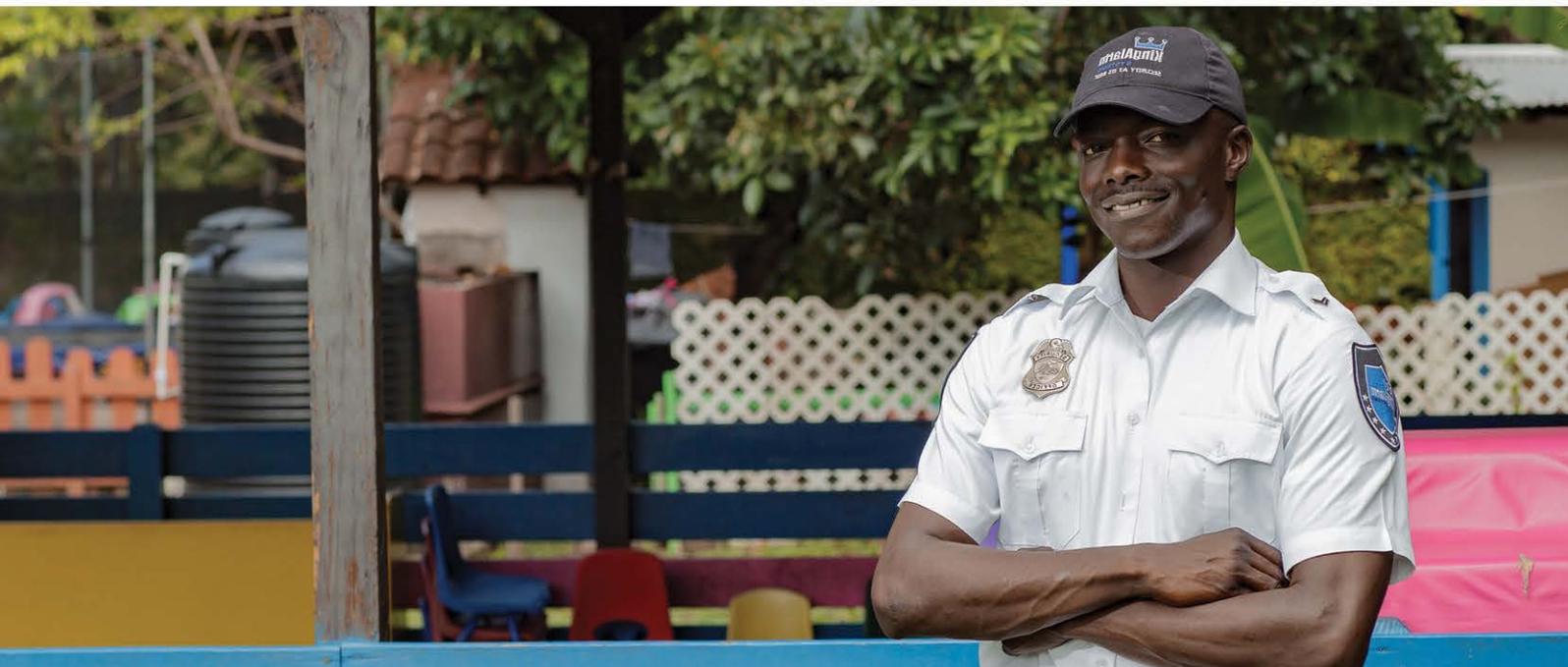
“He is one of our two guards, and he does very, very well,” she says, “he is very proactive and very efficient, he takes the initiative, and we are really happy with him.”

A DETERMINED YOUNG MAN

Nicholas confides that he wants to become a district constable, adding,

"I'm a self-motivator, and very hard working. I like to push towards my goals. I just want to have a decent career, something I can live off and give my child a better life than I had." Nicholas and his girlfriend, who live together, have an 11 month old son.

"The YUTE Programme is a good thing," he believes, "it is very needed and I think it should continue. It picks up a lot of the youth on the street who are not going to school, some have dropped out of school, and puts them back in a school programme, refreshes their memories about a lot of things they had closed their minds to. So you have less youths hanging out on the corner, less youths on the streets to give problems."





CORDIESHA PITTER

CORDIESHA'S DREAM

As a youngster growing up in Denham Town, 27 year old YUTE Phase I graduate Cordiesha Pitter had several ideas about a career. However, the dream that meant the most to her was that of being a nurse – because, she explains, she likes taking care of people. When she had to drop out of Denham Town High School at age 15 because of financial difficulties in her family, it might have seemed that dream was an impossible one.

“It was very hard,” she remembers, “My mother just couldn’t find the money – so I went to work in a wholesale grocery on Orange Street, just to help her with my little sister and brother.”

Cordiesha is the third of five children, and her mother, who sold snacks from a stall on North Street, could not afford her teenage daughter’s books, exam fees and other school expenses. Cordiesha got the job because her older sister had been working at the wholesale grocery, operated by a Chinese couple.

Distressing as her situation would seem, young Cordiesha was soon making the best of it. It didn’t take long before she was advising her employers on what their customers were requesting, and supervising the older staff members. Perhaps she might have developed into a talented business merchant – but that was not to be.

To her horror, very early one morning, two robbers invaded the store, after pretending to be customers, and before she knew it, the one wielding a gun had grabbed her and pointed his weapon at her chest. Unfortunately for the criminals, there was little cash on hand, and they left (incredibly, on foot) with the silver the owners had brought to make change, and some groceries. Fortunately for Cordiesha, this experience galvanised her into an all-out determination to better herself.

“I was trembling,” she remembers of the ordeal, “I didn’t know anything. I thought I was going to die. But from that day my whole perspective on life changed. I told myself, I must get educated enough so that I would NOT ever work in another wholesale store! And from that day I just moved on.”

How do you move on, living in the inner city, working in a dangerous environment, and without funds for education or training? Cordiesha’s solution was to access every kind of training that was available free, to work and study at the same time, and to make every effort to complete her high school education – one or two subjects at a time – because the lack of it was preventing her from getting the jobs she applied for. She continued working at the wholesale grocery, part time, for a few years, until it closed down after a fire destroyed the building.

CORDIESHA'S DREAM

"I don't believe in sitting down not doing anything" she says, "Once I heard about a programme I would try and get enrolled, and I would just go ahead and complete it."

One of her friends worked with the Community Development Committee (CDC) in Denham Town, and Cordiesha was able to enroll in a number of courses at the Community Centre or through the CDC. She pursued a HEART NVQJ certificate in Data Processing up to Level 1 -- Level 2 would have required fees; and she accessed another HEART course in Cosmetology, up to Level 2.

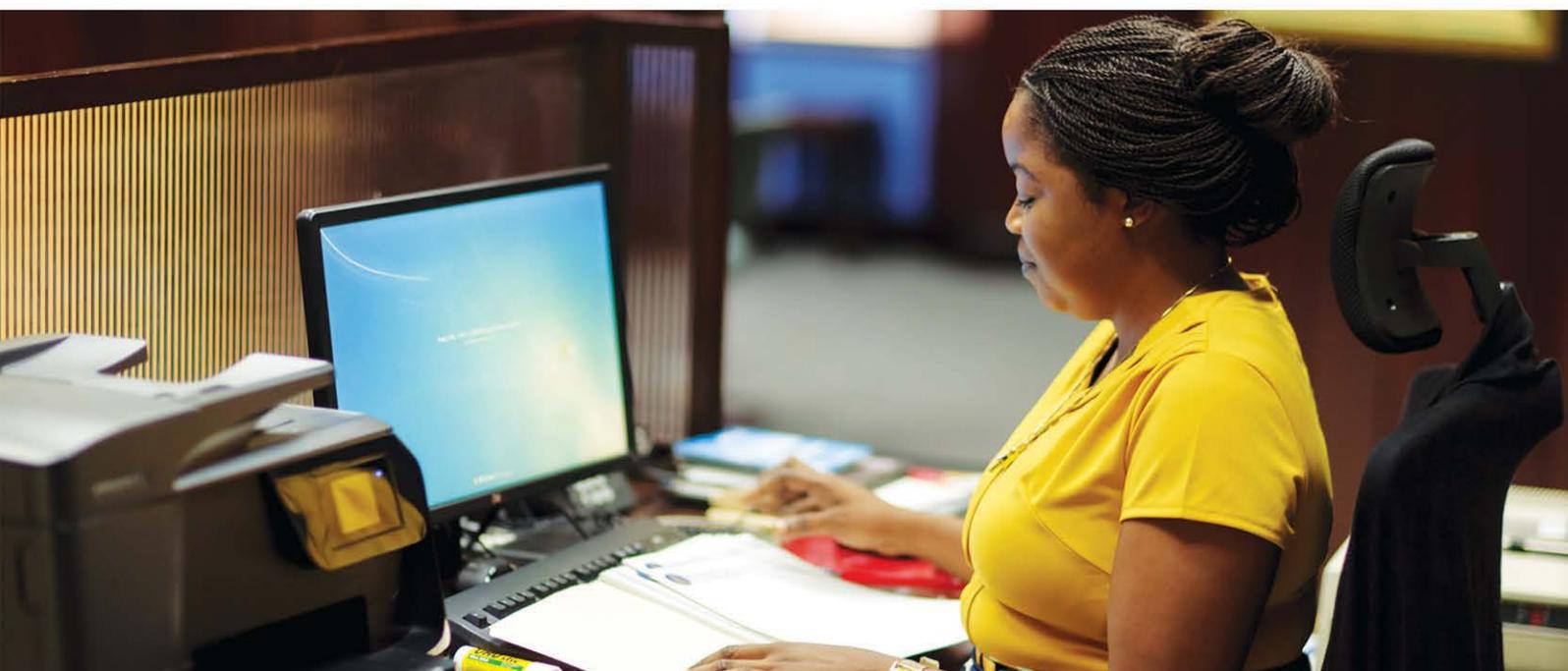
Meanwhile she was attending free evening classes doing basic Mathematics and English at the Kingston Parish Church at Parade, Downtown Kingston. She has now qualified in English, Accounts, Principles of Business and Social Studies.

In 2010, while she was working towards her Level 3 qualification in Cosmetology, she became pregnant. The father of her child, a friend from her school days, was very supportive. A supervisor at Jamaica Broilers, he soon set about to build the house they now live in with their eight year old daughter. He also helped her to gain her CXC subjects, and supported her so she could stay home with the baby until the youngster was two years old.

It was at that stage that Cordiesha heard through the CDC about the YUTE Programme which was then being established, and in 2011 she enrolled in the Business Administration Programme, gaining Level 2 qualifications. After working for a while at the YUTE Phase 1 office, she was sent to the Social Development Commission to do her internship, and has been doing project work for that organisation ever since. First it was front desk, secretarial and filing tasks, but more recently she has been doing data collection (about community members) for the SDC, and in fact she was awarded the prize for the best data collector two years ago.

However, the SDC work is seasonal, and since she needed steady employment, she enrolled in the YUTE Employment Programme in 2017, as a result of which she gained her current part time clerical job at the ICD Group Holdings Limited. She assists Helen Phillpotts, Personal Assistant to Group Chairman Joseph M. Matalon and Chief Operating Officer Vikram Dhiman.

Ms. Phillpotts has nothing but praises to share about Cordiesha, whom she calls a "true success story" for the YUTE Programme, noting: "She is doing very well, and I am really, really impressed with her. Cordiesha has very good professional acumen, and she is very proactive, very willing, eager to help, volunteering, suggesting.



CORDIESHA PITTER CONTINUED

“And I don’t have to repeat instructions, she recalls things well. She really has a very good and positive attitude – she is a great brand ambassador for YUTE, which is an excellent programme, something that the at-risk youth really need.”

Despite the many twists and turns her journey has taken her through, not to mention the multifaceted aspects of the training she has accessed, Cordiesha has never lost sight of her original dream – that of being a nurse! Today, in fact, she is right on course, training, part time, in practical nursing at Wilmot's Academy on Molyne's Road.

