

IMPACT REPORT 2024

THE SERVICE BOARD



WHO WE ARE

For almost 30 years, the Service Board (tSB), a youth-led organization, has worked to develop and implement culturally relevant programming for high school-aged youth and young adults from historically marginalized communities.

tSB bridges some of the many access and opportunity gaps faced in system-impacted, historically marginalized communities (BIPOC, LGBTQAI+, low-income, immigrants and refugees, foster care, houseless) by providing community enrichment with peers and mentors, engagement with community service, and low-no-cost opportunities for play and outdoor recreation centered around snowboarding.

WHY WE ARE HERE

OUR MISSION

As a youth-led organization, the Service Board (tSB) builds community around the power of youth.

OUR VISION

A world where every young person is committed to advocating for a just and sustainable future.

In 2024, our combined program offerings gave youth the opportunity to experience

62+ HOURS of snowboarding trips

28+ HOURS of social justice workshops

100+ HOURS of summer outdoor adventure & environmental justice workshops

16+ HOURS of service in the community

40+ HOURS of Peer Leadership training

50+ HOURS of other tSB sponsored activities and events

= TOTAL: 300+ HOURS



OUR COMMUNITY

Our community thrives using a two-way mentorship model, where every community member is a mentor to their peers.

For almost 30 years, tSB has provided a supportive space where youth and adults can share the power to create an everlasting community of collective strength and resiliency.

In 2024, 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.

Our volunteers were:

10% tSB Alumni

51% returning tSB volunteers



Multiracial



Asian (East,
South, Southeast,
Asian American)



White
(European
American)



Latine



Black (African,
African American)



Pacific
Islander

“

Since joining tSB I've become a better leader, advocate, snowboarder, and so much more. The moment I realized how impactful tSB was for me, was seeing other youth and mentors struggling and learning alongside me. I realized that it was okay to mess up, and that's a part of learning. I also wish everyone knew how accepting and comfortable the space tSB creates within their community is. I hope tSB keeps educating youth on topics that really matter for so many years to come.”

- CHARLIE, 2024 PROPHET + SUMMER SNOWBOARDING SCHOLARSHIP RECIPIENT



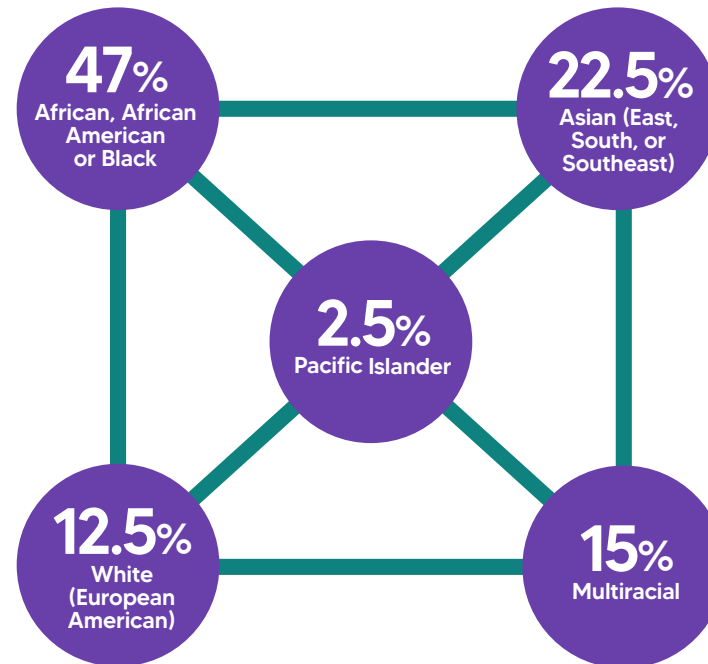
OUR PROGRAMS

The ultimate goal of our programming in 2024 was 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.

Our initiatives in 2024:

Peer Leader Program	Core Program	Community Ride Nights	Summer Leadership Impact Program	CAPiTA x High Cascade Summer Scholarship
6 YOUTH	35 YOUTH	47 YOUTH	12-15 YOUTH	3 YOUTH
TOTAL: 106 SERVED				

In 2024, participants self-identified as ages 14-18:



More than 72% of Prophets (first-year participants) received some type of financial assistance for Core Program

40% regularly spoke languages other than English at home

More than 80% of program participants had never been snowboarding, surfing or climbing before tSB

Attended **10+ schools** across King County

COMMUNITY RIDE NIGHTS (CRN)

Piloted this year, our Community Ride Night program allowed us to widen our reach, doubling the number of youth we were able to serve!

Based on community feedback, we utilized our increased staff capacity to provide greater access to high-barrier outdoor engagement and serve 50 additional youth from our partner organizations!

PEER LEADER PROGRAM (PL)

In 2024, we modified our Peer Leadership program to allow for greater youth participation in curriculum planning and program evaluation.

With support from staff, Peer Leaders and our partner organizations, we updated our Core Program Curriculum to include 3 additional workshops!

