

ANNUAL

REPORT

2019

# BIG SKY YOUTH EMPOWERMENT

GET OUTSIDE. GROW INSIDE.





## 2020 SPECIAL EVENTS CALENDAR

We're adapting our 2020 events calendar in response to the COVID-19 safety guidelines laid out by the CDC and the Gallatin Valley Health Department.

We will be canceling Spring Runoff 2020, our primary gala fundraising event that generates over 25% of our operating budget. There are several ways you can help:

Make a gift today. 100% of your contribution will go directly to the kids.  
Visit [www.byep.org](http://www.byep.org) to make your gift.

Become a peer-to-peer fundraiser for BYEP during **Give Big**, a 24-hour online giving drive from April 30th - May 1st. Visit the link below to see how your voice can change the lives of the families in our community who this crisis is hitting the hardest.

[www.byep.org/givebig2020](http://www.byep.org/givebig2020)

We'll be keeping the BYEP community updated as we continue to adapt to these changes. If you'd like to learn more about how we've adapted our programs to function entirely online check out [www.byep.org/byep-online](http://www.byep.org/byep-online).

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Dear BYEP Family,

It has been an honor to partake in one of the most pivotal years at BYEP ever! In 2019 we provided a record 41,640 hours of programming to 129 kids, graduated a record number of seniors from our program, completed a beautiful \$1,000,000 renovation of our space, increased staffing, launched a new program for high school graduates, started a legacy endowment, and hit our financial goals! Wow, that's a lot to celebrate!

Our success gives me hope to address the challenges our community faces. Bozeman is the fastest growing small community in the country, with over 100 new people moving here per week. This growth creates immense opportunity, with new jobs, a strong economy and a new high school. There are also serious challenges that our growing community faces. The number of youth offenders in the Gallatin Valley has increased, the graduation rate has decreased and the overall number of teen suicides continues to grow. Did you know Montana has one of the highest teen suicide rates in the country?

Consistent with our mission, BYEP launched a \$100,000 campaign this year to fight suicide and promote wellness across the state of Montana this year. At BYEP, we are a glass half-full organization. We are looking to 2020 with hope and confidence in our ability to help the young people in our community flourish.

None of this would be possible without your generous support! In 2019 over 800 unique donors contributed to \$1,288,274 in program operations and over \$542,000 to our new building. The impact you have created for local kids in our community is beyond measure. Because of you, the youth in our community are less likely to go to jail, more likely to graduate from highschool, and are significantly less likely to take their own lives. I can't thank you enough!

As we move into 2020, I am full of hope for our kids and our community, and I want to thank you for all that you do to make BYEP what it is today. As a member of our family, you are invited to see our workshops in action and to meet the kids who benefit so much from your support. Enjoy this annual report, and please reach out to me directly for any questions, comment, or ideas! I look forward to building the future at BYEP together.

Sincerely,  
Robin Hill

## Mission Statement

Providing the most vulnerable teens in the Gallatin Valley with the opportunity to experience success.



## With 160 participants, 10 free ski days might seem like a lot - but it's actually just the beginning of BYEP's programming.

BYEP participants are the young people most likely to fall through the cracks: those exposed to trauma, neglect, loss, homelessness, and other challenges outside of their control. BYEP's adventure-based mentorship program is designed to strengthen and support these participants in all aspects of their lives, and it starts by meeting them halfway - giving them something inspiring, if not downright awesome, to do every weekend.

Working with community partners, BYEP takes participants skiing and snowboarding at Big Sky Resort a total of 10 times each winter, providing them with 100% of the gear, transportation, and education they need to shred - all completely free of charge for each participant's family.

The real power of BYEP comes from its world-class curriculum built around weekly workshops that teach participants the life skills that schools struggle to find the resources to address: from financial literacy and job interview skills to mindfulness, critical decision making, and community service.

The workshops combined with a weekend adventure add up to 10 hours of programming a week, and with BYEP programs running year round, each participant has access to a total of 360 hours of BYEP programming each year - almost an hour a day, allowing Big Sky Youth Empowerment to achieve the depth of impact that turns a mentorship program into a community capable of changing and saving lives.



## 2019 BYEP CURRICULUM

### APPROACH: 8th-10th Grade

Grade	Season	Session Theme
8th		Group Norming
9th		Healthy Decision Making
		Coping Strategies
		Interpersonal Skills
10th		Mindfulness & Wellness
		Identity & Self-Expression

### CRUX: 10th-12th Grade

10th		Community
11th		Cultivating Growth
		Identity 2.0 & Healthy Relationships
		Independent Living Skills
12th		Self-Reliance & Independence
		Reflection, Closure & Future Planning

### INCOME

- SPECIAL EVENTS: \$649,176 35%
- IN-KIND: \$623,572 34%
- ANNUAL GIVING: \$155,740 9%
- GRANTS: \$405,543 22%



### EXPENSES

- PROGRAMMING: \$1,321,930 72%
- FUNDRAISING: \$407,824 22%
- MANAGEMENT: \$104,956 6%

During each workshop, participants and mentors share their Highs & Lows for their past week, opening a space where each person in the group feels safe enough to share the most challenging aspects of their lives, knowing their story will be heard and respected. As simple as this may seem, these check-in sessions provide something missing in the lives of most people, not just the at-risk teen population: validation.

