



Safe Passage
Camino Seguro

2022 ANNUAL REPORT

HOPE. EDUCATION. OPPORTUNITY.



Regaining Momentum:

Striving for Sustainability in 2023



Safe Passage

Camino Seguro

MISSION

Safe Passage transforms lives by providing students with an excellent education, a higher quality of life, and pathways to a job with dignity so they can achieve a better future for themselves and their families.

OUR WORK

We are an international model for how a transformational education of the whole child, focused on wellness, lifelong learning, vocational skills, and community engagement, can break the cycle of poverty.

Safe Passage currently serves 600 students enrolled in Pre-K – 9th grade and Oportunidades, our educational reinforcement and job training program for high school students.



8th Grade Class

Message from Executive Director Trae Holland



Dear Friends,

If the seismic changes and shared trials of the last three years have imparted a singular lesson, it is that we are all connected. Whether it be in the lives we lead, the challenges we face, the causes we fight for, or the way we make an impact on others, our organization highlights the fact that we all need each other if we are to rise to our better selves.

At Safe Passage, we as a community have demonstrated the power of working together toward a shared mission and purpose—students, parents, staff, community partners, volunteers, and supporters alike. Strong communities prove themselves by how they adapt and even thrive in the face of historic difficulties. And in this chapter of our history, Safe Passage has proven itself unified, resilient and vigorous. Through the COVID era, we have expanded our facilities and programs, grown our bonds with our community, fortified our staff and faculty, and maintained our mission of breaking the cycle of poverty by providing pathways to a future of dignity and worth for the students we serve. But it was only beginning in January of 2023, after the removal of COVID government mandates on attendance, that our students, at last, could be with us full time in class and enjoying their regular schedules. It has been a credit to all members of the Safe Passage family, especially our supporters, that we now are together again as we should be as a learning community.

As we look back on the accomplishments of the last year, we are reminded of the ways in which we remain grounded in our mission: what love and care all of us who are part of the Safe Passage family bring to our shared endeavor, and what is possible when so many come together, unified and clear in purpose.

This year's annual report and accompanying Spring Impact Newsletter profile several of our shared stories that represent our community's life-changing work.

Thank you all for being a part of the journey,

A handwritten signature in black ink, appearing to be 'Trae Holland', written in a cursive style.

Trae Holland
Executive Director/Head of School

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THE EVOLUTION OF OUR LEARNING COMMUNITY

José Caracún, Social Work Coordinator, has been with Safe Passage for over 16 years, almost since the inception of our work. He is one of our longest tenured employees and has seen the organization grow and change, he has seen our many triumphs and challenges. If anyone could speculate how Hanley Denning (our founder) might feel about our school today, it would be José, having worked alongside her in our early days.

During a discussion with José and other team members on campus, we asked, “What would Hanley have thought of all of this? How would she feel about how her work has progressed and developed?”

José responded, “Hanley would think that today, she has gotten what she dreamed of.” He shared that her goal was having the children understand the importance of education and for them to have the desire to pursue the opportunity being offered to them. Initially, this meant that she was working to broaden the outlook of the community. She talked families into sending their children to her program by offering food and support. And although many initially distrusted her intentions, they came for the incentives she offered them. Over time, a trusting relationship was developed and students started showing up consistently. But they studied for her. Because she asked them to. They had to go through a process of understanding that it was okay to go to school. It was okay to want to learn and have a better future. The community they lived

in did not promote or encourage education. Initially, they only wanted to learn because it was important to Hanley, but her goal was always for them to want it for themselves.

“Today, our students are here for themselves and their families—because they see the value in education—this was the dream twenty years ago. And now, it isn’t about if they will come. We have a waitlist of families that want their children to attend Safe Passage. The discussion has changed and it is about the quality of education they receive with us.” José goes on to say, “Back then we worried about just getting students to school; and today we focus on their academic achievements and tangible career goals.”

Mario Chamorro, the Director of our Oportunidades (High School) Program also

reflected on how far we have come. “Today we are proud that so many of our students embrace their education—as a pathway forward. They are not studying with us just because someone wants them to, but rather because they have decided that it is what they want for themselves.” Mario estimates that roughly 80% of our student body has reached that point—where they are seeking education out for themselves, not only because a parent or staff member is encouraging them to be there. He said that these are the students who find the most success—those that want to be there for themselves and to better their future.

“Today, our students are here for themselves and their families—because they see the value in education.”

DEFINING EDUCATION

While education is at the heart of everything we do, our teachers could not be successful without the wrap-around services provided by our Integrated Health Services and Food Services Teams. The support they provide mitigates issues leading to poor educational outcomes.

“We are all here for the students, to help them be better people—which in turn, helps us to be better people.

Our leadership team frequently references Maslow’s Hierarchy of Needs Theory, which was introduced by psychologist Abraham Maslow in the 1940s. This theory, often discussed in education and social work settings, posits that in order for individuals to reach their full potential, basic needs must first be met. We follow this approach to the fullest extent that we can while students are in our care—making sure our students are fed, healthy, and connected. We believe that nurturing this secure environment in their lives will further foster their learning and growth.

Safe Passage has always encouraged an environment of collaboration and teamwork amongst its staff and volunteers. However, in the last

several years we have really hit our stride—creating models and procedures for the best possible collaboration across departments.

Pablo Callejas, Director of Integrated Health Services, said this is especially true for his team, made up of psychologists and social workers and the Oportunidades Team, that works with high school students and graduates.

These departments must be particularly collaborative as they are often at the forefront of some of the more issues and cases that arise with students. The temporary barriers and challenging issues that often drive a student to drop out of school or fail are most effectively addressed when these teams are actively communicating and planning how best to address and support the individual.

