



CLARE ROSE
FOUNDATION



THE CLARE ROSE
CENTER *for* CREATIVE
YOUTH DEVELOPMENT

2021 Annual Report

Deepening and Scaling our Support of Creative Youth Development

In 2017, the Clare Rose Foundation launched our Creative Youth Development Initiative to grow our grantmaking to CYD organizations in San Diego and strengthen the field of CYD through a **collective action approach**. Our work was inspired by the efforts of [the National Partnership for Creative Youth Development](#) to activate the [National Action Blueprint](#).

Since then, the Clare Rose Foundation has piloted a number of programs and services through our CYD Initiative. We've always known that grantmaking dollars alone aren't enough to strengthen the field of Creative Youth Development, so we've invested in a holistic and trust-based approach that invests in leadership, capacity building, field building, collective action, and advocacy.

However, as a small family foundation, Clare Rose doesn't have the capacity needed to hold all of this work on our own. **In order to effectively expand our investments in CYD, both financially and programmatically, we've established [The Clare Rose Center for Creative Youth Development](#), a philanthropic intermediary and independent 501c3 entity that provides organizational infrastructure for our role as a convenor, connector, advocate, and funder for the field of Creative Youth Development locally in San Diego, as well as regionally in California, and nationally.**

We invest in Creative Youth Development because we believe two of the most powerful forces for change in the world today are young people and the arts. We believe that equitable access to funding and resources, networks of peer support, and ongoing education and advocacy about the field of CYD can transform how we all work together and create the conditions needed for Creative Youth Development to thrive.

The Clare Rose Foundation

OUR CREATIVE YOUTH DEVELOPMENT GRANTMAKING

The Clare Rose Foundation awards grants to community-based CYD organizations, programs, and collective action initiatives throughout San Diego County.

In 2021, the Clare Rose Foundation awarded a total of \$300,600 to these efforts:

- **\$150,000 in general operating grants to support 9 core CYD organizations**
- **\$131,000 to BIPOC-led CYD collective action initiatives**
- **\$19,600 in technical assistance and organizational development grants to 5 core CYD organizations**

As part of our commitment to diversity, equity, and inclusion in the field of CYD, we work proactively to ensure that the majority of our philanthropic dollars flow to Black, Indigenous People of Color (BIPOC)-led organizations whose leaders and staff reflect and represent the young people they serve. **In 2021, \$248,100 of the \$300,600 we invested in CYD went to BIPOC-led entities.** And, rather than solicit grant applications, we instead look to our current grantees to make referrals and introductions to other impactful CYD leaders and practitioners in the community to grow our grantmaking portfolio. We prefer conversations over applications, and engage in a deep, relationship-based process with potential grantees and their programs as our pathway to making an investment.

In 2022 and beyond, CYD organizations in San Diego will continue to receive multi-year, general operating support that provides stability and consistency, as well as specific, responsive funding to meet their emergent needs in real-time.

The Foundation has always worked through a trust-based and relationship-centered model, and while that will continue to be true, we are also in the process of identifying new methods to receive feedback to ensure our investments create long-term capacity for our grantees and meet the goals and objectives of the Foundation to strengthen the field of CYD.

In addition to these grants to CYD entities, the Clare Rose Foundation also invested \$115,000 in The Center's operations and programs, allowing us to expand and diversify the responsive supports available to our grantees and CYD partners. As we move into a new phase of our own organizational development, we will work with our partners in philanthropy to grow the resources and expand the funding streams available to the field of CYD.

In addition to grantmaking, we also make strategic sponsorships that support our Capacity and Field Building goals.

