

A photograph of three young Black women. The woman on the left is wearing a colorful plaid shirt and has her hand near her face. The woman in the middle is wearing a black shirt and large hoop earrings, smiling broadly. The woman on the right is wearing glasses and a blue shirt, looking towards the camera. They are all smiling and appear to be in a school or community setting.

2018-19

SUPPORTING TEEN GIRLS!

“Our girls who live in challenging circumstances need us to stand up for them! The obstacles of poverty, racism, lack of health care and housing can affect their lives forever. Equity in educational access and opportunity is a justice issue.”

Lily Eskelsen Garcia
President, National Education Association





MISSION

To ensure every teen girl — her race, ethnicity, and family income notwithstanding— has the support, knowledge, and skills needed to thrive.

VISION

Crittenton Services of Greater Washington empowers the most vulnerable teen girls to overcome obstacles, make positive choices, and achieve their goals through programs in schools in Washington, DC and Montgomery County, MD.

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WHO WE SERVE

Crittenton Services of Greater Washington Program Sites: Washington DC

| School | Grade | Program |
|------------------------------|-------|--------------------|
| Washington, DC/Ward 5 | | |
| McKinley Middle School | 7 | SNEAKERS |
| McKinley Middle School | 8 | SNEAKERS |
| Dunbar High School | 9 | SNEAKERS |
| Dunbar High School | 10 | SNEAKERS |
| Dunbar High School | 11 | SNEAKERS |
| Washington, DC/Ward 7 | | |
| HD Woodson High School | 9 | SNEAKERS |
| HD Woodson High School | 10 | SNEAKERS |
| HD Woodson High School | 12 | SNEAKERS |
| Kelly Miller Middle School | 6 | Goal Setting Girls |
| Kelly Miller Middle School | 7 | SNEAKERS |
| Kelly Miller Middle School | 8 | SNEAKERS |
| Sousa Middle School | 6 | Goal Setting Girls |
| Sousa Middle School | 7 | SNEAKERS |
| Sousa Middle School | 8 | SNEAKERS |
| Washington, DC/Ward 8 | | |
| Ballou High School | 9 | SNEAKERS |
| Ballou High School | 10 | SNEAKERS |
| Ballou High School | 11 | SNEAKERS |
| Ballou High School | 12 | SNEAKERS |
| Ballou High School | 9-12 | PEARLS |
| Hart Middle School | 6 | Goal Setting Girls |
| Hart Middle School | 7 | SNEAKERS |
| Hart Middle School | 8 | SNEAKERS |
| Kramer Middle School | 6 | Goal setting Girls |
| Kramer Middle School | 7 | SNEAKERS |
| Kramer Middle School | 8 | SNEAKERS |

Crittenton Services of Greater Washington Program Sites: Montgomery County, MD

| School | Grade | Program |
|--|-------|--------------------|
| Montgomery County—Up County | | |
| Clarksburg High School | 9 | SNEAKERS |
| Forest Oak Middle School | 6 | Goal Setting Girls |
| Forest Oak Middle School | 7 | Goal Setting Girls |
| Forest Oak Middle School | 8 | SNEAKERS |
| Gaithersburg High School | 9 | SNEAKERS |
| Gaithersburg High School | 10 | SNEAKERS |
| Gaithersburg High School | 11 | SNEAKERS |
| Gaithersburg High School | 12 | SNEAKERS |
| Gaithersburg High School | 9-12 | PEARLS |
| Montgomery County/Silver Spring Community—Down County | | |
| Key Middle School | 6 | Goal Setting Girls |
| Kennedy High School | 9 | SNEAKERS |
| Kennedy High School | 10 | SNEAKERS |
| Kennedy High School | 11 | SNEAKERS |
| Kennedy High School | 12 | SNEAKERS |
| Montgomery Blair High School | 9-12 | PEARLS (Spanish) |
| Montgomery Blair High School | 9-12 | PEARLS (English) |



