

ORIGINS, MILESTONES & THE BIG VISION



>>>

WHO WE ARE, WHERE WE CAME FROM, WHERE WE ARE GOING

Since 2016, what we now call Midcoast Youth Center & Skatepark, has seen tremendous growth and various iterations. We are pleased to present you with a chronological timeline of why MYC was created, our incredible journey over the past 8 years and where we hope to go!

OUR MISSION

To unlock the inherent potential of every young person, while empowering them to thrive.





OUR VISION

To co-create equitable communities where all young people know they matter. MYC is a community hub that ensures social emotional well-being for all young people so they can reach their fullest potential and become compassionate leaders of tomorrow.

JUNE 2016: THE CALL TO ACTION

>>> WHERE IT ALL BEGAN: YOU MATTER!

In July 2016, after another loss of a young person to suicide, the Bath Youth Meetinghouse & Skatepark organized a meeting with five local organizations to address the high rates of depression, anxiety, and suicide found within our community. By the fall, this group had grown to include nearly 75 people from 34 different organizations all working together to reduce mental health stigma, to encourage help-seeking with the goal of becoming a suicide-free community. We began to call ourselves the "Midcoast Community Alliance" or MCA, for short.

In April 2017, we hosted A Call to Action for Suicide Prevention in partnership with Bath Police Department & NAMI Maine. With over 125 people in attendance, we began an important community conversation about how we can work to support those who are hurting so they can find hope and healing. We hosted 3 surprise YOU MATTER events at middle & high schools in RSU1, after learning that only 49% of students felt like they mattered to their community.

WHAT IF....

- youth had opportunities to have their voice heard, be leaders in their community, while finding meaningful ways to connect and engage outside of school?
- youth were connected daily to a strong network of mentors trained in Youth Mental Health First Aid who could identify a teen in crisis and connect them to help when it's needed most?
- parents had a place to turn, people who could help them navigate complex systems?
- · schools had a community partner providing additional physical, social, emotional, and academic support to students?



OCT 2018: THE BIG IDEA

In our local community, less than half of students in Sagadahoc County reported that they felt they mattered to their community. We engaged with student groups in Middle School and High School. They were passionate about wanting accessible opportunities to feel more connected to one another and more connected to their community. Yet, cost and complex paperwork requirements for scholarships are barriers for many students and families to gain access any existing community programs.

What if MCA could provide engaging afterschool programs and complete access to community resources, to improve youth problem-solving and coping skills, enhance self-esteem and sense of purpose, and provide meaningful connections? We decided at the time to transition the Meetinghouse & Skatepark into a trauma-informed, restorative youth community center that supports, encourages, and serves youth and young adults in Sagadahoc County, Brunswick and Harpswell.





A GLOBAL PANDEMIC, YOU SAY? NO MATCH FOR MYC

>>> 2020: ASSUMED OPERATIONS FROM CITY

After operating as a pop-up food bank for the entire stay at home order of the pandemic, we opened to the public on Jul 1, 2020 after assuming operations from the City of Bath. We received a \$30,000 contribution from the City that year and the following year.

>>> 2020-21: DISTANCE LEARNING

During the 2020-21 school year, we provided distance learning support to 45 students in middle & high school. This began to form a strong relationship between the RSU1 District Office and MYC, as well as relationships at the schools. in recognition of our commitment to serve the youth of our community, we received a \$160,000 grant from the Department of Education through their 21st Century Learning Center. We renamed MCA to Midcoast Youth Center & Skatepark to better represent our mission.

>>> 2021-23: SYSTEMS' CHANGE/BOSTON FED

In November 2020, we applied for a Maine Working Communities Challenge (Sagadahoc County WCC) grant opportunity through the Federal Reserve Bank of Boston in partnership with a core team of community collaborators. In March 2022, our team was one of only six Maine awardees to receive a three-year \$375,000 grant opportunity to create changes at the systems level. Our goal is to decrease the rates of youth hopelessness (a proxy for depression), especially those from families with low and moderate incomes.

Working collaboratively, we evaluated the issues preventing our youth from achieving success. We identified that Sagadahoc County lacks a formal support system for 18–24 year olds, who "fall off a cliff of services" when they leave high school, whether they unenroll (drop out) or graduate, leaving many to struggle alone, often with negative outcomes.