Clare Rose Foundation Sponsorships in 2021 totaled \$17,500

- **United Way & University of San Diego Nonprofit Board Service Certification Program**
 - [CYD Cohort Sponsor](#) (Capacity Building)
- **California Arts Advocates**
 - Webinar Sponsor for [Youth Empowerment Panel: Let THEM Lead](#) session for Arts, Culture, and Creativity Month, April 2021 (Advocacy)
- **San Diego Museum of African American Fine Art**
 - Education Sponsor for [Say Their Names Exhibit](#) (Personal, Professional, and Leadership Development/Commitment to EDI & Racial Justice)

The Clare Rose Center for Creative Youth Development

A NEW CONTAINER TO DEEPEN AND SCALE OUR WORK

The Clare Rose Foundation Center for Creative Youth Development was created to hold and steward the work that Clare Rose has already been doing in a number of areas of interest outside of grantmaking, such as **capacity building** for individuals and organizations working in CYD, **building the field of CYD**, and serving as an **administrative backbone and fiscal sponsor** for CYD projects, initiatives, and collective actions.

Conceiving The Center for CYD was a collaborative effort by the Clare Rose Foundation and numerous community partners, ensuring that anything we ultimately created was thoughtful, intentional, and responsive to the needs of the field. We relied on our relationships with the CYD community by listening to the lived experiences of our grantees, partners, and those doing on-the-ground CYD work. This step was essential to our process for creating The Center.

First, we heard loud and clear the need to focus on advocacy and systems change with peer funders and across the philanthropic sector. Establishing The Center was a key step toward inviting other funders into this work as our partners. Between 2017-2022, the majority of our work at the Foundation was focused on direct service to CYD organizations. At The Center, we are able to collaborate with partners across nonprofit and philanthropic sectors and can leverage our experiences, expertise, relationships, and capacity to strengthen the CYD ecosystem for organizations, practitioners, funders, and ultimately, the youth we all serve.

We also heard the need for backbone administrative support and fiscal sponsorship in the CYD field. In this role, The Clare Rose Center for CYD can serve as a home for collective action initiatives that benefit the field of CYD. The Clare Rose Foundation was a founding partner of the San Diego Creative Youth Development Network, which is now a model for other affinity groups for the field, such as at the National CYD Funders Forum and Justice Arts Collective San Diego, both of which are supported and fiscally sponsored by The Center for CYD.

With The Center as a fiscal sponsor and backbone, these collectives can hire staff, fundraise, offer programming, and lead advocacy efforts for the field of CYD without having to receive their own nonprofit status.

Fiscal sponsorship at The Center can also offer a long-term solution to systemic barriers preventing passionate individuals from doing CYD work they care about with their communities. **The Center for CYD is uniquely positioned to work with organizations, programs, practitioners, and youth to reimagine and innovate new approaches to nonprofit systems that complement the culture and true needs of CYD work.** This includes individuals with community-based CYD projects looking to avoid the logistical and operational difficulties of starting their own independent nonprofits, as well as young alumni of San Diego CYD programs who want to give back to their communities through arts-based or creative projects.



All of our work at The Center will maintain our commitment to working in trust-based and transparent collaboration and be grounded in the [core values of Creative Youth Development](#).

Drawing inspiration from [a growing movement in the philanthropic field](#), we launched **The Clare Rose Center for Creative Youth Development** as a **philanthropic intermediary** on **February 9, 2022**, to engage organizations, programs, projects, individuals, funders, and initiatives that serve and strengthen the field of Creative Youth Development.

As we continue to celebrate the launch of The Clare Rose Center for Creative Youth Development, we're reflecting on a year-long dynamic, collaborative, and responsive process. As CYD programs do with culminating events, it has been important for us to pause, share our work, and celebrate what we've accomplished with our community, and look toward what the future holds for The Center. **In 2021, Clare Rose valued reflection-based process over product in order to act intentionally in all of our strategic activities, and ensure sustainability for our work in the years to come.** This launch is not a finish line, but a starting line for the Clare Rose Foundation. As we look toward the rest of 2022 and beyond, we imagine that our work will continue to inform refined systems and structures that support increased definition and clarity around each of our focus areas.



