



photo credit: Kate Fraser

2008-2009 Annual Report

YES!

Introduction

Greetings,

This has been a very significant year for us here at YES!. We entered into our fiscal year and fundraising season as the stock market crashed and a number of our donors lost much if not all of their life savings. Fundraising numbers were dismal, but our spirits remained strong. Many people stretched to give generously and keep YES! afloat, as we reconfigured internally to adjust to the harsh budget climate. Some of our fundraising house parties shifted into support circles for people struggling to weather the storm, maintain their vision, and keep the important work of our times going. Within YES!, we did our part to figure out how to do more with less, hosting retreats in staff and board homes, personally sharing food potluck style at events, and having family and friends support travel and volunteer efforts. With our grounding in community, people have pulled and pushed through together.

We have been exploring what it takes for us to co-create a thriving, just and sustainable way of life for all, and how to support partnership for real change. We have been transitioning from a founder-led organization to one of collaborative leadership. We have been lifting up the gifts, talents and skills of all the staff and our program partners. This has allowed our founder to have a more sustainable life, as well as the opportunity for the rest of the YES! team to step more fully into leadership within the organization.

We would like to share with you some of the notable organizational shifts that illustrate our transition into a collaboratively run organization. Tiffany, after working with YES! for seven years, most recently as Program Manager, has become YES!'s Co-Director. Ocean, our founder, is our other Co-Director. Julie, our National Community Coordinator, has taken on significant programmatic responsibilities to facilitate this transition and is working in tandem with our Development Manager, Nga, to continue to support the organization with a focus on values-aligned fundraising. Our Operations Manager, Lorin, has been taking on the facilitation of many in-house meetings and retreats, and works closely with our bookkeeper, Romy, and both are the “glue” that keeps the office together. And last May, our Program Associate, Jenny, moved on after more than three years of loving, diligent work for the organization.

Shifts are also occurring in our work with our national and international program partners. Together we have been implementing some of our primary values at YES! including: means-to-end consistency, honoring diverse forms of leadership and perspectives, and matching authority with responsibility, so that the people most impacted by the need to carry out a decision have the most influence in shaping it. Partners from the main YES! program areas gathered with YES! staff at our Program Committee meeting to allocate YES!'s program budget and identify this year's related goals and priorities. At that gathering, we committed to expand local and multi-generational work, engage 18–25 year old potential participants, explore and develop our support of alumni, cultivate future YES! facilitators through our programs and continue to implement challenging and meaningful evaluation of our work and programs.

Finally, on the Board level we have brought on two new members, Cate Coslor and Austin Willacy. Both have had strong programmatic engagement with YES! and are passionate and capable partners to our mission. And, three amazing Board Members, Kimberly Carter, Laura Loescher, and Richard Glantz, transitioned out but remain committed to supporting YES! in different ways. We give thanks to them and look forward to their continued involvement.



photo credit: Emily Webb

Many of you know YES! as being synonymous with our dear friend and founder, Ocean. As our staff and organizing partners step into more responsibility and leadership, we greet spaciousness for growth, development and self-empowerment for all of us, including Ocean. There is a new face of YES!—it is the many faces of all of us who make this work happen. And we are committed to transformative social change—from the inside out. As we step into each new stage of our evolution, we invite you to step into it as well.

With gratitude for your partnership, and enthusiasm for all we will yet do together,

Julie Pennington,
National Community Coordinator

Lorin Troderman,
Operations Manager

Nga Trinh-Halperin,
Developmenta Manager

Ocean Robbins,
Founder & Co-Director

Romy Narayan,
Administrative Support

Tiffany Brown,
Co-Director

About YES!

YES! connects, inspires and collaborates with young changemakers in building thriving, just and sustainable ways of life. We primarily serve a diverse population of young people, sometimes in a multi-generational program setting, committed to positive social change and values that affirm life, justice and peace. Participants range widely across race, class, ethnicity and gender. Our goal is to expand the vision and effectiveness of the young people who will help to shape the new Millennium and help them grow into a lifetime of service.

Since 1990, YES! has spoken to over 675,000 students and organized more than 100 week-long gatherings for visionary young leaders from 65+ nations. YES! works at the meeting point of internal, interpersonal, and systemic transformation. We bring sustainability, means-to-ends consistency, partnerships across historic divides, and intentional space for the role of love and spirit, into social change movements worldwide by convening transformational gatherings and building lasting partnerships with diverse social entrepreneurs.

Our Finances

THANK YOU TO 2008-2009 MAJOR SUPPORTERS:

Visionary Partners Circle Members (\$1,000 or more per year for five years)

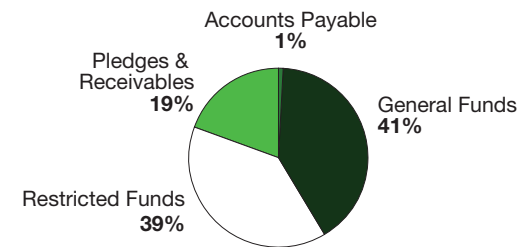
Alexandra Snyder, Amrit & Preet Marwaha, Amy Metzenbaum & Joel Yanowitz, Amy & Neal Levin, Angela Sevin & Mark Stafford, Anonymous, Ashley & Parker Johnson, Avi Peterson, Barbara Green, Barbara & Christopher Wilson, Betsy & Jack Rix, Carol Carlson, Carol & Don Dow, Carol Newell, Carolyn Cavalier, Carli & Steve Szymanski, Claudia Wells, Cory Ritchie, Courtney Hull, Debbie Rennels-Salkind, Deborah, Drysdale, Diane Troderman, Elaine Seiler, Ellen Furnari, Geraldine Lopez, Govinda Quish, Greg Cortapossi, Hans Schoepflin, Helen Gemmill, Jamie Jeffries, Jeffrey Leifer, Jill Reber & Robert C. Hamer III, Jennifer & Jay Wood, John Chen, John Densmore, Judith & Michael Bissonnette, Margo & John Steiner, Kay Lee, Kindle Project, Laura Loescher, Lee Slaff, Leslie Goldstein, Leslie Neal, Lisl Schoepflin, Lynne & Bill Twist, Mariana Bozesan & Tom Schulz, Marie-Elizabeth Mali, Marion Hunt-Badiner, Mazal Foundation, Marna Broida, Melanie & Mike MacKinnon, Melissa Stuart, Michael Steiner, Miles Smith & Sue Bingham, Nancy Stetson, Nuria Latifa Bowart, Olivia Boyce-Abel, One Foundation, Patricia & Rowland Rebele, Patti Breitman & Stan Rosenfeld, Phillip Garrison, Rebecca Jones, Robin Beck, Saori & Mike Kappus, Shelby & Thomas Reynolds, Shirley & Paul Dean, Sophia Bowart, Stephanie Sutton-Flanagan, Susan Griffin Black, Tesa Silvestre, Theo Ferguson, Tracy Gary, Sustainlane.com, Virginia Hughes

