

FR1ENDS of the
CH1LDREN

Seattle

2019 Gratitude Report



Mission Statement

Impacting generational change by empowering youth who are facing the greatest obstacles through relationships with professional mentors – 12+ years, no matter what.

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Letter from the Executive Director and Board Chair

Friends of Friends,

In 2000, Friends of the Children-Seattle launched out of a small office, thanks to a committed band of volunteers and staff. Friends began in Seattle with the research-informed premise that, for youth who have experienced trauma, transition, and poverty, the single most important predictor of their long-term success was a committed, stable, and positive adult. That year, a handful of children got exactly what they needed: **the promise of a committed mentor who will walk beside them as they faced each of life's challenges, for 12½ years, no matter what.**

Twenty years later, the commitment to our youth remains the same: **our mentors spend four hours each week with each child, fostering school success, developing life skills, and having fun. But much else has changed.**

We now serve 216 youth, ages four through 18, and our staff has grown to over 40. As Seattle families have migrated south, we've moved from that tiny office to a house in the Central District, then to a youth-designed facility in Rainier Valley. We've seen six classes of students all the way from kindergarten through high school. Ninety-three percent of these youth avoided any contact with the juvenile justice system, 93% avoided teen parenthood, and 86% have graduated high school, which is above the Washington state graduation rate.

Every step along the way, with every success our youth achieve, we learn more about the value of paid, professional mentorship. We also learn more about what it takes to provide effective support and how crucial it is that we serve as many talented young people as we can. This year, thanks to your support, we paired 45 new youth with mentors. Each one of their paths is paved by your commitment to them.

One of our most exciting developments this year is a partnership with Childhaven, a trauma-prevention program serving youth ages 0 to 5. Through this partnership, youth and their families will receive support continuously from birth through high school – from Childhaven in their early years and then from us beginning from when they transition to kindergarten. Through this coordinated support, we are ensuring that young people facing the greatest risks will have the support they need at all points in their development.

The value we provide starts and ends with our exceptional staff. The average length of service for a Friends-Seattle mentor is nearly six years, and they now have a career path to grow professionally within the organization. Some mentors, including Richmond Hurd, Alicia Uehling, and Sheena Fanuncial, have been with us for more than a decade and are now leaders within the organization.

For our youth, consistency is critical, and your support is what makes this consistency possible. It is the catalyst for our youth to realize their own tremendous potential. **Thank you for being a part of our community and for joining us to celebrate our youths' successes, our organization's strength, and the work yet to come.**



Steve Lewis
Executive Director



Linda Perlstein
Board President

Time Builds Trust: A Quote from a Parent

“I am most proud of who he is becoming, his maturity level and how he has changed since he’s been a part of Friends of the Children.

At first, he didn’t want to go on outings with Rex. Now he always asks, ‘is Rex coming to get me? Is Rex picking me up on Thursday?’

Everything has changed in the last two years.”

–Parent



Taj's Success Story

Jeremy's youth learns self-management

Eleven-year-old Taj* is passionate about sports like basketball and football, but struggles to not take every challenge personally. Jeremy, Taj's professional mentor of three-and-a-half years, has strategized with him to help him manage his aggression.

"[I tell him] the second that you react on the spot [when] someone chuckles across the basketball court, you're just giving them what they want," said Jeremy. He and Taj talk often about how to respond by winning the game through skill instead of replying with more trash talk.

Through their conversations, Jeremy has helped Taj become aware that there is a better alternative for his behavior. Jeremy recalls a conversation in which Taj shared that he aspires to be a mentor one day, too, so he can help other kids gain the ability to walk away without taking insults personally. As Jeremy helps Taj become more aware of his triggers and responses, he hopes he will improve his self-management throughout all corners of his life – from the basketball court to the classroom.

