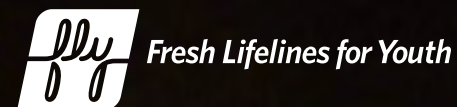


What if?



Exploring our potential together



Fresh Lifelines for Youth
2018-19 Annual Report

Our Voices Are Being Heard

Dear FLY Family,

My name is Miracle Te'o and when I came to FLY as a teen, I didn't have the proper support such as positive role models and strong connections to my family, which led to not having healthy outlets. It was through the help of FLY that I learned to think twice before making any decisions that can affect my freedom and future.

If you had asked my 15-year-old self if she thought she would be here today, her answer would have been an absolute "No!" Now, I've found a career I'm passionate about, I'm in college, and for the past four years, I've been a Youth Justice consultant working with FLY and the Santa Clara County Probation department through our Youth Advisory Council. This year I was selected for a national Juvenile Justice Youth Advisory Council. Also, I am a member of the Santa Clara County Juvenile Justice System Collaborative, acting as a youth representative.

As you can see, so many doors have opened up for me, and for other youth, thanks to FLY. Our lives are on a better track, but that's not all. **Now we have a voice and a platform to use that voice in sharing our stories to help inspire hope in other youth and their families.** With that voice, we're also helping to make positive changes in the juvenile justice system, because who is better qualified than those of us who have been through the same experiences?

Thank you for taking the time to read this report. It has highlights of the past year at FLY and a look ahead at important and exciting new work we're going to do. **And thank you for how you helped make this possible.** FLY youth and staff are excited by the potential we have as the FLY Family, and we hope you are too.



Miracle with FLY's Founder and CEO, Christa Gannon

Learn More: Read about FLY's Youth Advisory Council, of which Miracle was a founding member. Read about her work with the Annie E. Casey Foundation's national Juvenile Justice Youth Advisory Council.

FLY's Impact on Youth

Incarcerating youth comes at an enormous cost—an average of about \$285,000 per year per incarcerated youth in California in 2019, with numbers much higher here in the Bay Area. FLY has played an important role in community-wide efforts to reduce the number of youth incarcerated and its costly impact on taxpayers.

Youth incarceration is supposed to be about rehabilitation, but research and our experience shows that incarcerating kids just makes things worse, and the costs are much more than economic. For example, **two out of three youth** who have been incarcerated don't return to school after their release. Being locked up as a kid also **increases their chances of returning to the system as an adult**. This is the **"pipeline to prison"** for youth involved in the juvenile justice system.

Last year, because of your support, FLY served **2,513 young people**. We supported them as they decreased their involvement in the system, made progress in school, and began developing the skills they need to lead healthy, free, and productive lives. Here's a brief review of our impact:

- **95%** of FLY youth in our **Law Program** said that FLY equipped them with **positive adult role models** and **self-confidence to resist negative peer pressure**.
- **91%** of youth in our **Leadership Program** did not sustain a new offense and **87%** made significant academic progress or earned their diploma or GED during the program.
- **90%** of youth in the **Reentry Program** did not receive a new charge during the time they were working with FLY.



FLY's San Mateo County Leadership Program youth on retreat

- **90%** of youth receiving case management in our **Middle School Program** avoided system involvement or were on their way to getting off probation.
- **92%** of assessed youth in our **CAFA Mentor Program** gained assets and skills that research shows helps youth thrive.

FLY's Evaluation & Learning Department tracks the progress of FLY youth and the impact of FLY programs on an ongoing basis.

Learn More: See the **Programs** section of our website.

Expanding Our Reach



A class from FLY's Santa Clara County Law Program after their law school field trip, which included a mock trial

Last year our staff served 2,513 youth in 47 cities in Alameda County, Santa Clara County, and San Mateo County. In addition, because living situations or other factors changed for some youth while in FLY programs, our staff worked with youth in 14 other cities in Northern California.

Community Partnerships

FLY has been able to join, inform, and lead conversations at the national, state, and local levels about our juvenile justice system and the need for reform. These conversations have accelerated in California in the past two years, and FLY has seized opportunities to partner with the state to drive progress.

STAY FLY TO HELP DRIVE PROGRESS

We know that the age of 18 is not a magical number that means a young person is suddenly ready to make decisions that will set them up for success and keep our communities safe. FLY previously worked with T Lab, Tipping Point Community's R+D team, to prototype a program in Santa Clara County, now called **STAY FLY**, which extends FLY's law curriculum to young adults ages 18-21. It also incorporates one-on-one case management support to youth who need it the most. Last year, FLY competed for and was awarded a grant from the California Governor's Office of Business and Economic Development to **continue our STAY FLY pilot program in Santa Clara County and launch a pilot site in partnership with Alameda**

County. We are excited to partner with the state and local government agencies to support transition-aged youth in making healthy and safe choices and exiting the pipeline to prison.

CAREER PATHWAYS NAVIGATORS

FLY's impactful work to advance education and career opportunities for youth has been recognized by the state. We had a theory that if we could add a specific role to provide **connection to education, relevant training, and career opportunities for our youth**, we could move the needle on their progress even more. We are able to put this theory into practice through an investment from the Board of State and Community Corrections in 2019. Their Title II Grant Program is helping to fund the **creation of the Career Pathways Navigator role at FLY**. One full-time staff member in each of FLY's three counties will work with FLY's case managers to give youth access to the opportunities they need.