Total Number of Groups in DC: 25

Total Number of SNEAKERS
Groups in DC: 20

Total Number of PEARLS Groups
in DC: 1

Total Number of Goal Setting Girls
Groups in DC: 4

Total Number of Schools Served
in DC: 8

Total Number of High Schools
Served in DC: 3

Total Number of Middle Schools
Served in DC: 5

Total Number of Groups in
MoCo: 16

Total Number of SNEAKERS
Groups in MoCo: 10

Total Number of PEARLS Groups
in MoCo: 3

Total Number of Goal Setting Girls
Groups in MoCo: 3

Total Number of Schools Served
in MoCo: 6

Total Number of High Schools
Served in MoCo: 4

Total Number of Middle Schools
Served in MoCo: 2

Letter from the President & CEO, and Board Chair

Dear Friends,

As we mark 131 years of service to teen girls and young women, we are grateful for our collective achievements and renewed commitment to empower teen girls as they overcome obstacles, make positive choices and achieve their goals. This year was a year of growth for Crittenton, where we expanded our programs to welcome an additional 100 teen girls and are now privileged to serve 600 teen girls in the District and Montgomery County. We've increased and strengthened our partnerships, expanded our internal capacity and board to ensure a future as bright as our past. I offer a few key highlights below.

Expanding & Strengthening Programs

We are excited to expand our program delivery into East County, where we can serve an additional 100 teen girls in Montgomery County. This expansion into East County was funded by a generous grant from a private foundation and matching support from the Montgomery County Council.

With a grant from the Department of Health – HIV/AIDS, Hepatitis, STD and TB Administration (HAHSTA), we're continuing the work from last year with our Peer Educators, who devised an advocacy campaign, including a social media strategy, around combatting sexual harassment in schools and in their communities. We're advancing their work to collaborate with non-profits that provide training on policy and testifying before the City Council.

Lifting the Voices of Teen Girls

We were awarded a \$100,000 grant from AT&T, which we are using to relaunch our *Declare Equity for Girls Report* with a focus on forging partnerships. On December 5th, we convened at our Power & Policy Luncheon, the District's top leaders, organizations and influencers in equity and inclusion to create meaningful policy reforms that will advance outcomes and opportunities for girls of color in the District. The report has also allowed us to advance our role in providing educational equity for every teen girl.

We are working to complete a *Declare Equity for Girls* report for Montgomery County in 2020, in partnership with the Collaboration Council and other leading organizations, such as Identity. Like their District counterparts, our Montgomery County girls deserve to have their voices uplifted about the barriers in obtaining equity in their education. We have presented our report at National Crittenton's Conference *In Solidarity*, as well as before 150 educators, graduate students and school leaders at Trinity University.

Increasing Operational Capacity

This year, has been a major transition for the organization with new leadership and new opportunities. For the first time, we have had major growth in revenue, surpassing \$2 million. In addition, we continue to ready our internal infrastructure for new growth. We welcomed two new Board members, Kathleen Abernathy, former FCC Commissioner, and Bryan Tramont of WBK LLC. We have a new program director and we are rethinking our use of technology to better manage our databases and streamline systems. With a focus on the future, we are holding a staff retreat in early 2020 and will work with the board in early spring to lay the groundwork for a strategic planning process.

We close the year even more determined in our pursuit of the equity our teen girls so richly deserve. We are grateful for the outpouring of support that has enabled our teen girls to grow and thrive.

Please, read ahead and see what our teen girls accomplished in the last year.

