The YES mission is to inspire and challenge youth with physical and mental activities that foster life-long respect for self, others, and the environment.
Dear Friends,

Last year was a remarkable one for Youth Enrichment Services (YES). It was a year of growth and success as we continue to deepen the positive impact YES has on the lives of Boston’s young people.

The year ended on a high note with the successful development of YES’s 2016–2020 Strategic Plan — a roadmap for the future of the organization. In addition to completing the development of this important plan, we reached several other notable milestones.

A record number of youth who live in YES’s target neighborhoods of Dorchester, Roxbury, and Mattapan were served. Our goal continues to be the engagement of youth with the least access to the outdoors and sports-based leadership development opportunities.

On the slopes, YES successfully piloted its Cross Country Ski program for the first time with support from the National Winter Sports Education Foundation. Our Youth Excel Through Tailored Instruction (YETTI) Operation SnowSports program model expanded with over 175 youth on the slopes for 600 activity days.

In the YES Academy, more than 200 middle and high school students engaged in learning about leadership skills, the outdoors, career exploration, and college preparation. Most importantly, 100% of high school seniors in the YES Academy programs graduated high school and enrolled in college.

As we look toward the future — and the next five years of YES’s growth — the leadership at YES remains as committed as ever to helping Boston youth become successful, confident young adults.

Our work would not be possible without your support. From all of us at YES, thank you for your generous investment in our youth.

With appreciation,

Bryan Van Dorpe
Executive Director

Betsy Strickland
President, Board of Directors
The YES Formula for Success

**TIER 1**

*Introductory Experiences and Activities*
- Skiing, snowboarding, kayaking, fishing, sailing, surfing, stand-up paddleboarding, rock climbing, hiking, biking, track and field

*Operation SnowSports*
- Ski and Snowboard activities, 1-day trips

*Outdoor Adventure*
- Summer activities, 1-day trips

**TIER 2**

*Repeat Engagement Experiences and Activities*
- Operation SnowSports
- Youth Excel Through Tailored Instruction (YETTI)
- Five or more ski/snowboard trips per winter
- Cross-Country Ski Program

*Outdoor Adventure*
- Summer activities, 5 times per week
- Summer Track and Field, 2 times per week

**TIER 3**

*Highest impact youth development and leadership programs*
- YES Academy
- Junior Volunteer Program, Career Exploration, Girls Outdoor Adventure Leaders (GOAL), College Preparation Program

*Outdoor Adventure*
- Fall and spring track teams, includes developmental races and competition meets
Who does YES serve?

Over 1,600 young people were served by YES this year. Underserved youth are our target with a focus on the neighborhoods of Dorchester, Roxbury, and Mattapan. 75% of YES youth live in low-to-moderate income households. 3 out of 5 are youth of color.

Who does YES serve?

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>African American</td>
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<tr>
<td>Asian</td>
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<td>Hispanic</td>
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<tr>
<td>Multi-ethnic</td>
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<tr>
<td>Caucasian</td>
<td>5%</td>
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</table>

“As a junior volunteer at YES, I have been exposed to a multitude of different cultures. The youth, volunteers, and staff are from different places, and have taught me so much.”

— Stephany, 17
Experience

In 2015, over 800 young people experienced new active outdoor adventures with YES’s Tier 1 programs through Outdoor Adventure and Operation SnowSports. Activities they participated in include: skiing, snowboarding, rock climbing, kayaking, fishing, surfing, stand up paddleboarding, mountain biking, track and field and more! Without YES, many young people would have never had the opportunity to have these new outdoor experiences.

“I like coming to YES because I get to not only meet new people and do new things, but I get to learn about how I can contribute to the world.”
— Maude, 15

“At YES, I learned how to snowboard. The sport has pushed me to better myself and try new things.”
— Jonathan, 18

95% of Operation SnowSports youth increased their confidence in trying new things

100% of Track and Field youth plan to continue to exercise regularly
Confidence

In 2015, over 600 young people built confidence through YES’s Tier 2 programs: Operation SnowSports’ season-long programs, Outdoor Adventure week-long sessions, and the YES Track and Field program. Through repeat engagement active outdoor activities, youth gained confidence in themselves and increased their ability to succeed in school and reach their full potential.

