



**BRIDGES**

2017 Community Report

**we are one**





# we are one

"If you have come to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us **work together**."

At their 2017 Summer Institute, our Bridge Builders CHANGE Fellows selected this quote, from Aboriginal activist and educator Lilla Watson, as a paradigm for youth-led social change in Memphis.

It was a timely reminder of BRIDGES' mission: to unite and inspire diverse young people to become confident and courageous leaders committed to community transformation.

Above all else, Bridge Builders are leaders who first *unite* across the deepest divides. **Out of many, we are one.**

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**Bridge Builders**

# by the numbers

more than

**6,000**

total youth  
participated.

**95%**

feel they've increased their  
leadership skills and character.

**1,206**

students enrolled in Bridge Builders  
COLLABORATE from **129 schools**  
and **60 zip codes**.

**94%**

are now engaged in  
community service.

**92%**

say they've developed lasting  
friendships that cross racial  
and socioeconomic divides.

Our full-time evaluator conducts rigorous qualitative and quantitative assessments of our programming year round. This data allows us to make nimble, participant-informed improvements in real time, craft smart and strategic long-term goals, and track the ongoing impact of the Bridge Builders experience on our alumni into adulthood. For more information on BRIDGES' methodology, outcomes and improvement areas, visit [BRIDGESUSA.ORG/OUTCOMES](https://BRIDGESUSA.ORG/OUTCOMES).



**one  
program  
3 paths**

**Bridge Builders**

# connect

Facilitated by BRIDGES' AmeriCorps service members, CONNECT gives 6th-12th grade students a taste of the Bridge Builders experience.

These workshops bring meaningful topics to life, from effective leadership and community connection to racial, environmental, educational and economic justice, and deliver universal outcomes like:

- Stronger relationships through teamwork
- Increased empathy and respect for different viewpoints
- Passion for exploring root causes of systemic problems
- Tools for transforming and resolving conflict

And with our large-scale events like the Gandhi-King Youth Conference, Youth Ignite, and YOUNified, 4,888 total youth experienced Bridge Builders CONNECT in the 2016-17 school year.

**Learn more at [BRIDGESUSA.ORG/CONNECT](https://BRIDGESUSA.ORG/CONNECT).**

**Bridge Builders**

# collaborate

In its 29th season, our yearlong legacy program brought together 1,206 diverse 7th-12th grade students from across the Mid-South.

COLLABORATE starts with a five-day immersive summer conference and continues through the school year with six trainings, community actions, and electives.

All activities are built around an experiential learning cycle: hands-on challenges followed by debriefings that allow students to reflect on what they just did, what they learned, and how they can apply these lessons to their lives.

COLLABORATE yields an enriching, thought-provoking experience that students themselves often refer to as “life-changing.”

**Learn more at [BRIDGESUSA.ORG/COLLABORATE](http://BRIDGESUSA.ORG/COLLABORATE).**

Meet just a few of our COLLABORATE community partners:

- Clean Memphis
- Cloud901 Teen Lab
- LITE Memphis
- Memphis City Beautiful
- Memphis Kids in Nature
- Memphis Police Department
- Memphis River Warriors
- MIFA
- Muslims in Memphis
- Parkview Manor







one  
program  
3 paths

Bridge Builders  
**change**

Situated on the forefront of the global youth-led social change movement, CHANGE is Bridge Builders at its most intense. CHANGE Fellows research, plan and execute strategies to improve the lives of all Memphis youth by organizing other young people and influencing leaders and policy.

In its sixth year, the CHANGE program level included 29 student organizers in five cohorts: The Memphis Youth Union (advancing youth voice in civic decision making), Youth and Police Relations, Gender and Sexuality Equality, Educational Justice (advocating for restorative justice policies in schools), and Memphis Against Sexual Harassment and Assault.

In the summer of 2017, current CHANGERS, alumni, and staff worked together to develop a comprehensive strategic plan for program growth over the next 3-5 years.

**Learn more at [BRIDGESUSA.ORG/CHANGE](https://BRIDGESUSA.ORG/CHANGE).**

# Incarcerated Youth Speaking Out for Change

We believe in the leadership capacity of all youth, and that includes those who've had contact with the justice system.

In 2015, our CHANGE Fellows' research into juvenile justice and school discipline policies led BRIDGES leadership to establish a new joint venture with the Shelby County Sheriff's Office. What initially began as a stand-alone workshop quickly expanded into formalized Bridge Builders programming for youth inside the Shelby County Jail system.

