

# **Youth in Philanthropy**

**Participants:**  
**Arthur Meighen High School**  
**Portage Collegiate Institute**

**Sponsored by**  
**The Thomas Sill Foundation**  
**And**  
**Community Foundation of Portage and District**

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March 2002

# Part 1

# **WELCOME!**

“Youth in Philanthropy” is a pilot project involving your school and the Community Foundation of Portage and District. By participating, you are a member of a Youth Advisory Committee.

In this exciting project, you will research charities, decide which ones would benefit most from a monetary donation and then make a grant.

Giving away money is not easy! There are at least 200 charitable organizations working in the Portage area and each one is providing worthwhile community services. Deciding upon which ones to help is a difficult job.

This binder will help you get started in the grant making process.

You are also encouraged to leave a legacy for future Youth Advisory Committee members by coming up with an idea that will contribute to the Philanthropy Fund at your high school.

The grants that you recommend can make a difference. We look forward to your participation.

Good luck with the project!

## History -Community Foundation of Portage and District

Community foundations bring together people who feel passionately about their community. Since incorporation in 1994, the citizens of Portage and District have been instrumental in building a permanent endowment fund. It started with a \$100,000 challenge grant from the Thomas Sill Foundation. Business, service groups and local citizens joined the Founders' Club by donating \$200,000 to meet the challenge. Although the Foundation had four years to raise the funds, the goal was achieved in fourteen months. The fund has now grown to over \$650,000.

In 1996, the Portage Foundation was thrilled to receive the first Alastair Gamble Memorial Award for community foundations with assets under three million dollars. The award is given to recognize excellence in community foundation practices by Community Foundations of Canada

In December 1997, the Community Foundation of Portage and District was notified that it was selected to be one of seven test sites from across Canada to launch the ArtsSmarts Program, a new three-year initiative of the J.W. McConnell Family Foundation. The objective is to provide opportunities for young people to actively participate in the arts. The program has been so successful that the McConnell Foundation added three new partners and extended the initiative for another three years.

January 2000 was an awesome time; the Foundation received funding for two new programs:

1. **The Community Leadership Initiative** to promote leadership work in the community. This program was promoted by Community Foundations of Canada and sponsored by the Walter & Duncan Gordon Charitable Foundation. The two community groups that benefitted were the Portage 4-H Club and the Portage School Division Arts Committee.
2. **Anonymous Donor Initiative (Millennium Challenge Project)** to increase our endowment fund. The Foundation received another "challenge" by an anonymous donor to increase our undesignated permanent endowment fund by \$150,000 before December 31, 2002. If we are successful, the anonymous donor will match the \$150,000 to make charitable grants to qualified recipients in the community.

December 2001 was equally stimulating as we embark on another two exciting projects.

- 1) **A Youth in Philanthropy Program**, a pilot project that encourages the involvement of schools in rural Manitoba to setup Youth Advisory Committees. This six-year program is initiated by The Thomas Sill Foundation and jointly sponsored by The Thomas Sill Foundation and the Community Foundation of Portage and District.
- 2) Community Foundations of Canada is initiating the **EASY WEBSITE** service and our foundation has agreed to be a test site and is enthusiastic to go online.

The purpose of a foundation is to wisely invest funds to earn income from which grants are made. Over \$132,000 has been granted to local charitable organizations with worthy projects since 1996. Another \$350,000 will come to our community through the ArtsSmarts Program sponsored by the J.W. McConnell Family Foundation.

## **\$2500 for Grant Making. . .**

### Where did it come from?

The Community Foundation of Portage and District (CFPD) was established in 1994 and now consists of 14 endowment funds. An endowment fund is a gift of capital that is to be held in perpetuity. Only the income from the capital can be spent each year and it is directed in the form of grants to various charitable organizations.

Most of the gifts come from individuals, and their endowment funds are generally called “Named Funds”. However, there are different types of named funds at CFPD. Some donors have created a “field of interest” fund, which means that the annual income can be granted to any charity working in a particular area such as youth, or education, or medical research, or arts and culture or the environment. Other donors have created a “designated fund” which means that the annual income goes to a specific charity or perhaps to a scholarship. However, most donors have left their named funds “undesignated” which means that the annual income can be directed by CFPD to charities in the Portage area. CFPD keeps the capital and each year uses the income for grants.

