



PYE 2016

ANNUAL REPORT

**“If we can get people to the moon we
must be able to empower every young
person with the skills to thrive.”**

Charlie Murphy, PYE Co-founder, 1953-2016



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WELCOME

EXCITING MILESTONES, SPREADING THE MESSAGE AND REMEMBERING CHARLIE

In 2016, PYE had a significant year in our mission to unlock the creative potential of young people. We celebrated the 20th anniversary of the founding of the Power of Hope Youth Camps on Whidbey Island in the U.S. and the 10th anniversary of launching our international work.

Our camp model has been replicated in 10 countries. At least nine independent organizations have grown directly out of PYE's model, including programs that empower young women, support indigenous youth in Canada and build creativity in Uganda. We now work with 30 partners in 15 countries. We are committed to providing creative and transformative experiences for young people and the teachers and professionals who support them. Together, with our partners, we reached over 200,000 young people over the past year with programs that develop confidence, creativity and community leadership.

We are constantly inspired by the stories of impact we hear from around the world. One of those was the story of Jerome, a teenager from the inner-city of Kingston, Jamaica. Jerome rarely attended classes at school and seemed to be on the path toward crime and violence, as was the case for many in his community before him. At the One Love Youth Camp, Jerome discovered a passion for drumming. When he went back to school, he enrolled in the drumming program. His teachers and counselors noticed significant improvement in his school attendance, his willingness to engage, and his positive contributions to the school community.

We see this all around the world. When young people have experiences of being in a supportive, creative community, they begin to see the possibilities for their future. When they see new possibilities for themselves and their communities, it has a profound effect on their life path.

Over the course of 2016, we continued to replicate camp programs, deliver practitioner training, and encourage teachers to empower students. The next level of our efforts is to add new leadership and additional skills and expertise to an already outstanding Board of Directors. We have launched a strategic review to help us focus our efforts to increase our impact.

This year also marked the passing of our co-founder and dear friend Charlie Murphy on August 6. Charlie was truly one-of-a-kind, with an extraordinary ability to inspire the best in people. He once famously said, "If we can get people to the moon we must be able to empower every young person with the skills to thrive."

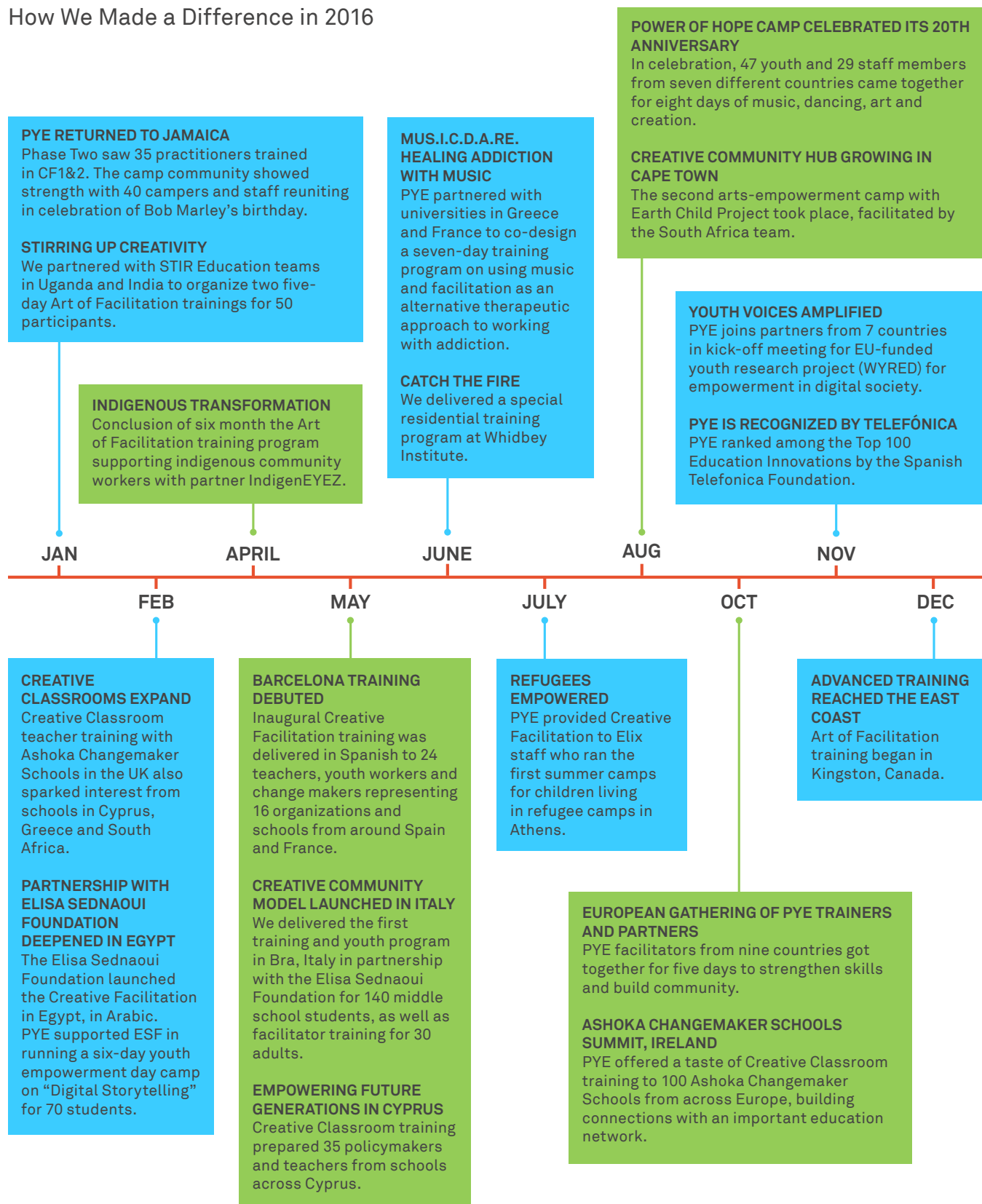
As we continue forward, we honor Charlie's tireless efforts to fulfill a vision that we all share: to provide every young person with an opportunity to unlock their potential. We'd like to thank everyone who is with us on this journey.