Like so many of our youth, Taj's behavioral struggles indicate deeper challenges he's facing and only tell a small fraction of his story. His mother is currently in a precarious housing situation, so he has to bounce between living with his mom and his dad. He has had to endure long stretches without seeing his mom at all, which is hard because Taj is very close to her. Recently, the family lost most of their belongings because they could not afford a storage unit amid all their transitions. And, as the oldest child, Taj is under pressure to share what little he has and take care of his younger siblings.

A critical part of a professional mentor's role is to partner with the youth's family. Knowing how much pressure this situation puts on Taj's whole family, Jeremy has been able to support Taj's mom, Priscilla*, as well. Whether it's by giving her a ride when he's driving Taj somewhere or just lending a listening ear, Jeremy's partnership with Priscilla allows the whole family to feel supported by Friends of the Children. Through positive reinforcement and affirmation, this network of support is helping Taj build the confidence to not take things personally and the self-management skills to walk away.

Recently, Taj lost a basketball game at the community center and was berated with trash talk. He felt his temper start to rise so he walked away. He and Jeremy left and took a snack break in a nearby park. After an hour, he said, "Can we go back?"

Jeremy responded, "Do you think that's a good idea? Those kids [that were making fun of you] will still be there."

"Yeah, it's good," said Taj. Just as Jeremy predicted, the same kids started making the same jokes as soon as he walked in.

"He just ignored it," said Jeremy, impressed. "We played some one-on-one games and eventually the kids forgot about it. [Then] he was playing basketball with the same kids and it was totally fine."

*Names changed to protect the privacy of our youth and families.



Our Model is Proven and Data-Informed

1

We select youth who face the toughest systemic barriers.

We select youth ages 4-6 who have experienced trauma and transition, in partnership with Childhaven, Department of Children, Youth, and Families and Seattle Public Schools.

2

We employ and train salaried professional mentors.

Hiring professional mentors is a key component to delivering the quality, consistency, and commitment our young people need.

3

We commit for the long-term.

We stay with each child from pre- kindergarten through graduation, no matter what. Professional mentors spend an average of 16 intentional hours each month empowering youth to set and attain goals.

4

We focus on the complete transformation of the child.

We develop a road map for each child and design activities to build life skills. We create meaningful experiences to explore each child's unique talents and interests.

5

We work in and with the child's community.

Mentors are able to provide continuity in these often unstable environments and serve as a link between the different facets of the child's life.

6

We evaluate, measure, and improve.

We regularly track each child's progress towards their individual objectives to help them reach their goals. We are also assessed annually by an independent third-party evaluator. This allows us to continue to identify ways to make our program stronger.



Meet Professional Mentor, Stefan Hauser

Our fulltime, salaried professional mentors are role models whose shared lived experiences inform their ability to provide a support system for each youth to achieve success and fulfill their potential.

Stefan Hauser, professional mentor, started his career as a teacher and shifted to mentoring when he learned that he could be paid to mentor. That was 10 years ago.

“I felt great about making the shift to having a more direct impact on the students that I was teaching,” Stefan said. “I [had been] teaching students who were struggling in different aspects of their lives and I couldn’t really get in.” Stefan said he wanted to connect with families and provide support that would change their lives. The problem, as Stefan saw it, was that “the families didn’t really see me as an ally.”