\$1,000+

AEPOCH, Ainsley-Hicks Fdn., Albert's Organics, Amy & Glenn Bacheller, Ani Moss – Moss Fdn., Anonymous (4), Ariel Nessel, Aveda Corporation, Barbara Martin, Be Present Inc., Ben & Ruth Hammett, Bill Graham Supporting Fdn. of the Jewish Community Endowment Fund., The Bright Horizon Fund at the Community Fdn. of Santa Cruz County, Burt Family Fdn., Calvert Giving Fund, Carolyn Cavalier Rosenberg Philanthropic Fund – a donor-advised fund of the Jewish Community Endowment Fund of the Jewish Community Federation of San Francisco, the Peninsula and Sonoma Counties, Chenstein O'Malleysven Fdn., Chutzpah Fund of the Philadelphia Fdn., Common Future Fund of RSF Social Finance, DEF Fund, a Donor Advised Fund of Combined Jewish Philanthropies, D.B. Grazie Fund of the Vanguard Charitable Endowment Program, Deo & John Robbins, East Bay Community Foundation, David Brown Fund, EnviroKidz, Esther Campos, Falcon Trading Company, Fetzer Institute, Firedoll Fdn., Fidelity Charitable Gift Fund, Kimberly & Foster Gamble–Clear Compass Media, Fdn. for Global Community, Fred Gellert Family Fdn., Grant Abert, Harvey L. Miller Family Fdn., Hidden Leaf Fdn., Howard Rosenfeld & Sheryl Leach, Hull Family Fdn., Jeanne & Michael Morency, Kalliopeia Fdn., Katz Family Fdn., Leonard Kurz, Manauvaskar Kublall, Margaret Carter, Margaret Mellon Hitchcock Fdn., Marion Webber, Marjorie Fasman, Mark & Tisha Hendriks, Max & Anna Levinson Fdn., Mel Bankoff, Michael Hannigan, Mitchell Kapor Fdn., Nature's Path Foods Inc., Neale Family Fdn., Nelson & Evelyn Lehrer, New Visions Fdn., Nicole Ullman, Not Just Us Fdn., obaboa Fdn., One Fdn., Panta Rhea Fdn., Parasol Tahoe Community Fund, Peapod Foundation, a Charitable Services Fund of the Entertainment Industry Foundation (EIF), with support from the Adobe Foundation (AF), Presidential Life Insurance Co., Purple Lady/Barbara J. Meislin Fund – a donor-advised fund of the Jewish Community Endowment Fund of the Jewish Community Federation of San Francisco, the Peninsula and Sonoma Counties, RSF Social Finance, Sandy Gottstein, Serendipity Fund with the Parasol Tahoe Community Fdn., Silent Gong Fund – a Calvert Giving Fund, Southwest Airlines, Steiner-King Family Fdn., Steve Fox, Sunridge Farms, Sunshine Fund – Boulder Community Fdn., Sunshine Smith, The Director's Discretionary Fund of the Jessie Smith Noyes Fdn., The Grace Jones Richardson Trust, The Phoenix Family, The Whitman Institute, Threshold Fdn., Tides Fdn., Todd Koons, TRA Fund, United Natural Foods, University of California San Francisco, William Donner Fdn., Women's Fdn. of California, Women's Fdn. of Minnesota, Youth Development Fdn.

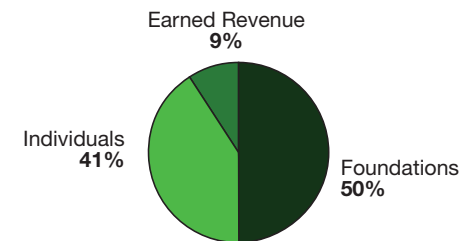
YES! conducted a financial review for the fiscal year ending 9/30/08 for which copies are available upon request. YES! conducts audits every other year, and results for the fiscal year ending 9/30/09 will be available in early 2010.

YES! Liabilities & Net Assets: \$793,451 As of September 30, 2009



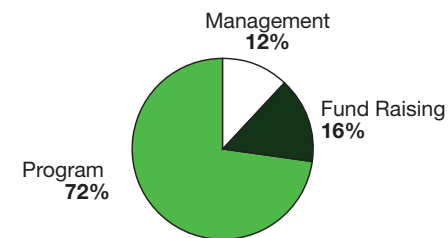
Unaudited numbers indicate a modest surplus of \$2,904 for the fiscal year. Our net assets include \$93,484 in Seeds of Justice Funds, \$125,463 for Art in Action and more than \$152,542 in pledges toward future years and/or projects. Our \$318,979 in General Funds along with \$311,980 in other restricted funds is held in our local community credit union and in other short term investments aligned with our values.

YES! Operating & Program Revenue: \$648,432 Fiscal Year Ending September 30, 2009



This does not include \$455,344 in revenue for Seeds of Justice, Art in Action, P3 and other program partners that received pre-approved grants. Total all-inclusive revenue is \$1,103,776.