In the heart of a young person who feels they are not valuable in the eyes of their schoolmates and family, a community of people they can rely on consistently giving them their full attention and care is a more powerful salve than a prescription could ever be. "BYEP is my second family" is a phrase you'll hear from participants and mentors alike, and it is from that family atmosphere that BYEP breathes hope into its community.

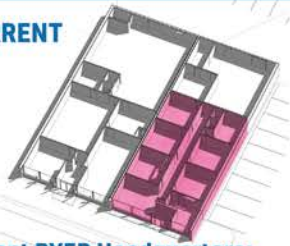


# GROW WITH US

After an incredible Expansion Campaign in 2018, BYEP raised the funds required for a massive expansion and renovation to our existing Headquarters on Mendenhall Avenue in Downtown Bozeman. Three times the size of the old BYEP HQ, our new space is set to open officially on April 3rd, 2020.

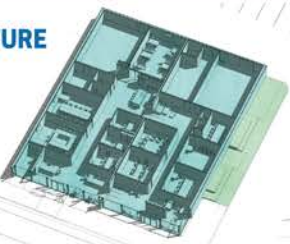
The extra space not only allows us to serve more young people in our community, it allows us to do so with an even higher quality of execution. From the Rieschel Foundation Community Center and the David Ireland Granger Jr. Memorial Tutoring center, to the Learning Kitchen, Art & Maker Space, and the Gear Repair Shop, the new BYEP HQ will greatly enhance our ability to provide opportunities for success to our participants.

## CURRENT



**Current BYEP Headquarters:**  
 46,080 Gross Program Hours Offered  
 128 Youth, 36 weeks/year, 10 hours/week  
 Operating out of 2,700 square feet

## FUTURE



**Future BYEP Headquarters:**  
 82,944 Gross Program Hours Offered  
 192 Youth, 36 weeks/year, 10 hours/week  
 Operating out of 8,100 square feet



- Classrooms
- Rieschel Foundation Community Room
- Art & Maker Space
- Learning Kitchen
- David Ireland Granger Jr. Memorial Tutoring Center
- Gear Repair Shop & Gear Storage



## 7TH GRADE - APPROACH

WINTER 2021 - It's no secret that middle school is one of the most challenging phases of a young person's development. By expanding the Approach Program to include 7th graders, BYEP can give participants a head start, equipping them with the life skills they'll need to navigate and succeed in middle school, and beyond.

## POST-HIGH SCHOOL - ASCENT

Launched in the winter of 2020, our new Ascent program stays with our participants through their first year post-high school, guiding them through the complexities of adulthood and independent living. The Ascent Program focuses on life skills like applying for colleges and scholarships, personal financing, health care and housing, and career planning.



## BYEP ENDOWMENT

Big Sky Youth Empowerment has launched an endowment through the Bozeman Area Community Foundation to help secure access to opportunities for the young people in Gallatin County for years to come. Additionally, BYEP has expanded our planned giving options, giving our supporters more ways to increase the impact of their generosity.

Visit our website at [www.byep.org/endowment](http://www.byep.org/endowment) to learn more!



## Participant Highlight: Luz Del Carmen



“BYEP gives you access to the tools you need to grow into the best version of yourself, but they don’t force them on you. It’s up to you to make the most of these opportunities.”

Growing up in Belgrade, MT in a family where English isn’t the first language would be a challenge for anyone. Now throw in a fight against anxiety and depression and it becomes easy to understand why Luz Del Carmen didn’t always have a lot of hope for herself.

That changed in 8th grade when Luz del Carmen joined Big Sky Youth Empowerment. She found herself surrounded by people struggling with the same things she was, and learned through the adventures that even if she fell on the ski hill (or ran into trees!) that she could always get back up and try again.

She took that attitude into her school life, and with the encouragement of her BYEP mentors, Luz del Carmen signed up for the advanced math classes others said would be too hard.

She didn’t stop there. Luz del Carmen pushed herself to apply for college, working with BYEP to win multiple scholarships. We are so proud to announce that Luz del Carmen will be attending Tufts University in Boston this fall on a full scholarship, pursuing her dream of becoming a research scientist.



