

Youth Ambassadors



General Information

Contact Information

Nonprofit	Youth Ambassadors
Address	7309 High Drive Prairie Village, KS 66208
Phone	(913) 722-5504
Website	www.youthambassadorskc.org
Facebook	facebook.com/YouthAmbassadorskc
Twitter	twitter.com/YAmbassadorsKC
Email	cpaigeoc@sbcglobal.net

At A Glance

How to donate, support, and volunteer

Checks can be mailed to 7309 High Drive, Prairie Village, Kansas, 66208. Credit card donations can be made through our website. We are looking for in kind donations of laptops, digital cameras, digital video cameras, memory cards, art supplies, office supplies, and printing services.

Mission & Areas Served

Statements

Mission Statement

Youth Ambassadors is an educational program designed to empower under-served teenage youth with important life skills, soft job skills, creative expression and adult mentors who will help them become future community leaders willing and able to work for positive change.

Background Statement

- In 2010 Youth Ambassadors partnered with the Argentine Neighborhood Development Association to start their first site in the Argentine district of Kansas City, Kansas. In 2010 we enrolled 20 students.
- In 2011, we became a bi-state initiative when we partnered with the Front Porch Alliance in Kansas City to start the first site in Kansas City, Missouri.
- In 2012 we added Turner youth to our Argentine Youth Ambassadors site and partnered with Central Avenue Betterment Association to try a reduced scale Central Avenue Ambassadors program.
- In 2013 we partnered with the Rosedale Development Association to start a Rosedale Youth Ambassadors site and opened a second Ivanhoe site. In 2013, 90 underserved teenagers participated in a program designed to empower them with valuable tools needed to become productive, involved community members. In the fall of 2013 we implemented a successful year round program in Kansas City, Mo. We also started a mini-YA program at Gordon Parks Magnet School in Kansas City. Here our Youth Ambassadors teach 1st and 2nd grade students writing, public speaking, art, and anger management.
- In the spring of 2015 we started a partnership with DeLaSalle Education Center. Our summer intensive of 2015 served 125 youth.
- In 2016 we opened a second year-round site at the Mary L. Kelly site in Kansas City, Missouri.
- The summer of 2016 we started a valued partnership with the Learning Club of Kansas City, Kansas. Through this partnership our Ambassadors travel between 5 housing facilities in KC, K to help teach valuable life skills to youth ages 6-12.

Impact Statement

In 2016 we empowered over 200 teenagers with soft job and life skills needed to be productive community members. This year we strengthened our leadership program with two advanced life-skills curriculums based on best practices, concentrating on powerful lessons on personal change and resiliency. Under the umbrella of trauma informed care, our Ambassadors are taught how to recognize impediments to academic and personal success, current realities, anger management, crisis resolution, healthy relationships, self-respect and appropriate boundaries. Vital communication and cooperation skills are emphasized and we teach our students how to utilize community assets. With great success we continue to implement a year round program in Missouri and a summer program in Argentine, Kansas City, Kansas. During the summer we added a new, year-round site located at the Mary L. Kelly Center in Kansas City, MO. This past summer we published our second book "Welcome to My Neighborhood."

- Our top goal is to capacity build, doubling our reach in Kansas City, Missouri in the next 24 months.
- Our second goal is to build additional partnerships with existing organizations within our "site" communities. Currently our summer and year round programming in Missouri is held in DeLaSalle Education Center and the Mary L. Kelly Community Center run by the Upper Room. These are exciting partnerships that closely connect us with our education system, and positions Youth Ambassadors in close relation to students during non-school hours when they are most at risk from negative influences. Youth Ambassadors believes the success of any community program lies in its ability to nurture and grow neighborhood alliances. Our program is not here to duplicate existing programs but to compliment and add value to current community building.
- Our third goal is to add a licensed in-house social worker. Our Ambassadors' ACE test results indicate tremendous need.