YES! Annual Expenses: \$645, 528 Fiscal Year Ending September 30, 2009



This does not include \$455,344 in expenses for Seeds of Justice, Art in Action, P3 and other program partners that received pre-approved grants. Total all-inclusive expenses are \$1,100,872, changing the percentage break down as follows: Program 84%, Management 8% and Fundraising 8%.

Global Leadership Programs

Lambakan Philippines Jam, March 21-27, 2009

By Jennifer Awingan, World Jam alumni and Director of Asia Pacific Indigenous Youth Network

Lambakan is a local term for “festival”. Indigenous communities here traditionally organize Lambakan to celebrate abundance, victory or success. The concept is adapted to portray festival of learning and relearning.

The Northern Luzon Cultural Jam was held in Abra Province, in the Cordillera region of the Philippines. It was hosted by DAP-AY, an Abra based youth cultural organization. The 3rd Annual Jam in the Philippines convened 31 participants and four facilitators. The Jam participants included students, community leaders and young professionals.

The facilitators included two experienced and two first-time Jam facilitators, continuing our practice of bringing in new facilitators from past Jam alumni to create an atmosphere of mentoring, and to bring in new techniques and concepts.

Activities included cultural workshops, discussions of relevant issues, cultural exchanges, individual and collective processing and sharing, a community visit, and games.

“The weeklong Jam made me realize that as indigenous youth—the leaders of the new generation should be in the forefront of promoting and protecting the indigenous practices, culture and traditional knowledge. As we are the keepers of the lands and now is the time, we should be united to have a stronger foundation to protect our land, life and resources. This event made me see the brighter future ahead for us indigenous people.”

— Sloan Ramos

“This week has been full of unlearning moments for me. The knowledge, skills and the whole process we went through exceeded my expectations. This Jam is an experience that I will surely treasure and want to share with my friends and colleagues. The friendship we built here is invaluable aside from all that we have learned. We might have to say goodbye but not to the things we learned from the Jam.”

— Maoi Bayudang

To read about more Jam details and some learnings from the Lambakan Jam, go to yesworld.org/blog

Middle East Jam, October 22-28, 2008, Jordan

By Ocean Robbins, Co-Organizer and Co-Facilitator

The inaugural 2008 Middle East Jam convened twenty young changemakers from Lebanon, Iran, Jordan, Egypt, Palestine, Israel, Pakistan, India, United Arab Emirates, Tunisia and the United States in Jordan’s southern desert of Wadi Rum. Participants were leaders in movements for sustainability, peace, interfaith dialogue, human rights, women’s rights, social justice, anti-globalization, refugee support, trauma recovery, and related causes. The Jam created space for authentic dialogue about each participant’s struggles and dreams, and about the challenges and opportunities facing the region through the eyes of individual stories and experiences. By starting from participant’s very human journeys, the Jam was able to avoid the kind of heavy political posturing that so often destroys cross-cultural dialogues in the Middle East. Relationships built at the Jam were real and profound, and created a fractal of possibility for healing and reconciliation in a region of extraordinary cultural and spiritual import to the future of our world.

“During the days that brought us together, I was both humbled and honored to meet this group of young promising individuals who were mere strangers

Photo Credits, Top and Bottom: Jennifer Awingan



yet today are my dear brothers and sisters. Listening to each participant's religious script through their ears and viewing the kaleidoscope of cultural colors through their eyes has created in me a genuine personal sensitivity towards diverse traditional and religious values. I have as a result gratefully grown into an individual who is rooted in my beliefs yet open towards and respectful of other traditions. The Jam left me with treasured memories, wide smiles, warm tears, funny songs, deep understanding, grateful appreciation, and peaceful serenity. The Jam was an amazing inspiration to me and I'm so grateful to have been part of it. I also learned so much from our facilitators that I can apply in facilitating future events here in the United Arab Emirates."

— Abrar, 21, United Arab Emirates

"Being an Israeli in the Jam was interesting for me. I really wanted to connect with everyone but I understood that for some participants it was a struggle to allow themselves to come close to me. When finely we passed this 'border' we became best friends. Although I knew about Palestinian refugees it was the first time that I got to meet them and hear their feelings. I'm burning from inside with the need to change, to do something. The reason that I have those strong feeling, I believe, is because the Jam was focused on the people, on us. It wasn't like most of the peace conferences that I have been to where I heard people lecturing and their words came in from one ear and went out from the other. When you focus on who you are it will stay with you even when you say goodbye. Thank you all for giving me the opportunity to be a part of this family, Jamily, for letting me feel more alive, and for letting me meet these amazing honest people. I can't stop thinking about my new friends, people that I fell in love with in only one week. I don't understand how such a connection can happen so fast."

— Neriya Mark, 21, Oasis of Peace, Israel

For a complete report on the Middle East Jam, go to yesworld.org/mejam.html

Arctic Institute for Indigenous Leadership, January 4-11, 2009

By Cathy Rexford, Native Movement Alaska Director and
Jam Alumni

Twenty-two young Alaska Natives from across the state gathered together in the second cohort of the Arctic Institute for Indigenous Leadership, sponsored by YES!, in Hatcher's Pass, Alaska. This event drew together people from all the major cultural regions in the state working in their communities for positive change. Among those who attended

were health care and social workers, tribal leaders, non-profit leaders, musicians, traditional singers dancers and weavers, performance artists, writers, hunters, filmmakers, lawyers, healers, environmental justice organizers and grant writers.

The Arctic Institute for Indigenous Leadership is a gathering for Alaska Natives between the ages of 18-35 who are working for both personal and collective healing, justice and well-being. During this six-day long gathering, participants shared in traditional foods, dance, song, stories, as well as historical overviews, traditional knowledge sharing, healing, strategizing and visioning. The gathering features an opportunity for personal growth and reflection as well as community building and strengthening.

Of the AIIL experience, our participants have said:

"The AIIL transformed my life. The entire gathering—including discussions, exercises, songs, stories, dances, laughter, reverence for creation, and food—has been a cleansing process that will allow me to be a healthier, more productive member of the Alaska Native and global communities. The sharing of talents and ideas has left me fueled to continue working toward uplifting our communities. I look forward to seeing the relationships that have developed here unfold and strengthen throughout time."

