

THE



SERVICE

BOARD



PROGRAM OVERVIEW

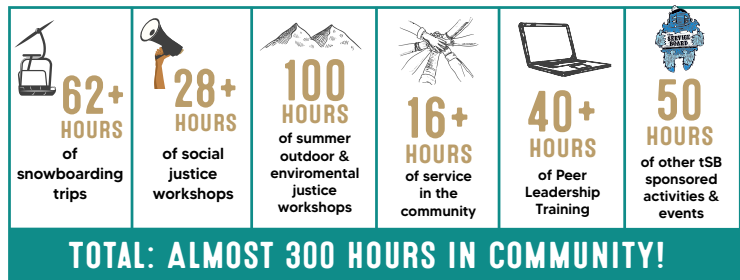


The ultimate goal of our programs is to **support the liberation, long-term resilience and health of BIPOC youth and young adults facing barriers** to personal wellness, skill building and opportunity in King County through civic engagement workshops, leadership development, and free or low cost access to nature and outdoor sports facilitated through a social justice lens.

2023 saw some exciting new developments across our **Core (Winter), Summer, and Peer Leadership Programs (SLIP)**. Based on community feedback, we **revamped our staffing structure** to support a return to fully in-person format, **reduced the total time commitment and transportation burden** on participants and volunteers, expanded our summer program offerings, and worked to **focus our curriculum on building core skills identified by youth leadership** as high priority for development!

As a result we saw a positive impact on our strategic program goals for 2023. We observed an overall increase in program applicants, continuing demand from diverse participants for dynamic, culturally-relevant programming and we saw a **45% increase** in youth feeling that they were actively contributing to their communities.

We did, however, experience program challenges that we struggled to address, particularly the **rising costs of program operations**, limited program staff capacity, and the higher needs around mental and behavioral health experienced by participants during and following COVID.



"AFTER THIS SEASON AS A PROPHET I LEFT THE PROGRAM WITH SO MUCH MORE. I FELT EVERYONE THERE VALUED MY PRESENCE... THE ENTIRE GROUP FELT LIKE A FAMILY, AND I KNOW THAT THEY ARE PEOPLE I CAN ALWAYS RELY ON EVEN AFTER TSB. I'M EXTREMELY GRATEFUL FOR THE EXPERIENCE."

Kyllan, 2023 Prophet + Summer Snowboarding Scholarship Recipient

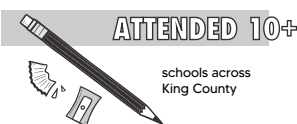
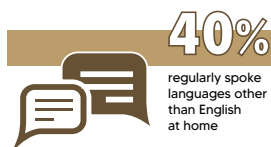
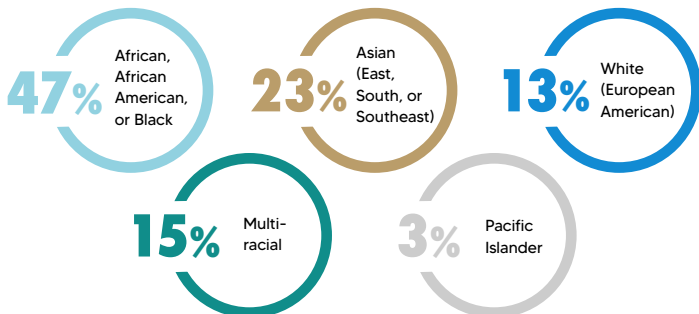
OUR COMMUNITY

Our community thrives using a two-way mentorship model, where every community member is a mentor to their peers. Studies have shown that informal mentoring decreases unhealthy behaviors, enhances education and employment prospects, and increases the overall mental and physical well-being of youth at a critical point in their development.

Youth in our program reported a **22% increase** in agreement with the statement, **"I know of steps I can take to take care of my mental health."**

Our pre and post survey data showed a 22% increase in youth strongly agreeing with the statement, **"There are people in my community who value me."**

Our 2023 Program participants self-identified between ages 14-18 as:



