



2022 ANNUAL REPORT

SERVING ALL VESSELS EQUALLY
31 CONCORD STREET
NORWALK CT 06854

MISSION STATEMENT



SAVE INC. is dedicated to supporting,
sustaining, and strengthening youth in
Norwalk



**"It is easier to build strong
children than to repair broken
men." -Frederick Douglass**

Board of Directors

Rev. Roosevelt Ewell, **Chairman**
Kimberly Lucas, **Secretary**
Trevor Kline
Gina Vertus

Eric Fischman, **Vice Chairman**
Tonya Torian, **Treasurer**
Cedric Lawrence
Dwayne Wragg

Community Partners



OUR STORY



SAVE Inc. was created by Rev. Roosevelt Ewell, pastor of Canaan Institutional Baptist Church, Norwalk, CT in November 2006 to help address youth and gang-related violence, empower parents of youth involved in disruptive and violent behavior, connect clergy leaders with youth in one-on-one counseling relationships and get truant youth back into school or into the workplace.

In both 2008 and 2009, SAVE Inc. was awarded both a federal and state grants to service children of incarcerated individuals, ages 12 to 18 and to mentor youth at-risk of gang involvement. Securing a strong foundation SAVE Inc equipped themselves to serve a vulnerable population and to make change. With the support of frontline staff, the agency was able to make great progress in addressing the needs and the abilities of the youth of Norwalk., Strengthening their foundational platform Rev. Ray Dancy was selected as the first executive director and under his leadership he founded many of the relational partnerships that the agency still leverage today. His signature male's group at West Rock's Middle School became the base of the current POP program that is framed around the principals of the National Alliance of Faith and Justice and 400 YAAHC Commission.

As the scope of the agency expanded other programs were established. Check & Connect and YC4J. With the transition of leadership comes an alignment of services and goals. In 2018, SAVE Inc introduced a new Executive Director after the retirement of Rev. Dancy, Pamela George. Ms. George with a background in clinical mental health services expanded the depth of each of the three pillar programs. She led the agency in establishing a new strategic plan that continues to support the youth of Norwalk but shifted away from gang related violence to youth voice and empowerment. Under her leadership many strides were made to align the agency in current best practices and community structures.

With the impact of the global pandemic SAVE Inc. has found themselves in a position to again, reexamine and stretch the scope of the agency's work. This year the Board of Directors announced the elevation of Nicol Ayers as the new Executive Director of SAVE Inc and the expansion of programming to now include four pillar programs with the addition of the Den Food Pantry at Norwalk High School. Spearhead by the work of one of our participants. In this year in review, we see a rebranding of the agency programming, an alignment of national programs frameworks, strengthened and identified the board practices, strengthen up recruiting efforts of the board of directors and program participants and prepared the agency to establish their next strategic plan, diversify funding sources and the work of the next five years.



FROM THE CHAIRMAN OF THE BOARD

A YEAR OF EXPANSION

SERVING ALL VESSELS EQUALLY, INC. (SAVE) HAS MAINTAINED EXCELLENCE SINCE ITS INCEPTION IN 2004 IN NORWALK, CONNECTICUT IN RESPONSE TO YEARS OF LOCAL GANG ACTIVITIES. SAVE INC'S GOALS WERE TO REACH YOUNG STUDENTS THAT WERE DESIRING AN OPPORTUNITY TO DEMONSTRATE THEIR SKILLS AND VALUE. EIGHTEEN YEARS LATER, SAVE CONTINUES TO SERVE THE YOUTH AND THE COMMUNITY. TRULY EIGHTEEN YEARS LATER HAS BROUGHT ABOUT THE TREMENDOUS NEED FOR CHANGE FOR THE YOUTH OF OUR COMMUNITY. WE ARE CONSTANTLY RECOGNIZING THE URGENT NEEDS OF OUR YOUTH AND THE CRITICAL VALUE OF RECONSTRUCTION OF OUR ORIGINAL STRUCTURE.

