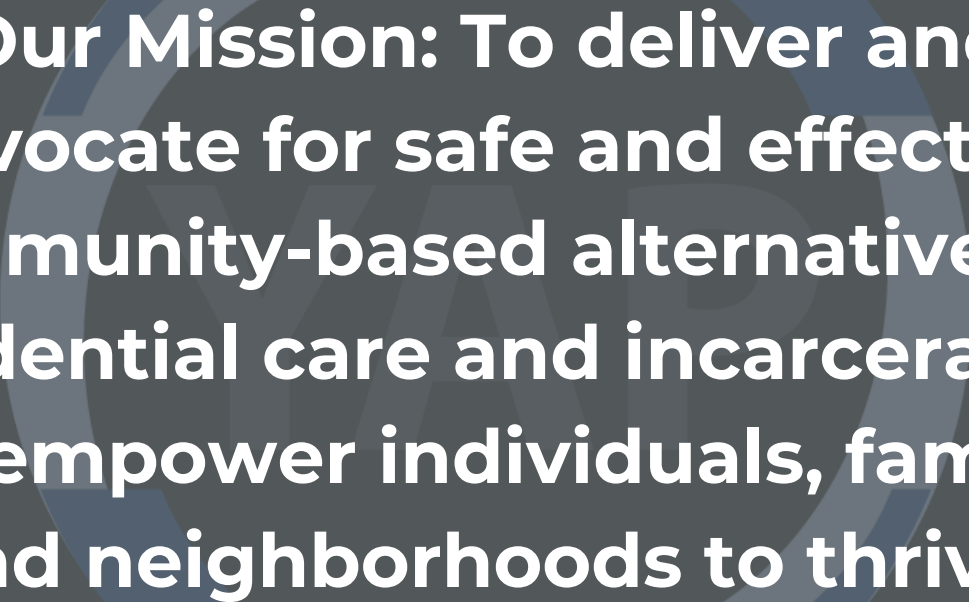




YAP® 2024 ANNUAL REPORT

# ECONOMIC, EDUCATIONAL, AND EMOTIONAL EMPOWERMENT



**Our Mission: To deliver and advocate for safe and effective community-based alternatives to residential care and incarceration that empower individuals, families, and neighborhoods to thrive.**

## From Our Board Chair

Dear Youth Advocate Programs (YAP®), Inc. Friends,



Thanks to the hard work of YAP® leaders, Advocates, Behavioral Health professionals, and other staff, thousands of young people across the U.S. who otherwise could have been incarcerated or in other out-of-home placements are on a path of positive change. I cannot express how proud my fellow Board members and I are of how the team has remained steadfast in continuing the work for which YAP® Founder Tom Jeffers laid the foundation five decades ago.

As communities seek solutions to complex challenges, YAP® has been there, backed by a strong

base to demonstrate how a neighborhood-based service model can keep systems-involved youth safely home and shift the trajectory of families and communities. We also continue to be a model and support system for programs with which we partner across the globe.

As we enter YAP®'s 50th anniversary year, I invite you to learn more about the agency through the powerful stories of the youth, emerging adults, and families, who through our services are empowered with life changing tools.

To all who have supported our work over the years, thank you. To those learning about us for the first time, I invite you to stay in touch by visiting [www.YAPInc.org](http://www.YAPInc.org) to learn how you can join us for our 50th anniversary celebrations, as a participant and/or sponsor. YAP® is enriching the lives of people too often given up on in society by supporting their economic and educational endeavors while ensuring that they have the emotional resources to sustain their growth. As YAP® Board Chair, I am humbled to be a part of providing guidance and oversight required for such important work.

Happy 50th YAP®!

A handwritten signature in black ink, appearing to read 'Teddy Reese'. The signature is fluid and cursive.

Teddy Reese, Board Chair

Dear YAP® Supporters,

## From Our CEO

Guided by our strategic priorities – operational excellence, brand differentiation and financial strength – YAP® leaders and staff have had a productive year, digitizing and streamlining our backend functions to enhance frontline service efficiency. Facing the realities of accelerated technology and artificial intelligence, we continue to strengthen our data and financial management systems, prioritizing child safety, service delivery, and model fidelity.

Throughout 2024, our leadership teams established policies, procedures and practices supporting YAP®’s “back-to-basics” guiding principles. At the same time, we enhanced our public policy and advocacy efforts to advance change across the continuum of care that strengthens YAP®’s youth justice, child welfare, behavioral health, developmental disabilities, education, public safety and other community-based services.

The guiding principles of our unique YAPWRAP™ service model, capacity building, and policy work continue to make us an innovative change maker. Our expectations for 2025, our 50th anniversary year, include enhancing research and evaluation and scaling our model through expansion, startups, and new collaborative global opportunities. More than ever, we appreciate that unique components of our service model, particularly YAP® Supported Work and YAPWORX™, are tailor made for philanthropic and corporate partnerships. These endeavors enable us to expand workforce development opportunities for our participants, make available new avenues for corporate partner employee volunteerism, and strengthen support for small, neighborhood businesses that have traditionally provided jobs for our program participants.

As you read our 2024 Annual Report, you will learn how the YAP® model empowers youth and emerging adults who might otherwise be incarcerated or placed in group residential care or psychiatric facilities to see and nurture their strengths to compel sustainable positive individual, family and community change.



A handwritten signature in black ink that reads "Gary Ivory". The signature is fluid and cursive.