The Youth Advisory Committee has the opportunity to consider worthwhile charities and to recommend grants of up to \$500. In total, each YAC may recommend \$2500 plus any annual income earned from its High School Philanthropy Fund once the fund has reached \$5,000. Before fund reaches \$5000, the interest earned from the fund will be added to the fund once a year.

And so, the \$2500 is annual income from undesignated “named funds” created by generous donors in past years. The Thomas Sill Foundation (TSF) is granting flow-through funding to the Community Foundation of Portage and District for three consecutive years beginning in 2002. CFPD will make this program available for at least another three years following the conclusion of TSF funding.

### So how much capital do we need to generate \$2500?

The answer is determined by the spending policy of CFPD, which allocates 4.5% of the market value each year to grant making. It takes \$55,500 of capital to earn the \$2500 allocated to your Youth Advisory Committee.

## Suggested Timeline

September/October	<ul style="list-style-type: none"> <li>Form Youth Advisory Committee</li> <li>Decide upon meeting structure</li> <li>School Introductory Sessions</li> <li>Complete introductory sessions</li> <li>Discuss creating own legacy</li> <li>Begin values identification</li> </ul>
November	<ul style="list-style-type: none"> <li>Set up criteria for assessing eligible agencies</li> <li>Brainstorm possible agencies</li> <li>Research agencies</li>   <li>Inter-school meeting TBA</li> </ul>
December - January	<ul style="list-style-type: none"> <li>Use criteria chart to identify 7 to 10 eligible agencies</li> <li>Practice interviewing techniques and professional conduct</li> </ul>
February - March	<ul style="list-style-type: none"> <li>Devise questions for visit</li> <li>Set up site visits</li> <li>Create visit outline</li> <li>Do site visits</li> <li>Share site visit reports</li> <li>Complete evaluation charts</li> <li>Choose agencies to receive grants</li> </ul>
<p>April</p> <p><b>First Tuesday in April</b></p>	<p><b>Report recommendations to the Board of the Community Foundation of Portage and District</b></p>
May/June	<ul style="list-style-type: none"> <li>Formally notify grant recipients</li> <li>Prepare 15 to 20 minute presentation, practice presentation (3 minutes per recipient)</li>   <li>Celebration! Presentation of cheques to grantees TBA</li> </ul>

## Establishing your High School Philanthropy Fund

### A SAMPLE LETTER

October, 2002

The Community Foundation  
of Portage and District  
P.O. Box 1153  
Portage la Prairie, MB R1N 3J9

Attention: Karen Braden,  
Executive Director

Dear Mrs. Braden,

This letter is written to you on behalf of the students of (your school's name here). As described in your "Youth in Philanthropy" *Project Guidelines*, our school has established a "Youth Advisory Committee". In (date fund was established) our committee establish **The (your school's name here) Philanthropy Fund**.

It is our wish that all gifts to this fund be capital and held in perpetuity and that only the income therefrom, or such part of the income as Community Foundation of Portage and District (CFPD) in its discretion shall decide, shall be made available annually for grant making purposes.

We understand that this is an undesignated fund, which means that its annual income can be used for grant making to support all sectors of the Portage and District charitable community. In total, our YAC may recommend \$2,500 plus any annual income earned from its High School Philanthropy Fund once the fund has reached \$5,000.

CFPD will advise our High School of the income available for grant making from our fund. We will submit our recommendations to CFPD as to how these funds should be allocated by the first Tuesday in April. We further understand that should this project be discontinued in our high school, the annual income from our fund may be used by CFPD for general community grants to charitable organizations.

Yours sincerely,

On Behalf of the "Youth Advisory Committee"

# Meetings

## Meeting Considerations

- What are the leadership roles?
- Will meetings be formal or informal?
- How often will the committee meet?
- When will the meetings be held?
- What will be the length of the meetings?
- How will you make decisions? Vote? Consensus?

## Tips for the Meeting

- The advisor may plan the agenda for the initial meeting (may get help from students).
- Advertise the date, time and place well in advance.
- The chair, co-chair, secretary and treasurer may be chosen (and any other positions students feel they need.)
- At the initial meeting, the regular date, time and place for meetings may be chosen by the committee.
- The chair/co-chair and advisor may set the agenda for the following meetings, or the committee may decide the next agenda.
- All meetings must start on time. It is a good idea to have an ending time too.
- Stick to the agenda and don't get off topic.
- Are you eating at your meetings? Who is responsible for the food?
- Share your great ideas!
- Everyone should come prepared if research or other work was required.
- Practice attentive listening when others speak.
- Practice mutual respect towards other students and their ideas.
- Ask for clarification if you don't understand.
- Involve all members in the meetings and the workload.
- Ensure everyone knows what they are expected to do.
- Meet and work together in a circle formation of desks or tables.
- Work towards consensus in all decisions.

