



Youth SERVICES

Transforming Lives, Inspiring Futures





Transforming Lives, Inspiring Futures.

I grew up with an alcoholic and verbally abusive father. In the 1970's, around the time my parents separated, there was no Youth Services where I lived in the suburban town north of Boston.

I have often looked back and wondered what advantages I had that allowed me to escape those life circumstances and be able to reach a certain amount of success in my life. It certainly wasn't as simple as "I pulled myself up by my bootstraps". I was fortunate to have a mother and a set of grandparents that provided me an anchor. And there were the ad hoc group of adults in my life (teachers and neighbors mostly) who must have seen what I was struggling with and decided to step-up and informally mentor me. They helped anchor me.

Now, I see the circumstances that many of those we work with have or are growing up with. Poverty. Abuse and neglect. Tragic life events. And I also see how few supports – true anchors – they have in their lives.

Can an agency like Youth Services be that support for people in need? For those that have no direct or even informal anchors in their life?

Of course, we can. This is because Youth Services is made up of people. People who care deeply and understand how important an anchor-person is in someone's life. Our staff and volunteers understand that, sometimes, having a knowledgeable and supportive person in one's life can make a huge difference. Sometimes that difference is between life and death.

Whether we are assisting someone to get a basic need met, counsel them on their substance use, or just hear about the struggle they face – every day the staff and volunteers of Youth Services are the anchor for people in need in our community.

Sincerely,



Russell Bradbury-Carlin, Executive Director

Prevention

Ready to Achieve Mentoring Program (RAMP)TM



“Get a summer job” was mentioned by several students at the weekly RAMP goal-setting exercise. “Be nice to everyone”; “Pass biology”; “Drink water, less soda”; and “Speak up more” were personal goals also shared among the group of 15 present.

At the start of the year, many took a “pass” when it was their turn to share, either too anxious or angry to trust peers with their hopes and fears. Many are in the custody of the Department of Children and Families (DCF) and most have suffered at least one trauma in their lives.

Now, having met weekly for a year or more, the group was close-knit and supportive. Even those who struggled socially knew they were still welcome according to the norms they had established together. Posted on the wall next to a beautifully decorated poster reminding them that “drama comes from trauma.”

These participants are part of Youth Services’ Ready to Achieve Mentoring Program (RAMP)TM a career-focused mentoring program for youth with disabilities involved with or at risk of becoming involved with the juvenile justice system. It is implemented across the country by state and local organizations with expertise in mentoring, youth development, juvenile justice, and disabilities.

In addition to Brattleboro Union High School, Youth Services runs a program in Bellows Falls and is looking to expand both in number of participants and to other high schools in the county.

The idea of RAMP is to help area students envision a brighter future and develop the skills and a personal plan to get there.



“Youth Services prepares young people for college, careers and community.”

In 2018, the Brattleboro group continued through the summer months with a successful pilot internship program which stipended students as they worked for 15 hours a week to try out a career direction at organizations as diverse as the River Gallery School, Shear Designs, Strolling of the Heifers, and Winston Prouty Center.

More typically, the RAMP model uses a combination of group, peer, and one-on-one mentoring to promote the successful transition of youth to employment, continued learning opportunities, community connection, and independent living. Youth participate in weekly career preparation-focused group meetings, including peer-supported goal setting and exploration of skills in science, technology, engineering, art, and math (STEAM).

“Sometimes learning what you don’t want to do is as important as learning what you do,” explained Meghan Licciardi, Youth Services’ RAMP Coordinator who describes one young man who was convinced he wanted to pursue Early Childhood Education until he spent time at a daycare and realized that he didn’t enjoy meeting the needs of very young children. They’re now exploring options with elementary school-aged youth. Licciardi recalled another student convinced she wanted to work hands-on with farm animals until she was placed in an office internship at Strolling of the Heifers headquarters that she found highly satisfying.

