

# INVOLVING YOUTH IN ORGANIZATIONAL PLANNING, POLICY, AND DECISION-MAKING

WORKSHOPS BROUGHT TO YOU BY THE  
YOUTH COUNCIL INSTITUTE

## EVALUATION RESULTS & UPDATED CONTACT LISTS



PRESENTED BY:  
**NEW WAYS TO WORK &  
YOUTH ON BOARD**

JUNE 2, 2004 SACRAMENTO  
JUNE 3, 2004 ORANGE COUNTY

New Ways to Work: 103 Morris Street, Suite A, Sebastopol, CA 95472  
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## WORKSHOP SUMMARY

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The YCi Network workshop offered on June 2<sup>nd</sup> and 3<sup>rd</sup> in Sacramento and Orange County respectively, on the topic of “Involving Youth in Organizational Policy, Practice, and Decision-Making” was reported by participants as an overall success. The most important element of the workshop was providing an opportunity for youth and adults to participate in learning together. Although overall participants valued the information shared, there was significant feedback that many adult participants expressed interest in more specific “how to’s” for youth involvement. Youth on Board and New Ways to Work staff met after the workshops and discussed future strategies for going deeper to address the ideas and comments of participants. We will be in touch about opportunities to address specific needs that were raised in evaluations at the workshops.

Overall evaluation results indicated that 88% of participants agreed or strongly agreed that the discussions were helpful and useful, and 89% felt the workshop was worth the time, energy, and resources to attend. Overall, 93% of participants felt the information, tools, and materials from the workshop will positively influence youth involvement in their organizations and/or communities. Adult participants preferred activities that involved working together with young people, and made several suggestions about changing the dynamics for the adult break-out groups. Evaluations from young people were overwhelming positive, expressing a lot of enthusiasm and motivation for being involved in decision-making bodies within their communities.

Evaluation results for each of the communities are presented in following pages, including all specific comments from participants. Updated contacts lists are also provided for your use and information. Transcribed notes from the workshops are included in a separate note packet for your review. Pictures from the workshops can be viewed and downloaded online at: <http://www.nww.org/previouscalls.html>. Additional questions or comments can be directed to Chandra at [clarsen@nww.org](mailto:clarsen@nww.org).

# OVERALL WORKSHOP EVALUATION

## JUNE 2 & 3 • SACRAMENTO & ORANGE COUNTY



### Design of the Training:

Please rate the following: 4=Strongly agree; 3=Agree; 2=Disagree; 1=Strongly disagree

	4	3	2	1	Avg
1 I understood the purpose of the training before arriving.	45%	31%	11%	13%	3.08
2 The discussions were helpful and useful.	43%	45%	11%	2%	3.29
3 The amount of time networking was sufficient.	26%	48%	21%	5%	2.95
4 The workshop was worth the time, effort, and resources to attend.	50%	39%	9%	2%	3.38
5 The information, tools, and materials from the workshop will positively influence youth involvement in my organization/community.	51%	42%	6%	2%	3.42
6 The meeting facilities were excellent.	72%	27%	2%	-	3.70
7 The food was tasty and enjoyable.	76%	19%	3%	2%	3.69

### Training Elements

Please rate the following: 4=Excellent; 3=Good; 2=Fair; 1=Needed a lot of work

	4	3	2	1	Avg
1 Welcome and Introductions	36%	55%	9%	-	3.28
2 Pair Tag Game/Icebreakers	59%	29%	8%	3%	3.44
3 Discussion on Why Young People Should be Decision Makers	45%	43%	13%	-	3.32
5 Teens Years Activity	51%	40%	10%	-	3.41
6 Adulthood Role Plays	43%	41%	16%	-	3.27
7 Brainstorm on Negative Messages	44%	44%	11%	2%	3.30
8 Defining Adulthood Exercise	43%	36%	17%	3%	3.19
9 Youth Breakout Group	75%	28%	3%	-	3.91
10 Adult Breakout Group	42%	29%	19%	10%	3.04
11 Organizational Assessment Checklist	55%	36%	7%	2%	3.43
12 Developing Next Steps Small group Discussions	53%	41%	6%	-	3.47
13 Immediate Next Step Report Back	46%	42%	13%	-	3.33
14 Q & A, Resources Review, and Closing	51%	30%	16%	2%	3.30