Gary Ivory, CEO

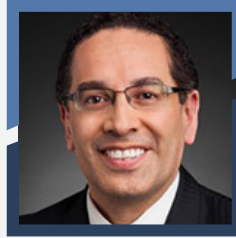


# BOARD OF DIRECTORS



**Teddy Reese**

Board Chair



**Juan Sepulveda**

Vice Chair



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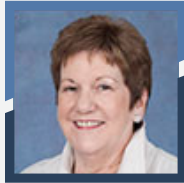


**Janet Lincoln**

Secretary



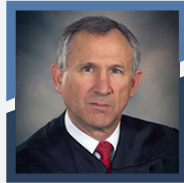
**Tracy Morant  
Adams**



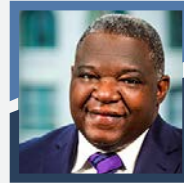
**Sharon Arnold**



**Kamia Brown**



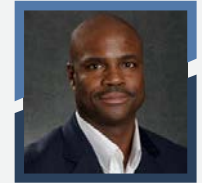
**Thomas Foster**



**James Gee**



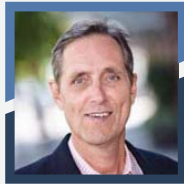
**Husnah Khan**



**Mark Lester**



**Shawn  
Saulsberry**



**William  
Wachob**



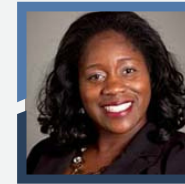
**Stephen Ward**



**Ellana Watson**



**Heather Wenzel**

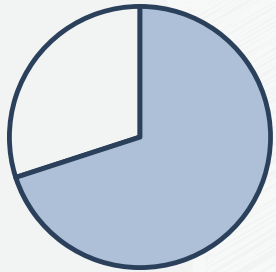


**Mamie Jackson  
Williams**

Special Thanks to our Board Members contributed to YAP®'s success in 2024!