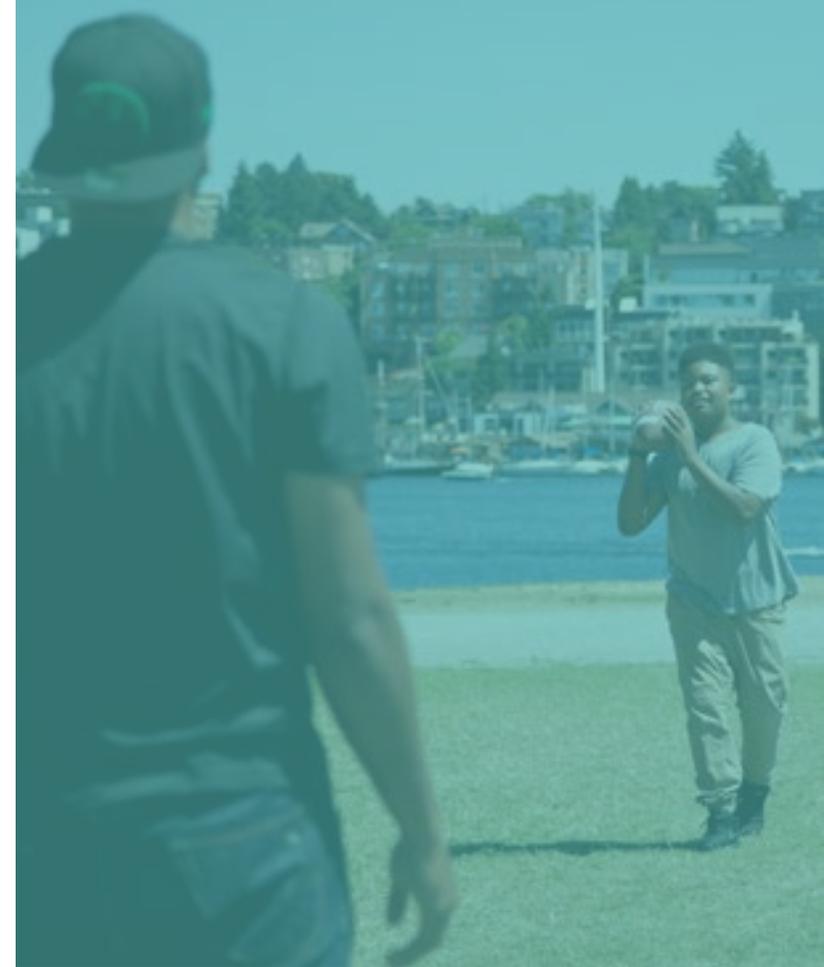
Friends of the Children builds trust by partnering with families enrolled in the program. We work alongside them to support their children to reach their goals. Now Stefan has a more direct line to the families and can make a deeper impact on his young men. “I feel like I am family to my youth and their families,” Stefan said. “It takes time to build those types of relationships and mentorship is not a one-way thing. Families are also involved 100% and that makes all the difference in the world.”

Stefan works with nine young men, and he is determined to be by their side when they walk across the stage to receive their high school diplomas. Stefan said that his young men have a mentor for life. “I want to know when they graduate from college,” Stefan said. “I want to know when they get married.”

Mentoring wasn’t a random calling for Stefan. His father was incarcerated for 20 years. Growing up, Stefan and his siblings had different male mentors throughout their lives. “Mentoring matters to me because without mentors in my life as a youth I would have most likely followed my father’s footsteps that led him to the penitentiary,” Stefan said.

Stefan remembered having African American men who challenged him in academics and sports, which helped him become the man he is today. Stefan had one teacher who put him in a gifted math class with students who would motivate him. He received an A in that class and it changed his life. “My teacher believed in me early on,” Stefan said. “He saw my potential before I ever could and he didn’t give up on me.”

Now Stefan can give back and mentor younger generations with the hope to continue this cycle of success. For the past 10 years, he has excelled as a professional mentor and was recently honored for his work at Friends. Stefan received the National Super Star Award for the entire Friends of the Children National network. “I am proud of the award because that year my young men worked really hard,” Stefan said.. They were transitioning to high school when Stefan won the award. “It’s a big honor but I can’t take full credit. I told my young men that I won because of them and their success. So, they shared that one with me.”



“As a male [growing up] you have to have a really good positive role model. Stefan is that role model. And what I see from looking at [my son], he sees what Stefan has done [including] finishing high school going to college. I love my mentor. He is like an extended family.”

–Program Parent

Partnerships

Partnership with YMCA summer camps allows youth to find their spark.

Thirty-three Friends-Seattle youth attended YMCA overnight camps in summer 2019. Thanks to our partnership with the YMCA of Greater Seattle, financial assistance was offered in full to all 33 youth. The YMCA of Greater Seattle also provided camp gear such as sleeping bags for any of our youth who needed them. We are grateful to Camp Orkila and Camp Colman for making summer camp accessible to our youth.

