

WE

ARE

MORE



M➤**RE**
THAN WORDS

ANNUAL REPORT 2022

We're doing more.

Believing more.

Demanding more.

We are more.

This year, More Than Words is in full swing. We're enterprising, innovating, advocating, and doing more than ever to empower our young people, who deserve everything we've got, **and more.**

"I am more than a case manager. I'm a creative thinker. I'm a crafter. I'm an event planner, an elder sister, a confidante."

**SHIRICKA BROWN,
YOUTH DEVELOPMENT MANAGER**

"I am more than stereotypes about young moms. I am a superhero for my daughter. I am ambitious. I am determined. I am a young politician in the making!"

**SHAKYE,
GRADUATE**

"I am more than a government official. I am also a Cuban immigrant, a fiercely proud mother, and devoted grandmother who cares deeply about leaving a more equitable world for my children and community. I am obnoxiously optimistic."

**ROSALIN ACOSTA,
SECRETARY OF LABOR AND
WORKFORCE DEVELOPMENT,
COMMONWEALTH OF
MASSACHUSETTS**

**WHAT DOES IT
MEAN TO BE MORE?**



Dear Friends,

At More Than Words, we are more than a social service, more than a great first job. We are not just training, education, and youth development. We are not helpers, fixers, rehabilitators, or remediators.

We are about what youth need and deserve.

That means high expectations. Compassionate accountability. Meaningful, empowering work. It means housing. Mental health. Showing up at court. Relentless advocacy. Fueling and demanding change. And centering young people and their voices in all we do.


We take on goal setting, resume writing, hard conversations, performance reviews, and promotions. We empower young people to create their own program data. We make room for second chances, third chances, and more. We stand with our youth, amplify their voices, and push for legislation and justice in a system not designed to support them.

We are a vessel. A vehicle. A movement.

This year, we grew to be even more and do even more. We expanded our clothing business and e-commerce site and designed a new mobile book truck. We deepened our race and equity curricula for youth, grew the number of alumni in adult staff positions, and expanded critical partnerships in education, employment, housing, and mental health. Our youth earned over \$3 million in revenue, and we welcomed community members, customers, and partners into our space for events, shopping, volunteering, and community building.

We are determined, relentless, and deeply hopeful. And we are grateful to you, the community who stands with us in this hard work. When you partner, donate, visit, or shop, you empower us to do more.

Together, we are More Than Words.


Jodi Rosenbaum Tillinger
Founder & CEO


John Chory
Board Chair

THANK YOU

This year, you helped us create a meaningful job, a lifeline, a fresh start, and so much more.

314
YOUTH SERVED

67%
GRADUATES PRODUCTIVE
IN WORK/SCHOOL
30+ HOURS/WEEK

\$3.1M
EARNED REVENUE



“I am more than a high school drop out, cast away, runaway, and juvenile offender. I am a husband, father of four, retired U.S. Army Master Sergeant, grad school graduate, and member of the Mighty Waltham Team at More Than Words. I am committed to becoming friendlier, more compassionate, joyful, and forgiving. I have become a practitioner of yoga, breath work, and meditation.”

**EDI SAUERWALD,
WALTHAM SITE DIRECTOR**

BOARD OF DIRECTORS

John Chory, <i>Chair</i>	Christopher Farrington
Barbara Berke, <i>Vice Chair and Clerk</i>	Gail Garinger
Mike McCollough, <i>Treasurer</i>	Rita Germán
Christopher Casgar	Jefferson Macklin
Samuel Chambers	Jodi Rosenbaum
Renée Chan	Tillinger, <i>ex officio</i>
Mosaab Elhassan	Lorna Sabbia
	Mark Touhey

MORE THAN A JOB

OUR MODEL

More Than Words employs youth (ages 16 to 24) who've been court-involved, homeless, in foster care, out of school, parenting, or struggling with mental illness to run our successful social enterprise.

ADMISSIONS

Youth apply and interview, truly earning a spot on our team. We learn about each young person's strengths, interests, and challenges and are doubling down to set youth up with the enabling conditions they need to succeed in our program, like a place to sleep, childcare, transportation, and mental health support.

Indicators of fit:

- ✔ Match with our mission
- ✔ Desire for change
- ✔ Ready to commit

CORE SOCIAL ENTERPRISE

BUSINESS JOB

Young people lead shifts, process and ship books, manage the warehouse, run events, handle customer service, and more—working approximately 20 hours/week and gaining work experience and skills.

Indicators of progress:

- ✔ Attendance, professionalism, and engagement
- ✔ Promotions and demonstration of competencies
- ✔ Personal milestones like a budget, career plan, and stable housing

YOU JOB

Youth participate in workshops and intensive case management as they set and achieve goals for their education, career, and life. Youth open a bank account, learn their rights, craft a resume, and prepare for interviews.

CAREER SERVICES

We support graduates with next steps in education and work, conducting check-ins, sending curated job postings, going on postsecondary tours, and investing in whatever youth need to open the door to a living-wage career, whether it is tuition, rent, or food.

Indicators of success:

- ✔ Earn a diploma and continue training
- ✔ Secure and keep jobs
- ✔ Move toward a living wage

WRAPAROUND SUPPORTS

We step in where systems fall short or undermine our youths' best efforts. We stand with youth at court dates, help with housing, and advocate for transition services from the Department of Children and Families, shoring up a foundation for youth to achieve career and life goals.