Ian Watson
Chair and Co-founder

Peggy Taylor
Interim CEO

PYE IN 2016: HIGHLIGHTS AND ACCOMPLISHMENTS

How We Made a Difference in 2016





MOMENTS OF EMPOWERMENT

TEACHERS IN CYPRUS FIND WAYS TO ENGAGE MIGRANT STUDENTS



Maria and Natalia are secondary school teachers in Nicosia, Cyprus. In May, they participated in PYE's Creative Classroom training that combined experiential education, cutting edge group facilitation, and arts activities.

As a result of her training, Maria experimented with introducing storytelling tools in her Information Technology classes to teach concepts like programming. She reported, "The students are much happier engaging with the course material through creative activities."

Natalia used the visual arts techniques she learned to encourage migrant students to share their experiences of leaving their country. She said, "The students who tend to participate the least in the class were the most engaged. Students were able to express their emotions more freely and felt supported".

YOUTH WORKER IN JAMAICA SEES TRANSFORMATION



Jenna Waite is a Guidance Counselor in Jamaica. She attended PYE's Creative Facilitation training before working at the One Love Youth Camp in Jamaica. Jenna shared, "The Creative Facilitation training taught me so much about myself, my strengths and weaknesses, about working with other facilitators, and managing and responding to participants' needs. The camp participants really opened up to each other. I watched closely as scared and shy students transformed into friendly, confident risk takers over the course of the camp. Their school teachers tell me that they have become more sociable and more willing to get involved in school activities. The Creative Facilitation's tools helped me create more diverse group counseling and lesson plans. Being able to change the energy of a session through the use of music and the arts has paid off immensely with students who are more engaged and productive."

CANADIAN TEENAGER APPRECIATES THE EXPERIENCE AND HER LIFE



“Julia” is a typical teenager, who often argues with her parents, doesn’t like doing her chores, and grumbles and complains every step of the way. She participated in the IndigenEYEZ camp, based on the Creative Communities Model.

After Julia came back from camp, mom and dad were shocked to see the change in her. She began helping out, without complaint, and with enthusiasm and positivity! She even hugged her dad when he came home from work. “I realized how privileged I am,” she said. She recalled that one of her fellow campers was growing up in the foster care system, and all this youth wanted was a mom and dad to love them.