“It is really about having the opportunity to try on a role and ask questions of the business owners who generously provide us with a site visit and answer questions, whether it be culinary interests at Leslie’s Tavern or solving a puzzle with the youth librarian at Rockingham Public Library. When we visited the library, there were a couple Bellows Falls students who had never been there before, so it met a number of goals,” explained Licciardi.

Each youth meets regularly with a mentor to develop and implement an Individualized Mentoring Plan (IMP) which sets long-range goals for learning, work, community, family and individual well-being. Mentors are caring adults recruited from the community, schools, employers, and partner organizations. RAMP youth also travel to career fairs, colleges, businesses and other extended learning activities.

While in RAMP™, youth have the opportunity to assess and explore their own career interests, develop a plan and set goals for their transition, gain workplace soft skills, build resume-writing and interviewing skills, connect with their communities, interact with employers and experience a variety of work settings, give and receive peer support, and take advantage of other group and personal leadership opportunities.

Whatever participants achieve, it all starts with setting their goals in the environment of trust established through RAMP. Learning to trust – whether that means trusting adult mentors, peers, or even their own abilities – is a crucial foundation for these youth as they transition to adulthood.

*Outcomes for youth mentored in RAMP exceed program participation, academic, and juvenile justice performance goals. **100% stayed in school** and committed no offense, **83% completed the program**, and **85% demonstrated improved school attendance.***

Intervention

Substance Abuse Treatment



At 17, Stephan found himself homeless and with very little support. His mother left the family when Stephan was a little boy and his father battled drug addiction and mental health challenges for as long as he could remember. Stephan smoked marijuana because it helped ease his anxiety. His dad left for rehab when they lost their housing and Stephan found himself with nowhere to go and no one to turn to. He contacted Youth Services for housing support where he discovered that therapy was also an option.

“We listen to their struggles and work with them exploring treatments for their addiction or substance abuse and solutions for their challenges,” explained Heather Smith, Director of Clinical Services. Heather met Stephan for the first time at the agency’s Bellows Falls transitional shelter, in a joint meeting with his Youth Services case manager. Many of those joint meetings happened while the therapist and client built their own trust and rapport.

At Youth Services, treating substance abuse requires outreach on the streets of our communities.



“We see them for who they are, without judgement.”

“It’s essential that disconnected young people are supported in leading their own process of self-discovery,” stated Smith. “Our ability to work collaboratively within the agency — and with community partners — is one of the reasons youth seek us out for support.”

Stephan continued to crave the calmness that he felt when he was high. While he was using, his anxiety and depression seemed less intense. “We made it clear to Stephan that there wouldn’t be pressure from us for him to give up his drug use as a condition of treatment but instead we worked together to identify his triggers for use and build resiliency against those triggers,” recalled Smith.

Stephan started reaching out to make healthier choices and understand how his past impacted his emotional well-being. “We work together with our clients finding ways to reduce their risks and increase their social and emotional awareness, to empower them. And it works!” Smith explained.

Some of the young people who come through Youth Services’ doors know, like Stephan, what it’s like to live in a family where a parent struggles with addiction. Or they know from personal experience what kind of pressure exists when their best friends are experimenting with pills and ask them to join in. They know how common it can be to struggle with anxiety or depression. With Youth Services’ help, they are no longer facing those challenges alone.

Clean and sober for nearly two months, Stephan attends weekly therapy sessions at Youth Services and has support from his case manager as well as the shelter coordinator and his peers at the transitional living youth shelter.

Smith says Stephan’s confidence has grown as his fears have subsided. He is working on completing his requirements for his high school diploma and is working part time to save money for his own apartment. He is building healthy relationships with peers and adults and learning how to navigate being a young adult in his community.

27% of adolescents surveyed in grades 9-12 report marijuana use in the last 30 days; 6% of adolescents surveyed in grades 9-12 report misusing prescription drugs in the last 30 days; 19% of students in grades 6-8 report having ever drank alcohol; 7% of those same students surveyed, report alcohol use in the last 30 days; 11% of students in grades 6-8 report having ever smoked marijuana; 7% of those same students surveyed, report marijuana use in the last 30 days.