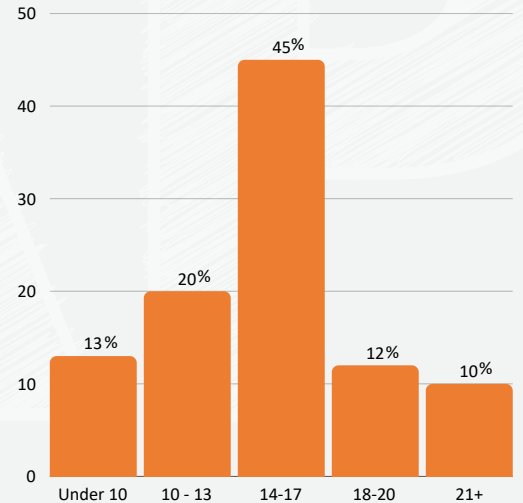
# 19,692

## Program Participants



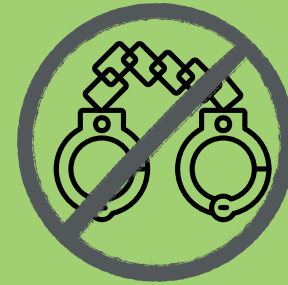
70 %  
People of  
Color

### Ages of Participants



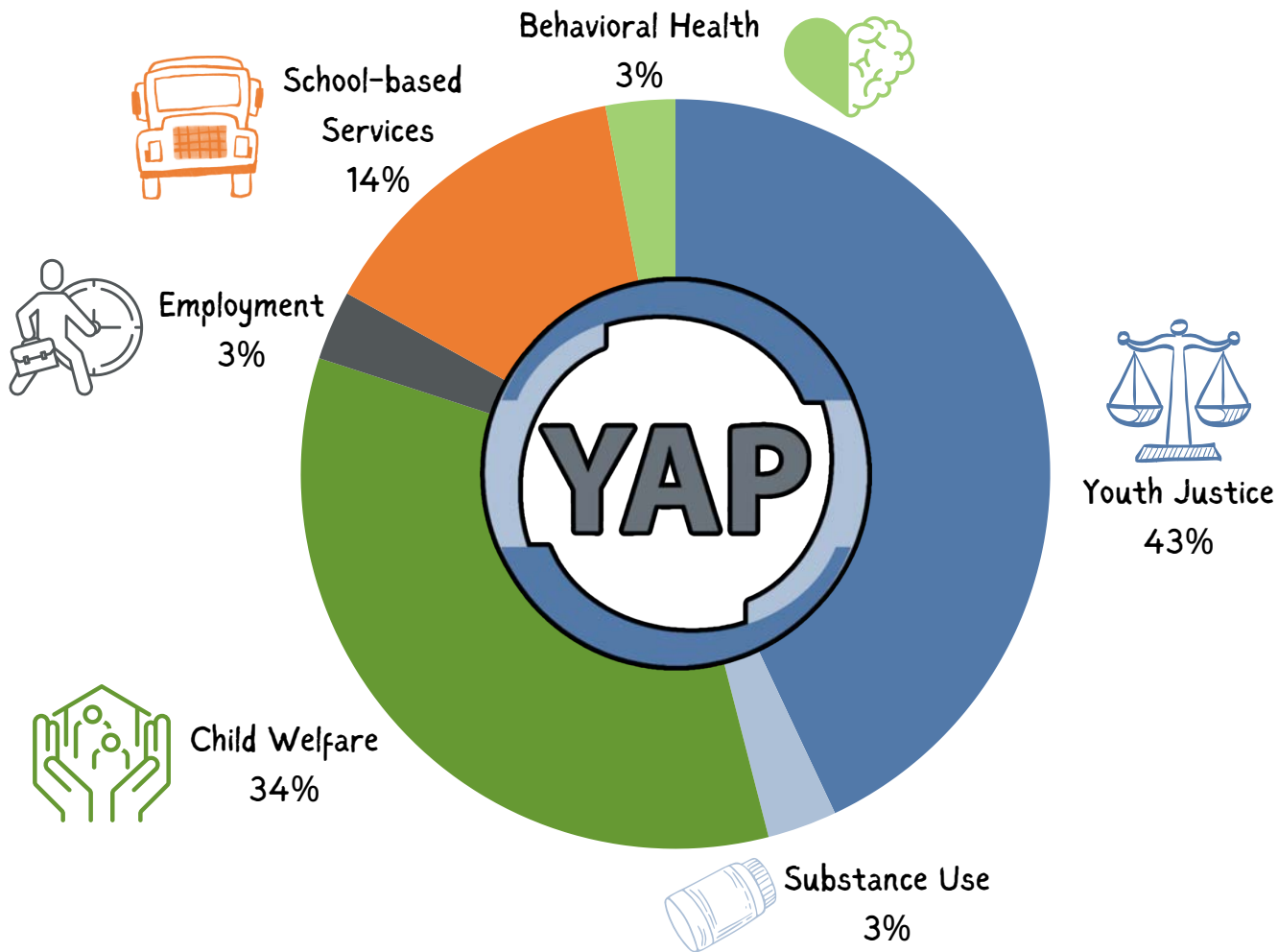


Living Safely in the Community  
at Discharge= 92%



Not Convicted of a new  
Felony= 98%

# 2024 NEW PROGRAM AREA GROWTH





## 2024 Year in Review

Throughout 2024, communities across the U.S. continued to partner with YAP® to support their efforts to deliver safer, more effective youth justice, child welfare, behavior health, developmental disabilities/autism, and public safety initiatives. The common thread of YAP®'s approach – whether as an alternative to youth incarceration/placement, or in reducing neighborhood violence -- are the core principles that drive our model: community-based programming, individualized service planning led by participant and family, unconditional caring, strength-based approach, culturally responsive, neighborhood-based staffing, partnering with parents and guardians, teamwork, no-reject, no-eject approach, giving back, and model fidelity.

In 2024, with increased and diversified financial support and business partnerships, we experienced expansion of YAP® Supported Work and YAPWORX™ -- paid workforce development and employment for youth and emerging adults. We also experienced growth with our behavioral health programming, including cognitive behavioral health/Structured Psychotherapy for Adolescents Responding to Chronic Stress (SPARCS), and substance use and prevention services.

We closed out the calendar year in final stages of contracting with three local governments for new YAP Pursuing Excellence® programs, which combine our signature YAPWRAP™ Advocate-delivered individual and family services with our behavioral health care. We announced that a start-up grant from an anonymous donor will enable us to launch YAP Pursuing Excellence® in Tarrant County in 2025. YAP Pursuing Excellence® is informed by Choose to Change® (C2C®), a program reducing violence among youth identified as being at the highest risk of engaging in violence that combines the YAPWRAP™ model with Chicago-based Brightpoint delivering SPARCS services. We anticipate continued YAP Pursuing Excellence® program growth, particularly as we expand our work with emerging adults who have been in the child welfare or youth justice system or are on probation or parole, face homelessness, and/or have been sexually exploited.





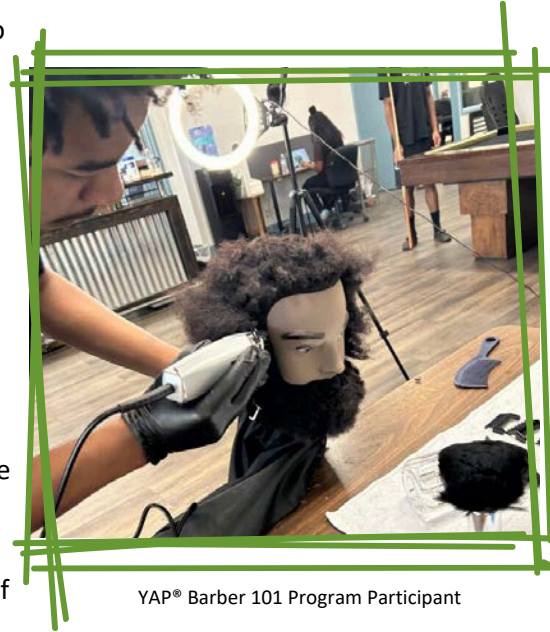


# Empowering Economic Change



Among YAP®'s economic tools are the nonprofit's unique workforce development programs, YAP® Supported Work and YAPWORX™. Through YAP® Supported Work, we partner with local businesses that agree to provide subsidized employment for program participants while YAPWORX™ gives community members an opportunity to volunteer as YAP® Opportunity Advisors. These volunteers share their work experiences with YAP® participants through YAPWORX™'s special workforce development and training curriculum, which is designed to give young people who face barriers to employment opportunities to build confidence, skills and professional relationships. YAP® Supported Work and YAPWORX™ participants earn paychecks from the agency while learning that they are valued, employable, and needed in their communities' workforce. YAP® Advocates match youth with employers based on their individualized strengths and interests.