The YMCA of Greater Seattle has found that, after attending summer camp, youth experience positive development in **social integration and citizenship, environmental awareness, self-confidence and personal development, emotional intelligence and attitudes towards physical activity**. In fact, “overnight camping programs consistently generate higher scores on [these measurements] than any other youth development program offered by the Y,” according to YMCA of Greater Seattle’s report, “The Impact of Overnight Camping” (2017).

Professional mentor Sophia sent five of her youth to YMCA camps last summer. “This is a beyond amazing opportunity for these girls to have this experience of leaving the comforts of home and technology behind to explore the outdoors in an environment where they feel safe and supported,” says Sophia. Her youth have glowing reviews as well, highlighting the positive relationships that allow youth to feel nurtured and empowered to step out of their comfort zone and try new things. The Friends community is excited for this partnership to continue in 2020.



“When I was going to camp I was excited and nervous. I had never slept in a cabin before. I was happy but I was kind of scared. To distract myself from being scared I went swimming, and played with new friends. Ice cream and going on the climbing rock was the best part of camp. And I got to make s’mores!” *–Program youth*

“When I first got there, I was I shy and nervous. I was feeling shy because I wouldn’t see my mom for a week and only came with one friend. Once I started doing more activities, I started making new friends and having more fun. I got to do a lot of new activities and I had to get up really early to clean a kitchen! I want to go back, because once I go back I will know what to expect. I want to go back so I can try some of the things I was afraid to do my first time.” *–Program Youth*

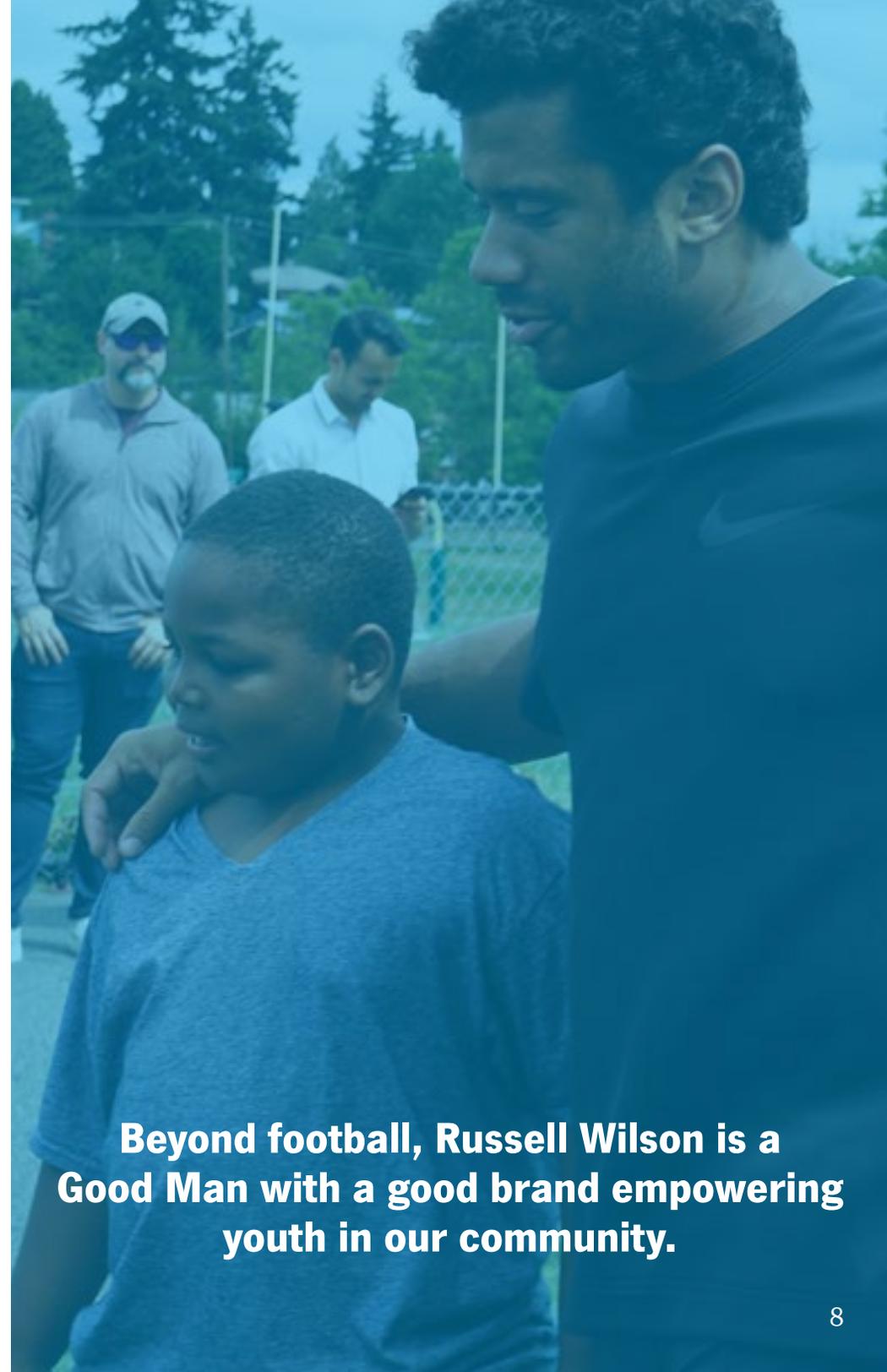
Fashion is not Fleeting: The Good Man Brand makes an Indelible Impact through Friends