Building and Launching The Center

- To prepare for launching The Center, we held a year's worth of community conversations engaging local, regional, and national thought partners.
- In order to run The Center, we needed to build internal capacity, including organizational design & development, and creating systems, tools, and infrastructure.
- We also needed to build our team, including an internal Operating Team, an Activating Team to manage and facilitate programs, and adding a Youth Philanthropy Fellow role to support leadership development and career pathways for young people in philanthropy.
- To support impactful and asset-based programs and services, we spent over a year developing and forming strategic relationships and partnerships in the field of CYD and with peer funders.
- To share our work, we created and launched a [website](#) and [Mighty Networks](#) online community.
- As a commitment to continuing our work in DEI and trust-based philanthropy, our team regularly engages in professional development, training, and peer learning to deepen and develop our practices.



Youth Philanthropy Fellowship

The Clare Rose Foundation Youth Philanthropy Fellowship is a new pilot program for Clare Rose with a vision to create a pipeline to increase BIPOC leadership in philanthropy and the nonprofit sector.

We envision the Fellowship to be an entry-level employment opportunity for alumni of San Diego County-based CYD organizations who have an interest in learning about professional opportunities in philanthropy, nonprofit management, marketing and communications, program design and development, and field-building work.

The Youth Fellow brings youth voice into all of the activities of Clare Rose. The Youth Fellow works closely with Clare Rose team members, serving as mentors and adult accomplices, and holds decision-making power as part of a collaborative team. The Youth Fellow holds administrative management responsibilities, supports operations of the San Diego Creative Youth Development Network, leads aspects of internal and external communications projects, contributes to the design and development of grantmaking initiatives and capacity building services, supports programs offered to the field, contributes to field building activities, and advises on practices of EDIA for youth in philanthropy.

The Youth Fellow divides their time between the Clare Rose Foundation and The Clare Rose Center for Creative Youth Development, ensuring they have learning and leadership opportunities and experiences in grantmaking, nonprofit management, coalition building, advocacy, project management, and more. As a key member of the Clare Rose team, the Youth Philanthropy Fellow gains on-the-job training and access to a robust network of contacts across the CYD field locally, regionally, and nationally.

A Reflection from our first Youth Fellow

The Youth Philanthropy Fellowship position at The Clare Rose Center for Creative Youth Development is a unique opportunity for young people like myself to learn about the nonprofit and philanthropic sectors through a CYD lens, while also having access to mentorship that positively shapes their professional development. Over the course of my time as Youth Fellow so far, my understanding of how nonprofits operate internally and externally, the challenges faced by the sector locally and nationally, and the role of trust-based philanthropic practices in shifting outdated and harmful paradigms has been enriched by my participation in some of The Center's fiscally-sponsored projects. These projects include, but are not limited to, the San Diego Creative Youth Development Network meetings and the National CYD Funders Forum meetings. Working closely with The Center's core Operating Team as a thought partner has also been crucial to my Fellowship experience. It is both rare and exciting to be learning terminology and concepts specific to the nonprofit and philanthropic fields while also being thoroughly embedded in the work itself and having my voice heard in key decision-making moments.

During my time as Youth Fellow, I've garnered numerous professional connections and gained a much better awareness of the diversity of potential career paths in the nonprofit and philanthropic workforce. I recommend this fellowship opportunity to any young person interested in furthering their own professional growth while also learning how both organizations and foundations can disrupt inequitable systems and ways of thinking present in the nonprofit and philanthropic fields.

Nathan Burns

Youth Philanthropy Fellow, The Clare Rose Center for CYD

Fiscal Sponsorship

The Center for CYD serves as a Fiscal Sponsor and Backbone Organization for a number of collective action projects for the field. Our fiscal sponsorship offers much more than just fiduciary responsibility. We work closely as thought partners and in supporting administrative roles to ensure the success of each of the projects. This work includes project design and development (systems, infrastructure, tools), capacity building, back office support, and more.

Learn more about each of our Fiscally Sponsored projects on our [website](#).

San Diego Creative Youth Development Network

- We participate in Brave Space meetings 2x a month to build trusting and transparent relationships with our partners.
- Mindful Monday restorative spaces are held for CYD practitioners 2x a month.
- In 2021, we established and supported 4 Learning Cohorts to support priorities expressed by Network members.
- In 2021, we co-created and provided year-one facilitation of a Network Steering Committee to support new leadership and decision-making structures for the Network.
- Our work with our partners over the past 5 years has led to enough capacity being built to hire a Network Director in November 2021
- At the beginning of 2022, Clare Rose staff transitioned from a leadership role to a support role, uplifting and amplifying community-based leadership for the field.