There is a lot of “extra” that these teams do, often outside of their daily job descriptions to ensure that students feel supported, connected, engaged, and secure; particularly for our graduates, who often seek emotional support, career advice or just need guidance to stay on track and achieve their goals.

One social worker shared, “We are all here for the students, to help them be better people—which in turn, helps us to be better people. But it is hard work and sometimes difficult to deal with emotionally, which is why we lean on each other [within the team] for support. It’s how we get through challenging decisions and face the difficult landscape in which our students and their families live.”











THE BIG PICTURE

Needs lower down in the hierarchy must be satisfied before individuals can attend to needs higher up.

MASLOW'S HIERARCHY

SAFE PASSAGE

Self Actualization		Student graduates oportunidades and is ready for a skilled job
Esteem Needs	 	Education Team
Belonging and Love	 	Small supportive learning community
Safety Needs		Secure, clean, learning environment
Physiological Needs	 	Food, Integrated Health Services, Family Nurturing Program

FOOD & NUTRITION

Following a nearly two-year government mandated school closure due to the global pandemic, we reopened school in January 2022 on a part-time basis. March 2022 health screenings found that despite our best efforts to fight food insecurity (including the distribution of over 8,000 food and hygiene aid bags to roughly 400 families) over 40% of our students were underweight and/or malnourished.

How are we combating this now that our students are back to school full-time as of January 2023? This year 413,485 healthy and nutritious snacks and meals will be served on

campus across all grade levels.

Safe Passage has always used a combination of in-kind donations and purchased food for student meals and snacks—and we plan to continue to do the same. However, with inflation and the increased nutritional needs of our students, we must be even more intentional in our meal planning, to ensure our students have healthy, nutrient-rich food. Based on first quarter numbers, we anticipate that we will spend \$152,513 this year to fully fund our nutritional needs (nearly a 50% increase).

MEET GRECIA

FOOD SERVICES TEAM LEADER

Grecia Paredes has led our Food Services Team for nearly 14 years. If you pass through our Colegio, you are bound to walk by the kitchen and will see Grecia, usually with a smile on her face or sharing a laugh with a student or another staff member. Grecia embodies many of the values Safe Passage tries to instill in our students: service, hard work, kindness, and empathy.

Grecia came to Safe Passage in January 2009. She initially heard about it through an ad in the newspaper for a kitchen assistant. Not only was she interested in the work, having previously trained at Intercap in baking and pastries for 2 years, but also because Grecia was born and raised in Guatemala City and she lived in Colonia Landívar, very close to the dump community. While it was the need for employment which drew her to apply, Grecia says she was convinced to take the job when she realized it fulfilled her goal of working for a good cause.



Grecia completed her middle school education—prior to getting married and having her first child at a young age—but the education center where she had studied burned down, and she didn't have documentation of her early schooling. So Grecia decided to repeat these grades through the Adult Education Program at Safe Passage, all while employed full-time and raising her family. She graduated from grade 9 in 2013 with Safe Passage and from there went on to

413,485

Healthy & nutritious snacks and meals will be served on campus across all grade levels this year.



complete her high school degree as well with another local education center.

When asked why she didn't move on to other employment after receiving her diplomas as well as job offers for higher paying work, Grecia said, "I did not quit Safe Passage because I fell in love with the mission of our work, and the fact that I can contribute to the development of the children."

Grecia is proud of how well her team works together and collaborates with other departments, particularly Integrated Health Services. She said that they have built a strong team that has learned to communicate effectively, and that listening to each team member and empowering them has been the key to their success.

She recognizes that there are always areas to improve and strengthen. As a leader, she tries to follow the idea that "passion is contagious," and so she embodies that for her team, so that they love Safe Passage, as she does.

While the teachers and staff alike at Safe Passage are thrilled to have students back on campus full-time, since the pandemic, Grecia admits that the work has increased since pre-pandemic meal times.

Because we are following Ministry of Health safety guidelines, students currently eat meals in their classrooms with their teacher, to reduce exposure and cases of illness across grade levels. This means that Grecia's team must pack each meal individually for delivery, which increases their prep time. There are also now more students compared to the pre-pandemic population and more time and care goes into menu planning, to ensure student's caloric intake.

This additional work is no doubt challenging and tiring for her team; yet Grecia says that the most satisfying part of her day is "when the kids call me chef." Knowing that she is ensuring the students eat, and eat healthy and tasty food, is very satisfying for her.

While we thank Grecia for her leadership and commitment to the students and community, Grecia wanted to thank our Safe Passage supporters for contributing to the growth of our organization throughout the years. Which she said, not only represents more job opportunities in the community, but greater opportunities for the children in the neighborhood who need our support.

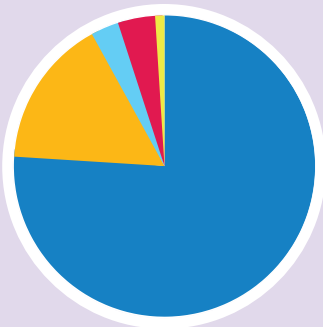
FINANCIAL HIGHLIGHTS

*Data reflects figures from January 1 - December 31, 2022



Program Breakdown

- 41% Education
- 28% Support Services
- 7% Family Services
- 17% Food & Nutrition
- 7% Health & Wellness



Sources of Operating Revenue

- 76% Annual Fund
- 16% Grants
- 3% Gifts-In-Kind
- 4% Endowment
- 1% Events



RESPONSIBLE AND CONSISTENT STEWARDSHIP

Funds	2020	2021	2022
Program Expenses	74%	72%	73%
Fundraising	18%	20%	20%
Administration	8%	8%	7%

*Source: IRS Form 990 and reflected as a percentage of total expenses. Figures from 2020 are for 18 months, due to a change from fiscal to calendar year, and 2021 numbers are preliminary.

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