

resilient • driven • unstoppable • fearless

# We are Civicorps.

ANNUAL REPORT FISCAL YEAR 2017





Civicorps' mission is to re-engage young adults to earn a high-school diploma, gain job skills, pursue college, and embark on family sustaining careers.



The Civicorps FORMULA for CHANGE

Resiliency, Commitment + DRIVE + Rigorous Academics and JOB TRAINING = LIFE SUCCESS

Dear Supporter,

Rafting down the American River with Corpsmembers, many of whom did not know how to swim, I marveled at how brave and trusting they were. As we worked as a team to overcome all that the river threw at us, I reflected on what I experience each day at Civicorps. Our students join us after being demoralized by the failed education, social and criminal justice systems that should have helped them. Yet they bring with them drive, resiliency, commitment — and are not afraid to reach for goals that were previously unobtainable.

Our belief in our Corpsmembers' success, challenges the notion that education and social equity cannot be achieved in Oakland. Our model works and our efforts make it stronger.

I invite you to join us on this ride. We won't give up and we need everyone's help. The waves may be big, the ride may be bumpy, but our journey is life changing.

In Gratitude,

A handwritten signature in blue ink that reads "Alan Lessik".

Alan Lessik  
Executive Director



# SUPPORT

Civicorps provides the support services youth need to overcome barriers, cultivate their talent, and unleash their potential.

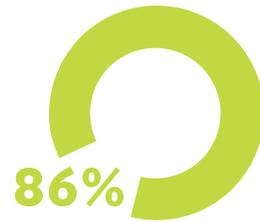
Every student has access to



**2x more support staff**

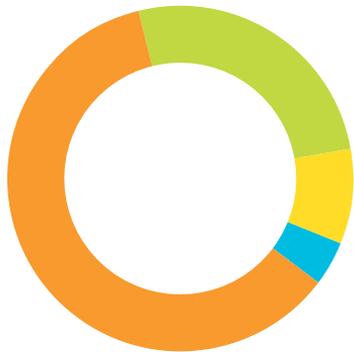
than **teachers**

**1,001** counseling sessions provided in 2016



of students feel that they have the skills to manage their emotions after 14 weeks in the program

# DEMOGRAPHICS



**63%** African American

**25%** Latino

**8%** Asian

**4%** Mixed Race, White & Other



**35%** Female

**1%** Transgender

**64%** Male

**38%**  
Experiencing homelessness

**55%**  
Justice-involved

**31%**  
Have a learning disability

**31%**  
Parents of young children

**44%**  
Victim of violence

**19%**  
Former foster youth

Although 55% of our youth are justice-involved, our recidivism rate is only 4%.



Graduation rate

72%

one of the highest performing high schools in Oakland

One year after graduation,

71%

of graduates are enrolled in college and/or employed.

(2015/16 cohort)

“East Bay Regional Parks District and Civicorps have partnered for over 30 years to provide meaningful work in our beautiful parks. Civicorps Corpsmembers are motivated, hardworking, and excited to learn. We look forward to continuing this relationship for many more years to benefit both our parks and our residents.”  
– Dee Rosario, Director, Ward 2, East Bay Regional Parks District



“You have overcome obstacles and worked hard, harder than a lot of people I know. On behalf of your entire city, I hope you forgive me for saying we are hella proud. Oakland needs you. You’ve got the skills, the achievement; you’ve got the grit and determination. That’s how they make us in Oakland.”

— Oakland Mayor Libby Schaaf at Civicorps’ June Graduation

WITHELMA:

I AM **resilient**

PHIL:

I AM **driven**

ALAN:

I AM **unstoppable**

KATELYN:

I AM **fearless**

We are  
**Civicorps**



“Civicorps was the first place where I got to see what I was capable of and it’s the first place where I got to develop my self-esteem and have exposure to activities that helped build on who I was as a person. It just made me hungrier for more of that.”



## WITHELMA “T” ORTIZ PETTIGREW:

# I AM resilient

A “little girl lost, confused, and at a dead end” is how Withelma “T” Ortiz Pettigrew describes herself before coming to Civicorps in 2007. Growing up in the foster care system, she was transferred between homes over 14 times throughout her childhood. When she spent her 17th birthday in Juvenile Hall, she realized that she needed to change the trajectory of her life.

