

Gratitude Report



FR1ENDS of the
CH1LDREN
Seattle

20
20
YEARS



Our Mission

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

We enroll youth ages 4-6 throughout South King County from three community selection partners:



Seattle Public Schools

- Concord Elementary
- Dunlap Elementary
- MLK Elementary



Department of Children,
Youth, and Families
(DCYF)



Local nonprofit that partners
with parents and community
to strengthen families, prevent
childhood trauma and prepare
children for a lifetime of well-being.

Our Staff

Andre Barnes, Professional Mentor
Bryan Barnett, Professional Mentor
Jeremy Bradburn, Professional Mentor
Jalen Calhoun, Professional Mentor
Latima Charbonneau, Communications Director
John Collins, Professional Mentor
Katy DeHaven, Professional Mentor
Sheena Fanuncial, Teen Program Director
Michael Fowlkes, Professional Mentor
Rex Gaoaen, Team Lead & Professional Mentor
Taylor Gentry, Professional Mentor
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Marcel Hauser, Professional Mentor
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Michelle Hurd, Co-interim Executive Director & Associate Executive Director
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Elena Lynch, Foundations and Program Officer
Taylor Malone, Operations Manager
Edgar Masmela, Partnership Director
Sophia Moreno, Program Lead & Professional Mentor
Hailey Peterson, Professional Mentor
Jenilee Policarpio, Professional Mentor
James Sims, Professional Mentor
Audrey Smith, Professional Mentor
Tasha Soine, Professional Mentor
Erika Sweet, Foster Care Team Leader & Professional Mentor
Lidya Tesfai, Professional Mentor
Alex Tester, Professional Mentor
Alicia Uehling, Program Director
Shaye Villanueva, Professional Mentor
Meghan Wagner, Major Gifts Officer
Sierra Wagner, Development Coordinator
Jasmine Willis, Professional Mentor
Kelsey Woods, Co-interim Executive Director & Senior Development Director



How Friends-Seattle got started.

Rooted in a shared love of family, faith, and the pursuit of education, founding board members Sharon Maghie and Mike Murray were looking to make an impact in the Seattle area.

Sharon and Mike were deeply moved by the model of a salaried professional mentor, for 12+ years, no matter what. They decided to open a Friends of the Children chapter in Seattle.

Friends of the Children-Seattle opened its doors to **8 kindergartners** in a small office in the Central District in 2000. Since then, we have operated under the simple belief that a long-term relationships is critical to healthy and successful children.



Twenty years later we have grown to serve more youth across south Seattle.

29 full-time mentors
220 youth enrolled
13 hours per month with each child

15 school districts
50+ schools
151 virtual classrooms

60% African American
21% Two or more races
9% Latinx
1% Native American/Alaskan Native
1% Native Hawaiian/Pacific Islander

From the desks of our co-interim executive directors and board chair.

Everyone faced incredible challenges in 2020, and our youth, families, staff, and organization were no exception. When the world came to a sudden stop, the biggest priority at Friends-Seattle was, as always, to make sure our bonds remained strong with our youth and their families. Despite all our staff were facing, they showed up for our youth in meaningful and creative ways. And while most everything at Friends looked a little different, from a drive-thru graduation celebration to a reimagined gala to and a pop-up pumpkin patch, our mission never changed.

Mentors started 2020 like any other year, spending hours in classrooms, making dinners with youth at the office, and celebrating special moments—like birthdays—together with the Friends community. By spring, they were setting up Zoom accounts, making and dropping off activity kits for virtual outings, tutoring online, and meeting outside, at a distance, with the help of camping gear. Our mentors helped support youths’ increased social and emotional needs during this time of separation, and helped make online school much more manageable.

We learned early in the pandemic that to support our youth, we had to also support their parents and caregivers, who have been shouldering a lot of stress and navigating strong emotions. To relieve at least some of the burden, we’ve provided them groceries, cleaning supplies, diapers, and clothes for their families. New partnerships enabled us to distribute over 20,000 food bags to families and 150 laptops to youth since March 2020. Our hearts are full of gratitude for all who have prioritized our youth and community this past year.