Sincerely,

Siobhan Davenport, *President & CEO*

LaTara Harris, *Board Chair*

GOAL SETTING GIRLS

A program encouraging girls to be the first in their families to complete college

For more than 20 years, researchers have been amassing evidence that the development of social and emotional skills is essential for K-12 academic success.¹ Now, not just researchers and educators but also employers have reached consensus that social and emotional skills or competencies are essential for success in school, college, and the workplace.²

In 2016, Crittenton Services of Greater Washington (Crittenton) created Goal Setting Girls to strengthen the social and emotional skills of middle school girls from low-income families to empower them to succeed in school. In its approach and delivery style, Goal Setting Girls is a positive youth development program that focuses on the “whole girl.” Our ultimate goal is to increase the number of young women from low-income families who become firsts in their families to complete college.

Goal Setting Girls is a two-year program that meets after school during the school year from September to May. Year 1 is for sixth-grade girls, and Year 2 is for seventh-grade girls. Each year has four interrelated components:

- 1. Social and Emotional Skills.** The core of the 28-session curriculum is Second Step, an evidence-based, social and emotional development program.
- 2. College and Career Exposure.** The curriculum for Grade 7 participants deepens the focus on college and careers.
- 3. Academic Supports.** Each program leader works with school counselors to identify any academic weaknesses each participant has, develop a plan, consult with parents, and connect girls to appropriate supports.
- 4. Parental Education and Engagement.** Although deeply concerned about their daughters’ education, participants’ parents

face several obstacles: their time during the school day may be limited because they are working, and they may lack experience and/or language skills needed to navigate school systems effectively.

During the 2018–2019 school year, Crittenton delivered Goal Setting Girls at three Montgomery County middle schools selected based upon need, as measured by indicators of family economic wellbeing, school disengagement, emotional wellbeing, and academic achievement. While these criteria are used to identify girls to invite, once a girl joins a group, Crittenton focuses on her strengths. Participation is always voluntary; and any girl is welcomed to join a group. The only requirement is written parental permission.

Crittenton keeps the groups small deliberately to enable the girls to bond with the program leader and with each other. The program’s “secret sauce” is the relationships that our program leaders form with participants. These bilingual, well-trained, and experienced youth development specialists create a welcoming environment and a “safe space.”

Crittenton is an outcomes-driven organization that uses independent evaluation to monitor and evaluate our programs. During the 2017–2018 school year, Crittenton piloted Goal Setting Girls at three MCPS middle schools with 47 participants. Independent evaluation concluded that the program is both needed and effective. Evaluators documented that the program produced statistically significant changes in participants’ attitudes toward education. At posttest, 97% of participants agreed that they planned to go to college and that college was a realistic goal for themselves.

Academic effort increased.

Knowledge of goal setting and action planning increased.

Behavior while in class improved.

Ability to manage emotions and stress increased.



“I’ve learned how important [school] is and the benefits of going to school and what you can learn if you use communication and leadership skills in class.”

Goal Setting Girls evaluation focus group response

¹Durlak, Joseph A., Roger P. Weissburg, and Molly Pachan. 2010. “A Meta-Analysis of After-School Programs That Seek to Promote Personal and Social Skills in Children and Adolescents.” *American Journal of Community Psychology* 45: 294–309.

²The Hechinger Report. 2016. “The Difference Between Being Eligible for College and Ready for College: More US Schools May Soon Be Held Accountable for Teaching Life Skills Like Perseverance and Compassion.” The Hechinger Report. March 6. Accessed March 28, 2019. Washington Post. 2017. “The Surprising Thing Google Learned about Its Employees—and What It Means for Today’s Students.” Washington Post. December 20. Accessed March 28, 2019.

SNEAKERS

An empowerment program for teen girls

“Adulting” skills needed for life after high school increased.

Knowledge regarding goal setting, college, and careers increased.

Practicing safer sex increased.

Confidence in their ability to form healthy relationships increased.



Crittenton’s SNEAKERS (Self-Efficacy, Nurturance, Expectations, Assertiveness, Knowledge, Empowerment, Responsibility, and Success) program provides teen girls with the life skills to navigate the challenges and choices of 8th grade through high school. Through SNEAKERS, girls learn to recognize and value their gifts; become advocates for themselves and other girls; and attain a belief in their ability to succeed, even in challenging situations.