When Julia realized how lucky she was, there was an explosion of gratitude and appreciation for what she had. She became motivated to be more proactive in her own wellness and registered for another camp called “Choices.”

Julia was one of 60 teens who attended the IndigenEYEZ youth camp designed to respond to the specific challenges of indigenous youth in Canada.

FACILITATORS IN SOUTH AFRICA USE THE ARTS TO MOTIVATE STUDENTS



Thandile Giyama and Theophillus Booï are experienced facilitators using PYE’s Creative Community Model to make a big impact in the lives of young people in South Africa. Their social enterprise, Goof Edutainment, serves some of the most difficult to reach young people in Cape Town’s biggest townships, as well as kids in independent schools in Cape Town.

Overcoming challenges of growing up in the township motivated the birth of Goof. Theo explained, “I wanted to dedicate my life to changing young people’s lives. I know what it felt like when I was in their shoes and I want to show them there is a positive way to live without falling into crime and risky behavior.”

“The Creative Community Model has changed my life. It allows me to use the arts to equip and empower others. I have witnessed the most beautiful transformations, young people growing, making more positive choices in their lives and taking ownership of their community,” Thandile expressed. “Before discovering this model, I would spend all my time controlling behavior and not focusing on the session objectives. Now I can get the group on task and motivated in minutes. We get more done and at a higher level.”

PARTNERSHIP WITH ELISA SEDNAOUI FOUNDATION OPENS OPPORTUNITIES



ESF's mission is to provide creative learning programs within local communities to empower and engage the next generation of problem solvers through arts, cultural exchange, and facilitation of life skills. PYE partnered with ESF to develop a program based on the creative community model that was adapted to fit with local sensitivities. We then trained local educators and artists how to deliver this program, building skills for working with young people and the group dynamics between adults.

Kasia Skuratowicz, the Foundation's Program Director said, "We wanted to bring a very different transformational experience to a very traditional rural area. PYE helped us create a space where young people can have the opportunity to learn how to solve conflicts, create projects, listen to each other, and feel safe to express their own voice."

ESF began with week-long art education workshops. This year, they inaugurated Funtasia, a permanent cultural center in Luxor (Egypt) that offers weekly after-school classes and year-round activities and offered adult training and youth programs in Bra, Italy. ESF's operations have evolved from a focus on children and youth to also include skills development and creative facilitation programs for adults, thereby increasing their employability.





NEW FRONTIERS

MAKING A DIFFERENCE: SUMMER SCHOOLS FOR REFUGEES OFFERS POSITIVE EXPERIENCES



In June, we partnered with Elix Conservation Volunteers to run a creative education summer program for 200 children, aged six to twelve, living in the Eleonas refugee center in Athens. The children were from Syria, Afghanistan, Iran, Iraq, Somalia, and Pakistan. Many had gone through traumatic experiences in their home countries and during their journey to Greece.

We began by leading a two-day Creative Facilitation training, equipping teachers and educators from Greece with skills, ideas and a strong sense of community. “It was a program that enabled us to immediately become a team. The PYE facilitators unfolded our abilities, handled us with patience, and got us ready for the summer camp with a well organized structure and innovative-creative forms of playing, thinking, and creating,” revealed Elix facilitators, Machi Kanellaki and Eleftheria Karatza.

Together with the core team from Elix, we then designed the structures and daily flow for the upcoming summer school. The team went on to run summer camps through July and August. These supportive and creative activities promoted trust and acceptance amongst the children across barriers of age, culture, language, religion, and experience. For many children, this was the first time they had been able to leave the refugee camp and experience a free environment to be creative, explore, make friends, and learn.

“This has been a very positive experience for the children. We can tell from their smiles and that they do not want to leave when the bus comes to pick them up. They formed in a line to come to the school an hour earlier every morning. The parents told us on every occasion how their children’s behavior has changed thanks to the program,” said Voula Samara, Education Coordinator.

CELEBRATING THE 20TH ANNIVERSARY OF THE CREATIVE COMMUNITY MODEL WITH INAUGURAL CONFLUENCE SUMMIT



The Creative Community Model, now in its 20th year, has spread to 15 countries with translation in seven languages. The model has been adapted to work with diverse groups, from indigenous youth in Canada to teachers in rural India. This was largely in thanks to our growing network of partners and trainers. These wonderful leaders adapted and delivered the model, allowing it to spread and have a global impact.