Over the year, we all witnessed the harsh realities of our country’s inequitable systems through deadly acts of racism that, while not new, were amplified in new ways. Police brutality, voter suppression efforts, and the storming of the U.S. Capitol brought into full light the kind of racist situations and ensuing fears that many of our youth, families, and staff endure every single day. We were all impacted, and we knew that Friends-Seattle had to take a stand and no longer accept the status quo. So we have committed to doing more to demand generational change for our incredible youth. It’s time for us to join our voices with those of our community to support structural and institutional change; insist on higher standards; and hold ourselves, our leaders, and our stakeholders accountable for progress. In 2020 we began to look at our policies, procedures, fundraising strategies, and representation as a few of the first steps toward becoming an anti-racist organization that proudly serves, represents, and shows up for our youth, families, staff, and community.

This winter, Steve Lewis stepped down after two and a half years as Friends-Seattle’s executive director. Michelle Hurd, associate executive director, and Kelsey Woods, senior development director, have been serving as interim executive directors and will continue to do so until a permanent director is selected in May.

2020 was the 20th anniversary year of Friends-Seattle. We’d planned a bunch of celebrations, and instead we did what we do best: build and strengthened one-on-one connections with the youth that need us most. We are glad to say that despite the pandemic, Friends-Seattle is as strong as ever.

A lot of work, though, still lies ahead. The inequities in our society are not yet abating. While we celebrate our first 20 years, we look ahead at the next 20 with a renewed sense of energy and determination to serve even more youth and help our community—in South Seattle and beyond—grow ever stronger.



Michelle Hurd,
Interim Executive Director



Kelsey Woods,
Interim Executive Director



Linda Perlstein,
Board Chair

How our mentors plan weekly outings

Being Intentional

Every outing between a youth and mentor is intentionally planned, and tracks back to specific goals that we call roadmap goals. Roadmap goals are individualized to each youth to help them reach our intermediate outcome goals: school success, social & emotional development, improved health, making good choices, and plans & skills for the future.

“Intentionality means that each goal we work [on with youth] is tailored to each youth very specifically,” says Jenilee, K-5 mentor. Spending one-on-one time with a professional mentor “allows them to have an avenue to explore other things that they’re interested in...and they are consistently able to talk to someone about anything.”

Setting Goals

Whether it’s cooking together on Zoom or going for a walk, mentors tailor outings to create space for youth to work on their individual Roadmap goals.

Jenilee reviews her youth’s goals on a monthly basis to ensure they are tied into each outing. “[For my girls,] their social-emotional goals come up pretty consistently. We talk about how to regulate their feelings, talk about them in conversation, and be comfortable talking about feelings with their peers.”



Jenilee Policarpio is a K-5 professional mentor serving youth who are in the foster care system.

Last fall, after many long months of COVID restrictions, it was finally safe for Jenilee to start spending time with her youth in-person again. Since one of Kayla’s* Roadmap goals is to get more physical activity, Jenilee planned a fall-themed scavenger hunt around the neighborhood. While they searched for cool leaves and rocks, *Jenilee was able to have a deep conversation with Kayla about school and missing her friends.*

“Since I haven’t been able to have those conversations as deeply online, *this was a great way to touch on her social-emotional goals as well,*” said Jenilee. Afterwards, Kayla decorated a Fall 2020 memory box for everything she collected on her scavenger hunt.



Pursue Goals Relentlessly

In 2020, we faced a pandemic, which youth of color had to deal with while confronting racism in more ways than one.

Planning Outings

On average, our professional mentors plan at least four outings each month with each youth on their caseload. Youth are heavily involved in planning.