Needs Statement

- Site Sponsors Needed - The cost to run one site per summer or academic year session is \$20,000. This includes all teacher salaries, student stipends, supplies, and programming costs.
- Adopt an Ambassador – Individual Ambassadors can be adopted and given the opportunity to participate in our summer or year-round program program. Sponsorship per youth is \$500 for a summer session and \$1300 for the year.
- Technology Needed - Art supplies, office supplies, Lap top computers, digital video cameras, memory cards, and digital cameras for digital documentary and photography classes.

Board Chair Statement

As President of the Board and a Co-Founder of Youth Ambassadors, I am energized daily by the awesome challenge of growing this organization so we can impact the lives of more youth. I have a Masters in Teaching and taught for ten years. For the past twenty years, I have been intricately involved in my family foundation, Forest Foundation, serving under-served youth. This rewarding experience gives me a unique view of how to responsibly allocate the funds of our donors.

As an educator I know the importance of a strong education. In YA, Ambassadors are taught to view themselves from their strengths that are inherent. They are taught to view education and knowledge as empowerment tools that can enhance self-worth and increase self-efficacy. I am excited to have the privilege to watch this happen before my own eyes. One of our most exciting outcomes from our 2014-15 academic year program is that 96% of our students of age to be employed in the community were hired in jobs outside of Youth Ambassadors. Our youth are becoming productive members of society.

Youth Ambassadors is growing steadily. We are able to annually open new programs and empower more youth. This success, however, has led to some new challenges. As we grow, we need additional funding for operations and support staff. To address these new challenges, we are finding new ways to creatively fundraise.

Service Categories

Youth Development-Citizenship

Secondary & High Schools

Arts Education

Areas of Service

Areas Served

Areas

KS - Johnson County

KS - Wyandotte County

KS - Wyandotte County Urban Core

MO - Jackson County

MO - Jackson County Urban Core

Programs

Programs

Missouri Year-Round Youth Ambassadors

Description	Through educational and creative programming YA provides a comprehensive summer and year-round program where students receive instruction in negotiating and navigating the education system, individualized tutoring, instruction in life skills, including business etiquette, anger management, crisis resolution, academic and career goal setting, time management, smart choices, healthy relationships, and recognition of impediments to success. They build resiliency through therapeutic art and journal writing. And they showcase life as a teenager and their surrounding neighborhoods through self-produced documentaries and books. Our teens build on their knowledge of what happens on the streets and learn how they can stand for positive change. They learn their voice counts. Our program is also designed to provide a "first job" experience. Through receipt of a paycheck our youth learn banking skills and fiscal responsibility, work place parameters, and personal accountability.
Category	Education, General/Other Educational Programs
Population Served	Adolescents Only (13-19 years), ,
Short-Term Success	All of our Ambassadors will leave our program empowered with soft job skills necessary to attain and keep their first job, with stronger education navigating skills, and with exposure to valuable mentors and resources in their communities that can help them succeed at school, in the work place and at home. Our Ambassadors leave with a resume, financial knowledge, and interview practice. During the hours of the day when youth are most at risk our Ambassadors meet and form trusting relationships with mentors in a safe, nurturing environment. Through video development and photography they explore important community issues, through art they explore personal feelings and through vital journal writings they learn to use their voices. Every Ambassador has access to a weekly academic tutor and counselor outside of their school environment. Each Ambassador writes, uses technology, and practices public speaking daily - hence reducing the inevitable academic slide during non-school hours.
Long- Term Success	Ultimately we would like our youth of Missouri to be equipped with the life and job skills necessary to be productive members of society, to take ownership and pride in their community, and to be positive role models and mentors to the generations that follow. Youth Ambassadors works to enhance our Ambassadors' self-worth and increase their self-efficacy in their academic and psycho-social arenas. We are in the beginning stages of tracking school grades, school attendance rates, graduation rates and secondary education and/or employment rates, all of which, if increased, would be the ultimate result from this program.
Program Success Monitored By	Youth Ambassadors tracks weekly attendance in our program, Ambassadors lost to other outside employment, and school attendance, grades and graduation rates as our hard outcomes. We use surveys, the ACE test, our academic counselor notes, and student self-reporting as tools.

