

MAKING A DIFFERENCE IN THE LIVES OF YOUTH AND COMMUNITY



*City School teens in Washington DC for national
rally against the genocide in Darfur*

THE CITY SCHOOL

Annual Report for Fiscal Year 2005

July 1, 2004-June 30, 2005

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WELCOME TO OUR ANNUAL REPORT

Dear Friends,

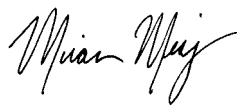
The City School excels at building bridges that bring together people of all ages, races, class, and gender. We create an environment where they can listen and learn from one another and then go on to build strong alliances for social change. This is the work that we have been doing successfully for over a decade-work that would not be possible without committed and passionate staff, donors, community members, and especially young people.

Fiscal Year 2005 was a powerful year for The City School. Our young participants took on greater program leadership for which they received much deserved recognition. We expanded our programming to better address the challenges facing the diverse communities with which we work. And, we continued to build our internal capacity so that we reflect the values that we believe important in creating a more socially just world.

The following report offers you a glimpse of our recent accomplishments and offers insights into our future opportunities. Please read on to learn more about what we **accomplished** and **how we make a difference**.



Ethan d'Ablemont Burnes
President, Board of Directors



Miriam Messinger
Executive Director

P.S. This year we continue a new tradition of presenting our annual report electronically. This saves us valuable funds and saves you time. Please share it with anyone whom you think would be interested in our unique programming.

HIGHLIGHTS of FISCAL YEAR 2005

At The City School, we have created a powerful space in which Greater Boston's diverse youth learn about complex issues facing their community. Here, youth develop their leadership skills and go back to their communities armed with more knowledge, effective skills, and a resilient hope to create change. The City School has fine-tuned its innovative model of developing youth leadership by combining education about social justice issues with hands-on learning, acting on our beliefs, and—importantly—reflecting on our actions. Building bridges across differences that often divide us—race, class, gender, school, sexuality, and neighborhood—we create richer learning experiences, promote meaningful dialogue, and help build strong alliances. Together, our strategies foster new and powerful voices for change.

Now in its eleventh year of existence, The City School has built powerful and effective programs and developed a sound infrastructure. Enjoy these Fiscal Year 2005 highlights and the details in our report:

- Worked with more than 620 people in our core programs and special events, increasing knowledge about social justice issues, building leadership skills and helping people to experience a diverse community working for change.
- Built on the success of the first year of *Grad Leaders United* a more intensive weekly leadership program, led by one of our own graduates!
- Received an award for Innovative Teen Programming with an emphasis on excellence in Teen Leadership by the Boston After-School for all Partnership and The Boston Foundation.
- Ran our tenth Summer Leadership Program.
- Implemented *Community Action Projects*, a new component of the Summer Leadership Program in which youth practice their skills while creating change.
- Started an outcome evaluation project to measure results!

OUR PROGRAMS: HOW WE MADE A DIFFERENCE

The City School has been running unique social justice programs for high school students since 1995. Combining community service, academic study, and leadership development, the different programs offer students an in-depth understanding of issues confronting them in the media, in their daily lives, and in their communities. This year, we have been adding community action and organizing components into our curriculum so that once youth have learned about issues, they are challenged to do something about them.

The goals of our programs are threefold:

- to build community among a diverse group of staff and students;
- to deepen understanding of and critical thinking about social problems; and
- to increase capacity for leadership and action.

Since The City School sees leadership development as a long-term process, these goals are pursued within each program and through a series of programs over time.

- **The Summer Leadership Program (SLP)** brings together a diverse group of 60 students for an experience of community and classroom learning. Program elements include: seminars, internships, assemblies, community action projects, affinity groups and arts-related learning.
- **Youth Outreach Weekends (YOW)** are intensive service retreat weekends that convene students to explore urban housing, homelessness, and poverty.
- **Prison Empowerment Project (PEP)** connects youth and adults who are inside and outside of the walls of Massachusetts's prisons for focused dialogue on crime, punishment, and the criminal justice system. We began outreach and planning this year on a new component, **Rose from Concrete**, to bring leadership training to court-involved youth.
- **The Graduates' Program** offers ongoing opportunities for learning, service, cultural activities, and fun for TCS graduates, with goals of increasing knowledge, strengthening leadership abilities, mentoring and networking.

Read on to learn more about these programs, details of what we accomplished in FY05 and to hear how we impacted lives.