We hosted focus groups with 18–24 year olds, and local employers including Bath Iron Works, small businesses, and local health and social service providers. The young adult focus group indicated that youth are desperate for easier access to driver's education, financial literacy, mentoring, job training and apprenticeships, beds for homeless youth, and more social connections. This became a concept for Best Life University.

MYC's leadership was critical in obtaining this opportunity and was a lead partner for the 24 months of planning and implementation. In January 2024, the core team collectively determined United Way should take the lead for as the backbone organization for the final year, as we looked toward sustainability and furthering reach throughout the Midcoast region.

SKATE PARK @ THE ARMORY

>>> BATH SKATEPARK: THE FOUNDATION OF WHO WE ARE AND WHAT WE DO

The largest indoor skate park in Maine, the Bath Skatepark offers over 6,000 square feet for skateboarding, inline skates, scooters and BMX. Our goal is to expand this vital aspect of our facility and programming.

The Bath Skatepark attracts over 400 riders from across New England each year. Skate session fees help to support programs in the adjoining teen center while also providing a variety of "first-time" employment opportunities for teens. The Skatepark offers kids a chance to escape life's challenges, discover their talents and abilities, and find a sense of belonging.

Tobias Parkhurst is a skating legend and former skate pro who grew up in Maine and has been involved with the Bath Skatepark since its inception. Today, he is a wildly successful and respected entrepreneur in Augusta area, who is a strong advocate of skateboarding and building sustainable skateparks in Maine:

"While skateboarding has become accepted in mainstream culture, and even the Olympics, skateboarders are still an underserved population in youth sports. It's time for communities to "get on board" and support an activity that's healthy, builds confidence, reinforces creativity and individuality. While we ask ourselves "how do we get kids off screens?" the kids have already answered loud and clear "build us a skatepark!"





SKATE PARK TEAM

Andrew Foster, Bath Skatepark Manager Elliot Dorr, Youth Program Leader Isabella Short-Galuza, Youth Program Leader Riley Hall, Customer Service Rep James Becker, Sunday Skate Park Shifts





THE ARMORY - PURCHASED!

>>> TEEN CENTER

We rented the Armory for several years from the City of Bath. In 2023 we purchased the building as we took our first step in realizing our vision.

Our teen center is a drop-in center for over 650 youth, many who are low-tomoderate income, in Sagadahoc County, Brunswick and Harpswell. All of our programming is free of charge or "pay what you can".

Meal Train

Homecooked meals are served 5 nights a week, made by community members, local restaurants, church groups, etc. We have dinner delivered by 4pm and serve it immediately. Students sign into a logbook so that we can track how many plates are served each night. Meal Train volunteers receive thank-you notes as well as "in-kind" donation receipts.

Food Pantry & Snacks

Free snacks and nonperishables to take home are provided by the Bath Area Backpack Program. We have a chocker block room full and available for our youth to fill up bags or backpacks. We also provide connections to local food pantries, ensuring no child connected to MYC is ever hungry. The Bath Area Backpack Program provides \$6,000 to MYC each year for these expenses.

Clothing Closet

We have a clothing closet free of charge for all young people and their families, as well as bedding, towels, and toiletries. There is a washer and dryer, free of use!

Compass Afterschool Program

Our Compass Program provides equitable "out-of-school" learning experiences to local middle and high schoolers, ensuring each student feels significant and finds academic and social success.

- Snacks & Studies: Elliot provides tutoring to middle schoolers while eating fun snacks
- Bake & Take: Aly helps kids bake an item and they can package it to take home (dozen cookies, cakes, donuts, etc)
- . Cooking: we have volunteers who come in and cook and bake with the kids
- Dodgeball: every Tuesday in the skatepark; only the strong survive
- Art Van: art therapists come once a week and host an activity with students

Compass Summer Program

This summer program is open to rising 6th, 7th, and 8th graders in RSU1. With full funding, we hire 6 adult staff, 6 RSU1 high school students, and recruit 60 students for five crews of 10 to 12 students. Our programming fits well within the Whole Student Approach as well as expeditionary learning principles, centering the student experience and leveraging each individual's inherent strengths towards personal growth and development.

We partner with our neighbors on either side of the youth center: the City of Bath for use of their athletic fields, the Kennebec Estuary Land Trust for use of the Whiskeag Trail, and other forested and coastal preserves. We utilize our fleet of mountain bikes and onsite pump track. We partner with Six Rivers NEMBA, a local mountain biking community, as well as Bath Cycle and Ski to ensure we're offering safe and quality skill development to our students.