Stabilizing supports:

- ✔ Affordable, sustainable housing
- ✔ Fair resolution to court involvement
- ✔ Resources to help ramp up to independence

ADVOCACY

We advance broader change and youth leadership via a youth-led policy agenda focused on juvenile justice reform and ending the child welfare cliff.

Outreach strategies:

- ✔ Advocating for legislation and policy change
- ✔ Elevating youth voice to influence systems
- ✔ Educating partners and our community

SUCCESS AFTER MORE THAN WORDS

Youth are on a path to a **rewarding, living-wage career.**



MORE THAN A BUSINESS

For some youth, More Than Words is their first job. For others, it's the first job that empowers them to succeed.

Every day, our youth learn from their peers, more senior youth on the team, and the adult staff who work alongside them. They work hard to achieve meaningful goals that require every team member's full participation. On each shift—whether it's handling sales in our stores, sourcing donations, or shipping books around the world—youth practice, self evaluate, and receive feedback on the competencies they need to thrive at work and in life. This is real work, a real business, and a uniquely effective vehicle for training and empowerment.



SHIFT LEADER

Each shift is led by a young person, a Partner or Senior Partner who assigns roles, coaches peers on tasks, and checks in on progress towards daily goals.



CHECK IN

Youth review the schedule and shift goals, which may include targets for shipping and receiving in online operations, photos taken and clothes sorted, displays built and events hosted.



KEY PERFORMANCE INDICATORS (KPIs)

As youth work and get trained in new roles, they track their progress toward quantifiable measures on business tasks, seeing their KPIs improve over time.



CHECK OUT

Youth generate their own performance data by soliciting feedback on attendance, punctuality, professionalism, engagement, and our core competencies from their peers and managers.

TRANSFERABLE COMPETENCIES

- ✓ Dependability
- ✓ Safety
- ✓ Respect
- ✓ Teamwork
- ✓ Taking Initiative
- ✓ Giving and Receiving Feedback
- ✓ Problem Solving
- ✓ Leadership
- ✓ Setting and Achieving Goals

JAH, PARTNER

"As a shift leader you have to be on point. If your team sees you slacking off, they might follow your lead. It comes back to you. This job is preparing us for the real world. As a leader you have to focus on the whole team, not just you. You have to be mindful and know the example you're setting."

WE ARE HIGH EXPECTATIONS

We ask a lot of youth, holding them to a high bar as employees, students, team members, and leaders.

We refuse to water down our expectations and instead offer compassionate accountability to help youth grow. At More Than Words, we've created structures to guide young people as they set ambitious goals, form more effective habits, navigate workplace dynamics, own and repair their mistakes, and celebrate hard-earned wins. Like all effective leaders, our youth are constantly reflecting, self-assessing, and pursuing the next level of growth.

Our youth do more because we show them how success is created.



“I am more than a youthful offender. I am a father. I am a leader. I am staff at More Than Words. I am intellectual, curious, funny. I am the change.”

**JARRIS,
ALUMNUS AND CAREER
SERVICES COORDINATOR**

OWNING MISTAKES

Youth are empowered to repair and grow from workplace mistakes through a reflective and restorative process.



MELISSA

Dear More Than Words Staff,

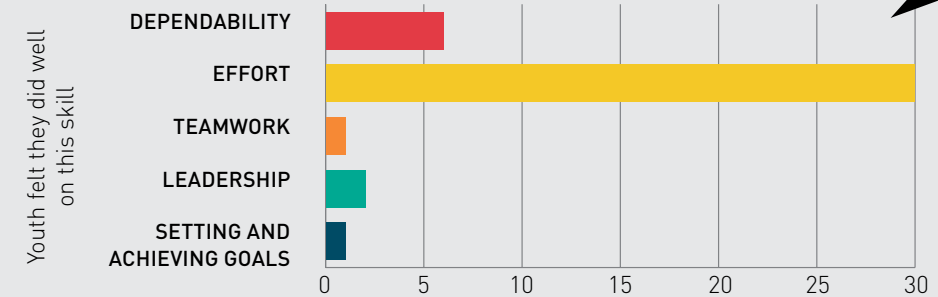
I am writing this email so that I can return to shifts. I had a no-show incident. Right when I woke up I had an immediate feeling of regret, and the consequence was being suspended. I missed the opportunity to earn income and save up towards a new engine for my car. I wish I showed up that week to help contribute towards our team goals. I have already begun to implement better scheduling into my life to help me with my punctuality. Another step I will take is to be up at least 3-4 hours before to give me time to get ready.

Best regards,

Melissa



YOUTH-IDENTIFIED COMPETENCY STRENGTHS



LEADING WITH DATA

Youth generate their own data and get comfortable using it to self-evaluate and advocate for promotions. This year we transitioned to a customized Salesforce database to give youth and staff even more access and provide our team with new systems and dashboards for real-time improvement.

PERFORMANCE REVIEW REFLECTION

NAME*

Henriz

WHAT ARE YOUR STRENGTHS AND GROWTH AREAS*

I'm consistently showing up on time and always putting in my best effort. I could work on leadership. I've put myself out of my comfort zone, but there's more work to be done.