# JUNE 2, 2004 • SACRAMENTO, CALIFORNIA WORKSHOP EVALUATION



## If I were running this training, I would...

### Design of the Training:

Please rate the following: 4=Strongly agree; 3=Agree; 2=Disagree; 1=Strongly disagree

	4	3	2	1	Avg.
1 I understood the purpose of the training before arriving.	42%	33%	11%	13%	3.04
2 The discussions were helpful and useful.	25%	50%	15%	2%	3.15
3 The amount of time networking was sufficient.	26%	45%	23%	6%	2.89
4 The workshop was worth the time, effort, and resources to attend.	38%	47%	13%	2%	3.21
5 The information, tools, and materials from the workshop will positively influence youth involvement in my organization/community.	40%	50%	8%	2%	3.27
6 The meeting facilities were excellent.	73%	25%	2%	-	3.70
7 The food was tasty and enjoyable.	75%	20%	2%	2%	3.68

### Training Elements

Please rate the following: 4=Excellent; 3=Good; 2=Fair; 1=Needed a lot of work

	4	3	2	1	Avg.
1 Welcome and Introductions	27%	61%	11%	-	3.16
2 Pair Tag Game/Icebreakers	50%	34%	11%	5%	3.30
3 Discussion on Why Young People Should be Decision Makers	36%	48%	17%	-	3.05
5 Teens Years Activity	46%	46%	9%	-	3.37
6 Adulthood Role Plays	41%	39%	20%	-	3.22
7 Brainstorm on Negative Messages	38%	45%	14%	2%	3.19
8 Defining Adulthood Exercise	32%	41%	23%	5%	3.00
9 Youth Breakout Group	58%	47%	5%	-	3.84
10 Adult Breakout Group	34%	26%	26%	13%	2.82
11 Organizational Assessment Checklist	45%	45%	6%	3%	3.32
12 Developing Next Steps Small group Discussions	51%	46%	3%	-	3.48
13 Immediate Next Step Report Back	45%	39%	15%	-	3.30
14 Q & A, Resources Review, and Closing	41%	31%	24%	3%	3.10

## 1. How did this training meet, exceed, or fall short of your expectations?

### *Came expecting...*

- New, innovative materials, dialogue & ideas
- That most adults may be resistant to ideas in dealing with and self-identifying adulthood
- Concrete tools on how to fully engage youth in decision making
- Hoped for good tools to take back
- That I would take home tools to use
- Tools & ideas for recruiting & engaging youth
- A few useful ideas
- It to be boring and thinking that adults will always be the same
- I didn't know what this training was about
- I thought it was going to be boring
- Not much, skills with adults, etc.
- Information to pass onto others
- Nothing, thought it was going to be boring
- To learn how to think up good ideas for our teen club
- I didn't know what to expect
- Real tools and techniques for involving youth, and facilitating youth council activities
- Ways to bring youth to table & keep them there
- To learn ways to empower youth to become engaged in policy. Learn about examples of

- youth board policy and youth participation in policy
- More action steps. High level of information to learn from others
- More hands-on time with the youth I brought
- Info about youth involvement
- To learn how to conduct an “adultism” training
- Tools & ideas regarding next steps
- More specifics on creating an environment to keep youth on decision making boards

- Opportunity to get directions on how to recruit & run youth meetings
- To learn a lot of things to use on the board
- Learning from others
- That I was going to learn about other people’s stories.
- To learn how to engage youth and facilitate communication between adults & teens
- How to form a youth board
- Change culture within the organization to be youth challenging & empowering