TEEN CENTER TEAM

Lisa St. Pierre, Teen Center Manager Aly Giroux, Program Manager John Pickford, Program Manager Molly Webber, Youth Mentor & Social Media Elliot Dorr, Youth Program Leader Isabella Short-Galuza, Youth Program Leader Shakira Cyprien, Youth Program Assistant Riley Hall, Customer Service Rep Michaela Pettersen, Groundskeeper



6 OAK GROVE AVE - PURCHASED!



>>> TRANSITIONAL HOUSING AND SUPPORTS

In 2023 with a generous grant from MaineHousing, MYC was able to purchase a vacant office building across the street from the Teen Center and create much-needed housing for young adults with supportive services available.

Step Up Transitional Living Program

Our Step Up Transitional Housing for young adults, ages 18-24, is a dormstyle living set-up. There are two units that allow five residents in each unit. Each unit has a 3/4 bath and shared living spaces with a shared kitchenette. Every resident must sign a Step Up Program Participant Agreement that specifically states expectations for a healthy living environment.

Weekly program fees equal 30% of a resident's gross income. Half of that pays for tuition and the other half goes into a savings account that the resident will receive in cash when they move out.

Residents can stay for up to 24 months. MYC staff make weekly room inspections, surprise visits and inspections, and work with local schools to ensure seniors are on track for graduation and have post-secondary plans in place. All young adults residing in the transitional units will have full access to our current programming, including case management, community navigation, food security, and workforce development.

OAK GROVE TEAM

Jamie Dorr, Executive Director Tim Wylie, Associate Director Donna Verhoeven, Youth Outreach Jenn Dobransky, COAST Workforce Director Kirsten Latter, Community Navigator/Step Up Housing



COAST Workforce Development

Career Opportunities & Advancing Skills Together is a workforce development program for 16-24 year olds living in Sagadahoc County, Brunswick or Harpswell. It is designed for youth who are traditionally more disconnected from natural or formal supports including young adults experiencing homelessness or who have unenrolled from high school. Funded by the Maine Department of Economic and Community Development's Maine Career Exploration grant, COAST assists with job readiness skills, obtaining a driver's license, and securing meaningful, paid, long-term employment.

Merrymeeting Support Collaborative for Youth Experiencing Homelessness

Provides case management to youth experiencing homelessness through a regional network of support in Sagadahoc County, Brunswick and Harpswell, that meets each person's basic needs and aims to stabilize school attendance and increase academic success while supporting total social emotional health. Donna Verhoeven, Youth Outreach Coordinator, works with children and youth up to age 24 and spends two days a week at Morse High School and two days a week at Mt. Ararat High School. She can be found at MYC in the afternoons and summers.

Sagadahoc Community Resource Navigator

Our Community Navigator helps to remove barriers for youth who need to access local services by connecting and coordinating appropriate resources and services.

Sobriety Support Groups - Flower Noble & Andrea DiBenedetto (LCSWs from RSU1)

The Sobriety Support Group program at Midcoast Youth Center encourages youth in two age brackets, 12-16 and 16-24, to work together to live a healthy, substance-free lifestyle. Our support groups are designed for youth suffering from addiction, youth experimenting with drugs and alcohol, and youth who are from families of addiction. They are rooted in best practices of harm reduction while also being trauma-informed. The groups are solution-focused and work to teach youth about addiction and its effects on individuals, families, and communities. Each group can serve 15 young people at a time. We are partnering with local schools who have committed to offering students and parents the option of attending a group rather than receiving a punitive consequence for an offense that includes nicotine, drugs, or alcohol.

WAYPOINT: A TURNING POINT IN OUR EVOLUTION

>>> 2023: DON CARPENTER & TIM WYLIE, ENTER, STAGE RIGHT

In June of 2023, MYC board member Larry Bartlett introduced Jamie to Don Carpenter, the ED for Rural Futures Fund. In 2017, Rural Futures Fund committed all of its assets – more than \$8 million -- to focus on one big bet: The Aspirations Incubator. The Aspirations Incubator is grounded in the beliefs that middle school students are at a critical developmental stage that offers a unique window of opportunity for mentoring and support that can change lives. Mentoring, support, and broadening experiences, when provided to students during the six critical years between middle school and high school graduation, can broaden a sense of possibility and resiliency, impart and nurture social and leadership skills, and create interest in and access to higher education and career possibilities. More students will go on to receive post-secondary degrees, advanced degrees, and career training as a result of their long-term mentoring relationships.

