

A photograph of two children sitting on a green double swing at a park. The child on the left is a young girl with dark hair, wearing a bright blue jacket and blue jeans, smiling at the camera. The child on the right is a young boy with curly hair, wearing a white t-shirt and patterned pants, giving a thumbs up. They are both on a green plastic swing seat. The background features a large tree, a green metal bench, a red bucket, and a body of water with a distant shoreline under a clear sky.

**FR1ENDS of the
CH1LDREN**

Seattle

2022 IMPACT REPORT

WELCOME

As we reflect on the past year, we are grateful for the continued support and investment our community contributes to our mission and the youth we serve. It is because of our community that we celebrated many accomplishments over the past year.

With your support, we have deepened our impact and expanded our services beyond our youth to providing food, clothing, and other necessities to our families. We welcomed a new class of eight kindergarteners, and congratulated our seven graduating seniors and outgoing alumni. We also increased our investment in staff wellbeing through a self-care fund and monthly team bonding activities.

As we look ahead, we see exciting changes on the horizon. We plan to continue to develop our 2Gen (two-generational) mentoring approach to incorporate more programming for the entire family, which will strengthen supports for our youth. We also are building a new volunteer management program and assembling a Parent/Caregiver Advisory Group. These are just a few of the opportunities we will pursue in 2023.

As a team, we could not be prouder of all the ways our staff and community continue to show up for our youth. To our incredible staff, families, volunteers, partners, donors, and you—thank you!

In gratitude,

The Friends–Seattle Leadership Team



Lacie West, Executive Director



Edgar Masmela, Chief Outreach & Engagement Officer



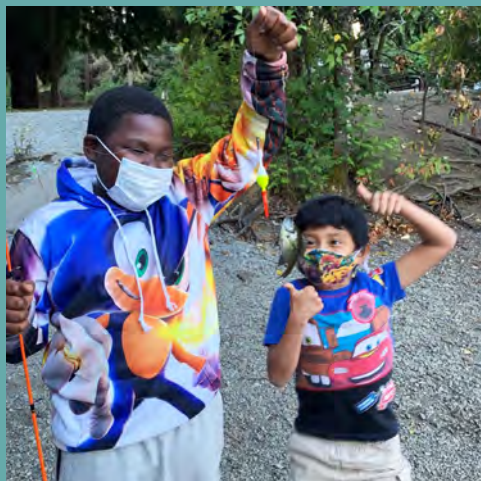
Alicia Uehling, Chief Programs Officer

OUR MISSION

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

Our long-term, relationship-based professional mentoring model helps youth develop the skills they need for a thriving future. Full-time, salaried mentors support youth to:

- Be prepared for post-secondary education and/or employment.
- Develop positive goals for the future.
- Develop a healthy lifestyle.



OUR MODEL IS DISTINCT, COMMITTED, AND PROVEN.

At **Friends of the Children—Seattle**, we partner with schools and accept referrals from the foster care system to select youth in our community who face challenges based on institutional barriers. We pair youth with salaried, professional mentors, called Friends, from **kindergarten until high school** completion. Professional mentors guide youth to achieve their goals and reach their greatest potential.

Through weekly connections and intentionally planned outings, professional mentors work with youth to develop Core Assets. **Core Assets** help youth navigate social situations, manage conflict, and develop coping skills.



BELONGING



FIND YOUR SPARK



GROWTH MINDSET



SELF DETERMINATION



PROBLEM SOLVING



HOPE



PERSEVERANCE



SELF MANAGEMENT



POSITIVE RELATIONSHIP BUILDING

Professional mentors support their youth to create **individualized annual Roadmap Goals** related to program outcomes.

In 2022:



96%

of youth made progress towards school-success goals



94%

made progress on their improved health goal



95%

made progress on their making good choices goal



96%

made progress on their planning for the future goal



96%

made progress towards prosocial development goals



OUR 2022 IMPACT

SEP
2021

TO

AUG
2022

PROFESSIONAL MENTORING

From September 2021 to August 2022, we served **219 total youth**. We **retained 94% of youth** in our program.