STAFF RESPONSE

You take your job seriously. You always come in ready to work hard. You exhibit great customer service skills! I would like to see you take leadership by training others and give more feedback to your peers.



NELSON

Dear MTW,

This is my two weeks notice. I'm leaving to pursue my dream in construction management by going to Fitchburg State University. Throughout my journey in college I will use SMART goals and values I've learned at MTW. I would like to thank every person here for not only making it a fun environment but the most supportive program I've ever been a part of. In the future, I will come give back the same support that MTW was able to give to me.

Sincerely,

Nelson



PREPARING TO MOVE ON

We support youth to transition professionally and positively to their next steps.

WE ARE **RELENTLESS SUPPORT**

Youth do their part—and *more*—investing their effort and trust in a pathway toward self-sufficiency.

But they are constantly undermined by people and systems outside of our walls and outside of their control. We refuse to see young people pushed into homelessness or left to manage broken systems on their own. So a core part of our model is wraparound support and relentless advocacy, showing up for our youth like a parent would.



ISA, GRADUATE

“The support I got at More Than Words was more than just learning about how to run a business. I noticed that whenever someone from More Than Words showed up to court with me, it felt different. It felt like they were taking me seriously. My experience in court before felt like they were ready to label me a criminal. Having someone show up forced the court to see me as a person.”



HOUSING

Our Single Room Occupancy (SRO) program with Liberty Mutual and Caritas Communities offers free rent, scaffolded savings, deep supports, and a forgiving pathway to independence. We are working with partners on how to scale the model, making it an option for more youth.



HEALTH/MENTAL HEALTH

Using trauma-informed approaches, we create a workplace that is physically and emotionally safe for youth who've experienced more than their share of trauma, and we invest in ongoing training for our staff. For youth with more complex needs, we develop partnerships with the Department of Mental Health and other specialized nonprofits.



LEGAL

We collaborate with District Attorneys and public defenders, and when a youth is in trouble, we show up to all court dates to make sure their interests are represented and that the court knows we have their back. With support from a retired judge and lawyer serving as Access to Justice Fellows, we created training modules to ensure youth have a deep understanding of their rights.



PARENTING

We offer shifts scheduled at childcare-friendly times and tailored case management for young parents on our team. We help youth line up childcare and access supports from partners at the Department of Transitional Assistance.



FINANCIAL

We provide youth with just-in-time resources to help them bridge emergencies, covering necessities like food and transportation. In 2023, we are increasing investments that will help youth access door-opening training opportunities. We will pay for whatever youth need for success.

“I am more than a CEO. I am also a proud family man and a Liverpool Football Club fan. I am an avid daily crossworder and lover of puzzles. I am caring, giving, and introverted.”

DAVID LONG
CEO, LIBERTY MUTUAL

314

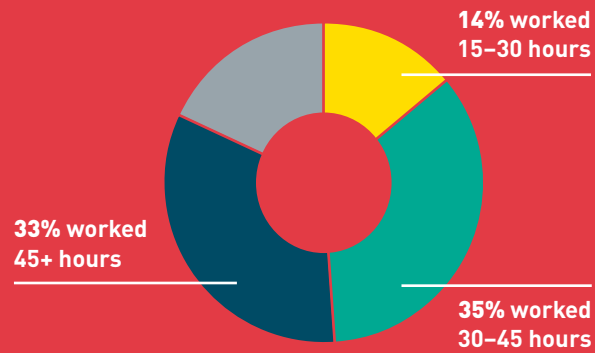
youth served by More Than Words in FY22, including 198 in our core social enterprise and 156 graduates in the community.

67%

OF GRADUATES WERE ENGAGED IN WORK OR SCHOOL FOR 30+ HOURS/WEEK

81%

OF GRADUATES WERE ENGAGED IN WORK OR SCHOOL FOR 15+ HOURS/WEEK



WE ARE GREAT RESULTS

Every year, More Than Words youth achieve far more than the world expects.

They overcome hurdles, earn diplomas, and hold down jobs at rates far beyond their peers. They leverage skills learned on the job and through our responsive curriculum, lean into our individualized supports, and build toward the future. They achieve *more*.



OUR YOUTH LEARN MORE

More Than Words youth pursue and earn the credentials they need to move their lives forward.

92% OF GRADUATES EARNED OR WERE ON TRACK TO EARN A HIGH SCHOOL DIPLOMA OR EQUIVALENT



50% of foster youth attain a diploma by age 18.

42% OF GRADUATES WITH HIGH SCHOOL CREDENTIALS EARNED OR ARE ON TRACK TO EARN A POSTSECONDARY CREDENTIAL



Less than 10% of former foster youth obtain a degree by age 26.

OUR YOUTH EARN MORE

Our graduates secure and keep jobs at high rates for their age group, especially in comparison to young adults with similar backgrounds.

73% OF GRADUATES WORKED IN 2021

Of those who didn't work, 45% were pursuing education goals.



Only 51% of former foster youth work over the course of a year.



86% HELD A JOB FOR 3+ MONTHS



71% HELD A JOB FOR 6+ MONTHS

I am on a new path



SAMIR

MORE THAN WORDS ALUMNUS
AGE 20

I was born in the U.S. but sent to Morocco when I was a baby. I grew up surrounded by love, but we had to make the difficult decision to move me back with my mother.

