



Youth SERVICES

Transforming Lives, Inspiring Futures



2023 ANNUAL REPORT

Building a caring community...



Dear Friends of Youth Services,

This morning I attended a Youth Services board meeting where we heard an inspiring presentation by two staff members who work hands-on with at-risk youth in Bellows Falls. Their **energy** for the work, their **pride** in their successes, their **resourcefulness** in managing with significant financial limitations, their **positive attitude** in the face of upcoming challenges, all really spoke to me.

But I realize that those five words in bold above are reflective of the spirit of the entire staff and management at Youth Services, with the tone set by our very talented Executive Director Russell Bradbury-Carlin. I am prouder than ever to be associated with such a group.

It's been a great year for Youth Services. Here are just three bullet points:

- The state of Vermont asked us to create an emergency shelter program in Windham County for homeless youth 18-24 years old.

- We completed the 50th Anniversary Endowment Campaign with a splash having exceeded our goal of \$250,000. This would have been impossible without each and every one of you!
- We are very proud to have found a way to ensure that everyone at Youth Services is earning a living wage.

With your continued help and support we will go on helping community members break the cycle of generational trauma, addiction and violence. The challenges will always manage to show up at our doorstep. We will continue to meet them with professionalism, energy, resourcefulness, and a positive attitude, and *pride in our work*.

Thank you again,



Ana Saavedra, Board of Directors

Sign Up!



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



Relationships are the intervention.

I believe thriving nonprofits are those that are flexible and adaptable.

This feels particularly important for human service agencies as the needs of the people they work with change. Communities change. And, of course, funding streams change.

Some things also remain the same. We still encounter youth who are runaways or are homeless. But, over recent years we've seen a sharp increase in acute mental health issues that have made it more difficult to support youth getting into and remaining in permanent housing, at a time when area mental health resources are at capacity. So, we have expanded our clinical department in order to provide therapy for our clients available immediately.

Our restorative justice department has long provided programming outside the court system. But, we started to see a sharp increase in referrals for trainings and for conflict resolution situations in the community. So, we created a new role on staff for a skilled person to specifically work with those requests. And, we actually see this as a need that will only increase and, hence, we are planning to expand that work over the next few years.

Here at Youth Services, we are a nimble team of professionals working in an agency that is able to skillfully flex and adapt to meet the changing needs of our community. And, we look forward to sharing more exciting changes coming to Youth Services in the coming months and year.

With appreciation,



Russell Bradbury-Carlin, Executive Director

Spotlight on:

Clinical Services: ‘Where They’re At’

“Do you meet people in the office or online?” is an increasingly common question for the Clinical Services team at Youth Services since COVID-19 changed the way we all think about health care (including behavioral health care) forever.

Their answer is “yes, and.”

Heather Smith, Director of Clinical Services, and Lucy Webb, Clinician, meet with clients in lots of places and lots of ways, as best meets the client’s needs. That can mean:

- on a walk around the Common in Brattleboro with a young adult who loves being outdoors
- in the art room at Friends For Change’s beautiful space in Bellows Falls with a young person who doesn’t have transportation
- on the phone with someone who feels uncomfortable being looked at by new people
- at a local school with someone who is a full-time student and also has a full-time after school job
- in the Youth Services Subaru on an errand to pick up medication
- in the home of someone without their own transportation who has been court-ordered to complete a substance use assessment but whose job means they’re only available after usual business hours
- in the cozy Family Room at the 32 Walnut Street office with an older adult while sinking into a big comfy couch
- on Zoom with a family who really wanted to come to therapy, even though one of them was still contagious

A clinician at Youth Services, Lucy Webb, provides therapy and assessments for clients in both the restorative justice and youth programs. Poverty, race and gender inequalities, along with trauma and systems malfunction contribute to elevated disempowerment experienced by Youth Services’ clients.





“We provide staff with clinical support, guidance and training to better serve their clients.”

‘Meeting clients where they’re at’ is a hallmark of many of our programs, and Clinical Services is no exception.