FLY Case Manager Tina takes one of her youth to vote for the first time

STATEWIDE CHANGES IN JUVENILE JUSTICE

FLY has also supported a movement at the state level to move oversight of juvenile justice from corrections to government health and human services providers. By **treating juvenile justice as a public health issue**, our state is signaling that providing kids with opportunities, rehabilitation, and services that will help them thrive, rather than the traumatic confinement and punishment that can lead to involvement in the adult criminal justice system. We will continue to partner with California and local government agencies to give our youth the best care and opportunities available, while elevating their voices so that they can be instrumental in changing the system for the better.

Program Spotlight: Middle School

For years, FLY young people have told us that if they had FLY in middle school, they probably would have made different life choices. Through a partnership with middle schools in Santa Clara County, the program offers a combination of law-related education and one-on-one case management and coaching for younger teens.

FLY's Middle School Program focuses on **intervening early to disrupt the school-to-prison pipeline**, which disproportionately impacts youth who experience poverty and racism, and other various forms of exclusion and marginalization. Youth facing these and other risk factors are more likely to disengage from school and become involved in the juvenile justice system.

To illustrate the impact of this program, we wanted to **share a story** of a FLY Middle School Program youth, "JJ."

FLY youth JJ was referred to the Middle School program after being expelled from his school district and placed on informal probation. JJ, his family, and the probation department agreed he should work on his critical thinking and positive communication skills and re-enroll in a traditional school.

JJ met regularly with his FLY Middle School Program case manager and never missed a meeting. Together, they came up with a plan for him to get re-admitted to a traditional school. In the meantime, he participated in independent studies through his school district, completing all his work, often on his own at home. JJ also finished his community service hours through FLY.

JJ met all of his requirements to get back into traditional school, and still has a lot that he wants to accomplish in his last year in middle school: attending his 8th grade promotion ceremony, keeping up his good grades, and continuing with kickboxing.

"We are confident that JJ will accomplish all of these goals," says Kris Scott, FLY's Leadership and Middle School Programs Manager for Santa Clara County. "We are so proud of JJ and can't wait to see what is next for him."



Middle School Program youth on a field trip to San Jose State University

Learn More:

[FLY's Middle School Program](#)

Imagine 2030: A New Strategic Vision

In twenty years of this work, FLY has helped tens of thousands of youth transform their lives. And together with our youth and partners, we've helped bring about systems change that benefited kids in the Bay Area and beyond.

But the pipeline to prison still gets filled with thousands more young people every year because they don't have access to services and support like FLY. This year, **we created a new vision of a future for this country's youth:**

FLY envisions a country where all kids grow up valued and supported, and the pipeline to prison is replaced with meaningful opportunities for kids to live free, healthy, and productive lives that make stronger, safer, more vibrant communities for us all.

We have a goal for how we'll live out this vision from now until 2030. This goal

capitalizes on **FLY's proven abilities and allows for growth** to benefit juvenile-justice and at-risk youth across the state and the nation:

By 2030, through partnering with kids, communities, and systems, FLY will help dismantle California's pipeline to prison, equip 30,000 juvenile-justice and at-risk youth to transform their lives, and strengthen services for marginalized youth in California and beyond.

Going forward, we'll organize our work around **four pathways to success:**

- **Expand:** Expand services in our existing communities and at least two more counties in California.
- **Spark Change:** Move deeper into local systems change work and create a state-wide platform for the engagement of our youth in criminal justice reform (see more on page 8).



FLY's Youth Advisory Council hosts a table for our supporters to learn more about their advocacy work

Share: Elevate the field of juvenile justice through training, technical assistance, affiliate opportunities, speaking appearances, and more.

- **Build Evidence:** Create a body of evidence about our work that will influence our field and key policymakers.

We are excited and ready to realize the great potential of FLY over the next decade! Thank you for your commitment to being with us on the journey ahead.

New Initiatives for FLY

FLY TURNS 20 IN 2020

October 2020 will mark **exactly 20 years since the first FLY law class was taught** by Christa Gannon. At the time, Christa was FLY's only staff member and she worked with a handful of volunteers to serve youth in a few neighborhoods in San Jose. In FY18-19, 60 staff and 200+ volunteers supported a growing list of programs that served more than 2,500 youth throughout the Bay Area. We'll celebrate this coming October with our long-time supporters and stakeholders, then with all of the FLY Family at our Showcase event in December.

SYSTEMS CHANGE

FLY believes that we must dismantle the pipeline to prison and replace it with meaningful opportunities for all our youth to thrive. Leveraging nearly 20 years of partnering closely with youth and the systems that impact them, FLY is in a unique position to support efforts

to bring about positive, equitable, and lasting change. Our theory of change and strategic plan, Imagine 2030, both call out systems change as an imperative to deepening the organization's impact, and **we are ready to expand our approach.** This year, we'll create new structures and support for our local systems change efforts. We'll then create a state-level platform that centers the voice and participation of our youth to help improve the criminal justice system for all California kids.