It didn't work. My mom had her own trauma, and we got into a bad pattern. We'd argue, I'd leave home, the police would look for me, I'd sit in jail, then go to a group home. I can't remember or count the number of placements I have been in. It was the same story over and over.

In 2018, in the middle of all these moves, I found More Than Words. Work became my escape. But even a positive place couldn't erase the pattern. When I next returned home, things hit a low and I needed help and time to rebuild myself mentally and emotionally.

As soon as I could, I returned to More Than Words.

I used the opportunity to make my own money to support myself. I got to do a lot of great things—lead shifts, speak at events, learn new skills. I graduated high school in June 2020 and More Than Words in October 2020.

More Than Words has been by my side ever since. They helped me apply to colleges, most of which rejected me because of a low GPA. Ultimately, they fought for me to start at UMass Dartmouth in their College NOW program. I was given just one semester to show I was "college material." If I couldn't keep up a 2.0 GPA, I couldn't stay.

School is hard for me, but More Than Words helped set me up to succeed. They fought for me to have housing on campus year-round so I can be independent. They helped me purchase books. They supported me with tutors.

I am now in my junior year with a 3.0 GPA! I just went back to Morocco for the first time in seven years. At one point, I didn't see myself having a life ahead of me. Now, I am on a new path.

"I am more than a juvenile in trouble, a kid with a 1.6 GPA from high school. I am a college student, a hard-working employee, an entrepreneur in the making!"



HOW ARE YOU MORE?

"I am more than my case file or the various labels placed on me. I am a student at Benjamin Franklin Institute. I am an ambassador advocating for change. I am capable of anything I set my mind to."

JAKE,
ALUMNUS AND POWER IS YOURS COORDINATOR

"I am more than a mother and philanthropist. I am also an avid reader and lover of animals, art, and sports. I would rather be outside in nature—wherever that may be—than anywhere else. I love street art, which has taken me down many back alleys and side streets in cities across the world."

JENNY KELLY,
ROY A. HUNT FOUNDATION

WE ARE SPEAKING UP

Most of the obstacles our youth face are external, systemic, and unjust.

Supporting individual youth to surmount these hurdles is critical, but it's not enough. We need to change our systems too. That's why we speak truth to power through a youth-led advocacy team called The Power Is Yours. Team members identify issues that matter to them, organize their peers, publish their views, host debates, and lead meetings with legislators and public officials.

This year, our youth leaders, staff, and allies doubled down on two high-priority issues: keeping young people out of adult jail and ending the child welfare cliff.

“We need to decriminalize young adult development in our communities, and make the success that we have achieved far more common.”

Boston Herald Opinion

December 10, 2021

Raise juvenile court age so young people can thrive

We are young adults who support legislation to raise the age of juvenile court jurisdiction from age 18... This is not just politics for us—it is real life. We have seen how the criminal legal system traps many youth like us, including too many who have been in the child welfare system. We have also seen the difference between environments that promote success and those that undermine it...

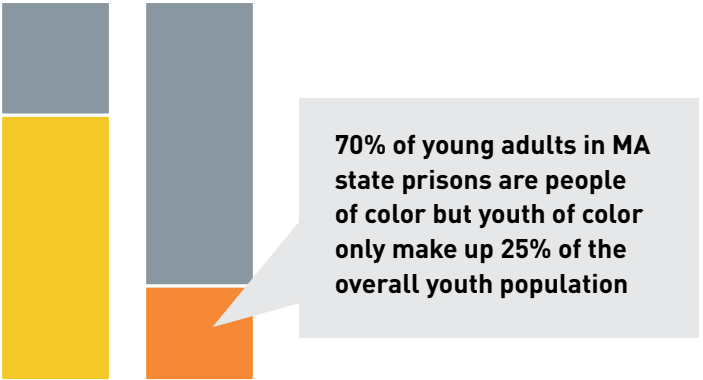
We need to decriminalize young adult development in our communities, and make the success that we have achieved far more common.

Emilia Flores Teran, Jacob Robinson, and Luis Pacheco are members of the Power is Yours Team at More than Words



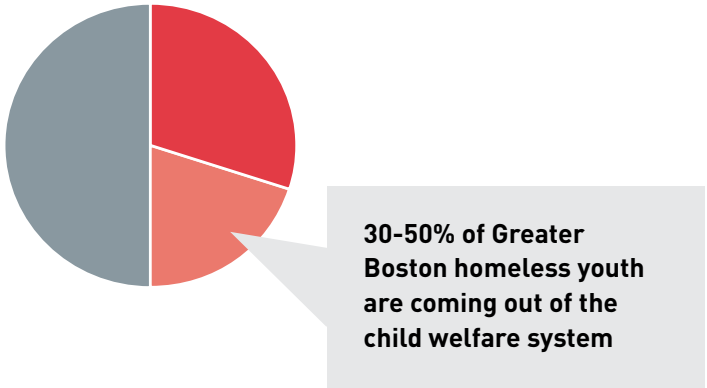
YOUNG ADULT JUSTICE

Youth 18+ are adjudicated in adult court despite overwhelming evidence that the brain doesn't fully develop until age 25. The long-term consequences of an adult criminal record and jail time fall disproportionately on youth of color and youth without family support. We need more diversion, and we need to keep our older youth in the more developmentally appropriate juvenile system.