Youth Development

Case Management

Brittanie and her partner Martin were pregnant and staying on the couch of a family member. It wasn't ideal because it could mean eviction for the family member but the couple had nowhere else to go. A friend connected them to a case manager at Youth Services and they were able to stabilize their current living situation while applying for public housing. At weekly meetings with their new case manager they also received person-centered support around employment and other goals.

As they waited for an income-based apartment to open, Brittanie went into preterm labor. Their son was born two months early and brought to the NICU at Dartmouth. With the help of their case manager, they secured emergency medical housing, food vouchers and other basic necessities to be near their son. Their case manager worked with them to advocate for themselves when they felt their care team wasn't taking them seriously due to their age and socioeconomic status.

By the time their son was discharged, Youth Services' had an opening at the Transitional Living Program youth shelter in Brattleboro. They moved in and worked to increase their life skills and resources and develop a hope-filled vision of what they wanted for themselves as young, loving parents.

Brittanie and Martin are two of over 150 young adults each year served by Youth Services who face challenges during this pivotal stage of life. In our community, many young adults face homelessness and housing insecurity, substance use and mental health challenges, under-employment and are at risk for child welfare and/or juvenile justice involvement.

Youth Services addresses underlying trauma and works diligently to find lasting solutions and set achievable goals.





“They help you grow and teach you how to be independent.”

The Youth Development Team works tirelessly to help young adults develop a sense of hope and trust even in the face of what sometimes feels like insurmountable challenges. “The heart of our work is in supporting young people to develop their resilience,” explained Christine Linn, Director of Youth Development. “By centering our work in each individual relationship we are providing a foundation for them to ‘safely fail’.”

“When things get hard we can take a deep breath and make a plan or reach out and ask for help,” recalled Brittanie, now 21. “Before we moved into the youth shelter we were always stressed out. It felt like if one thing went wrong everything would crumble. Sometimes I couldn’t even get out of bed because I was overwhelmed.”

Brittanie, Martin and their son have their own apartment. Sheldon, at two, is a chatterbox and loves his dump truck–decorated ‘big boy’ room. Brittanie is employed at a local supermarket and close to earning her certification as a nursing assistant. Recently their car broke down but, as Brittanie explained, “Things like this happen! Martin and the baby will walk me to work for a few months while we save up to get it fixed. It’ll be fun!”

Of the youth who lived in the Bellows Falls or Brattleboro TLP youth shelter, 100% exited to safe locations; 100% had health insurance upon exit; 100% had life skills counseling while living at the shelter (96% within the first three days of moving in); 80% report having at least one permanent, positive unpaid caring adult in their lives; 100% have one or more positive peer connections.

*Note: Names have been changed to protect privacy of clients. *FY18 data.*



Have a Positive Impact on Future Generations



“If you can keep on giving after you’re gone, why not help the one aspect of a society that can ensure it has a positive future — its youth?”
~ Jesse Corum IV, a founding member of the Legacy Club



BECOME A LEGACY CLUB MEMBER TODAY!

The agency’s Legacy Club is a special group of supporters who have included Youth Services in their estate plans or have arranged to make a deferred gift. The club’s name symbolizes the eternal promise of the human family and the responsibility we all have to future generations. A planned gift in the form of a trust, life insurance, gift annuity, or bequest strengthens Youth Services’ future. It may also provide substantial tax benefits to the donors.

Youth Services gratefully acknowledges the generosity and foresight of the Legacy Club’s founding members listed. We hope their contributions will inspire you to include Youth Services in your estate plans. By doing so, you will make a contribution that has a positive impact on our community for generations to come.

Anonymous (2)
Tammy Bischof
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Cheryl Wilfong & Bill McKim
Muriel Wolf

Below are Legacy Club members we hold in special memory.