## Consensus

Consensus is group decision making, based on willingness to consent and support, rather than having a winning and losing side by voting. It allows ownership of ideas by all the committee members as being the best choice.

### **Consensus is reached when participants can say:**

- I believe that you understand my point of view.
- I believe that I understand your point of view.
- Whether or not I prefer this idea or concept, I will support it publicly because it was reached openly and fairly.
- I can live with this decision.

### **Some Guidelines in Use in Achieving Consensus**

- Avoid arguing unduly for your position. Present your position as clearly and logically as possible, but listen to each member's reactions and consider them carefully before you press your point.
- Do not assume that someone must win and someone must lose when discussion reaches stalemate. Instead look for the next most acceptable alternative for all members.
- Do not change your mind simply to avoid conflict and to reach agreement and harmony.
- Avoid conflict-reducing techniques such as majority vote, averages, coin flips and bargaining. When a dissenting member finally agrees, don't feel that the person must be rewarded with agreement on some point later.
- Differences of opinion are natural and expected. Seek them out and try to involve everyone in the decision process. Disagreements can help the group's decision because, with a wide range of information and opinions, there is a greater chance that the group will hit upon more adequate solutions.

## Making the decision on which agency to fund

### A values exercise

We all have fundamental beliefs about our world, which are deeply held, rarely specific, and help us decide right and wrong. These are our values and they influence our actions all the time.

In order for us as a group to come to an agreement about what kind of agencies to fund, it is helpful for us to first explore what our own personal values are, and find areas of agreement.

This is a simple exercise that will help us uncover our values and see which ones we, as a group, agree on. We will need one person to act as facilitator and direct the exercise. When we divide into small groups, one person in each group will need to act as recorder of the group's response (and director of the discussion, if necessary).

1. Individually make a list of 3 to 5 things you really care about and want to preserve or help. For example, you might be thinking about an endangered animal or plant species; or a relative with an illness like Diabetes; a homeless person who might have approached you on the street; a community club that looks like it has a deteriorating building; an arts group that you read about.

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2. In a small group of 3 to 4 people, combine your lists. Which kinds of things come up most often? Have one person in your group make a list which you all can agree on of the 3 to 5 most commonly mentioned type of answers.

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3. In your full group, compare all the lists to see the areas of agreement. Can you identify values which underlie your answers? What conclusions can you draw about the answers? Are there organizations which may offer assistance and support to those kinds of issues and problems you may have discussed when you were talking about what you cared about? See if you can make a final list of 3 to 5 kinds of issues and problems you want to help solve:

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Now look at your choices.

- Can you identify values which underlie your answers?
- What conclusions can be drawn about the answers?
- Are there organizations which may offer assistance and support to those kinds of issues and problems?

Advisory Committees are publicly accountable for their recommendations, all of which will be approved by the Board of the Community Foundation of Portage and District.

# Part 2

## Selecting the agencies and arranging the site visits

### Assessing which agencies are eligible for a grant & which ones you want to fund

What are the kinds of things you will need to consider? You may find out there are so many worthy agencies and projects that you will have a hard time deciding how to allocate the funds. How can you decide which ones to select? You may want to brainstorm a list of criteria to review when making your decisions. For example:

- Is the agency eligible? Are they registered as a charity with Canada Customs and Revenue Agency? (You can confirm by calling 1-800-267-2384)
- Where would up to \$500 be most useful? (For example, if a daycare only needs a play structure that costs \$40,000, will \$500 help? Can they raise the rest?)
- How many people will the money help, and who are they? (For example, is it better to provide \$500 worth of new technology for an agency that provides resources to blind people, if that technology can only be used by one client, or buy 20 \$50 books for the agency's library?)
- Does the agency have a good reputation in the community? How do we know? For example, what do our teachers or parents know about this agency?
- Will this grant duplicate any services that already exist in the area? Are there many agencies that offer the same kind of service in the same area of Portage and District?
- What resources does the agency have to ensure the proposed program or project will be a success (e.g.: staff training expertise)?
- Does the grant fit our values? Which values?