ENDING THE CHILD WELFARE CLIFF

Too often, youth transitioning out of foster care lose access to the critical supports they need and deserve, putting them on a path to homelessness. Our youth-led advocacy team is pushing to ensure that all young people facing case closures in the child welfare system have robust transition plans and housing in place.



WE ARE EXPANDING OUR REACH

More Than Words is best known as a bookstore, and we're still that... but we've become so much more!

We've turned the challenges of the past two years into an opportunity to innovate and discover untapped needs in our community. Today, More Than Words operates eight unique business lines, each one a vehicle for youth transformation. We're now a stronger social enterprise than ever, with more varied revenue streams, more skill-building roles for youth, and more ways to connect with our community.



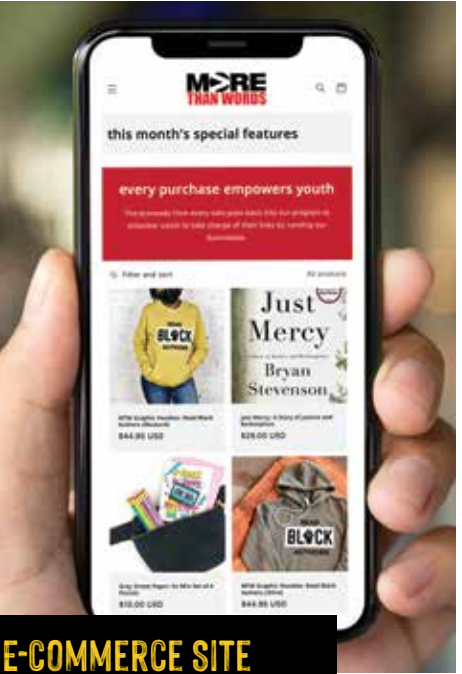
PRE-LOVED CLOTHING

A venture that began as a COVID innovation has grown into an integral part of our social enterprise, bringing in \$100,000 last year. We now sell premium pre-loved clothing and accessories in stores, online, and wholesale.



MOBILE BOOK TRUCK

Coming soon! We're developing a mobile book truck that will bring our bookstore into the community to build connections, broaden our customer base, and drive new revenue.



E-COMMERCE SITE

Our revamped, one-stop website offers shoppers a well-stocked collection of books (new and used), music, clothing, accessories, and a range of gifts from other mission-driven vendors—as well as a place to learn about our mission and ways to get involved.



MORE BUSINESSES = MORE OPPORTUNITIES

More Than Words now operates eight interconnected business lines:

- ✓ Waltham Bookstore
- ✓ Boston Bookstore and Social Enterprise Market
- ✓ Online Book Sales
- ✓ Premium Pre-Loved Clothing
- ✓ Wholesale Books and Clothing
- ✓ E-Commerce Site
- ✓ Community Event Space
- ✓ Mobile Book Truck & Pop-Ups



TRIS, SENIOR PARTNER

“It’s our business. It’s our job. It’s putting the power in youths’ hands. Working boosted my confidence and made me feel like this isn’t just school or a camp.”

This year we tried out a new process of pre-scanning books before adding them to our inventory. This has made a huge impact on our business. We’re shipping out twice as many books and increased profits! It was incredible to know that I was a part of that.”

WE ARE GROWING OUR BOTTOM LINE

Youth are engines of More Than Words’ success, driving almost half of our revenue from social enterprise sales.

This year, expanded government funding contributed additional fuel to our work.

We have not slowed our investment in our most important resources: youth and staff. In 2022, our youth leaders gathered data-driven feedback and presented a case for wage increases and raises with promotions, which we implemented. We also revised staff pay structure to retain and grow an exceptionally committed team.

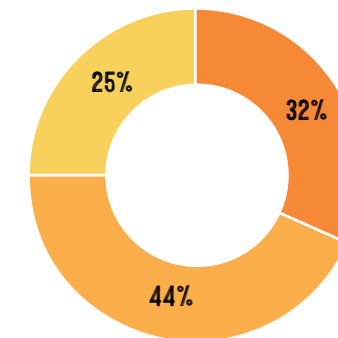
73%

growth in government contracts over last year

\$279K

in store sales since re-opening post-COVID

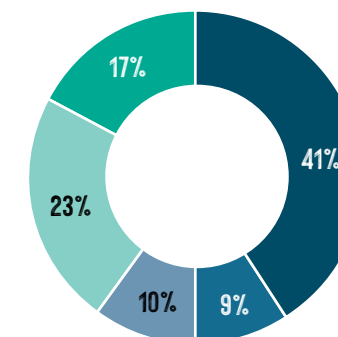
REVENUE



Earned Revenue (32%)	\$3,057,911
Philanthropy (44%)	\$4,249,670
Government (25%)	\$2,385,762