Through continued corporate support in the northeast and Nevada from Boeing and the Raiders Foundation, YAP® expanded YAP® Supported Work and YAPWORX™ training and employment to give more program participants much-needed work experience and social capital to put their lives on a positive economic track. In Pennsylvania, YAP® strengthened its partnership with the Office of Vocational Rehabilitation (OVR), providing YAP® Supported Work summer jobs with for-profit and non-profit businesses to young people with developmental disabilities or who face other employment barriers. Additionally, with expansion of One Summer Chicago employment and service internship slots available to YAP®, we increased the numbers of YAP® Supported Work youth and emerging adults employed during -- and for some program participants -- beyond the summer months. With committed YAPWORX™ and YAP® Supported Work small neighborhood-based business partners in Maryland, Milwaukee, New Jersey, Texas and across the U.S., YAP® continued to empower economic change for youth and emerging adults in innovative ways.



YAP® Barber 101 Program Participant

# Clark County, Nevada Program Participants

Clark County YAP® program participants got hair styling and business styling tips and coaching through the organization's Barber 101 and its Dress for Success programs thanks to the generosity of a Social Justice Club grant from the Raiders Foundation.

Some of the program participants have experienced serious trauma, including sexual exploitation.

“Dress for Success not only equips youth with the necessary attire but also fosters a sense of confidence and readiness as they enter the workforce,” said YAP® Clark County Assistant Director John Kirtley. “Barber 101 has created meaningful pathways for youth, helping them gain practical skills while fostering personal development. The program's impact extends beyond technical training, as it empowers young individuals to navigate their futures with confidence and competence,” Kirtley added.

The projects were part of YAP® Supported Work where local businesses provide employment for program participants who receive a weekly paycheck from YAP® for their work. Grant funds also supported youths' participation fees for school sports, local clubs, gyms, and other prosocial activities that foster healthy social outlets through peer engagement, relationship building and physical activity.



YAP® Clark County's Dress for Success project took program participants shopping for interview and work attire





*Through Dress for Success and Barbering 101, K.H. secured interview attire/work clothes and obtained employment, marking a significant step toward financial independence. K.H. is interested in pursuing a career in cybersecurity and is considering the possibility of joining the military to further his goals.*



*By obtaining job interview attire, J.D. was able to gain employment that provided him with financial stability, and also gave him valuable work experience and a sense of purpose. He can also assist in paying off fees for court and completing probation.*



*The oldest of five siblings, E.H. was empowered and inspired by the Barbering 101 experience. He enrolled in traditional school in pursuit of his diploma and balances his familial responsibilities while pursuing new opportunities while working to get off probation.*



*R.H. quickly became an integral part of the community, demonstrating his commitment by actively assisting in the setup of the Barber 101 program. Despite facing challenges, including probation, R.H. has focused on leveraging his skills and opportunities to forge a positive path forward. He is currently in high school where he excels in Advanced Placement (AP) classes and even started his own clothing resale business.*



*With the support from his YAP® Advocate, A.T. secured interview clothes, employment, and bus passes to commute to work and school. He actively engaged in the Barber 101 program, gaining valuable skills and contributing to his personal and professional development. A.T. dreams of playing football and obtaining a CDL (Commercial Driver's License) upon graduation to expand his career opportunities.*



# MaKayla

Eighteen-year-old MaKayla's job as a summer camp counselor gave her a chance to encourage and support kids as they participated in gym, art class, canoeing, and other activities. Her interactions with young people and co-workers also helped her work through communication challenges like stuttering when she feels anxious.



MaKayla outside of Olivet Boys & Girls Club of Reading and Berks County where she worked during the summer

“I enjoy hanging with the kids, learning new things about them, and being there,” MaKayla said. “They enjoy me being around them too.”

MaKayla's job at Olivet Boys & Girls Club of Reading and Berks County was part of YAP®'s partnership with Pennsylvania's Office of Vocational Rehabilitation (OVR), My Work. In its fourth year in 2024, the YAP® OVR effort placed more than 280 young people with disabilities or who face other employment barriers — those in rural communities, and/or have been justice system involved — in paid work experiences across Pennsylvania in summer jobs. OVR programs are supported by the U.S. Department of Education.

As the unique summer jobs program has expanded, it has added nonprofits to its list of participating employers. MaKayla, who learned masonry while in high school, graduated in June and plans to use her summer job experience in her search for construction work.

“I graduated knowing how to do brick laying,” she said. “That is my biggest career goal, to learn different things and to be successful.”





# Aaliyah

A year ago, 16-year-old Aaliyah was identified as being among youth in New Jersey at the highest risk for engaging in violence. With support from YAP®, she boosted her confidence, landed a full-time job, and sees her life headed in a positive direction. Aaliyah was a participant in the nonprofit's New Jersey Community Anti-Violence program, which uses the YAP Pursuing Excellence® model.

Aaliyah was placed in a YAP® Supported Work job at Mr. Subs™ sandwich shop. She said in addition to receiving a paycheck for her work from YAP®, the job helped her nurture attributes that her YAP® Advocate empowered her to see and appreciate in new ways.

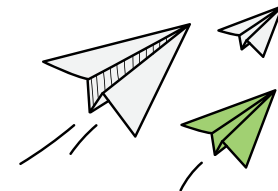
YAP® Middlesex County Assistant Program Director Abel Mims said staff felt confident in placing Aaliyah with the restaurant where she could put her outgoing personality to work while interacting with customers.

“We sought to place her in a fast-paced working environment where she could use these qualities to her own advantage and hone her potential leadership qualities.”

When Aaliyah's time with YAP® came to an end, Mr. Subs™ brought her on as a permanent employee.