Now that you have identified your group's values and discussed what kinds of agencies might fit with those values, you will need a step-by-step process for making your decisions about how to select agencies to visit.

- Make a list of agencies that you think might fit your values. Brainstorm a list for each value/issue you identified. Use the Contact Community Information - A Community Resource Guide for Central Manitobans, the telephone book, the Internet, CFPD Annual Report and any other sources you can think of.
- Pick a list of about 7 to 10 to visit.

### Before the Site Visit

- Make up an information sheet about your Youth Advisory Committee and the Youth in Philanthropy project to give to agencies you will be visiting
- Create questions to be asked during each agency visit.

### Arrange the Site Visit

- Make a phone call to the agency introducing yourselves. If the agency is interested, send them the letter of introduction as a follow-up. (You may want to reverse this step and send the letter first and then follow up with a phone call.)  
NOTE: You may need to schedule your site visit for right after school as many voluntary sector agencies close at 5:00 p.m.

### After the Site Visit

- Complete a site visit report for each agency visit

## The site visit

**Now that you have made your appointment for the site visit, you are ready to go! At the site visit:**

- Introduce yourselves by name and school.
- Give a brief description of the Youth in Philanthropy project.
- Explain that the purpose of your site visit is to learn about the agency and its services to the community.
- Reiterate that the meeting does not guarantee funding.
- Explain the process by which your advisory council will make its decision as well as the timeline involved. Let them know a date when you will be giving them a response.
- When you think that you have all the information you need from them, conclude the visit, ask if they have any additional questions, and thank them for their time.

**After the site visit:**

- Call back to thank them for their time.
- Complete a site visit report.
- Share your report with the rest of your Youth Advisory Group.

## **Questions to ask during the site visit**

It is useful to have a list of the information you need to get from the agency during the site visit. This will help avoid having to contact them repeatedly after the visit.

Think about the criteria you developed in order to decide how to allocate your funds. Do you have all the information to assess whether or not the agency meets your criteria? For example, you may want to ask:

- Are you a registered charity and may we have the number?
- What are the problems or issues your agency is trying to address?
- What are your programs and whom are they targeted toward?
- If we were able to grant you up to \$500, how would you use it?
- May we have an annual report?
- Does anyone else do what you do in your neighborhood? If so, how are you different?

## **Other questions to consider after the visit**

- Does the staff at the agency have the training and expertise to undertake the proposed program or project?
- Can you determine the financial situation of the agency? Do they have a significant deficit?
- How will we know if it was a “good” or useful grant?

## Site visit report

An example

**Agency visited: ABC Daycare**

**Date: February 13, 2002**

**Participants:** Jane Jones, Executive Director  
Sara Smith, YAC Member  
Jeff Gray, YAC members

**Charitable Tax Number: BN000000000 RR001 or equivalent**

I made the first phone call to the Executive Director of ABC Daycare, Janet Jones. She said that we could come over for a tour to get to know more about what they do and what they need. Sarah and I arrived just before lunch and the kids were still outside. The play area outside was not very well cared for, as there was almost no grass and very little equipment. There is a really nice park within a block that has good playground equipment, according to the Executive Director.

Inside we saw all the art supplies piled in one corner. Janet said they could really use some shelving and organizers for the small toys and supplies. After the kids washed up for lunch and were seated, we went into the nap room. Apparently the daycare is in need of new nap cots and the ones they are using are not up to regulation standards. They looked OK to us but the Executive Director said they are not high up enough off the floor.

There are several items that this daycare could make good use of including new cots, shelving for supplies.

Recommended amount of funding \_\_\_\_\_ for \_\_\_\_\_.