Our positive youth development approach means that we focus on the “whole girl.” Our culturally competent, highly experienced youth development specialists deliver structured, science-based, and medically accurate curricula weekly for nine months during the school year. Over the 26 program sessions, they use active learning methods – such as role-play and games – to fully engage participants.



Through weekly meetings at school, our program leaders become trusted advisors for the girls and deliver a curriculum that:

- Teaches girls about healthy relationships with their peers, dating partners, and parents; reproductive health, sex and sexuality, contraception, nutrition, and fitness; communication, values, and goal-setting; and academic and career options.
- Enables them to acquire and use skills essential for college readiness and personal success.
- Broadens their horizons through enrichment activities that expose them to other cultures and careers and give them opportunities to serve others.

Rigorous independent evaluation has documented that SNEAKERS yields numerous important education-related outcomes, including:

- Improved school behavior and attendance
- Increased motivation and aspiration to complete high school and post-secondary education
- Reduced risky behavior
- Improved life skills
- And in the long-term, the results have been life-changing: the girls in SNEAKERS are staying in school, avoiding pregnancy, and going on to college and careers.

“What I liked best about this program is that it educates us on serious topics that exist in the real world.”

Sneakers evaluation focus group response

PEARLS

A development program for teen mothers

Crittenton's PEARLS (Parenting, Education, and Responsive-Life Skills) program enables pregnant and parenting teens to develop positive life and parenting skills. PEARLS offers teen parents an invaluable support system as they learn how to balance the competing responsibilities of parenthood and education. Through PEARLS, teen girls learn to recognize and value their gifts; become advocates for themselves and other girls; and believe in their ability to succeed, even in challenging situations.

Our positive youth development approach means that we focus on the "whole girl," heighten her awareness of life options, and help her gain the skills she needs to pursue those options. Our culturally competent, highly experienced youth development specialists deliver structured, science-based, and medically accurate curricula weekly for nine months during the school year. During every session, they use active learning methods – such as role-play and games – to fully engage participants.

Through weekly meetings at school, our program leaders become trusted advisors for the girls and deliver curricula that includes these topics:

Program curriculum topics include:

- Healthy Pregnancy
- Co-Parenting
- Positive Discipline
- Sex, Sexuality, and Contraception
- Healthy Relationships
- Labor and Delivery
- Child Development
- Nutrition and Fitness
- Female Reproductive Health
- Assertive Communication and Goal-Setting
- Education and Career Achievement

Rigorous independent evaluation has documented that PEARLS yields numerous important education-related outcomes, including:

- Improved school behavior and attendance
- Increased motivation and aspiration to complete high school and post-secondary education
- Reduced risky behavior
- Improved life skills

Knowledge and confidence regarding parenting increased.

Self-respect and expectations that others would respect them increased.

Practicing safer sex increased.

Use of positive parenting increased.



In the long-term, the results have been life-changing: the girls in PEARLS are staying in school, avoiding secondary pregnancy, and going on to college and careers.



CRITTENTON PROGRAM GROWTH

This fall, Crittenton will increase the number of teen girls we are able to reach in District Wards 5, 7, and 8. We will launch an expansion of our Montgomery County programs to reach teens in the Eastern part of the county. Crittenton is also moving from pilot to fully-fledged program of our Peer Advocates initiative—student leaders in schools. The sum total of all of this growth will be 100 more teens (600 hundred Crittenton teens total) who will be working hard to envision, plan for, and make reality their own bright futures.

“An important goal I set for myself was to make the honor roll every quarter and be in the Top 5 in my class. I accomplished making the honor roll, but haven’t yet made it to the Top 5. Now, I’m in the Top 10.”

SNEAKERS Grades 9-12 Posttest Response

“I stopped fighting this year thanks to SNEAKERS.”

