Our collective responsibility is not only to leave our children a better world, but to prepare our children to make the world a better place.
A Note from the Executive Director

It's time. It's time to invest in our future. Imagine a world where young people are seen and appreciated for who they are — for their unique gifts and perspectives. A world where students are empowered to be resourceful, empathetic, and self aware — to be resilient and courageous — to advocate for themselves and stand up for others. Our collective responsibility is to nurture young people to develop compassion and seek equity and justice. PassageWorks envisions such a world and together we can make it so. Please join us. Please help us. It's time!

Our Vision

PassageWorks envisions a world where creative and empowered learners develop strong social and cross-cultural skills and qualities that help them become conscientious stewards of their communities and the larger world.

Powerful Teachers

Teachers play a critical role in empowering our children for the future. Research has shown that strong teacher-student relationships and inclusive and meaningful classrooms help children:

• Engage and learn
• Excel academically
• Develop compassion and character
• Gain a sense of deep connection with themselves, with others, and the world around them

Qualities of an Empowered Learner

- Self-Aware
- Empathetic
- Resilient
- Courageous
- Socially Responsible
- Resourceful

What We Do

PassageWorks supports educators and families to create inclusive school communities that prepare students to boldly shape the future and contribute to our world.

How We Do It

PassageWorks offers a variety of transformative learning courses, workshops, and whole school projects to teachers, school leaders, and parents. Our approach includes innovative practices and principles that integrate the four strands of our work, namely:

social emotional learning • mindfulness • cultural responsiveness • whole systems thinking
Making a Difference

Our Impact in 2016
In 2012 we offered 7 courses and workshops, and in 2016 we facilitated over 90 courses and programs.

- **9+** Whole School Projects
- **90+** Courses and Trainings
- **1,900+** Educators in over 400 schools
- **40,000+** Students Impacted

Product/Service Revenue 2013-2016

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>$30K</td>
</tr>
<tr>
<td>2013</td>
<td>$155K</td>
</tr>
<tr>
<td>2014</td>
<td>$190K</td>
</tr>
<tr>
<td>2015</td>
<td>$315K</td>
</tr>
<tr>
<td>2016</td>
<td>$365K</td>
</tr>
</tbody>
</table>

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

Our Work is Growing
Our work with educators and schools has grown exponentially over the past 4 years. Consequently, Product/Service Related Revenue at PassageWorks has grown over tenfold since 2012.

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”.

*(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.

*(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.

*(Learners at the Center - Education Reimagined)*
Financials

<table>
<thead>
<tr>
<th>Income</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundations</td>
<td>282,651</td>
<td>201,038</td>
</tr>
<tr>
<td>Individuals</td>
<td>38,440</td>
<td>62,093</td>
</tr>
<tr>
<td>Earned Income*</td>
<td>256,656</td>
<td>358,342</td>
</tr>
<tr>
<td>Other</td>
<td>6,373</td>
<td>1,499</td>
</tr>
<tr>
<td>Total Income:</td>
<td>$584,120</td>
<td>$622,972</td>
</tr>
</tbody>
</table>

Year End Net Assets: $105,891 $60,084

Expenses

| Programs       | 453,161 | 552,492 |
| Fundraising     | 44,037  | 44,911  |
| Admin/Management| 59,521  | 71,376  |
| Total Expenses: | $556,719 | $668,779 |

Note: PassageWorks is the fiscal sponsor of CircleTalk. Total Income and Total Expense reported above includes contributions, course revenue, and expenses of the CircleTalk project.

Source of Revenue

Product/Service Related Revenue increased from 9% of the total revenue in 2012 to 60% of the total revenue in 2016

Donors

Foundations
Arapahoe High School Community Fund in Honor of Claire Davis
Bay and Paul Foundations
Charles B. Israel Foundation
Community First Foundation
The Community Foundation-Serving Boulder County
The Denver Foundation
Hemera Foundation
Impact Foundation
Israel Family Foundation
John R. Woods Foundation
Kalliopeia Foundation
Razoo Foundation
Rollie and Josie Heath Family Fund
The van Swaay Charitable Foundation

Corporations
Employee Matching Gifts
IBM
F5 Networks

Individuals
Jude Blitz and Tom Daly
Alison Boggs
Barbara Catbagan
Jennifer and Robert Chartoff
Lyn Ciocca McCaleb and Robert McCaleb
Aaron Claman and Tova Jäcker
Melody Conway
Kimberly Decker
Julie Dolin and Brad Armstrong
Polly Donald
Gordon Dveirin and Joan Borysenko
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Margery Goldman

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Erica and Will Shafroth
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Debra Silverman
Joan Lee Tou
Vinita Unny and Raghu Gyambavantha
Lizanne and Bill Ury
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Karen and Mark Wilding
Rona Wilensky
Anonymous Donors

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Barb Catbagan
Melody Suits Conway
Ari Gerzon-Kessler
Cathy Hill
Diane Israel
Marilyn Jerde
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Pat Sánchez

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Mark Wilding, Executive Director
Laura Weaver, Director of Transformative Learning
Rona Wilensky, Director of Mindfulness Programs
Vivian Elliott, Senior Associate and Faculty
Lynn Israel, Director of Community Engagement
Vinita Unny, Operations Manager
Christine Aguilar, Learning Community Manager
Lola Clark, Programs Coordinator

Faculty
Noemi Aguilar
Tommy Anderson
Andra Brill
Barb Catbagan
Greg Cocking
Margarita Colindres
Vivian Elliott
Catherine Fink Johnson

Maria Gabriel
Ari Gerzon-Kessler
Batya Greenwald
Sean Guard
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Lisa O’Brien

Karen Recktenwald
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Sporer Scott VanLoo
Linda Wallace
Sue Wright
Laura Weaver
Mark Wilding
Rona Wilensky

Passage Works
3050 Broadway Street, #203
Boulder, CO 80302
303.247.0156 info@passageworks.org
www.PassageWorks.org

In 2015 Passageworks Institute became the proud fiscal sponsor of CircleTalk. CircleTalk programs are inspired by the principles and practices of Passageworks’ curricula. CircleTalk programs follow a customized and evocative curriculum that engages older adults in meaningful conversations. www.circletalk.org

IRS forms 990 are available online or by request. To learn more about PassageWorks and to make a donation, go to pasageworks.org.