Aaliyah having fun at Tilt, a 3-D art museum





The top section of the image features a dark blue background with various white line-art icons. These include a round-bottom flask with liquid inside, a pencil, a ruler, a leaf, a plus sign, a minus sign, a lightbulb, and a beaker.

# Empowering Educational Progress



The bottom section of the image features a dark blue background with various white line-art icons. These include a globe, a document with horizontal lines, a pencil, a plus sign, a minus sign, a lightbulb, and a beaker.

In the past five decades, schools have partnered with YAP® for youth justice system diversion services, behavioral health support, violence intervention and other programs. Understanding the value of education, YAP® Advocates, behavioral health professionals and other staff work daily to connect program participants and their families to individualized education and training tools and resources to help them meet their goals.

YAP® staff take their commitment to supporting program participants' educational goals so personally, that many of the nonprofit's employees make weekly payroll contributions to the Tom Jeffers Endowment Fund Scholarship for Continuing Education.

In addition, neighborhood-based Advocates and other staff are connecting program participants and their family members to tutors, GED courses and other educational resources – even driving participants to school in the morning and calling them to wake them up in the mornings to make sure they get there.



YAP® Alternatives to Violence program participant Tay with Site Supervisor Donnell Gardner. Tay is avoiding violence and plans to attend college.

Daniel

Now a student at the University of Scranton in Pennsylvania with aspirations to become a doctor, former YAP® Lackawanna County, Pa. program participant Daniel started college with a new laptop in tow thanks to the [Tom Jeffers Endowment Fund Scholarship for Continuing Education](#). Daniel is one of 69 recipients of the scholarship in 2024.

Introduced to YAP® at a young age, Daniel became involved with the program when his adoptive family thought it would be good to help him work through some of his childhood trauma. Prior to the adoption, he was removed from his birth family at age 7, when he entered the foster care system.

“I have developed multiple goals for myself throughout the years, some short term and some long term. Since I was 12, I wanted to help people by being a doctor,” Daniel said. “That’s why I am going to college, to learn the things I need to in order to achieve my goals.”

Funded almost entirely by YAP® employee donations, the special scholarship fund has awarded 470 scholarships since 2008. Named for YAP® Founder Tom Jeffers, the scholarship is available to eligible current and former program participants and parents/guardians. Awardees have the option of having \$1,200 applied to their tuition or receiving a laptop computer or other school or job training supplies. YAP® Endowment Fund President Patty Rosati said increasingly applicants are not only youth and their parents or guardians, but also emerging adults served by YAP®.

“YAP helped to support me through a lot of hardships in my life,” Daniel said.



Former Lackawanna County, Pa. Program Participant Daniel (middle) with John and Kim Hunt at his high school graduation.

# Jaylen



Jaylen accepting an award at a YAP® Baltimore GVRs Recognition event. (Photo by Keston DeCoteau, Keystone Productions)

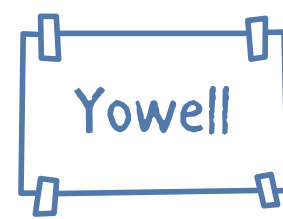
Jaylen was among a group of YAP® Baltimore Group Violence Reduction Strategy (GRVS) program participants honored as part of a November 2024 brunch celebration. With support from his YAP® life coach, Jaylen enrolled in high school and is on track to graduate in June 2025.

The GVRs program is one of YAP®'s Community-Based Safety Initiatives services, which include Community Violence Intervention (CVI) and other neighborhood safety programs in Baltimore, Charlotte Mecklenburg County, Chicago, Dallas, Tarrant County, and other U.S. communities. YAP®'s community-based safety services combine evidence-based public health violence prevention approaches with wraparound support, providing tangible life choices for individuals identified as being at the highest risk of violence engagement, as a perpetrator and/or victim. In 2024, YAP® saw many examples of the nonprofit's community safety teams connecting program participants to individualized educational support that changed the course of their lives.

Consistent with the YAP® neighborhood-based Advocate model, the nonprofit's community-based safety credible messengers, outreach workers and life coaches connect those they serve with accessible individualized tools and resources that include but are not limited to workforce development, jobs, educational support, cognitive mental health therapy, and restorative justice and other victim-centered services.



Yowell was 13 when his Middlesex County, New Jersey middle school referred him to YAP® for bullying and fighting. Six months later, in addition to having no fighting disciplinary actions at school, Yowell had straight A's.



Yowell is a participant in the YAP® New Jersey Community-Based Violence Prevention Program, a YAP Pursuing Excellence® start-up that launched in five counties in 2022, in partnership with The New Jersey Department of Community Affairs (DCA). The program serves youth ages 12-18 who have a history of school suspensions, truancies, illegal or violent behavior and/or dealing mental health or substance use issues. The program combines YAPWRAP™ Credible Messenger-delivered individual and family services with weekly group sessions designed to address violence-related trauma.

Middlesex County YAP® Program Director Emanuel Shumate said while helping communities and schools reduce violence, the program has also been a promising school engagement tool, with schools and families among the youth justice, child welfare, and behavioral referral sources.

By November, while still working on aspects of his individualized goals, Yowell was among the program participants awarded for their progress, which included achieving education-related milestones. In 2024, the five-county program reached its goal with 80% of participants not being adjudicated/delinquent on violent offences. Program leaders and YAP® Credible messengers, many of whom have backgrounds similar to the youth they serve, were encouraged to see that 79% of participants also regularly attended school and/or vocational training and 80% of the youth exhibited desired behaviors that included reaching their school and substance abuse-related goals.