Examples of Program Success

In six months since tracking attendance rates 50% of Ambassadors' transcripts show perfect school attendance. We have 90% attendance in our program, 98% of Ambassadors have resumes and have completed mock interviews. All ambassadors have received financial education which has resulted in 50% of Ambassadors opening new bank accounts with direct deposit. 90% of Ambassadors report feeling better equipped for employment beyond Youth Ambassadors. 100% of Ambassadors write daily, have been exposed to new technology, and have practiced countless hours of public speaking. Many Ambassadors have sought outside counseling. Danielle, age 15, came with her eyes averted and shoulders slumped. In her first writing she admitted a family member had sexually abused her when she was young, and she hated school because she couldn't read or write. Her family accepted language testing. Danielle tested at the first grade level. We brought in a professional and had Danielle tutored every day.

Argentine Youth Ambassadors

Description	Through educational and creative programming YA provides a comprehensive summer program where students receive instruction in negotiating and navigating the education system, individualized tutoring, instruction in life skills, including business etiquette, anger management, crisis resolution, academic and career goal setting, time management, smart choices, healthy relationships, and recognition of impediments to success. They build resiliency through therapeutic art and journal writing. And they showcase life as a teenager and their surrounding neighborhoods through self-produced documentaries and books. Our teens build on their knowledge of what happens on the streets and learn how they can stand for positive change. They learn their voice counts. Our program is also designed to provide a “first job” experience. Through receipt of a paycheck our youth learn banking skills and fiscal responsibility, work place parameters, and personal accountability.
Category	Education, General/Other Educational Delivery
Population Served	Adolescents Only (13-19 years), ,
Short-Term Success	All of our Ambassadors will leave our program empowered with soft job skills necessary to attain and keep their first job and with exposure to valuable mentors and resources in their communities that can help them succeed at school, in the work place and at home. Our Ambassadors leave with a resume, financial knowledge, and interview practice. During the hours of the day when youth are most at risk our Ambassadors meet and form trusting relationships with mentors in a safe, nurturing environment. Through video development and photography they explore important community issues, through art they explore personal feelings and through vital journal writings they learn to use their voices. Each Ambassador writes, uses technology, and practices public speaking daily - hence reducing the inevitable academic slide during non-school hours.
Long- Term Success	Ultimately we would like our youth in Kansas to be equipped with the life and job skills necessary to be productive members of society, to take ownership and pride in their community, and to be positive role models and mentors to the generations that follow. Youth Ambassadors works to enhance our Ambassadors' self-worth and increase their self-efficacy in their academic and psycho-social arenas. We are in the beginning stages of tracking secondary education and/or employment rates, which if increased, would be the ultimate result from this program.
Program Success Monitored By	Youth Ambassadors tracks weekly attendance in our program, Ambassadors lost to successful outside employment, and high school graduation rates as our hard outcomes. We use surveys, the ACE test, counselor notes, and student self-reporting as tools.

Examples of Program Success

We have 90% program attendance, 98% of Ambassadors have resumes and have completed mock interviews. All ambassadors have receive financial education which resulted in 50% of Ambassadors opening new bank accounts with direct deposit. 90% of Ambassadors report feeling better equipped for employment beyond Youth Ambassadors. 100% of Ambassadors write daily, are exposed to new technology, and practice countless hours of public speaking. Many Ambassadors have sought outside counseling. Over the summer Regina excelled and hid her secret. In writing class Ambassadors learn they have a voice, and with trust, release. One day Regina referred to herself as "a broken little bird." When asked to continue she opened up. She admitted that anger was eating her up, and she was afraid she'd lose control. For years she witnessed her father horribly abuse her mother. No one knew what she saw. With our help, Regina admitted to her mother what she saw and has started to heal with professional help.