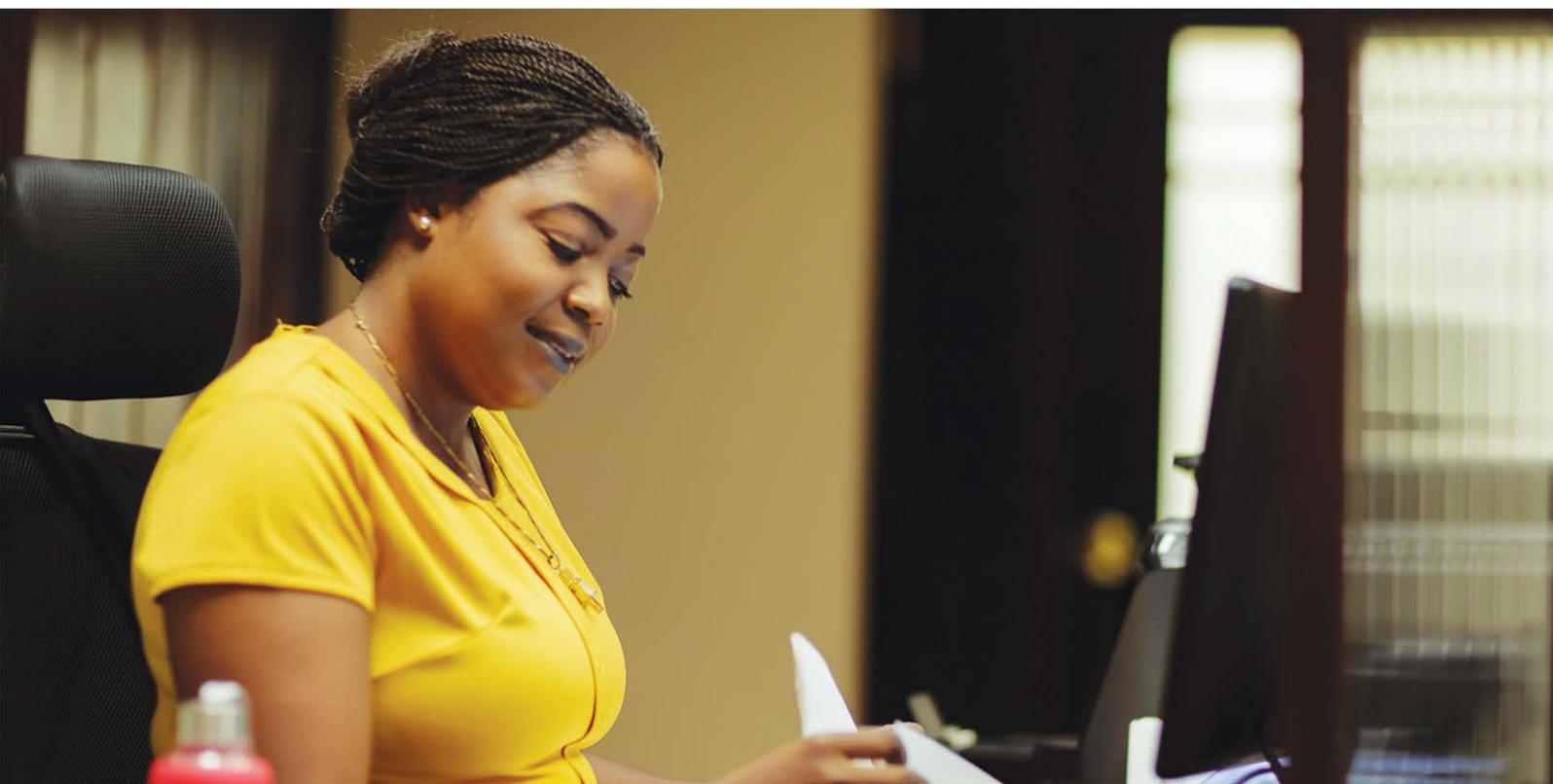
“My biggest plan right now,” she says, “is that I will not stay at practical nursing. So what I am doing now, I am working, saving, ‘throwing some partners’ as they call it, so that once I am finished I can get myself enrolled in Excelsior Community College, to do the full registered nursing (RN) course.

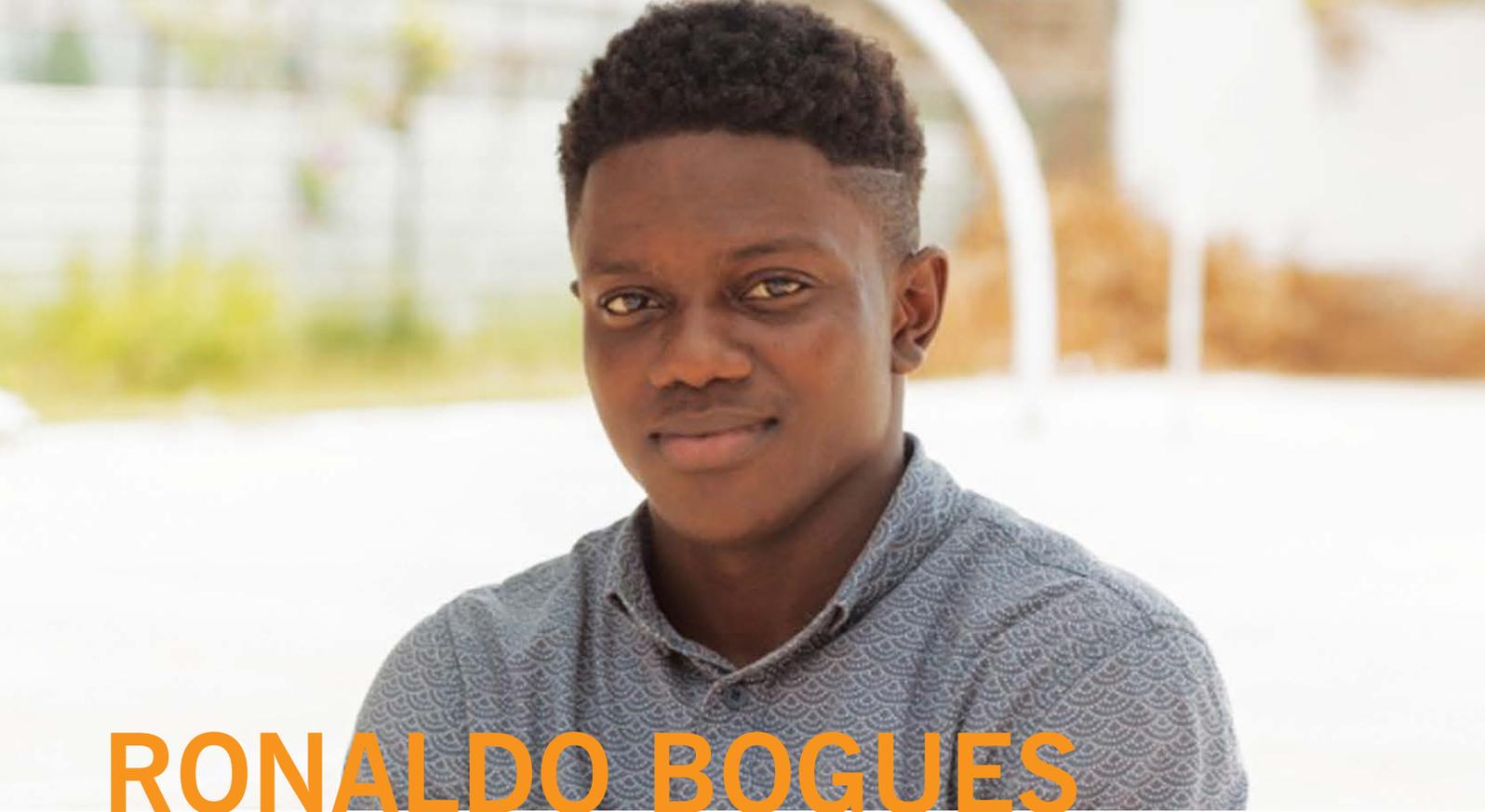
“I am also working towards the dream of moving out of the inner city, to somewhere where it is more comfortable for my daughter to grow up in, not to have her live the life that I lived in the inner city. My partner wants this too, and we are on the verge of moving.”

Cordiesha says she is deeply grateful to the YUTE Phase 1 team and to her YUTE mentor Tanya Fletcher and Melissa Johnson, and for their guidance and support. She also notes,

“Working at ICD Group part time, I love it very much – very, very much. I get to learn more, and also I get to interact with people like Mr. Matalon – I look at him as an icon, and he is also an inspiration, to see how he operates, how his business operates, and all he has done for me and other young people. And also Miss Helen, his personal assistant, who has been an inspiration to me, encouraging me -- it is doing wonders for me.

“The YUTE programme is an excellent programme, and I must say thank you to Mr. Matalon and all the persons who are affiliated with it. They have done very well for the country. I would love for all the youths to get involved with the YUTE programme or any other programme that is available to change the mindset of inner-city youths. This has changed my whole life, and helped me to be a better parent for my daughter.”





RONALDO BOGUES

FOCUSED ON SECURING HIS FUTURE

If you ask a group of high school students what they want to be when they grow up, you'll typically get responses along the traditional line, like doctors, lawyers, engineers, teachers, business owners and sports stars. You probably wouldn't hear, "I want to be an actuary," but that has been 20-year-old Ronaldo Bogue's answer since he was a junior student at Kingston College.

As it turns out, there was already an actuary in the family—his uncle, but "I didn't know he was an actuary until about ninth grade when I made up my mind that Actuarial Science is what I wanted to do. I just knew he was a businessman," he said.

Ronaldo is currently in his second semester at The University of the West Indies, Mona pursuing his Actuarial Science degree. He gives the impression of being very focused, precise and analytical – three traits that will only help him in his chosen field. They also helped him rack up 14 CSEC subjects in fifth form and five at CAPE levels 1 and 2. As a busy university student, he doesn't have much time to devote to playing sports right now, but they have helped shape the young man he has become. He played a variety of sports while attending Holy Family Primary School, beginning with track and field.

His coach Christopher Richards was instrumental in getting him involved in The MultiCare Youth Foundation's activities and he remained active all throughout high school. He has fond memories of MYF sports camps at the Breezy Castle Sports Centre on Harbour Street, winning medals with his friends and teammates in baseball, volleyball, basketball, football, cricket and netball. "I excelled in hockey and won the MVP award in my last year," he recalled. "I also received a tryout for a baseball team abroad through the MYF in 2013, but they were looking for younger kids. I also did a softball tryout for a national team as well. Overall, my experience at MultiCare has been a great one."

The MYF has also played another vital role in Ronaldo's life: helping him secure an internship with GraceKennedy Group last summer, which eventually helped him land a scholarship to cover his tuition fees. At GraceKennedy, he was supervised by Caryn Spencer, Manager of Business Intelligence, who put him to work on one of her database projects.

"That was basically my main job for the entire time I was there. I also liaised with the marketing and credit departments, so whenever I was finished with my tasks for the day, I would do some work for the credit supervisor and work with the brand ambassadors for marketing," he said.

FOCUSED ON SECURING HIS FUTURE

His versatility and willingness to go beyond the call of duty didn't go unnoticed. "He was very hard working. I admired that about him. He basically came into a situation where there were people doing what he was doing with more experience and more knowledge, and he just jumped in it right away," Ms. Spencer said, continuing,

"He did pretty well. He came to work on time. He was very dedicated to his duties, very professional, required minimal guidance. I didn't have to spend a lot of time grooming him to act properly or professionally. He just came and hit the ground running."

Ms Spencer, who is responsible for research for the GraceKennedy Group, primarily in using data and analytics to make informed decisions, also expressed an interest in mentoring him and working with him again in the future, as time and projects allow.

That is certainly good news for Ronaldo, who's five-year plan includes completing his degree and acquiring a job in his chosen field immediately after. It seems he won't have to look very far.





RUDOLPH MCFARLANE

FINDING CONFIDENCE AND BALANCE ON THE DANCE FLOOR AND IN THE CLASSROOM

If you're a fan of local talent show 'Dancin' Dynamites', you will have seen the Unruly Skankaz making their way through this year's competition. The three young men who take the stage every Sunday night are only part of a larger group led and choreographed by Rudolph McFarlane, who also goes by the moniker 'Fyah Lion'. The group initially started out as the DQ All-Stars and have been working together since their days as third formers at Donald Quarrie High School, where Rudolph was the dance teacher. "We do music video shoots, competitions, promotions and events, create dancehall steps and afrobeats steps to send over social media and Whatsapp," he said.

This has proven to be a solid line of business for the group, as choreographers from Europe often use their tutorials to teach classes and make videos. "They love our movements. We send over our movements for tutorial videos and they would send us a percentage of the money they make," said Rudolph. Dance has been paying off for the 34-year-old since his days as a student at Calabar All-Age School (now Junior High). That's where he first met George Howard, who is The MultiCare Youth Foundation's dance coordinator.

Rudolph continued participating in dance festivals and dance classes when he moved on to Donald Quarrie High. It didn't take long for him to realise that he loved movement and was more than just good at it.

"I can still remember that time with Mr Howard. I got a lot of experience within the dance workshops – physical, practical, and theory. It helped me to recognise my hidden talent. All the positivity, creativity, it showed another side of me. I got more brave, more courageous. That was the moment when I recognised that I was chosen for this," he said.

It also didn't take long for renowned performing arts company Ashe to come calling. He was performing with the Seaview Gardens Marching Band when an Ashe company member recruited him for a performing arts group they were developing in the community. He stood out in the classes and was asked to audition to join the company. The rest is history.