***Left with...***

- Feeling that most of the people who attended were very open to ideas
- A lot of review...not nearly as much concrete tools as I wanted
- Left with great tools
- Everything I could possibly need
- Lots of info & practical tools
- Strong ideas & new contact
- Knowing a lot
- A ton of information on having better relationships with adults that will better the community
- Knowing it was fun & interesting
- Liking and enjoying it
- Greater awareness of “adultism”, importance of training back in our community
- A lot more skills, realizations etc.
- Some exercises to share
- Understanding more
- Good ideas for our teen club and how to tell everyone else
- Not much more than what I came with
- Lots of info that will help with getting into a youth community
- Same new goals involving youth

- Activities to address adultism and better communication between youth & adults
- Ideas and excitement
- Frustrated a bit
- A lot of info about youth involvement
- Great possible collaboration around a shared interest
- A lot of great ideas to make our school stronger
- Tools & ideas regarding next steps
- Good contacts
- I felt a bit lost. What was I here to learn? I felt like there was a lot of time spent with people talking about who they are – not what we can do or learn. I didn’t leave with much
- Just a little info in regards to “process”
- Great respect for knowledge of youth & positive feeling from small activity
- A lot of good info
- Only a few ideas to implement
- A lot of new ideas for our new school
- A little bit of a better understanding of how to approach youth & begin engagement
- Good & bad of youth on a board
- Youth-based activities

**2. A few important things I learned or liked in this session were...**

- Comments and dialogue from young people
- The resources that were available
- Good icebreakers, ways to make meetings more interactive & interesting
- Great Facilitators
- The opportunity to focus on this and the challenge & expectation to attend with young people
- How to be more organized and ways to be a better leader and adults
- The format of the training – hearing from youth what they feel are important
- Youth’s perspective of adults

- Everything and hope to see all you guys again
- Ways to be heard by adults & different ways adultism occurs
- That we are not much different
- How adults and youth are very alike & different
- That we can both agree on things
- How the groups we were in had youth & adults
- Games & resources
- Interviewing and talking to groups

- The negative things adults say sometimes & how much they affect us. The cup game in the youth group was awesome! I'm going to forget it though
- Everything very fun and had loads of info
- Teen years activity – Remembering as a youth what people did to validate me and involve me; this helped me get in touch with some good ideas
- The best part of this workshop was the one time I was in a small groups with youth (teen activity)
- Tag game and open sharing
- It's important to always look for youth engagement opportunities & be an advocate for them every minute, every day
- Youth were really involved
- I really liked the activities/icebreakers
- The training packet & materials (14 points book and YCi CD)
- Everything was important
- What these teens value in terms of walking into work
- Activities to build relationships/teams
- The need to build relationships/teams
- Having youth present
- I liked the youth involvement part of the program i.e. the end small group
- Meetings with youth. I did not like the afternoon adult breakout sessions. The same people talked all day long
- Adulthood
- Involvement of youth & separate breakout sessions
- Specific ideas from other participants
- Building relationships
- Icebreakers, youth voice, number of youth & young adults represented here today
- More discussion from experience (stick to questions, not personal pedestal)
- Youth voice was very reliable – good input/involvement

### 3. What is one thing you are going to do (or do differently) as a result of participating in this training?

- Develop a series of keys to success for staff, adult board members & youth committee/board members
- Create a Board Member Orientation Process specific to new teen board members
- We got help and ideas on how to build our board
- We will incorporate a mentorship component between adult & youth members, to prepare for working on a board
- Develop a youth council on our Policy group
- Make sure that all youth understand their role as full participants on the board. Focus on our next full membership meeting on the role of the board in support of members
- I will use this for meetings and make them run better
- Use the teen exercises with staff
- Develop local youth council with training
- I am going to go back and tell my leadership group how we can make every student involved
- Speak with adults on a more genuine level
- I will consider what I learned
- Use the info as we create a board for a new school
- Realize when adults are being adultist, & I would tell them they are
- Be respectful to hear adults out, hopefully they will do the same for us (youth)
- Add youth to my training corps.
- Suggest youth Advisory board
- Take an awareness training to volunteers
- Talking louder and understanding more how to brainstorm
- I will be more outspoken & tell what I think
- Let go of more, ask the youth to do more
- Make meetings fun & interesting for all
- Facilitate activities on adulthood, specifically the “what would be scary? What would be exciting? If 50% of youth & 50% of adults made decision in the state...”
- Make sure to really listen, just everyone as individuals
- Not one thing just keep bringing opportunities to youth and bringing youth into adult structures
- Call together a youth panel & invite the superintendents bay advisory groups (parent & teachers) & board of education to discuss youth policy making opportunities
- Create a youth council
- I will work to involve youth & young adults genuinely & help to maintain their interest. I'll also work to make the work more fun for all of us involved.
- Try to get involved with the board and getting teens to be heard
- Work with YPC staff to implement ideas & use tools learned
- Use some of your activities in the next institute