According to Clinical Director Heather Smith, the counseling program furthers Youth Services’ long-standing commitment to our communities by offering psychotherapy services including assessments, brief and long-term counseling to youth and adults, and family therapy. Additionally, the clinical team seeks to strengthen our community by collaborating with other agencies and occasionally even providing training as they did this summer with Windham County’s dedicated Guardian Ad Litem volunteers.

Awareness: We can’t understand the world if we don’t understand ourselves, and we can’t understand ourselves if we don’t understand the world.

A Core Value of Youth Services

Youth Services’ client gets much needed in-person counseling (now that we have weathered the pandemic and are getting back to normal.)

Poverty, race and gender inequalities, trauma and systems malfunction all contribute to elevated disempowerment in the individuals the clinical team helps, Smith says. The clinical director stresses how important community and connections are for people’s health and happiness. “Relationships are truly the intervention,” Smith explains.

And the clinical team at Youth Services is ready to build those relationships wherever they’re needed.



Spotlight on:

Restorative Justice: Community Conflict Support

Have a conflict with a neighbor? Looking for restorative practices training for your group or business? In August, Youth Services launched a new restorative practices program, Circle Up, to provide community conflict support through circle facilitation and training in restorative practices.

In 2021, the Brattleboro Community Justice Center merged with Youth Services' Restorative Justice programs. "Over the years we frequently received requests for these kinds of services, but haven't had enough staff to respond to most of them," explained Mel Motel, formerly the Brattleboro Community Justice Center Executive Director and now co-director of Youth Services' Restorative Justice programs.

"We're excited to finally be offering this new program with a seasoned staff member in the role, at a time when community members are still navigating the stresses and tensions heightened by the pandemic and the fewer resources it yielded," Motel explained.

Rachael Trill has moved into the role of Circle Up coordinator, a good match considering she spent the last several years as Youth Services' Pretrial Services and Tamarack Coordinator. In those roles she assisted adults involved in the justice system

Circles are an established, restorative practice where parties experiencing conflict are invited to come together with the help of a trained facilitator to listen to all affected parties, share about their own experience and collaborate on steps to repair and prevent harm.





“This service builds community and repairs harm using restorative practices.”

in addressing underlying mental health and/or substance use concerns related to their charge.

According to Trill, circles are an established, restorative practice where parties experiencing conflict are invited to come together with the help of a trained facilitator to listen to all affected parties, share about their own experience and collaborate on steps that can be taken to repair and prevent harm.

“When I sit down with each party involved in a conflict, I am often surprised by their ability to be vulnerable in explaining their situation and their genuine desire to find a resolution,” Trill stated. “From there I can map out a circle process that may not solve all the issues but which gives them tools they can use as other conflicts arise.”

“Learning and practicing restorative approaches to conflict can help people solve conflicts on their own, whether it’s having a productive conversation with a neighbor they’re having trouble with, improving a difficult relationship with a coworker, or helping their kids work out conflicts at home,” explained Trill.

The new conflict facilitation services Trill delivers offer an opportunity for people in conflict to talk together with the assistance of an impartial third party with the goal of crafting an agreement that will help solve or resolve their conflict.

Youth Services offers group training in restorative practices and related topics for agencies and groups seeking to expand conflict resolution approaches throughout their business or agency.

If you have an individual or group conflict you would like help addressing in a restorative manner or wish to have your group trained, please contact Rachael Trill at rachael.trill@youthservicesinc.org or call (802) 416-1374.



Spotlight on: Youth Programs: Holistic Interventions



Frank's plans for entering adulthood were solid.

Until they weren't.

Frank quit his job at the local supermarket in preparation for his new job as a cook. He was excited. He thought he would do well in the restaurant world, maybe make a career of it. Then, he walked into the kitchen on his third day of work and was told he was being let go. They had found someone with more experience.

Things unraveled from there.

Frank had a hard time finding a new job. He fell behind on his rent. Then, eventually, he had to move out. Couch-surfing with friends was the only option. Eventually, he had to stay for short periods of time with friends of friends. Some of the places he stayed weren't very safe. He was starting to get scared.

That's when he contacted Youth Services.