"My time in Ashe was a great experience. I learned a lot. It was an all-rounded experience with dance, drama and music," he said. His time in the company prepared him well, as he teaches and choreographs in a variety of styles, including Afro-centric, Afro-beats, dancehall, folk, modern and even praise and worship.

FINDING CONFIDENCE AND BALANCE ON THE DANCE FLOOR AND IN THE CLASSROOM

Rudolph taught at Donald Quarrie High from 2011 until last year.

Although he no longer works there, he is still connected to his alma mater and goes in to teach choreography for various events, such as Jamaica Day and Independence Day celebrations, Mr. and Miss Donald Quarrie High, and more.

“He really wants to see dancing take off in the school. However, the challenges that we face from time to time set him back a bit. We have challenges with funding to pay to engage him full-time every year, for him to prepare the children for competitions. That's why he's not here with us right now,” said Ovnelle Smith, junior school vice principal.

A close-up portrait of Tudi Alexander, a young Black woman with long, dark, wavy hair, smiling warmly. She is wearing a red top. The background is softly blurred, showing what appears to be a classroom or office setting with windows.

TUDI ALEXANDER

Twenty-seven-year-old Tudi Alexander owes a lot to dancing and the MYF's performing arts programme as well. She grew up in the often volatile Rockfort community with her older sister while her mother travelled to and from Jamaica and the United States and her father visited occasionally. She started dancing at the age of six at Windward Road Primary and Junior High School and continued at Holy Childhood High School.

“Growing up in the violence, I actually looked forward to going to dance classes just to take that off my mind. Even now, just thinking of music actually releases stress. That's how I would deal with situations where if the community was under a state of emergency, it actually helped me to balance and not let those things impact me as much as how it affected others and made them shut down. Because I had to get straight A's in primary school. I had to do well, so dancing actually helped me. I would approach tests and all of that differently,” she explained.

After high school, Tudi headed to the Mico University College where she obtained a degree in Language and Literacy. She currently teaches at Donald Quarrie High, preparing fourth and fifth formers for both CSCE English and City and Guilds English.

“Miss Alexander works very well with the students who are doing the City and Guilds programme. They are not the ones being prepared for the higher level CSEC. It really takes a lot of patience, but she's very respectful and courteous in her mannerisms towards them, other students in the school and her fellow staff members,” said Mrs. Smith.

Tudi doesn't teach dance nor does she plan to, but as she discovered while participating in an MYF workshop at The University of the West Indies, Mona last year, her moves are still there.

FINDING CONFIDENCE AND BALANCE ON THE DANCE FLOOR AND IN THE CLASSROOM

In the meantime, she incorporates one vital lesson she learned from her days on the dance floor: teamwork.

“When you're dancing, you have to learn how to operate with other persons and realise that everyone has different personalities, so in the classroom, I go in knowing that each child is different and I have to learn how to work with the different personalities,” she said.

“I have to help them to realise that no man is an island, you have to work together. When they realise that certain tasks need more than one person to accomplish, they understand the importance of teamwork to reaching their goals.” Rudolph, on the other hand, plans to be dancing and teaching dance as long as his body is able. His dream is to create an annual performing arts showcase at Donald Quarrie High to expose the talents of the students and help bring in some much needed funds.





DAVEEN SINCLAIR & CRISHELL GIDDEN

“SHE ALWAYS TELLS ME, ‘NEVER STOP TRYING.’ ”

Crishell Gidden is in transition mode. The 22-year-old Clarendon native hasn't been back to school since she graduated from Claude McKay High in 2013, and it has been hard for her to find permanent employment, but all of that is set to change soon as she will be migrating to the United States, where she plans to study nursing.

During one of her dry spells, she was introduced to The MultiCare Youth Foundation by her aunt. “Her friend told her about it and she told me about it and I was like, let me try it out,” she said. In 2015, she participated in the Youth Upliftment Through Employment (YUTE) Microwork project, which offered online, task-based self-employment opportunities. Crishell also took part in the YUTE&YOU (Youth Opportunities Unlimited) mentorship programme in 2016 and was paired with Daveen Sinclair, a Policy Analyst at the Ministry of National Security.

In Daveen, Crishell found a sounding board and a source of advice. “It has been very helpful to me because whenever I want to talk about certain things, I can talk to her and she will advise me on what to do and give me some motivation. She was helping me since I lost my job to find work, but it's not that easy,” she said.

Daveen spends her days working with deportees to get them reintegrated into Jamaican society. She has a passion for helping others, which saw her studying Guidance and Counselling at the Mico University College. “At Mico, we had a programme at Haile Selassie High School where we had to mentor at least one student, so I started mentoring from that time and then I heard about YUTE subsequently, so I joined,” she said. “When I started out, I was with the teenagers. When they had the second intake in the programme, they asked me if I was interested in mentoring young adults and I said no problem.”

Crishell and Daveen bonded quickly and easily. “In terms of getting to know each other, it was pretty seamless because we would just sit down and have natural conversations. I learned about her family and she learned about my family. When I got pregnant, she was there throughout asking how it was going. Her sister was pregnant as well, so we even created a deeper bond,” said Daveen.

Although they don't get to see each other much these days, since Crishell lost her job which was based in Half Way Tree and Daveen is busy with her job and a two-year-old, they keep in touch with regular phone calls, WhatsApp messages and texts.

“SHE ALWAYS TELLS ME, ‘NEVER STOP TRYING.’ ”

When Crishell told her she would be migrating, Daveen jumped into action to help her figure out a career path. “I asked her, ‘When you leave, what do you want to do? What are you interested in?’ She said nursing, so based on information that I have received from my sisters overseas, I would kind of advise her about different opportunities in the nursing profession,” said Daveen.

She added, “Based on the information that I’ve received and from going on the Overseas Work and Travel Programme when I was at Mico, I also advised her about working over there and getting into the system and how to save and ensure that your goals are aligned to what you want to do and financially.”

Crishell hasn’t yet decided what area of nursing to pursue once she enrolls in school, but she is grateful for her mentor’s advice and example. Daveen finds much to admire in her mentee as well, from her close relationship with her father and siblings, to her determination and ambition. “Crishell is very mature for her age, so even though she’s not working, she always has something to do. She knows what she wants. She has that vision and focus,” she said.

And, the impending geographical separation is not going to break this duo’s connection, either. They’ll still have WhatsApp, and they are Facebook friends as well.





SYMENTA FARMER

SYMENTA FARMER'S JOURNEY TO EMPLOYMENT WITH YUTE

Every day is a new opportunity to change your life. Twenty-seven-year-old resident of Swallowfield, Symenta Farmer, was able to significantly transform her attitude toward work after attending a series of workshops held as part of the Youth Upliftment Through Employment (YUTE) Work Readiness project. Since 2016, the workshops have been organised by the Member of Parliament for the South East St. Andrew constituency, Julian Robinson, and funded through the community's Constituency Development Fund.

Prior to attending the session in her community, Symenta Farmer was unaware of the different elements of professional deportment and the various employability skills that employers expect to see in candidates for employment. This negatively affected her ability to get a job. However, after being exposed to the teachings of various modules in life skills on confidence, selecting the appropriate attire, how to work with others and other valuable lessons, Symenta's attitude toward work changed.

She was given the confidence and drive to pursue other employment opportunities with YUTE. As a child, Symenta wanted to become a nurse but that dream changed after she became a mother at 20.

Seven years later, she still lacked the necessary qualifications to get a stable job and was facing many difficulties. She was desperately in need of other avenues that would help her to become more employable.

Fate would have it that Sharlene Brooks, Project Officer with The MultiCare Youth Foundation (MYF) encouraged her to participate in the annual Restaurant Week Job Readiness Workshop, also facilitated through the (YUTE programme). Since 2010, the project provided skills training to aspiring chefs, mixologists, wait staff and restaurant management trainees and provided internship opportunities during the annual Restaurant Week food festival.

The programme, which is a partnership between MYF, Restaurant Week Jamaica, and HEART Trust/NTA provided Symenta with the necessary skills to successfully enter the labour market, and seeks jobs to better her living conditions.

"It had a big impact on me. It was only two days but I learned a lot that I didn't really know about restaurants, like how to set tables, the differences with the wine glasses, how to set the knife and forks and so on. I also learned waitressing," she said.

SYMENTA FARMER'S JOURNEY TO EMPLOYMENT WITH YUTE

Symenta admits that she was very nervous while participating in the various activities held during the project. She was exposed to skills that were vital to working efficiently in the restaurant environment. The organisers used interactive training methods to teach the skills to the participants which would leave a long-lasting effect.

One memorable moment, Symenta recalls, was the table setting challenge. In this challenge, the participants were split into three groups to see which one could properly set a table in an allotted time frame. "My group came second and I was really proud because I didn't know anything at first. I was really proud of myself for listening and doing what the teacher showed us," she said.

Symenta worked hard and was dedicated to her tasks. She was then called for an interview. "When I was there, I was getting along, performing really good and the supervisor was teaching us a lot. I was training myself too, going on YouTube, watching how waiters handle the trays and so on. I was doing my best to show how well I can work because I really wanted a job," she said. Symenta is now working part-time as a server at C&C South Beach on Thursday nights and for special events when additional staff is needed.

The supervisor has also recommended her for work at other places. Additionally, she has been given the opportunity to serve on the catering staff at functions held at Hope Gardens, the University of Technology, Jamaica and The University of the West Indies, Mona.

Symenta is yet to find a full-time job and this is the main cause of her difficult financial situation. Last year she received assistance from the Swallowfield Chapel to complete a six-week Jamaica Social Investment Fund (JSIF) course at the YWCA in fashion design and food preparation. She was recognized as the most improved student.

While her humble beginnings have, in her opinion, mounted obstacles to her success, she now believes that she has received adequate training to become a successful employee in the food service industry.

I don't want to stay in the ghetto and just sit down and get pregnant again. I want to go out into the world and learn a lot more. I'm trying to push myself to work hard and do my best for me and my son," she declared.





TRAVIS WYNTER

TRAVIS MOVES UP

Twenty-five year old Ambrook Lane resident Travis Wynter, a proud graduate of the Youth Upliftment Through Employment (YUTE) Programme (Phase 1), has made a habit of making the best of his opportunities.

When he completed his nine month, Level 1 course in General Construction, YUTE sent him to the Free Form Factory on Nanse Pen Drive in Kingston for on-the-job experience. Once he had completed this internship, he applied to the firm to give him a permanent job – and he remembers,

“I was accepted the same day I applied!”

Five years later, Travis has moved up from his original post as a molding fabricator to being a molding installer, travelling all over Jamaica with the Free Form mobile team, and is happy to report that he was recently appointed an Assistant Supervisor. He explains that moldings in the construction industry were traditionally made of concrete, but that foam molding is a modern alternative that has proved very effective.

Craig Cummings, Travis' Supervisor, is a man of very few words. However, he reports emphatically that Travis is a very hard working young man, and an undisputed asset to his team.

Despite the fact that Travis confesses his long time career passion is singing, he says he was happy to learn construction skills through YUTE, and enjoys his current job, as he puts it,

“It's good work!”

In fact, flexibility has served this young man well, in a life which has not been without challenges.

“You know,” he confesses, “I believe everything happens for a reason. Where my family lived in the Maxfield Park area was very unstable (because of violence) when my two brothers and I were young. So my mother sent us to our grandmother in the country. That was the best thing that could have happened. My grandmother was like a second mother to me. The country was great. We spent about ten years in Manchester, and I attended the Mile Gully High School.”

Travis was not able to complete his high school education as a result of financial challenges. After leaving Mile Gully High prematurely and returning to Kingston, he took part in the A Ganar youth development programme, and gained some working experience at Global Cellular Limited in Cross Roads, working as a sales representative.

TRAVIS WYNTER CONTINUED

However this was seasonal rather than permanent employment, as were a few construction projects he also worked on.

It was when he was out of work in 2013 that his good friend and neighbour Errol Campbell, who was working with YUTE, encouraged Travis to apply for training with the Programme – and Travis says he is deeply grateful, both to his friend and to YUTE.

“YUTE opens doors for the inner city society,” he declares, “they give second chances, and create opportunity for inner city youth, and I must commend them for the help. I really appreciate it.”

Travis adds that he likes to try new things. He is now studying several subjects at CXC level at the School of Excellence – including Maths, English, Accounts, and Principles of Business.

He says he might still try singing professionally. He might also do further studies in accounting, a subject that he finds intriguing.

He is engaged to be married, and is looking forward to a December 2018 wedding.



Thank you!



JMMB



JMMB GROUP PROVIDING LIFE CHANGING OPPORTUNITIES

The MultiCare Youth Foundation (MYF) is deeply grateful for the extensive and multifaceted support of the JMMB Group and its Joan Duncan Foundation, specifically as a founding corporate partner of our Youth Upliftment Through Employment (YUTE) programme. The Joan Duncan Foundation is one of MYF's four Anchor Partners, along with the ICD Group Holdings Limited, Carib Cement Company Limited, Flow Jamaica and Fidelity Motors.