Since last year, professional mentors have **increased time with their youth from an average of 10-12 hours to 12-14 hours** of service and support each month. On average, mentors conducted **at least four outings** (virtual or in person) each month with each youth.



APR
2021

TO

AUG
2022

ENGAGING OUR PROGRAM FAMILIES

Mentors had contact with caregivers an average of over **four times per month** from April 2021 to August 2022

We provided **175 food bags** to families in 2022, totaling **1400 meals**.

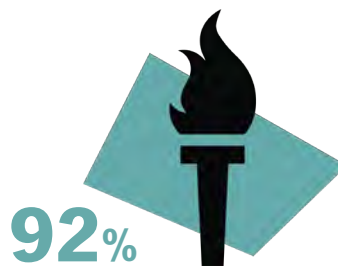
PREPARING OUR YOUTH FOR THRIVING FUTURES



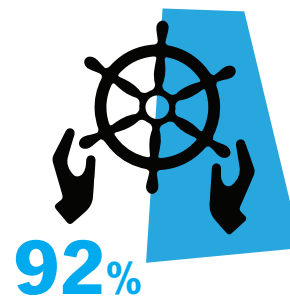
of our program graduates have graduated high school or obtained their GED by the end of the program.



of our Class of 2022 successfully completed high school!



of our program graduates have avoided involvement with the juvenile legal system.



of our program graduates have waited to parent until after their teen years.

DIVING INTO OUR 2022-2025 STRATEGIC PLAN

In the spring of 2022, we embarked on our new three-year Strategic Plan. This plan is the culmination of a 13-month planning process that involved gathering valuable input in collaboration with program alumni, caregivers, staff, volunteers, donors, our Ambassador Board, and our Board of Directors.

In this plan, our five strategic goals are centered on two main priorities impacting our community: navigating through the effects of the Covid-19 pandemic and addressing racism. We will approach these goals through a lens of sustainability and equity, while deepening relationships across our community. We will work intentionally to include voices from all stakeholders to ensure we can meet the current needs of our youth and families.

We are thrilled to share the progress we made towards our five strategic goals in 2022



Sam, a K-5 program manager, professional mentor, and member of our Strategic Planning Committee, reflects on what the objectives in our 2022-2025 Strategic Plan mean to him:

“As a community of mentors, we have the amazing job of supporting our youth in their development.

When we formalized our goal around staff wellbeing and development, new questions started to emerge. What does it mean for our staff to be energized and passionate about their own development? What does it look like to be connected to a thriving community of mentors? How can we cultivate mentorship energy throughout the organization as a whole, allowing us to grow, transform, and fall in love with our job?

As a mentor and supervisor... I am already amazed by what I've seen. The amount of energy, excitement, and collective cohesion is already doing wonders to amplify the quality of our service to our youth, families, and entire community.”

2022 PROGRESS TOWARDS STRATEGIC GOALS



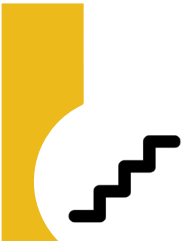
1. Be proactive to ensure sustainability of Friends-Seattle

- Identified eight new youth through Headstart programs at two of our partner schools, Dunlap Elementary and Concord Elementary.
- Hired a new K-5 mentor and Teen mentor.
- Created onboarding packet for all incoming staff.
- Continued to review and update COVID protocols.



2. Establish policies and processes that prioritize staff wellbeing and development. Implemented new performance management system prioritizing professional development.

- Established Team Development Committee.
- Implemented Friends Learning Academy, a training resource provided by our National office.
- Implemented annual self-care fund for all staff.
- Successfully executed All-Staff Retreat and Staff Appreciation event.