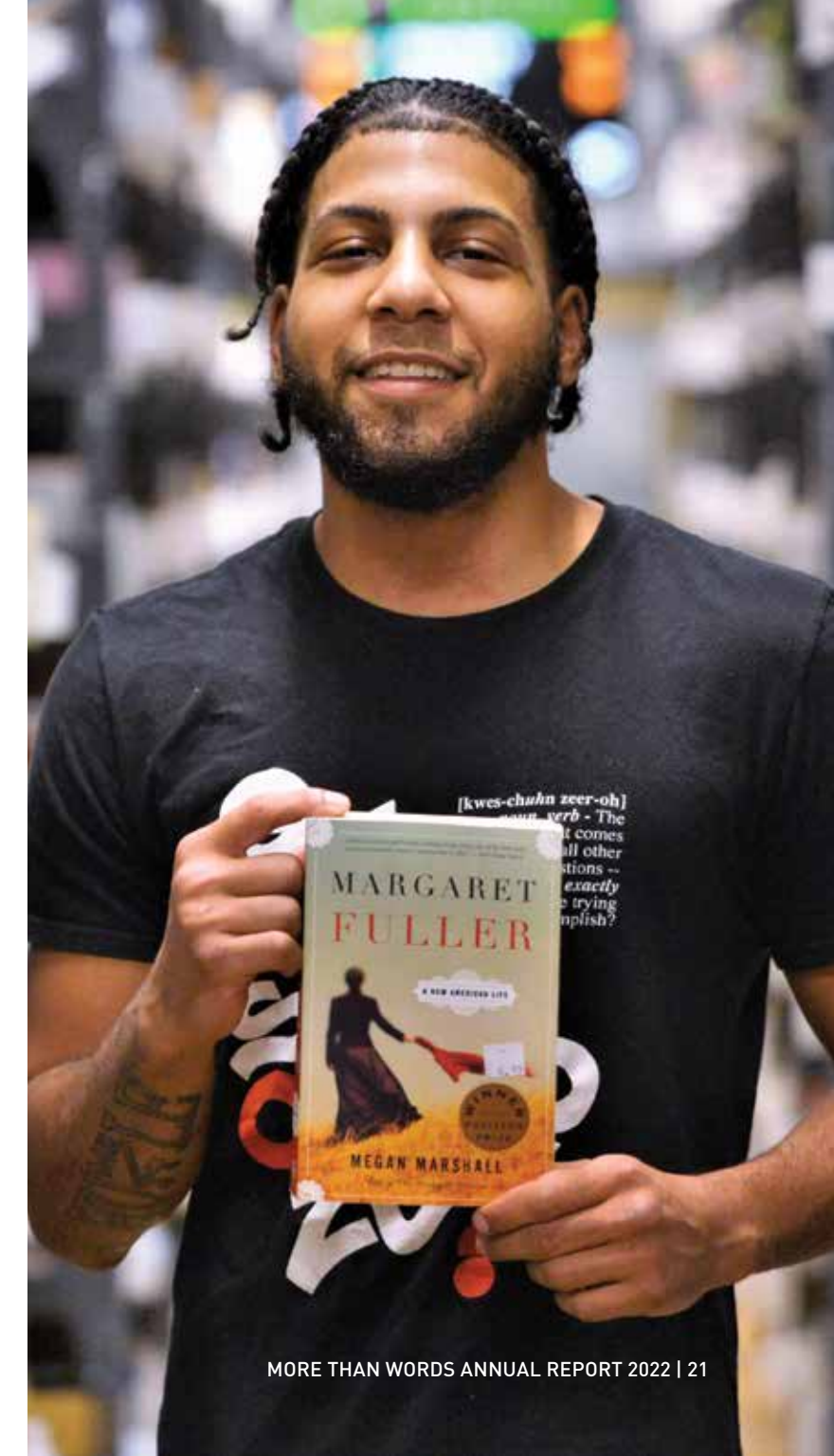
FY22 REVENUE \$9,693,343

EXPENSES



Adult Staff (41%)	\$3,976,313
Youth Stipends (9%)	\$840,729
Occupancy (10%)	\$966,764
Sales Expenses (23%)	\$2,230,610
Other (17%)	\$1,615,598

FY22 EXPENSES \$9,630,014



We're doing more and more... thanks to you.

This year, we pushed harder, dreamed bigger, and showed up for youth in **more ways than ever**. And you—our generous community of supporters—had our back. Your investments allow us to stretch, innovate, advocate, and be there when it counts. We could not be more grateful.

FY 2022 SUPPORTERS

TRAILBLAZER (\$500,000+)

Stephanie H. & David A. Spina Family Foundation

CHAMPION (\$250,000–\$499,999)

Boston Corporate Finance Community
Liberty Mutual Insurance

LEAD (\$100,000–\$249,999)

Anonymous (2) • John & Pat Chory • Clipper Ship Foundation • The Reeder Foundation • Wagner Foundation • Yawkey Foundation

VISIONARY (\$50,000–\$99,999)

The Baupost Group • The J.E. & Z.B. Butler Foundation • Cummings Foundation • Mary Hildebrandt • Johnson Family Foundation • Michael A. Krupka • The Ludcke Foundation • Rowland Foundation • Roy A. Hunt Foundation • State Street Foundation, Inc. • Willow Tree Fund

CATALYST (\$15,000–\$49,999)