BRIDGES' 2017 IYSOC cohort included seven youth, who received leadership training in public speaking, conflict resolution, and effective change models, as well as Alternatives to Violence Project facilitator certification.

IYSOC members mentor other youth inside the jail system, travel for speaking engagements, and draw upon their own experiences with crime and violence to create practical recommendations for reducing youth recidivism and dismantling the school-to-prison pipeline.

Read their testimonies and creative writing, explore their reform recommendations, and send questions to IYSOC members at [INCARCERATEDYOUTH.WEEBLY.COM](http://INCARCERATEDYOUTH.WEEBLY.COM).





# effective teams don't just happen

When they're not facilitating Bridge Builders youth, our highly trained Team BRIDGES staff work with corporate groups, professional development programs and community organizations to provide dynamic team-building experiences in a "challenge by choice" atmosphere.

Every Team BRIDGES experience is custom designed to help the individual discover his or her leadership style while the group hones key skills like critical thinking, problem-solving, goal-setting, and communication.

Give us a group, and we'll give you a team! Get started today at [TEAMBRIDGES.ORG](http://TEAMBRIDGES.ORG) or call 901.260.3794.

## join us for openclimb nights

Climbers of all ages and skill levels—including first-timers—are welcome to the Jim Boyd BRIDGES Center 2-3 nights per week for our open climb nights. Check out the ClimBLOCK calendar at [teambridges.org](http://teambridges.org), or follow Team BRIDGES Climbing on Facebook.



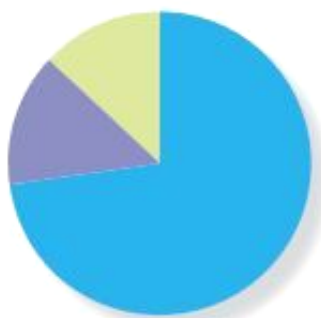


# BRIDGES financial review

## Revenue FY17



	34.5%	Contributions	\$ 908,581
	33%	BRIDGES Foundation	\$ 876,833
	17%	Training fees	\$ 440,409
	6.5%	Grants	\$ 172,648
	6%	United Way	\$ 150,000
	3%	Other	\$ 79,942



## Expenses FY17

	73%	Program	\$2,288,552
	14%	Management	\$ 434,023
	13%	Fundraising	\$ 427,801

*\*Combined BRIDGES USA and BRIDGES Foundation.*

For more information, contact Vice President of Finance and CFO Anne Dixon at 901.260.3799 or [adixon@bridgesusa.org](mailto:adixon@bridgesusa.org).

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Not pictured: **Robin Orgel\***, Community Volunteer

\* Bridge Builder parent

\* Bridge Builder alumnus

## Bridge Builders Leadership Board 2017

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# are you with US?

Bridge Builders youth aren't just the leaders of tomorrow—they're making an impact on Memphis *today*.

**But they need your help to do it.**

A year of Bridge Builders COLLABORATE programming costs \$1,000 per student, but no student is required to pay the full cost, and many qualify for waived fees.

That's why we rely on friends like you, who believe in the relational, transformational power of Bridge Builders. Because giving to BRIDGES isn't charity—it's an investment.

Visit **BRIDGESUSA.ORG/GIVE** to explore our many giving options, including:

- Recurring monthly donations, which help us set sustainable goals for the future
- A one-time \$1,000 gift to sponsor a COLLABORATE student
- Supporting BRIDGES through your employer's giving programs
- Including us in your estate plans or memorial designation
- Transferring appreciated stock
- Arranging an in-kind donation of food or supplies

Questions? Contact Vice President of Development  
Melissa Whitby at [mwhitby@bridgesusa.org](mailto:mwhitby@bridgesusa.org) or 901.260.3760.

# #AmeriCorpsWorks For BRIDGES



BRIDGES 2016-17 full-time service members, from left: Daniel Morrison, AmeriCorps; Lily Stevens, AmeriCorps; Will Cheney, Episcopal Service Corps; Kache Brooks, AmeriCorps; and Luke Waters, AmeriCorps.

We're proud to be a longtime AmeriCorps partner. Passionate, dedicated service members play a vital role in our work at BRIDGES, facilitating both Bridge Builders CONNECT and COLLABORATE programming. Our four full-time AmeriCorps members contributed 6,800 hours of service in their program year, and we welcomed an additional 30 members into summer service roles in 2017.



BRIDGES unites and inspires diverse young people to become confident and courageous leaders committed to community transformation.  
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