WITHIN THE SCOPE OF SAVE INC'S WORK, WE CONTINUE TO SERVE THE NEEDS OF INNER-CITY YOUTH THAT HAVE LOST OR ARE SEARCHING FOR THEIR DIRECTION. SAVE STILL OFFERS THE YOUTH THE SKILLS TO INSPIRE THEM TO BE MOTIVATED AND TO STRIVE FOR EXCELLENCE. THEY ARE DRIVEN BY THE REASSURANCE OF THEIR SELF-CONFIDENCE AND SKILLS TO ACHIEVE AND CONSTANTLY BEING REASSURED BY OUR STAFF.

THIS YEAR'S ANNUAL REPORT CONTINUES TO TAKE A SERIOUS LOOK AT THE DEVELOPMENT OF SAVE'S BOARD. WE STRIVE TO FULFILL THE WORK OF THE FLOW CHART OF THE ORGANIZATION. AS WE CONTINUE TO SHAPE THE YOUTH OF THE ORGANIZATION AND LEAVE ROOM TO BE STRETCHED BY OUR YOUTH. SAVE IS RECEPTIVE TO THE VARIOUS LOOKS OF THE ORGANIZATION AS THE YOUTH CONTINUE TO DEMAND OUR FLEXIBILITY. WE ARE COMMITTED TO BECOMING A REVERENT AND EFFECTIVE ORGANIZATION THAT WILL HELP US DELIVER A MORE EFFICIENT AND EFFECTIVE OUTCOME. WE CONTINUE TO HIGHLIGHT WHAT BUILDING A BETTER NORMAL LOOKS LIKE IN THE CITY OF NORWALK. SAVE IS AN ORGANIZATION THAT DOES NOT FLINCH IN TIMES OF HARDSHIP. WE EMERGE FROM THIS YEAR DETERMINED TO DRIVE POSITIVE CHANGE. WE ARE WORKING TOGETHER TO DELIVER WHAT OUR YOUTH AND THEIR FAMILIES EXPECT AND DESERVE, TO CREATE AND SHARE ACTIONABLE KNOWLEDGE, TO CARE FOR OUR YOUTH AND OUR COMMUNITY. WE WILL DECISIVELY RESEARCH SOLUTIONS TO MANY OF THE PROBLEMS FACING OUR YOUTH.



GROWING A TEAM

The organization's strength comes from our stellar staff. We know in order to keep qualified persons we must support and build with them. In the near future we hope to expand programming by filling many of the vacancies that are present in our staff roster. We will be providing lanes of personal growth for each employee and providing training opportunities to ensure that best practices and industries norms can be a part of staff development.

Nicol Ayers, Executive Director



Dr. Eric Lane, Grant Writer-Development



Isabella Crespo, Program Assistant



Darcy Pena, Program Assistant



Our staff is uniquely aligned with the programs that have partnered with Norwalk Public Schools where they work within the school building to bring direct services. The programs work with the social work department, guidance departments as well as school administrators to bring services to identified students. Staff are trained in best practices to work within the school and adhere to school procedures and safety measures.

"The first thing I would like to say is that I am so happy to have found a program for both of my girls. They have learned to be confident, to speak around others, to work as a team with the understanding that everyone's thoughts and opinion matters, and they can make a goal become a reality."-Mom of program participant

IMPACT



80 students **enrolled**
for 2022

"My experience in YC4J has been amazing and has taught me many things. I've met new people who've gone through similar experiences in life as I have. I've learned ways of thinking and different positive perspectives on life. I've also been pushed by people I like to call mentors to push myself and expect better from myself because I can do better."-YC4J student

*100% of students from our middle
school program
that complete our high school
program graduate on time.*

**98% of seniors graduate
and attend
college
enter the workforce or
training program**

"The Den was open to give groceries to help people in need, but sometimes it can be hard to put pride aside and ask for food. When I received some bags of food this summer my mom was so happy and surprised that a school had a pantry that could help us. We enjoyed everything we got but did not ask for more. Sometime later my family was experiencing financial challenges. My parents could not afford to buy as much groceries as they could before. Even with my sister (high school student) pitching in to help with groceries, it felt like buying food was a burden. That is when we asked our parents if we could ask for some help from the school pantry, my parents hesitated. My sister and I spoke to Ms. Nickey about it and she walked us down the hall and told us to help ourselves. She gave us bags of food with a variety of groceries that were so good and talked to us about different recipes and food choices. We got everything we needed and wanted. I felt awkward for having to ask for free food but I am comfortable with just asking Ms. Nickey if we can take a trip down the hall to the DEN."-NPS student