National Creative Youth Development Funders Forum

- The Center supports agenda setting and facilitation of monthly Funders Forum meetings.
- At the beginning of 2022, we co-created a group Steering Committee and are providing facilitation and support in year one of this new leadership and decision-making structure.
- The Center has been a key partner in the development of organizational infrastructure for the group.
- The Center provides ongoing backbone support for administration of the Funders Forum.
- The Center has contributed to the growth of the Funders Forum from a monthly Zoom call for peer learning and support to a container for collective action within philanthropy.
- The Center leads the curation and dissemination of monthly email newsletters for the group.

Justice Arts Collective San Diego

- The Center provides strategic thought partnership to the JAC-SD collective.
- Fiscal Sponsorship at The Center makes it possible for the collective to receive funding that would not be accessible to individual CYD organizations working in the Juvenile Justice space.
- The Center acts as a backbone organization as a tool for equity.
- The Center provides capacity to the collective to employ an independent Project Manager.

Funding & Regranting

As a Philanthropic Intermediary, The Center is uniquely and strategically positioned as a key partner for the field connecting high-capacity funders and public dollars with community-based organizations that would not otherwise be able to access those resources. In addition to our investments at the Clare Rose Foundation, The Center can disperse and manage funds contributed by allied and like-minded funders to collective action projects and impactful CYD programs and organizations in San Diego County. Because The Center was not fully set up in 2021, we had limited capabilities for funding and regranting. We are focused on growing this area of our work in 2022.

San Diego Creative Youth Development Network

- \$62,000 invested by Clare Rose
- \$33,250 secured through funding partnerships
- \$16,000 in in-kind support through administrative support services and partnership

Justice Arts Collective San Diego

- \$24,000 invested by Clare Rose
- \$66,000 secured through funding partnerships
- \$7,500 in in-kind support through administrative services and partnership

Arts Amplifying Youth!

- \$45,000 invested by Clare Rose in Agency 515, leading and producing organization of AAY!
- \$10,000 in in-kind support through thought partnership and technical assistance

“The Center has provided the infrastructure and thought partnership to have this work come to life. The constant faith, support, and encouragement from The Center has been critical to the progress of our collective work this year. It's also lended heft and legitimacy when talking with policy makers and government officials, more than if we were just a group of nonprofits. Through Clare Rose's response to an organic gathering of organizations already providing arts-based support for youth affected by the justice system, we've been able to streamline our work and be responsive to the individual organizations in our collective.

Chelsea Rowhani
Project Manager, Justice Arts Collective San Diego

Capacity Building

For Individuals

We know that high levels of stress, burnout, and turnover plague CYD work, and we strive to intervene at the root causes of these ailments to build healthy and sustainable work cultures for all of our partners in the CYD field. We do this through Personal Development, Professional Development, and Leadership Development programs and services.

For individuals, Clare Rose has invested in leadership defined in a broad and holistic sense. We know that leadership comes from lived experiences and daily contributions to this work, not from a job title. And, many of our partners and community leaders grew up through CYD organizations in San Diego.

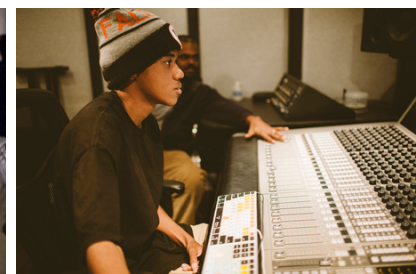
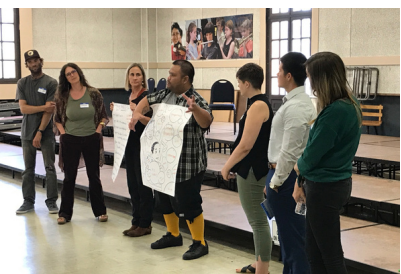
To this end, The Center for CYD offers funding opportunities, programs, and services that meet the needs of individuals as both professionals and people to foster health, wellness, and sustainability for practitioners, teaching artists, and all leaders in the field of CYD.