“I went from all of that, to working in steel-toed boots and a hard hat. I had never even seen nature before Civicorps. Here I am in Yosemite, scared of spiders and camping outside, and I’m the only girl in the group climbing a huge waterfall.”

Years later, T would climb Huayna Picchu in Peru by herself — a demanding hike gaining 9,000 feet of elevation. She attributed this new sense of adventure to her experience at Civicorps.

“Before Civicorps, I was a little girl who thought I couldn’t do anything, couldn’t be anything, and then I came into an environment that understood young people who are what society considers ‘problem children’ and they accepted me and pushed me. So many times I was like ‘I can’t do this’ and my supervisors would be like ‘Yes you can, you’re stronger than this.’”

Civicorps staff helped connect T with opportunities like a Hip Hop Literacy program at Ohio State University where she began to picture college as a real possibility for herself.

T is now a 4.0 college student majoring in Strategic Communications at Morgan State University in Baltimore. She is also a social justice advocate who speaks on behalf of foster youth and victims of sex trafficking. T has testified in front of Congress and she continues to speak on panels across the US related to these issues.

Named one of Time Magazine’s 100 Most Influential People behind President Barack Obama, and one of Glamour Magazine’s 2011 Women of the Year, T has spent the last decade serving as a voice for so many who have had theirs silenced.

“Embrace everything you learn here,” T says to current youth at Civicorps, “We all have failures and downfalls but realize that it’s not how you fall, but how you pick yourself up and keep going that is most important.”



**“I remember that Civicorps had us do a 5-year plan in class and buying a home was a big one on my list. It took a little bit more than 5 years, but hey, I made it to see that dream finally come true!”**



# PHIL MITCHELL: I AM driven

Sitting atop one of the East Bay Parks' many rolling hills during his work breaks, Phil would often look out over the horizon and reflect on how far he had come in such a short span of time.

Like so many young men in Oakland, Phil grew up without an exact roadmap for how he would achieve his dream: to buy a home and to provide for his family. He didn't know how to get there, so he experimented with methods that ended up costing him his freedom.

"I realized that my actions were taking me further away from my dreams rather than bringing me closer to them," Phil said. He was determined not to make the same mistakes again and when a friend told him that he could get a second chance at Civicorps, he called to enroll.

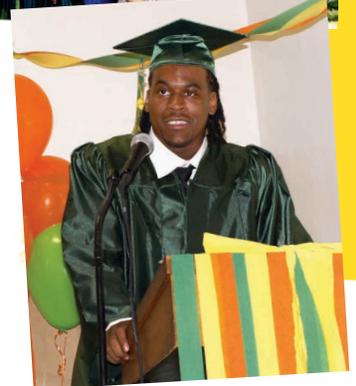
Phil saw Civicorps as the perfect launchpad to get him moving toward his dreams. "I was surrounded by a lot of people with the same goals I had. People at Civicorps were in the process of finding themselves and trying to make positive changes in their lives."

During his time at Civicorps, Phil stacked up as many tool certifications and credentials as possible. Before he knew it, he was a Crew Leader. Later on, he obtained his Class B driver's license and became a truck driver for Civicorps Recycling. Because of his leadership skills, he was promoted to a Supervisor for Civicorps' Job Training Center. With each promotion, he was already looking two steps ahead to determine how he could continue to grow.

Following Civicorps, Phil landed a job with the Oakland Public Works Agency as a Heavy Equipment Operator. He is a first responder in the event of mudslides, and he is part of a team that works their way around Oakland, paving potholes and assisting with homeless encampment cleanup.

"It feels like I'm doing a service for the community by cleaning up the debris and repaving streets around Oakland. I used to play on these streets as a kid and the work I do now feels like something positive I'm giving back to the community," says Phil.

In 2017, Phil signed the papers on his new home, making his longtime dream a reality.







# COMMUNITY NIDAD

AMPA

WILSON O'BRIEN AND  
JOY CREATIONS

OAKLAND MUSEUM  
WOMEN'S BOARD

OMCA  
COUNCIL ON ARCHITECTURE

ROBERTA O'GRADY

IN MEMORY OF  
MARY CHARLES PHOENIX

SHARON O'NEAL

THE FREDERICK G. AND  
HELEN FINOVY FAMILY

CHERIE NEWELL  
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OMCA  
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DAVID LIVER

DAVE COOPER

MCFEAN

TRUDY AND  
BOBBY MOORE

MAHAR

GEORGE

2017





## HIGH-SCHOOL DIPLOMA

Civcorps is the only place a young adult age 18 to 26 can earn a high-school diploma in Oakland.