A&G Real Estate Partners LLC • Amelia Peabody Foundation • Anonymous (2) • Audax Charitable Foundation • Bank of America • Berkeley Research Group • The Boston Foundation • Brennan Family Fund • Ken & Barbara Burns • Cabot Family Charitable Trust • Christopher & Kirstin Casgar • Renée Chan & Pat Mitchell • Choate Hall & Stewart LLP • Citizens Bank • Claneil Foundation • The Clowes Fund • Fish Family Foundation • Fund for Shared Insight • Gannett Foundation • Gardiner Howland Shaw Foundation • Lilli Gordon • Gordon Brothers Group LLC • Grayson Family Foundation • The Mabel A. Horne Fund, Bank of America N.A. Trustee • Alison Poorvu Jaffe & Daniel Jaffe • James C. Melvin Trust • The Janey Fund • Kelly Family Foundation • Elizabeth L. March & David E. Stein • Massachusetts Charitable Society • The Mediation Group • Middlesex Savings Charitable Foundation • The Mifflin Memorial Fund • M-III Partners • Caroline Mortimer •

Nord Family Foundation • One8 Foundation • Otterbourg P.C. • Plymouth Rock Assurance • The 'Quin House • Riemer & Braunstein • Kathleen Ryan • Lorna Sabbia • Schrafft Charitable Trust • Jim Sloman & Nora Devlin • SLR Credit Solutions • TJX Foundation • United Way of Massachusetts Bay and Merrimack Valley • Wells Fargo Bank

ADVOCATE (\$5,000–\$14,999)

Abrams Family Fund • Allinson Lamb Family Foundation • The Anna B. Stearns Charitable Foundation • Anonymous • Louis & Anne Abrons Foundation • B. Riley Advisory Services • The Barclay Charitable Fund • The Beker Foundation • The Helen & Joseph Bouscaren Family Fund • Sarah S. Burnes & Sebastian Heath • Bushrod H. Campbell and Adah F. Hall Charity Fund • Callodine Commercial Finance • The Carlyle Group • CIT Asset Management • Clear Thinking Group • Mira Courpas & Jonathan Puth • Belden & Pamela Daniels • Deloitte Foundation • Direct Federal Credit Union • Gayane & Tom Ebling • Jeff Fagnan • FirstAid Beauty (For Lilli Gordon on her retirement) • Fish Family Foundation • Fitzgerald Family Foundation • The Tom and Peg Gaillard Family Charitable Fund • Gail Garinger • The Hamilton Company Charitable Foundation • Frank & Nancy Haydu • Henry E. Niles Foundation • Eva & Terry Herndon • Hilco Global • Income Research + Management Charitable Fund • Mary Eliot Jackson • The John Ben Snow Memorial Trust • Brittany Kelley • Latham & Watkins • Long Family Charitable Foundation • Louis Foundation • LTM Family Foundation • Jessica & Josh Lutzker • Mackinac Partners LLC • Joe & Liz Marconi • Margulf Foundation • Mary W.B. Curtis Trust • Mary Ann & Peter Mattoon • Michael & Lindsey McCullough • Fanny Mlinarsky Charitable Fund • Ward Mooney • Morgan, Lewis & Bockius • The Moses Kimball Fund • National Development • Nuance Foundation Inc. • The Orazem Family Foundation • Jennifer Miller Paci & Vic Paci • Paris Family Gifting Fund • Stephen C. and Anne B. Peacher Charitable Fund • Scott Pomfret • Jill Preotle • Provident Foundation Trust • Red Stone Equity Partners • Related Beal • Richter Management • Rockland Trust Charitable Foundation • Margie J. Topf & Stuart Rose • Kim Rose • Len Rosenbaum • Benjamin Tillinger & Jodi Rosenbaum-Tiillinger • Sierra Constellation Partners • Eric Silverman • Oleg Simanovsky & Martha Maguire • Sixth Street • Skadden, Arps, Slate, Meagher & Flom LLP • Tiger Capital Group LLC • Tiny Tiger Foundation • Mark and Lonise Touhey • United Way • The Walther Foundation

THANK YOU TO OUR GOVERNMENT SUPPORTERS AND PARTNERS IN FY22

- City of Boston, Boston Planning & Development Agency
- City of Boston, Boston Police Department
- City of Boston, Boston Public Health Commission
- City of Boston, The Mayor's Office of Health and Human Services
- City of Boston, The Mayor's Office of Workforce Development
- Corporation for National Community Service AmeriCorps VISTA Program
- Massachusetts Department of Children and Families
- Massachusetts Department of Early Education and Care
- Massachusetts Department of Elementary and Secondary Education
- Massachusetts Department of Environmental Protection
- Massachusetts Department of Mental Health
- Massachusetts Department of Public Health
- Massachusetts Department of Transitional Assistance
- Massachusetts Executive Office of Health and Human Services
- Massachusetts Executive Office of Housing and Economic Development

SUPPORTER (\$1,000–\$4,999)

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“I am more than a business person, I am also a father and coach. I am energetic, fun and keep things interesting. I ski, mountain bike, hike, and love the water. I love to cook and try cooking new dishes.”



**MIKE KRUPKA,
BAIN CAPITAL**

“I am more than a former judge. I am also an aspiring street photographer. I am adventurous, optimistic, and deeply value my friendships. I walk 4 to 5 miles a day. I am a hopeless packrat, but I’m working on it.”



**GAIL GARINGER,
MORE THAN WORDS BOARD MEMBER**

“I am more than a wife and mother. I still go to rock concerts and took up tap dancing as an adult. I read everyday and on Sundays I can’t leave the house without doing the New York Times Sunday crossword.”



