Looking back on this past year and all we have accomplished, we reflect on the inspiration we drew from our staff, partners, and donors, but mostly from our youth.

**Our staff demonstrated their relentlessness, our funders, donors, partners' commitment, and our youth's resilience.**

This year we found our basic needs closet having to be replenished more often, our Peacebuilders delivering more groceries, and our youth facing more challenges with housing insecurity. With community violence on the rise, youth struggled to escape the cycle of violence and find peace.

**The youth we serve suffer from trauma; 69% have lost family members and close friends to community violence.** Our mission is to provide them with the supports and opportunities they need to become successful in education, employment, and life. Our funders, donors, and partners' commitment helped our team fulfill that mission.

We focused our work on four critical areas this year.

- **Responding** to crises and mediating conflicts
- **Supporting** our youth's mental health
- **Connecting** youth to education
- **Preparing** our young people for meaningful employment

During times of crisis, COMPASS Peacebuilders worked in the community to de-escalate tension and build peace. When a young person arrived at any of Hartford's three hospitals with a violent injury, COMPASS responded to the hospital, providing trauma-informed care to the patient, working as a family liaison, and defusing any tension outside of the hospital.

We know engaging patients in the hospital during their recovery is a golden opportunity to improve lives and reduce retaliation and recidivism.

Our Crises team responded to 97 crisis calls this year and intervened in over 40 incidents of violence in the community.

**COMPASS is the only street-level, community-based violence interruption program in Hartford.**

62% of our youth decreased their risk level and 53% reduced their engagement in violence, and 59% increased their pro-social relationships. In times of peace, COMPASS
Peacebuilders were on the streets, building trusting relationships with over 213 high-risk youth. COMPASS Peacebuilders had over 13,000 meaningful engagements with youth this past year.

To support our youth’s mental health, we have two Licensed Master Social Workers on staff. We found that our youth were hesitant when we referred them out for mental health support. Bringing this vital service in-house made our youth more comfortable accepting mental health services.

**48% of the youth we serve made gains toward educational attainment.** Many youth we serve are disconnected from education; others may be under-credited or over-aged. Our Educational Specialists worked to reconnect youth to education, whether in traditional classrooms, earning their GED, or obtaining licenses and attending trade schools.

**57% of our youth made gains toward sustained employment.** We are proud of our new Transitional Employment Program. We realize the youth we serve are unprepared for traditional job placement programs; they need basic professional skills. Often, our youth don’t make it past the employment application process. Youth work with Job Specialists who provide basic employment training. We give young people a safe place to fail, learn from their failures, and try again.

Since February, 12 youth have been working at the Joan C. Dauber Food Pantry at Trinity Health. Their week is divided between classroom instruction and on-the-job training. They are learning essential skills that will transfer to meaningful employment.

We recently added two new cohorts to the program.

**Where do all of our numbers come from?** COMPASS's Case Management System, "Navigator," or as we call it for short, NAVI.

NAV1 is a custom app that allows Peacebuilders to access details about every interaction they have with youth, report on youth development, and respond in real-time to changes in a young person’s life. Every Peacebuilder has the NAVI app on their cell phone. Wherever they are, they can update a youth’s progress, record interactions, and track a young person’s growth.

COMPASS continues to invest in our staff, training them in Cognitive Behavior Theory and trauma-informed care. Together with our LMSW, COMPASS Peacebuilders provide life-saving skills, helping youth slow down, stop, focus on what’s in front of them, and make better decisions.
At COMPASS, we have a saying: Hurt People Hurt, Healed People Heal, and Loved People Love.

We thank you for partnering with us in healing our community and building a city where our youth feel safe, live peacefully, and have the opportunity to reach their full potential.

Jacquelyn Santiago Nazario
COMPASS Youth Collaborative
Chief Executive Officer

John Cantillon
COMPASS Youth Collaborative
Board Chair