Jesse Corum, IV	Ken Heile
Frances Aquadro	Evelena S. Oakes
Helen Durant	Dorothy E. Robbins
Harriet & Roland Fisher	Robert M. Stebbins
Robert Gannett	Ben Underhill

BEQUEST LANGUAGE

**To include Youth Services in your will,
please use the suggested language that follows:**

“I give and bequeath to Youth Services, Inc, a not-for-profit corporation located at 32 Walnut Street, PO Box 6008, Brattleboro, Vermont, the sum of [dollars or percentage of estate], to be used for the agency’s general purposes.”

For more information about Youth Services’ planned giving options or about contributing to the Endowment Campaign, please contact our Development Director at 802-257-0361 or visit us on-line at www.youthservicesinc.org/giving



The Youth Services Endowment Fund

CONTRIBUTE TO OUR ENDOWMENT CAMPAIGN

A contribution to Youth Service's Endowment Fund is an investment in the future of both the organization and local young people and families. Bequests to the Endowment Fund and gifts of cash and securities will help ensure the agency can continue to provide high-quality services that meet the needs of Windham County area residents for years to come.

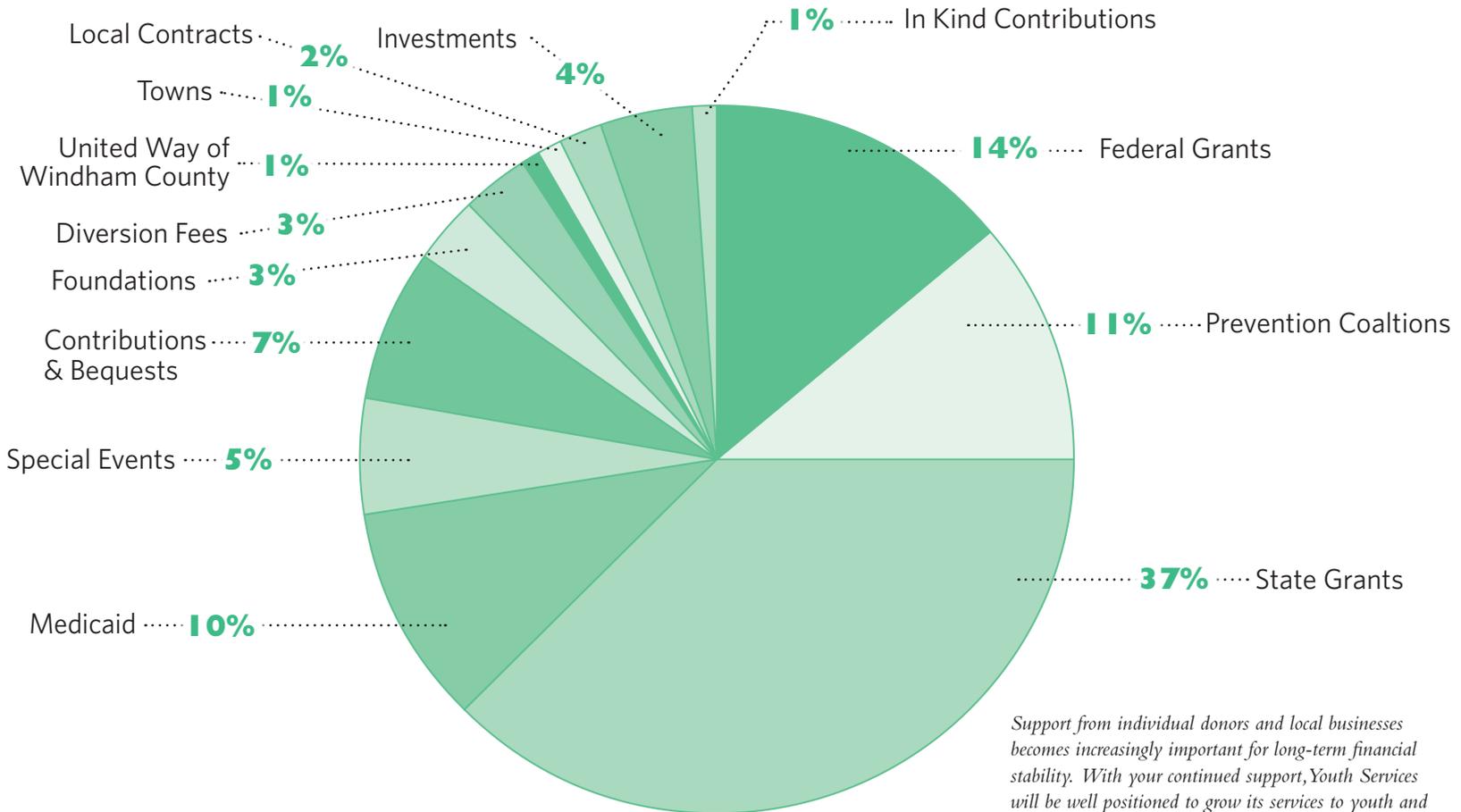
While the principal from gifts to the Fund grows untouched, income from the Fund will help Youth Services fulfill its mission of providing transformative programs in prevention, intervention and development for young people and families in Windham Country communities.