OUR PARTICIPANTS: FISCAL YEAR 2005 OVERVIEW

We worked with 627 young people during Fiscal Year 2005 (July 2004-June 2005), a 10% increase from the previous year. In our four core programs we served 552 young people between the ages of 13 and 18, a 22% increase from the prior year mostly in contracted YOW programs. We continued to deepen our advanced leadership work with weekly school-year programming for 24 TCS youth leaders (in GLU, on our Board, as school-year and summer staff and running YOWs) who built skills and knowledge and, in turn, impacted their peers.

In addition to our target teen participants, we worked with 70 adults and college students and 75 pre-teens through programs and drop-in events. We worked with more than 65 incarcerated individuals, some weekly, others bi-monthly. Our youth contributed 4,200 hours to build our communities through summer internships and YOW service in shelters and soup kitchens. They cooked, designed surveys, taught English, supervised kids and more.

Program	FY2005	FY2004	FY2003
YOW	264 (164 on contract YOWs; 100 reg.)	106 (59 on contract YOWs; 47 reg.) Note: no staffing	135 (60 on contract YOWs; 75 reg.)
PEP	133	131	125
SLP	58	55	55
Grads' Program	97	161	110
SUBTOTAL core programs	552	453	425
Drop-in Nights	75	50	10
Special Programs		67	0
TOTALS	627	570	435

The students who participated in our regular YOW, PEP and SLP programs (291) were diverse: 76% attend public school, 53% live in Boston, 64% are female; and 38% are African American, 28% white, 25% Latino, 5% Asian and 3% multiracial.

FISCAL YEAR 2005 PROGRAM HIGHLIGHTS AND ACCOMPLISHMENTS

The Grads' Program

Our graduates return each year to deepen their knowledge, increase their skills and take on increased leadership at The City School. The Grads Program started this year in late September when Amit Sarin, a City School grad himself, came on as Grads Program Director. The year included four major components: the Graduate Leaders United (GLU) program, the bi-annual newsletter, Community Courses (CC), and all-grad events. The major ideological approach that was highlighted in all the elements was one of youth leadership and youth power. GLU youth gained incredible skills and were able to lead the other program elements, especially the newsletter and all-grad events.

Grads' Program Accomplishments:

- Graduated 12 GLU leaders, many with strong connections to and continued involvement with TCS.
- Two groups of teens were coached to lead Community Courses, one dealing with urban violence in the community conducted in a community partnership with Cape Verdean Community Unido.
- Collaborated with Coalition of Asian Pacific American Youth (CAPAY).
- Two newsletters created by youth with adult mentoring; disseminated to all TCS grads.
- Led a successful retreat with more than 20 youth and a year-end party.
- Youth initiated and led process of changing structural power in the organization.

Youth Outreach Weekends

This year the Youth Outreach Weekend Program (YOW) had a significant impact on over 250 participants, 13 YOW Student Leaders (YSLs), 1 Student Staff Member, and countless people served by our community partner organizations. YOW offers workshops on homelessness, examining everything from stereotypes, to housing costs, to wealth distribution, to addiction. YOW opened up young people's eyes to the realities of an unjust world and got them excited to work for positive change within it.

Over the course of the year, YSLs developed their leadership skills, consciousness, confidence, critical thinking skills, and built meaningful relationships that bridged differences in race, class, culture, gender, urban/suburban communities, public/private schools, language, citizenship, religion, sexual orientation, and of course beliefs.

YOW Accomplishments

- Taught more than 250 participants on eleven YOWs about issues of housing and homelessness.
- Positive evaluations from all participants, with the majority of them being very enthusiastic and, often, powerful.
- YOW participants served over 1200 hours of community service cleaning, cooking. Talking to guests and sorting clothes at out 23 partner agencies.
- Developed the leadership ability of 13 YOW Student Leaders (YSLs) who ran the program using the model of youth power at TCS.
- Raised \$21,000 in revenue from organizational and family fees.
- Ran 2 large scale contracted programs (Shady Hill School & Nobles & Greenough Academy) and 2 smaller programs for schools seeking a deeper community service experience.
- Developed a new relationship with Alcoholics Anonymous to bring in guest speakers to TCS.

Summer Leadership Program (Summer 2004)

The Summer Leadership Program (SLP) is our opportunity to work more intensively with a group of young people on their leadership and creating change in their community. Important components of the SLP are: seminars (with topics ranging from education to economics to immigration), two day per week internships at community based organizations so that youth might practice what they are learning and bring insights back to the classroom; leadership workshops to build skills in facilitation, fund raising, communication; community building including retreats and daily assemblies so that the teens form strong bonds; and leadership activities from peer education to planning and running the annual *We Rise Up* celebration of the summer's people and accomplishments.