MONTEREY COUNTY PROJECT

Imagine 2030 calls for **FLY to elevate the field of juvenile justice through training and technical assistance.** A demonstration of this potential came when we were approached by a partner about exploring the expansion of the Law Program in Monterey County. After a series of conversations, it became clear the FLY Law Program would be a valuable



FLY's signature Hope t-shirt features inspirational art designed by one of our youth

addition for youth being served at three Monterey County Probation sites. **FLY is now working alongside Monterey County Probation staff and youth to adapt the FLY Law Program** to their community's specific needs, with a goal that Monterey County ultimately will be prepared to continue running the FLY Law Program with limited ongoing support from FLY. We look forward to continuing to share our organization's technical experience with our larger community.

The Power of the FLY Family

FLY's original vision was to create a network of support for our youth who, along with their communities, have often been marginalized by society. Thanks to you, our FLY youth have the love of a large FLY Family and hope for their futures. In turn, they inspire us every day with their strength and teach us with their wisdom.

We invite you to **become an investor in FLY's work or increase your investment.** Please consider joining our [FLYght Circle of Monthly Donors](#) to help sustain our programs year-round. You can also [click this link to make a one-time gift](#). [Click here](#) for our easy-to-use tool to discover if [your employer or spouse's employer will match your gift](#).

We know you give your support from your heart, out of compassion for youth and belief in our ability to build a stronger community and a more just society together. Thank you.

To receive news and updates about our youth and FLY's work, please **sign up for our email list** on any page of our [website](#). (We never share or sell your information to anyone else.) And follow us on social media: [Facebook](#), [Instagram](#), [Twitter](#), [YouTube](#), and [LinkedIn](#).

Learn More: [FLY Board of Directors](#), [FLY Supporters](#), [FLY Individual Donor List](#), [FLY Volunteer Information](#)



Alameda County volunteers finish their facilitator training for our Law Program

FY18-19 By the Numbers

60 Staff
14 Board Members
262 Volunteers
11,723 Volunteer Hours
71 Funders
663 Donor Households

Financials

Fresh Lifelines for Youth (FLY) is a non-profit 501(c)(3) organization that takes great pride in our financial efficiency, our accountability to donors, and our transparency. FLY's Taxpayer ID is #52-2234595.



Charity Navigator ranks FLY among the top nonprofits in the nation based on financial stability, efficiency, accountability, and transparency. FLY has also received the GuideStar Gold Seal of Transparency.

A note from FLY's Board Chair Emeritus, Dick Watts:

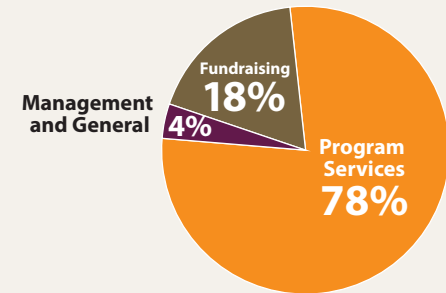
I invest in FLY for three reasons:

- One: **California incarcerates more young people than any other state in the nation.** We need to stop this! And FLY has proven there's a better way.
- Two: Time and again, we see FLY youth recover hope for their futures, and time and again, we see our **kids demonstrate the resilience, the grit, and — they say, the hustle — to do the hard work to change** when they get the proper support.
- Three: **I have never met a team of people who will work harder and work smarter** to get the most value out of every dollar that we contribute.

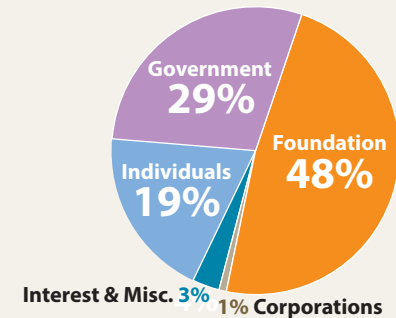
Learn More:

[FLY Financials Page](#)

EXPENSES



REVENUE





THANK YOU FOR SUPPORTING FLY!

Founded in 2000, **Fresh Lifelines for Youth (FLY)** is an award-winning nonprofit serving youth in the juvenile justice system and those at risk. We educate them about the law, support them to become leaders among their peers, and give them positive mentors and role models. We also help our juvenile justice systems become more just, humane, and equitable. As a result, FLY increases safety in our communities and decreases the costs and consequences of crime.

FLY's original programs were based on the ideas of **youth who were incarcerated and wanted to help prevent other kids from ending up with the same fate**. We strengthened the ideas with best practices in youth development and crime prevention. And we remain committed to elevating youth voice in all aspects of our work.

To meet and hear from our amazing kids, we invite you to attend our special events or to volunteer for FLY by teaching a law class or becoming a mentor.

Learn More: Visit our [website](#) or email your questions to info@flyprogram.org. To receive periodic FLY news and stories about our youth, please sign up for our email list on any page of our [website](#).



Fresh Lifelines for Youth

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Sobrato Center for Nonprofits, 568 Valley Way, Milpitas, CA 95035 | Phone: 408.263.2630