As a YAP® participant, Yowell improved his behavior and his grades

## Press Release

In fall 2024, the University of Chicago Crime Lab announced in a news release findings in a policy brief from a study of Choose to Change® (C2C®), a YAP® partnership with Chicago-based Brightpoint that supports disconnected Chicago Public Schools (CPS) students.

Below are excerpts from the news release about the brief.



The brief, titled **Building safer communities: Behavioral science innovations in youth violence prevention**, demonstrates that it is possible to create large and lasting reductions in gun violence and imprisonment among a population that has historically been hard to reach: youth who are increasingly disconnected from school.

Choose to Change® focuses on youth who are beginning to disconnect from school and are at elevated risk of getting involved with crime and violence. Trained advocates support participating Chicago youth with a combination of behavioral science-informed programming, intensive mentorship, and individual and family support. The policy brief highlights that participation in such a comprehensive program can significantly reduce violent crime with sustained impact for years.

“Choose to Change® provides some of our most vulnerable youth with the human connection and skills that can build their cognitive reserve and change the trajectory of their lives,” said CPS CEO Pedro Martinez. “We are focused on integrating social-emotional lessons into the daily student learning experience within CPS and are grateful for this programming that gives youth extra support and the second chance that everyone deserves.”

The policy brief details results from a large-scale randomized controlled trial that evaluated the impact of C2C® on participants’ criminal justice involvement. The study shows that two years after the program, C2C® reduces the likelihood that youth will be arrested for a violent crime by 39 percent. Results persist at least until 36 months after program participation, showing participants are 23 percent less likely to be arrested and 28 percent less likely to be arrested for a violent crime. The effects are largest for the most serious violent crimes, like aggravated assault and battery, suggesting the program helps youth avoid particularly high-stakes situations.

“These results indicate we have found a sustained way to interrupt the cycles of violence and trauma that our young people experience,” said Michael Shaver, President & CEO at Brightpoint. “This research shows that youth are making safer and healthier choices for themselves and are part of making their own communities safer and healthier while in C2C® and for years after participating.”

“The Crime Lab’s findings reinforce what we already know: C2C® works,” said Gary Ivory, CEO at YAP. “The study provides evidence that blending cognitive behavioral therapy and intensive mentoring and individual and family support is an effective model for supporting young people and producing life-changing outcomes.”

“Brightpoint and YAP are exemplars in the nonprofit sector for their commitment to generating the highest standard of evidence. With this research, they are supporting the entire field with data about how we can best help young people harmed by the twin challenges of gun violence and justice system involvement,” said Crime Lab and Education Lab Founding Executive Director Roseanna Ander. “This evidence adds to the mounting body of evidence that even well into adolescence and young adulthood, it is not too late to ensure young people avoid violence and justice system involvement. But we need to follow the data if we actually want young people to thrive.”

This study received support from Arnold Ventures, the AbbVie Foundation, the Chicago Sports Alliance (comprised of the Chicago Bears, Chicago Blackhawks, Chicago Bulls, Chicago Cubs, and Chicago White Sox), Crown Family Philanthropies, Get In Chicago, the John D. and Catherine T. MacArthur Foundation, the Robert R. McCormick Foundation, and Pritzker Pucker Family Foundation.



C2C® students participating in a SPARCS session. Photo courtesy: Beking Media for the University of Chicago Crime Lab



# Fostering Emotional Wellbeing



As part of establishing a program participant’s Individualized Service Plan (ISP), YAP® Advocates connect youth justice, child welfare, developmental disabilities/autism and other program participants and their families to trauma-informed tools and resources to address their unique needs.

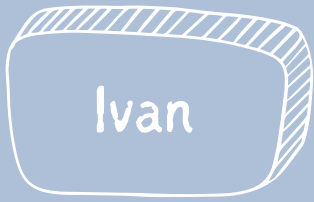
At the center of the YAPWRAP™ model is trauma-informed care to address emotional wellbeing. This has been key to the success of the work of YAP® Credible Messengers, Outreach Workers, and Life Coaches who work with participants in the nonprofit’s Community-based Safety Initiatives programs. Staff use a Risk Assessment Tool to identify needs and work with participants on related medical insurance, therapy, substance use, domestic violence and other related matters to ensure that they get appropriate services.

With the increasing demand for trauma-informed mental health care and community-based rehabilitative and restorative justice services, YAP® laid a foundation for expanding its unique wraparound services approach. Throughout 2024, in addition to expanding YAP® Behavioral Health Services, the agency made wellbeing front and center in its wraparound youth justice, child welfare, developmental disabilities, and community safety services.



YAP® Program participant Julia with YAP® Sherry Freeman. Julia is a recipient of the YAP® Tom Jeffers Endowment Fund Scholarship for Continuing Education





After working with YAP® Mental Health professional Jenny Carrillo, Ivan has made behavioral changes and feels hopeful for his future. In a 2024 [YouTube ad](#), Ivan’s mother thinks back to a year ago when at age 14, he got expelled after a fight at school.

“My son, Ivan. He used to be so depressed and kept acting out. I was overwhelmed. I didn’t want him sent away, but I didn’t know what else to do,” she said. “Then I heard about Youth Advocate Programs – YAP®.”

In 2024, YAP® expanded its mobile mental health services in communities across Texas, including Austin, Dallas, Fort Worth, Houston, San Antonio, and surrounding areas. The nonprofit serves Medicaid-eligible young people, ages 3-20, in schools and other community sites, but mostly in their homes.