3. Be an organization grounded in equity

- All staff participated in mindset trainings and began a training series on Undoing Institutional Oppression.
- Each department presented at quarterly Community Meetings to share progress to goals and increase accountability to our stakeholders.
- All staff invited to group outings to deepen relationships with youth.



4. Center our programming around the voices of our youth and families

- Held successful Women of Influence and Back to School family events.
- Celebrated our graduating seniors and youth promotions at Promotion and Legacy family event.
- Completed bi-annual family needs assessments.
- Created caregiver survey to solicit feedback and assess engagement with current programs.



5. Develop long-term financial stability

- Received \$4M gift from philanthropist MacKenzie Scott.
- Shared and discussed financial updates monthly with all staff to increase transparency.
- Increased collaboration between Development & Communications and Program teams to plan events for donor engagement.
- Formed Investment Strategy Committee to recommend short-term and long-term investment strategies.

AT FRIENDS–SEATTLE, WE WANT OUR YOUTH TO GRADUATE PREPARED FOR POST-SECONDARY OPPORTUNITIES.

In May, we held a panel featuring Friends–Seattle community members who are working to increase post-secondary access for youth. Our panelists emphasized exposing youth to a variety of educational and career paths, helping them learn soft skills, and most importantly, listening to youth as they develop their own interests.

“I had to understand that [my youth] could still be successful in whatever he chooses, whether he goes to a post-secondary [institution], whether he does technical, vocational...” reflected one of our program caregivers, whose youth is currently in high school. “We must hear each other out and work together.”

CATCHING UP WITH A FEW OF OUR 2022 GRADUATES



TJ is attending **South Seattle College** and running a dog training business. “[I] have been doing pre-mediation training programs and going back to my old high school to help students better prepare for the next level college-wise and life-wise,” he said. “Friends of the Children [and] my mentor helped me in so many ways [and] pushed me to push past my limits...they treated me as family. **It was so heartwarming** and helped to know I got great people in my corner to catch me when I fall.”

Chance is proud to be living independently and attending **Eastern Washington University**, where he is majoring in Theater.

Chance said that his mentor, Richmond, provided “**different simulated life experiences**, modeling and conversations on what life is really like out here. [Richmond is still] following up and staying a part of my life to this day, **staying available to chat**, guide and stay [connected].”



Damarion is a full-time student attending **Huston-Tillotson University**, majoring in Education. “Getting a full ride scholarship to college is my proudest achievement,” he said.

“[My mentor] Richmond put us out there and gave us examples of what it’s like when you have to figure out a solution on your own,” said Damarion. “You have to weigh the options, **choose your path** and **work your tail off to make it**. When you mess up, you have to face it head on, and get back to work.”



COMMUNITY PARTNER SPOTLIGHT: PAGLIACCI PIZZA

Our partnership with local restaurant chain Pagliacci Pizza has helped our youth learn new cooking techniques, explore job opportunities, and build community in our Columbia City neighborhood.

Over the summer, Pagliacci Pizza provided \$50 gift cards to mentors to enjoy delicious meals with their youth during outings. This community partner also hosted an outing: Friends–Seattle youth, alumni, and their mentors attended a pizza tossing party and learned from Pagliacci staff how to create pizzas from scratch.

The event opened an employment opportunity for one of our alumni, Jaylen. Jaylen was paired with his professional mentor, Stef, for 12 years and graduated from the Friends–Seattle program in 2021. He connected with the manager and a few other Pagliacci staff, interviewed, and landed the job!

“It was a blast showing these kids how to work with some dough. I’m excited this also led to some job opportunities,” said Jon Obrycki, the general manager of Pagliacci’s Columbia City store.

Jaylen loves his position at Pagliacci. “I feel like everybody there wants me to succeed. I never would’ve found this opportunity without Stef,” he said.

Looking ahead, the company is also willing to help our youth prepare for employment opportunities by practicing interview skills and filling out applications. We are thrilled this community partnership will continue to provide our youth with meaningful experiences during their time in our program and as they plan for their future.