- **Surviving and Thriving in CYD Professional Development Series**

- In collaboration with [Partnerships in Education and Resilience \(PEAR\)](#), The Center offered 8 sessions for practitioners to strengthen their support of the learning, social-emotional, and mental health needs of youth during the 2020-21 academic year. These workshops helped educators create an optimistic and hopeful vision for young people and offered building blocks needed to survive and thrive during an uncertain time.

- **Connecting with and supporting CYD Leaders**

- The Center maintains close relationships with leaders in the field, offering one-on-one coaching and listening sessions to support their real-time needs. Staff at The Center keep standing weekly meetings with CYD leaders, providing open “Office Hours” on a regular schedule.
- The Center also convenes leaders as a peer group in informal and social settings to share challenges, successes, best practices, and experiences in empathetic spaces of non-judgement and support.



“One of the values of The Center that I find to be so important and fundamental is the value placed on relationships - on building relationships, and on cultivating relationships, and on ensuring that they really are two-way. There’s a dialogue, listening and reflecting and sharing experiences together. I think The Center walks the talk in terms of relationships, and that’s to everyone’s benefit because it’s together that we’re going to make progress on behalf of the field of CYD, organizations, and young people.

Denise Montgomery
Founder & Principal, CultureThrive | CYD Researcher & Strategist

Capacity Building

For Organizations

To support organizational capacity-building efforts, The Center provides sliding-scale back-office support and direct services in Grants Management, Finance, Legal, and HR to ensure that small CYD organizations in San Diego have access to expertise in critical administrative areas. We know that our partners and grantees are program strong, however they need business resources that complement the unique culture and practice of CYD to sustainably carry out their missions.

- **To date, The Center for CYD Grants Team has secured \$456,780 to support CYD work in San Diego**
 - 5 San Diego-based CYD organizations/projects have received funding for proposals created in collaboration with The Center's Grants Management Team.
 - The Grants Management Team has assisted organizations with setting up the necessary infrastructure and systems to successfully apply for funding from a number of diverse funders, including: the National Endowment for the Arts, the California Arts Council, the City of San Diego, the County of San Diego, as well as a number of private foundations.
 - The Grants Management Team works with partner organizations to create a dynamic and comprehensive common grant language document that will enable internal staff to create LOIs and proposals more efficiently and effectively, contributing to long-term sustainability.
- **Back office and interim staffing services**
 - The Center has embedded team members to hold grants management, strategic leadership, and other administrative roles during times of staff transition. Our team provides expertise to mentor current staff and build in-house capacity, while supporting current staff and leaders in recruiting and hiring the right long-term fit for the needed role.
- **Project-based responsive support**
 - The Center for CYD holds working relationships with professionals in legal, finance, and HR who can provide services to San Diego-based CYD organizations in need of timely support, for a sliding scale fee that is below market rate. Services needed in 2021 included nonprofit compliance and tax preparation.
- **HSA Evaluation support for San Diego-based CYD organizations**
 - For 5 years, the Clare Rose Foundation has worked with PEAR and our grantees to implement the [Holistic Student Assessment](#), a data-driven tool to promote social-emotional development in young people in afterschool settings. Overall, 8 San Diego-based CYD organizations have used the HSA to measure the impact of their programs. In 2021, Clare Rose underwrote the cost of the assessment tool for 3 organizations.
- **Development of a shared evaluation tool to measure creativity & social emotional growth through CYD participation**
 - CYD organizations are increasingly seeking out research and evaluation tools to improve program quality, demonstrate impact, and influence policy, and there is a growing opportunity to develop a tool that meets the needs of programs across the country to measure social-emotional and creative development. Currently, there are few validated assessments designed to measure youth creativity and even fewer that integrate the measurement of social-emotional and creative capacities into one tool, despite the growing research supporting the connection between these two key areas of youth development. In partnership with PEAR, The Center is working to develop a tool to meet this need.