Frank started meeting with a case manager. They looked at different facets of his life, not just his housing situation, or his job situation. He came to realize that it was important to put some time and energy into other areas of his life in order to get things back on track.

When things unraveled for Frank, Youth Services worked with him to get his life back on track.



“Youth Services helps clients examine all facets of their life and take concrete steps toward their goals.”

Frank started seeing one of Youth Services’ therapists. He was finally able to be safely housed at Youth Services’ Transitional Living Program. By connecting him with a workforce development partner, he started working part-time at a fast food restaurant.

He eventually landed a full-time position cooking at a different restaurant. And, finally, he was able to move into his own apartment. With the assistance and support of Youth Services, Frank’s solid plans for adulthood and his future started becoming reality.

Equity: We work to identify, witness, and acknowledge systemic harm done to all marginalized communities.

A Core Value of Youth Services



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.

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 ext. 147 or visit us on-line at www.youthservicesinc.org/giving



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Allyson Villars & John Nirenberg
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Below are Legacy Club members we hold in special memory.

Jesse Corum, IV	Etta J. Mattison
Frances Aquadro	Mary Jane Merenda
Thomas S. Cowles	Evelena S. Oakes
Helen Durant	Dorothy E. Robbins
Harriet & Roland Fisher	Robert M. Stebbins
Robert Gannett	Ben Underhill
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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.”



The Youth Services Endowment Fund

CONTRIBUTIONS TO OUR 50TH ANNIVERSARY ENDOWMENT CAMPAIGN

A contribution to Youth Services 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 and being a catalyst for change in Windham County communities.

Gifts to the general endowment can always be given *in honor of* or *in memory of* a loved one. Two long-time board members emeritus have been honored by the establishment of named funds which are accepting contributions: Larry Cassidy and the late Jesse Corum IV. Last year, a named fund for the late Thomas (Tim) S. Cowles, a dedicated Court Diversion panelist, was also established.

Donors to the Endowment during our 50th Anniversary Endowment Campaign are listed.



50th Anniversary Endowment Campaign Contributors



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*“The measure of
any community is how
well it provides for its
young people.”*

*~Larry Cassidy,
Board Emeritus*

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LCF= Larry Cassidy Fund JCF=Jesse Corum IV Fund TCF=Thomas S. Cowles Fund





