

## Youth Enrichment Services

## BUILDING CAPACITY

youth enrichment services



believe and achieve

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## President/Board Chair's Letter

Dear Friends,

November 2005

We appreciate you taking the time to stay informed about Youth Enrichment Services (YES). Through a strategic planning process, we have been working to leverage the success of our core programs and expand our capacity over the past three years. We are excited to be able to give more youth the chance to thrive and take positive risks through mountain sports.

YES has been building capacity in all areas of the agency. We are engaged in board and volunteer development; program expansion; fundraising; information technology advancements; and capital improvements to our headquarters. Demand for our core programs has never been greater and this year we hope to serve 2,900 youth with our newly added capacity. At the same time, new partnerships are enabling YES to enhance the job training and environmental education programs, while we continue to help diversify mountain sports.

The prospects for placing youth in mountain sports jobs have never been better. The snowsports industry has identified minority participation as a priority and is working to increase minority employment to help reach this goal. Last winter, Ski Butternut and Jiminy Peak in Massachusetts hired 17 YES teens as instructors, lift operators, cashiers and rental shop staff. This winter, we hope to place 25 teens.

On the national level, YES was invited to meetings of the National Ski Area Association and the Ski Area Management Magazine Symposium on the subject of diversifying mountain sports. This is a critical issue for the industry, and YES is serving as a model program for employee recruitment and consumer participation from diverse cultures. As a result of the conferences, YES is partnering with three other non-profits - Winter Kids of Maine, Snowboard Outreach Society of Colorado, and the Snowsports Industries of America in Washington, DC - to share resources and best practices.

Volunteers are the most important part of the YES team. This year over 150 people shared their passion for the outdoors. They got things done by leveraging their time with the donations of our financial and in-kind contributors. We thank all of you for your continued and important support.

Sincerely,

Mary A. Williams  
Executive Director

Peter R. Haffenreffer  
Board Chair

# YEAR ROUND EXPERIENTIAL EDUCATION

*“What we really care about,” says program manager Jeffrey Wortham, “is that city youth discover more about themselves and what they can do; that they enjoy the outdoors, develop relationships, reach goals and become leaders who care for others.”*

## Operation Snowsports

With a greater demand for snowboarding, we gave our core program a new name. From December through April, 1,900 youth swept the slopes of New England learning to ski and snowboard.

*“I want to be adventurous.” Kerrin Taylor, age 8, first time skier*

## Outdoor Adventure

Keeping active by hiking, biking, canoeing and camping, 500 youth went on day and over night trips May through September.

*“I learned how to work in a group and lead my team with a trail map. I have more courage now.” Michael Costin, age 12, first time hiker*

## The “E” Team

By exploring the environment, the E-Team emphasizes a more thoughtful, insightful outdoor experience for members. Forty (40) youth explored nature and completed community services projects October through May.

*“Well I never really looked at the nature around me but now I see and understand why we need to keep our environment clean. I feel bad for people who are misinformed and litter. My view on nature is very different.” Melissa Silva, age 14, E-Team member*

## Job Training

Meeting weekly with mentors, 50 youth developed job skills and aspire to brighter futures. Participants must maintain a B average and volunteer after school at YES in addition to their 8 hours per week paid work between September and May.

*“I liked when Sue Kafka came in and we talked about ethics, we had the best discussions there and also the group opened up a lot. It was interesting and it also involved important work ethics everyone should exercise.” Geraldine Medina, age 16, Job Program Participant*



## Youth Enrichment Services Financial Statement

For the year ending June 30, 2005

### Revenues

Foundations and Corporations	\$349,975
Individuals	\$44,939
Fund Raising Events	\$17,202
Donated Equipment and Services	\$50,523
Donated Lift Tickets	\$145,741
Participants Fees	\$98,678
Rental Income - Net	\$15,714
Other Income	\$2,227
Loss on Unsafe Ski Equipment	\$(82,629)
<b>Total Revenue</b>	<b>\$642,370</b>
<b>Net Assets at Beginning of Year</b>	<b>\$367,418</b>

### Expenses

Program Services	81%
Operation Snowsports Program	\$371,703
Outdoor Adventure and Girls Programs	\$84,796
Job Training Program	\$31,341
E Team	\$48,440
Supporting Services	19%
Management and General	\$55,862
Fund Raising	\$73,223
<b>Total Expenses before Depreciation</b>	<b>\$665,365</b>
<b>Depreciation (non cash) Expense</b>	<b>\$55,610</b>
<b>Increase (Decrease) in Net Assets</b>	<b>(\$78,605)</b>
<b>Net Assets at End of Year</b>	<b>\$288,813</b>

## GROWING STRONGER—BUILDING CAPACITY



*“The Boston Youth Sports Initiative is creating a framework to facilitate collaboration that will strengthen the youth sports network and support positive youth development in Boston. YES is an important partner in this effort.”* Chris Lynch, Youth Sports Coordinator, Boston Youth Sports Network



### Program Expansion

Established a scholarship program, funded by an anonymous donor, to reward students who are deeply involved in YES and aspire to go to college.

