PassageWorks is a nonprofit organization dedicated to providing educators with practices and principles that integrate social, emotional and academic learning, and that create relationship-based classrooms that are inclusive, meaningful and engaged.
A Look Back…
In preparing this 2015 Annual Report, we reflected on the past three years, and realized we have a lot to be grateful for. PassageWorks has had the opportunity to work with thousands of educators in schools in Colorado, California, Nebraska, New Hampshire, and beyond. Since 2012, we have increased the number of courses and programs from an average of 7 to over 70 per year, and this has led to a tenfold increase in our product/service related revenue. Our staff and board have grown and developed into an amazing team, and our faculty has doubled in size to 20 experienced education professionals.

We have many visionary contributors and friends who encourage and inspire us, and who support our work. We continually learn from our allies and partners as we collaborate to extend the impact of our collective work in schools across the U.S.

All of these individuals and organizations create ripples of collective impact that extend outward to make a difference in the lives of thousands of students and their families. Creating collective AND sustainable impact is what motivates us and guides our planning for the future.

On behalf of the PassageWorks Team, thank you!
Mark Wilding, Executive Director

The Four Strands of Engaged Teaching and Learning
All PassageWorks programs integrate academic learning with “four strands”.

Cultural Responsiveness in Schools
- Launched a new Culturally Responsive Leadership course in Colorado and California.
- Implemented a year-long school-based equity program for a cohort of teachers.
- Initiated professional learning in cultural responsiveness for all PassageWorks faculty and staff.

SMART in Education™ Mindfulness Programming
- Offered SMART mindfulness courses for teachers in 4 school districts in Colorado
- Conducted over 14 mindfulness courses and programs in 2015
- Introduced Spanish language version of the SMART course.

Two young students getting to know each other in classroom exercise.

Students, parents, teachers, and administrators talk about the opportunities and challenges of high school life.
PassageWorks Creates Impact in Three Ways

Whole School Transformative Learning
Our core work is multi-year school projects, where we support and empower educators with a focus on the school as a “practice/learning community”.
(See link: “Whole School Change”)

Creating Collective Impact with Community Partners
Our next major focus is collaborating with community partners and innovative organizations to create long-term sustainable change in schools and communities.
(See link: CU CSPV Safe Communities Safe Schools)

Changing the National/Regional Conversation about the Future of Education
Finally, we direct some of our resources to positively influence the dialogue on education toward holistic and humanistic initiatives in order to catalyze a movement to transform — rather than reform— education in America.
(See link: Learners at the Center - Education Reimagined)

Increased Demand for Our Work
Our work with educators and schools has grown exponentially over the past 3 years. We have increased the number of courses and programs from an average of 7 to over 70 per year. Consequently, Product/Service Related Revenue at PassageWorks has grown tenfold since 2012. (See chart below)

The Product/Service-Related Revenue above includes revenue from foundations directly supporting specific school projects.
Financials

<table>
<thead>
<tr>
<th>Source of Revenue</th>
<th>2012</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Product/Service Related Revenue</td>
<td>9%</td>
<td>56%</td>
</tr>
<tr>
<td>General Philanthropic</td>
<td>91%</td>
<td>44%</td>
</tr>
</tbody>
</table>

Product/Service Related Revenue increased from 9% of the total revenue in 2012 to 56% of the total revenue in 2015.

Expenses

<table>
<thead>
<tr>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td>$435,275</td>
</tr>
<tr>
<td>2015</td>
<td>$436,589</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$21,958</td>
</tr>
<tr>
<td>Admin/Management</td>
<td>$57,212</td>
</tr>
<tr>
<td></td>
<td>$55,056</td>
</tr>
<tr>
<td>Total Expenses:  </td>
<td>$514,445</td>
</tr>
<tr>
<td></td>
<td>$534,307</td>
</tr>
</tbody>
</table>

Note: Passageworks became the fiscal sponsor of Circle Talk which added $28,868 in revenue with $22,412 in expenses.

PassageWorks 2015 Income with Circle Talk = $584,120
PassageWorks 2015 Expenses with Circle Talk = $556,719

*Total Product/Service Related Revenue in 2015 was $312,494, and includes revenue from foundations directly supporting school projects.

Donors

Foundations

- 1440 Foundation
- Bay and Paul Foundations
- Charles B. Israel Foundation
- Community First Foundation
- Hemera Foundation
- Israel Family Foundation
- Jared Polis Foundation
- John R. Woods Foundation
- Kalliopeia Foundation
- Razoo Foundation
- Arapahoe High School
- Community Fund in Honor of Claire Davis
- The Denver Foundation
- Warner Wells Charitable Fund
- The van Swaay Charitable Foundation

Individuals

- Zosha Amman
- Alison Boggis
- Christina Bordes
- Robert E. Brown
- Thomas Burnett
- Barbara Catbagan
- Jennifer and Robert Chortoff
- Lyn Ciocca McCaleb
- and Robert McCaleb
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- Anonymous Donors

Organizations

- The Wellness Initiative (see link)

2012

<table>
<thead>
<tr>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
</tr>
<tr>
<td>2015</td>
</tr>
<tr>
<td>Year End Net Assets</td>
</tr>
<tr>
<td>2015</td>
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In 2015 PassageWorks Institute became the proud fiscal sponsor of Circle Talk. CircleTalk programs are inspired by the principles and practices of Passageworks’ curricula, which Deborah Skovron customized and field-tested at the Institute beginning in 2010. CircleTalk is a tool to reduce isolation of seniors by engaging members of circle communities in meaningful conversations and personal sharing. Visit CircleTalk at www.circletalk.org

Financials

- Income:
  - Foundations: $318,329, 267,358
  - Individuals: $69,625, 28,200
  - Earned Income*: $130,040, 258,494
  - Other: $5,700, 1,200

- Total Income: $523,694, $555,252

- Year End Net Assets: $78,490, $105,891

- Expenses:
  - Programs: $435,275, 436,589
  - Fundraising: $21,958, 42,662
  - Admin/Management: $57,212, 55,056

- Total Expenses: $514,445, $534,307

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