In October, we brought our global network of trainers and trainers-in-training together for our inaugural Confluence event in Spain. The 34 attendees, who represented 17 cities and nine countries (UK, Spain, Greece, Turkey, Egypt, Italy, France, South Africa and the United States), came together for an immersive week-long training summit.

Working with senior trainers Nadia Chaney, Peggy Taylor, and Silvia Giovannoni, participants deepened their knowledge, learned new skills and received helpful feedback. They also had opportunities to share skills and ideas. This led to a strong sense of community among their international colleagues. They left Confluence inspired with a new level of capacity for leading Creative Community Model trainings.

Nilisha Mohapatra, a seasoned trainer who has led arts-empowerment camps and programs in India and Canada, shared that Confluence gave her a new level of confidence in her facilitation

She said, “Through this training, I was able to tap into a wider range of facilitation presence, in terms of energy, style of delivery, directness of instruction, and the ability to move a group through resistance. I believe I have become more dynamic as a leader, and have built a stronger capacity in facilitating diverse/ challenging conversations.”



EXTENDING OUR REACH WITH MUSIC PROGRAMS TO HELP DEFEAT ADDICTION



This year, we began a three-year strategic partnership, bringing creative facilitation to practitioners across Europe who work with addiction. This program shares music as an approach to helping addicts find purpose. MUS.I.C.D.A.RE (MUSic In Creative Detoxification And REhabilitation) is a partnership between the University of Macedonia (Greece), alternative therapeutic community ARGO (Greece), Psychiatric Hospital Thessaloniki (Greece), the University of Nimes (France) and PYE Global (UK).

Together, we developed a seven-day training seminar on using music as an alternative therapeutic approach to working with addiction. We held the seminar in Greece in June and in France in November.

Kathy Ellwand, PYE MUS.I.C.D.A.RE facilitator and UK project manager, said, "It's been inspirational to meet so many people with common experiences of addiction in different countries and hear how they are working with music to support their own recovery or using music in innovative community projects or therapeutic approaches to help others.

I've been particularly touched by witnessing how music creates a safe space and community, which is an essential part to recovering from addiction. This is where the creative community model can help in this context; music and creativity connects, and it's that connection that brings healing, something that's been highlighted by both academic and community partners on this project."

Our aim is to enable facilitators to implement a deeper understanding of addiction and recovery processes using music and creative arts to better support the people they work with.



FINANCIAL HIGHLIGHTS 2016

Organizational Revenue	Amt in USD	% of Revenue
Release of Restricted Grant	104,133	14%
Direct Public Support	392,081	52%
Earned Income	253,769	34%
Merchandise Sales	2,834	<1%
Investments	69	<1%
Total Revenue	752,885	100%

Organizational Expenses

Operations and Admin	25,146	3.5%
Operations Personnel	101,795	14.5%
Fundraising	515	<1%
Program Expenses	568,124	82%
Total Expenses	695,579	