\_\_\_\_\_

\_\_\_\_\_  
Signature(s); YAC member(s)

## Agency criteria check list

Criteria	Agency	Agency	Agency	Agency	Agency	Agency
	ABC Daycare					
Registered charity:						
Fits our value(s) _____ _____ _____ _____						
Agency is the only one in area- no duplicate services						
Agency serves needy clients						
Agency has good reputation for service delivery						

## **Report to CFPD Board of Directors**

### **WHAT ARE YOUR GRANT MAKING RECOMMENDATIONS?**

- Name of agency
- Charitable Registration Number
- Description of the project
- Amount of grant

### **ARE THERE OTHER SUBJECTS THAT YOU WOULD LIKE TO ADDRESS?**

- What you learned about the voluntary sector and charitable organizations;
- Interesting aspects of making grants;
- A particular story about a particular agency;
- An issue deserving greater attention from the Winnipeg Foundation;
- Your most difficult decision as a group;
- Observations about how endowment funds operate;
- Recommendations to improve the “Youth in Philanthropy” initiative;
- Ideas for how the program should operate in your school next year;

Note: YAC Reports are expected before Spring Break of each year. This is to ensure they will be on the agenda for the April Board Meeting.

# Celebration Time!

An evening of celebration will be held in the spring.

The CFPD Board of Directors, Thomas Sill Foundation representative, other participating schools, friends and family will be invited to a celebration evening. Each Youth Advisory Committee will make a brief presentation and present the cheques to the grantees (20 to 30 minutes).

(5 minutes to introduce your program and 3 minutes for each presentation)

## Public accountability

### What the newspaper report might say

### Youth in Philanthropy Program in Portage

The Community Foundation of Portage and District is partnering with the Thomas Sill Foundation in a new six-year program valued at \$42,000. The Thomas Sill Foundation is initiating a “Youth in Philanthropy” program in rural Manitoba and Portage is fortunate to be selected as one of the first four test sites.

The idea is to engage young people from our two high schools, Arthur Meighen High School and Portage Collegiate Institute, in philanthropy. Each school will be responsible for designing the structure for its “Youth Advisory Council” using the guidelines provided. The intention is to provide leadership development opportunities for participants to gain a deeper understanding of “community”, volunteerism and public service.

The Thomas Sill Foundation will grant \$7,000 per year for the first three years and the Community Foundation of Portage and District will sponsor another \$7,000 per year for the last three years. Each school involved will receive \$3,500 per year; \$2,500 will be for direct grants to qualified charitable organizations and \$1,000 will be for expenses incurred by the “Youth Advisory Committee.” Any balance of the \$1,000 may go to a “school endowment fund” at the Community Foundation of Portage and District.

Each Youth Advisory Committee has the opportunity and responsibility to research the activities of various registered charities in the Portage area. They recommend grants of up to \$500 and offer general advice to the Board of the Community Foundation of Portage and District. Each Youth Advisory Committee will build capital in their High School Philanthropy Fund—the income from which will be dispersed in future years.

Youth Advisory Committees are publicly accountable for their recommendations, all of which have been approved by the Board of the Community Foundation of Portage and District

#### Arthur Meighen High School “YAC” Recommended Community Grants:

- \$500 to aaaa for a bbbb
- \$450 to cccc for a dddd
- \$500 to eeee for ffff
- \$400 to gggg for hhhh
- \$350 to iiii for jjjj
- \$300 to kkkk for llll

Portage Collegiate Institute “YAC” Recommended Community Grants:

- \$500 to aaaa for a bbbb
- \$400 to cccc for a dddd
- \$500 to eeee for ffff
- \$300 to gggg for hhhh
- \$300 to iiii for jjjj
- \$500 to kkkk for llll

Arthur Meighen High School Philanthropy Fund:

- Capital Contributed by the Class of 2002--\$400.00
- Total Contributed Capital in Fund--\$400.00

Portage Collegiate Institute Philanthropy Fund:

- Capital Contributed by the Class of 2002--\$400.00
- Total Contributed Capital in Fund--\$400.00

Community Foundation of Portage and District

Our Vision is to be a community leader, a catalyst and a trusted agent for philanthropy,  
benefitting our community, today and forever.

P.O. Box 1153  
Portage la Prairie MB R1N 3J9  
Phone 274-2442

# Part 3 -Anchors

## Youth in Philanthropy Project Guidelines

This project will engage young people from Portage in building the capacity of charitable organizations. Our intention is to provide a leadership development opportunity that will give participants a deeper understanding of "community", volunteerism and public service. A further objective is to teach young people about the concept of creating a legacy for those that follow.

This is a pilot project that will be conducted in partnership with Arthur Meighen High School and Portage Collegiate and is subject to School Board approval. Each school will be responsible for designing the structure of its "Youth Advisory Committee" (YAC), assigning a teacher advisor and providing feedback to the Community Foundation of Portage and District (CFPD) as part of an annual review process. The Thomas Sill Foundation will fund the first three years and CFPD will continue this program for another three years.