- I didn't get anything out of this – I usually do – I felt my time & your money was not spent wisely on this training
- Work with school site staff to recruit youth for youth council
- Tell my fellow board members about what I learned here
- Explore ways to have youth involved at local level
- Listen more to the teens I work with and help hold them in their leadership roles
- Structuring development
- Thinking more from a youth perspective

**4. What would be helpful as a follow-up to this training? What content areas would you identify as the most necessary to address through content conference calls or future trainings?**

- Specific tools for involving youth in Governance: 20's, commission statements, by laws that include youth representation
- Yes, information for future trainings
- Training on how to provide youth with tools they need to serve on a board without being condescending
- I'm struck with the realization that it's not so much age discrimination as it is the embedded cultural message of not valuing partnerships. How do we as different human beings work together towards the same goals? People – members of target groups or any persons – can react to perceived discrimination and think it's because of our "identity" i.e. black, brown, short, gay, old, fat, male, female, etc. media & society perpetuate the pervasive message that we don't fit – Period. This concept is important in my opinion, so adultism is placed in context of the greater dysfunction of our dominant culture
- Offer more training with Youth on Board
- Ways to bring this into the community
- Sending us more info
- Youth facilitation training
- The 14 points book would be nice
- I think many of the questions people asked were not answered. They were talked about but not talked to
- Calls: authentic involvement
- Probably teach assistance when we implement projects
- Actual board members youth & adults from organizations that are being successful in this work
- More on policy, planning and actual advocacy around youth in decision making
- Bring in more high level decision making throughout institutions. They're the ones who need the discussion.
- The area where you get the youth involved
- Follow up call on people's successes/challenges regarding their next step plans – share ideas on how to deal with these issues
- Transformational. The organizational culture to provide broader opportunities for youth voice.
- No specific answers – just information on other organizations.
- Getting youth and adults together with them building exercises which help our own youth council work better
- e-mail updates
- I felt that there was a lack of suggestion on how to truly get kids/teens engaged
- The questions people posed – more discussion on useful tactics

**5. Would you recommend this workshop to friends? Why or why not?**

- Maybe depending on their level of understanding of the topic
- Yes, to show that there are many other adults that want to involve youth in major decision making
- I might recommend it to a friend with a little or no experience, but not to someone who already has a fair amount of experience belief in youth engagement
- I would make it to bring a team – then do more small group activities – Also this could have been a half day session – didn't need the full day
- Yes, it was extremely helpful
- Yes
- Yes – if more local. San Francisco to Sacramento is a two hour drive
- Yes, but to only the ones that take things this serious
- Yes it is very informative
- Yes, because I think training is very helpful
- Yes. Would have liked to bring more people rent a larger space (?)
- Yes, because I learned how to understand the adults more
- Yes – but those who are new, like me, to working with youth council