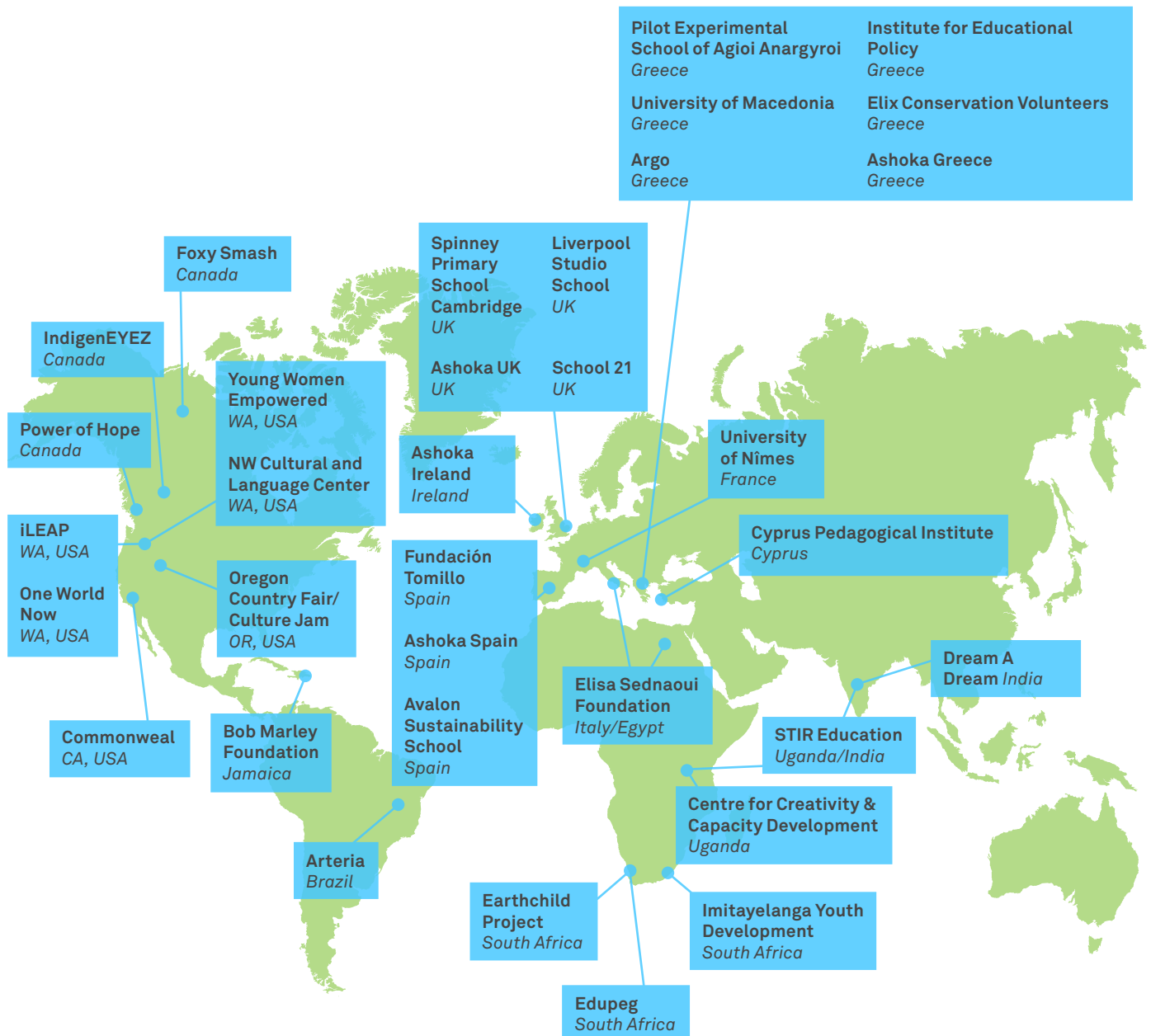
Total Expenses 695,579

Net Surplus 57,306

Operational Expenses: admin related salaries, fixed operating expenses and organizational development. Numbers reflect change in PYE UK accounting methods from cash to accrual basis

WHERE WE WORK

How do we light the spark in youth? It takes a global village! PYE's impact is growing around the world thanks to new and deepening partnerships with these amazing organizations.