In 2023, there were 6 Aspirations Incubator sites across the state of Maine. It was during this initial meeting with Don that we learned that the Waypoint program housed within the Chewonki organization was not going to be continued due to funding challenges. Knowing firsthand the impact this programming was having on students in our community, we put our heads together to see what could be done.

In summer 2023, the MYC Board voted bring Waypoint into the fold of MYC.

With generous funding from the Rural Futures Fund, Waypoint moved to MYC at the start of the 2023-2024 school year to ensure the 120 enrolled students would not be left without this critical programming they had come to rely on. We were challenged by our leadership to use the next 12 months to build sustainability for long-term continuation of the program.

WAYPOINT TEAM

Tim Wylie, Associate Director Katrina Cornish, Program Manager John Flannery, Program Manager

>>> WAYPOINT: OUR ASPIRATIONS INCUBATOR

Waypoint serves students in grades 7-12 from RSU1 (Arrowsic, Bath, Phippsburg, and Woolwich). When a student joins the program in 7th grade they remain in their small cohort with a dedicated Waypoint staff and adult volunteer mentors from the community for the entire six years, providing extraordinary consistency and a stabilizing force in the journey from adolescence to adulthood.

The Waypoint program is deeply intertwined in the community and has a mutually supportive relationship with guidance counselors, support services, teachers, principals, and the superintendent. Waypoint students complete 24 trips (one overnight and 2-3 day trips per year) and 120 cohort meetings (20 meetings per year). We hike on local trails, explore coastal tidal zones, day trip to larger mountains and state parks, and make space for solo reflection periods where a student sits by a tree or rock for a period of time with just their journal. A substantial part of our program model includes Informal Relationship Building (IRB) which is essentially 1:1 time between students and Waypoint staff. Staff meet students at school or on hikes in local land trusts or state parks or connect with students in the community and in the natural environment.

At the time, Tim Wylie was the Waypoint Program Manager. Tim's extensive background working with youth at Outward Bound brought a high level of quality to the programming. Tim's love for people, his continual striving of continuous growth and excellence, and his approach to supporting youth and colleagues made it very clear that he had a lot of talents to offer MYC. Tim was soon promoted to MYC's Associate Director with the charge to bring the evidence-based principles of the Aspirations Incubator to all prevention programming at MYC. Jamie and Tim compliment each other well and make a solid leadership team at MYC as we seek to strengthen the quality of programming for our young people.

UMaine & USM - Waypoint students automatically accepted into these universities, increasing access to post-secondary education.



"Waypoint has been extremely beneficial for RSU1 students. It has increased students' self-confidence through opportunities for self-discovery, leadership development, and community-building skills. Waypoint provides students with positive role models and support systems to assist them with exploring their options after high school."

Patrick Manuel. RSUI Superintendent



SHIFTING OUR MINDSET SHIFTING OUR CULTURE

>>> 2022-CURRENT: PETER ALFOND FOUNDATION

In 2022, the PAF invited MYC to apply for general operating funding. This began a new era in collaborating with other youth-serving organizations across the state: Tree Street Youth, The Landing Place, OUT Maine, Rural Futures Fund, and others. Not only do we continue to receive approximately \$30,000 a year from PAF, they host bi-annual convenings that pull all youth-serving organizations together to learn best-practices and elevate our operations, all in an effort to better serve youth and young adults.

In 2023, through this partnership, the Peter Alfond Foundation piloted a new Executive Coaching Program. Jamie began to receive weekly (FREE!) executive coaching from Don Carpenter, who in 2023 also launched the Rural Youth Institute, a youth development incubator empowering organizations and professionals by promoting effective strategies to strengthen and enhance the aspirations of rural youth. It is through this coaching and continuous training that MYC began to shift.

>>> ASSET-BASED, CONTINUOUS GROWTH AND LEARNING

While our original mission sought to support youth, especially those who are struggling academically, socially, and emotionally, we began to recognize that we were doing so from a "deficit-based" approach versus an "asset-based" approach. Instead of asking, "What happened to the young person that brought them to where they are?" we began to ask, "What inherent strengths and abilities do they have that could be amplified and provide opportunities for growth?".