Collaborated with Boston Youth Sports Network and Experiential Environmental Education (E3) network to continue expanding programming.

### Board and Volunteer Staff Development

Successfully recruited eight new board members and are leveraging their skills to support new program models.

Professionalized volunteer training and recruited 15% more to meet growing demand.

### Technology Improvements

Began leveraging web-based databases, local network upgrades, and new software training to increase program delivery capacity and fundraising capabilities.

### Capital Improvements

Repaired the roof at our Boston headquarters with a \$35,000 first-time grant from the Richard and Susan Smith Family Foundation and submitted \$145,000 in requests for exterior repairs and interior upgrades to support our growth.



# YOUTH ENRICHMENT SERVICES WISHES TO THANK EVERYONE FOR YOUR GENEROUS SUPPORT

This covers the period between June 1, 2004 – June 30, 2005. We regret any omissions. Please notify us if you should be on this list.

## \$10,000 +

American Ski Company  
Anonymous (4)  
Associated Grantmakers of Massachusetts  
Black Ministerial Alliance of Greater Boston  
The Boston Beer Company  
The Boston Foundation  
Lawrence D. Bragg III  
George Macomber Family Gift Fund  
The Hyams Foundation  
Massachusetts Forests and Parks, DCR  
Richard and Susan Smith Family Foundation  
Ski Butternut  
Brad Wheeler Memorial Golf Tournament  
Stan and Betsy Wheeler  
Yawkey Foundation II

## \$5,000 +

Agnes Lindsay Trust  
BEWI Productions  
Black Mountain Ski Resort  
Danversport/DeLorenzo family  
Hilton's Tent City  
Loon Mountain  
Sally and Rob Quinn  
Sunapee Ski Resort  
Santa Claus Anonymous  
Tenny Mountain  
Tiger Woods Foundation  
Wayne Wyrtesz

## \$1,000 +

Anonymous (5)  
JA Besner and Sons  
Cambridge Community Foundation  
The Chase Family Foundation  
Stephanie Dimarco  
Ray and Judy Fales  
Wm. Filenes and Sons  
Peter Haffenreffer  
Anthony Helies  
Joe and Allison Hill  
Justin Kermond  
May Department Store Company Foundation  
Jef and Reggie Murdock  
Marla Quinones  
Ski New Hampshire Staples  
Shawnee Peak  
Sugarbush Resort  
Sugarloaf Ski Resort  
Charles Irving Travelli Fund  
Waterfield Fund

## To \$1,000

Abel Harris Jr. Scholarship  
Einar Aas  
Susan B. Acton  
Ike Adams  
John Anderson  
Evan Andrews  
Nathaniel H. August  
Audrey Bari  
Erica Barry  
Scott Bartley  
David Bell  
Boston Ski Party  
Beth Bower  
Bretton Woods Ski Resort  
Vernon Brown  
Lynne Cheek  
Combined Boston Employees Campaign  
Combined Federal Employees Campaign  
Combined MA Employees Campaign  
Stacey Cornforth  
Blue Fang Games  
John Dacey  
Steve and Laura Delaney  
Peter and Diane DiBari  
Louise Dodd  
Paul and Linda Dougherty  
Shane Flannelly-King  
Frank Fasanella  
Paul Feiss  
Anthony Francis  
Fraser Pontiac  
Lydia B. Graves  
Doris Hagen  
Hawthorne Youth Community Center  
Ed and Kathleen Hill  
George A. Horne  
Margaret Howell-Lawrence  
Ruby Hudson and family  
William and Kathryn Hurley  
Paul Hurley  
Sean and Corrie Jackson  
Tim Johnson  
Ed Kahn  
Victor Kalina  
Patricia Kelly  
Rita Kenneally  
Lowell Kim  
Peter LaCava  
Dynell Latson  
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Kathleen McHoul  
Gerry Moore  
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Northeastern U. Ski Team  
Feza and Diane Oktay  
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Stephen Puopolo  
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Verna Wilson  
W. Lambert Welling  
Nathaniel J. Young, Jr.  
Nancy Zook

## In Kind Services and Equipment:

Dorothy Belton  
Totally Board  
Trish Baynard  
Davik Biky  
John Bliss  
Buchika's Ski Shop  
Burton Snowboard  
Butternut Ski Shop  
Byggmeister Inc.  
Walter Campbell  
David Carr  
Richard Cohen  
Kate Cosmopoulos  
David Cook  
Susan Curry  
Steve Delaney  
Eastern Mountain Sports  
Paul Eldrenkamp  
Derek Fowler  
Susan Frankle  
Goulston and Storrs  
Phil and Liz Gross for the Killington lodge  
Gunstock Mountain  
Sarah Haigh  
Robert Heidenreich  
Allison Horne  
H.O.M.E. Inc.  
Paul Hurley  
Alex Keally  
John Kibbee  
Yuji Koga  
Martha Koster  
Peter Lipsitt  
Dynell Latson  
Terence Lee  
Carol Loomis  
Loon Ski School  
Mathworks  
Charles Maxson  
Andy McCarthy

