2021-2022 ANNUAL REPORT
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WHO WE ARE:

Community for Youth (CfY) is a Seattle-based nonprofit that has served thousands of students for almost 40 years. We connect high school students with a compatible adult mentor and a community of peers and adults.

Our mission is to inspire and support students to be their best selves through mentoring, learning experiences, and a powerful community.

OUR HISTORY:

Community for Youth was founded in 1986 by Sue Van Haren. Sue prompted mentors and volunteers to look inward and think about their own challenges growing up so that they could approach mentorship with a unique and personal perspective. This personalized lens remains a cornerstone of CfY today.

Today, CfY utilizes Torie Weiston-Serdan’s Critical mentoring approach, addressing inequities and making impactful social change by centering youth.
"WHEN WE REACH OUT TO YOUNG PEOPLE AND GIVE THEM OUR TIME, ENERGY, AND POSITIVITY, WE AS ADULTS ARE FULFILLING OUR RESPONSIBILITY TO SUPPORT AND UPLIFT THE PEOPLE WHO ARE SHAPING THE FUTURE."

Wendy Armour, Executive Director
WHAT WE DO:

CfY's core program, **Learning Communities**, connects mentoring pairs with larger network of support. Students and mentors meet regularly for the academic school year to participate in a variety of activities in groups of different sizes.

- **One-to-one mentoring**
- **Small group activities**
- **Whole community workshops**
- **Mentor training workshops**

CfY hosts whole community workshops and mentor training workshops, as well as one-time events including Camp Launch Weekend, Summer Activities, and our end-of-the-year celebration.
Mentor and student matches plan their one-on-one outing to build a relationship of support, openness, and growth. Mentoring pairs meet one-to-one once a month.

Family groups coordinate activities in their smaller communities for group mentoring. A family group consists of 5-6 mentoring pairs designated for the program year. Family groups meet once a month.

Each month, the whole Learning Community of students and mentors gathers for a Community Workshop focused on a selected topic, like Career Exploration or Financial Literacy. CfY hosts Community Workshops.

Mentors meet monthly and receive resources, trainings, and peer support related to mentoring. Mentors have three initial training sessions followed by once-a-month ongoing support.
Our Approach:

Community for Youth asks our mentors to practice critical mentoring. Critical mentoring prioritizes activism and resistance to racism and oppression.

Through critical mentoring, we hope to address inequities and make impactful social change by leveraging the mentoring relationship and powerful community we co-create with our students and mentors.

When we practice critical mentoring, we:

- **Center students as collaborators and leaders.** Students deserve to have their voices heard, their value seen and respected, and their leadership activated.

- **Recognize that students are brilliant, dedicated, committed, and powerful.** CfY asks mentors to be opportunity brokers, resource navigators, collaborators, listeners, and supporters.

- **Invite mentors to be role models.** Mentors are asked to show what it means to be vulnerable, critical, self-aware, dedicated, and activated.
OUR VALUES:

Community Centered
We belong to a larger community. We work together to support, influence, and improve our community.

Student Leadership
Students are capable, powerful, resilient, knowledgeable, and have much to teach adults. Students have power, voice, and choice within all aspects of our programming. Adults are opportunity brokers and guides to student leaders.

Diversity, Equity, and Inclusion
Youth and adults are partners and collaborators in working to disrupt inequity and oppression for personal and social change.

Integrity
We speak and act with integrity to build and maintain trust. We are committed to bringing our best selves to this work, because it matters.

Not School, Not Work
Our program is active, fun, and engaging on topics relevant to school, work, and life.

Transformation
We work together to learn from data, best practices, and each other to transform ourselves, CfY, and our community.
“IN THE BEGINNING OF THE SCHOOL YEAR, I WAS REALLY LOST SCHOOL-WISE AND WITH MY OUTSIDE LIFE. WHEN I JOINED CFY, MY MENTOR, LAUREN, HELPED GUIDE ME THROUGH THOSE THINGS, AND BEING WITH THE CFY COMMUNITY HELPED ME BECAUSE WE ALWAYS DO SOMETHING FUN.”

Yanni Zhang, CfY Mentee
STUDENTS AS LEADERS:

Centering student experiences and empowering students to lead is a critical value in CfY programming.

CfY’s student leadership team, LeaderCorps, consists of 6-8 students who are current mentees and members of a Learning Community. LeaderCorps students apply to join and are admitted in a competitive process open to all current mentees.

Selected students meet with each other and with CfY staff regularly to plan programming and deliver feedback, acting as a voice for the larger student body at CfY.
SUPPORTING MENTORS:

CfY provides mentors with the necessary resources, tools, and knowledge to ensure that mentoring relationships are strong and effective, and that mentees and mentors are having the best experience possible at CfY.

Mentors undergo three initial trainings before programming kicks off, and meet monthly to receive staff and peer support throughout the program year.

CfY understands that support and training is critical even when a mentoring match is ending. Mentors who do not plan on returning for the following program year are given thorough guidance on how to close out their relationship with their student on a healthy and positive note.
Community for Youth kicks off each program year with **Camp Launch Weekend**, a three-day, two-night camping getaway held in October. Camp Launch Weekend gives mentors, students, and staff members an opportunity to play games, bond, and get to know one another.