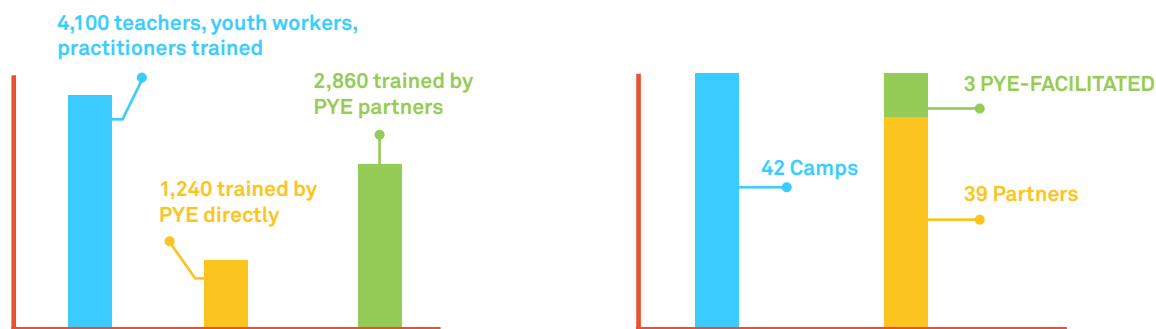
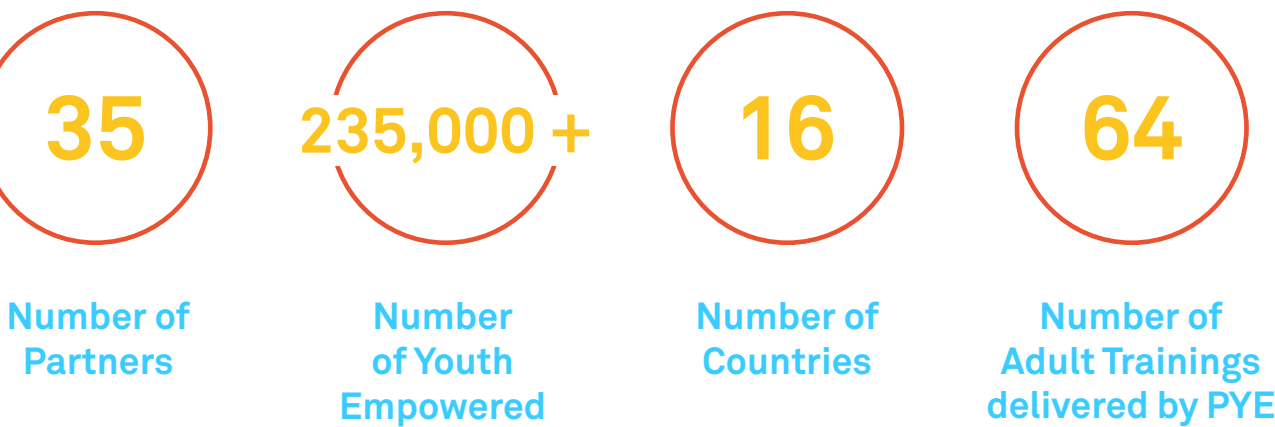


SPECIAL THANKS TO ALL OUR PARTNERS AND AFFILIATES AROUND THE WORLD



2016 IMPACT NUMBERS

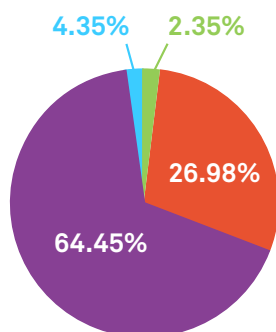
STATS



How did we arrive at these numbers? Practitioners trained directly by PYE were polled and reported an average of 100 youth per year reached with PYE’s Creative Community practices. From our partners and affiliates, we received impact reports about the number of practitioners they’ve trained to use these methods, and the number of youth reached.

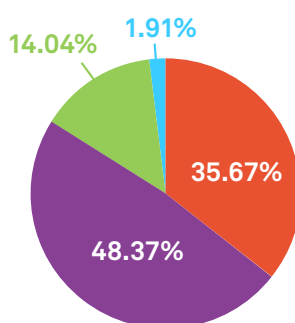
FEEDBACK FROM ADULT TRAINING PARTICIPANTS

How satisfied were you with this training?



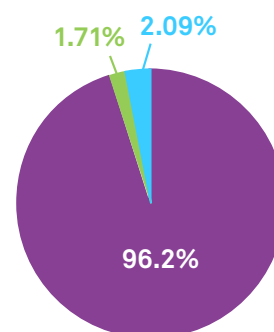
Extremely
Very
Somewhat
Not answered

This training changed how I will work with youth.



A great deal
A good amount
Somewhat
Not answered

Would you recommend this training to a friend or colleague?



Yes
No
Unsure
Not answered

TRAINING TAKEAWAYS

Here are just a few participants' answers to the post-training question, "What was the most important thing you learned or discovered?"