- **CYD Database for San Diego-based CYD organizations**
 - In 2019, the Clare Rose Foundation began a year-long partnership with A Step Beyond to build and pilot a custom Salesforce database to collect and manage programmatic information in a streamlined and systematic way. The database was ultimately and intentionally built for CYD and packaged so organizations can download it for free and customize it to their needs, greatly reducing costs and the intense time commitment it takes to build it from scratch. In 2021, A Reason To Survive (ARTS) began the process of adopting and implementing the Salesforce database at their organization. Clare Rose is also in conversation with 3 other organizations about the capacities that need to be built in order to make best use of the Salesforce database, and working on scaffolded supports to meet those needs.
- **Organizational development deep-dive with The High Steppers Drill Team, Inc.**
 - A team of experts in nonprofit management and programs from The Center have been working alongside the co-founder and director of The High Steppers Drill Team since January 2021 to assess the organizational systems and structures in place, update these structures as-needed to reflect best practices and optimize organizational health, and create procedures to sustain and grow the organization in a way that is manageable for and supportive to The High Steppers. The Center has provided financial support to purchase necessary tools, equipment, and software to maintain organizational systems and infrastructure, and trained staff on these systems for greater sustainability. The Center has also provided ongoing back office services, including grants and financial management, while The High Steppers continue to build the capacity needed to hold these operational functions internally. To date, The High Steppers have doubled their operating budget as a result of working with The Center, and have made significant progress in developing the skills and expertise necessary to grow and sustain their vital work in the community.
- **Grants management infrastructure and interim back office services with transcDANCE Youth Arts Project**
 - A team of experts in grant writing and grants management from The Center has been working with staff and leadership at transcDANCE to implement a comprehensive, dynamic, and streamlined grants management system that anyone within the organization can use to track grants, from prospecting to final reporting. The Center has also played a critical role in interim grants management services to the organization during a time of both staffing transition and strategic planning in development. Because of The Center's presence at transcDANCE, the organization has been able to take the time necessary to design a role and find a candidate that will be the right long-term fit, without experiencing any disruption to their ability to apply for new grants and manage current ones. Through our proximity to the organization's work, The Center is also able to provide advisory services and thought partnership in department structure, job descriptions, and hiring new staff.
- **Building strong organizational culture with A Reason To Survive (ARTS)**
 - In partnership with Artful Leadership Coaching and Consulting, The Center has been piloting a year-long program at A Reason To Survive (ARTS) to help their team build and sustain a healthy, community-centered organizational culture called a Community of Care. Rooted in the framework of Healing-Centered Engagement (HCE) -- based on research and literature by Dr. Shawn Ginwright and others -- the emerging Community of Care among staff and stakeholders at ARTS works at three levels: intra-personal, interpersonal, and institutional. Within one's self, with each other, and with the youth and communities being served, a Community of Care strives for reciprocity in answering questions like: Do I feel cared for? Do I care for others? How do I value others? How do I feel valued? As a result of this work with Artful Leadership, the ARTS team has adopted the [CARMA principles of HCE](#) as its operating values for building organizational culture, program design, and community engagement.

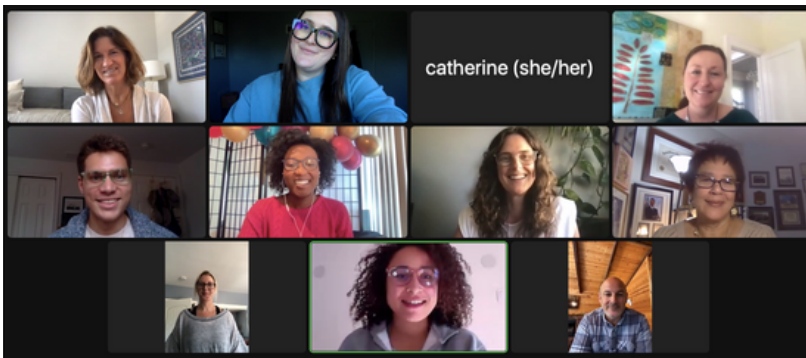
Field Building

All of our work at The Center is rooted in collective action, and the belief that we can all do more together than we otherwise could alone. Our efforts to help build the field of CYD are focused in a number of areas, with our current activities anchored in advocacy, policy and systems change, storytelling and narrative change, philanthropic collaboration, and research and documentation.