— Saagulik Hensley

"Wholistic, comprehensive & anchored deep with the understanding that true leadership requires individuals who are reconciled to their own spiritual, emotional and historical truths. This program stands head & shoulders above comparable events I have attended and facilitated."

— David Vadiveloo

"The experience I had at the AIIL is something I will carry with me for the rest of my life. I was so honored to be among such inspirational leaders from all over Alaska. I am excited to bring what I learned back home."

— "Gunalcheesh" Yeilk Vivian Mork



Photo Credits, Top: Motaz Attalla, Middle: Motaz Attalla, Bottom: Cathy Rexford

Leveraging Privilege for Social Change

Leveraging Privilege for Social Change Jam, June 4–11, 2009

By Julie Pennington, National Community Coordinator

Thirty young changemakers from five nations and 11 states converged in the beautiful West Virginia hills for the 7th annual Leveraging Privilege for Social Change Jam. The Jam creates safe and nurturing environments for transformative community dialogues that hold our unique experiences of race, class, gender, power, and community to explore our relationships with diverse forms of privilege. Participants are amazing young people coming from a wide range of histories, social positions, and passions who experience privilege through earned or inherited wealth, luck, skills or education, public voice, or professional position, to name a few. One of the unique aspects of the 2009 Jam was the wealth of outstanding musical and creative talent among its participants. Appropriately, sound, voice, and breath played important roles in transformational experiences for several participants. The depth of connection and trust fostered between participants served as a strong foundation for several inspiring collaborations that have flowered since and that continue to develop.

With every moving moment, YES! organizers are asking ourselves how we can take our work to a deeper and more authentic level, act in alignment with our programmatic commitments, and honor our collaborations, partnerships, and resources fully. We asked ourselves important questions at this Jam about what it means to co-create a space that supports participants to push their comfort zones and take the risks that enable all of us to get the most out of the experience. The Jam encouraged participants to find and express honesty to co-create a container for movement and deepening our capacity to use the resources in our lives to create the kind of worlds that we want to live in and that we are actively engaged in building together.

“Never did I imagine I would walk into a group of strangers and come out with sisters and brothers in seven days time. The connections made, revelations revealed, are truly life changing and an experience I won’t

soon forget. I CAN’T forget because it is from this Jam that I was re-born. New, fresh, appreciated, free, and full of love! My intentions are to keep this love going and to recognize my part in the world to leverage my privilege for social change. Thank you for creating this space for my voice to be heard and for helping me find the tools within to impact my family, community and ultimately the world. I’ll always keep the family in my heart and in my truth.”

— Elaine Pollock, 29, Turning The Tide Fellow, Baltimore, MD

Power and Privilege for the People Fall Jam, October 12–17, 2008

By Aqeela Sberriels, P3 Coordinator, and YES! Alumni and Board Member

Power and Privilege for the People (P3) is a movement-building project with the goal of creating safe spaces for critical and compassionate dialogue among young people of color with significant social and financial capital to: Build a Supportive Community; Deepen Understanding of World Issues and Our Place in it; and Take More Effective and Synergistic Action.

In Westchester County, New York, on 17 wooded acres, participants and facilitators/stewards engaged in an intimate conversation that embraced a holistic view of philanthropic social change. The dialogue explored growing and building positive change on three simultaneous levels: the internal (how we are growing spiritually and personally); the interpersonal (how we are seeking to bring love, integrity and honesty to our relationships); and the societal (how we are building a world of justice, liberation, peace and balance). We believe that the personal and the public are connected, and as such the Jam synthesized the exploration of our personal lives and journeys with our collective work for a better world. It provided a space for participants to examine not only their work and commitments, but also their beliefs, values, emotions, and modes of analysis of philanthropy — all in a community of trust that allowed important insights and perspective to be gained.



Photo Credits, Top: Kate Fraser, Bottom: Kalindi Attar

The most important issues that were surfaced came from an activity in which we listened to the 1967 speech of Dr. Martin Luther King, Jr., entitled, "Why Jesus Called a Man a Fool". They spoke to the very nature of the conversation we were stewarding. In the speech, Dr. King said that Jesus called a man a fool because he allowed the means by which he lived to outdistance the ends for which he lived. Having a line of demarcation between the two is absolutely necessary to live a balanced life. As social change activists, many of us have embraced a psychology of martyrdom and attempt to challenge the idea of living in an unsustainable world from a place of imbalance. Our time together focused on naming the imbalance in our lives, creating the line of demarcation and supporting each other in stepping into our power.

After the Jam, P3 was approached by one of the participants to contribute in the creation of two new major funds, The Black Achievement Fund and the Indigenous People's Achievement Fund. The idea is revolutionary in concept. A strategic planning session took place December 29, 2008 – January 5, 2009 in Merida, Mexico to discuss details. The funds will potentially become the 3rd major endowment in the country rivaling the United Negro College Fund and the first major fund to focus specifically on Latino issues.

"I came here very much confused and disillusioned, and pulled in many directions. My heart had been fluttery all week and my body was really tight. P3 allowed for a real moment of clarity for me. So my thoughts really began to organize and synthesize. My intention in coming was mostly networking looking to build with the like minded, well-meaning folks that I was confident would be here. What happened though was a much more transformative experience by which I got in closer connection with my own reflections and developed a willfulness about much of the work that I'm doing, not to mention my personal relationships. This is a necessary space for folk of color to process those issues and instances that are particular to their collective and individual experiences, but then pivot and begin to put into practice the new work that will stem from these perspectives."
— Nigel

Leveraging Privilege for Change Day-Long Workshop Series, February–April 2009

By Shilpa Jain, LPSC Workshop Co-facilitator and LPSC Jam Co-coordinator

Over three months in Spring 2009, Austin Willacy and Shilpa Jain, Jam alumni and facilitators, co-hosted six daylong workshops on the theme of Leveraging Privilege for Social Change (LPSC), one each in the cities of Los Angeles and Davis, CA, Portland, OR, Seattle, WA, and two in the San Francisco Bay Area. The small-group workshops were diverse and intergenerational, with an age range of 19 to 65. Participants greatly appreciated the opportunity to reflect on their lives, their experiences with 'philanthropy', their relationships to privilege, and their capacity to make a positive difference. For several participants, it was their first chance to look at their power, their challenges and their possibilities in such a safe and unique space.