**46** students graduated with a high-school diploma (26 in December, 20 in June)



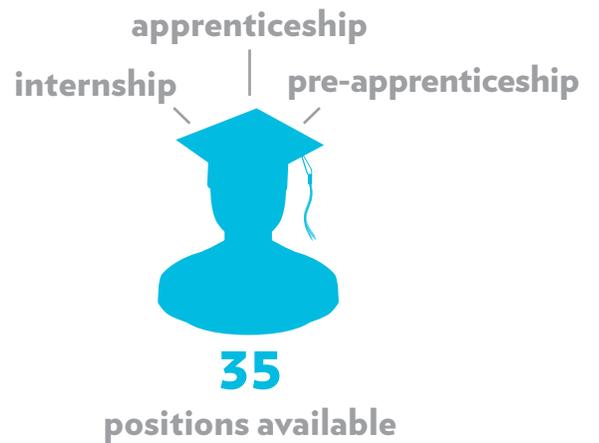
**72,362** educational hours completed

**78%** of students demonstrating growth via Math NWEA quarterly assessment

**87%** of students demonstrating growth via Language NWEA quarterly assessment

## CAREER

Earning a high-school diploma is the first step towards self-sustainability, so we prepare youth for high-demand careers.



### 5 new internship partnerships in FY2017

Kapstone • RecycleMore • St. Mary's Center  
Tech Exchange • California Shakespeare Company



## CIVICORPS RECYCLING SOCIAL ENTERPRISE

Civicorps Recycling provides commercial recycling collection services to businesses throughout Alameda County while it trains young adults to enter truck-driving careers.

### FROM JULY 2016 TO JUNE 2017



**From 802 to 1,150**  
business accounts in one year



**2,085 tons**  
of recyclable material collected



**15** truck-driving pre-apprentices  
driving Class B and Class C trucks



**130,682 lbs.** of E-waste collected



**147** oil inspections performed



**8,017**  
illegally dumped tires collected

## ENVIRONMENTAL CONSERVATION

During job training, youth work on real contracts for some of the largest employers in the East Bay such as Caltrans, EBMUD, East Bay Regional Parks, and more.



**58,195 hours**  
of work experience



**543 acres**  
of wildfire fuel  
load reduction



**51 miles**  
of waterways cleared



**33 miles**  
of trails maintained

ALAN FRANCO:

# I AM **unstoppable**



**“This experience taught me that if I get a bump in the road, to find a way to go around it, swerve, and keep pushing forward. Thankfully, Civicorps gave me the chance to find a different path.”**

**For someone who took pride in being able to help his family financially, when Alan’s back went out due to a work injury, his whole life changed. During the months that he was waiting for recovery, Alan realized that he might not be able to rely on manual work anymore and he was going to need his high school diploma.**

A friend told him about Civicorps and after his surgery, he decided to apply. His feelings about school changed once he got to Civicorps. He found an environment where teachers and staff recognized his brilliance and connected him with opportunities to shine.

“I had dropped out of high school because it felt like nobody cared about whether I learned or not, but at Civicorps, staff went above and beyond. They knew who I was and I felt that they wanted to see me succeed.”

Civicorps staff continuously modified the program to fit Alan’s needs and were able to connect him with paid internship opportunities where he could gain professional skills while his back healed. Once he completed his internship, Civicorps’ Career Counselor encouraged him to apply for a full-time coordinator position at Kapstone Paper — and he got the job!

“I enjoy what I do. It’s fast-paced and I like that we are helping out small businesses in Oakland by making sure their branding shines. This job also introduced me to computer graphics — a field that I never would have known about that I now want to study in college.”

Although his original plans to become a mechanical engineer may have changed due to unexpected events in his life, Alan has no regrets and loves the trajectory he’s on.



## PATHWAYS TO COLLEGE

A significant number of Californians graduate high school unprepared for college-level work. They enter college and are required to take remedial courses which do not count towards their degrees. Studies have shown that students entering remedial programs have extremely high dropout rates.

Since 2012, Civicorps has worked to create a college-going culture, and over the past two years, we piloted a program to prepare our students to enter into and succeed in college. We partnered with Peralta Community College District to increase the academic standards for graduation and now our evening academic program focuses on college preparatory math and English. The result is fewer remedial courses for our graduates, better use for their hard-earned AmeriCorps scholarship funds, and a strengthened ability to prepare for and persevere through college courses.