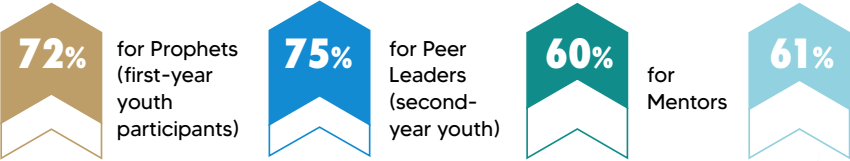
Our programs bring people from all walks of life into the community. We emphasize how important it is to share and listen to lived experiences: our own and those around us. This creates a foundation of trust and care, which is especially valuable as youth engage with one another during social justice workshops. Youth participants reported a **12% increase** in strongly agreeing with the statement **"I believe it is important to discuss social justice with my peers."**

"SLIP WAS AN AMAZING OPPORTUNITY THAT ALLOWED ME TO GET OUT OF MY COMFORT ZONE AND TRY NEW THINGS! I MADE NEW FRIENDS AND HAD A REALLY FUN TIME."

Smirti, 2023 SLIP Participant



2023 RETENTION RATES



“BEING A PEER LEADER HAS GIVEN ME THE CHANCE TO EXPERIENCE EVERYTHING I MISSED AS A PROPHET. I THOUGHT THAT I OWED TSB MY TIME, BUT REALLY, I OWED MYSELF THE TIME TO FULLY EXPERIENCE THE CORE PROGRAM.”

Arya, 2023 Peer Leader

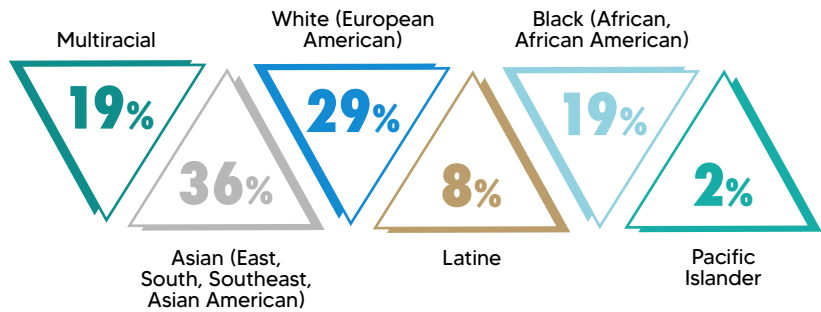


VOLUNTEERS

Community mentorship is a core value at tSB, and when youth see themselves represented in their mentors, they feel more confident and supported to explore new challenges. In 2023, more than 50 volunteers from the community came together to execute our programs, run our events, guide our strategic objectives and shape the experience and growth of youth leaders in our programs. Whether as a **Mentor**, a **Snowboard Instructor**, an **On-Mountain Safety volunteer**, or a **Board and/or Committee Member**, volunteers are a powerhouse at tSB. They contributed hundreds of hours of their time and energy to support this work.

Our volunteers were:

- 10% tSB Alumni
- 51% returning tSB volunteers



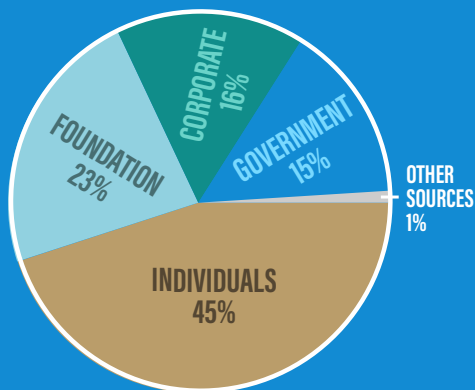
“TSB HAS ALLOWED ME TO GIVE BACK AND BE INVOLVED IN MY COMMUNITY. ON THE MOUNTAIN DAYS TEACHING PROPHETS TO SNOWBOARD IS A HIGHLIGHT OF MY SEASON AND KEEPS ME COMING BACK. TSB HAS HELPED ME GET THROUGH SOME ROUGH PATCHES IN LIFE AND THE FRIENDS I HAVE GAINED FROM TSB ARE FAMILY”

Gabe Manriquez, 2023 Snowboard Instructor



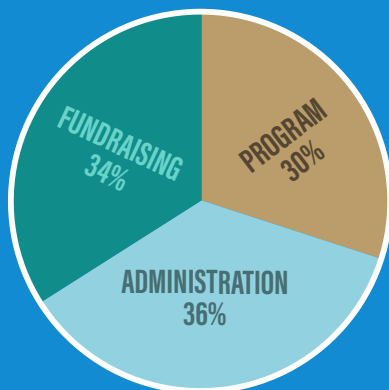
FINANCIALS

- We successfully executed six fundraising events and campaigns
- These fundraising events raised more than \$170k to support tSB activities.
- tSB's 28th Annual Soiree: Diamond in the Rough Gala, our largest event of the year raised over \$200,000, a tSB RECORD!
- **Your support makes a big difference!** Support from **individuals** in our community made up more than a third of our total fundraising in 2023!