“We like to take initiative and think of ways to improve the program. I’ve become a leader. I’ve become more confident.”
— Alex, 18

“At YES, I feel like I can be myself.”
— Destiny, 13

95% of GOAL girls reported an increase in self-confidence after the program
100% of Outdoor Adventure youth increased their confidence in trying new things
Leadership

In 2015, over 200 young people gained leadership skills, explored career pathways, and prepared for college in YES’s Tier 3 High-Impact Programs: the Junior Volunteers, Career Exploration, Girls Outdoor Adventure Leaders, and College Preparation.

“At YES, I have learning new leadership skills, professionalism, and life skills.”
— Macy, 15

“YES prepared me for life in many ways. I got back way more than I ever had to put in. YES is one of the best things I have ever done.”
— Keith, YES Alumni

75% of Junior Volunteers improved their leadership skills through their volunteer experience

75% of College Preparation teens increased their academic engagement
Thank You

IN-KIND DONATIONS AND SERVICES

Adaptive Sports New England  
Bay State Cruise Company  
Beartown State Forest  
Blackstone Community Center Staff  
Blue Hills Ski Area  
Boston Parks & Recreation Department  
Boston Police Department  
Boston Public Schools  
Blue Hills Ski Area  
Brooklyn Boulders  
Butternut  
Sophie Caldwell, T2 Athlete  
Central Rock Gym  
Charles River Canoe & Kayak  
Charles River Conservancy  
Cinnamon Rainbows Surf Company  
Cranmore Mountain Resort  
Danversport Yacht Club  
Empyreal Snowboards  
The Fishing Academy  
Julia Ford, Olympic Skier  
Good Sports Foundation  
HEAD Wintersports  
Highland Street Foundation  
Jiminy Peak Mountain Resort  
John Hancock  
Killington Resort  
Lombardo’s  
Loon Mountain  
Mass Dept. of Conservation and Recreation  
Metro Rock  
Mt. Abram Ski Area  
Mt. Sunapee  
Nashoba Valley Ski Area  
New Balance  
New England Disabled Sports  
Northeastern University  
Pats Peak Ski Area  
Pico Mountain  
Pier Park Sailing  
POC  
Putnam Investments  
Reebok  
Rock Spot  
Save the Harbor/Save the Bay  
Ski Butternut  
Ski Ward  
Sugarbush Resort  
T2 Foundation  
Up2Us Sports  
U.S. Ski and Snowboard Association  
Wachusett Mountain  
War Memorial Community Center  
Waterville Valley Resort  
Wompatuck State Park

VOLUNTEERS

Over 200 adult and teen volunteers made YES’s programs possible this year. Thank you for your hard work and dedication to serving Boston’s youth!
Corporate and Foundation Donors

The listing below reflects charitable gifts of $500 and above received during Fiscal Year 2015. Thank you for your generosity!

Adage Capital Management
AGM Summer Fund
Amelia Peabody Charitable Fund
Amelia Peabody Foundation
Bank of America Merrill Lynch
BlackRock Financial Management
Bloomberg
Boston Gives Big!
Boston Ski Party
Boston Summer Fun
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Massachusetts Port Authority
Morgan Stanley
National Winter Sports Education Foundation
New England Patriots Charitable Foundation
POC USA
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Save the Harbor/Save the Bay – Better Beaches
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Temple Sinai
The Boston Foundation
The Dyson-Kissner-Moran Corporation
Trip Advisor Charitable Foundation
Tufts Health Plan Foundation
USSA
Voya
William Gallagher Associates
Yawkey Foundation
Young Group Inc.

Expenses and Revenue

**EXPENSES**

- Program Expenses: 16%
- General and Administration: 11%
- Fundraising: 73%

Total expenses: $1,535,768

**REVENUE AND SUPPORT**

- Contributions: 41%
- Other: 33%
- Special Events: 17%
- In-Kind: 7%
- Program Fees: 2%

Total revenue: $1,637,607
## Individual Donors

The listing below reflects charitable gifts of $500 and above received during Fiscal Year 2015. Thank you for your generosity!

<table>
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<th>Donors</th>
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<td>Mark and Elisa Preston</td>
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Allison Zacarias, College Prep Program Coordinator

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