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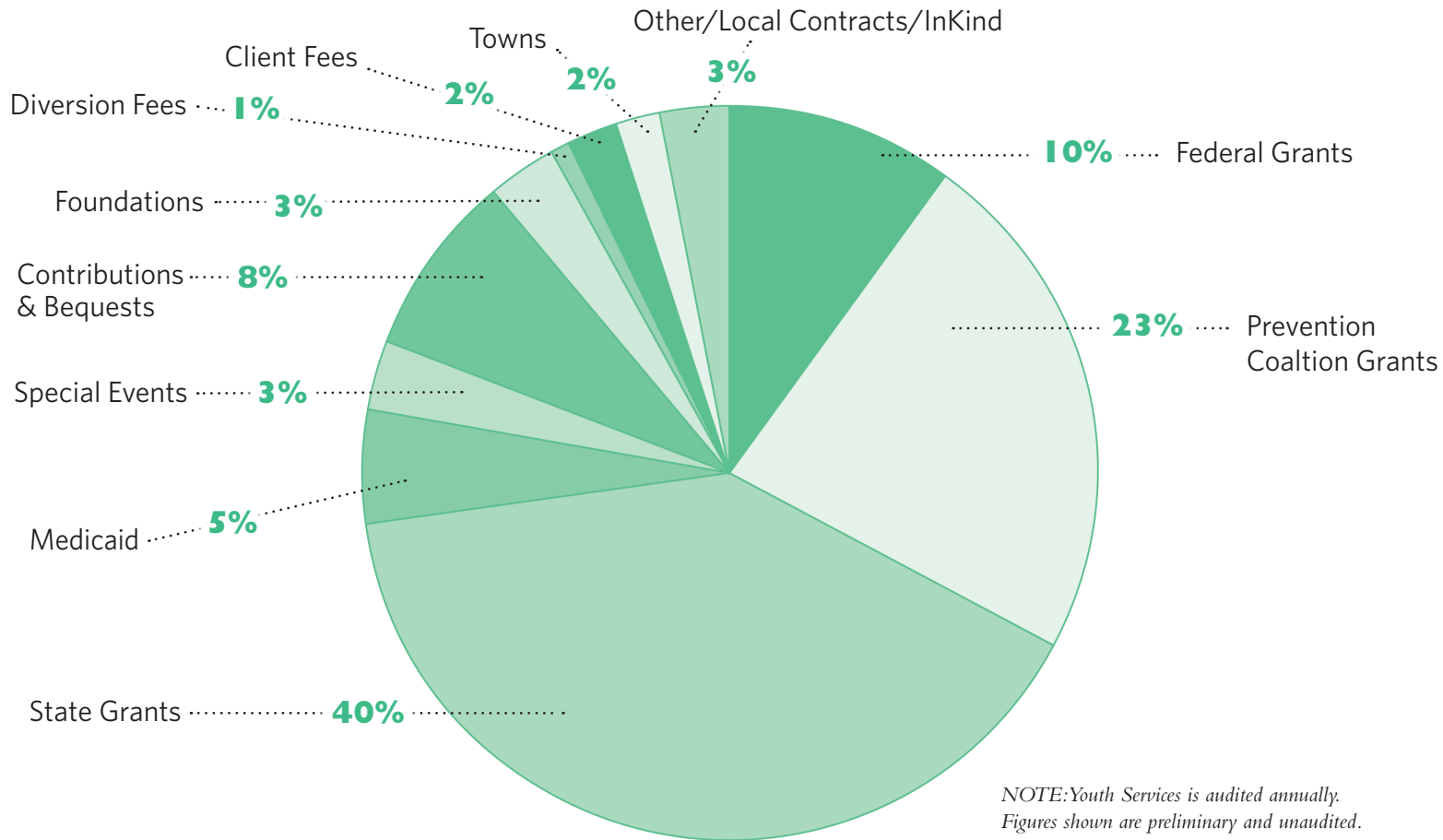
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*Former board member Liz Richards and David Brown board emeritus,
were honorary co-chairs of Youth Services 50th Anniversary Endowment Campaign.*