Education, Advocacy, & Policy Change

- **State of the Arts Learning Series in partnership with the City of San Diego Commission for Arts and Culture and Catalyst of San Diego & Imperial Counties**
 - This four-part Learning Series shifted the narrative that arts and culture is only about entertainment and tourism, and led conversations about how the arts and culture sector acts as the connective tissue that sustains the lifeblood of a community and inspires a sense of belonging. Sessions dove deeply into cross-sector opportunities and partnerships of arts and culture with justice, health and wellness/public health, and education. Each call was anchored with a local CYD organization, paired with a local and a national funder. This provided our partners a platform to share their work and access new relationships and opportunities.
- **Clare Rose Foundation Director of CYD holds a number of leadership positions with field-leading organizations**
 - Board Vice Chair, San Diego Regional Arts and Culture Coalition
 - Grantmakers For Education, Arts Impact Group
 - National CYD Partnership
 - Board Member, National Guild for Community Arts Education
- **Advocacy for CYD with the California Arts Council**
 - In response to a \$40 million state budget allocation at the CAC for "Creative Youth Development" that did not actually align with the principles and approach to the unique field of CYD, The Center co-authored a memo for state leadership to provide education and insight about the distinctions between creative youth development and arts education, arts immersion, and arts exposure for youth. We then led advocacy efforts with other CYD funders to support the CAC in co-designing grant programs that will truly support the field of CYD.
 - In response to calls from our local grantees and partners, The Center also worked with individuals and CYD organizations in San Diego to bring awareness to CAC staff and leadership about the serious impacts to the field when they change their grant programs, requirements, and timelines year after year.
- **One-on-one peer education about the field of CYD with fellow funders**
 - The Clare Rose Foundation Director of CYD meets regularly with local, regional, and national foundations and policy makers to educate and inform them about the unique and intersectional practices, services, and impacts of CYD organizations, and advocate for increased investments in the field of CYD.

- **Part of coalition to establish the Office of Child and Youth Success at the City of San Diego**
 - Representatives from The Center met monthly with a coalition of child and youth serving agencies in San Diego to develop the concept, budget, and strategy for an Office for Child & Youth Success.
 - This coalition successfully worked with the San Diego City Council and Mayor to [establish the office and initial budget](#).
- **Advocacy with small BIPOC-led arts groups and the San Diego Commission for Arts and Culture**
 - BIPOC-led arts groups reached out to Clare Rose leadership to connect and convene their group with the leadership of the San Diego Commission for Arts & Culture to build relationships and share challenges, perspectives, and insights from both sides, and work towards more equity in City arts funding.
 - These connections resulted in 6 months of standing monthly meetings which included the Executive Director, several Commissioners from the City, and leaders from 8 community arts organizations
 - Meetings were ended by the arts groups in April 2022 because the needed trust and relationships had been built. One of the group leaders shared that, "This decision was made based on the trust that we can now directly approach each other when there is a need to discuss arts and culture in San Diego and that we can continue these dialogues in other spaces/forums, including the Commission's public meetings."



“As the first year of our collaboration and training with The Center winds down, there's noticeable change happening at ARTS: There is less siloing and separation in workflows; leaders collaborate instead of delegate. And, instead of giving empty permissions, license, and empowerment that can leave team members feeling alone and lost in their jobs, the team now works together to identify the skills, tools, interests, and motivations needed for individuals to thrive in their roles.

James Halliday
Executive Director, A Reason To Survive (ARTS)



Convenings

Bringing people together is at the heart of all of The Center's work. When we connect people, resources, ideas, and opportunities, possibility flourishes. Strong networks of CYD stakeholders are key to long-term strength and sustainability in the field of CYD, and The Center is a hub for collaboration and collective action.