How to create a safe space that allows others to be able to explore their creativity and find their voice.
Barcelona

How much freedom there is once I accept that I am a creative person-which inspires me to help others see that about themselves.
Vancouver, Canada

I have a huge amount of power at my disposal to make the creativity of my students come alive.
Liverpool, UK

Everyone has something to add to the learning process. Everybody has "art" inside them.
Cyprus

To listen deeply, we can learn/experience a lot just by giving space for another to speak.
Seattle, US

Never say no to the creativity of others! Just say yes and accept every challenge.
Greece

How to use art to allow youth to express themselves.
Kingston, Jamaica

Fun, creativity and positivity are an integral part of effective teaching.
Cyprus

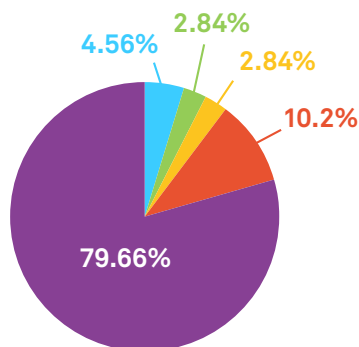
There are simple ways to get people involved and participating and having fun.
Yellowknife, Canada

Patience, respect, value of silence, active listening and creative cooperation.
Greece

FEEDBACK FROM YOUTH CAMPERS

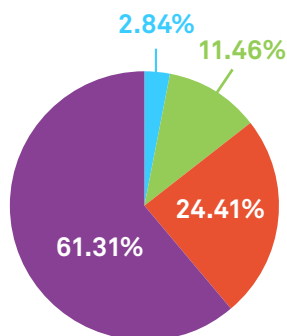
The feedback from youth is consistently glowing - even the most resistant teens. Here are highlights from the youth survey responses stemming from our flagship camps in Whidbey Island WA and Bolinas CA.

How would you rate your overall experience?



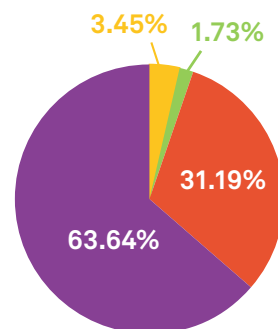
● Very positive ● Somewhat negative
● Somewhat positive ● Neutral
● Not answered

During camp I had positive interactions with adults.



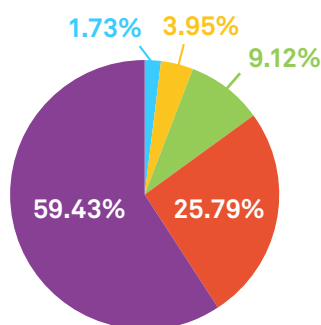
● Almost Always ● Often
● Sometimes ● Not answered

During camp I had positive interactions with youth from different backgrounds.



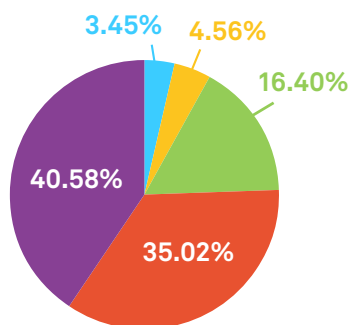
● Almost always ● Often
● Sometimes ● Rarely / Not at all

During this program I learned to express myself on issues I care about.



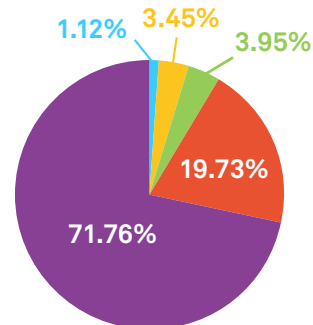
● Almost always ● Often
● Sometimes ● Rarely / Not at all
● Not answered

During this program I took creative risks.



● Almost always ● Often
● Sometimes ● Rarely / Not at all
● Not answered

During this program I learned to appreciate myself more.



● Almost always ● Often
● Sometimes ● Rarely / Not at all
● Not answered

TRAINING TAKEAWAYS

A sampling of campers' answers to the question: "What's the most Important thing you learned?"

How to interact positively with people who are different from me.

I learned to listen to people, to be creative, to love myself more, and to transform the environment I am in.

I learned how to have healthy relationships and that it's fun to speak out in a crowd when there is no judgement.

I can participate in changing the world, help my community and heal my friends.

To be positive and to seek support from my community and give back to my community.

I realized how privileged I am.

How to work in a group and have fun.

That as a young adult - I have more power over my world and my experience of my world than I thought.

When people work together we can accomplish great things and build courage and safety.

