



# PARTNERS

FOR YOUTH

# ANNUAL REPORT

July 2022 - June 2023



MENTORING • YOUTH EMPOWERMENT • TRUSTED ADULT ENGAGEMENT

## OUR VISION

is that Northwest Colorado youth are living healthy and meaningful lives; contributing to their community, and successfully pursuing their dreams.

## OUR MISSION

is to support youth through mentorship, empowerment, and trusted adult engagement so that they can face life's challenges and thrive.

## VALUES

- ★ **COLLABORATION:** We take a holistic approach to supporting youth and collaborate with others to do the same.
- ★ **INTEGRITY:** We are authentic, honest, and transparent
- ★ **RESPECT:** We honor diversity and inclusion, treat others with trust and respect, and express gratitude; we embrace alternative ways of thinking.
- ★ **DIGNITY:** We believe in the inherent value of each person's humanity.



## MENTORING

Community Based Mentoring provides one-to-one mentoring serving youth, ages 7-17 who benefit from having another trusted adult in their life. Each youth mentee is carefully matched with an adult volunteer mentor that is recruited, screened, trained, and supervised by a Partners Case Manager.

School Based Mentoring places part time, paid mentors in the schools. These mentors provide guidance and support to each of their 10+ target students for the duration of the school year.

## YOUTH EMPOWERMENT

Through Youth Action Councils, we focus on the strengths of individual young people.

We create a healthy foundation for youth to use their potential and empower them to develop skills by providing a safe space for youth voice.

## TRUSTED ADULT ENGAGEMENT

Through trusted adult engagement, we help trusted adults gain knowledge and skills so that they can better support youth, particularly when youth are grappling with mental health challenges. The more adults in our community who have understanding and skills about how to support youth, the more young people will have a trusted adult to go to with a problem or issues. Our Adult Education ranges based on the current need in our community, and the issues that adults working with youth or parents are facing. We offer a variety of evidence-based trainings such as Positive Youth Development, and Youth Mental Health First Aid.

## STAFF MEMBERS

LINDSAY KOHLER (she, her)  
Executive Director

ERIN MILLER (she, her)  
Program Director

HEIDI BROWN (she, her)  
Prevention Director

GABRIELA "GABY" PIVA (she, her)  
Community Based Mentoring  
Spanish Speaking Case Manager

ALEXA DUNAHOE (she, her)  
Community Based Mentoring  
Lead Case Manager

MACKENZIE MIXON (she, her)  
Moffat County  
Youth Development Coordinator

LAURIE KEOGH (she, her)  
Administrative Assistant

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## THANK YOU FOR YOUR SERVICE!

LAURYMARIE CRUZ  
Community Based Mentoring  
Spanish Speaking Case Manager

MERRILY WALDRON  
Strengthening Families 10-14  
Program Coordinator

SHANNON GOTCHEY  
School Based Mentoring  
Program Manager

## BOARD MEMBERS

KYLEIGH LAWLER

ROB MACCARTHY





Dear Friends,

I am excited to share our 2022-2023 annual report with you. In this document you will find a combination of data and heartwarming stories that paint a picture of the amazing impact of our programs. We are so grateful to be a part of the lives of so many wonderful youth, families, and volunteers. Thank you for being a part of helping youth thrive!

As part of our emphasis on amplifying youth voices, I am pleased to share the introductory letter below, written by one of our active Youth Action Council members.

Warm regards,

**Lindsay Kohler (she/her)**

Executive Director

From a young age, I held firm opinions regarding how the world should work, have been passionate about advocating for change, and spoke up when I disagreed with an alternative viewpoint. I found it increasingly difficult to find space to discuss and expand on my ideas. Whenever I would try and discuss my views, rather than other people challenging them and growing my viewpoint, they would shut me down. My parents, teachers, and other influences consistently told me I didn't understand what I was saying and that I would be better able to handle these topics when I grew up. Being stuck without a voice on matters that involve my life, present and future, was incredibly disheartening and made me feel as though I had no say in the world around me.