As such, not only does the Foundation provide critical financial and transformational training support for vital YUTE programmes, but the JMMB Group continues to offer internship and employment opportunities to young people who have successfully completed our programmes. Happily, many of the internships have resulted in permanent employment for these youngsters. In fact, a total of 12 graduates of YUTE training and life skills courses and/or employment placement service, were productive members of the dynamic JMMB team at the time of writing (early 2018).

They have employment records up to eight years, having done well, benefited from key on the job training, earned promotions, and in some cases

found it possible to further their academic studies through part time courses at recognised tertiary institutions.

"We are proud and happy to recognise the contributions of these bright young people," says JMMB Group CEO, Keith Duncan, a long serving YUTE Board Director. He also notes:

"Their dedication, positive work ethic and steady progress within the JMMB 'family' represents a very effective demonstration of the vital opportunities the YUTE programmes offer our young men and women who face stiff challenges growing up in inner city communities.

"YUTE's determination to 'level the playing field' for at-risk youth is in complete harmony with JMMB's stated mission, and the values we strive to live by, in offering meaningful financial opportunities to all Jamaicans, regardless of their financial profile."

Here, we take a brief survey of our YUTE graduates now working within the JMMB Group, asking them three open-ended questions.



VOX POP QUESTIONS:

- 1) The YUTE programme is important to Jamaica's young people because...?**
- 2) Having a job at JMMB will change my future by...?**
- 3) In 10 years time, I see myself as...?**



Shelley-Ann Bernard, 28, Express Transactions Officer at the Centralised Processing Department of the Retail Services Delivery Unit, JMMB. From Manchester, attended Christiana High School, now lives in the Molynes area. A beneficiary of the YUTE Programme (Phase 1), she joined JMMB in 2014 as a utility officer/filing clerk.

1) The YUTE programme is important to Jamaica's young people because it helps young people who are not financially able to support themselves, to get jobs where they can build their careers.

2) Having a job at JMMB will change my future because it has helped me to develop more to enhance the possibilities of having a better life in terms of education and living overall. I am getting training on a day-to-day basis, I have learnt new things and I am becoming more and more mature in regards to my approach in the work area.

3) In 10 years time, I see myself as moving forward in the company, possibly working in the Human Resources Department at JMMB, as I am currently working towards a degree in human resource management. In addition, I would also have achieved my goals such as purchasing my home and helping others to achieve their goals.



VOX POP QUESTIONS:

- 1) The YUTE programme is important to Jamaica's young people because...?**
- 2) Having a job at JMMB will change my future by...?**
- 3) In 10 years time, I see myself as...?**



Kenney Brown, 27, Senior Proof Officer in JMMB Bank's Central Processing Department. Attended Vauxhall and Camperdown High Schools. A resident of Rollington Town.

Received job placement through the YUTE Programme, and joined JMMB in 2011 as an IT assistant in the Information Technology Department.

1) The YUTE programme is important to Jamaica's young people because it facilitates employment for at-risk youth, and encourages the corporate community to look at employment from a different angle and to provide internships for these young people.

2) Having a job at JMMB has shaped my future in that it has afforded me the ability to do other things, to start and almost finish my first degree, a B.Sc in operations management at The University of the West Indies (UWI), to better my whole situation, and just to be a better person all around. I also intend pursuing my masters in human resource management

3) In 10 years time, I see myself as a manager, most likely working in the human resources field, and as having continued to progress with this organisation.



VOX POP QUESTIONS:

- 1) The YUTE programme is important to Jamaica's young people because...?**
- 2) Having a job at JMMB will change my future by...?**
- 3) In 10 years time, I see myself as...?**



Shauna-Kaye Buckle, 26, Fund Administration Officer in the Pensions Department. A member of the New Haven, Kingston 20 community. Attended Merl Grove High School. A protégée of the YUTE Programme. Joined the JMMB in 2013 as a utility officer/filing clerk.

1) The YUTE programme is important to Jamaica's young people because it helps us with development in terms of our skills and knowledge, and with empowerment, giving us the confidence to go out there and make a difference.

2) Having a job at JMMB will change my future by giving me the tools to evolve, and allowing me financial stability.

3) In 10 years time, I see myself as a certified actuarial analyst.



VOX POP QUESTIONS:

- 1) The YUTE programme is important to Jamaica's young people because...?**
- 2) Having a job at JMMB will change my future by...?**
- 3) In 10 years time, I see myself as...?**



Lasania Coley, 26, Junior Credit Administration Officer at JMMB Bank. Resident of Denham Town. Attended Merl Grove and St. Andrew Technical High Schools. After gaining job placement through YUTE, she joined JMMB as an intern in 2011. Started as a support officer in the IT Department.

1) The YUTE programme is important to Jamaica's young people because it provides them with the opportunity to improve themselves, and then to improve others.

2) Having a job at JMMB will change my future because it provides me with different experiences, and a lot of opportunities to improve myself. I have learned to adapt and to handle certain situations – situations that would bother me before, I don't see as bothersome now. I have learned to accept and understand persons as individuals, and to work together with others. It has changed my mindset a lot.

3) In 10 years time, I see myself as a very successful entrepreneur, as a mother, and as an inspiration – as one who can inspire others as I have been inspired.



VOX POP QUESTIONS:

- 1) The YUTE programme is important to Jamaica's young people because...?**
- 2) Having a job at JMMB will change my future by...?**
- 3) In 10 years time, I see myself as...?**



Your Best Interest At Heart. Full Stop.

TROY COLLINS

Troy Collins, 31, Networking Officer in the Systems Division. A member of the Bay Farm Villa community, off Olympic Way. Attended St. Georges College.

Studied at HEART NTA, completing the IT Essentials course up to Level 2 (computer networking and repairs) then qualifying as a web page designer.

Joined JMMB in 2010 as a systems support officer, after gaining an internship through the YUTE Programme.

Father and sole caregiver of an eight year old son, who has lived with him since birth.

1) The YUTE programme is very important to Jamaica's young people because there are a whole lot of youths in the inner city who only need an opportunity, and through the YUTE programme they are able to realise their potential.

2) Having a job at JMMB will change my future because this has opened a lot of doors for me. It has actually given me the confidence and the power to do a lot. Through JMMB I have learnt many additional skills in my field.

3) In 10 years time, I see myself as a network administrator, and a consultant in the networking field, going overseas and sharing my knowledge through the experience gained at JMMB, and at other places where I have worked before.



VOX POP QUESTIONS:

- 1) The YUTE programme is important to Jamaica's young people because...?**
- 2) Having a job at JMMB will change my future by...?**
- 3) In 10 years time, I see myself as...?**



Your Best Interest At Heart. Full Stop.

NIAMBE FRANCIS

Niambe Francis, 29, Administrative Support Officer, JMMB Insurance Brokers. Lives in Goldsmith Villas, near August Town.

Attended Merl Grove High School. A protégée of the YUTE Programme. Joined JMMB in 2011 as a 'floater' doing filing and other basic tasks in whichever department needed support.

1) The YUTE programme is important to Jamaica's young people because it acts like a stepping stone to the working world, and give youngsters a little experience of what it is like to be in the corporate environment.

2) Having a job at JMMB will change my future by improving me for the wider world, because right now what I have learned on the job is not only applicable here, I can apply it elsewhere in the insurance field.

3) In 10 years time, I see myself as a business person. I have started a small chicken business. I also am working to improve myself, I have completed two courses at the College of Insurance and Professional Studies, and I have nearly completed a third course. So hopefully in 10 years time I will be more qualified in this field if I choose to remain in insurance.

JMMB GROUP PROVIDING LIFE CHANGING OPPORTUNITIES CONTINUED



VOX POP QUESTIONS:

- 1) The YUTE programme is important to Jamaica's young people because...?
- 2) Having a job at JMMB will change my future by...?
- 3) In 10 years time, I see myself as...?



Oshane Marage, 29, Accounting Officer with the Financial Accounting and Control Team (FACT). Lives in Whitfield Town. Attended Ardenne High School. A protégée of the YUTE Programme. Joined JMMB about five years ago, as a utility officer/filing clerk in the Accounts Department.

- 1) The YUTE programme is important to Jamaica's young people because it provides employment to youths who are prone to violence because of the communities they live in. They also encourage a sense of responsibility in these youths, by offering them something to do, other than the norm of idleness that you see every day in the communities.
- 2) Having a job at JMMB will change my future because at JMMB we are big on culture, and our culture is one that family oriented. Because of this, everybody feels that there is always room for growth. And for that, I'm thankful.
- 3) In 10 years time, I see myself as a manager in the financial industry.



DENISE WILLIAMS

DENISE WILLIAMS URGES YOUNG PEOPLE: “BELIEVE IN YOURSELVES!”

“Young people need to believe more in themselves, to understand that they can achieve anything they put their minds to, that they can be who they want to be – and I am talking about positive things!”

So says 36 year old Denise Williams, caregiver in the JMMB staff nursery, and UWI part time student pursuing a bachelor’s degree in youth development and social work. A past student of Tivoli Gardens High School and a resident of the Seaview Gardens community, Denise also holds Levels 1 & 2 qualifications in early childhood education from HEART/NTA. She says her desire to help guide young people who are lacking in stability and in need of “a little bit of assurance” comes partly from her experience raising three daughters, now aged 16, 12 and five.

“With my own children,” she explains, “I found I have to mold them every day, I have to mold them and give them words of encouragement to help them to go on.”

Denise’s goal of owning her own nursery one day, or working as a youth development officer to help youngsters who need guidance, and to steer them in the right direction, is also informed by her own childhood.

“I had a strong mother behind me,” she explains, “I didn’t have a father, I had a step father who was very good, but that father figure for me was my mom. One thing she always told me was, ‘Keep on trying, try and try and try, and don’t give up!’”

Denise is a versatile professional who likes to have a back-up plan as far as careers go. She started out doing business subjects at school, and later when she spent a few years in England as a young adult, with her mother and sister. There she gained certificates in business administration and computer technology, while working as a receptionist and doing tele-sales.

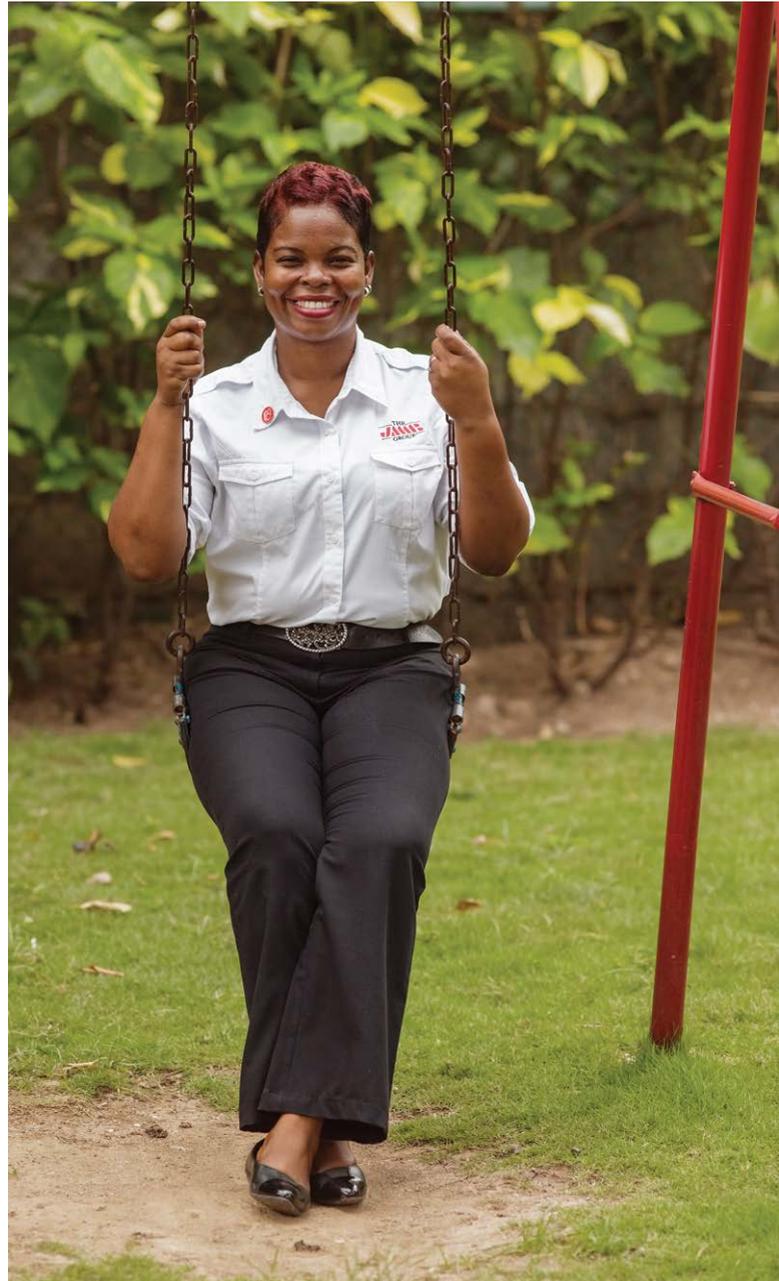
On returning home with her family, she began working with KFC – “I didn’t want to sit and do nothing”, and it was after that that she heard about the YUTE Programme, and was directed to the job at JMMB.