Youth Ambassadors / Gordon Parks Elementary School Partnership

Description	During the summer of 2016, Youth Ambassadors continued our unique partnership with Gordon Parks Elementary School in Kansas City, Missouri. In our Youth Ambassadors programs, Ambassadors learn vital life skills including professional personal branding and comportment, communication skills, and how to be an appropriate role model to others. Through our partnership with Gordon Parks our Ambassadors are given the opportunity to give back to the community that cares for them. During the month of June, two days a week, 2-3 Ambassadors per class teach 1st through 4th grade students a mini Youth Ambassadors program. Last summer our program included writing, public speaking, open discussion and communication skills, documentary development and anger management.
Category	Education, General/Other Educational Delivery
Population Served	Children and Youth (0 - 19 years), ,
Short-Term Success	With guidance, our Ambassadors learn how to take the knowledge they have acquired in Youth Ambassadors, internalize it and present it in a fashion appropriate for young children. This forces them to understand what they have been taught, and empowers them with the responsibility of teaching their knowledge to others. They are not just the recipient anymore - roles have been reversed, and they are now the educators. Teaching a classroom of 1st and 2nd grade children requires patience, understanding, and creativity; if not innate, all three learned virtues.
Long- Term Success	Through this partnership, we hope to teach our Ambassadors that they have an important role in community building. They have a responsibility to teach and lift up those younger than themselves. To have this opportunity to teach skills they have learned ideally reinforces our teachings. Additionally, helping another person is the most effective way to refocus, even if momentarily, ones personal angst, something we all need to learn how to do.
Program Success Monitored By	Each lesson given by our Ambassadors is overseen by a Youth Ambassadors' mentor and an educator from Gordon Parks Elementary School. Last year the Gordon Parks educators reported the partnership valuable to their children, and definitively requested that our Youth Ambassadors come again this summer. Children respond well to older children as was apparent in last summer's program.
Examples of Program Success	Our Ambassadors taught a lesson on anger management. Following a discussion on what anger was and how it was commonly displayed, reasons why one way to express anger was healthier than another was discussed. The children then wrote down something they were angry about. Once completed, all the children sat on the floor in front of a puppet theatre. Behind the curtain our Ambassadors sat with a Madam Wisdom puppet. One by one students were able to join the Ambassador behind the curtain with a puppet of their choice. The student, through the use and voice of their puppet, asked Madam Wisdom for suggestions on how to deal with their anger over a particular subject. Because our Ambassadors are of similar demographics they were able to respond to the children more effectively. When one student said she was mad because her father was in jail for the past three years, our Ambassador holding Madam Wisdom was able to relate. This discourse was powerful and effective for all involved.

Partnership with The Learning Club

Description	During the summer of 2016, Youth Ambassadors began a unique partnership with the Learning Club of Kansas City, Kansas. In our Youth Ambassadors programs, Ambassadors learn vital life skills including professional personal branding and comportsment, communication skills, and how to be an appropriate role model to others. Through our partnership the Learning Club our Ambassadors are given the opportunity to give back to the community that cares for them. During the summer months Ambassadors teach 1st through 8th grade students at five different housing facilities Life Skills classes.
Category	Education, General/Other
Population Served	Children and Youth (0 - 19 years), ,
Short-Term Success	We just started this relationship this past summer, but in the short time our Ambassadors worked with the Learning Club students, they quickly learned the vital role available to them of helping and mentoring others. This is an important step in community building for our youth.
Long- Term Success	Exposing our Ambassadors to volunteerism is an important beginning step to community building. It also empowers them when we are able to reverse the roles and make them the mentors.
Program Success Monitored By	All student teachers (Ambassadors) are monitored and reviewed by staff of the Learning Club and YA teachers.
Examples of Program Success	Both the Learning Club staff and children have asked that our Ambassadors continue next summer. Other than that it is too early to tell.

CEO Comments

Daily I work with children living right next door in conditions we would rather not think about, rather not see. When we are faced with the reality many of our neighbors confront daily, it is tempting to don our blinders, so we can go about our days in a manner that is comfortable.

But children? Kansas City children numb to the violence in their homes and on the streets or children who rely on school lunches for their next meal? These amazing, resilient children are our Ambassadors. This summer 175 of our Ambassadors were given the ACEs survey. In the original study of seventeen thousand adult participants 12.5% scored in the highest category. This summer, four times that rate, or 42% of our Ambassadors scored in the highest category. This rate we cannot ignore.