- Probably not, while I think Youth on Board is a good organization, this workshop was dull. The goals were not completely clear & did not stay on track.
  - Yes, because many of the activities can be reciprocated and can improve communication within organizations.
  - Yes, but this was a little boring, too much sitting
  - Would like more practical applications
  - Yes, to reach who aren't "in the choir"
  - Only for people that really need the basic awareness experience of the value of youth engagement, not for the choir
  - Yes. To folks who are resistant to youth engagement and looking for strategies as to how to include them
- Yes. The most important thing for me was reinforcing that this isn't rocket science – it's about building relationships.
  - Yes, because it's great
  - Definitely – help to move teen involvement forward
  - Yes – It gives the fundamentals of engaging youth.
  - No – It was all about individuals. No forum, no goal statement
  - I would recommend two groups to involve youth
  - Yes – very useful info
  - Yes – Good tools, good experiences, good knowledgeable facilitators
  - No – Hard to relate to other people's organizational issues, lack of experience, answers from discussion

#### Other Comments:

- This was "elementary" & less strategic in nature than I expected
  - This training was much more basic than was advertised. It involved too much "preaching to the choir" – we were all here because we believe in youth involvement
  - Group was actually too big. Smaller group activities would have been more helpful. A certain level of reverse adultism (youthism?) was taking place and unchecked (adults don't...) lots of generalization
  - With the tables & chairs in the room – it would have been much more comfortable to sit together. It's much easier to sit up at a table instead of in a solo chair – Very uncomfortable
  - This will help me be a better person
  - Great job
  - Would have appreciated knowing 8:30 sign in, 9:00 workshop start, 3:30 workshop end. Info I received said 8:30-4:00 – too vague
  - Thank you for everything
  - Perhaps you could have offered an additional training in the bay area
  - The tag game was very uncomfortable for me, because I felt isolated as a disabled person. I had to tell my partner, "I'm sorry but I can't run around" then I felt obligated to divulge my disability. Ouch! This made me very uncomfortable
- I really would've preferred sitting with small groups, building relationships with youth, working together, brainstorming in small groups etc. Lecture seating was not conducive in the exchange of ideas
  - I am a big advocate at bringing youth however I think it is inappropriate for junior high students. They tend to be a distraction to others.
  - There was not enough hands-on material planning time with the youth we brought. Too much theory/process as individuals us how to move our organization forward
  - Great young adult. Shena you are great
  - I suggest that presenters make a clearer link between activities conducted at workshop, and how these (& other activities) provide a brief of other activities that can be used, can be used in our organizations. I think that this was implied – I suggest you make it more explicit
  - I loved the role playing and the pair tag – Great fun ideas – But it didn't go anywhere after that
  - Too much brainstorming & too much large group talking. I recommend smaller breakout groups. We would have different questions in the game
  - Great facilitators
  - Facilitators did a great job – thanks to the both of you

# JUNE 3, 2004 • IRVINE, CALIFORNIA WORKSHOP EVALUATION



## If I were running this training, I would...

### Design of the Training:

Please rate the following: 4=Strongly agree; 3=Agree; 2=Disagree; 1=Strongly disagree

	4	3	2	1	Avg.
1 I understood the purpose of the training before arriving.	53%	24%	12%	12%	3.18
2 The discussions were helpful and useful.	71%	29%	-	-	3.71
3 The amount of time networking was sufficient.	6%	60%	13%	-	3.13
4 The workshop was worth the time, effort, and resources to attend.	82%	18%	-	-	3.82
5 The information, tools, and materials from the workshop will positively influence youth involvement in my organization/community.	82%	18%	-	-	3.82
6 The meeting facilities were excellent.	69%	31%	-	-	3.69
7 The food was tasty and enjoyable.	78%	17%	6%	-	3.72

### Training Elements

Please rate the following: 4=Excellent; 3=Good; 2=Fair; 1=Needed a lot of work

	4	3	2	1	Avg.
1 Welcome and Introductions	64%	36%	-	-	3.64
2 Pair Tag Game/Icebreakers	87%	13%	-	-	3.87
3 Discussion on Why Young People Should be Decision Makers	71%	29%	-	-	3.71
5 Teens Years Activity	65%	24%	12%	-	3.53
6 Adultism Role Plays	47%	47%	6%	-	3.41
7 Brainstorm on Negative Messages	60%	40%	-	-	3.60
8 Defining Adultism Exercise	79%	21%	-	-	3.79
9 Youth Breakout Group	100%	-	-	-	4.00
10 Adult Breakout Group	64%	36%	-	-	3.64
11 Organizational Assessment Checklist	77%	15%	8%	-	3.69
12 Developing Next Steps Small group Discussions	57%	29%	14%	-	3.43
13 Immediate Next Step Report Back	47%	47%	7%	-	3.40
14 Q & A, Resources Review, and Closing	71%	29%	-	-	3.71