Given the choice, she opted to work, not in a business related job, but in the nursery – to give herself another career area, as she says, “I didn’t like to rely on one thing alone, I said to myself, if one thing doesn’t work out, then something else will.” Very soon she got to love children and interacting with them and their parents.

DENISE WILLIAMS URGES YOUNG PEOPLE: “BELIEVE IN YOURSELVES!”

“YUTE is a very good organisation to end up with,” Denise reflects, “it has helped young people in many, many ways. It helps to uplift us and guide us on the right path. And if you are uncertain about what you want to do, YUTE is one of the programmes that can help you and steer you in the right direction.

“YUTE got me the job at JMMB” she notes, “and this is a job that gives you the assurance that you have a future. JMMB helps to guide you on a journey that will not only help you, but will help you to help others as well. It helps you to uplift yourself, each step of the way. Every day there is somebody to encourage you, to tell you that you can make it, no matter how you feel discouraged. No matter what is going on in your life, they find a solution to fix that, whatever you are facing, and help you to advance yourself more and more every day.”





MARCO BROWN

WHEN MARCO BROWN LOOKS AT CHAOS HE SEES OPPORTUNITY

Ancient Chinese author, philosopher and military strategist Sun Tzu declared, "In the midst of chaos, there is also opportunity."

Modern Jamaican YUTE protégée and JMMB Bank Proof Officer Marco Brown is in complete agreement with this wisdom, and declares often, "In every chaos there is opportunity!" "I learned this at a tender age," he reports, "through my involvement in a youth club, reading widely and talking to a lot of different persons." A thinker, an activist and a former schoolboy leader, 25 year old Marco is planning even now to use this philosophy

to bring about meaningful change in his Arnett Gardens community. His track record suggests that he will make a definite impact. A past deputy head boy of Charlie Smith High School, he served as a trained mediator throughout his years at that school, before moving on to complete his secondary education at City College, a private Kingston high school.

As a youngster he was also captain of the Charlie Smith chess team, president of the Boys Town chess club, a spokesperson for the Coalition for Success Club in his community, and served as secretary of the Jesus Christ of Latter Day Saints Church, and president of its activities committee.

WHEN MARCO BROWN LOOKS AT CHAOS HE SEES OPPORTUNITY CONTINUED

After graduating from high school, Marco enrolled in the HEART NTA programme and attained Level 2 in electrical installation. As soon as he had received this NCTVET qualification as a certified electrician in 2013, he established his own business, Marco Electrical Services. This was indeed one of his many dreams come true.

However, his career soon took a significant detour. “My original career dream was far from banking,” he explains, “I always wanted to be in electronics. I got into banking because my Dad was ill and I really needed funds to help with medical expenses – I am his only child.”

This challenge, however, came with an opportunity: he heard about the YUTE Employment Programme, and signed up. This led to the chance for an internship at JMMB, in 2014.

Four years later, Marco has progressed from his first post with the JMMB Bank, as a utility transaction officer, performing mainly basic administrative tasks, to his current position processing cheques as a proof officer. And although he still plans to return to electronics in the future, he says,

“Right now, I love banking now, and JMMB has taught me a lot. It has helped me in several different ways, such as exposing me to different areas of knowledge and giving me the tools to build my career.”

Marco adds that he continues to operate Marco Electrical Services on a part time basis, and adds that business is one of his many passions. Others, he says, include what he describes as “helping others with their development, with building their mindset, and creating opportunities for improving their lives.”

His goals for the future include launching an online business, opening a meat market, and developing an open market, similar to downtown Kingston, but without its current challenges, in Arnett Gardens.

This would not be duplicating the role of the uptown plazas, he explains, because it would feature “downtown prices, which are quite different from the higher uptown prices”.

“Right now, downtown Kingston is in chaos,” he notes, “and I see where a similar business concept can be launched to provide employment for young people in our community and development for Arnett Gardens.

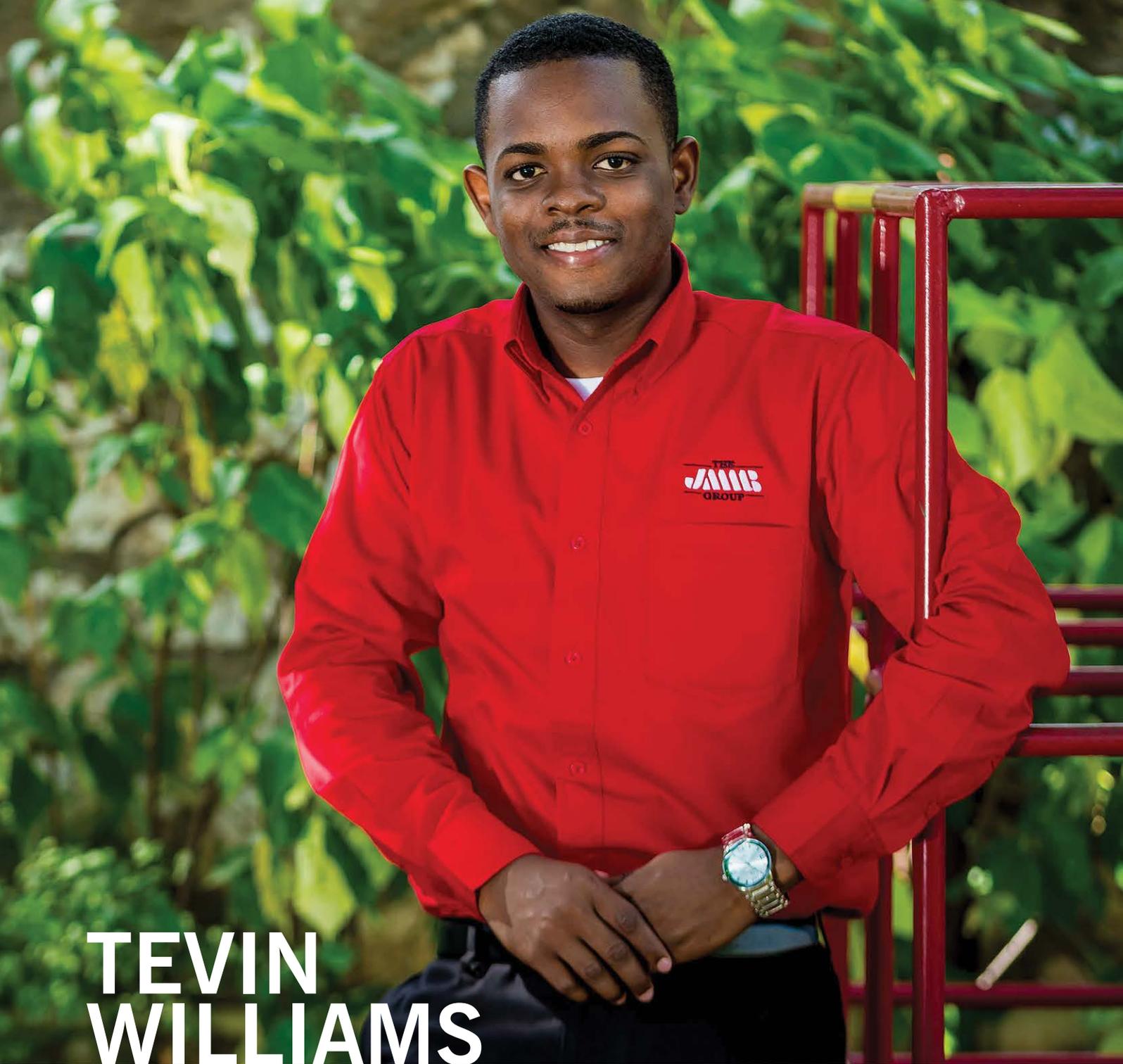
It can also benefit people of all ages from this and other communities. At the time of his interview for the YUTE Annual Report, Marco was looking forward to discussing his proposal with his Member of Parliament Hon. Mark Golding, at an upcoming appointment.

He was optimistic that pending acquisition of land, legal procedures and attracting investors, his dream of a new open market could become a reality by 2019, possibly even before.

Marco is grateful for his current opportunities at JMMB, and for the assistance YUTE gave him to access his job.

“YUTE gives young people from the inner city exposure to different areas,” he says, “it helps them develop their mental capacities, as well as increasing their self esteem.”

(Note: Happily, Marco adds that his father has now recovered from his earlier medical crisis, though his health is still an issue.)



TEVIN WILLIAMS

TEVIN WILLIAMS – AIMING TO BE A TRANSFORMATIONAL LEADER

“JMMB is one of the great places in the world to work,” declares 24 year old Tevin Williams, “They have a culture that I think anyone would gravitate to, a family oriented setting. Love, integrity, trust and honesty are some of the core values that we have at JMMB. Working here gives youngsters like us the possibility of achieving our goals. It helps us to develop professionally and personally as individuals.”

An Arnett Gardens resident who attended the St. George's College, Tevin joined JMMB in 2011, as an intern from the YUTE Programme (Phase One).

He was hired first as a contract worker, but was appointed a permanent employee three years ago. He serves as a utilities officer in the Facilities Management Department. Tevin's original career dream was to study law, and he says he has not given up on that goal. However he notes that he wants to maximise the advantages of working with JMMB and to be as productive as he can be, so he has been busy studying business subjects at UTECH in the evenings.

“I started by gaining an associate degree in 2012, and I am now finishing my first degree in business,” he reports.

TEVIN WILLIAMS – AIMING TO BE A TRANSFORMATIONAL LEADER CONTINUED

Whether he remains in the business world or does indeed switch to law down the road, Tevin's major goal is to be what he calls a "transformational leader." And although he says he now looks up to Keith Duncan, Donna Duncan Scott, Keisha Anderson and other leaders at JMMB and elsewhere, he has had this drive since school days.

"I see myself as a future transformational leader because I like to motivate people," he explains, "I like to inspire, I think it's my nature to provide that kind of output to others. I was born a leader. Persons have always looked up to me since I was a child – it's a blessing, a trait that I have always had."

Personally, Tevin declares, "I am multi-talented, I don't believe in staying in one place. When I get my degree I will be looking to move up the ladder at JMMB."

While looking forward, however, this youngster, the third of five children raised by a single mother in an inner city community, is deeply grateful for those who went out of their way to help him on his way. As he puts it:

"I have been working with JMMB for seven years, and I must say, I am grateful for the leaders at JMMB, who always provide me with inspiring words. I would like to thank my mentor who I met through YUTE, Icylyn Golding – she is a blessing.

"She always motivates me, I look up to her as a leader and a boss. She always provides me with encouraging words, she always checks in with me, about how my family is doing. I'm grateful for all of that.

"Because you know, sometimes we get caught up in work and we don't make time to check around with people and find out how they are doing personally. I really acknowledge that and appreciate that in her."

Tevin is also appreciative of the YUTE programme, not only because of the opportunities it creates for youngsters in the inner city communities, but because, he says, it delivers on its promises.

"YUTE initially told us as youngsters that they would provide an employment programme, skills training, back to school and other programmes.

Saying that to us and actually doing it is a good thing, because often times organisations say things to us, get people on board and don't accomplish the objectives that they set out.

So YUTE in itself is a good programme and in all honesty I think the programme should be continued to give opportunities to other youth in the inner cities.



JODI HENRY

JODI HENRY – BUILDING A LIFE ON GRANDMA'S PRINCIPLES

Everybody knows that the typical Jamaican grandmother is a powerful force for good, but 'long distance grandmothing' is certainly a novel concept. However that is just what 31 year old Jodi Henry says she benefited from. A protégée of the YUTE Phase 1 Employment Stream, she joined JMMB in 2010 as a utility officer with the former investment house, now the JMMB Bank. Currently serving as a business support officer with the Bank.

Jodi explains: "I grew up with my mother in Jones Town, but I will say that my grandmother stayed overseas and raised me by phone. She came late into my life but she played a very important part.

She was my mother's mother, who lived in Florida, and whenever I got a phone call from her, she would pass on, some very simple principles that really helped me.

"For instance, she always told me, 'Your education is key, nobody can take it away from you. When a robber breaks into your house and takes your belongings he cannot take your education. And when the flood comes and takes away everything else, it cannot take away your education. And an education, basically gives a woman the power to do whatever it is that she wants to do, and to be able to manage on her own.'