Gifts to the general endowment can always be given in honor of or in memory of a loved one. Two long-time board member emeritus have been honored by the establishment of named funds which are accepting contributions: the late Jesse Corum IV and Larry Cassidy.

Contributing to the Endowment Fund leaves a wonderful legacy for area young people that keeps on giving.

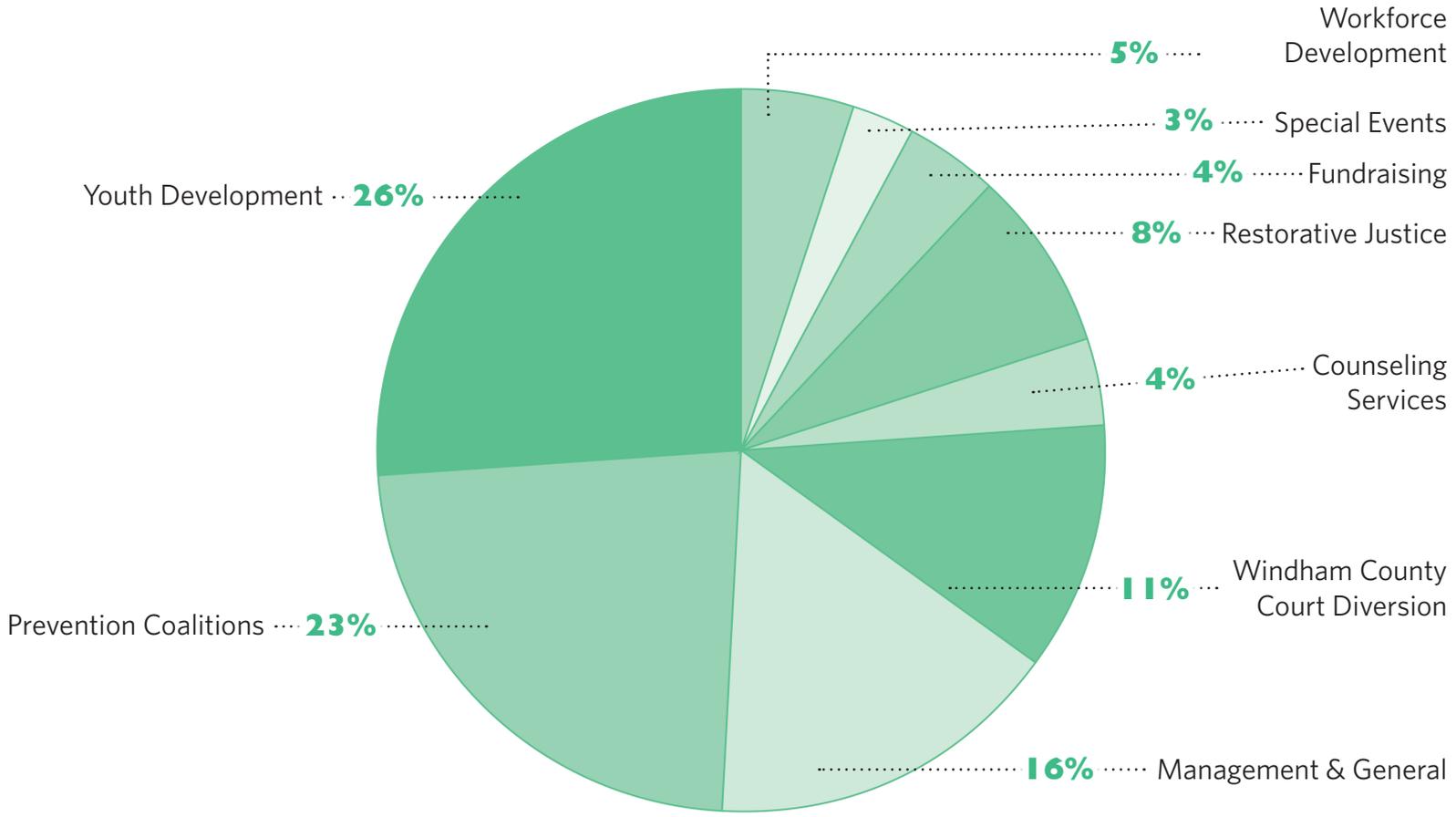


Total Income \$1,748,590

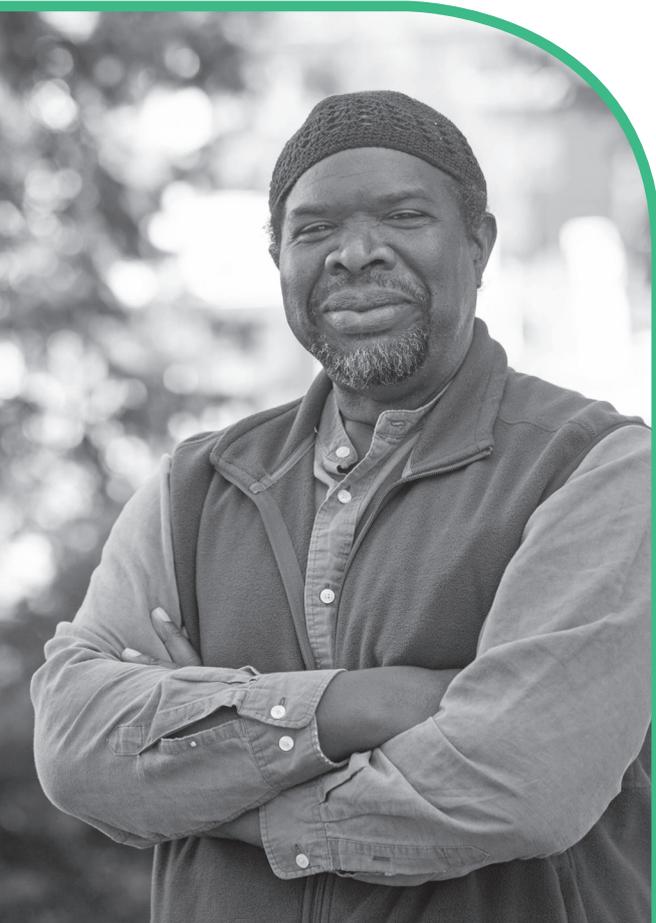


Support from individual donors and local businesses becomes increasingly important for long-term financial stability. With your continued support, Youth Services will be well positioned to grow its services to youth and families in Windham County into the future.

Total Expenses \$1,743,360



Individuals Served By Program FY 2018



Counseling Services	42
Restorative Justice	
Juvenile and Adult Court Diversion	291
Youth Substance Abuse Safety Program	250
Balanced and Restorative Justice	41
Pre-Trial Services	104
Supervised Visitation	59
Safe Place Victim Advocacy	22
Youth Development Programs	
Case Management	195
Emergency Housing Crisis Services	40
Young Moms	10
Youth Development	34
Life Skills and Health Education	123
Workforce Development	
Ready to Achieve Mentoring	27
Total	1,238

Please note: These numbers reflect only one-to-one face to face interactions and do not take into account group activities or other family members affected by the intervention or prevention services.