## 1. How did this training meet, exceed, or fall short of your expectations?

### *Came expecting...*

- To learn how to recruit youth for their participation in youth councils
- Very superficial info
- To learn how to create youth/adult relationship
- No expectations
- Information and ideas on how to engage youth in planning process
- Some very good insights
- I didn't really have expectations but came to enjoy the whole time
- Boring meeting and workshops
- Same O' same O'
- Very helpful methods for youth
- How to recruit & involve youth
- Info that I already know

### *Left with...*

- Some sound strategies
- Awesome icebreakers and great info
- New activities
- Some very good insights
- Some useful tools for including youth & assisting adults in valuing youth involvement

- Great information and tools to take back to the organization
- I learned that it's hard for adults to see how young people see things and always to see the adults were young one time
- Good thoughts
- Valuable knowledge & insight to our youth
- Motivation & passion
- Very helpful methods
- How to better work with youth
- New points & information – strategies & tools dealing with youth

**2. A few important things I learned or liked in this session were...**

- How to effectively recruit or retain youth and engage youth in youth council planning
- Great techniques
- Hearing from youth
- Youth breakout session
- Icebreakers
- Discussions
- How do other members of the board view youth
- Never give up your dreams. Speak your mind
- Youth involvement
- Hot topics
- Facilitators
- How to “break the ice” with adults
- Listening
- Everything

**3. What is one thing you are going to do (or do differently) as a result of participating in this training?**

- Share info with youth council members
- Get more involved in the youth council
- Find ways to provide knowledge to agencies
- Pair up youths with an adult “partner” (mentor)
- Try to bring together youth council representatives to be more engaged in WIB youth council
- Consider youth board
- Stay a leader
- Listen more
- Involve youth decisions in my class
- Use materials
- Not to be shy
- Listen
- Pay more attention to the young person's input & feedback

**4. What would be helpful as a follow-up to this training? What content areas would you identify as the most necessary to address through content conference calls or future trainings?**

- Require each participant to bring at least one youth
- Specific “best practice” suggestions
- Ways to help agencies value youth voice
- More written materials & “work books”
- Notes from today
- A post training conference call
- Addressing racy & touchy issues
- Icebreakers
- List and agendas
- On-going workshops – coupled with mandatory attendance or at least one manager

**5. Would you recommend this workshop to friends? Why or why not?**

- Yes. Most youth councils are struggling for youth
- Absolutely. The info was great and the presentation was greater
- Yes – good exchange of ideas
- I think this would be great training for our network providers
- Yes – Helpful on understanding adults
- Yes, this is a really good thing and would recommend this workshop
- Yes. Because it was really good for leaders.
- Yes – Very empowering
- Yes – for recognition
- Certainly – Awesome training

**Other Comments:**

- Thank you for the work that you're doing
- It seemed members of the group were frustrated with raising their hand & not being called out – I would suggest brainstorming other methods for the discussion process.



## FOLLOW-UP INFORMATION AND RESOURCES

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### Workshop hosts and facilitators:

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For more information about the California Youth Council Institute (YCi) go to:

[www.nww.org/yci](http://www.nww.org/yci)

For more information about Youth on Board, go to:

[www.youthonboard.org](http://www.youthonboard.org)

For more information about upcoming content calls and trainings, go to:

[www.nww.org/networkcontentcalls.html](http://www.nww.org/networkcontentcalls.html)

To download additional tools and materials, go to:

[www.nww.org/toolschest.html](http://www.nww.org/toolschest.html)

For a list of online resources and links, go to:

[www.nww.org/resources/index.html](http://www.nww.org/resources/index.html)

For questions or comments, email Chandra at:

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