JODI HENRY – BUILDING A LIFE ON GRANDMA’S PRINCIPLES CONTINUED

“I have proven that to be true,” Jodi points out, adding, “Education, trust me, nobody can take it from you, and it gives you that confidence, that power, that drive to do your utmost at all times.”

A past student of the Convent of Mercy Alpha Academy, she had to interrupt her plans to resit some of her CXC subjects because of financial and other issues.

However, she re-started her quest for education after her daughter was born, taking a short course in business administration and later studying cosmetology at the Webster Memorial Skills Training Centre.

Since joining JMMB, she gained her associate degree in business administration, studying part time at UTECH, and is now pursuing her bachelor’s degree in that area, majoring in general management, with a minor in banking and finance.

A Level 2 trained cosmetologist, she offers facials, manicures and pedicures and related services in her free time, and since purchasing a car, she can now offer her clients home visits.

Jodi points out that as a strong independent woman, a proud single mother of a 12 year old daughter, a homeowner now living in Waterford, Portmore, and a successful business woman, she is indeed a product of Grandma’s wisdom.

She is also a grateful recipient of what she describes as the way YUTE facilitates growth for young people, including their holistic development as members of society, and the many vital life lessons she learned at JMMB. She notes:

“Having a job at JMMB has definitely changed my future, because, before, growing in an inner city community, there are some things that you would never believe that you could achieve, such as my owning a home at age 26. At JMMB I have learned a lot of things.

I have learned to be responsible, to manage my time much more, to be more organised, and to be a young lady – for example, to voice my opinion in a respectful way. All this has been because of the persons that are at JMMB, who constantly mentor us, and check in on us.”

Jodi, who discovered at JMMB that she has a flair for organisation and a passion for operations management, is proud of the fact that she has done well at her job, gaining her first promotion after just three months, and establishing a reputation as a dedicated and versatile worker.

In another ten years, she says, she sees herself as a manager in the field of operations management, at JMMB or at another institution, and also as the owner of her own cosmetology business.

Surely her grandmother would be very proud of her today. Happily, Jodi reports that she finally met her grandma in person in November 2012, when she was able to get a visa to visit her in Florida, shortly before the old lady passed on.



The MultiCare Youth
Foundation



FINANCIAL STATEMENTS

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

FINANCIAL STATEMENTS

31 DECEMBER 2017

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

FINANCIAL STATEMENTS

31 DECEMBER 2017

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INDEPENDENT AUDITORS' REPORT

To the Members of
The MultiCare Youth Foundation
(Formerly) The MultiCare Foundation

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of The MultiCare Youth Foundation formerly The MultiCare Foundation set out on pages 4 to 26, which comprise the statement of financial position as at 31 December 2017, and the statements of comprehensive income, changes in reserves and cash flows for the period then ended, and notes, comprising significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of The Foundation as at 31 December 2017, and of its financial performance and its cash flows for the period then ended in accordance with International Financial Reporting Standards (IFRS) and the requirements of the Jamaican Companies Act.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of The Foundation in accordance with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (IESBA Code) and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Board of Directors for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs and the Jamaican Companies Act, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing The Foundation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate The Foundation or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is responsible for overseeing The Foundation's financial reporting process.

Partners: R.L. McFarlane, K.A. Wilson, S.M. McFarlane, J. Green-Hibbert, D. Hobson
Offices in Montego Bay, Mandeville and Ocho Rios

BDO is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

INDEPENDENT AUDITORS' REPORT (CONT'D)

To the Members of
The MultiCare Youth Foundation
(Formerly) The MultiCare Foundation

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on The Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause The Foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

INDEPENDENT AUDITORS' REPORT (CONT'D)

To the Members of
The MultiCare Youth Foundation
(Formerly) The MultiCare Foundation

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on additional matters as required by the Jamaican Companies Act

We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit.

In our opinion, proper accounting records have been kept, so far as appears from our examination of those records, and the financial statements, which are in agreement therewith, give the information required by the Jamaican Companies Act, in the manner required.

A handwritten signature in black ink, appearing to be 'BDO' with a stylized flourish.

Chartered Accountants

14 December 2018

THE MULTICARE YOUTH FOUNDATION
(FORMERLY)
THE MULTICARE FOUNDATION
STATEMENT OF COMPREHENSIVE INCOME
PERIOD ENDED 31 DECEMBER 2017

	<u>Note</u>	9 Months Ended 31 December <u>2017</u> \$	15 Months Ended 31 March <u>2017</u> \$
INCOME:			
Contributions	7	33,946,693	23,712,202
Interest income		<u>1,462,110</u>	<u>3,122,361</u>
		<u>35,408,803</u>	<u>26,834,563</u>
EXPENSES:			
Project expenses		21,853,920	11,304,114
Administrative and other expenses		<u>12,097,563</u>	<u>14,534,702</u>
		<u>33,951,483</u>	<u>25,838,816</u>
NET SURPLUS FOR THE PERIOD		<u>1,457,320</u>	<u>995,747</u>

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

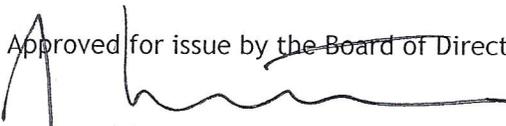
THE MULTICARE FOUNDATION

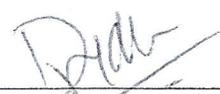
STATEMENT OF FINANCIAL POSITION

31 DECEMBER 2017

	<u>Note</u>	31 December <u>2017</u> \$	31 March <u>2017</u> \$
ASSETS			
NON-CURRENT ASSETS:			
Property, plant and equipment	8	3,701,986	904,956
Intangible assets	9	597,116	-
Long term investments	10	<u>25,512,774</u>	<u>25,768,493</u>
		<u>29,811,876</u>	<u>26,673,449</u>
CURRENT ASSETS:			
Receivables	11	9,540,426	4,115,775
Taxation recoverable		145,478	540,342
Other assets	12	283,521	-
Cash and cash equivalents	13	<u>8,851,412</u>	<u>4,119,923</u>
		<u>18,820,837</u>	<u>8,776,040</u>
		<u>48,632,713</u>	<u>35,449,489</u>
RESERVES AND LIABILITIES			
RESERVES:			
Endowment Fund	14	60,000,000	60,000,000
Fair value reserves	15	1,457,345	775,372
Accumulated deficit		<u>(17,117,706)</u>	<u>(26,671,630)</u>
		<u>44,339,639</u>	<u>34,103,742</u>
CURRENT LIABILITIES:			
Payables	16	3,517,079	1,245,377
Deferred income	17	<u>775,995</u>	<u>100,370</u>
		<u>4,293,074</u>	<u>1,345,747</u>
		<u>48,632,713</u>	<u>35,449,489</u>

Approved for issue by the Board of Directors on 14 December 2018 and signed on its behalf by:


Joseph M. Matalon - Director


Vikram Dhiman - Director

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

STATEMENT OF CHANGES IN RESERVES

PERIOD ENDED 31 DECEMBER 2017

	Endowment <u>Fund</u> \$	Fair Value <u>Reserves</u> \$	Accumulated <u>Deficit</u> \$	<u>Total</u> \$
Balance at 1 January 2016	60,000,000	28,092	(27,666,292)	32,361,800
Fair value gains	-	747,280	-	747,280
Total comprehensive income for the period	<u>-</u>	<u>-</u>	<u>994,662</u>	<u>994,662</u>
Balance at 31 March 2017	60,000,000	775,372	(26,671,630)	34,103,742
Fair value of net assets acquired (note 21)	-	-	8,095,286	8,095,286
Other	-	-	1,318	1,318
Fair value gains	-	681,973	-	681,973
Total comprehensive income for the period	<u>-</u>	<u>-</u>	<u>1,457,320</u>	<u>1,457,320</u>
Balance at 31 December 2017	<u>60,000,000</u>	<u>1,457,345</u>	<u>(17,117,706)</u>	<u>44,339,639</u>

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

STATEMENT OF CASH FLOWS

PERIOD ENDED 31 DECEMBER 2017

	9 Months Ended 31 December <u>2017</u> £	15 Months Ended 31 March <u>2017</u> £
CASH FLOWS FROM OPERATING ACTIVITIES:		
Surplus for the period	1,457,320	995,747
Item not affecting cash resources:		
Depreciation	745,951	170,438
Interest income	(1,462,110)	(3,122,361)
	741,161	(1,956,176)
Changes in operating assets and liabilities -		
Receivables	(4,888,416)	1,289,750
Other assets	(283,521)	-
Taxation recoverable	394,864	-
Payables	2,271,702	(11,480,000)
Deferred income	<u>675,625</u>	<u>(47,000)</u>
	(1,088,585)	(12,193,426)
Income tax written off	<u>-</u>	<u>1,224,000</u>
Cash used in operating activities	<u>(1,088,585)</u>	<u>(10,969,426)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Cash acquired through business combination (page 25)	4,700,077	-
Purchase of property, plant and equipment	(740,510)	(332,350)
Intangible asset	(597,116)	-
Investment	1,013,164	10,497,600
Interest received	<u>1,444,459</u>	<u>3,256,361</u>
Cash provided by investing activities	<u>5,820,074</u>	<u>13,421,611</u>
NET INCREASE IN CASH AND CASH EQUIVALENTS	4,731,489	2,452,185
Cash and cash equivalents at beginning of period	<u>4,119,923</u>	<u>1,667,738</u>
CASH AND CASH EQUIVALENTS AT END OF PERIOD	<u><u>8,851,412</u></u>	<u><u>4,119,923</u></u>

THE MULTICARE YOUTH FOUNDATION**(FORMERLY)****THE MULTICARE FOUNDATION****NOTES TO THE FINANCIAL STATEMENTS****31 DECEMBER 2017****1. IDENTIFICATION AND PRINCIPAL ACTIVITIES:**

The MultiCare Youth Foundation (MYF) is a company limited by guarantee without share capital and incorporated and domiciled in Jamaica. MYF having by special resolution and with the approval of the registrar of the Companies Office of Jamaica, has hereby changed its name to The MultiCare Youth Foundation. MYF is a result of a merger between The MultiCare Foundation and Youth Upliftment Through Employment (YUTE) Limited with effect from 1 April 2017. Its registered office is located at 7-9 Harbour Street, Kingston. The MultiCare Youth Foundation is an Approved Charitable Organisation under Section 2 and Section 17 of the Charities Act, 2013.

- (i) Incorporated in 1993, The MultiCare Foundation serves children between the ages of 6 and 18 years within 32 primary and secondary schools in the Kingston Metropolitan Area, as well as those residing in its surrounding communities in Downtown Kingston. It operates core programmes in sports and the visual and performing arts, and takes a holistic approach to child and community development, to promote positive social interaction and peaceful coexistence. The Foundation has served more than 150,000 children since its inception.
- (ii) Youth Upliftment Through Employment Limited (YUTE) has been empowering at-risk youth in Kingston & St. Andrew and St. Catherine since 2010 through skills training, academic support, mentorship and job readiness grooming including internship and job opportunities. It was launched by a coalition of private sector companies led by the Private Sector Organisation of Jamaica (PSOJ) under the leadership of ICD Group Chairman Joseph M. Matalon when he served as PSOJ President.
- (iii) On 31 December 2017, The MultiCare Foundation (MCF) and Youth Upliftment Through Employment Limited (YUTE) formalised a legal merger effective 1 April 2017 to leverage the individual strengths and build collaborative efforts to bolster effectiveness, efficiency and long term sustainability. With a charge to promote youth development through the delivery of programmes and services, the new charitable organisation, MYF is now an amalgamation of three dynamic youth-serving organisations: MultiCare Foundation, Youth Upliftment Through Employment (YUTE) and Youth Opportunities Unlimited (YOU), serving children and youth starting from age 6. The merger will provide strengthened governance, leadership and management; combined programmatic partnerships and administrative resource sharing. It currently receives significant financial support and access to shared services from ICD Group Holdings Limited as well as some financial support from its other endowment partners: JMMB Group, FLOW and Caribbean Cement Foundation.

THE MULTICARE YOUTH FOUNDATION
(FORMERLY)
THE MULTICARE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
31 DECEMBER 2017

1. **IDENTIFICATION AND PRINCIPAL ACTIVITIES (CONT'D):**

- (iv) The programmes of The MultiCare Youth Foundation are built on the premise that for young people living in inner city communities who are deemed “at risk”, successful transformations require a tailored approach and multiple layers of interventions and support. Our theory of change is based on the acknowledgement that underserved youth from marginalised communities are at the highest risk for low academic achievement, unemployment and generational poverty. MYF focuses on the provision of skills training and life skills as a means to instill the necessary values, attitudes and aptitudes that will set young people on a positive trajectory in their lives. *“Our holistic approach to social change is to empower underserved children and youth with a multiplicity of skills to effect real and sustainable change in their lives and the communities in which they live.”*

2. **REPORTING CURRENCY:**

These financial statements are presented in Jamaican dollars which is considered the currency of the primary economic environment in which The Foundation operates (“the functional currency”), unless otherwise stated.