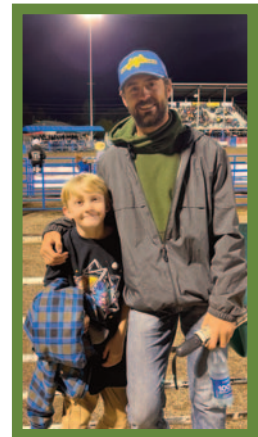
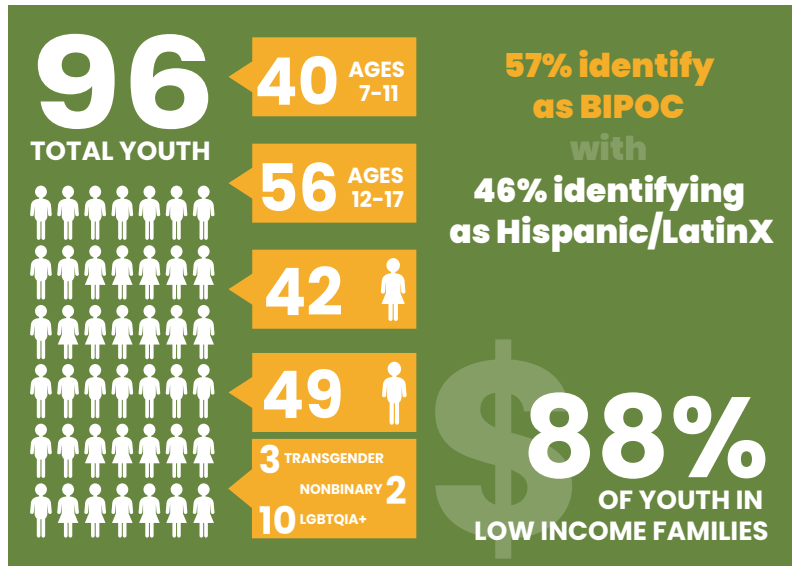
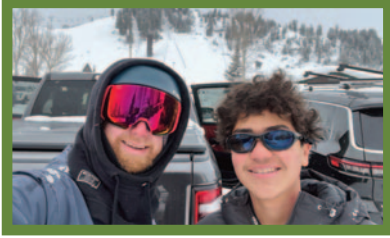
A close friend of mine began telling me about her work with Steamboat Springs Teen Council, and I was immediately excited. Initially, I felt nervous about joining a group of older teenagers, but within the first couple of meetings, I knew I had found my place.

Engagement in planning community events and learning more about our place as youth stakeholders, my perspective of the community shifted. I began to look at issues as a puzzle to be solved rather than impossible obstacles. Every Thursday, I'd show up to Teen Council ready to learn, discuss, and address challenging questions and problems that present themselves. These ambitions within the Council led me to take up a place on the Executive Committee, playing a direct role in the planning and leadership of the group.

Teen Council has supported my ambition to create a more inclusive setting, and it has helped me grow as a person. I have learned how to interact and work with a group of people, along with becoming a more responsible, aware, and resilient human being. I encourage any teenager interested in joining the Council to reach out and attend one of our meetings. Change never happens without change-makers, and part of this responsibility falls in the hands of our youth.

Sunny Winn  
Steamboat Springs Teen Council

**YOUTH SERVED BY COMMUNITY BASED MENTORING PROGRAMS**



**COMMUNITY BASED MENTORING**

**BENEFITS OF OUR MENTORING MODEL:**

- ★ Increase in social and communication skills
- ★ Increase in self-esteem
- ★ Decreased acceptance of alcohol and drug
- ★ Improved decision-making skills
- ★ Greater feeling of social and emotional support
- ★ Significant increase in bonding to adults