Barry Nolan  
Raymond and Ellen Norris  
Tom O'Donnell  
OVO Helmets  
Jane Patterson  
Pepsi  
Rosemary Phelan  
Laura Reff  
Ropes and Gray  
Sheryl Sachs  
Sacks Exhibits  
Ski Market  
Star Market Company, Inc.  
Sugarloaf Ski School  
Sunapee Ski School  
Rick Smith  
Phil Stymfal  
Chris Strukus  
Susan Todd  
Michael Tosi  
Melvin Vieira Jr.  
Diana Wilson  
Richard Woy  
David Young

## Volunteers:

Najee Abdul-Baseer  
Ike Adams  
Kielo Ahomaa  
Gary Anderson  
Dianna and John Anderson  
Evan Andrews  
Kim and Donato Antonellis  
Stephen Bandini  
Colleen Barrett  
Edward Beagan  
Dorothy Belton  
Shawn Belton-Perry  
Ailsa Bennell  
Aby Benson  
Richard Bivins  
Luis John Bonilla  
Robert Bottomley  
Ian Brady  
Jim Bride  
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Kris Carter  
Deb Cahill  
Michael Cartine  
Charles Carusone  
Amy Chilton  
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Natalie Chudacoff  
Nick Claassen  
Melissa Cohen  
Heather Conrad  
Dan Conroe  
Gregory Conte  
Kat Cosmopolous  
Jen Davidson  
Steve Delaney  
Clarence Dennis  
Greg De St. Maurice  
Rohin Dhar  
Kevin Drew  
Carmella Dynett  
Andrea Encarnacao

Kristine Faloon  
Mark Fanger  
Sabrina Fanger  
Lauren Farrell  
Kristina Eldrenkamp  
Rachel Figuero  
Michael Flanagan  
Sara Foster  
Nick Fountain  
Sofia Gallinelli  
Alison Giovannone  
Laura Graham  
Joel Guzman  
Josh Hanson  
Shantale Harb  
Corie Hoffberger  
Robert Hollis Sr.  
Margaret Howell  
Josie Johnson  
Tim Johnson  
Jason Jones  
Verena Jones  
Susan Kafka  
Sara Katersky  
Henry Kenyon  
Sean Kilbridge  
Lowell Kim  
Yuji Koga  
Korena Larsen  
Dynell Latson  
Rob Lawrence  
Bi Lee  
Leonard Lee  
Sadiki Lestrade  
Rachel Levenson  
Larry Lieberman  
Mick Lieberman  
William Lin  
John Lindsay  
Sue Lupi  
Katie Mackin  
Adam Manfredo  
Amanda Marlow  
Lauren Marshall  
Michele Marshall  
Jennifer McBournie  
Jill McMackn  
Asim McManus  
Alan Meyers  
David Meyers  
Derek Mitchell  
Benjamin Morris  
Vanessa Morales  
Kaitlyn Morrissey  
Alex Moscicki  
Jim Mulligan  
Christopher Murphy  
Edward Murphy  
Steve Myers  
Matt Nelson  
Kelly Neubauer  
Mathew Norton  
James O'Brien  
Sarah Oliveira  
Jeff Olson  
Jennifer Orosan  
Andrew Padilla  
Steve Park

Sarah Paterson  
Alexi Pelanne  
Sam Perrone  
Barbara Peters  
Samantha Post  
Sabrina Pulley  
Connie Queen  
Marla Quinones  
Megan Reilly  
Deb Reitan  
Marvin Rhone  
Sean Rodgers  
Sam Rounds  
Freddy Romero  
Marc Sheftel  
Jana Shering  
Jen Silva  
Roberta Sinclair  
Harold Sparrow  
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Anna Stempein  
LaDawn Strickland  
Alden Stodder  
Kacy Sullivan  
Virginia Sullivan  
Daniel Sutherland  
Hassan Swanigan  
Danielle Tarloff  
Cal Thomas  
David Thompson  
Christina Tomchik  
Allison Trovage  
Kiette Tucker  
Shruti Verma  
Melvin Vieira  
Richard Ward  
Phebe Waterfield  
Becca Watson  
Riane Welch  
Carolyn White  
Lisa Wilkins  
Joell Williams  
Glynn Williams  
Theresa Wong  
Francis Wood Jr.  
Pierce Wu  
Shoki Yashiro  
Brian Yeaton  
Jill Zeikel