“

I feel like everybody there wants me to succeed. I never would’ve found this opportunity without Stef.



ON GROUP OUTINGS, YOUTH LEARN SKILLS AND BUILD POSITIVE RELATIONSHIPS

Youth build relationships with their mentors, peers, and other Friends–Seattle staff while participating in outings. Outings aren't just fun activities to open our youth up to new experiences; they are always intentionally planned around a bigger goal. Our **youth are always learning**, whether it's a task or skill they try for the first time, or a recurring activity that is a go-to with their mentor, or an opportunity to create a safe space for them to just be themselves.

Last year was an especially important year for youth to reconnect with peers after being apart so much during the pandemic. Our youth expressed confidence, joy, and belonging during activities that also prompted them to **practice various skills they can apply in their everyday lives**.

In the summer, our youth took their teamwork skills to the diamond with a game of kickball. Their opponents were none other than their very own mentors. Youth worked together on a team, strategizing and showing sportsmanship. Our youth may have won by scoring more points, but they also won in the task of pro-social development.

While the weather was warm, a group of our youth and mentors also grabbed their paddles and hit the water, kayaking on Lake Union. Many youth accomplished **important developmental endeavors**, such as improved health, building relationships with others they usually don't spend time with, making good choices, and trying their best to stay dry and not fall in the water.

Youth often come to our office to take part in group activities as well. One mentor taught a group how to do bullet journaling, **encouraging youth to set goals** and track progress in many different topics such as school or even self-care. Mentors also found ways to connect baking to school success by hosting a baking outing where youth read recipes, followed instructions, and found the right way to measure ingredients needed for desserts. Not only did they get something sweet out of it, they did so while being safe and working independently towards a goal.

While our model is based on professional mentorship between a salaried mentor with their youth, Friends–Seattle finds ways to promote **collective and group learning** and skill building over the course of the year with many shared activities.





READING WITH TEAM JAIME

“We’re all on Team Jaime*,” said Kevin, a K-5 Professional Mentor at Friends of the Children–Seattle. “It’s a team of people who want to see Jaime thrive in school.”

Jaime is in 4th grade at Concord Elementary School. He and Kevin were paired together last summer. Over the first few months of their mentoring relationship, Kevin and Jaime have learned a lot about each other while chatting about anime in the car, connecting with Jaime’s friends at his family’s store or the barbershop, and playing hide and seek at the Friends office. Jaime is friendly, creative, and has a whole community supporting him to succeed.

During Kevin and Jaime’s time together, they have also prioritized Jaime’s reading skills. Jaime, like many students, saw his academic performance challenged by the pandemic. At the start of the school year, Jaime’s mom asked Kevin if he could help Jaime catch up to his grade level. Knowing that they would need Jaime’s teacher’s support as well, they all connected to work as a team.

Jaime’s caregivers check in regularly to share strategies to support Jaime. Jaime’s teacher shares insights from his interactions in the classroom to identify barriers impacting Jaime’s focus. Kevin is developing his own professional skills to provide Jaime with more effective tools to improve his reading.