A digital ad campaign, which includes English- and [Spanish-language YouTube](#) and other social media advertisements, speaks directly to parents and professionals looking for culturally and linguistically responsive mental health services for young people. In the YouTube ad, Ivan’s mom expressed gratitude for the services the family received from Carrillo, saying, “She not only helped my son; she helped me, too.”



Ivan with his mom and YAP® Mental Health Professional Jennifer Carrillo

Ethan

YAP® Behavioral Health Technician Sherri Snyder and program participant Ethan at his college graduation at Penn Highlands Community College.

For the past three years, YAP® Behavioral Health Technician Sherri Snyder has worked with Ethan for 15 hours every week to help him improve his communication skills with his peers, friends, and family. Ethan, who is on the autism spectrum, is a participant of YAP® Somerset County's Intellectual Disabilities program.

"If I never started with YAP®, things would have been different," Ethan said. "It's a work in progress but things are going well."

With support from Snyder and other YAP® therapeutic support employees, Ethan earned an associate degree in liberal arts from Penn Highlands Community College in western Pennsylvania where his favorite classes were history, government, and pop culture. Throughout his matriculation, he received tuition assistance from YAP®'s Tom Jeffers Endowment Fund Scholarship for Continuing Education.



YAP® Behavioral Health Technician Sherri Snyder and program participant Ethan at his college graduation at Penn Highlands Community College.



LaShawn

As a YAP® Advocate in Chicago, LaShawn Jennings' superpower is the experience she shares with many of the program participants with whom she works — youth who are systems involved with complex childhoods that are difficult to navigate.

"I tell them, If I can do it, so can you."



Jenkins said she was born into foster care and that by age 15 when she became a YAP® Child Welfare program participant, she had experienced a lot of trauma.

"I was adopted by a very kind couple when I was eight, she said. "But after being bounced from home-to-home, I had trouble trusting people and was having a lot of emotional issues."

In addition to moving a lot as a child in the foster care system, by the time she was adopted, Jenkins had lived briefly with her father before she was a toddler and had vivid memories of visiting him after that when he was in prison. By her early teens, Jenkins had experienced multiple arrests and placements in numerous detention and residential care facilities. She said that while her adopted parents never turned away from her, a judge returned her to the child welfare system. That was when she became a participant in YAP® where she began to work with a team of Advocates who believed in her from the start and never gave up on her. Today, many of the Advocates who worked with her are Jenkins' co-workers.

"They saw something I didn't see in myself," she said.



Having faced complex childhood challenges, LaShawn Jennings is a role model for Youth Advocate Programs participants



# Expanding Global Reach of the YAP Model

YAP® International, which partners with organizations using the YAPWRAP™ model in Australia, Guatemala, Ireland, and Sierra Leone, expanded awareness and funding opportunities, laying the groundwork for expanding the global reach of the YAP® model.

At the 2024 European Social Services Conference (ESSC), YAP® presented “YAP®, Inc. Community-Based Safety Initiatives: Addressing Violence in Cities to Restore, Heal, and Strengthen Communities & the People Who Live There.” The program was also shortlisted for the 2024 European Social Services Awards.

We received a Circle of Sisterhood Foundation grant for girls' education, leadership, and entrepreneurial skill development in Sierra Leone.

YAP® served as the U.S. coordinator for Dynamo International Street Workers Network and joined delegates from 34 countries in Tunisia for a meeting on "Peace and Human Security in the World" and the role street work and community-based organizations plays in building peace and addressing migration and social issues.

A generous gift of stocks by a new friend of YAP® supports sister organization Siembra Bien's community anti-violence work, youth leadership development, and introduces social enterprise training in Guatemala City.

We hosted six International Research and Exchanges Board (IREX) Community Engagement Exchange International Fellows at YAP® sites across the U.S. and hosted a Community Solutions Program Exchange international fellow in Chicago. Two YAP® hosts participated in a weeklong exchange in Washington, D.C. and one YAP® host participated in a reciprocal exchange in Trinidad. The U.S. Department of State-funded exchanges help develop international leaders on the effectiveness of the YAP® model.



Nekisha Sorias of Trinidad and Tobago during her YAP® exchange experience in Philadelphia

Justin Jarvis



YAP® Regional Director E'Ron Leveston and fellow Justin Jarvis as part of YAP®'s Hill Day

Hoping to be a part of the solution in helping youth and families and reducing crime in his home country, Justin Jarvis, a Trinidad and Tobago native, became part of an exchange program with IREX Community Solutions. The professional development initiative aims to provide leaders ages 26-39 with additional skills to address social, environmental, political and other issues in their local communities.

“I love the wraparound approach,” Jarvis said after spending time observing the YAPWRAP™ model as a Chicago-based fellow. “The mere fact that you are engaging not just the individual, but also their families, and to an extent their community too; is a good thing. I come from a small nation. We came up on the term that ‘it takes a village to raise a child.’ The entire community is that family. I like seeing that concept at YAP®.”

Sponsored by the U.S. Department of State, the fellowship exchange program is supported in its implementation by IREX..



# Advocating for Systems Change

## **Inaugural Hill Day (September 2024):**

YAP® leaders and board members gathered in Washington for the nonprofit's first-ever Hill Day, taking part in more than 40 meetings with high-level staff for members of Congress. These discussions centered on legislative priorities such as reauthorizing the Juvenile Justice and Delinquency Prevention Act (JJDP A) and securing community project funding. Hill Day showcased YAP®'s leadership in advocating for systemic change and building strong relationships on Capitol Hill.