**“BECOMING A MENTOR HAS TAUGHT ME BETTER PATIENCE, COMPASSION, HEALTHY BOUNDARIES, AND ACCEPTANCE.”**

**COMMUNITY BASED MENTORING VOLUNTEERS**

- Albert Deepe
- Amy Markovich
- Ana Gomez
- Anabel Casey
- Andy Dumke
- Ashley McNichols
- Baili Foster
- Barry Johnson
- Brook Bumgarner
- Cait Bambenek
- Carolyn Gibson
- Carrie Sabin
- Chelsie Holmes
- Chris Imbler
- Cindy Kinnear
- Cindy Wither
- Emma Friedland
- Erika Fuller
- Erin Kissane
- George Detwiler
- Heidi Brown
- Hollee Hagen
- Janne Siegel
- Jason Regan
- Jeff Grove
- Jen Vlosky
- Jennifer Berdine
- Jerrod Skywalker
- Joe Tecce
- John Chevalier
- Juston James
- Karleen Pappert
- Katie Knezevich
- Kelsey Karkos
- Kevin Nicastro
- Lauren VandenHurk
- Leah Wolf Martin
- Lisa Nelson
- Lori Kimble
- Lorretta Ellsworth
- Mark Rosenberg
- Matt Caron
- Matt Hammett
- Mia Thompson
- Michelle House
- Michelle Petix
- Mike Beurskens
- Mike Stoltz
- Pamela Nebel
- Paul Nebel
- Pete Surgent
- Rachele Rothe
- Scott Fohrman
- Sheryl Horton
- Stacia Stalnaker
- Susan Wilkinson
- Syliva Wappes
- Tatiana Achcar-Szyba
- Tim Redmond
- Tracie Detwiler
- Valerie Lawton
- Whitney Catizone
- Willa Seybolt
- Zach Goldner

## THE SCHOOL BASED MENTORING PROGRAM

provides 1-1 mentoring services to 10 students throughout the school year. What might come as a surprise to many is that our School Based Mentors have a huge reach within the schools and connect with students who are not their target students. This past school year at Steamboat Springs High School, our School-Based Mentor did just that!

### SCHOOL BASED MENTOR

SUZY STONE - Steamboat Springs High School



"MULTIPLE STUDENTS RELY ON SUZY TO KEEP THEM ON TOP OF THEIR SCHOOLWORK AND TRUST HER ADVICE & SUPPORT"

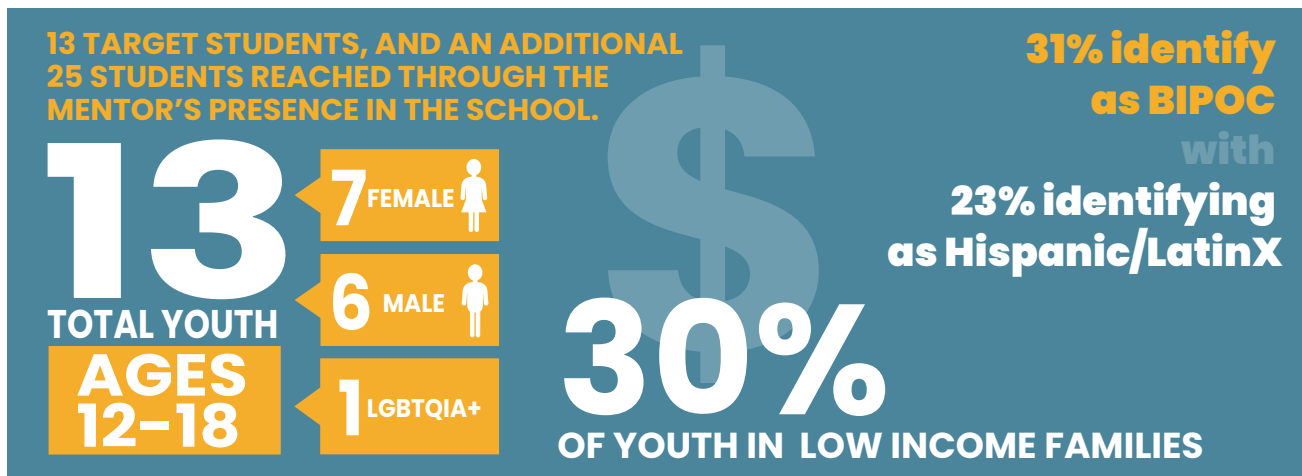
### IMPACT OF SCHOOL BASED MENTORING

Every week over 20 students would drop in to Suzy's office for a safe space to be themselves, get advice and support. Here are her words about the impact this had on them and her:

"It is funny how the non-target student situation evolved in my office. I am sure that it was due to the snacks in my office that got the ball rolling. But it just spiraled and throughout the spring semester, I had girls and boys of all ages in my office enjoying a snack and telling me about life. At times they would come one at a time but sometimes it was 5 or 6 at a time.