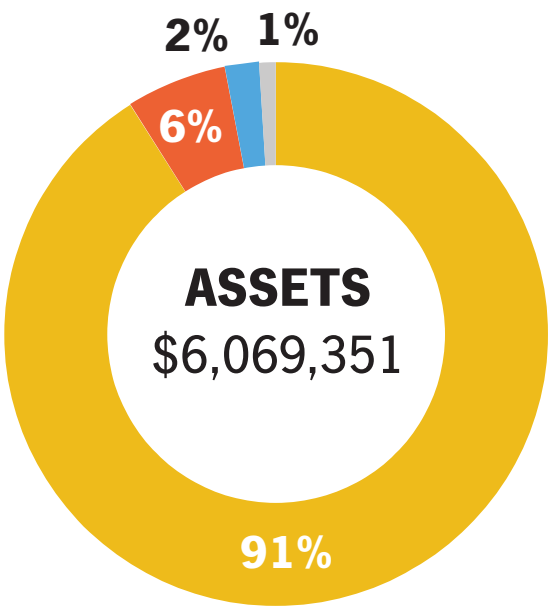
As the team supports Jaime to tackle this challenge together, Kevin has set a goal to visit the library and read with Jaime for 30 minutes each month. With this small step in the right direction, Kevin wants Jaime to build a habit of focusing during reading time. If sitting still becomes difficult, they break the session up into smaller chunks. Jaime may not love reading, but he does like Spiderman, so Kevin will ask the librarian to find Marvel books that align with Jaime’s interests and reading level.

When Jaime completes a paragraph, he gets to pick out a reward. “Jaime’s number one interest right now is crystals,” Kevin said. “He carries a few in his pockets everywhere he goes. That gives me a way to incentivize him when he is doing well: I can buy him a crystal.”

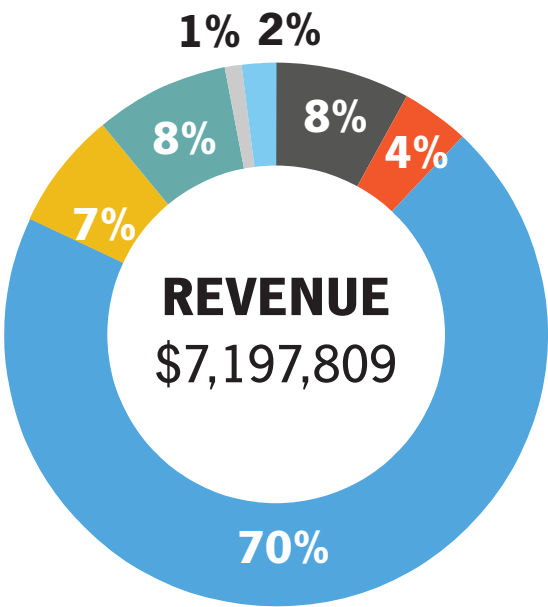
Jaime’s thirty minutes of focus per month will not only help him to be successful in school—he’ll enjoy reading a lot more in the process. Team Jaime can’t wait to see the impact Jaime’s hard work will make by the end of the school year!

*Name changed to protect youth’s privacy

FISCAL YEAR 2022 AUDITED FINANCIALS

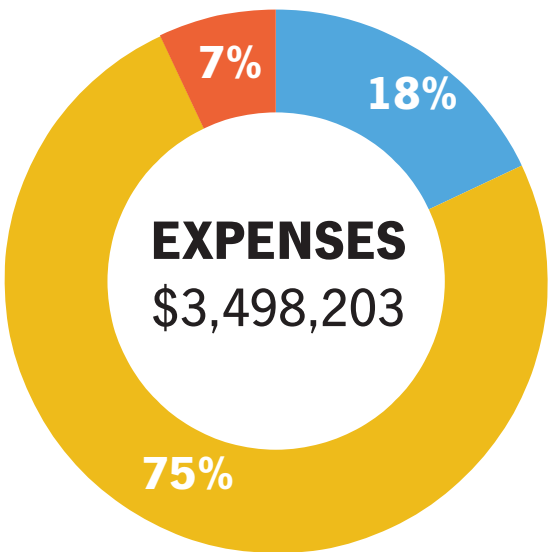


- CASH AND INVESTMENTS: \$5,532,642
- PLEDGES RECEIVABLE: \$389,222
- PREPAID EXPENSES: \$31,761
- EQUIPMENT: \$115,726



- INDIVIDUALS: \$622,527
- CORPORATE: \$315,818
- FOUNDATION: \$5,114,590
- SPECIAL EVENTS: \$506,824
- *GOVERNMENT: \$615,431
- OTHER: \$6,418
- IN-KIND: \$16,201