Scott Bonomo, co-founder of the Good Man Brand, had a unique vision when he launched the Good Man Brand in 2015 with Seahawks Super Bowl winning quarterback Russell Wilson. After five years, the Good Man Brand not only continues to invent and innovate comfort, but is living up to the brand's ultimate purpose of doing good. The Good Man Brand donates 3% of each of its sales to Russell Wilson and Ciara's Why Not You Foundation. The Why Not You Foundation has contributed, to date, over \$800,000 to support Friends-Seattle and the launch of 15 new Friends of the Children locations across the country. This year, Friends-Seattle will celebrate its 20th anniversary thanks to the ongoing investment from the Why Not You Foundation.

Before the brand launched, there was an initial question about whether it was to be a cause-driven initiative. Scott recalls a fateful meeting when he and Russell tackled this question. According to Scott, "I was in a pretty intense concept meeting with Russell, and he was pacing back and forth - he told me that is when he is most creative, when he paces back and forth - he stopped and said something that will forever stick in my mind, he said "what we do has to be bigger than fashion." At that moment, Scott recalls, "he said 'no one will remember us for the fashion we create - we have to create a legacy and it has to be about the good we do, and the good we inspire in others.'"

Russell and Scott's willingness to think beyond typical boundaries has allowed talented young people enrolled in Friends to have the necessary support to challenge their own boundaries. At Friends, we work with young people to help them find their spark, one of Friends' Core Assets. At that moment of decision that he shared with Russell, Scott found his spark. Scott remembers that day, "it was like a lightning bolt went through my body, I remember it so clearly. Now my career, my passion, my skills, my energy could be focused into a true brand mission and purpose."

What particularly drew Scott to Friends was that the fact that the commitment to every child in the program was long term, from kindergarten through graduation, for 12 ½ years, no matter what. According to Scott: "In an instant it was love at first sight! With all our heart, we are so proud and love Friends of Children and the positive impact they are creating for youth today."