- **Monthly National CYD Community Conversations**

- In partnership with EdVestors, Heinz Endowments, and Mass Cultural Council, monthly Zoom calls for the field are hosted and curated around timely topics. CYD leaders, practitioners, staff, funders, and alumni from across the country attend on a regular basis.

- **Founding and facilitating a monthly San Diego CYD Leaders Circle**

- In partnership with Artful Leadership Coaching & Consulting, we host monthly gatherings for CYD leaders in San Diego. These convenings alternate between in-person meals and Zoom calls, to foster open, transparent, and supportive peer relationships among colleagues who are doing similar work, and often need an understanding and empathetic ear.

- **Federal Arts Policy Update Lunch & Learn Session with Americans for the Arts**

- A lunchtime conversation with Narric Rome, Vice President of Government Affairs and Arts Education at Americans for the Arts, providing a briefing on federal COVID-19 relief bills, new education leaders in DC, the Biden-Harris agenda, and how various coalitions are working to develop proposals and requests of the new Congress. His insights from DC gave insight to what funding is flowing to State and local governments, the timing of relief to the arts and culture sector, and more.



“Everything at The Center is done in relationship with CYD organizations. When working with the existing capacity of an organization and its leadership, understanding the culture, what boundaries there are, and having acute sensitivity to the needs of leadership, the organization, and of course, the youth, is absolutely critical. Through our work with The High Steppers, we've seen how strong operational infrastructure and shared leadership responsibilities allow youth-based programs to continue despite administrative challenges behind the scenes. Building capacity for organizations is both a tool for equity and a strategy to maximize impact for youth in the CYD field.

Narrative Change & Storytelling

- **Development of collateral and media to launch The Center**
 - The Center's website, promotional videos, and other content are created, often in partnership with young people, to tell stories from the field, raise awareness about CYD work, and inspire support for CYD in San Diego and beyond.
- **Curated eblasts for the field of CYD and affinity groups**
 - We regularly send news from the field, timely updates, learning opportunities, funding resources, and more in targeted emails to our partners each month - providing a quick and accessible source of information directly to our partners inboxes. Our team reviews communications from our local partners, philanthropic and nonprofit journals and publications, trends in the arts and allied sectors, research in youth development, and more, to ensure that CYD providers and practitioners have a reliable source of information that's relevant to their work, without having to spend hours each week seeking it out themselves. We also amplify stories that are shared with us to educate peer funders and influential policy makers about the nuance and uniqueness of CYD work in order to support our efforts to bring increased and diversified resources into the field.

Research & Documentation

- **Adapting Culminating Events For Right Now, Researched and Written by Denise Montgomery of CultureThrive**
 - The Center collaborated on the creation of this report, sharing and promoting the survey with grantees and extended networks, to ensure that local organizations were represented and recognized in this national project.



Acknowledgements

The Clare Rose Foundation and The Center for CYD would like to thank all of our grantees and community partners for their continuous efforts inspiring young people in San Diego through the power of Creative Youth Development. The launch of The Center reflects a deep and continued process of trust-based and responsive collaboration, and we look forward to what the future holds for us all.

Our Team

OPERATING TEAM



Katie Lorge Murawka
Director
The Center for CYD



Catherine Kineavy
Compliance & Development



Nathan Burns
Youth Philanthropy Fellow



Matt D'Arrigo
Director of CYD
Clare Rose Foundation



Anne Vincent
President
Clare Rose Foundation

ACTIVATING TEAM



Rachelle Archer



Macedonio Arteaga Jr.



Christina Chomut



Leah Goodwin



Dairrick Khalil Hodges



Shayla James



Denise Montgomery



Chelsea Rowhani

Our Partners



Join Us!

Through our pilot and launch phases, the Clare Rose Foundation has invested significant resources in The Center as we develop proof of concept for our programs, services, and approach. In order to sustain and scale this work on behalf of the field of Creative Youth Development, we must engage new funding partners. To join us in this work and learn more about partnership opportunities at The Center, contact [Katie Lorge Murawka](#).