At the same time, we heard from staff that they wanted to feel that they mattered as much as the youth we serve. We began to examine our staff retention, which is already difficult in this industry due to the high rates of stress and vicarious trauma. We dug into our staffing structure and made immediate changes, while planning for the ideal MYC team structure.

We promoted Tim Wylie to MYC's Associate Director and he and Jamie began to shift the staff culture to a team culture, where team members would be better trained, better supported by senior leadership, and empowered to grow their areas of the organization. We are just at the beginning of this evolution, but we are focused on creating systems around roles and responsibilities while creating best-practices in polices, procedures, and protocols, all with support from Don and the Rural Youth Institute.

What does this look like from the team level? Regular one-on-one meetings with team members and senior leadership, development of personal and professional goals, revision of job descriptions, development of key performance indicators, increased communication skills training, and quarterly reviews that provide quality observations and feedback for continuous growth and learning. We truly believe that we cannot impart to youth what we don't have ourselves.

ANTECDOTALLY, WE KNOW WE ARE MAKING A DIFFERENCE. NOW, WE ARE BEING INTENTIONAL IN OUR STRATEGIES &

MEASURING OUTCOMES



>>> YOUTH DEVELOPMENT BY DESIGN

Youth Development by Design is a framework adopted by MYC through its partnership with Don Carpenter's Rural Youth Institute and the evidence-based best practices and principles embodied by his youth organizations for over 25 years.

The framework encompasses individualized, culturally relevant, asset-based, and developmentally informed strategies for supporting young people. It demands a deep understanding of the youth being served and emphasizes the importance of designing interventions that are dynamic, responsive, and relevant for their specific contexts.

Youth Development by Design Encompasses Several Underlying Concepts: Individualized Approach, Deep Understanding, Cohortbased Programming, Asset Recognition, Cultural Relevance, Developmental Focus, Dynamic Programming, Empowerment and Agency in Program Design, Using Data to Inform Practice.



>>> THE HOLISTIC STUDENT ASSESSMENT

The Holistic Student Assessment is a data-driven tool to promote socialemotional development in young people in school and afterschool settings. The self-report tool provides program staff with a socialemotional "portrait" of the unique strengths and challenges of each young person. Data can be reported at individual, cohort, or program levels. The HSA can be administered to students at different times in the year.

Waypoint has used the HSA for the past 7 years. When the program came to MYC, we recognized the need to implement it throughout all MYC programs. The Compass Afterschool program will pilot the HSA at our 2024 Summer Camp with a plan for full implementation in school year 2024-25.



>>> THE CLOVER MODEL OF YOUTH DEVELOPMENT

Through evidence and practice, Dr. Gil Noam and Partnerships in Education and Resilience (PEAR) have developed the Clover Model, a framework that helps us understand human developmental needs and establishes a common language that can be used to communicate the strengths and challenges of children and youth.

The Clover Model highlights four essential elements that people of all ages need in order to thrive, learn, and develop: Active Engagement, Assertiveness, Belonging, and Reflection, and is about balance between the four leaves. While many individuals tend to specialize in a specific leaf, we each possess all the leaves to a greater or lesser degree and our tendencies may shift over our lifetimes. People specialized in one leaf often demonstrate particular strengths and struggles. Striving for personal balance between the four leaves of the Clover can help adults and students achieve positive mental health.

Clover is helpful in identifying the basic needs that kids have. By designing programs accordingly so each one of these gets nourished and children can work towards their own personal Clover balance, children are healthier mentally, emotionally, and academically. (www.pearinc.org)

In September 2023, MYC began implementing the Clover Model of Youth Development, integrated with the Youth Development by Design.

BELONGING

The Belonging leaf describes the need for friendship, empathy, and support. This leaf is about strong, positive relationships with peers and adults, mentorship and group acceptance and identity.

ASSERTIVENESS

The Assertiveness leaf represents voice, choice, and executive function. It is about self-control, negotiating rules, roles, and boundaries, making decisions for oneself and having the capacity to

REFLECTION

The Reflection leaf describes the need for thought, analysis, insight, observation, and understanding.