The coolest part about what this created for them was a place to ask questions. These students who only knew me through a friend bringing them in for a snack would come in seeking help. Questions ranged from a multitude of topics: how to handle an argument with a friend, what to do when you get a disappointing grade, how to approach an "intimidating" teacher, which classes to take and why. My office became a safe space for many kids. I feel very fortunate they saw it that way.

**"SUZY HAS BEEN INSTRUMENTAL THIS YEAR! WE LOVE HER HERE AT SSHS AND SHE HAS AMAZING CONNECTIONS WITH STUDENTS AND FAMILIES."**



**BROOKE & SOPHIE** .....

**WHAT AREA OF YOUR LIFE HAS BEEN AFFECTED MOST BY BEING MATCHED?**

**Brooke (Mentor):** Being matched with Sophie has expanded my life in many ways, but overall it has affected my general happiness; it's been so rewarding to see our partnership, and friendship, blossom over the past 9 months and we really do have so much fun together. Sophie reminds me SO much of myself and even though a lot of things have changed since I was her age, many of the challenges she is currently facing are so similar to what I went through as well. We have connected on many levels and I do believe I've helped through some difficult moments.

**Sophie (Mentee):** My social life has been affected the most because I never went out much until I met Brooke.



NAMES & PHOTO SHARED WITH PERMISSION

**NAME A FAVORITE QUALITY OF YOUR PARTNER:**

**Brooke:** I absolutely love Sophie's wit and humor. After our second time hanging out she let her walls down and it became abundantly clear that she is incredibly mature and wise for her age, and has a great sense of humor.

**Sophie:** Favorite quality of Brookes has to be her loving personality. She lights up every room and is always kind and funny.

**WHAT IS SOMETHING YOU LIKE/APPRECIATE ABOUT THE PARTNERS PROGRAM?**

**Brooke:** I think it's really awesome that the program engages community members/local businesses and in turn provides opportunities/events/excursions to partners that they may not normally be able to have. Sophie and I got to go on a hot air balloon ride together and it was an awesome experience and something Sophie had wanted to do for years.

**Sophie:** I like that the partners program gives kids that maybe need just a little more support or a friend someone who can take them places and be like an older sibling.

**WHAT IS YOUR FAVORITE MEMORY WITH YOUR PARTNER?**

**Brooke:** One of my favorite memories with Sophie was the Partners' snowmobiling trip we went on this winter. Sophie got to drive at one point and I was so proud of how fearless she was and how confident she was in her driving! Another favorite memory was having Soph at my wedding. Sophie will try to tell you that she's an introvert but really can be outgoing and ends up having a blast when we do activities that she originally thought she wouldn't enjoy. At my wedding I dragged her out on the dance floor with my friends and I, and even though I got an eye roll at first, a couple songs later she was smiling ear to ear, singing along and dancing her heart out with me and my bridesmaids. It was really special and memorable for both of us, I think.

**Sophie:** My favorite memory with Brooke would have to be her wedding. We had so much fun and she looked so gorgeous and happy.

**SOMETHING YOU ARE LOOKING FORWARD IN THE FUTURE OF THE MATCH:**

**Brooke:** I am really excited to see how Sophie grows over the next four years in high school, I know she has many great things ahead of her and I look forward to supporting her where I can!

**Sophie:** I am looking forward to just hanging out and getting to watch their family grow.

.....

<b>38</b>	<b>29</b>	<b>18</b>	<b>6</b>	<b>10K+</b>
<b>MENTEE Referrals</b>	<b>MENTOR Applications</b>	<b>ACTIVITIES Offered</b>	<b>MENTOR Trainings</b>	<b>GRANTS &amp; Scholarships</b>

.....