**Beyond football, Russell Wilson is a
Good Man with a good brand empowering
youth in our community.**

Good Man
BRAND®

 WHY NOT YOU
FOUNDATION

Youth Success Story

Alex's youth overcomes her fear of math

During Jaelyn* and her professional mentor Alex's second school year together, Alex found out from Jaelyn's teacher that she wasn't completing her weekly work packet – a packet provided by the teacher not to be graded, but to offer students additional learning tools. Jaelyn, a second-grader, had not mentioned the packet because she doesn't like math. Alex, who plans every outing with an intentional goal in mind, began prioritizing this work packet during their outings together.

At first, the packet took Jaelyn three hours in the library to finish. Math problems were especially challenging and stressful. Alex realized that it wasn't a lack of motivation keeping Jaelyn from doing her work; it was a combination of a lack of understanding and a lack of accountability that led Jaelyn to feel stuck.

With Jaelyn's input, Alex created an incentive plan to encourage Jaelyn to be proactive with her work packet. Every week, if she completed a certain amount of the packet prior to her outing with Alex, she would get to pick a treat and snack and Alex would plan a fun activity. By the end of the school year, she was hopping in the car with the whole packet already done. She saw that the tangible reward for finishing her work was having time to do fun activities with Alex.

This plan introduced some accountability, but Jaelyn still needed emotional tools to work through assignments that left her confused and feeling behind. She didn't want to admit that she was crying because she was confused. Asking for help was scary. Alex emphasized that voicing why we're upset is important. With Alex's support, Jaelyn began to recognize signs in her body indicating that she was getting upset and learned to identify how to calm herself down when she needed a break.

Alex's time spent in class with Jaelyn was integral to this learning process of regulating emotions. Alex was able to share the incentive plan and Jaelyn's coping strategies with her teacher. They established what taking a break might look like in class and created a hand signal for Jaelyn to use. Then, when math problems started to feel overwhelming, Jaelyn could signal her teacher, spend a few minutes in the "calm-down corner" and use a stress ball with the teacher's permission.

This year, Jaelyn herself has advocated for Alex to join her in class. She values the importance of a professional mentor's presence in helping her process stress and hold herself accountable. Expressing this to her teacher shows huge growth in her communication abilities. With the consistency and support of a professional mentor in class, Jaelyn will continue to improve her self-management, both emotionally and academically.

*Name changed to protect the privacy of our youth.



Despite the systemic barriers our youth face, our data proves our mission works.

OUR CHILDREN FACE SIGNIFICANT CHALLENGES

40%
OF YOUTH HAVE BEEN INVOLVED WITH FOSTER CARE

88%
OF YOUTH QUALIFY FOR FREE AND REDUCED LUNCH

94%
ARE YOUTH OF COLOR

33%
HAVE AN IEP IN PLACE

THEY ACHIEVE MILESTONES DURING THEIR TIME AT FRIENDS

87%
ENGAGE IN POSITIVE EXTRACURRICULAR ACTIVITIES

86%
AVOIDED SUSPENSION

99%
YOUTH PROMOTED TO THE NEXT GRADE

92%
ARE PROUD OF THEIR ACCOMPLISHMENTS

THEY LEAVE THE FRIENDS PROGRAM PREPARED FOR THE FUTURE

93%
AVOIDED INTERACTIONS WITH THE JUVENILE JUSTICE SYSTEM

93%
AVOIDED EARLY PARENTING

86%
COMPLETED HIGH SCHOOL

RETURN ON INVESTMENT

FOR EVERY



\$1

INVESTED IN FRIENDS OF THE CHILDREN

=



\$7

SAVED BY THE COMMUNITY

The Harvard Business School Association of Oregon conducted a study of our model and found that for every \$1 invested in Friends the economy saves \$7.