### 2019 Participant Numbers

**Total BYEP Participants: 129**

**Total Program Hours: 41,640**

**Winter: 15,480 hours**

**Summer: 13,560 hours**

**Fall: 12,600 hours**



# Mentor Highlight: Maddy Brown



"I used to teach high school in Mississippi, so coming to BYEP was the best kind of culture shock. I was so used to working with teens in an academic setting, so it blew my mind seeing them be so vulnerable and open in workshops.

The more experienced kids model that vulnerability for the new participants, speaking openly about their struggles with things like foster care or incarcerated parents. Their openness is what helps the new kids start to build trust. Trust is the foundation for BYEP's work, and it takes time and consistency to build that trust.

BYEP would not be what it is without the fluidity between workshops and adventures. There's value in discussing things like leadership or resilience during workshops, but those concepts become real skills during adventures, where BYEP creates a space where participants can actually practice and apply these concepts. Seamlessly integrating the life skills into adventures reinforces what participants learn and makes it real.

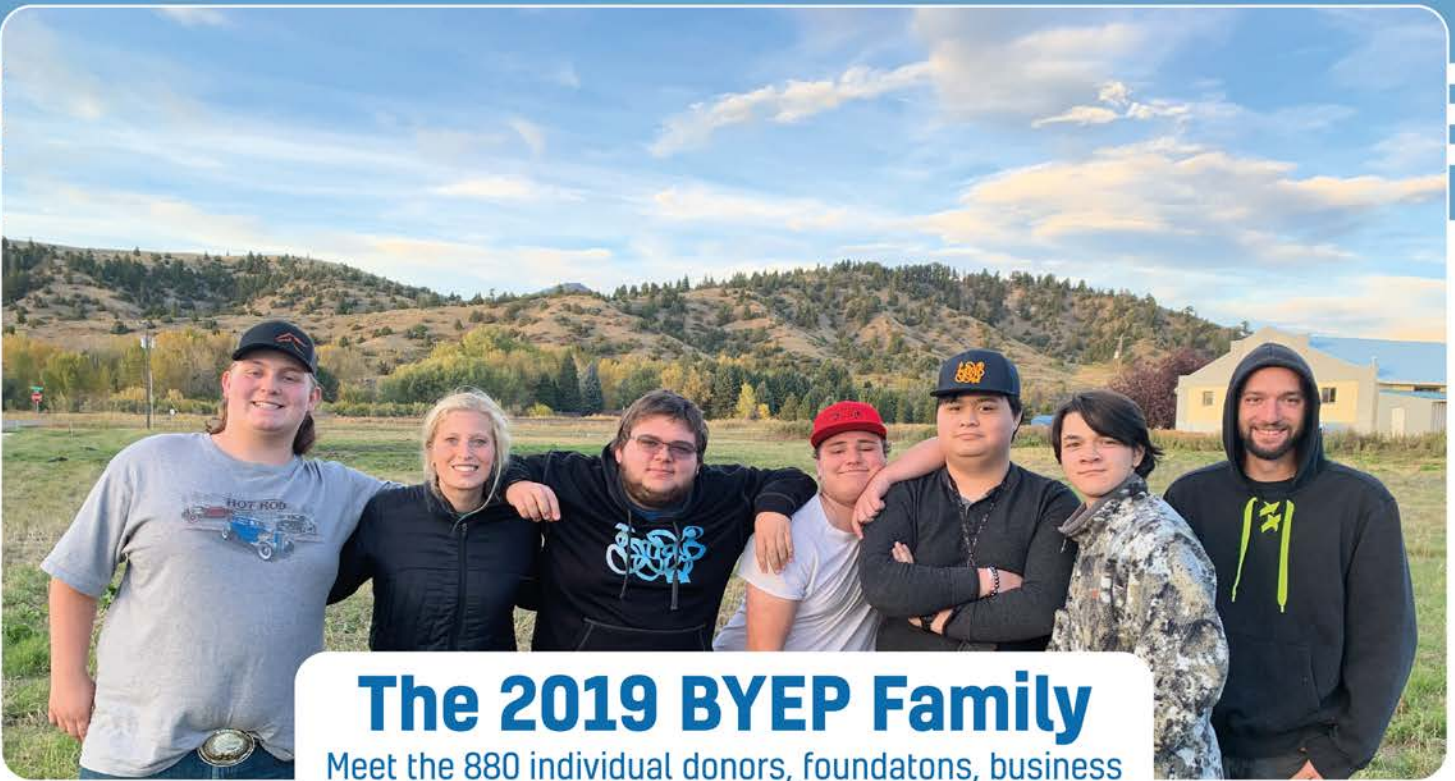
I mentored for BYEP for two years, during which BYEP became my community. Participants always say that BYEP is their family - mentors do too. BYEP cultivates such a unique and strong community, I know I'll keep and treasure these relationships for the rest of my life."