When someone experiences high rates of trauma in childhood, they often feel "less than" or that they somehow don't measure up to others. Societal stigmas cause us to bottle up our emotions and not deal with our experiences appropriately. One of the strengths of our Youth Ambassadors' curriculum, and what sets it apart from other programs, is our "trauma informed" care that provides a platform where our youth trust enough to find their own voice.

That is where true healing and change begins. It's about sharing their truth and finding out that they are not alone in their circumstances. It's about having compassion for each other, and what's most difficult, finding compassion for yourself. To me that is how you start to build the resilience necessary to combat the effects of ACE's. Youth Ambassadors combines building resiliency with the teaching of important life and soft job skills. Through this combination our children become better equipped to tackle their daily challenges and excel.

Leadership & Staff

Executive Director/CEO

Executive Director	Mrs. Paige O'Connor
Term Start	June 2010
Email	cpaigeoc@sbcglobal.net
Experience	

Senior Staff

<u>Mrs. Tiffany Lynch</u>	
Title	Director of Development
<u>Mrs. Jenni Jones</u>	
Title	Director of Community Outreach
<u>Mrs. Mallory Gobet</u>	
Title	Director of Programs

Staff

Paid Full-Time Staff	3
Paid Part- Time Staff	14
Volunteers	100
Retention Rate	100%
Paid Contractors	3

Formal Evaluations

CEO Formal Evaluation	Yes
CEO/Executive Formal Evaluation Frequency	Annually
Senior Management Formal Evaluation	Yes
Senior Management Formal Evaluation Frequency	Annually
NonManagement Formal Evaluation	Yes
Non Management Formal Evaluation Frequency	Quarterly

Plans & Policies

Organization Has a Fundraising Plan	Yes
Organization Has a Strategic Plan	Yes
Management Succession Plan	Under Development
Organization Policy and Procedures	Yes

Nondiscrimination Policy	Under Development
Whistleblower Policy	Yes
Document Destruction Policy	No

Collaborations

Currently YA collaborates with the UMKC Sociology Department for YA curriculum guidance and work opportunities for their Masters level students. We offer Rockhurst University's communication students opportunities to do specialized teaching projects and Avila University uses our documentaries as teaching tools in their teaching methods curriculum. YA students teach mini summer Youth Ambassadors classes to 1st-3rd grades at Gordon Parks Elementary School and youth ages 6-12 at five housing facilities in KC.K through the Learning Club. The Argentine Neighborhood Development Association, the Upper Room, and DeLaSalle Education Center collaborate with YA to provide programming in their communities. Youth Ambassadors collaborate with the Youth Volunteer Corps of Greater Kansas City to give our youth volunteer opportunities.

YA has had a valuable partnership with VML. Together we have published two books. We have a wonderful relationship with the Jewish Federation of Greater KC and were chosen to sponsor one of their interns with their Leadership Tomorrow program. We partnered with the Kansas City Chamber of Commerce's Resiliency KC initiative and KCPT's ReDream initiative.

Government Licenses

Is your organization licensed by the government? No

Board & Governance

Board Chair

Board Chair	Ms. Tiffany Lynch
Company Affiliation	The Forest Foundation
Term	June 2010 to May 2019
Email	gtlynch@aol.com

Board Members

Name	Affiliation
Mrs. JoMarie Andrews	Community Volunteer
Dr. Cass Butler	Regional Director - Midwest, Webster University
Mr. Dan Cosgrove	Jeffrey Byrne & Associates, Hiccup Productions
Ms. Jenni Jones	Community Volunteer
Ms. Lisa Krigsten	Dentons US LLP
Mrs. Tiffany Lynch	The Forest Foundation
Ms. Susanne Mitko	Lee's Summit School District
Mrs. Paige O'Connor	Community Volunteer
Mr. Vincente Perez	University of Chicago
Ms. Carrie Robinson	Alvin H. Michael Robinson Photography, Robinson Family Foundation
Mrs. Angela Tucker	Johnson County Libraries
Mr. David Von Drehle	Time Magazine

Board Demographics - Ethnicity

African American/Black	2
Asian American/Pacific Islander	0
Caucasian	9
Hispanic/Latino	1
Native American/American Indian	0
Other	0 0