REVENUE
\$555,227.75

IN-KIND DONATIONS:
\$64,411.80



EXPENSE
\$499,230.36

COMMUNITY PARTNERS

The tSB community extends far beyond our doors. As a community-based organization, we put a strong emphasis on supporting and working with other local community organizations. Our community partners help us run our programs, promote our mission, and make it possible to access the outdoors.

686 Outerwear
Alaska Airlines
American Civil Liberties Union
Arts Corp
Bale Breaker
Bigfoot Surf School
Black Farmers Collective
CAPiTA Snowboards
Charlotte Martin Foundation
Coal Headwear
Crystal Mountain Resort
Die Cut Stickers
Duwamish River Coalition
Edge Outdoors
Elite Collective

evo
Golden Bricks Events
High Cascade Camps
Kat Young Designs
King County Play Equity Coalition
Kind and Company Events
Legacy Group
Lib Tech and Gnu Snowboards
LOGE Camps
Nidecker Snowboards
Northwest Immigrant Rights Project
Patagonia
Port of Seattle
Potential Unleashed Consulting

REI Co-Op
Seattle Art Museum
Seirus Innovation
Speak with Purpose
Starline Luxury Coaches
The Summit at Snoqualmie
Union Binding Co.
UW School of Social Work
Vail Resorts - Stevens Pass
Washington Trails Association (WTA)
Washington State Recreation and Conservation
The Wilderness Society (TWS)
Wonderland Gear Exchange
Youth in Focus

Thanks to our generous donors, **we were able to raise over \$500,000** and **secure additional multi-year funding to support our long-term strategic objectives**. tSB also received local and national exposure through our partnership with evo.

\$25,000 and above

The Satterberg Foundation
WA State Recreation and
Conservation Office
King County Parks
evo
The Ariel Foundation
The Share Winter Foundation
The Won Suh Memorial Fund

\$10,000 - \$24,999

REI
Lib Technologies and GNU
Patagonia
Nidecker Snowboards
the Summit at Snoqualmie
Southern Glazer's Wine
and Spirits
John & Julia Crouch

\$5,000 - \$9,999

Bryce and Elise Phillips
Crystal Mountain Resort
David Schulman
Erin White
Fumiya Kawahara
Jerron Marshall
Josh Ayala
Julia Crouch
Kenneth Clark
Kwaku Sefa-Dedeh
Virginia Mason
Franciscan Health

\$1,000 - \$4,999

686 Technical Outerwear
Alaska Airlines
Alex Oh
Ashley Miller
Beveridge Family
Foundation
Brad Carnine
Brett Stephenson
Brewmasters
Caitlin Schlosser
CAPiTA and Union
Caressa Foreman
Charlotte Graves
Chuck Coontz
Crystal Nguyen
Dana Guy
Daniel Ventura
Darrell Sanders

Derek J Harris
Emily Chen
Erin Krall
Friel Family Foundation
Ginger Krugmire
Google
Ira Gerlich
Jacob Wittman
James Tully
Jane and Jon Flutts
Jane Lauritzen
Jesse Stewart & Adrienne
Fox
Justin Dechant
K2 Snowboarding
Katherine Schuler
Kiara Porter
Krush and Smiley-Grace
Kulesza
Kyle Murphy
La Rond Baker
Learning Design Associates
LOGE Camps
London Stock Exchange
Marco Puccia
Mark Dangler
Martinique Grigg
Mereba and Shawn
Danforth-Jensen
Michael Manuel
Michael O'Neil
Mikey Villanueva
Mina Hashemi
Never Summer Industries
Nick Timchalk & Kristina
Markosova
Northwest Road Reps
Perpetual Motion NW
Philip Heller & Gail Peterson
REI Co-Op
Salesforce.org
Season Eqpt
Seattle Art Museum
Senthil Chandran
Serita Smith
Shibuya HiFi
Stacey Coontz
Stephanie Ung
Syed Faisal "Fes" Naqvi
T Mobile
The Wilderness Society
Todd Wilson
Vail Resorts (Epic
Promise Fdn)

OUR DONORS