For teen mentor Shaye, planning outings is an ongoing conversation with her youth. Every time they meet, she asks them what they want to do next. “This lets them exercise their voice... and they are always looking ahead to the following week.”



Building Relationships

Keeping Track

To ensure youth can see their progress towards their long-term goals, mentors keep a detailed record of each outing. Tracking goals in the mentor database helps Shaye plan intentional time to support each goal.

“It also helps my girls and their caregivers keep track of what their goals are. I’m part of a support circle for my girls [and this helps us] all show up for them.” Jenilee finds that visual milestones, like stickers on a calendar, help her girls see their progress over a period of time. “I like to ask them how they’ve grown, and how they think they’ve changed or improved. Self-reflection is really important, especially for social-emotional goals.”



Shaye Villanueva is a teen professional mentor serving youth in middle and high school.

Shaye credits one of her most successful outings entirely to one of her youth, Nina*. Last summer, Nina was deeply impacted by the killing of George Floyd, and had lots of questions for Shaye as they processed everything on the news. Nina’s questions inspired Shaye to find kid-friendly articles about *George Floyd, police brutality, and systemic racism so they could learn about these issues together.* On the following outing, “we watched a lot of videos, [which] sparked a lot of good conversation about identity as a whole (culture, racial, gender). It made me reflect a lot on my own race and equity journey,” said Shaye. *“That’s how I know it’s a successful outing, if I’m learning things [from my youth] too.”*

*Name changed to protect youth’s privacy.



Put Children First

COVID-19

Relationships are not cancelled.
Conversations are not cancelled.
Love is not cancelled.
Hope is not cancelled.

Last year, COVID-19 caught us all by surprise and brought with it a lot of changes and uncertainty for our communities and the families I serve. In conjunction with these changes, it was difficult for me and my youth to transition to remote service indefinitely. Because everything changed so fast, I was not able to have that conversation directly with all of my youth as families rushed to prepare for an unknown future. That has been the hardest part for me and not being able to have an answer for when I will see them again.

It has been amazing to see the school communities rise up to support families. For one of my families, their teacher reached out to me directly to make sure they had what they needed and we were able to partner up to connect them to resources. Although challenging, this network has grown stronger and I am grateful to be a part of it.

One year later, we are continuing to grow as a team: the youth, the families and the mentors. Working with girls as young as 7, I have witnessed their inner resilience and ability to adapt to new circumstances we never imagined. Drawing from the strong connections we had before quarantine, the girls and I lean on each other to dig deep through these difficult times. Recently, I had a conversation with one youth who said that when she was feeling sad this week, she looked through the photo album of our times together—going to the aquarium, roller skating, and wearing mustaches on the ferry—and her heart felt happier. I feel the same way when I look back on the memories we've shared. It gives me hope and motivation to keep going. I feel proud of how we have gotten to contribute to each other's ability to rise to the challenges of the moment.

- Hailey Peterson, Professional Mentor



2020 COVID-19 Support Highlights

We are in a unique situation when the first round of restrictions went into place back in March. We had established relationships with families and quickly identified their needs. First we conducted monthly needs assessment. As time progressed, our mentors checked in quarterly to best understand how Friends-Seattle could provide additional support.

Food was one priority for our families. In addition to meals, we have given out **1,753 grocery gift cards** for additional food security over the past year.



We have given out over **150 laptops** to youth in our program who didn't have one for remote learning.



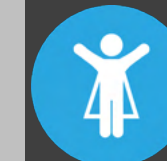
Since the quarantine began, each child enrolled in our program has received an average of **13 hours** of professional mentoring per month.



Our professional mentors connect with teachers **twice per month** to support our youth's academic success.



Mentors have distributed **150 personal protective kits** to families in our program.



With the support of our dedicated partners, we have provided **21,000 meals** to our families since March 2020.



COMMUNITY PARTNERS: IT TAKES A VILLAGE

Over the past year, we have relied on our community to support the families and youth we serve. This critical work can only be achieved if we can all lean on and help each other along the way. We are honored to have worked with these partners during this pandemic. Thanks to our community we have not turned a family away when they have needed a warm meal, groceries, warm outerwear, or baby products.