## CASE MANAGER – IMPACT ON FAMILIES AND PARENTS

Mentoring’s positive impacts extend beyond the mentee, and affect the entire family. Mentors have a one on one relationship with their mentee, but over time they also develop relationships with other family members, specifically parents/guardians. We consistently hear from parents and guardians about how having a mentor in their child’s life has impacted them, their child and their entire family unit.

Parents/Guardians have always communicated to case managers how their child’s mentors have made a difference but recently, our case managers have heard something extra special. One of our Case Managers was hearing consistently that the mentor arrived at the perfect moment and provided much needed relief from the stress resulting from various family issues and dynamics. Sudden or ongoing life changes like the separation of a child from one of their parents/guardians, divorce, a sudden move, a loss, substance abuse in the home, or any trauma has profound impacts on youth and we are hearing directly from parents that mentors are offering relief from this for their children.

- The impact that mentors have made on a child during these kinds of situations has been invaluable.
- In many cases, conversations with parents/guardians would start off with “before the mentor” and “after the mentor”. Other Direct quotes from parents/guardians regarding our mentors and the program include:

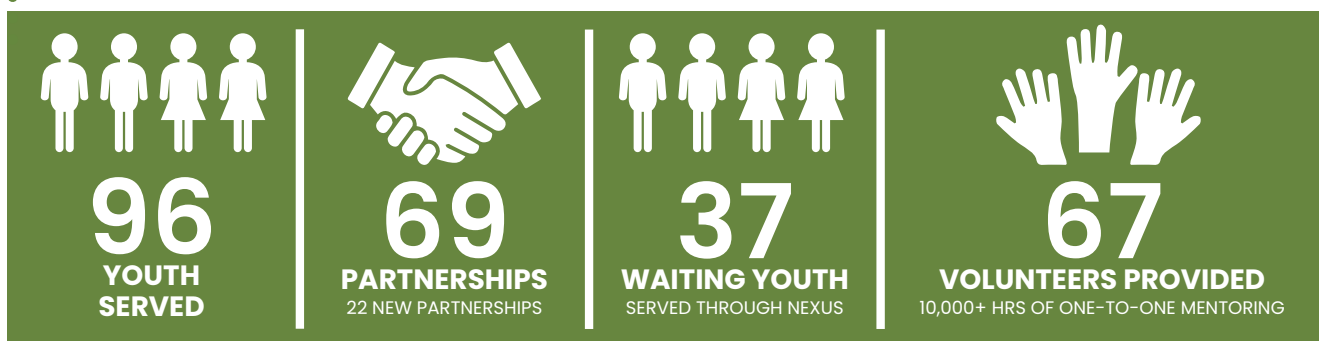
• **“A beam of light during the darkness”**

• **“A weight lifted from our shoulders”**

• **“Amazing mentoring, positive connection with trusted adult, confidence, someone to chat with, someone to learn from.”**

• **“My child’s [mentor] is fantastic. My child relates well to her, and she has positively impacted her life. My child reaches out to her in times of need.”**

• We are endlessly encouraged and grateful for the openness of our parents/guardians to share how their child’s mentor has impacted their family dynamics and hearts.



## GROUP RECREATIONAL ACTIVITIES

Our program staff organize monthly activities that are available for all the partnerships (mentors and mentees) to participate. This couldn’t happen without the generosity of so many of the businesses in the community.

**NEXUS** Nexus is Latin for “next in line”. Currently there are 37 youth on the waitlist for a mentor. The community based mentoring program has seen a 75% increase in referrals in 2022-2023. Partners program staff provides monthly activities for these youth preparing them for when they get matched with a mentor.