At the end of each Camp Launch Weekend, students and mentors are given the opportunity to **indicate match preferences** while connections are still fresh.

Student preferences are prioritized, and matches are finalized during **Match Night**, which takes place during the week after Camp Launch Weekend.
PROGRAM HIGHLIGHT: THE ALCHEMY PROJECT

For the past two years, Community for Youth and The Alchemy Project have teamed up to deliver a two-day workshop designed to get students from CfY and surrounding schools thinking like entrepreneurs by tackling a challenge in their community and developing a business pitch.

“I felt more confident about my career path because the supportive atmosphere the workshop facilitated helped me feel like my feelings and ideas are being valued.”

-Student Participant

In April 2021, 47 students broke into nine teams over the course of one weekend, with each team being guided and advised by a volunteering industry professional. At the end of the weekend, teams presented in front of a panel of four judges, who selected a winning group.

This year’s event was sponsored by Boeing and The Norcliffe Foundation, and was hosted by Substantial at their Capitol Hill office space.
"THE COMMUNITY IS AMAZING AND WEST HAS BECOME A CRUCIAL PART IN HELPING ME DEVELOP AS A PERSON. HE IS A GREAT MENTOR AND FRIEND, AND HE’S ONE OF THE MOST IMPORTANT PEOPLE IN MY LIFE."

Andrew Ku, CfY Mentee
WHO WE SERVE:

Race & Ethnicity

- African: 28%
- Asian: 20%
- Black American: 18%
- Multiracial: 18%
- White: 8%
- Hispanic: 8%

Grade Levels

- 11th: 41%
- 12th: 21%
- 10th: 21%
- 9th: 15%
- 8th: 2%

WHO WE SERVE:

- 9 Campuses Represented
- 39 Mentoring Pairs
- 80 Total Participants
- 85% Qualified for Free/Reduced Lunch
- 54% Reported Non-Traditional Homes
OUR IMPACT:

- 88% of students who agreed that their mentor helped take their mind off of things by doing something fun with them.
- 96% of students who agreed that when something was bugging them, their mentor listened while they talked about it.
- 96% of students who agreed that their mentor had lots of good ideas about how to solve a problem.
- 100% of students who graduated or were promoted to the next grade level.
"CFY HAS REALLY HELPED ME BRANCH OUT AND LEARN HOW TO SOCIALIZE WITH DIFFERENT GROUPS OF PEOPLE. ALTHOUGH I MAY STILL BE IN MY 'TALKS TO THE SAME TWO PEOPLE' ERA, I FEEL LIKE I’VE IMPROVED A LOT, AND HONESTLY IF I’M IN THE MIDST OF TRYING, THAT’S STILL DOPE TO ME."

Halima Abubakar, CfY Mentee
FINANCIALS:

**REVENUE:** $462,870.50

- Corporate Giving: 9%
- Events: 26.1%
- Foundations: 30.5%
- Government: 28.9%
- Individual Giving: 5.5%
- Program: 33.1%
- Fundraising: 15.1%

**EXPENSES:** $598,088.82

- Administrative: 51.8%
- Program: 33.1%
- Fundraising: 15.1%
- Foundations: 30.5%

Major Funding Partners

**$50,000 and Above**
- Washington Office of Superintendent of Public Instruction
- The Boeing Company

**$20,000 to $30,000**
- Seattle Foundation
- Schools Out Washington
- Richard A. (Ricky) Rudine Memorial Endowment Fund

**$5,000 to $15,000**
- Sue Van Haren
- Amazon
- Mannix Canby Foundation
- Norcliffe Foundation
- Renton Regional Community Foundation
- KPMG LLP
- José & Georgina Ubeda
- Roger & Dana Lorenze
- Clay Gilge
- Lucy & Moon Hur

**$2,500 to $4,000**
- Slalom Consulting
- David & Sheila Roe
- Starbucks Foundation

**$1,000 to $2,000**
- Katherine Olson & Olivier Prock
- Uzo Akotaobi
- Amy Cisneroz
- Mali Olson & John Postlethwait
- Global Health Labs

**$500 to $1,000**
- Emily A. Ericsen
- Bishop-Fleet Foundation
- Ananth Lingamneni
- Tom Loika
- Sheri Peterson
- Renee Coulombe
- Regan Zeebuyth
- Heather Leach
- Eric Olson
- Bob MacDonald
- Lara Hansen & Jeff Spradling
- Janelle Shuey
- S.L. Rao
- Parvati Patil
- Nikola Roe
- Tallin Fund
ACKNOWLEDGEMENTS:

MENTEES & MENTORS

Community for Youth acknowledges the mentees and mentors who show up consistently with authenticity, resilience, empathy, and compassion. Thank you for bringing your best selves to our organization!

STAFF

- Wendy Armour - Executive Director
- Stephen Song, MSW - Executive Director (2021-2022)
- Yleana Benitez - Program Manager
- Ellen Throneberry - Development & Communications Manager
- Vandy Anderson - Bookkeeper
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- Sandy Vo - MSW Program Intern, University of Washington
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- Mohammed Adeeyo
- Paul Sutton
- Regan Zeebuyth
- Roger Lorenze
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- Synchronicity Events, 2022 Aspire Gala Project Team
- UW School of Social Work