**Over 50 families
served by the
DEN Food Pantry**

OUR OUTREACH



SIGNATURE PROGRAMS

CHECK AND CONNECT (EST. 2006) IS A DROPOUT PREVENTION PROGRAM BASED ON THE FOUNDATION THAT STUDENTS NEED HELP MEETING THEIR ACADEMIC GOALS. THE PROGRAM USES MENTORS TO CONNECT DEEPLY WITH STUDENTS WHO ARE STRUGGLING AND PROVIDES CONTINUOUS MONITORING OF EACH STUDENT'S PERFORMANCE.

PEN OR PENCIL (EST. 2009) IS A PLAY ON WORDS. PENITENTIARY OR PENCIL IS AN INNOVATIVE APPROACH TO TEACHING AND INSPIRING YOUNG PEOPLE WHO ARE STRUGGLING THROUGH TODAY'S INTENSE SOCIAL, ENVIRONMENT, FAMILY AND SCHOOL DYNAMICS.

YOUTH COUNCIL FOR JUSTICE (YC4J) (EST. 2013) IS A YOUTH-LED, ADULT SUPPORTED SOCIAL JUSTICE PROGRAM THAT EMPOWERS YOUTH AGES 8 - 18 TO EXPRESS THEMSELVES AND TO TAKE APPROPRIATE ACTION ON THE ISSUES THAT AFFECT THEIR LIVES. ISSUE AWARENESS FORUMS ARE CONDUCTED AT SCHOOL AND ADVOCACY CAMPAIGNS ARE INITIATED TO BRING THE IDENTIFIED CONCERNS TO LIGHT.

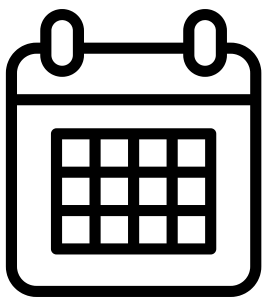
THE DEN (EST 2022) A FOOD PANTRY THAT IS LOCATED AT NORWALK HIGH THAT CAN BE ACCESSED BY STUDENTS TO HELP OUT WITH FOOD INSECURITIES.

WERE WE ARE GOING

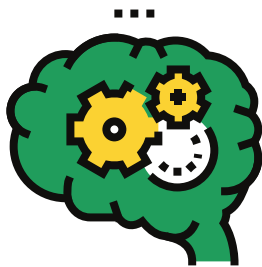
SERVING ALL VESSELS EQUALLY, INC. (SAVE INC.) PRODUCES TRANSFORMATIVE CHANGE FOR NORWALK YOUTH THROUGH OUR MENTORING AND LEADERSHIP DEVELOPMENT PROGRAMS, WHICH EMPOWER, REDUCE DISRUPTIVE BEHAVIOR, AND DEVELOP LEADERSHIP AND LIFE-READINESS SKILLS. WITH YOUR SUPPORT, WE ENVISION A NORWALK COMMUNITY WHERE OUR YOUTH THRIVE IN AND OUTSIDE OF SCHOOL; WHERE THEY HAVE THE SUPPORT, RESOURCES, AND OPPORTUNITIES TO GROW AND SELF-SUSTAIN; AND WHERE OUR YOUTH IN TURN INVEST THAT STRENGTH BACK INTO THEIR COMMUNITIES AS LEADERS AT THE FOREFRONT OF SOCIAL JUSTICE.