SNEAKERS Grades 9-12 Posttest Response

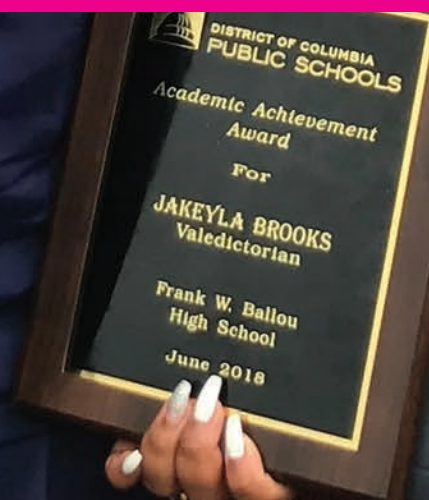




100%

CRITTENTON HIGH SCHOOL GRADUATION RATE FOR ALL SENIORS!

“Before Crittenton, I wasn’t sure if I could go to college. If I was smart enough to get the grades for it. Crittenton ended my doubts! It showed me that if you really want to go to college, you can do it. I see going to college in my future.”





LEADERSHIP SUMMIT

“Taught me to both love myself
and stand up for myself.”

For 10 years, Crittenton Services emerging leader training programming has worked to hone girls' leadership, advocacy, and communication skills. As the scope and capacity of this work has grown, we created a cornerstone experience, an intensive weekend-long conference called the Leadership Summit.

Career Fair

The 2019 Leadership Summit (April 19-21) helped our teens raise their own voices. Fifty teen girls from our SNEAKERS and Goal Setting Girls programs came together with our program leaders, Crittenton alumnae near-peers, and a variety of special guests and experts.

Over the three days of the Summit, the girls grew more confident in their abilities as leaders and as advocates. They learned to better embrace themselves for all their strengths and gifts. Girls from Washington, DC had the chance to get to know girls from Montgomery County and vice versa. They talked about challenges that are obstacles to their bright futures and how to overcome them. In the words of one of the participants, the Leadership Summit “taught me to both love myself and stand up for myself.”

Our 2019 Leadership Summit topics included:

I Am a Leader, developing self-advocacy skills and Crittenton Ambassador training

My Voice Shall Be Heard, identifying obstacles to their own success and selecting an advocacy campaign topic

Career Exploration and Digital Literacy, building career pathways as young adult professionals share their career journeys

Wellness and Self Care, incorporating mindfulness into a teen's self-care plan

Bringing It All Together, preparation for the “Talk with a Teen Girl” High Tea

All 50 girls who completed the Summit became Crittenton Ambassadors as our staff led them in a pinning ceremony. Ambassadors are called upon to represent Crittenton at events and media interviews, and to work with staff to welcome new teens just joining the program. Each girl received a special butterfly pin and a signature Crittenton black blazer to commemorate their time at the Summit, as well as a certificate of completion.

Several Ambassadors stepped up to play a leadership role at the High Tea that took place on April 25th. During that event, they were able to share their experiences in Crittenton programs and at the Summit in front of more than 100 of their fellow teens and 100 caring adults.



100 Crittenton teens demonstrate youth leadership and self-advocacy at Crittenton's signature, annual event

TALK WITH A TEEN GIRL HIGH TEA

Crittenton Services of Greater Washington hosted the 2019 Talk with a Teen Girl High Tea on Thursday, April 25, 2019, at the Silver Spring Civic Building. As 100 teen girls and 100 adult guests came together for a conversation on issues ranging from building a successful 21st Century career to combating gender-based stereotypes and sexual harassment.

The program kicked off with a video that highlighted Crittenton's Leadership Summit – April 19-21st. Former long-time WUSA9 anchor and special guest host for this year's Tea, Andrea Roane, welcomed teen girls and adults alike. Throughout the morning, guests learned more about Crittenton programs and their impact directly from the teen girl participants.