Staff bring tremendous skills and heart to the work they do in connecting with individuals who have experienced trauma.



We wish to acknowledge the strong, ongoing support of the following Annual Appeal donors. They contributed to Youth Services between July 1, 2017 and June 30, 2018.

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Marilyn & Larry Cassidy
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Through RAMP, students learn about possible careers and practice the real-world skills that will help them avoid risky behaviors and mature into adults with career options.



Donors 2018



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Youth Services is the bridge for many people in Windham County to get to support, safety, and achievement. They are your neighbors, your friends and maybe even your family. Whether you need our services or not, we are all the beneficiaries of healthy and hope-filled community members.



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Meeting young people outside of the office and truly listening is a hallmark of Youth Services approach throughout its 46-year history.



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Youth Services' famed Annual Helicopter Golf Ball Drop is possible thanks to pilot Michael and ball dropper Cindy Renaud and the donated helicopter from Renaud Bros.





SPECIAL GIFTS TO YOUTH SERVICES

In Memory of Aaron Cassidy
Christine & Arnold Wilson

In Memory of River Michael Robb Frieco
Peter Robb

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Barbara Gentry
Mara Williams

In Memory of Stan Holt
Robert Backus
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In Honor of David Neumeister
David Anderson

In Honor of Liz Richards
Annie Richards

In Honor of Senou Lynn
Steev Lynn

In Honor of Ben Underhill
Union Mutual Fire Insurance
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Top prize for fundraising went to local “celebrity dancers” Bill Knorr, a psychiatrist at the Brattleboro Retreat and his wife, Alberta (Bert) a retired pediatric nurse. Youth Services’ spring gala and dance show, Can Windham County Dance?, a twist on the hit television reality show, “Dancing with the Stars”, raised close to \$20,000, with a sold-out crowd.

FOUNDATIONS

Ben & Jerry's Foundation

Fanny Holt Ames and Edna Louise Holt Fund

New Hampshire Community Foundation

Richard E. and Deborah L. Tarrant Foundation

Vermont Community Foundation

Vermont Council of the Arts

Windham Foundation

Editor's Note: If we have inadvertently left you off the list, please accept our apologies and let us know so we can correct our records.

Youth Services is a fiscal sponsor and beneficiary of the BrattRock Youth Rock Festival which provides a venue for musical youth from the region to connect, learn, perform, inspire and be inspired.



Corporate Sponsors



Youth Services appreciates the steadfast financial support of the organizations and businesses that follow (donations of \$350 and more):

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Brattleboro Reformer

IN-KIND DONORS

We can't say thanks enough to the many individuals and businesses that contributed thousands of dollars of goods and services the agency would otherwise have been unable to afford.

A number of businesses have hosted and given presentations to our RAMP program participants. Many others, too many to list, provided items and gift certificates for event prizes and Youth Services' silent auction.

Corporate Sponsors

Pacesetters



Gala Presenter





Youth Services pays tribute to the volunteers who assist us with our programs. Too many to list, served as volunteer mentors with the RAMP programs, making a tremendous difference one-on-one in the lives of area young people. The following individuals on committees also played an invaluable role in supporting the agency's delivery of services during the past fiscal year.

NON-BOARD MEMBERS WHO SERVE ON COMMITTEES

Craig Bengston, *Golf Tournament*
Lynn Thomas, *Golf Tournament*
Heide Brendfeldt, *Public Relations*
Cindy Ferrante, *Gala*

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Brattleboro, Meets on 2nd Monday

Bev Behrmann
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Muriel Wolf

Brattleboro, Meets on 3rd Thursday

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Brattleboro, Meets on 3rd Wednesday

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Brattleboro, Meets on 2nd Wednesday

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Bob Peebles
Felicity Ratte

Brattleboro, Meets on Last Wednesday

Bev Behrmann
Barbara Charkey
Abrah Dresdale
Eileen Glover
Ray Stevens

Bellows Falls, Meets on 2nd Tuesday

Eric Anderson
Mary Jo Danseray
Courtney McAuliffe
Angela Rounds

Please note: If your name has been inadvertently misspelled or omitted from these lists, please accept our apologies and let us know so we can correct our records.