## **Congressionally Directed Spending Awards:**

The Congressional budget includes Congressionally Directed Spending awards for YAP® to enhance and expand services across Connecticut, Illinois, and Pennsylvania.

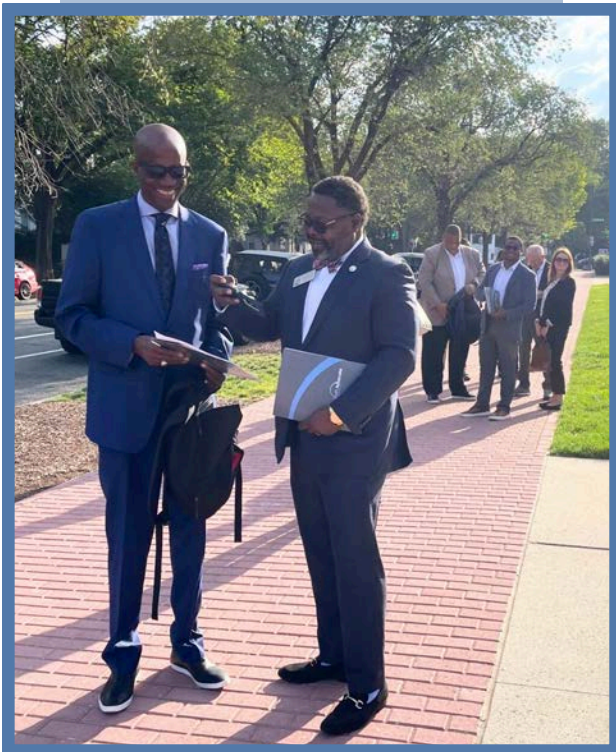
## **Collaboration with Key Local Leaders:**

YAP® strengthened partnerships with local officials who oversee current and prospective YAP® programs and projects, enhancing the agency's ability to advocate for and implement community-driven solutions.



YAP® board members and staff took to Capitol Hill to raise awareness and advocate for the nonprofit's programs (Photo courtesy: Collier Collective)





YAP® CEO Gary Ivory and YAP® Board Chair  
Teddy Reese

### **Building Relationships with Congress:**

Through direct engagement with members of Congress and their staff, YAP® has reinforced its role as a trusted partner in shaping federal policies. Our efforts have focused on educating stakeholders about YAP®'s evidence-based model, cost-effective solutions, and commitment to reducing out-of-home placements.

### **Engagement with Federal Agencies:**

We've conducted meaningful meetings with federal agencies, including the Department of Labor's Employment & Training Administration. These engagements have opened doors for grant opportunities and collaborations that align YAP® with national priorities in workforce development, youth services, and reentry programs.

### **Strategic Planning for FY26 Appropriations:**

Looking ahead, YAP® is actively preparing for FY26 congressionally directed spending applications with an emphasis on social enterprise initiatives. These efforts align with federal and bipartisan priorities, positioning YAP® as a strong contender for future funding opportunities.

# Diamond

The Cincinnati, Ohio community where Diamond Rice lives and works is a daily reminder of her childhood in Baltimore, Maryland. Rice is an Advocate with Hamilton County, Ohio YAP® and a former YAP® Baltimore participant, assigned to an Advocate when she was 13.

“I was arrested a bunch of times for stealing cars, and I even had a gun charge,” she said. “My older sisters and I were living with my grandmother, and she was overwhelmed, especially after she was diagnosed with breast cancer.”

In November, Rice represented YAP® at the Office of Juvenile Justice and Delinquency Prevention (OJJDP) 50th Anniversary National Conference on Youth Justice. She talked about her experiences both as a former YAP® program participant and a current YAP® Advocate. “When she came into my life, I saw myself able to exist in other spaces,” she said, adding that the Advocate worked with her and her grandmother and empowered her to see her strengths, like writing, and connected her to experiences that nurtured her intelligence, creativity, and kindness.

Today, at age 30, in addition to working as a part-time YAP® Advocate, Rice is pursuing a bachelor’s degree in social work with goals that include becoming an author.

Rice said helping kids like herself makes sense, that it comes naturally. “I love my job,” she said.



Former YAP® Participant and Current Advocate Diamond Rice

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# Financials

## 2024 Funding



93.74%

Government Grants  
and Contracts

6.26%

Foundation/Corporate  
Grants and Other  
Donations

## Statement of Financial Position June 30, 2024

Current Assets \$46,092,315

Property and Equipment, Net \$2,562,700

Other Assets \$15,039,965

Total Assets \$63,694,980

Current Liabilities \$24,899,231

Long-Term Liabilities \$7,436,818

Total Liabilities \$32,336,049

Net Assets \$31,358,931

Total Liabilities and Net Assets \$63,694,980

# Financials

## Statement of Activities Year Ended June 30, 2024

Program Service Fee Revenue, Net \$108,696,210

Support Revenue \$26,370,820

Total Revenue and Support \$135,037,030

Program Service Expenses \$94,970,401

Management and General Expenses \$36,014,043

Fundraising Expenses \$74,726

Total Expenses \$131,059,170

Change in Net Assets \$4,007,860

Ending Net Assets \$31,358,931



Our financial statements undergo a thorough annual audit to ensure they are presented in accordance with relevant standards and compliance requirements.

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Writers: Ryanne Persinger and Kelly Williams with some story submissions from John Kirtley

Other Contributor: University of Chicago Education Lab

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