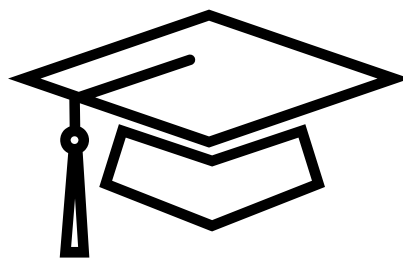
Our impact demonstrates the power of our model



Youth Program
retention
for > 30 days



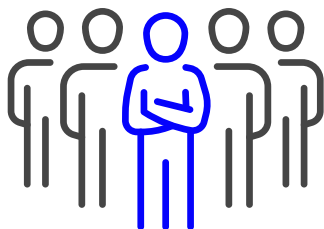
90% of
Youth
acquire new skill



85% on time
graduation rate



80% Youth
development Social
Advocacy Plan



15 Youth
Leader Recruited

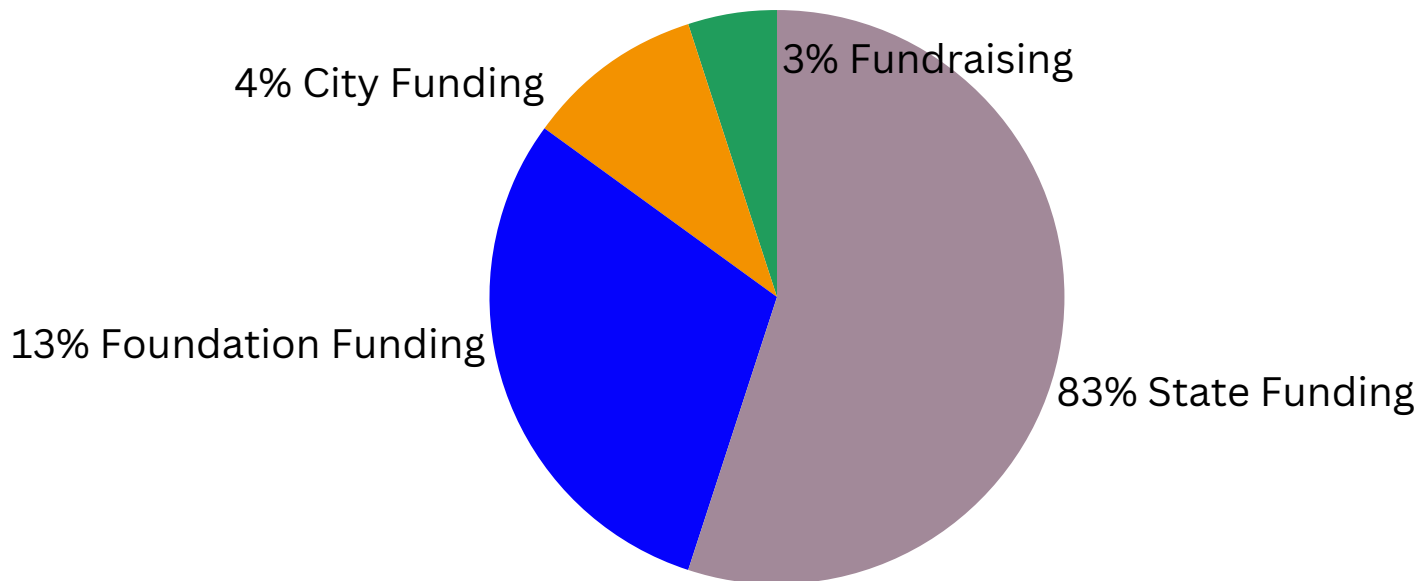


Provide Leadership
roles for alumni

FINANCIAL SUMMARY

Revenue for FY2022

Total Revenue for the fiscal year ending December 31, 2022 was \$163,088, an decrease of 21% over the prior year revenue of \$207,423. This was due to SAVE not receiving a City CDBG Grant, there is also delay in receiving a YVPP State Grant that will be received in FY2023. SAVE is in the 2nd year of receiving a 2 year Directed Local Funds grant from the State of CT. Additionally SAVE received two grants from two local foundations



Expenses for FY 2022

Total Expenses for the fiscal year were \$154,451, representing a 20% increase from the prior year. The increase can be attributed to the increase in programming and salary expenses. This year however we were able to increase our programming and offer more in the way of in person programming as well as promoting our Program Director to Executive Director and employing a Grant Writer.