Board Demographics - Gender

Male	3
Female	9
Unspecified	0

Governance

Board Term Lengths	3
Board Term Limits	3

Board Meeting Attendance %	95%
Written Board Selection Criteria?	No
Written Conflict of Interest Policy?	Yes
Percentage Making Monetary Contributions	100%
Percentage Making In-Kind Contributions	100%
Number of Full Board Meetings Annually	2

CEO Comments

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Advisory Board Members

Name	Affiliation
Mrs. Angela Andresen-Smart	Hall Family Foundation
Mrs. Angela Jewel-Tucker	Jo. County Library
Mrs. Ellen Murphy	TEAM Performance
Mr. Steve O'Neil	The Curry Family Foundation
Mr. Mike Poor	The Forest Foundation
Mr. Irv Robinson	Robbie Flexibles
Beth Rush	Community Volunteer
Mr. David Sullivan	The Forest Foundation
Mrs. Gwen Wurst	The Greater Kansas City Community Foundation

Financials

Fiscal Year

Fiscal Year Start	Jan 01, 2016
Fiscal Year End	Dec 31, 2016
Projected Revenue	\$300,000.00
Projected Expenses	\$280,000.00
Endowment Value	\$0.00
Spending Policy	Income Only
Percentage	0%

Detailed Financials

Revenue and Expenses

Fiscal Year	2015	2014	2013
Total Revenue	\$206,396	\$118,299	\$119,683
Total Expenses	\$192,147	\$94,864	\$74,078

Revenue Sources

Fiscal Year	2015	2014	2013
Foundation and Corporation Contributions	\$168,533	\$125,752	\$79,500
Government Contributions	\$0	\$0	\$0
Federal	--	\$0	\$0
State	--	\$0	\$0
Local	--	\$0	\$0
Unspecified	\$0	\$0	\$0
Individual Contributions	--	\$0	\$13,916
Indirect Public Support	\$0	\$0	\$0
Earned Revenue	\$0	\$0	\$0
Investment Income, Net of Losses	\$0	\$0	\$0
Membership Dues	\$0	\$0	\$0
Special Events	\$36,397	(\$7,453)	\$0
Revenue In-Kind	\$1,400	\$0	\$0
Other	\$66	\$0	\$26,267

Expense Allocation

Fiscal Year	2015	2014	2013
Program Expense	\$164,814	\$71,915	\$71,073
Administration Expense	\$21,157	\$22,949	\$1,172
Fundraising Expense	\$6,176	\$0	\$1,833
Payments to Affiliates	--	\$0	\$0
Total Revenue/Total Expenses	1.07	1.25	1.62
Program Expense/Total Expenses	86%	76%	96%
Fundraising Expense/Contributed Revenue	3%	0%	2%

Assets and Liabilities

Fiscal Year	2015	2014	2013
Total Assets	\$121,072	\$72,292	\$47,374
Current Assets	\$120,069	\$71,009	\$47,374
Long-Term Liabilities	\$0	\$0	\$0
Current Liabilities	\$1,346	\$1,483	\$0
Total Net Assets	\$119,726	\$70,809	\$47,374

Short Term Solvency

Fiscal Year	2015	2014	2013
Current Ratio: Current Assets/Current Liabilities	89.20	47.88	--

Long Term Solvency

Fiscal Year	2015	2014	2013
Long-Term Liabilities/Total Assets	0%	0%	0%

Top Funding Sources

Fiscal Year	2015	2014	2013
Top Funding Source & Dollar Amount	--	Ewing Kauffman Foundation \$40,000	Robinson Family Foundation \$15,000
Second Highest Funding Source & Dollar Amount	--	Hall Family Foundation \$10,000	H&R Block Foundation \$10,000
Third Highest Funding Source & Dollar Amount	--	H&R Block Foundation \$10,000	Hall Family Foundation \$10,000

Capital Campaign

Currently in a Capital Campaign?	No
Goal	\$0.00

Foundation Comments

- FY 2015, 2014: Financial data reported using IRS Form 990..
- FY 2013: Financial data reported using audited financial statements.
- Foundation/corporate revenue line item may include contributions from individuals.