*DENOTE \$304,367 EMPLOYEE RETENTION CREDIT



- PROGRAM SERVICES: \$2,650,852
- MANAGEMENT AND GENERAL: \$234,495
- FUNDRAISING & DEVELOPMENT: \$632,856

Our Dedicated Team

Staff

David Anthony, *Professional Mentor*
Andre Barnes, *Professional Mentor*
Kallen Blacksmith, *Professional Mentor*
Jeremy Bradburn, *Professional Mentor*
Jalen Calhoun, *Professional Mentor*
Tamara Corn, *Operations Manager*
Sheena Fanuncial, *Teen Program Director*
Rex Gaoaen, *Teen Program Manager*
Rosa Gibson, *Communications Manager*
Sam Gorman, *K-5 Program Manager*
Helena Haase, *Professional Mentor*
Hannah Handschin, *Professional Mentor*
Katie Harrison, *Executive Assistant*
Stefan Hauser, *Community Engagement Manager*
Stephanie Edens, *Professional Mentor*
Marcel Hauser, *Professional Mentor*
Dominique Hebert, *Professional Mentor*
Spencer Heslip, *Professional Mentor*
Courtney Huck, *Grants Director*
Richmond Hurd, *Teen Program Manager*
Ziza Israel, *Professional Mentor*
Christopher Kidd, *Professional Mentor*
Doneka Lang, *Foster and K-5 Program Director*
Brandi Li, *Marketing Coordinator*
Audrey Loomis, *Professional Mentor*
Elena Lynch, *Grants Officer*
Edgar Masmela, *Chief Outreach & Engagement Officer*
Kevin McKee, *Professional Mentor*
Sophia Moreno, *Program Project Lead*
Hailey Peterson, *Professional Mentor*
Lydia Simonton, *Development Manager*
Natasha Soine, *Professional Mentor*
Erika Sweet, *K-5 Program Manager*
Alicia Uehling, *Chief Programs Officer*
Shaye Villanueva, *Professional Mentor*
Lacie West, *Executive Director*

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Morgan Jaldon
Justina Lee
Makenzie Powelson
Kristina Pressentin
Dr. Philip Young M.D.
Karin Zimmer

DONOR SPOTLIGHT: DESMOND BROWN



Desmond has been a generous supporter of Friends of the Children–Seattle for 20 years, since 2003. Desmond and his family live in Seattle, WA and he is General Counsel for Sound Transit.

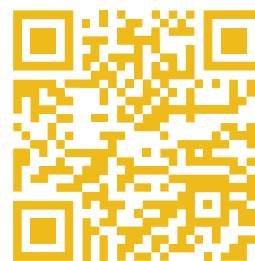
Desmond was first introduced to Friends–Seattle through an open house at a Seattle elementary school. Our chapter was relatively new, and Desmond was curious to learn more about the program and meet some of the youth who were currently enrolled. Desmond also met an alum from the Friends–Portland chapter and learned about the impact professional mentoring made in his life.

Not long after that first introduction, **Desmond became a recurring donor, giving monthly to Friends–Seattle** to ensure the youth he met and others had the support of a professional mentor for the long term. Since then, he has stayed connected and enjoys hearing updates about our youth and mentors.

Our 12+ year commitment to our youth requires significant investment, and Desmond continues to support because he recognizes that the impact on our community goes beyond dollars. **“It’s worthwhile to invest in the long term,”** says Desmond.

These days, Desmond continues to support as a monthly donor and serves on the board of Fordham Street Foundation, which has awarded grants to Friends–Seattle and numerous other community organizations to increase the quality of our services.

OUR GENEROUS COMMUNITY OF SUPPORTERS



**SCAN TO VIEW
OUR DONOR LIST**



PARTNERSHIPS



**P.O. Box 18886
Seattle, WA 98118
(206) 328-3535**

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