"Connections. Vision. Humanity. Acceptance. Love. Friendship. Hugs! Insight. Learning. Growth and so much I can't put into words. Thank you!"
— Drew

Flow Funding and Pre-approved Grants

By Lorin Troderman, Operations Manager

As part of YES!'s philosophy to help move money towards positive social change, we have continued two effective internal mechanisms. The first is flow funding from which our Director was able to distribute over \$14,000 (donated to YES! for this specific purpose) at his discretion to aligned causes. The other is pre-approved grants where YES! serves as fiscal sponsor for San Francisco Bay Area groups such as the Men's Story Project in Oakland, Foundation for Tender Loving Care and Touch in Santa Cruz, and YEA Camps, based in San Francisco Bay. YES! also continues to act as the fiscal sponsor for the Seeds of Justice Fund which gave \$10,000 in the past year (\$658,759 to date).

Photo Credit: Kate Fraser

Supporting Aligned Movements



Photo credit: Lorin Troderman

Global Youth Leadership Collaborative Gathering and Day of Engagement

By Shilpa Jain, Global Youth Leadership Collaborative Coordinator

The Global Youth Leadership Collaborative (GYLC) is an effort to strengthen a global network of young leaders, by offering personal, professional, interpersonal and cultural development towards ‘transformational leadership’. We have five primary areas of activity: convening an annual gathering; activating a flow fund program; administering travel scholarships for regional gatherings; developing documentation and communication vehicles; and using collaborative leadership for our infrastructure and governance.

We finished our fourth annual gathering, from June 27–July 3, 2009, in Santa Cruz, California, USA. 14 of the 15 members, from 11 countries, were able to attend—our highest attendance to-date! We shared a home together for the week (which usually serves as the YES! office and the home of one of the YES! staff members and her family), which created a cozy family atmosphere, as we tripled up in rooms, shared two bathrooms, and cooked meals together.

The meeting was rich with several points of exchange and co-learning. We discussed the current economic crisis at length, which dovetailed into conversation about food security, local-

ization initiatives and community-based alternatives. It was heartening to see how responses to major challenges are emerging globally. We discussed our different roles in trying to support transformative change and saw again how much there is to learn from one another, if we are to find real solutions in our diverse contexts.

We also spent time exploring our roles as organizers and facilitators of gatherings, like Jams, and of youth-based and intergenerational programs. We noticed how challenging and yet important it is to constantly link the personal, interpersonal and systemic in our conversations and gatherings. And we discussed some ways to resolve the inherent tensions of wanting to create a space that works for every individual, and yet builds a whole community and follows through on the specific purposes of our programs.

Also, as part of our meeting, we organized and participated in a ‘Day of Engagement’ at the David Brower Center, in Berkeley—the greenest building in California. Over 100 people, including university students, members of local organizations, grassroots youth groups and seasoned elders in activism, participated in workshops on “Innovative Education”, “Indigenous Sovereignty”, “Leveraging Privilege for Social Change”, “Green Entrepreneurship”, and more. The program was inspiring for all of us, and the feedback was outstanding. We look forward to integrating more local community engagement into our next meeting.

2008-2009 Alumni Survey and Alumni Stories, Post-Jam Impact and Work in the Field

By Jenny Uribe, Former YES! Program Coordinator

YES! administered the second bi-annual Alumni Evaluation starting in the Fall of 2008, gathering feedback from the last ten years of YES! Jam alumni. The purpose of the evaluation is to gather important feedback from Alumni about their experience participating in Jams and how they’ve been supported in their life and work by YES! and other Jammers afterwards. YES! is committed to continuing to learn and grow from each Jam we convene, in order to make sure our work is meaningful and creating a positive difference in the lives of Jam participants and the communities in which they work. The full 2008-2009 Alumni Survey Report is available at yesworld.org/alumnivoices.html

Evaluative data also tells us that YES! alumni have started more than 400 social profit ventures, and that cumulatively, the work of our 432 (and counting) Jam alumni is reaching more than 1.8 million people directly and more than 200 million people indirectly, each year. Many of the Jammers are partnering together for even greater impact through their work and on the world. You can read short stories written by alumni about the influence of Jams and post-Jam collaboration at yesworld.org/alumnistories.html

This year's travel scholarship allocation was distributed to two regional gatherings: the Arctic Institute for Youth Leadership (run by Evon Peter, GYLC member from Alaska) and Nice 'n Native (run by Kiritapu Allen, GYLC member from Aotearoa/New Zealand). These gatherings have convened young social, environmental and economic leaders in Alaska and the South Pacific. They create a space for building upon the GYLC's mission to connect the internal, interpersonal and systemic. Regional gatherings are important to support, because they provide our individual members with a more solid base of connection and collaboration locally, which in turn feeds our collective with insight and learnings around organization, facilitation, and of course, the content of the gathering. In both cases this year, we were able to access insights into the issue of indigenous peoples' strength, challenges and sovereignty, and what it means for all of us as we move forward into a more resource-stressed world.

In terms of documentation, a GYLC website has been drafted and will be ready for launch soon. A book of youth activist stories is currently in the editing stages, and the goal is to have it ready for design and publication by the end of the year. A facilitation manual with over 120 activities has also been drafted. GYLC members will be giving feedback, and it will go to design and publication. New projects—like a series of values-based children's stories from around the world, a graphic recording book of global alternatives, adding content-rich video clips to our web site, and a 'lessons from facilitators' volume of stories—were discussed as possible projects for next year.