**78%** of students feel confident that they can handle the pace of a college course



**35%**

**MORE** Civicorps graduates are enrolling in college



**\$84,752** in AmeriCorps college scholarships were awarded in the 2016-17 school year

**“My mind is now set on college”  
— Faby, June 2017 Graduate**

“To others who are thinking about college, I would say ‘don’t hesitate to put yourself out there.’ If you have even an ounce of ‘maybe’ then you definitely can do it.”



**KATELYN CIPRAZO:**

# I AM **fearless**

**The first day of college classes for most freshmen is an exciting, anxiety-inducing time. Students are leaving their families, often for the first time, and moving into adulthood. Imagine going through this transition, not only as the first person in your family to attend a four-year college, but also as a full-time mom with an infant in tow.**

None of this fazes Katelyn, who is already planning which student associations she's going to join at Mills College in the fall (Photography!) and deciding what her major and minor are going to be (Child Development and Art). "I feel like this is an exciting new beginning for me and my son," she says.

When Katelyn was in high school, a conflict with a teacher made her want to avoid school. As a result, she dropped out, but eventually heard about Civicorps through a friend. In the process of working toward her diploma, Katelyn received the news that she would be having a baby.

"At Civicorps, I found one-on-one support from the counselors and teachers that helped me throughout my pregnancy," Katelyn says, "but even more than that, they helped me to find my inner scholar and to fall in love with school again."

As Katelyn earned awards for her academic and work performance, including graduating as an honor society student, the possibility of enrolling in college started to seem more real.

She still wasn't sure how college would be feasible for a new mom without much financial support, but staff at Civicorps' College and Career Center encouraged her to check out an open house at Mills College.

"At the open house I learned more about the college and I realized it was everything I wanted — and that it would be possible for me to attend and take care of my son at the same time. So I said 'okay this is it, I've got to apply.'"

Not only was Katelyn accepted, but she was also given the highest financial aid package available as well as a two bedroom apartment on campus, close to her classes and to her baby.

As she begins this new chapter as a full-time college student, she doesn't worry about her fears holding her back, she's letting her dreams push her forward.



# We are Civicorps.

Donors, we invite you to deepen your commitment through two new donor programs:



## MONTHLY DONOR PROGRAM

Give a donation monthly to magnify your impact.

“Civicorps: Bright minds — filled with hope and discipline and possibilities — at work for a bright future. Why support Civicorps? Why would you not!”  
— Leagrey, dedicated monthly donor since 2012



## LEGACY GIVING CIRCLE

Include Civicorps in your will or estate to ensure that each generation can access quality education.

Last year Civicorps received an exciting surprise: an \$112,000 bequest from the estate of long-time donors, Clyde A. and Margaret Stone. The Stones had been donating about \$50 each year to Civicorps since 1998, and then generously included Civicorps in their will. These funds allowed Civicorps to provide crucial support to students through bus passes, internship uniforms, Safeway gift cards, diapers for their children, and other vital supports that help youth succeed at school and work. We hope you consider leaving a life-changing gift to Civicorps in your will or trust.

To learn more about these programs, check out [cvcorps.org/donors](http://cvcorps.org/donors) or contact [donors@cvcorps.org](mailto:donors@cvcorps.org) or (510) 992-7840.

# FINANCIALS

## REVENUE



<b>25%</b>	Conservation Contracts	\$1,960,940
<b>24%</b>	Recycling Contracts	\$1,920,996
<b>21%</b>	CalRecycle Grant	\$1,643,473
<b>11%</b>	Charter School Revenue	\$893,025
<b>12%</b>	Government Grants	\$922,939
<b>6%</b>	Foundations and Corporations	\$436,889
<b>1%</b>	Donations	\$164,311
<b>100%</b>	<b>Total Revenue</b>	<b>\$7,942,574</b>

## EXPENSES

Recycling	\$1,864,369	<b>25%</b>
Environmental Conservation	\$1,722,775	<b>23%</b>
Academy	\$2,219,039	<b>29%</b>
General and Administrative	\$1,737,363	<b>23%</b>
<b>Total Expenses</b>	<b>\$7,543,546</b>	<b>100%</b>



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FISCAL YEAR 2016-2017

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