CORE PROGRAM (CP)

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 and on the mountain.

SLIP LEADERSHIP IMPACT PROGRAM (SLIP)

In our 6 week Summer program, youth have the opportunity to strengthen their leadership and advocacy skills, explore the effects and origins of climate change, AND build community with other young folks at gatherings like Refuge Outdoor Fest!

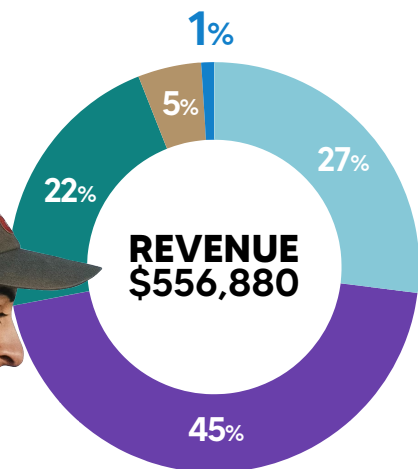
tSB CORE VALUES:



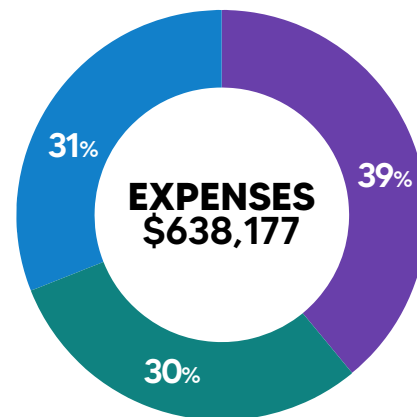
FINANCIAL

In 2024, we successfully executed six fundraising events and campaigns, raising more than \$170k to support tSB activities.

Your support makes a big difference! Support from individuals in our community made up almost a third of our total fundraising in 2024!



- INDIVIDUAL: \$153,560
- FOUNDATION: \$257,625
- CORPORATE: \$121,807
- GOVERNMENT: \$23,492
- OTHER SOURCES: \$397



- PROGRAM: \$254,743
- ADMIN: \$186,886
- FUNDRAISING: \$196,548

“

I feel very lucky to have been welcomed into tSB, a warm, caring, and fun community. Here are my highlights: Laughing with a prophet as she recounts all the silly phrases and noises millennials make. Listening to lift chairs full of tSB folks cheer for those snowboarding on the slopes below. Watching a youth link their first turns with a huge grin, getting to know all the kind mentors and SI's with interesting and diverse histories.

LINDSEY, 2024 ON-MOUNTAIN SAFETY VOLUNTEER

MOVING FORWARD...

WHERE ARE WE HEADED IN THE NEXT 3 YEARS?

We enter the next three years with a new strategic plan that will center youth leadership and bridge opportunity gaps through mentorship, social justice, and outdoor adventure.

DONORS

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.

\$25,000 and above

47th Ave Foundation
East Seattle Foundation
King County Parks
The Satterberg Foundation
T-Mobile Foundation

\$10,000 - \$24,999

686 Technical Outerwear
Charlotte Martin Foundation
Patagonia
Port of Seattle
Snowboy Productions
the Summit at Snoqualmie
The Share Winter Foundation

\$5,000 - \$9,999

Amy Neil
Compass Outdoor
Adventures
Legacy Group Interiors
Nidecker Snowboards
Sally Wolf
Shruti Kataria
Todd Wilson
The Wilderness Society

\$1,000 - \$4,999

Alaska Airlines Foundation
Allen S. Fong
Andy Schneider
Ashley Miller
Basheer Elahee
Beveridge Family Foundation
Britta McClure
Brewmasters
CAPiTA and Union
Caroline and Ken Dopplick
Caylene Wittman
Chuck and Stacey Coontz
City of Seattle
Curtis McGinnis

Dana Guy
Darrell Sanders
David Montes
David Schulman
Emily Chen
Erin Wendte
Erin White
evo
Fumiya Kawahara
Hanah Moriguchi
Havana Social Club
Heather Cannady
Ira Gerlich
Jacob and Caylene
Wittman
Jason Rowley
Jesse Stewart and
Adrienne Fox
Jessica Schlosser Olsen
Josh Ayala
K2 Snowboarding
Key Growth Coaching
and Consulting
Kiara Porter
Kris Yoshizawa
Kwaku Sefa-Dedeh
La Rond Baker
Lib Technologies & GNU
LOGE Camps
Marco Puccia and
Caitlin Schlosser
Matt Fonda
Meghan Stevenson
Michael Manuel
Microsoft
Mike Ramirez
Mikey Villanueva
Nick Timchalk and Kristina
Markosova
Salesforce.org
Tracy Hanna and
Amita Agnihotri

COMMUNITY PARTNERS

686 Outerwear
Alaska Airlines
Arts Corp
Bale Breaker Brewing
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
Havana Social Club
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
Refuge Outdoor Festival
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