Outreach and Communications

By Nga Trinh-Halperin, Development Manager

YES! staff and partners support our mission through wide message sharing, extensive public speaking, and mass communication tools. Throughout the year, we attend and sponsor various values-aligned events in an effort to forge new relationships and build on established connections. Also, our Co-Founder/Co-Director spoke at the Global Youth Assembly for 600 young activists from 33 nations in Edmonton, as an opening keynote at the National Alliance for a Department of

YES! Alumni in the Sustainable Foods, Sustainable People Movement



There are many different learnings that come out of a Jam as participants explore the congruency between their values and actions, in the context of their history and impact on the people and environment around them. One of the key conversations during the time together revolves

around food choices as Jam participants reflect on how and what they decide to eat, relating it to our own well-being, and the health of communities and the planet.

One of our Leveraging Privilege for Social Change alum, Jessica Norwood, wrote movingly about her Jam experience and its impact on her food choices.

Jessica Norwood is the founder and director of the Emerging ChangeMakers Network, a leadership organization that identifies, connects, and trains emerging leaders who believe in a core set of values that lead them to create actions of compassion, equality, and justice on behalf of disadvantaged communities. Norwood is a member of the board of directors for the Highlander Research and Education Center. Currently, she serves as an Emerging Leaders Fellow of the Sanford School of Public Policy at Duke University/ Southern University and the Political Power Fellow of the Hip Hop Archive at the Du Bois Institute of Harvard University. Here is her sharing:

For me, living in a poor black town in Alabama where people have historically been given waste to eat and where they were forbidden by law from sharing their culture, we had all but given up on certain privileges; like the right to eat what we wanted, from the places we

wanted. Instead, we made tradition out of the food that others would have discarded and that became our Friday Fish Fry, Gumbo, and Crab Boils and this heritage of resiliency has come to mean everything to me.

Seeing people at the Jam make choices to eat plant-based food and put themselves in a position to take ownership of the things that they do in the world and how their actions meant something to the world was a privilege that I could not understand let alone believe that I had any right to enjoy. It was not until I confronted this feeling of unworthiness at the Jam did I start to really probe myself. What I realized was that I had begun to believe that my people and I were like the food we ate—unwanted, waste. The Jam gave me the space to challenge that feeling and confront it, honor it and release it. Coming to the Jam has come to mean so much to me because it taught me about loving and valuing myself.

—Jessica Norwood, Founder, Emerging Changemakers Network, Mobile, AL

There are many rich stories from alumni about how the Jam helped to bring more consciousness around food—how we grow or raise it, how we supply and consume it, and ultimately, how it affects our bodies, minds, and the environment. To read other Jam testimonials, go to yesworld.org/alumnifoodstories.html

Supporting Aligned Movements, *Continued*



Peace Conference in Washington DC, and at the Poor Handmaids of Jesus Christ annual conference in Indiana. In addition to the Inauguration film mentioned below, we distributed *The Power of Partnership* (published by The Fetzer Institute in partnership with Josey/Bass, with 5,000 copies printed), have mapped out a revamp of our web sites and begun work on a new film slated for release in 2010. These different ways of communicating, collaboration and networking are important to reaching a wider audience and propelling our work forward.

This Is Our Time: Young Voices from the Inauguration Video

By Nga Trinh-Halperin, Development Manager

Ocean Robbins, YES! Co-Founder/Co-Director, traveled to Washington D.C. in January 2009 and partnered with LPSC Jam alum, Manauvaskar Kublall, on a video project which was shared broadly with and by our community. The film captured the voices of young leaders, including Jesse Charmichael and Mickey Madden from Maroon 5, Van Jones, Goapele, and Coumba Tour, and voices on the street, exploring the unique challenges and opportunities of this moment in history. Interviewees were asked them what this time means to them, and what opportunities they see in the crises we face. The response has been enthusiastic so far with over 5,000 viewings. Check out “This Is Our Time: Young Voices from the Inauguration” at yesworld.org/materials.html

“Tears of joy and clarity are streaming down my face as I watch the gift you've sent. Feel this heart pounding with gratefulness.”

— Rachel Bagby

“Beautifully done. There is something about the sobriety of the people speaking that penetrates, and so expresses the mood of the nation. Sober and celebrating. Many who've worked on the margins are now invited onto the stage of history, and I see you and your colleagues in the film simply taking the step and leading.”

— Vicki Robin

“After I watched your video and stopped crying tears of hope and joy I had to write. As soon as I finish this e-mail I will forward a link to it to all on my e-mail lists and ask them to do the same to help spread the message.”

— Steven Rose



Photo credits, Top: Manauvaskar Kublall, Bottom: Peapod Adobe Youth Voices Academy in Oakland housed at Art in Action's Green Youth Media Arts Center and photographer Nicole Henderson.

Art in Action www.artinactionworld.org

By Alicia Raquel, Youth Coordinator, Art in Action and Alli Chagi-Starr, Artistic Director, Art in Action

YES! is an original founder and current fiscal sponsor of Art in Action, which is now in its ninth year.

Art in Action Camp

We had a very successful camp at the Institute of Noetic Sciences (IONS), located in Northern California (August 2nd-7th). Camp participants ages 16-24, came from Berkeley, Richmond, Oakland, Watsonville and San Leandro and represented a wide range of cultural, racial and class backgrounds. We split into a spoken word/music track and a dance/theater track. Both tracks incorporated themes from our conversations and workshops, including issues of internalized oppression, alliance and solidarity. Three days into camp, enjoying delicious fresh and organic food together, we were thrilled to have food justice and farm activist Gerardo Marin present a lunchtime talk. Afterwards, we got to get our hands dirty in the garden, and more than half the camp participants were able to bring herbs and berries home to plant. The camp culminated in a community showcase on Friday August 7th at the First Christian Church in Oakland where participating youth performed the work they developed over the week.

Facilitators and participants alike are continuing to foster collaboration and friendship outside of camp. This momentum has and will continue to carry us forward into the launch of our Green Youth Media Arts Center (more details below!). Many of the camp participants who were not previously part of any collaborating organization have become involved in the Center and want to continue a relationship into the future.