We envisage the "Youth in Philanthropy" project having 6 component parts to be delivered annually:

1. Introductory Exercise A half-day workshop during which the new participants will have the opportunity to learn about the role and activities of CFPD. Students will be provided information about other YAC programs and will have full opportunity for questions and answers.
2. A Review of Charities Each YAC will undertake research to determine which registered charities in the Portage area could be appropriately considered for financial support by the student body.
3. Endowment Building Each participating school will establish an endowment called the High School Philanthropy Fund. It will form part of the consolidated trust of the Community Foundation of Portage and District and will earn annual income and operate on the same basis as all other funds. Each YAC will undertake some fundraising activity that will provide a contribution of capital to its High School Philanthropy Fund.
4. Grant Making Each YAC will recommend grant distributions to registered charities in the Portage area but with the suggestion that a minimum of 5 charities be selected. CFPD will provide a base level of \$2500 each year. Any interest incurred by the School Philanthropy Fund will go into the endowment until the fund reaches \$5000 at which time the school may use the interest to fund projects.
5. Presentation Each YAC will make a presentation to CFPD in April to recommend which charities will receive grants, their specific activities during the school year, their observations with respect to the program and any general recommendations.
6. Workshop YAC members will be invited to a half day City Wide Workshop in October to exchange ideas and plans for the coming school year.

Each participating school will receive \$1000 for its discretionary use to cover annual expenses related to the project. Should the project be suspended in a participating high school, annual income from its "Philanthropy Fund" may be used by CFPD for general community grants to charitable organizations.

## Vocabulary: 12 Definitions

**CAPITAL:** Cash, stocks, bonds and other valued property.

**ENDOWMENT:** The investment of capital in perpetuity so that its value is protected while its annual earnings are spent.

**FUND:** The gift of capital contributed as an endowment by a donor, a family, a group of individuals or an agency and accounted for separately so that its annual revenue can be directed according to the provisions of the fund.

**COMMUNITY FOUNDATION:** A charitable organization which consists of many endowment funds for the purpose of pooling the capital to improve total return and reduce administrative cost and for the purpose of identifying community needs and providing grants to assist other charitable organizations.

**BOARD OF DIRECTORS:** The governing body of the community foundation, which is ultimately responsible for its leadership, its grant making and the stewardship of its capital.

**YOUTH ADVISORY COMMITTEE:** A group of young people who give advice to the Board of Directors.

**TOTAL RETURN:** The income generated through the investment of capital, which may be in the form of interest payments, dividends or capital gains.

**ANNUAL REVENUE:** The part of total return that is available for spending each year.

**CHARITY:** A non-profit organization that offers public service and has been given a charitable number by Revenue Canada.

**SITE VISIT:** Fact finding visit by a grant maker to a charitable organization.

**GRANT:** A contribution of money by a community foundation to a charitable organization to accomplish or assist with some worthwhile project.

**ANNUAL REPORT:** A public presentation of information for accountability.

## Websites

**Canadian Customs and Revenue Agency** (to confirm charitable numbers)

[www.cra-adrc.gc.ca/tax/charities](http://www.cra-adrc.gc.ca/tax/charities) and click on “List of Charities”

**International Youth Foundation** – [www.youthactionnet.org](http://www.youthactionnet.org)

**Community Foundations of Canada** – [www.community-fdn.ca](http://www.community-fdn.ca)

**Community Foundation of Portage and District** – [www.community-fdn.ca/portage/](http://www.community-fdn.ca/portage/)

## Job Description for an Adult Advisor

*The following description is the opinion of 51 YAC members interviewed at the 2000 Community Foundations of Canada Conference in Ottawa*

- Organize
- Encouraging and supportive
- Doesn't get involved "too much"
- Points out our weaknesses with constructive criticism
- Shares knowledge and experience without preaching
- Gives youth almost complete control
- Steps in when appropriate
- Trusts us even if we look completely lost
- Respectful and fair
- Open to new ideas
- Dynamic and creative
- Patient and understanding
- Recognizes who we are
- Non-judgmental
- Young at heart
- Energetic
- Treats us like adults
- Optimistic
- Not overwhelming
- Trustable and trusting
- Fun and easy going
- Constructive

## **Newspaper Clippings**