Our Staff



Youth Services is fortunate to have highly professional staff who are dedicated to transforming lives and inspiring the futures of local young people and families.



Rhonda Aither, *Diversion Program Caseworker*
James Arana, *Pre Trial Coordinator*
Sarah Ballou, *Balanced and Restorative Justice Coordinator*
Lacey Beetham, *Peer Outreach Worker*
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Renee Madore, *Human Resource Coordinator*
Rosie Nevins-Alderfer, *Director of Restorative Justice*
Michelle Sacco, *Greater Falls Transitional Living Manager*
Heather Smith, *Director of Clinical Services*
Michaela Stockwell, *Supervised Visitation Coordinator*
Lorraine Westcott, *Administrative Assistant*
Jocelyn York, *Balanced and Restorative Justice Coordinator*



Board of Directors

The agency's Board of Directors is committed to raising the funds necessary to enable Youth Services to build a stronger community. In addition to contributing time, talent, and financial resources to the organization, the fiscal year 2018 board oversees the agency's long-term planning.

OFFICERS

Rachel Selsky, *President*
Cathy Coonan, *Vice President*
Melissa Gullotti, *Secretary*
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How You Can Help



- Tell your friends, colleagues, and school administrators about our programs and services.
- Contribute to our Annual Appeal, Endowment Fund, or Corporate Sponsorship Campaign.
- Donate art, crafts or getaways for auction; diapers, furniture or food for programs.
- Volunteer to help with or participate in our fundraisers: Annual Golf Tournament and Annual Gala: Can Windham County Dance?
- Learn more about what it means to be a mentor and become one.
- Serve on a diversion board one day a month for two hours.
- Give us the names and addresses of people who might be interested in Youth Services and its programs.
- Include Youth Services in your will or make it a partial beneficiary of an IRA, retirement or life insurance policy.

For more information on how to get involved, please contact Renee Madore, Office Manager and Volunteer Coordinator at 802-257-0361 ext. 131.

Help Empower Youth! Acknowledge, involve, trust, and support youth!

Court Diversion boards depend on the service of volunteers one day a month for two hours.



Building a caring community...



Dear Friends,

The definition of support is to give assistance to, especially financially; enable to function or act.

In both my professional and personal life, I have found myself talking about support more and more – whether it is finding opportunities to increase collaboration among partners or needing some extra hands to take care of the business of life, we are all learning how crucial support is and that we don't need to do it all ourselves. In this time when so much in the news is about how separate and divided we are, it is understandable that we are all looking to find ways to come back together for the collective strength that comes from community support.

With so many young people and adults in our community finding themselves lacking in the support systems necessary to thrive, I'm so proud of the work that Youth Services does to help create and act as that network. Through case management, the new youth-led business, transitional housing program, and the many other programs, Youth Services is able to create the initial systems necessary for people in our community to move through difficult times and towards a new day.

The work that Youth Services does wouldn't be possible without the strong support system that the agency has built with our individual, corporate, and foundation donors. We are fortunate

enough in this community to have people who really do care a whole lot about this place we call home and are willing to contribute to strengthen it. I am consistently in awe of those who are involved in this agency from the staff, to the rest of the board, and the donors – it really is a team effort to ensure that Youth Services can remain a support system for those in our community who need it the most.

Thank you for your continued support of Youth Services. The work being done is as crucial as ever and with declining assistance from other sources, your support, commitment, time, and contributions are what make it all happen.

In gratitude,



Rachel Selsky, Board President

P.S. Learn more about what Youth Services does for your family, neighbors and communities by visiting youthservicesinc.org and signing up for our e-newsletter.



The Second Annual Sophomore Summit gave students a chance to explore aspects of nursing, among many other career choices.

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Transforming Lives, Inspiring Futures

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