ACTIVE ENGAGEMENT

The Active Engagement leaf represents body, impulse, and movement. Active Engagement is about connecting to the world physically. All young people have growing bodies, and everyone needs to live in and use their bodies.

BUILDING A STRONG FOUNDATION FOR THE FUTURE

Over the past 12 months, MYC has been engaged in a planning process which resulted in a renewed mission, vision and strategic priorities while strengthening our foundation.

Our Values

We believe that every young person should feel that they matter and belong.

We believe that social, emotional, and physical well-being is the foundation of a thriving life.

We believe in an asset-based youth development approach, that everyone has inherent gifts and abilities that make them special and unique.

We believe that every young person should have no barriers to access basic needs: shelter, safety, food and should be provided with equitable opportunities for enrichment and action/adventure sports, regardless of income.

We believe that providing long-term mentoring will increase well-being while also increasing post-secondary aspirations of college or career.

We believe that our staff team is our greatest asset, and their well-being is key to our effective functioning.



US Senator Angus King stops by to visit and meet some of our local riders.

STRATEGIC PRIORITIES 2024-2027

- 1. Ensure exemplary governance
- 2. Collaborate with Board to ensure operating stability
- 3. Create a functional and effective development program
- 4. Improve messaging and communication
- 5. Expand and deepen impact of programs and continuum of support
- 6. Continue to invest in personnel capacity and volunteers
- 7. Establish and realize the vision for the MYC campus



Dr. Susan Collins, President of Boston Federal Reserve visited MYC in 2023 to hear directly from local young people about challenges they are facing in today's economy. MYC was a leading force behind attracting a systems-change grant for Sagadahoc County designed to decrease youth hopelessness and increase health and economic outcomes.Pictured here: Dr. Collins, MYC team member Jeppie Phillps and Executive Director Jamie Dorr

"We must be guardians of a space that allows students to breathe and be curious and explore the world and be who they are without suffocation. They deserve one place where they can rumble with vulnerability and their hearts can exhale. And what I know from the research is that we should never underestimate the benefit to a child of having a place to belong - even one - where they can take off their armor. It can and often does change the trajectory of their life." ~Brené Brown

YOU....MATTER...???



Boarded up windows, crumbling bricks, mud holes in the parking lot, sandbags holding back the leaks – in its current state, the armory facility, does not meet the standard of excellence that our young people deserve. It does not accurately portray the love and care that is being provided to young people every day through our programming. It's time for a change.

We <u>tell</u> young people they matter. Now, we need to <u>show</u> them that they actually do.









THE BIG VISION



>>> ALL ROADS LED TO TODAY AND PREPARED US FOR TOMORROW

For the past 8 years, we have been meeting the needs of our young people without a strategic plan, and without fully-formed organizational systems in place. For the past year, senior leadership has worked closely with Bull Moose Group, a Maine-based organizational and fundraising consulting firm, and Rural Youth Institute to elevate our organization through board restructuring, comprehensive assessments, training, and creating internal systems (policies, procedures, protocols), allowing us to grow from a "Mom and Pop" non-profit, to one that is intentionally and thoughtfully structured, widely-recognized and supported, and provides a model for other communities. Most importantly, it will touch the lives of thousands of young people and their caregivers who, for too long, have been marginalized within our community.

ESTABLISHING AND REALIZING THE VISION FOR MYC: A THRIVING YOUTH AND FAMILY CAMPUS IN THE HEART OF SAGADAHOC

In 2018, the BIG idea launched us into a new phase of meeting the needs of local young people. Now, our BIG vision will solidify the organization for generations to come - creating a state-of-the-art complex that encompasses the bustling hub of programs and services that we have built over the past several years.

By offering high quality youth development programming, equitable indoor and outdoor recreation, skill-building, and social emotional programming, we will empower our young people, and their families, to thrive.

- · Action & Adventure Sports Mecca
- Enrichment: art, music, technology
- · Parent Education Center
- · Greenhouse/Teaching Kitchen
- · Wellness Studio for yoga & dance
- · Indoor & outdoor basketball courts
- · Event spaces for birthdays, community events
- · Outdoor Greenspaces, mindfully designed
- Community Based Health Center
- Youth-operated social enterprises: Cafe, Bike repair, skateboard building, laundromat



WHAT'S NEXT? YOU MATTER CAPITAL CAMPAIGN! STAY TUNED...