## 2019 Mentor Numbers

**Total Volunteer Mentors: 60**  
**Total Volunteer Tutors: 9**

**Total Hours Donated: 15,072**

**Winter: 5,400 hours**  
**Summer: 4,680 hours**  
**Fall: 4,920 hours**  
**Tutoring: 72 hours**



# The 2019 BYEP Family

Meet the 880 individual donors, foundatons, business partners, sponsors, and volunteers who make BYEP possible!

## \$5000+

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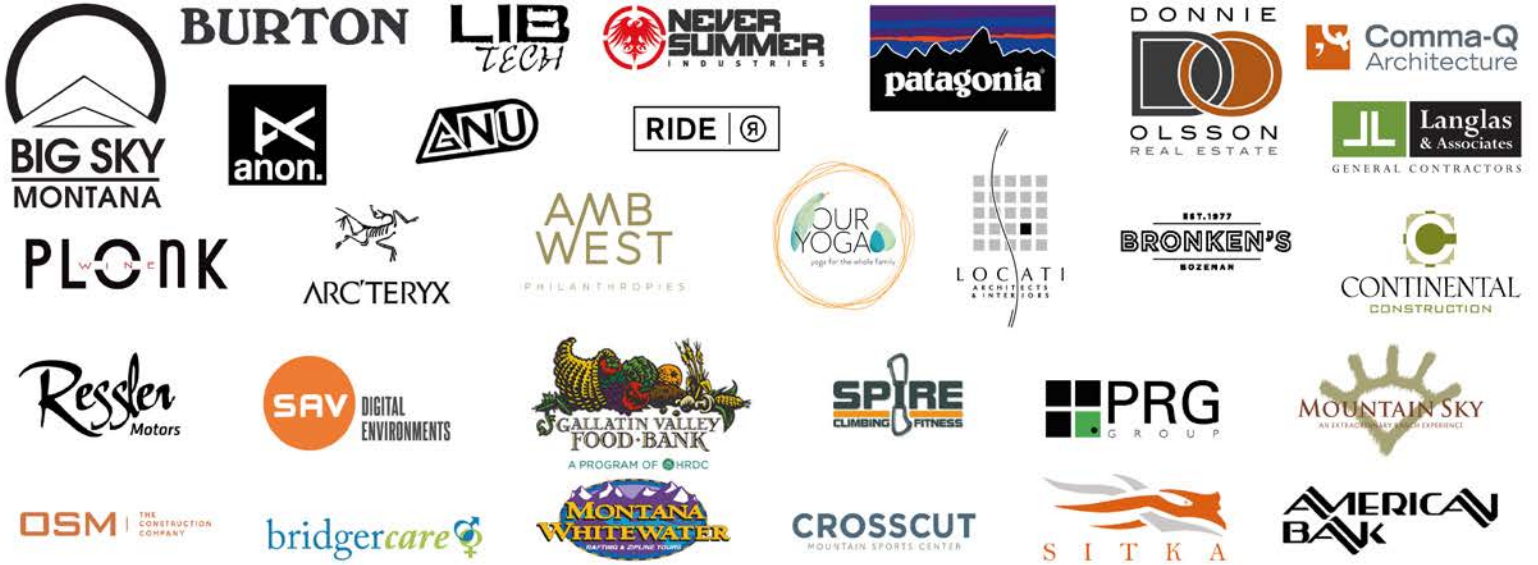
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# SPONSORS



# Mentors

In 2019, 60 mentors and 9 tutors collectively volunteered over 15,000 hours of their time, energy, and enthusiasm with the participants of Big Sky Youth Empowerment.



- Michaela Alvers
- Tre Barney
- Anna Berghausen
- Kacey Bertolino
- Kala Bertolino
- David Biesel
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# The BYEP Team



## STAFF

Pete MacFadyen - Founder & Outgoing Executive Director  
Robin Hill - Executive Director  
Katie DiBerardinis - Associate Director  
McKenzie Ball - Business Development & Events Manager  
Joe Schadt - Marketing & Communications Manager  
Kayla Bradley - Operations Assistant  
Joey Koelsch - Bookkeeper

Robin Bauman - Program Manager  
Emma Capulong - Program Manager  
Brian Koch - Program Manager  
Ellie Shattuck - Program Manager  
Bennett Kern - Program Manager  
Miranda Seim - Program Manager  
Anna Pirkey - Office Assistant

## BOARD OF DIRECTORS

Sara Schwerin - President John DiCola - Vice President Gary Kachadurian - Treasurer  
Donnie Olsson - Secretary Scott Dehlendorf Shanon Engel Kari Locati Jay Kost Yucca Rieschel  
Pete MacFadyen Hilary Burt

**Big Sky Youth Empowerment is made possible by your generosity and the support of our community. Thank you for providing life-changing opportunities for local teens to reach their potential and join the local community. You are empowering the future of the Gallatin Valley!**

ANNUAL

REPORT

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**THANKS FOR AN AMAZING YEAR!**