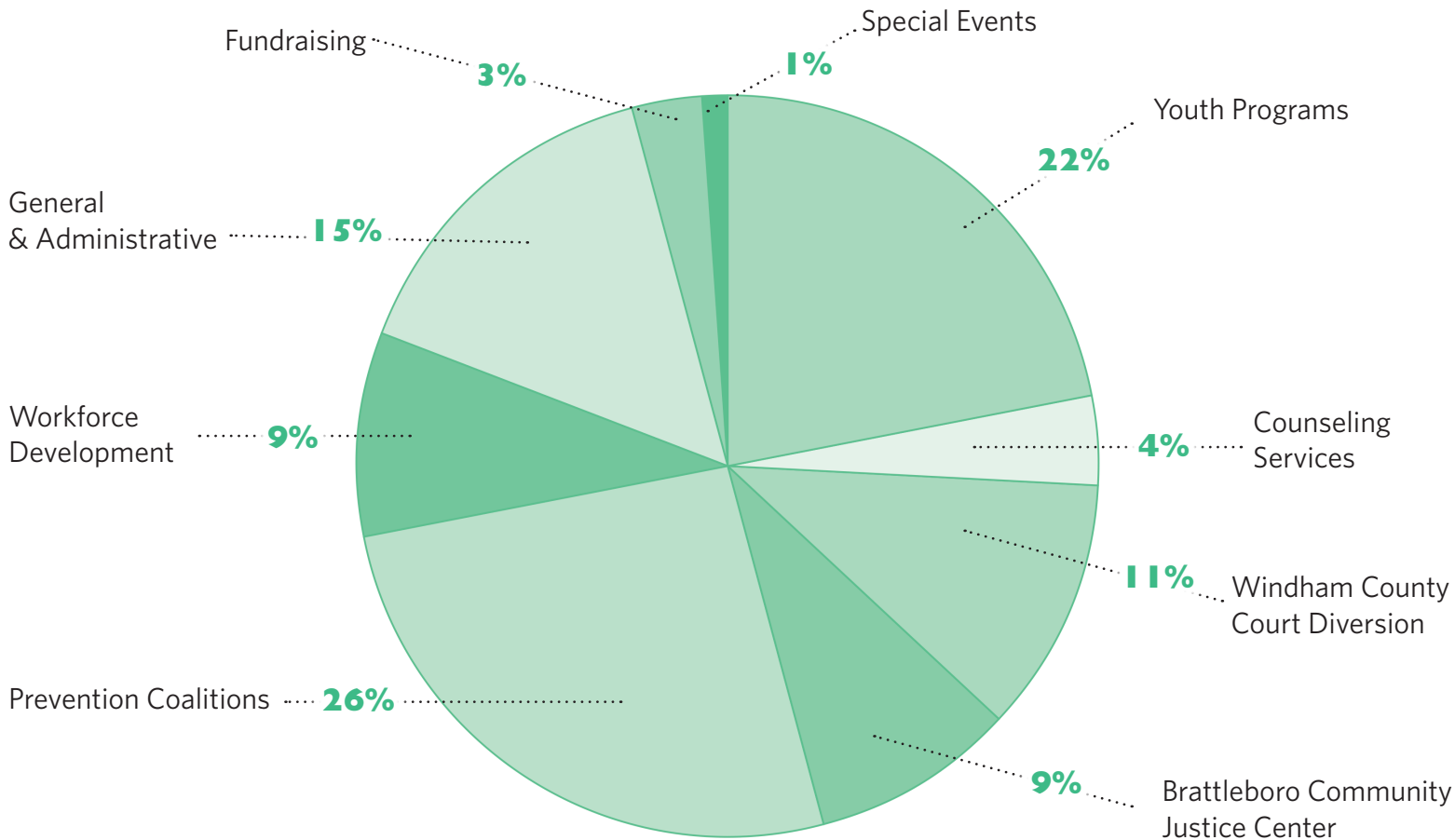


Total Income \$2,311,210



*NOTE: Youth Services is audited annually.
Figures shown are preliminary and unaudited.
A copy of the completed audit will be available upon request.*

Total Expenses \$2,516,437



Youth Services Programs FY 2023



Megan Grove, Director of Youth Programs, joined other Youth Services staff in planting purple flags in front of Brattleboro's Municipal Center on Homeless Awareness Day to represent the number of people who experienced homelessness in Southern Windham County during the past year, an effort coordinated by the Housing and Homelessness Alliance of Vermont. That evening, staff and former clients from Youth Services' successful low-barrier day labor pilot program, Work Today, joined the public in a Candlelit Vigil to remember those who have died without a home and to renew our community's commitment to end homelessness in Vermont.



Youth Programs

- Therapeutic Case Management
- Crisis Services
- Transitional Living/Shelter Housing
- Transitioning from Foster Care
- Life Skills and Health Education
- Friends For Change, Bellows Falls
- Youth-led Business: Demo-Graphix
- Balanced and Restorative Justice

Clinical Services

- Mental Health Counseling
- Substance Use Assessments

Restorative Justice

- Juvenile and Adult Court Diversion
- Youth Substance Awareness Safety
- Pretrial Services
- Driver's License Suspension
- Circles of Support & Accountability
- Justice Alternatives
- Reparative Boards
- Harm Reduction & Restorative Practices
- Community Conflict Support



Donors 2023

We wish to acknowledge the strong, ongoing support of the following Annual Appeal donors. They contributed to Youth Services between July 1, 2022 and June 30, 2023.

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Friends for Change participants get support from adult mentors and their peers.