I learned about activism, creativity and the amount of love and support a group of people can produce.



IN MEMORIAM: CHARLIE MURPHY - A KIND AND PASSIONATE VISIONARY

July 4, 1953 - August 6, 2016

On August 6, 2016, our co-founder and CEO passed away after a long and valiant journey with ALS (Lou Gehrig's disease). When he was first diagnosed, he told his husband Eric, "We will make this beautiful." And in true Charlie Murphy fashion, they did. During Charlie's final year, he was surrounded with the love and support of his local and global community, his family, and his husband.

Charlie lived a life of service. It started with his role as a musician, standing up for the rights of the gay community, women and minorities. In the 1990s, he turned his attention to working with teenagers. In 1996, he founded the Power of Hope Youth Empowerment through the Arts with Peggy Taylor. Their Creative Community Model, integrating the arts into youth development, quickly became a catalyst for transforming youth work. In 2005, Charlie was awarded an Ashoka Fellowship in recognition of his life-long achievements. He was heralded as a change maker and for his groundbreaking work in the youth development field.

International interest in the model grew. Creative Community-based youth programs and trainings expanded to Uganda, South Africa, Italy, and the UK. Three years later, with Peggy and UK-based entrepreneur Ian Watson, Charlie formed PYE Global: Partners for Youth Empowerment to further the reach to an international level. Charlie, his husband, and theater-artist Eric Mulholland spent several years developing a global network of PYE partners and facilitators, dedicated to bringing creativity and hope into the lives of young people. With over one million youth impacted to date and 30 partners in 15 countries, Charlie's influence continues to grow and promises to flourish in years to come.

Charlie Murphy was one of a kind: an activist, musician, facilitator, teacher, mischief-maker, good friend, and loving husband. He had the ability to inspire the best in people and to draw out a person's hidden wholeness. People who were touched by Charlie's charisma were forever changed. He was a lover of life, a magnetic leader, and a bringer of joy. Charlie enjoyed a good time and throughout his life said, "People who do good work in the world throw the best parties." And indeed, he was right. We miss him so much, but his loving presence will forever abide in the hearts of all who knew him.



THANKS

From individual donors and trainers to family foundations and advisors, we have a lot of people to thank!

DONORS

The support and loyalty of our generous donors is critical to the success and achievements of PYE. We are deeply grateful for all their support. (Donors' names are listed in alphabetical order by category.)

\$100,000 +

Watson Family Foundation

\$20,000 – \$99,999

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Less than \$100

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TRAINERS

We are grateful for the enormous contributions and support our inspirational trainers make, without them we would be unable to spread the Creative Community model. Below is a list of all the people that who helped us deliver our programs in 2016.

Aaron Nigel Smith, Adam Rosendahl, Alan Wong, Andrew Nalani, Claire Gemmil, Claudia Pineda, Ed Wade-Martins, Ella Cooper, Eric Mulholland, Eva Adams-Hart, Frewine Kiros, Gani Naylor, Grace Ibanda, Hanif Fazal, Jackie Amatucci, Julia Pond, Kathy Ellwand, Khari McClelland, Misha Sethi, Mutya Macatumpag, Nadia Chaney, Nikki Thrower, Ntombi Mve, Robin Eisenbach, Silvia Giovanonni, Siyanda Mahlahla, Sola Adebisi, Stephanie Turner, Thandile Giyama, Themis Gkion, Theophilus Booi, Tunde James, Voula Samara

POH WHIDBEY CAMP STAFF

We are grateful to have such a strong and generous community who care about creative learning for young people as much as we do and give time and energy to make the camp happen.

Nilisha Mohapatra, Eva Farah, Molly Billows, McKain Webb-Lakey, Hannah Weatherford, Hazell, Bell-Koski, Lucia Misch, Priscilla Costa, Saeed Abbas, Eliza Hudson, Themis Gkion, Candace Chin, Reid Kuennen, Anna Renau, Jacob Rose, Griffin Salisbury, Mangesh Pol, Gaus Sayyad, Yedda Hay, Alexis Wheeler, Mari Shibuya, Xorissa Ravitz, Alan Ashford, Qwill Duvall, Marta Mulholland, Timothy Hull, Sam Switzer, Seth Garrido, Anna Wolcott