Hard work pays off!

It takes a village for us to meet our three long-term outcome goals. Our mentors work alongside families and caregivers to create small goals. Those small successes turn into big successes and we celebrate each one along our youths' 12+ year journey with Friends. Our partnership with families is only one piece of a larger puzzle. The communities we serve and connections we have with our neighbors help support our youths achievements. Despite the pandemic, our families, and community partners continued to support us. Our youths' achievements have been remarkable.



85% of youth have graduated from high school or obtained their GED by the end of the program.



90% of youth have avoided interactions with the juvenile justice system.



90% of youth have avoided early parenthood.

Return on Investment

FOR EVERY



\$1
INVESTED IN
FRIENDS OF THE CHILDREN



\$7
SAVED BY THE COMMUNITY





**20 years
of mentoring**

It has been two decades. Friends of the Children reinvented the culture of mentoring.

When we first opened our doors 20 years ago, we were promising families a unique model that didn't exist in Seattle. Mentoring wasn't new, but the idea our founder had to provide a paid professional mentor to a child for 12.5 years was a concept we were ready to introduce to this community. We understood that our families had experienced trauma, heartbreak, and broken promises. We knew this program had to be different.

An essential concept our program has adopted is intentionality. We have a dedicated selection team to collaborate with our three partner schools, Childhaven, and DCYF for 3-6 weeks to select the youth who would most benefit from our program. Our hiring process is also intentional. We hire people who know and understand the population we work with intimately. We ask for a 3-year commitment, and today our mentors stay with our organization for an average of 6 years. Setting these expectations from the start allows us to provide high-quality services to our youth and families.

We are most proud of our partnership and connection with our families. Often we see that families are disconnected from the school system. They don't have relationships with the teachers, principals, or administrative staff, but they do have an intimate bond with our mentors. Over the years, our mentors have been invited to birthday parties and weddings, and when a family needs extra support, our mentors are on their call list. The most incredible honor is when a family says Friends-Seattle is a part of their story.

We are humbled as we look back on 20 years and all we have accomplished. We started with just two mentors and 8 kids. We now have over 30 mentors and over 200 kids. We have watched nine classes complete high school and start adulthood. "Watching the first class of kids graduate was like watching my own kids graduate," said Edgar Masmela, Partnership Director. "Having the parents say thank you... that was a tear-jerker for me."

Over the next 20 years, we will serve more kids and families who need a professional mentor. There are so many kids in Washington who could benefit from a professional mentor. Not only are we changing the outlook for that child, but we are revamping the outlook for that family. "What is hard to capture on capture on paper, but I know is true is the ripple effect," said Edgar. "This child had a mentor but not only did the kid benefit, but the brother and mom also benefit."

What would Washington look like if, by 2040, every child who needed a professional mentor had one? What a goal to have.

2020



Our graduates...



2017



...have taken the world by storm by breaking barriers and achieving their dreams and goals.