## YOUTH ACTION COUNCILS

### Program Overview

- ★ 3 Youth Action Councils in Routt and Moffat Counties
- ★ Open to any high school aged youth (as young as 7th grade in Moffat County)
- ★ Weekly meetings
  - ★ Youth-led
  - ★ Skill Development
  - ★ Identify issues and implement projects
  - ★ Plan prosocial events for youth
- ★ Free to participate
- ★ Leadership opportunities (Youth Internship, Media interviews and columns, Outreach to local and statewide organizations)
- ★ Uses evidence-based frameworks



### Why Youth Join

- “I want to make a difference in the community and give back. This council is an amazing way to do that and have connections to help make my voice heard and be active in the Steamboat Springs Community.”
- “I joined because I needed a safe place and to make it safe for others in the community as well



**"I LEARNED HOW TO BE MORE INVOLVED IN THE COMMUNITY. AS WELL AS HOW TO WORK WITH A TEAM OF PEOPLE I MIGHT NOT ALWAYS KNOW OR HAVE NEVER WORKED WITH BEFORE."**

### Outcomes

- ★ Increased community engagement and prosocial involvement
- ★ Connection with peers
- ★ Connection with trusted adults
- ★ Leadership and skill development
- ★ Proven increase in protective factors and positive youth development

### 2022-2023 Projects

- ★ Moffat County Youth Action Council and Steamboat Springs Teen Council were trained in Naloxone Administration, and partnered with community organizations to provide Fentanyl Awareness and Naloxone training to over 400 adults and youth
- ★ Hayden youth advocated for the School Board to pass an inclusivity policy to support transgender and nonbinary youth. They also helped plan the Youth Afterparty and Partners' table at the annual Pride Festival
- ★ Youth Action Councils organized 15 prosocial events with 666 attendees across all events

**3** YOUTH ACTION COUNCILS

**68** PARTICIPANTS

**200+** YOUTH REACHED

**27** COMMUNITY PARTNERS

**300+** ADULTS REACHED


 10% IDENTIFY AS BIPOC  
 6% IDENTIFYING AS HISPANIC/LATINX  
 15% LGBTQIA+  
 45% LOW INCOME



## TRUSTED ADULT ENGAGEMENT

### Narcan Training

Youth members of the Steamboat Springs Teen Council and Moffat County Youth Action Council were trained as trainers in how to administer Naloxone to reverse an opioid overdose, following concern about the rise in local overdoses. Youth collaborated with the Colorado Consortium for Prescription Drug Abuse Prevention to create a presentation on Fentanyl Awareness and Naloxone Administration training. Partnering with local organizations such as the Steamboat Springs School District allowed our Youth Action Council members to train 363 adults and 37 additional youth on this important topic.

#### ★ 5 Training Events

- ★ Steamboat Springs School District staff
- ★ Bud Werner Library harm reduction event
- ★ Integrated Community staff
- ★ Craig - Moffat County Youth Action Council community training
- ★ Steamboat Springs Teen Safety Fair

★ Total 400 youth and adults trained between all events

### Youth Mental Health First Aid

Youth Mental Health First Aid is designed for adults who regularly interact with young people. Youth Mental Health First Aid is designed to teach parents, family members, caregivers, teachers, school staff, peers, neighbors, health and human services workers, and other caring citizens how to help an adolescent (age 12-18) who may be experiencing a mental health or addictions challenge or is in crisis. The course provides participants with an intuitive framework on how to support youth and connect them to resources and services.

★ 3 training sessions

★ 30 adults trained

★ 17 adults trained in a shortened version at the Montessori School

★ 100% Routt

### Strengthening Families 10-14 Program

★ 3 program sessions completed

★ 16 adults and 14 youth served

★ 12 families graduated

★ 100% Routt

After two years of offering the Strengthening Families Program for Parents and Youth 10-14 (SFP 10-14) across Routt and Moffat counties, SFP came to an end this past June. While we loved engaging with families and witnessing new skills and communication develop, it became evident that this program was not the best fit for the busy families in our community. We are immensely grateful to Merrily Waldron, the program coordinator, for her tireless efforts to bring this program to the Yampa Valley, and her support of all of the families who took part in this program.



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Thank you to the generous donors who wish to remain anonymous. We truly appreciate every contribution and sincerely apologize to anyone we may have missed. Special thanks to the large number of individuals and businesses that donate goods and services to our programs. Your support is truly valued and contributes greatly to the success of our events.