Green Youth Media Arts Center

After many years in the works, we announce Oakland's first Green Youth Media Arts Center! While it is still a beautiful work in progress, we are on our way. On Saturday August 29th, 2009, lead sponsors will.i.am of The Black Eyed Peas and representatives from the Peapod Foundation, Entertainment Industry Foundation, and Adobe Foundation flew to Oakland to meet the Center's staff and youth team and to tour the facilities. The youth team offered an incredible performance with spoken word, live songs, original choreography dance and the-

ater. Will.i.am stayed for the whole show and hung out with staff and youth leaders afterwards. He offered inspirational words of wisdom to the youth, as a person who also grew up in a low-income community. He talked about how the mega-success of The Black Eyed Peas was not merely about talent, but rather a commitment to friendship and solidarity among community. We inspired will.i.am and his crew by showing them our commitment to the arts, social justice and the environment by creating one of the first green media arts centers for low-income youth in the country. In January, we will host a larger public community launch at the new center located at 2781 Telegraph and 28th St. in Oakland. We continue to make efforts to diversify our curriculum, collaborate with key organizations, and green the space, so that we are better positioned to offer preparation for jobs and entrepreneurial opportunities for greater numbers of young people.

Tipping Point Network Mini-Jam, April 24-28, 2009

*By Ocean Robbins, YES! Co-Founder and Co-Director,
TPN Mini-Jam Co-Organizer*

For the last four years I have been part of Tipping Point Network (TPN), which is a network of 40+ sustainability movement servant-leaders who are visionary thinkers and activists in a diverse range of efforts related to the building of a thriving, just and sustainable future. It includes philanthropists, activists, authors, non-profit directors, social entrepreneurs, trans-partisan organizers, green builders, and transformational economists.

YES! hosted Tipping Point Network's 2009 gathering as a multi-generational Mini-Jam. TPN members were joined by guests from the YES! Jam community for five days in the Santa Cruz mountains. The TPN tradition and the Jam tradition merged, and the results were fantastic. Participants shared their stories, built connections and trust with a diverse community of peers, and explored the challenging and rapidly changing landscape of our times. We kept asking, "How then shall we serve?" and also, "What is the meeting point between my passion, my gifts, and what the world needs?" Inspired by the success of this gathering and the poency of the partnership between Tipping Point Network

and YES!, TPN is now merging with YES! and becoming a YES! project.

"The example of so many people walking their talk and diving deep into difficult subjects inspires me to expand myself to great height, depth and breadth. I know I have many eyes and ears, many clear minds and full hearts to rely on for support, assistance and friendship."

— Ben Mates, *The Robert G. Hemingway Foundation*,
Salt Lake City, UT

Community Alliance Initiative

By Jenny Uribe, CAI Steering Committee Member

The Community Alliances Initiative (CAI) strives to build synergy and effectiveness amongst diverse Santa Cruz based leaders working for positive change in our community and in the world, while creating an environment that supports growth and development on a human and organizational level.

CAI hosted their first two-day Weekend Gathering with Lillie Allen from Be Present, Inc. from May 30–31, 2009. Forty participants from all over the Bay Area, as well as across the nation, gathered to deepen our relationship with ourselves, one another and as a whole community. The weekend was filled with laughter, tears, and truth telling across differences—race, gender, class, age, sexual orientation, and power—by using the Be Present Empowerment Model ©.

I learned so much about being present and what that looks like. The energy of it was such that I took it home with me, and was able to allow the wisdom to come in on a deep level. It really is most helpful for me to just watch how it works in action, rather than talk about it, and that is what made the workshop so powerful. Thank you!!! That was such a transformative event for me!!

— Kristen Swegles, *Santa Cruz Community Member*

We appreciate all the love and support we received from folks who made the event possible through hosting, offering rides, outreaching, offering childcare as well as to Be Present, Inc., Tierra Pacifica Charter School, Common Fire, and Café Campesino.

We plan to host our next CAI Weekend Gathering with Lillie Allen from May 29–30, 2010. Please contact Julie Pennington with any questions and to register by emailing julie@yesworld.org.



Photo Credits, Top: Alli Chagi-Starr,
Middle: Raindance Center staff,
Bottom: Noa Mohlabane

Events Planned for 2009-2010*



Photo Credits, Top: Kalindi Attar,
Middle: Kate Fraser,
Bottom: Motaz Attalla

3rd Annual Middle East Jam, Wadi Rum, Jordan:

This Jam will convene 30 diverse, engaged and committed leaders from throughout the Middle East for a week of deep listening, sharing, self-discovery, systemic inquiry and community building. The Jam will be a place for young Middle Eastern leaders to share and reflect on their life journeys and their work in the world. It will be a time to replenish, recharge and renew, and to gain specific and practical tools for self-care and personal sustainability. It is also an opportunity to grow in self knowledge, to ask meaningful questions, to unlearn our fears and blocks, and to co-create new possibilities together.

Amazon Sustainability Jam, Rio Branco, Acre, Brazil:

This is a follow-up Jam to the 2007 Amazon Jam that discussed the increasing concern of oil exploration in the region. The intention for this Jam is to convene indigenous leaders and their allies from throughout the Amazon region to explore solutions that can meet the social and economic needs of communities without destroying their environment.

4th Annual Philippines Jam:

The Jam is inviting 30 young people from Luzon, Visayas and Mindanao to strengthen their capacity as human rights activists and indigenous leaders working for environmental protection. In particular, The Philippines Jam aims to institute dynamic participation and membership in the Young Defenders Club to promote a mutually supportive community of diverse indigenous people united in their will to improve the human rights situation in the country.