2019

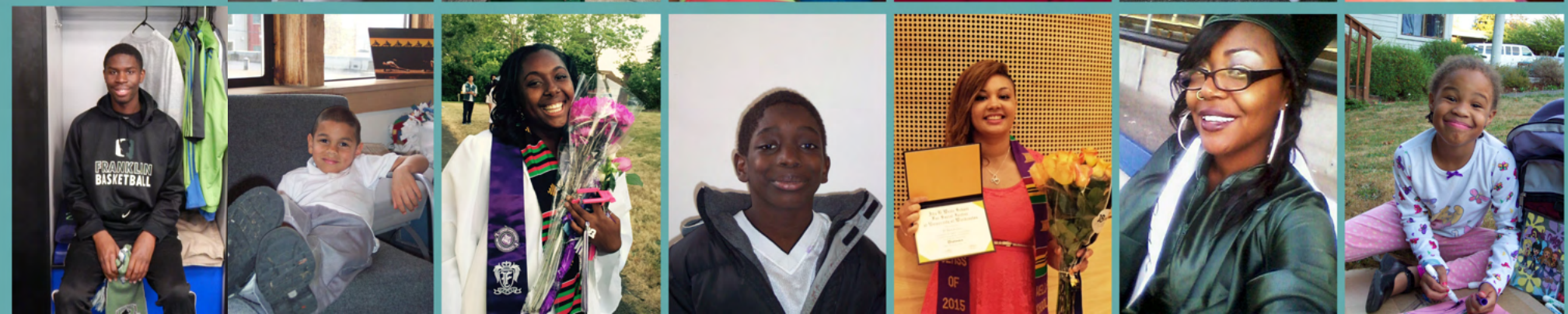


We are so proud of them!



2016

2018



2015

2014



1
1

We have graduated 8 classes
of exceptional young people over
the past 20 years.

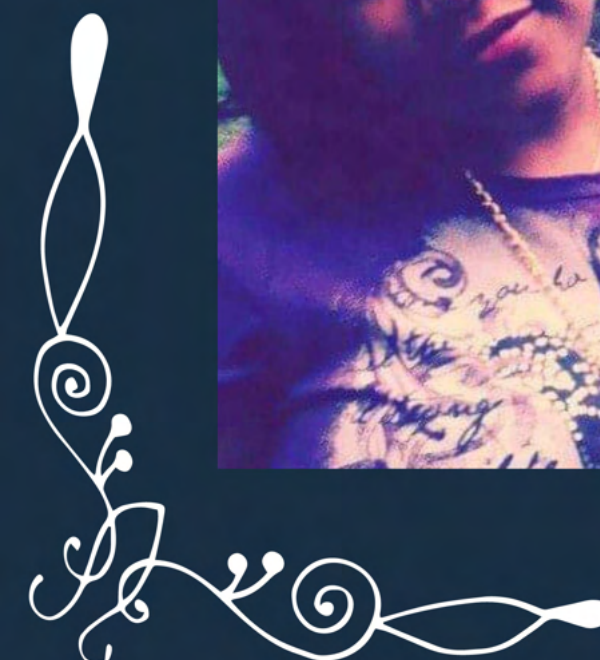
2012



Many thanks to the **family members**, **mentors**,
community partners and **donors** along the way who
supported our youth to reach this milestone.



Remembering
Aaliyah Dickerson-Wray
1998-2020





What is your favorite memory at Friends-Seattle?

It's hard to pick one memory! The ones that stand out include the girls camping trips, sleepovers at the office, which had many late nights of playing hide & seek, learning to snowboard, birthday celebrations, graduations, filling out college applications, writing resumes, and prepping for job interviews. The list of great memories goes on and on. I have had so many opportunities to form deep relationships with our youth and other mentors and staff. It has been a fantastic journey over the past 15 years to walk beside our program's youth and staff.

It's been 20 years! What did it mean to graduate the first class of youth?

I was lucky enough to have two girls from the first graduating class for their last two years in the program. I knew them from all the sleepovers and group outings, so it was an easy transition, but it was still challenging to have a new mentor at that time in their life. I am grateful they allowed me to be part of their high school years. High school is challenging, and different challenges come up all the time. Having them connect and other youth in the program who were facing the same difficulties helped form a tight community beyond high school and their time at Friends. It was such an honor to be part of their journey as they finished high school and moved on to the next steps in their lives.

Edgar and Alicia have both been with Friends for almost 20 years. They took some time to talk about their experience.

What are you most proud of about this work?

I feel like a proud parent. I get to see kids grow up in this program. They accomplish so much in 12 years. I know these kids will be successful. Of course they will make mistakes, but they will have foundation to reach their goals. It is an honor to go to their parents and say that this is just the beginning. And having a parent say thank you. What worries me, is when I think about all of kids who couldn't come into the program.