SLP accomplishments

- Trained 58 teens from eleven different communities and 32 schools in leadership skills and social justice issues.
- Eight participants interning at *Spontaneous Celebrations* created an after-school program as their summer project. Over one year later, *Beantown Society* continues to function as a program for youth and by youth in Jamaica Plain.
- Completed over 4000 hours of community service at more than 30 sites throughout the greater Boston area.
- Students organized a community event attended by more than 100 people to celebrate their accomplishments.
- Six seminars presented 90 minute workshops to a broad audience of parents, students and community members with activities ranging from debates on the Patriots Act to experiential workshops on immigration.

"I discovered that youth programs really help to decrease violence in the community." SLP Grad

"I learned to stand up for what I believe in, even if it is not popular or accepted." SLP Grad

"His perspective and evaluation will help me to do a better job in the future. His openness, maturity and willingness to speak truth naturally gave me a valuable gift, professionally and personally." SLP 2004 Internship Mentor

Prison Empowerment Project

This year the Prison Empowerment Project (PEP) was laden with accomplishments and had considerable impact on all its participants including youth, incarcerated men and women, 2 youth staff members, 2 youth interns and various other community partners. Participants begin their learning in workshops that give context to the criminal justice system through the lens of the oppressed with a primary focus on incarceration, reentry and alternatives to incarceration. Participants learn first hand about the effects of the prison system through TCS facilitators, participants and prisoners who speak about their path to prison, life of an incarcerated individual, and future goals and then open themselves to responding to questions that the inquiring minds pose.

PEP Accomplishments:

- More than 130 participants learned about the criminal justice system and dialogued with inmates in 9 successful PEP Sessions.
- Mentored 4 youth leaders directly (2 interns & 2 youth staff).
- Introduced jail tours of Suffolk County House of Corrections (SCHOC) as a new component, allowing participants to see more of prison life.
- Combined programming so that participants were able to hear from men & women during each PEP session at the local prison.
- Led weekly seminars for incarcerated men and women at SCHOC and two workshops for incarcerated men at Bay State Correctional Facility, building their knowledge and presentation skills; offered 5 theater based training sessions focusing on storytelling to the men at Bay State.
- Maintained contact with individuals from these seminars upon reentry with some serving as speakers in the PEP workshops.
- Established relationships with organizations doing re-entry and juvenile justice work.

Rose from Concrete

In FY05, we raised funds to pilot the Rose from Concrete Project (RfC). RfC will provide leadership development, resource referral, education and job skills to court involved young people in the Greater Boston area. The project's mission is to provide young people with education and resources to actively work for social change. RfC will be a weekly leadership group over a ten-week period that serves young men and women between the ages of 14 and 18 who are or have been involved with the criminal justice system (DYS, probation, etc.). Youth served will come from Greater Boston with an emphasis on our neighborhood of Uphams Corner, Dorchester. RfC's approach to working with court-involved youth will be to use their hands-on knowledge of the juvenile justice system as a spring-board to develop youth leaders and organizers for social justice. We intend to accomplish this by: providing court-involved youth with the opportunity to heal their anger and frustration; providing access to education and resources; encouraging and guiding leadership development; and realizing personal and community power by finding one's social, political and person identity.

RfC Accomplishments:

- Piloted workshops with a group of five young women with a history of involvement with the police or the courts.
- Established contacts with the Boston Juvenile Court and court and probation officers at Roxbury and Dorchester District Courts.
- Street outreach work to inform young people of the resources we had to offer.
- Built relationships with the staff at various Department of Youth Service sites for program implementation in Fiscal Year 2006.

Special Programming

In addition to our core programming in which we provide intensive learning experiences and hands-on engagement with issues, we also provide fun and educational offerings that are shorter in nature and allow people to get to know The City School. Some of the offerings during Fiscal Year 2005:

Drop in Nights

Committed to connecting to the Uphams Corner and Dorchester neighborhoods that we call home, The City School opens our doors in a special way every few months with diverse workshops and activities. This year we hosted:

- a **Halloween party** for kids.
- a night of **international Hip Hop** that attracted more than 50 people.
- our first annual **liberation Seder** to explore themes of slavery, liberation and renewal from the Jewish Passover.
- a workshop on ***Banking and Finance***.

Workshops

The City School is increasingly asked to present workshops on social justice issues to schools and community partners. This year, we brought our unique and fun workshops and educational approach to the Department of Youth Services and to several high schools around the region.

Collaborations

We worked with partners throughout this Dorchester community to focus on the issue of meaningful employment for youth through GOTCHA, a coalition that advocates for youth employment and oversees more than 140 summer youth jobs in community organizations. We assisted the development and success of both the Dudley Street and Uphams Corner youth councils.