Tipping Point Network Mini-Jam:

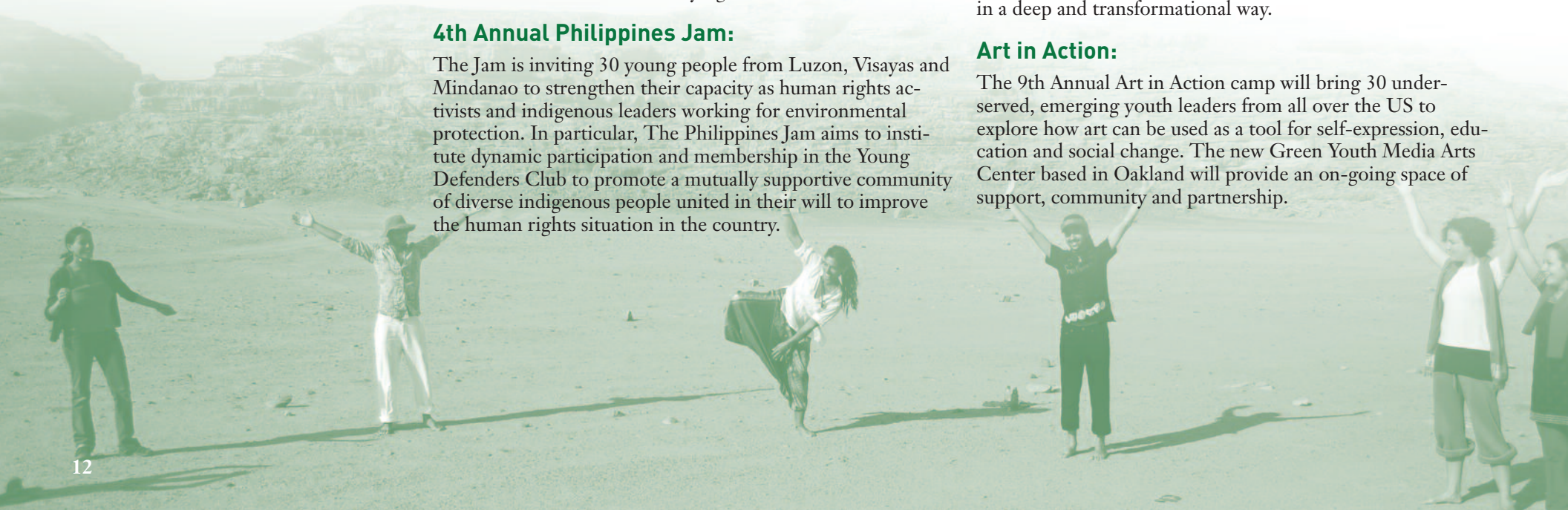
The Tipping Point Network is a collaborative of 40 sustainability movement servant-leaders and philanthropists. For a second year, YES! is partnering to help facilitate a multi-generational Jam for the Tipping Point Network members. This four-day gathering will combine community building, personal development, networking and organizational collaboration, and an action component as aligned social change movement leaders deepen their systemic analysis and explore opportunities for shared collaborative engagement.

8th Annual Leveraging Privilege for Social Change Jam:

This yearly Jam has been created for diverse, influential young people committed to building a more sustainable, thriving, and just future. Participants come from many diverse forms of privilege: from being the first in their families with Ivy League degrees, to being young inheritors; from being prominent social change leaders to being entertainers in front of the spotlight nightly; and from being socially conscious entrepreneurs to being donor organizers. The week's activities explore privilege, power, human stories, and strategic impact in a deep and transformational way.

Art in Action:

The 9th Annual Art in Action camp will bring 30 underserved, emerging youth leaders from all over the US to explore how art can be used as a tool for self-expression, education and social change. The new Green Youth Media Arts Center based in Oakland will provide an on-going space of support, community and partnership.



3rd Annual Indigenous Leadership Institute (ILI):

We will sponsor the annual ILI (formerly know as Arctic Institute for Indigenous Leadership) in Alaska organized by our program partner, Native Movement. This event gathers young indigenous and non-indigenous people together from all fields of work, from education to the environment, to join forces on behalf of Alaska's Native communities and the environment upon which they depend.

3rd Annual Nice 'n' Native, Summer 2010, Aotearoa/New Zealand:

This gathering in partnership with Conscious Collaborations will unite 30 young indigenous leaders from around the globe for conversations and action-planning around land rights, environmental preservation, and community organizing.

Global Youth Leadership Collaborative:

With 15 Jam alumni members from twelve countries on five continents, the Global Collaborative is an ongoing learning community of peers who meet annually to support one another's personal and professional development. The Collaborative also functions as a support to YES!'s many hundreds of extraordinary alumni, building ongoing partnerships within the alumni community. Collaborative members operate a "flow fund," which, when fundraising allows, gives each Collaborative member \$3,000 per year to give away, generally in the form of micro-grants, to individuals and organizations working at the meeting point of internal, interpersonal and systemic transformation. Much of this funding ends up supporting the collaborations and ongoing endeavors of others in the Jam alumni community.

*This listing does not include all planned programs of YES! due to space.

An Expression of Gratitude and an Invitation to Support YES!

YES! is blessed with many partnerships in the work we do. Thank you to each of you who are bringing your resources and gifts—whatever they may be—into our collective journey towards a brighter future for generations to come.

The programs described in this Annual Report, like all that we do, are committed to connecting, inspiring and collaborating



Photo Credit: Justin Trinh-Halperin

with young changemakers. If you are interested in contributing to YES! and helping young visionaries to build a better world, go to www.yesworld.org and click on "Make a Donation" to donate on-line or find out how to give in many other ways including pledging with stock, company matching, and through your will, trust or estate plan. If you have any questions, please contact Nga Trinh-Halperin, Development Manager, at nga@yesworld.org

Wish List

In addition to prayers, love, and financial contributions, YES! enthusiastically welcomes donations in kind, including particularly:

- House Party Hosts for Future Events
- Airplane Tickets or Frequent Flyer Miles
- Design, Web or Printing Services
- Natural, Vegetarian Food or Actual Cooking (for events)
- Sites for Jams (beautiful spaces for groups of 30-60)
- Interns and Volunteers for events and in-office



Photo Credits, Top: Kate Fraser, Middle: Shilpa Jain, Bottom: Kate Fraser



Photo credit: Motaz Attalla

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