Audited Financials

Assets

Cash and investments - **\$1,682,155**

Pledges receivable - **\$259,449**

Equipment - **\$218,549**

Total assets - \$2,195,373

Liabilities

Accounts payable and accrued liabilities - **\$115,761**

Net Assets

Unrestricted new assets - **\$1,682,374**

Temporarily restricted net assets - **\$397,238**

Total net assets - **\$2,079,612**

Total liabilities and net assets - \$2,195,373

Revenue

10.6% Individual - **\$268,268**

51.4% Foundation - **\$1,299,084**

16.6% Government - **\$418,523**

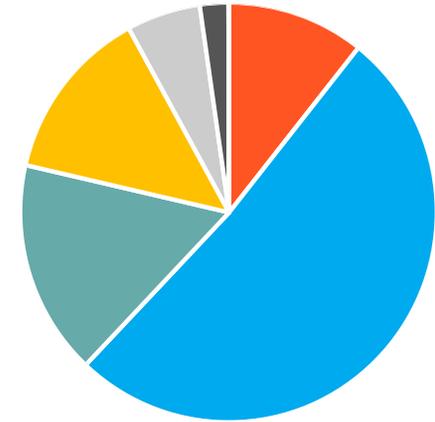
13.4% Special Events - **\$340,183**

5.7% Corporate - **\$144,685**

2.2% In-kind - **\$54,757**

0.05% Other - **\$1,218**

Total revenue – \$2,526,718



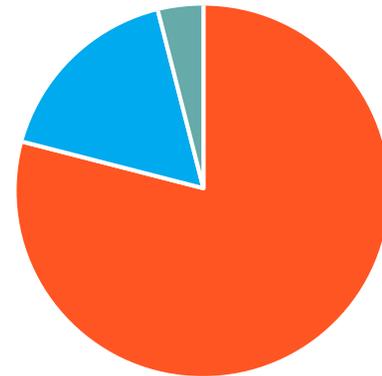
Operating Expenses

79% Program services - **\$2,466,594**

17% Fundraising costs - **\$522,902**

4% Administrative services - **\$133,092**

Total operating expenses - \$3,122,588



Partnership with Childhaven

Friends-Seattle partners with Childhaven to support youth from birth through graduation.

In 2019 we began a strategic partnership with Childhaven. The vision for this partnership was to provide an uninterrupted trajectory of support to our young people. Childhaven serves children from birth to five who have significant mental health, emotional, and developmental needs. Because of the needs these children have, when they graduate from Childhaven at age five—even after having benefited from Childhaven’s quality, intensive services—many are still not fully prepared for the rigors of a kindergarten day. And, too often, the public school system is not sufficiently equipped to collaborate with early learning providers to facilitate an intentional transition for the child. Friends-Seattle’s partnership with Childhaven mends that gap.

This past year, we selected and enrolled our first cohort of pre-kindergarten children from Childhaven, and paired them with professional mentors. With this new partnership, we will select one cohort from Childhaven per year.

“Creating a warm hand-off from Childhaven to Friends of the Children is obvious,” said Friends-Seattle’s Executive Director Steve Lewis. “To impact the long-term outcomes of youth in foster care and youth who have experienced trauma, it is critical that we break down barriers across sectors and nonprofits to put youth first.”

Working with Childhaven enables us to better understand the background of incoming children and families and ensure a more seamless transition into kindergarten than was previously possible.

“Where there was once a cliff, we have built a bridge for the kids in our program,” said Jon Botten, CEO of Childhaven. “Most agencies just refer clients back and forth without coordinating in any way, which doesn’t always translate into positive outcomes. With this partnership, we can do more than just refer. We can share best practices and service plans, and we can follow the success of Childhaven clients after they age out of our early learning programs.”

Youth who enroll in both Childhaven and Friends-Seattle programs, along with their families, benefit from a unique and truly groundbreaking partnership that provides unprecedented support and resources from infancy through young adulthood.

“It is a win-win for both programs,” Steve said. “The shared expertise between our organizations will better benefit the children, families, and ultimately the community.”



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*Donations received for fiscal year 2019:
 September 1, 2018 – August 31, 2019*

\$50,000 and up

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 Crystal Springs Foundation
 Discuren Foundation
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 Lenore Hanauer Foundation
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 Silver Family Foundation
 Social Innovation Fund
 Ballmer Group
 Why Not You Foundation

\$20,000 - \$49,999

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