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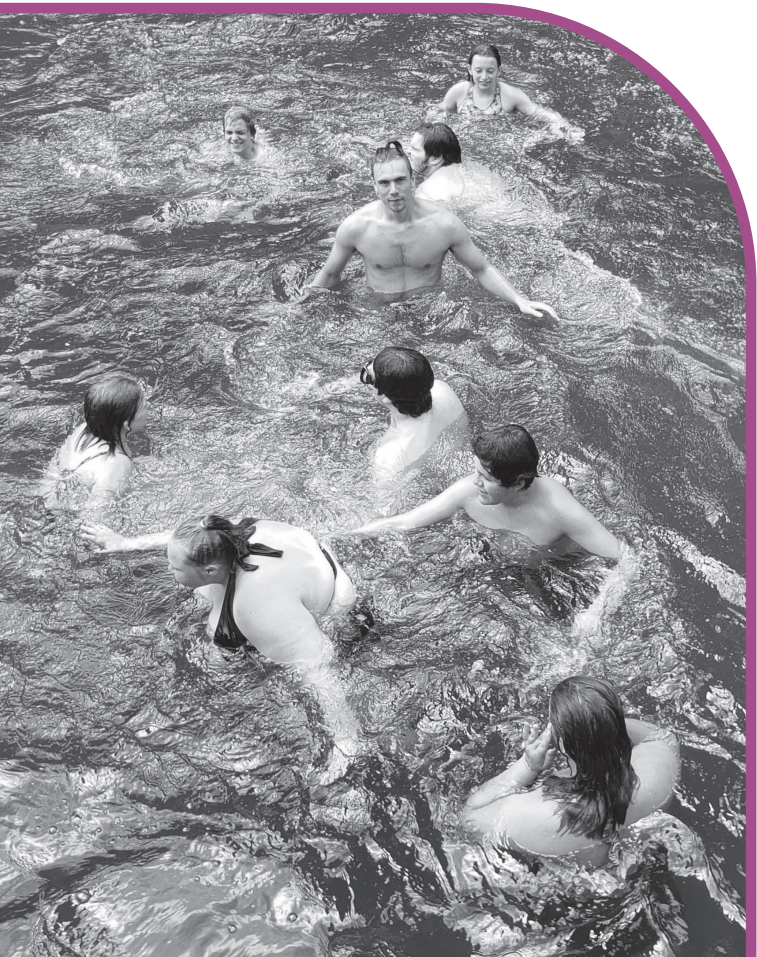
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Youth Services' famed Annual Helicopter Golf Ball Drop is possible thanks to pilot Michael Renaud of Renaud Bros., here assisted by ball dropper Shirley Renaud.



SPECIAL GIFTS TO YOUTH SERVICES

* denotes Endowment Gift



In Memory/Honor of Jefferson Arms
Penny Arms

In Honor of the Berman Family
Main Street East Properties*

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John Bouffard

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Nancy Alexander

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James & Susan AuBuchon
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Cynthia House

In Honor of Mel Motel
Cate Woolner

In Memory of Allen Myrick
Judith Myrick

In Honor of Sally Pennington
Elizabeth Christie

Seven fun-filled weeks of play-based, restorative, trauma-informed, no-cost day camp for youth ages 11-20 gave the Bellows Falls area young people a chance to try new activities and be with peers and mentors.

In Honor of Liz Richards

Ann Richards*

In Honor of Nicholas Sennett

Art Greenbaum*

In Memory of Ben Underhill

The Rotary Foundation*

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In Honor of Allyson Villars

Marilyn Buhlmann

In Honor of Suzie Wagner

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In Memory of Barry Waxman

Elsa Waxman

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New Hampshire Community Foundation

Thompson Trust

Vermont Community 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.

The heart of Youth Services' work is in supporting young people to develop their resilience. This can be done in the context of life skills counseling, providing transitional housing or through connecting them to other community resources.

Relationships: Inclusion in community lead to resilience. Relationships are the intervention.

A Core Value of Youth Services



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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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.

Many others, too many to list, provided items and gift certificates for event prizes and Youth Services' silent auction.