BUILDING OUR CAPACITY for SOCIAL CHANGE: STRATEGIC PLAN

The City School's Strategic Plan 2005-2009* focuses on reflecting our values in the processes by which the organization runs. Two of our six major goals are 1) to ensure that the way TCS governs, operates, and communicates are consistent with our social justice values, and 2) to prioritize youth power and leadership at all levels of the organization.

Our board, staff, and volunteers reflect the diversity of the young people we serve—over half of our board and 80% of staff are people of color. Our philosophy of participatory education has the goal of fostering engagement as youth lead one another, work together, plan curricula, and take initiative in myriad ways.

Youth participants at TCS are expected to take a great deal of responsibility for planning and implementing program activities and are given the support necessary to make this happen.



Mayor Menino presents award to Beatriz Rivera

** Note: The Strategic Plan for Fiscal Years 2005–2009 is available on our website or by request.*

We are also underway in achieving our goal to be a “model and innovator of social justice education.” One of our first steps was to work with external evaluators to document our “theory of change”, the path we believe is important to build youth leaders for social change. We began this work with a series of community meetings. One young woman who serves on our Board of Directors visualized the impact of The City School in this way: you come in in your cocoon and emerge as a butterfly. She created an image that guided our work over the subsequent months. This work continues in Fiscal Year 2006, developing indicators of impact and measuring change in two of our programs.

We continued to emphasize the importance of “meaningful dialogue and understanding across difference”. We hosted a forum to discuss ways in which young people can choose issues to work on and, as a community, we discussed policies that would support staff growth and allow for youth voice on administrative issues.

DONORS and VOLUNTEERS at THE CITY SCHOOL

The City School thanks our **investors** without whom this incredible *youth leadership for social change* work cannot happen. Literally hundreds have contributed to these efforts from small and large foundations, to families across the economic spectrum to our school and community partners who pay what they can to benefit from our programming.

We also rely significantly on the assistance of **volunteers** who propel our work along. This year, more than 50 wonderful people gave more than 500 hours of their time to stuff envelopes, raise money, offer workshops, improve our database and spruce up our living quarters. We thank them all and give special notes of thanks to:

- Ruby Reyes and Marjorie Hanson who worked tirelessly on aspects of our fund raising event.
- Randy Garber who helped us with several editing projects.
- Luis Rodriguez for exemplary administrative help.
- Judy Pamphile and Royal Nunes who worked more than 20 hours as interns and volunteers, bringing talent, good cheer and a grad presence to the office.

In-kind donors give time, services and goods to support our work. We would like to highlight a few individuals:

Kate Bennis and The Ariel Group provided training in “Leading with Presence” allowing our community to more effectively share our passions and information about what we do with our participants and the broader public, Will Stansbury and Target for assistance in upgrading our capacity as we researched and switched to a new database, and Jeb Barnes for her time on our database project, allowing us to better track our results.

And thanks to all who contributed to the 2005 Opening the Door Dinner at which we celebrated our tenth anniversary!

We acknowledge with the deepest appreciation the following donors who have enabled us to have another successful year of building leaders and a vision of social justice for our shared future.

All donors, large and small

Alison Abbott	Mary and William Burke	Sumit Darji
Jonathon Abbott	Gordon Burnes	Carol and Dale DeLetis
Qasim and Najwa Abdul-Tawwab	Michael Burnes	Jane Delima
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The Seaport Hotel

The Stride Rite Charitable Foundation, Inc.

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YMCA of Greater Boston

Janet and Edward Zaval

IN-KIND DONORS

The Ariel Group & Kate Bennis

Jeb Barnes

Jackie Dowd

MBTA

Milton Academy Jazz Program

Puritan Press, Inc.

The Seaport Hotel

Target Software & Will Stansbury

THE YEAR IN NUMBERS

The City School raised over \$560,000 in operating funds during the fiscal year ending June 30, 2005. We were able to run our programs, expand our income generating work with schools, and maintain our program space. We are grateful to all of our supporters and spend our funds in thoughtful ways that focus on the leadership development of teenagers.

The City School's audit was completed in a timely manner and without any issues. The audited financial statements for Fiscal Year 2005 can be requested from our office.