The heart of the High Tea happens during the thoughtful table conversations between adults and Crittenton teens. It gives teen girls an opportunity to share their views on the challenges they face while also showcasing their leadership and advocacy skills.

The High Tea serves a dual role as an important moment where Crittenton's annual education scholarships are presented to Crittenton teens for their leadership and academic achievement.

Stacy Burnette, Senior Director, Government & Regulatory Affairs at Comcast Cable, presented our scholarships this year. She shared, "It was an honor to present this year's scholarships. Each Crittenton winner inspired me with their hard work. Congratulations to all."

The 2019 Crittenton Scholarship Award Winners

Sarah P. McBride and Paul E. Kovar Scholarship Winner

Ingrid Carranza (Freshman, Montgomery College; SNEAKERS Alumna '18)

Kate Waller Barrett Scholarship Winners

Jennifer Castillo-Burgos, SNEAKERS Program, Kennedy High School, Montgomery County

Mirna Cruz, PEARLS Program, Blair High School, Montgomery County

Aniyah Lester, PEARLS Program, Ballou High School, District of Columbia

Nettitia Mack, SNEAKERS Program, Ballou High School, District of Columbia

Scholarship Winners

Throughout the High Tea, more than a dozen Crittenton teens took on various roles ranging from speakers to greeters, making the High Tea a truly "girl-led event." Teens selected the topic of domestic human trafficking to spotlight how its impact on young people in our community is more prevalent and devastating than one might think. Each powerful speaker had completed Crittenton's leadership training and now serves as an Ambassador for Crittenton and their fellow teen girls.

2019 High Tea Teen Speakers

SNEAKERS: Tasia, Dunbar High School

PEARLS: Erica, Gaithersburg High School

Goal Setting Girls: Shylvine, Gaithersburg High School

Leadership Summit: Rena, HD Woodson High School

Issues Facing Teen Girls: Nasirah, HD Woodson High School

Call to Action: Chontel, Dunbar High School

Giving Thanks: Frehiwot and Leinayah, Kennedy High School

Crittenton Greeters

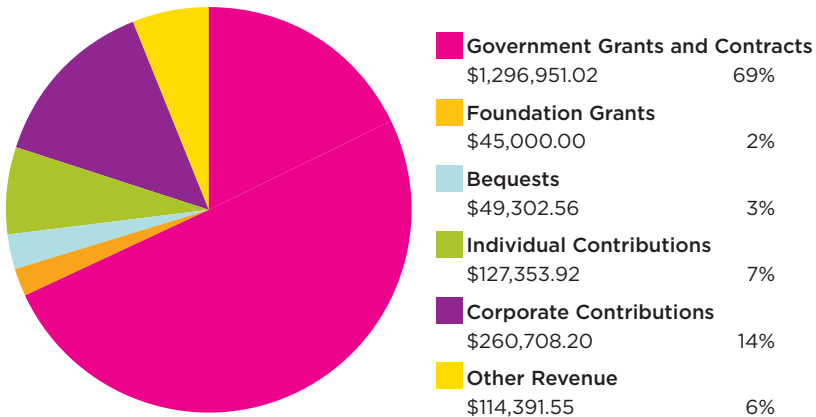
Sascha, Dunbar High School; Ana, Gaithersburg High School; Yanica, Gaithersburg High School; Cherly, Gaithersburg High School; Jackeline, Kennedy High School; Tamia, Kelly Miller Middle School.

The 2019 Talk with a Teen Girl event could not have happened without the support and commitment of our partners, parents, public officials, and our sponsors.