**SUSAN NICHOLS,
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“I am more than a single mother.
I am a boss.
I am strong.
I am resilient.
I am proud.
I am a success.
I am the future!”



JAZZ, ALUMNA AND BUSINESS TRAINING COORDINATOR

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GREAT PARTNERS = GREATER IMPACT

This year, Liberty Mutual's Corporate Strategy & Research team provided pro bono consulting, surveying youth, grads, and stakeholders and leading deep planning sessions through their "playing to win" framework.

We held nothing precious and explored what it would take to win in long-term outcomes for our youth. This work catalyzed us to deepen support during our admissions phase to set youth up with the conditions for success, and we are investing in bridges to help graduates reach living-wage careers.



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I am my future

LEE ALUMNAE AGE 18

When I started at More Than Words, I was very shy and anxious. I struggled with communicating my thoughts. Every day was an accomplishment to me.

More Than Words taught me what it was like to have a job and keep responsibility. I enjoyed learning the work, and I quickly got pretty good at it. I learned how to communicate with others and complete a task. I learned not only how to be on a team but how to run one and teach others. I was complimented by managers for my strong leadership skills and work ethic.



I'm now working at Pet Supplies Plus in Waltham, right down the street from More Than Words. I have held this job for almost a year, and I expect to be promoted to Junior Manager soon. I have also been accepted to MassArt in Boston! Art is going to be a big part of my future.

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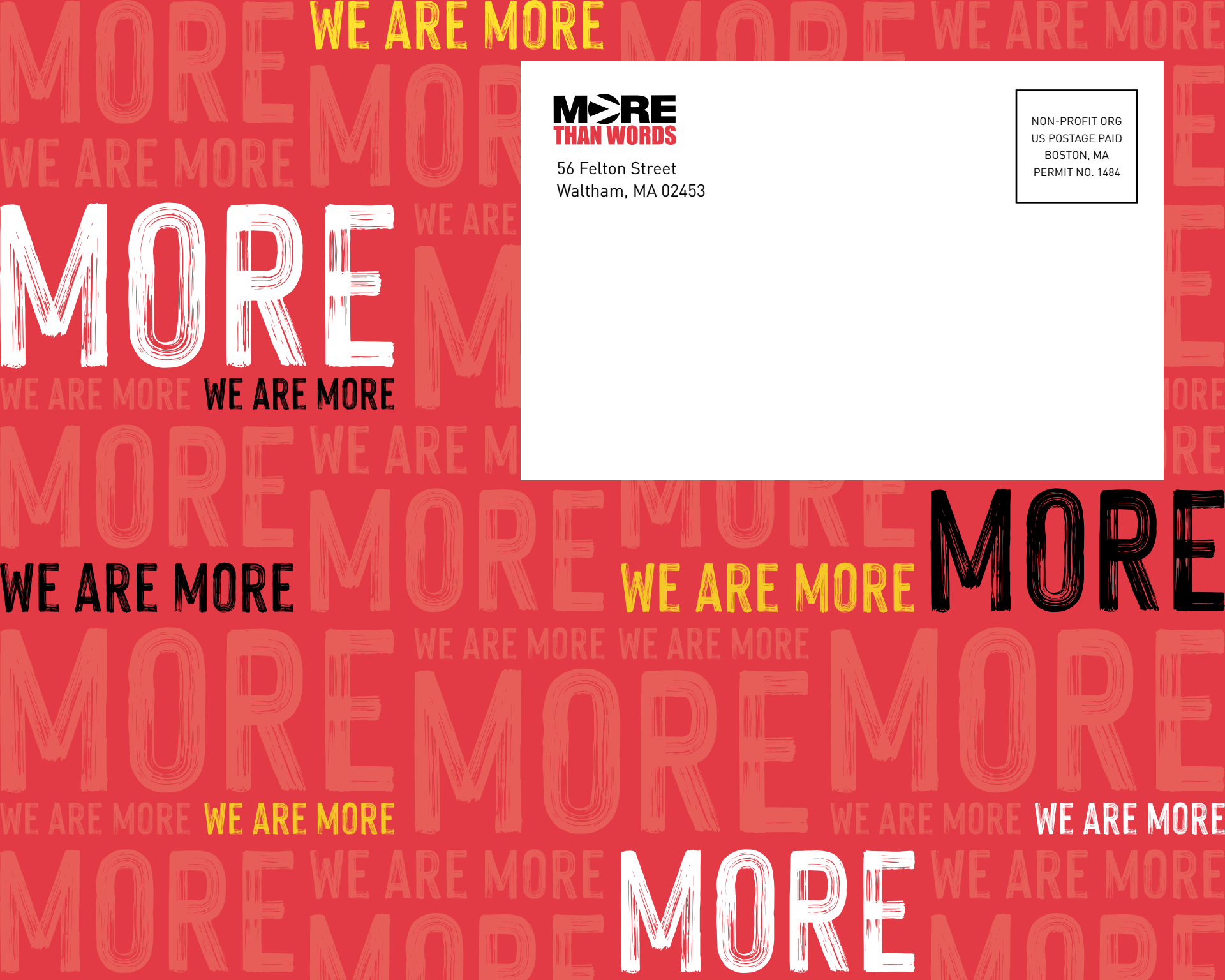
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