The City School

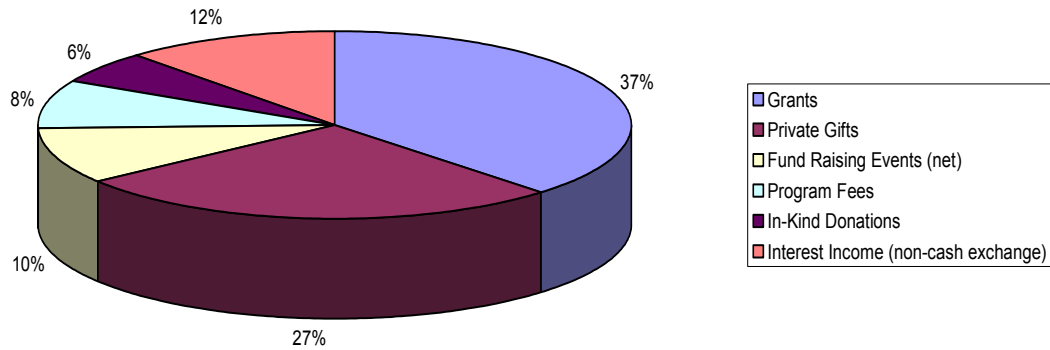
Statement of Financial Position as of June 30, 2005 and 2004

	2005	2004
ASSETS		
Current Assets	\$ 190,902	\$ 281,735
Property and Equipment (net)	\$ 108,602	\$ 124,616
Other Assets	\$ 689,495	\$ 655,912
Total Assets	\$ 988,999	\$1,062,263
LIABILITIES		
Current Liabilities	\$ 239,119	\$ 232,972
NET ASSETS		
Temporarily Restricted Net Assets	\$ 136,157	\$ 88,000
Unrestricted Net Assets	\$ 613,723	\$ 741,291
Total Net Assets	\$ 749,880	\$ 829,291
TOTAL LIABILITIES & NET ASSETS	\$ 988,999	\$1,062,263

Revenue Sources for The City School in FY05

Grants	\$212,550	37%
Private Gifts	\$150,882	27%
Fund Raising Events (net)	\$ 55,339	10%
Program Fees	\$ 46,705	8%
In-Kind Donations	\$ 31,010	5%
Interest Income (non-cash exchange)	\$ 65,886	12%
TOTAL REVENUE	\$562,372	

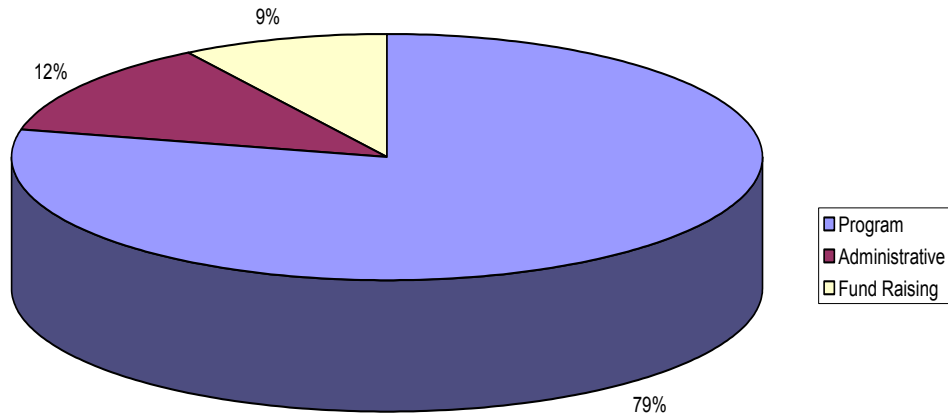
Revenue, Fiscal Year 2005



Expenses for The City School in FY05

Program	\$505,023	79%
Administrative	\$ 79,744	12%
Fund Raising	\$ 57,016	9%
TOTAL EXPENSES	\$641,783	

Expenses, Fiscal Year 2005



MAKING IT HAPPEN: STAFF AND BOARD OF DIRECTORS

Staff FY 05

Michelle Agostini
Summer Leadership Program, Director, Part of TCS family since 2004

Banjineh Brown
Prison Empowerment Project, Director, Part of TCS family since 2004

Seth Kirshenbaum
Youth Outreach Weekends, Director & Operations Coordinator,
Part of TCS family since 2003

Miriam Messinger
Executive Director, Part of TCS family since 2000

Hector Negrón
Director of Outreach and Volunteers, Part of TCS family since 2004

Ruben Ocan Ortiz
Director of Development & Operations, Part of TCS family since 1999

Amit Sarin
Grads' Program Manager, Part of TCS family since 1998

Summer Staff 2004 and Student Staff FY05

Alexandria Chiu	Amber Coren	Tashiba Grey
Ramatu Kallon	Jaime Noel	Keshav Persad
Tina Pimentel	Hector Pizarro	Wilbur Renderos
Diana Wong	Rhavée Wright	

Board of Directors FY05

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