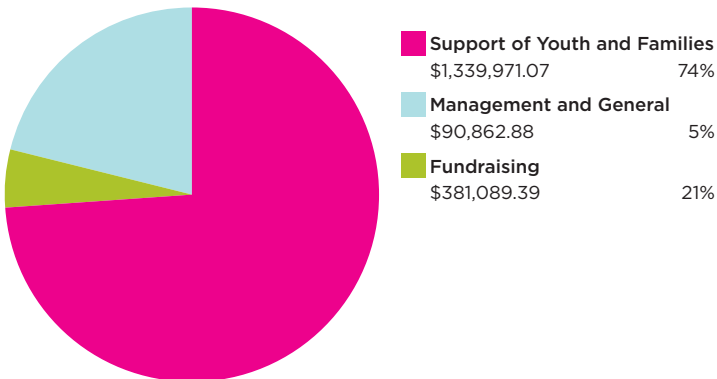
In attendance were a combination of business leaders and public officials including our lead sponsors: DC Health, AT&T, Hughes Network Systems, and Comcast.

FINANCIALS

Revenue



Expenses



“I changed the way that I viewed myself as a person, and I learned to love myself more. I changed the perception I had about relationships and friendships.”

SNEAKERS Grades 9-12 Posttest Response



DECLARE EQUITY FOR GIRLS it's time!

DECLARE EQUITY FOR GIRLS! 2019 FORUM

In December 2019, we convened a room of key stakeholders to share multi-pronged research spearheaded by Crittenton Services of Greater Washington that made clear the significant challenges girls and young women living in Wards 5, 7, and 8 face in their communities. We brainstormed policy solutions that can reduce barriers to academic success for girls living in communities of concentrated disadvantage. Our goal was to begin a process that invites collaboration and co-creation for solutions that create the necessary changes in policies, practices, and culture for girls across the city.

So many organizations across our city have worked relentlessly over the past year to address disparities that girls face. Still, there is so much work that needs to be done, and we know that collective action is powerful.

For more information, please contact Megan Rognrud at mrognrud@crittentonservices.org or call 301-565-9333.

SUPPORTERS

Individual Contributions

Kathleen Abernathy
Mozella Ademiluyi
Jan Angevine
Rebecca Arbogast
Michael Avery
Paul Avery
Linda Banton
Joann Barnes
Judy Barnhard
Ferne Barrow
Richard Benson
Gloria Blackwell
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V&S Foundation
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Webber Family Foundation

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DC Deputy Mayor for Education
DC Health Community Health Administration
DC Health HIV/AIDS, Hepatitis, STD and TB Administration
Montgomery County African-American Health Program
Montgomery County Council
Montgomery County Executive

Institutions

Advocates for Youth
Congressional Hispanic Caucus Institute (CHIC)
CTIA
DC Wise
Montgomery College
Montgomery County Collaboration Council for Children Youth and Families
National Cable & Telecommunications Association



100 more teen girls ready to join the Crittenton family

Crittenton cannot grow fast enough to meet the needs of teen girls in our community.

The good news is that we are ready to take a big step forward and
expand our circle of support to reach 100 more teens this coming school year.

The only thing stopping us: resources.

To overcome this challenge, we have launched a new community-initiative to increase the money to raise opportunity for teen girls. Help us reach our goal by giving to the 100 Bright Futures campaign.

This coming school year, Crittenton will increase the number of teen girls we are able to reach in District Wards 5, 7, and 8. We will launch an expansion of our Montgomery County programs to reach teens in the Eastern part of the county. Crittenton is also moving from pilot to fully-fledged program of our Peer Advocates initiative – student leaders in schools.

The sum total of all of this growth will be 100 more teens (600 hundred Crittenton teens total) who will be working hard to envision, plan for, and make reality their own bright future.

Already, a coalition of public and private support has accelerated our ability to fund our campaign. But it will take the entire Crittenton Community to help us fully fund the 100 Bright Futures campaign.

Be part of a growing crowd of supporters ready
and willing to cheer on more teen girls to reach their potential.

*For more information on the 100 Bright Futures campaign, please
contact Megan Rognrud at mrognrud@crittentonservices.org*



815 Silver Spring Ave.
Silver Spring, MD 20910
Phone 301.565.9333
www.crittentonservices.org

DC | **HEALTH**