3. **SIGNIFICANT ACCOUNTING POLICIES:**

The principal accounting policies applied in the preparation of these financial statements are set out below.

(a) **Basis of preparation**

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS), and have been prepared under the historical cost convention. They are also prepared in accordance with provisions of the Jamaican Companies Act.

The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying The Foundation’s accounting policies. Although these estimates are based on management’s best knowledge of current events and action, actual results could differ from those estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 4.

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2017

3. SIGNIFICANT ACCOUNTING POLICIES:

(a) Basis of preparation (cont'd)

New, revised and amended standards and interpretations that became effective during the year

Certain new standards, interpretations and amendments to existing standards have been published that became effective during the current financial year. The Foundation has assessed the relevance of all such new standards, interpretations and amendments and has concluded that there are no new standards, interpretations and amendments which are immediately relevant to its operations.

Amendments to IAS 7, *Statement of Cash Flows*, (effective for accounting periods beginning on or after January 1, 2017), requires an entity to provide disclosures that enable users of financial statements to evaluate changes in liabilities arising from financing activities, including both changes arising from cash flows and non-cash flows.

New standards, amendments and interpretation not yet effective and not early adopted

The following new standards, amendments and interpretations, which are not yet effective and have not been adopted early in these financial statements, will or may have an effect on The Foundation's future financial statements:

IFRS 9, 'Financial Instruments' (effective for accounting periods beginning on or after 1 January 2018). The standard addresses the classification, measurement and recognition of financial assets and financial liabilities. The complete version of IFRS 9 was issued in July 2014. It replaces the existing guidance in *IAS 39 Financial Instruments: Recognition and Measurement*. IFRS 9 includes revised guidance on the classification and measurement of financial assets and liabilities, including a new expected credit loss model for calculating impairment of financial assets and the new general hedge accounting requirements. It also carries forward the guidance on recognition and derecognition of financial instruments from IAS 39. Although the permissible measurement bases for financial assets - amortized cost, fair value through other comprehensive income (FVOCI) and fair value through profit or loss (FVTPL) - are similar to IAS 39, the criteria for classification into the appropriate measurement category are significantly different. IFRS 9 replaces the 'incurred loss' model in IAS 39 with an 'expected credit loss' model, which means that a loss event will no longer need to occur before an impairment allowance is recognised.

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2017

3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(a) Basis of preparation (cont'd)

New standards, amendments and interpretation not yet effective and not early adopted (cont'd)

IFRS 15, 'Revenue from Contracts with Customers' (effective for accounting periods beginning on or after 1 January 2018). The standard deals with revenue recognition and establishes principles for reporting useful information to users of financial statements about the nature, amount, timing and uncertainty of revenue and cash flows arising from an entity's contracts with customers. Revenue is recognised when a customer obtains control of a good or service and thus has the ability to direct the use and obtain the benefits from the good or service. The standard replaces IAS 18 'Revenue' and IAS 11 'Construction contracts' and related interpretations.

The Foundation is assessing the impact that these standards and amendments to standards will have on the financial statements when they are adopted.

(b) Foreign currency translation

Foreign currency transactions are accounted for at the exchange rates prevailing at the dates of the transactions.

Monetary items denominated in foreign currency are translated to Jamaican dollars using the closing rate as at the reporting date.

Exchange differences arising from the settlement of transactions at rates different from those at the dates of the transactions and unrealised foreign exchange differences on unsettled foreign currency monetary assets and liabilities are recognised in comprehensive income.

(c) Cash and cash equivalents

Cash comprises cash on hand and demand deposits. Cash equivalents comprise short-term highly liquid investments that are readily convertible to known amounts of cash, are subject to an insignificant risk of changes in value, and are held for the purpose of meeting short-term commitments (these investments include short-term deposits where the maturities do not exceed three months from the acquisition date). Cash and cash equivalents are measured at amortized cost.

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3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(d) Resale agreements

Resale agreements ("reverse repo") are short-term transactions whereby an entity buys securities and simultaneously agrees to resell them on a specified date and at a specified price. Resale agreements are accounted for as short-term collateralised lending and are measured at amortized cost.

The difference between the purchase and resale considerations is recognised on the accrual basis over the period of the transaction, using the effective interest method, and is included in interest income.

(e) Property, plant and equipment

Items of property, plant and equipment are recorded at historical cost, less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on the straight-line basis at annual rates estimated to write off the carrying value of the assets over the period of their estimated useful lives. Annual rates are as follows:

Furniture and office equipment	10 years
Computers, software and website	3 years

Gains and losses on disposal of property, plant and equipment are determined by comparing disposal proceeds with carrying amounts and are included in profit or loss.

(f) Intangible assets

Intangible assets which represent intellectual property are deemed to have an indefinite life and are reviewed for impairment annually.

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3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(g) Financial instruments

A financial instrument is any contract that gives rise to both a financial asset in one entity and a financial liability or equity in another entity.

Financial assets

(i) Classification

The Foundation classifies its financial assets in the following categories: loans and receivable. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition and re-evaluates this designation at every reporting date.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise principally through the provision of goods and services to customers (e.g. trade receivables) but also incorporate other types of contractual monetary asset.

The Foundation's loans and receivables comprise receivables and cash and cash equivalents. They are included in current assets.

Cash and cash equivalents are carried in the statement of financial position at cost. For the purposes of the cash flow statement, cash and cash equivalents comprise cash at bank and in hand and short term deposits with original maturity of three months or less.

Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the financial asset within 12 months of the reporting date. Investments intended to be held for an indefinite period of time, which may be sold in response to needs for liquidity or changes in interest rates, are classified as available-for-sale.

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3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(g) Financial instruments (cont'd)

(ii) Recognition and Measurement

Regular purchases and sales of financial assets are recognised on the trade-date -on which The Foundation commits to purchase or sell the asset. Financial assets are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and The Foundation has transferred substantially all risks and rewards of ownership. Loans and receivables are subsequently carried at amortized cost using the effective interest method, less provision for impairment.

The Foundation assesses at each reporting date whether there is objective evidence that a financial asset or a group of financial assets is impaired.

For loans and receivables impairment provisions are recognised when there is objective evidence that The Foundation will not collect all of the amounts due under the terms receivable. The amount of the provision is the difference between the net carrying amount and the present value of the future expected cash flows associated with the impaired receivable. For trade receivables which are reported net, such provisions are recorded in a separate allowance account with the loss being recognised in profit or loss. On confirmation that the trade receivable is uncollectible, it is written off against the associated allowance. Subsequent recoveries of amounts previously written off are credited to profit or loss.

In the case of equity securities classified as available for sale, a significant or prolonged decline in the fair value of the security below its cost is considered as an indicator that the securities are impaired. If any such evidence exists, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit or loss - is removed from other comprehensive income and recognised in profit or loss. Impairment losses recognised in profit or loss on equity instruments are not reversed through profit or loss.

Financial liabilities

The Foundation's financial liabilities are initially measured at fair value, net of transaction costs, and are subsequently measured at amortised cost using the effective interest method. At the reporting date, payables were classified as financial liabilities.

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3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(h) Accounts receivable

Accounts receivable are measured at amortised cost less impairment losses.

(i) Payables

Payables are stated at amortised cost.

(j) Revenue recognition

Contributions and grants are recognised on the accrual basis only from corporate clients with established and mutually agreed commitments. All other contributions/donations are recognised when received.

Grants and contributions to specific programmes/projects are recorded in specific project fund accounts and bank accounts when received.

Interest income is recognised in the income statement for all interest bearing instruments on the accrual basis using the effective interest rate method.

4. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY:

Judgements and estimates are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

(a) Critical judgements in applying The Foundation's accounting policies

In the process of applying The Foundation's accounting policies, management has not made any judgements that it believes would cause a significant impact on the amounts recognised in the financial statements.

(b) Key sources of estimation uncertainty

The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

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4. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (CONT'D):

(b) Key sources of estimation uncertainty (cont'd)

Fair value estimation

Certain assets and liabilities included in The Foundation's financial statements require measurement at, and/or disclosure, at fair value.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

IFRS specifies a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. The different levels have been defined as follows:

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 - Discounted cash flow technique using a discount rate from observable market data, i.e, average of several brokers/dealers market indicative yields in active markets for identical assets or liabilities.

Level 3 - Valuation techniques using significant unobservable inputs.

The carrying value of cash and cash equivalents, short-term investments, accounts receivable and accounts payable is assumed to approximate their fair value due to their short term nature.

Depreciable assets

Estimates of the useful life and the residual value of property, plant and equipment are required in order to apply an adequate rate of transferring the economic benefits embodied in these assets in the relevant periods. The Foundation applies a variety of methods in an effort to arrive at these estimates from which actual results may vary. Actual variations in estimated useful lives and residual values are reflected in comprehensive income through impairment or adjusted depreciation provisions.

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5. **FINANCIAL RISK MANAGEMENT:**

The Foundation is exposed through its operations to the following financial risks:

- Credit risk
- Fair value or cash flow interest rate risk
- Foreign exchange risk
- Other market price, and
- Liquidity risk

In common with all other businesses, The Foundation's activities expose it to a variety of risks that arise from its use of financial instruments. This note describes The Foundation's objectives, policies and processes for managing those risks to minimise potential adverse effects on the financial performance of The Foundation and the methods used to measure them.

(a) **Principal financial instruments**

The principal financial instruments used by The Foundation, from which financial instrument risk arises, are as follows:

- Contributions receivable
- Cash and cash equivalents
- Payables
- Long term investments

(b) **Financial instruments by category -**

Financial assets

	<u>Loans and</u> <u>Receivables</u>		<u>Available-for-sale</u>	
	31 December <u>2017</u> \$	31 March <u>2017</u> \$	31 December <u>2017</u> \$	31 March <u>2017</u> \$
Cash and cash equivalents	8,851,412	4,119,923	-	-
Receivables	8,404,083	3,806,754	-	-
Long term investments	-	-	25,512,774	25,768,493
Total financial assets	<u>17,255,495</u>	<u>7,926,677</u>	<u>25,512,774</u>	<u>25,768,493</u>

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5. **FINANCIAL RISK MANAGEMENT (CONT'D):**

(b) **Financial instruments by category (cont'd)**

Financial liabilities

	Financial liabilities at amortized cost	
	31 December 2017	31 March 2017
	\$	\$
Payables	<u>3,517,079</u>	<u>1,245,377</u>
Total financial liabilities	<u>3,517,079</u>	<u>1,245,377</u>

(c) **Financial risk factors**

The Board of Directors has overall responsibility for the determination of The Foundation's risk management objectives and policies and, whilst retaining ultimate responsibility for them, it has delegated the authority for designing and operating processes that ensure the effective implementation of the objectives and policies to The Foundation's finance function. The Board provides principles for overall risk management, as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk and investments of excess liquidity.

The overall objective of the Board is to set policies that seek to reduce risk as far as possible without unduly affecting The Foundation's competitiveness and flexibility. Further details regarding these policies are set out below:

(i) **Market risk**

Currency risk

Currency risk is the risk that the value of a financial instrument will fluctuate because of changes in foreign exchange rates.

Currency risk arises from US dollars cash and bank balances and short and long term investments. The Foundation manages this risk by ensuring that the net exposure in foreign assets and liabilities is kept to an acceptable level by monitoring currency positions. The Foundation further manages this risk by maximising foreign currency earnings and holding net foreign currency assets.

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5. FINANCIAL AND CAPITAL RISK MANAGEMENT:

(c) Financial risk factors (cont'd)

(i) Market risk (cont'd)

Concentration of currency risk

The Foundation is exposed to foreign currency risk in respect of US dollar cash and bank balances and short and long term investments amounting to US\$199,214 (31 March 2017 - US\$189,000).

Price risk

Price risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all instruments traded in the market. The Foundation is exposed to equity securities price risk arising from its holding of available-for-sale investments. As The Foundation does not have a significant exposure, market price fluctuations are not expected to have a material effect on the net results of The Foundation's reserves.

(ii) Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The Foundation has policies in place to ensure that transactions are made with clients/organisations with an appropriate credit history. Cash transactions are made with high credit quality financial institutions. The Foundation manages its credit risk by screening its clients, rigorous follow-up of receivables/commitments and ensuring investments are low-risk or, are held with reputable financial institutions.

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5. FINANCIAL AND CAPITAL RISK MANAGEMENT:

(c) Financial risk factors (cont'd)

(iii) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. The Foundation has strategically secured fixed interest rates for its long term investments and has no interest bearing liabilities and thus The Foundation's income and operating cash flows are substantially independent of changes in market interest rates. The Foundation's interest rate risk arises from deposits and short term investments.