What is your hope for Friends-Seattle the next 20 years?

I really hope we serve more kids who would benefit from having a mentor in the next 20 years. We are changing the outlook for the child. And we are revamping outlook for the entire family. We don't talk much about the ripple effect, but it is more than just the child. The mentor indirectly supports the brother, the grandmother, the father, and the cousin. This program makes a lasting impression on the family. I think in 20 years every child in Washington will have a Friends-Seattle mentor. Honestly, I would love to have a chapter everywhere.



Staying connected has been so valuable for our youth and mentors. Read what our mentors have to say:

During this time, I'm supporting my youths' families by staying connected with them. I introduced a notebook log so that my youth can write stories. We have also started listening to audio books together. When we finish a chapter we talk about it.

-James Simms, Teen Professional Mentor



Although this time has been unpredictable and scary for most, I have found joy in connecting with my youth and families in a new way. Letter writing has always been something I found enjoyable. That feeling that fills you when you get a personalized piece of mail, its uplifting. Joy is something we could all use more of today, and every day.

-Katy DeHaven, K-5 Professional Mentor

We have worked on hope by putting things in perspective. This Covid-19 period is temporary and will soon pass. Setting goals and working towards them during this time, has helped keep our eyes to the future.

-Marcel Hauser, Teen Professional Mentor



Audited Financials

Assets

Cash and investments - **\$2,075,987**
Pledges receivable - **\$537,928**
Equipment - **\$175,828**
Total assets - \$3,030,573

Liabilities

Accounts payable and accrued liabilities - **\$556,675***

Net Assets

Unrestricted new assets - **\$1,685,214**
Temporarily restricted net assets - **\$788,684**
Total net assets - **\$2,473,898**
Total liabilities and net assets - \$3,030,573

Revenue

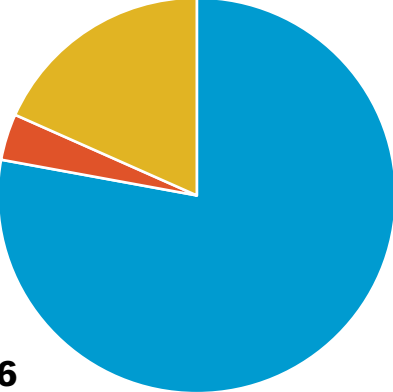
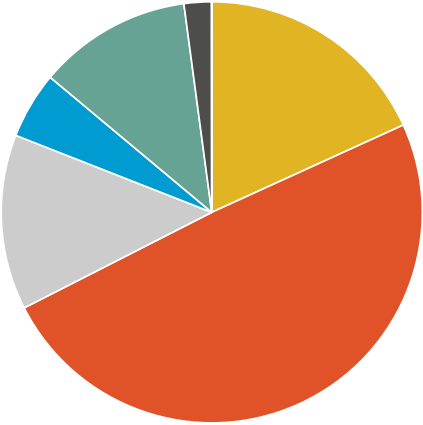
- **18.1%** Individual - **\$706,390**
- **49.3%** Foundation - **\$1,914,470**
- **13.5%** Government - **\$522,380**
- **11.8%** Special Events - **\$458,294**
- **5.1%** Corporate - **\$198,986**
- **2.1%** In-kind - **\$81,630**
- **0.01%** Other - **\$539**

Total revenue – \$3,882,689

Operating Expenses

- **78%** Program services - **\$2,717,214**
- **18.3%** Fundraising costs - **\$638,966**
- **4%** Administrative services - **\$132,223**

Total operating expenses - \$3,488,403



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2020 Donors

*Donations received for fiscal year 2020:
September 1, 2019 – August 31, 2020*

We want to acknowledge every gift we have received this past fiscal year. We would not be able to keep our doors open without each and every donor who supported this work. We appreciate and honor our amazing community of supporters!



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