Pacesetters



BRATTROCK Presenter



Golf Tournament Presenters





Volunteers 2023

Youth Services pays tribute to the volunteers who assist us with our programs. Our volunteers make a tremendous difference one-on-one in the lives of area individuals who are helped through participation in our programs. 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

Heide Bredfeldt, Public Relations
Vickie Case, Public Relations
Melissa Gullotti, Public Relations

JUVENILE AND ADULT COURT DIVERSION COMMITTEE MEMBERS

Brattleboro, Meets on 2nd Monday

Barbara Charkey
Cal Heile
Annie Richards
Ray Stevens
Judy Abascal

Brattleboro, Meets on 2nd Wednesday

Suki Andrea Rauh
Ann Macdonald
Deb Burns
David Levenbach
Eileen Glover
Guy Wood

Brattleboro, Meets on 3rd Thursday

David Brown
Anne Chipperfield
Hannah Woodring
Adriana Hazelton
David Levenbach
Joe Little

Brattleboro, Meets on Last Wednesday

Willow O'Feral
Rhonda Aither
Gina Pattison
Barbara Charkey

Brattleboro, Meets on 3rd Wednesday

Deb Burns
Robbie Paley
John Shaw
Ann Macdonald
Suki Andrea Rauh

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.

Circle of Support & Accountability (COSA) volunteers



Rhonda Aither
Bob Aldrich
Karen Blanchard
Charlie Curry-Smithson
Jonathan Elwell
Thomas Ely
Richard Evers

Emily Falta
Jude Fitzgerald
Suzanne Germain Ruse
Annaliese Griffin
Katie Hughes
Scott Kaltenbaugh
Hunter Kirschner

Meg McCarthy
Matt Miller
Meg Mott
Tom Redden
Sally Struble
Nat Wood



The Brattleboro Community Justice Center successfully operated the Circles of Support and Accountability (COSA) program for 16 years prior to joining Youth Services in 2021.

A group of 3-4 COSA volunteers supports the core member's first year of transition into the community after incarceration and holds them accountable to their own vision of success, their conditions of release, and repairing harm where possible,

The approach consists mostly of circle practice—structured conversations to build relationships and communication skills. Circle members engage in difficult and intimate conversations. The COSA program is credited with significantly reducing recidivism. It is also a deep dive into restorative practice and a source of joy and rich connection for participants.



Reparative Board Volunteers

Susan Buhlmann
Carolyn Conrad
Judy Coven
Julie Dolan
Miriam Dror
Catherine Findlay-
Stewart
Conor Floyd
Julie Forsythe
Mary Grove
Claire Halverson
Martha Healey-Nelson
Ray Huessy
Charlie Hutchison
Kimberly James
Roger Jasaitis
Kathryn Karmen
Kiera King
Tim Kipp

Kay Kloppenburg
Nancy Lang
Anne Latchis
Charlie Laurel
Ben Madow
Robbie Paley
Judy Palmer
Kathryn Parlin
Lies Pasterkamp
Dan Ridgway
Shiva Shankaran
Jackie Trepanier
Kristen Vawter
Margaret Wimberger
Nat Wood



*A client of Youth Services showcases her leadership skills
advocating for systems change.*

Our Staff



Youth Services is fortunate to have highly professional staff who are dedicated to transforming lives and inspiring the futures of everyone they serve.