(iv) Liquidity risk

Liquidity risk is the risk that The Foundation will be unable to meet its commitments associated it's with financial liabilities when they fall due. The Foundation manages this risk by maintaining sufficient cash and marketable securities and the availability of funding through an adequate amount of committed credit facilities and the ability to close out market positions and by keeping committed donors interested in the activities of The Foundation.

6. TAXATION:

The Foundation is a Registered Charitable Organisation under Section 2 and Section 17 of the Charities Act, 2013 and is eligible for tax exemption under the Income Tax, GCT, Property Tax, Stamp Duty, Transfer Tax, Customs Acts and the Provisional Collection of Tax (Minimum Business Tax) Order, 2014.

7. INCOME:

Revenue comprise the fair value of the consideration received in the ordinary course of The Foundation's activities and is made up of cash and in-kind.

In-kind represents donation of accounting, marketing and support services by the ICD Group Holdings Limited.

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8. PROPERTY, PLANT AND EQUIPMENT:

	Computer Software & Equipment \$	Furniture & Fixtures \$	Equipment \$	Website \$	Total \$
Cost -					
1 April 2017	497,081	298,681	1,230,251	-	2,026,013
Acquired through merger	<u>1,522,872</u>	<u>1,499,007</u>	<u>-</u>	<u>1,979,181</u>	<u>5,001,060</u>
1 April 2017	2,019,952	1,797,688	1,230,251	1,979,181	7,027,072
Additions	<u>180,735</u>	<u>188,245</u>	<u>371,530</u>	<u>-</u>	<u>740,510</u>
31 December 2017	<u>2,200,687</u>	<u>1,985,933</u>	<u>1,601,781</u>	<u>1,979,181</u>	<u>7,767,582</u>
Depreciation -					
1 April 2017	374,416	148,930	597,710	-	1,121,057
Charge for the period	<u>1,247,654</u>	<u>347,967</u>	<u>-</u>	<u>602,967</u>	<u>2,198,588</u>
1 April 2017	1,622,071	496,897	597,710	602,967	3,319,645
Charge for the period	<u>248,945</u>	<u>160,580</u>	<u>83,652</u>	<u>252,774</u>	<u>745,951</u>
31 December 2017	<u>1,871,016</u>	<u>657,477</u>	<u>681,362</u>	<u>855,741</u>	<u>4,065,596</u>
Net Book Value -					
31 December 2017	<u>329,671</u>	<u>1,328,456</u>	<u>920,419</u>	<u>1,123,440</u>	<u>3,701,986</u>
31 March 2017	<u>122,665</u>	<u>149,751</u>	<u>632,540</u>	<u>-</u>	<u>904,956</u>

9. INTANGIBLE ASSETS:

	31 December 2017 \$	31 March 2017 \$
Balance at 31 December 2017	<u>597,116</u>	<u>-</u>

THE MULTICARE YOUTH FOUNDATION
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10. LONG TERM INVESTMENTS:

	31 December <u>2017</u> ₤	31 March <u>2017</u> ₤
Classification - Available-for-sale		
Sagikor Investments Jamaica Limited		
GOJ USD Amortising Notes - 2039 (USD100,000)	15,130,955	14,625,165
Sagikor USD Finance Corp 2022 Bond (USD 74,000)	<u>10,381,819</u>	<u>11,143,328</u>
	<u>25,512,774</u>	<u>25,768,493</u>

The securities above earns interest at annual rates of 8% and 8.875% respectively and are stated at fair value.

11. RECEIVABLES:

	31 December <u>2017</u> ₤	31 March <u>2017</u> ₤
Contributions receivable	7,890,652	3,806,754
Other receivables	513,431	-
GCT recoverable	326,617	70,129
Interest receivable	536,235	-
Prepayments	<u>273,491</u>	<u>238,892</u>
	<u>9,540,426</u>	<u>4,115,775</u>

12. OTHER ASSETS:

	31 December <u>2017</u> ₤	31 March <u>2017</u> ₤
Miscellaneous gear & equipment	133,575	-
Christmas cards	<u>149,946</u>	-
	<u>283,521</u>	-

THE MULTICARE YOUTH FOUNDATION

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NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2017

13. CASH AND CASH EQUIVALENTS:

	31 December <u>2017</u> \$	31 March <u>2017</u> \$
National Commercial Bank Jamaica Limited -		
Fixed Deposit	1,052,632	-
Keycash account	88,796	-
Bank of Nova Scotia Limited -		
AusAID USD savings account	1,481	-
USD savings account	517,529	-
Current account	2,859,831	775,589
Petty cash	<u>80,000</u>	<u>50,000</u>
CASH AND BANK	<u>4,600,269</u>	<u>825,589</u>
JN Fund Managers Limited	1,468,152	1,437,334
Sagicor Investments Jamaica Limited	<u>2,782,991</u>	<u>1,857,000</u>
SHORT TERM INVESTMENTS	<u>4,251,143</u>	<u>3,294,334</u>
	<u>8,851,412</u>	<u>4,119,923</u>

14. ENDOWMENT FUND:

This represents an established investment fund donated by the principal corporate sponsors to The Foundation.

15. FAIR VALUE RESERVES:

	31 December <u>2017</u> \$	31 March <u>2017</u> \$
Balance at beginning of period	775,372	28,000
Fair value gains on available-for-sale investments	<u>681,973</u>	<u>747,372</u>
Balance at end of period	<u>1,457,345</u>	<u>775,372</u>

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16. PAYABLES:

	31 December <u>2017</u> \$	31 March <u>2017</u> \$
Accruals	2,647,866	928,181
Payables	701,565	281,015
Other payables	<u>167,648</u>	<u>36,181</u>
	<u>3,517,079</u>	<u>1,245,377</u>

17. DEFERRED INCOME:

Deferred Income represents funding received for specific projects which are either incomplete to date or has not yet commenced.

18. IN-KIND CONTRIBUTIONS:

In-kind contributions of \$5,636,006 (March 2017 - \$2,344,529) comprise the value of services received from ICD Group Holdings Limited.

19. STAFF COSTS

	31 December <u>2017</u> \$	31 March <u>2017</u> \$
Salaries and administration costs	3,690,204	6,864,917
Statutory contributions	472,423	871,927
Group life and health insurance	398,184	721,428
Staff welfare	<u>108,628</u>	<u>109,091</u>
	<u>4,669,439</u>	<u>8,567,363</u>

THE MULTICARE YOUTH FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
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20. OPERATING LEASE COMMITMENTS:

Operating lease payments represents rental payable by The Foundation for the Breezy Castle Property to the Urban Development Corporation (UDC). Lease is negotiated for an average term of 5 years.

Lease payments were as follows:

	31 December <u>2017</u> \$	31 March <u>2017</u> \$
Minimum lease payment for the period	<u>56,250</u>	<u>93,750</u>
Future minimum lease rentals payable under non-cancellable lease		
Payable within 1 year	<u>75,000</u>	<u>75,000</u>

21. BUSINESS COMBINATION:

On 1 April 2017, The MultiCare Foundation and Youth Upliftment Through Employment (YUTE), merged their operations. The MultiCare Foundation through a special resolution and upon approval of the Registrar of Companies Office of Jamaica, changed its name to The MultiCare Youth Foundation .

In accordance with IFRS 3, Business Combinations, the transaction was accounted for using the acquisition method. The MultiCare Foundation was identified as the acquirer as prescribed by IFRS 3. No consideration was transferred and both equity interest was merged and thus there was no goodwill or negative goodwill arising.

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21. BUSINESS COMBINATION (CONT'D):

Details of the net assets acquired at the merger date are as follows:

	\$
Net assets arising on acquisition:	
Cash and cash equivalents	4,700,077
Receivables	2,780,600
Other receivables	1,340,738
Other assets	283,521
Taxation recoverable	258,968
Property, plant and equipment	2,802,472
Intangible asset	597,116
Payables	(2,707,808)
Accruals	(1,253,376)
Deferred income	(707,022)
Fair value of net asset acquired	<u>8,095,286</u>
Cash reserves acquired on acquisition	
Bank and cash reserves being cash and cash equivalents included in the statement of cash flows	<u>4,700,077</u>

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

DETAILED STATEMENT OF INCOME

PERIOD ENDED 31 DECEMBER 2017

	9 Months Ended 31 December <u>2017</u> \$	15 Months Ended 31 March <u>2017</u> \$
CONTRIBUTIONS:		
ICD Group Holding Limited	14,622,084	11,401,974
Cable and Wireless Jamaica Limited	2,000,000	559,800
The Chase Fund	1,114,437	1,613,254
Caribbean Cement Foundation Limited	-	1,731,112
ICD Group Holdings Limited - in kind	5,636,006	2,344,529
Other	<u>10,574,166</u>	<u>6,061,533</u>
	<u>33,946,693</u>	<u>23,712,202</u>
OTHER INCOME		
Interest income	<u>1,462,110</u>	<u>3,122,361</u>
TOTAL INCOME	<u>35,408,803</u>	<u>26,834,563</u>
EXPENSES:		
Project expenses		
Visual and performing arts (page 28)	3,799,335	4,967,758
Employability and special projects (page 28)	6,044,200	428,444
YOU mentorship (page 28)	4,292,057	-
Environment and sports (page 28)	<u>7,718,328</u>	<u>5,907,912</u>
	<u>21,853,920</u>	<u>11,304,114</u>
Administrative and other (page 29)	<u>12,097,563</u>	<u>14,534,702</u>
TOTAL EXPENSES	<u>33,951,483</u>	<u>25,838,816</u>
SURPLUS FOR THE PERIOD	<u>1,457,320</u>	<u>995,747</u>

THE MULTICARE YOUTH FOUNDATION

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THE MULTICARE FOUNDATION

SCHEDULE OF EXPENSES

PERIOD ENDED 31 DECEMBER 2017

	9 Months Ended 31 December <u>2017</u> \$	15 Months Ended 31 March <u>2017</u> \$
PROJECT EXPENSES:		
Visual and Performing Arts		
Bellevue Art Therapy	33,950	134,400
Programme coordinators	1,609,258	1,834,802
Art on the Street Programme	330,578	1,895,302
Summer programme	412,529	181,856
Monthly workshops	1,188,020	146,398
Finance and administration	-	400,000
Consumables and travel	<u>225,000</u>	<u>375,000</u>
	<u>3,799,335</u>	<u>4,967,758</u>
Employability and Special Projects		
Rent - room and equipment	59,100	-
Programme Management Support	4,632,626	428,444
Training materials and equipment	60,000	-
Communication and PR	558,400	-
Consumables and travel	416,441	-
Administration & overhead costs	<u>317,633</u>	<u>-</u>
	<u>6,044,200</u>	<u>428,444</u>
YOU Mentorship		
Mentor Relationship management	712,500	-
Programme management support	3,197,352	-
Training, materials and equipment	20,000	-
Mentorship, training and matching	327,205	-
Communication and PR	<u>35,000</u>	<u>-</u>
	<u>4,292,057</u>	<u>-</u>
Environment and Sports		
Sports development programme	2,906,829	638,643
Programme coordinators	764,442	1,424,874
Summer programmes	751,538	857,143
Environment summer camp	1,110,891	1,034,397
Breezy castle maintenance	1,554,628	1,032,855
Consumables and travel	<u>630,000</u>	<u>920,000</u>
	<u>7,718,328</u>	<u>5,907,912</u>
PROJECT EXPENSES	<u>21,853,920</u>	<u>11,304,114</u>

THE MULTICARE YOUTH FOUNDATION

(FORMERLY)

THE MULTICARE FOUNDATION

SCHEDULE OF EXPENSES

PERIOD ENDED 31 DECEMBER 2017

	9 Months Ended 31 December <u>2017</u> \$	15 Months Ended 31 March <u>2017</u> \$
ADMINISTRATIVE AND OTHER EXPENSES:		
Administrative and overhead costs	3,690,204	6,864,917
Statutory expenses	472,423	871,927
Group life and health insurance	398,184	721,428
Staff welfare	108,628	109,097
Audit fees	550,000	525,000
General insurance	144,859	233,098
General office expenses	54,652	205,882
Stationery printing and copying	182,985	-
Communication and PR	647,093	303,259
It shared cost	466,552	881,265
Computer and maintenance charges	207,407	187,457
Rent	1,136,250	693,750
Telephone, communication	159,951	167,698
Electricity	437,894	353,401
Rates	214,263	482,488
Legal and professional fees	504,800	308,315
Dues and subscriptions	9,004	15,006
Bank charges	230,333	95,490
Miscellaneous expenses	462,862	1,344,786
Travel and consumables	48,828	-
Website maintenance	218,935	-
Foreign exchange loss	945,505	-
Minimum business tax	60,000	-
Depreciation	<u>745,951</u>	<u>170,438</u>
	<u>12,097,563</u>	<u>14,534,702</u>



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