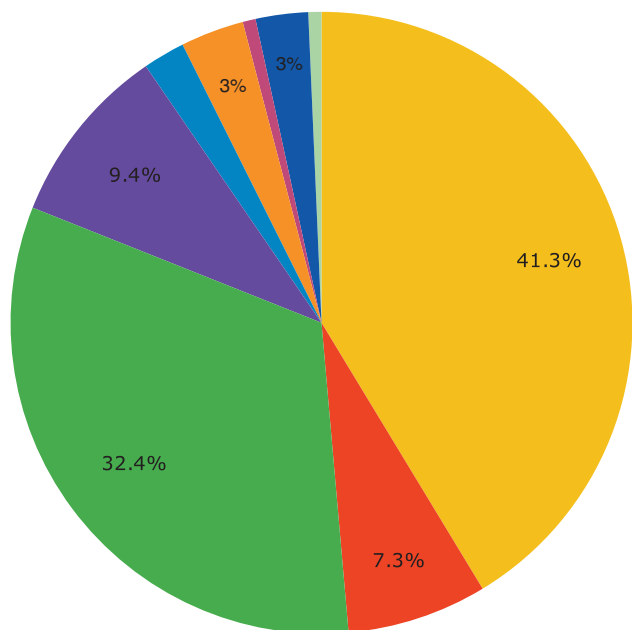
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 Steamboat Climbing Collective  
 Steamboat Fun & Games

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 Stroker Customs  
 The Corner Slice  
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 Vallarta's Mexican Restaurant  
 Victory Motors of Craig/ Tony Maneotis  
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 West Twin Cinemas  
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## FINANCIAL SUMMARY

### 2022-2023 REVENUE

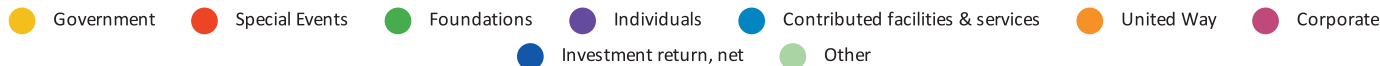


#### REVENUE

Government	\$325,919
Special Events	\$57,422
Foundations	\$255,690
Individuals	\$74,197
Contributed Facilities & Services	\$17,205
United Way	\$26,000
Corporate	\$5,290
Investment Return, Net	\$21,505
Other	\$5,372
<b>Total Revenue &amp; Support</b>	<b>\$788,600</b>

#### EXPENSES

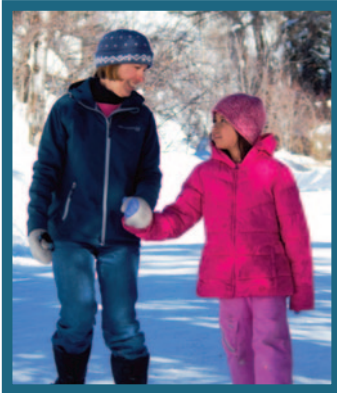
Programs Services	\$633,041
Administrative	\$53,102
Fundraising	\$41,357
<b>Total Expenses</b>	<b>\$727,500</b>



This calendar year we are celebrating two mentoring relationships that surpassed 10 years – an incredible milestone! We want to honor the sacrifice, time, energy, effort, joy, laughter and hardship on behalf of the mentor, mentee, families and case managers that went into making these relationships a success over the last ten years. What a joy it is for Partners to watch them grow together and beyond.



.....  
**ALBERT DEEPE** Mentor  
**JIMMY MEEKS** Mentee  
**REACHED 10 YEARS IN JULY 2023**  
.....



.....  
**JENNIFER BERDINE** Mentor  
**VICTORIA CHAVEZ MENDOZA** Mentee  
**REACHED 10 YEARS IN SEPTEMBER 2023**  
.....



Thank You Albert and Jennifer for the incredible impact you have had on the lives of these mentees and inspiring all of us to care for young people in our community!



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