Rhonda Aither, *YSASP Coordinator, DLS Case Manager*
Biz Austin, *Youth Homelessness Resource Coordinator*
Kim Bonnette, *Administrative & HR Manager*
Gail Bourque, *Administrative Services Director*
Russell Bradbury-Carlin, *Executive Director*
Lilly Coco, *Youth Development Program Coordinator*
Patrick Fleming, *Diversion Program Caseworker*
Hailee Galandak-Cochran, *Friends For Change Co-Director*
Kiernon Galandak-Cochran, *Play-Based Peer Support Staff*
Megan Grove, *Director of Youth Programs*
Katie Kohnfelder, *Tamarack and Pretrial Services Coordinator*
Nanci Leitch, *Development & Communications Director*
Meghan Licciardi, *Friends For Change Co-Coordinator*
Mel Motel, *Co-Director of Restorative Justice Programs*
Grace Nolan, *Restorative Practices Coordinator, Project Connection Works*
Marie-Pierre Py, *Re-entry/COSA Coordinator*
Heather Smith, *Director of Clinical Services*
Michaela Stockwell, *Youth Homelessness Demonstration Project Coordinator*
Sally Struble, *Co-Director of Restorative Justice Programs*
Mack Mackin, *Associate Director of Youth Programs*
Jax Sullivan, *Balanced and Restorative Justice (BARJ) Program Coordinator*
Rachael Trill, *Community Restorative Practices Coordinator*
Lindsey Vachon, *Administrative Assistant*
Kaci Viado, *Reparative Board & Pre-charge Coordinator*
Lucy Webb, *Youth and Young Adult Clinician*
Sarah Wood, *Family Support Specialist Case Manager*
Addison Worsman, *Homeless Youth Program Case Manager*



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 board oversees the agency's long-term planning.

OFFICERS

Ana Saavedra, *President*
Rick Holloway, *Vice President*
Bill Morlock III, *Treasurer*
Michael Silberman, *Secretary*

MEMBERS

Ricky Adams
Susan Buhlmann
Cathy Coonan
Spencer Crispe

Barbara Gentry
Annaliese Griffin
Ethan Grimes
Bethaney LaClair
Tom Nunziata

DIRECTORS EMERITUS

David Brown
Larry Cassidy



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, BrattRock Festivals, and CORNSTOCK: Cornhole for a Cause!
- Serve on a Court Diversion or Restorative Justice panel or in a Circle of Support & Accountability.
- 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 Youth Services at 802-257-0361 or email info@youthservices.org

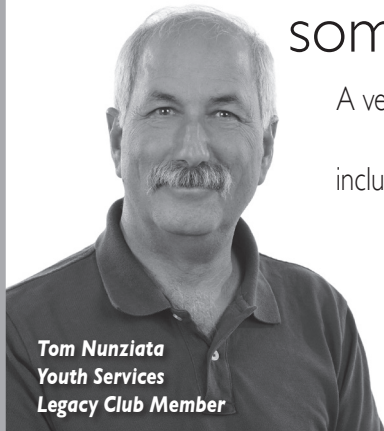


Ezra Holladay and four other youth bands from the region performed at the youth rock festival BRATTROCK at Stone Church, presented by sponsors Guilford Sound and Chroma Technology. BRATTROCK raised funds for Youth Services while providing places for youth to gather and a venue for musically-minded youth from Vermont and the surrounding region to connect, learn, perform, inspire, and be inspired. New this year were solo acoustic acts, called BRATTROCK Unplugged, held at the Brattleboro Museum and Art Center, featuring Jessica Beck and Emily Margaret.



Youth Services Core Values

What kind of person would leave their money to
someone else's kids?



Tom Nunziata
Youth Services
Legacy Club Member

A very special person—like the members of Youth Services' Legacy Club who have included a gift to Youth Services in their wills.

Call (802) 257-0361 or
www.youthservicesinc.org/giving.



RELATIONSHIP Relationships and inclusion in community lead to resilience. Relationships are the intervention.

RESPECT People are the experts on their own lives; people know what they need.

JUSTICE Each one of us deserves to have our needs met.

WISDOM We all have wisdom to give and receive, and that exchange nurtures growth.

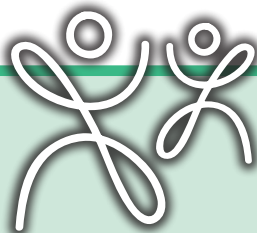
AWARENESS We can't understand the world if we don't understand ourselves, and we can't understand ourselves if we don't understand the world.

EFFICACY Everyone has a right to power.

RESPONSIBILITY Power in a hierarchy is shared through transparency.

EQUITY We work to identify, witness, and acknowledge systemic harm done to all marginalized communities. We strive to further awareness, ally-ship, and advocacy to reduce institutional violence.

INTEGRITY We respond with intention.



DESIGN & PRINTING:
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Transforming Lives, Inspiring Futures

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