

2018 ANNUAL REPORT



LIFE
SKILLS
FOUNDATION

Living Independently &
Finding Empowerment



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lifeskillsfound.org



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This report gratefully acknowledges gifts received in 2018. Every effort has been made to ensure the accuracy of this report. If there are any errors, please accept our apologies and contact our Development Team at 984-219-2571.



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LETTER FROM EXECUTIVE DIRECTOR

ALEX PROTZMAN



To the LIFE Skills Community,

2018 was a phenomenal year for LIFE Skills Foundation and we owe our success to our supporters and amazing participants. Through our broad community of support, we have continued to evolve and respond to the needs of the growing population of transition age youth experiencing housing instability or aging out of foster care in Durham. Acquiring new office space, developing a career readiness program and improving our internal operations has allowed us to help our participants beat shrinking odds for success. Durham's booming economy has made things worse for some young adults who can no longer find affordable housing due to gentrification or compete for jobs without more training. To address these changes in our community, we must create agile and responsive programming that can meet the needs of our participants.

In 2018 we helped young people graduate high school, sign apartment leases, buy cars and find employment. It takes a lot of effort on their part to make such significant life changes, but it also takes a lot of creative thinking and innovative programming. We fine tune our efforts for each young person in our program. Some youth respond well to creative mental health treatment models, while others need access to physical activities like yoga or CrossFit to relieve stress. We have participants that need opportunities to explore careers through internships and others who may need space and support to overcome significant trauma.

Many of you have visited our Independent Living Program and our small office in a two bedroom apartment. For almost four years, a growing number of staff members shared that space, shuffling desks and rooms so that we could hold a meeting or provide a therapy session. It worked well enough and proximity does breed togetherness, but we have grown so fast that we needed more space. At the end of 2018, we were able to secure funding through your generous donations to purchase a house next door to one of our apartment buildings. Now all of our direct care staff have their own offices to meet with youth, as well access to more meeting space and programming areas for cooking classes, career readiness workshops and life skills training groups. It is not a traditional office, but we are not a traditional organization—and keeping an eye on innovation is critical to our approach.

There continues to be an increase in the number of youth leaving foster care or becoming homeless. We try to reach as many youth as we can, but we have to turn away more than we are able to serve. Later in this report you will be able to review data about our programming outcomes. We are amazed by those numbers as they represent a lot of hard work both by our staff and the young people we serve. However, for all of their successes these young people have also gotten arrested, struggled to find work, been victims of domestic



violence and experienced a host of other challenges. This is the reality. While we do great work here at LIFE Skills, we are trying to address an extremely challenging issue. Our whole person approach is what allows us to have such an outsized impact. As this population increases in our community and across the state, we need your support to keep innovating and growing so we can find new ways to help even the odds.



Alex Protzman, *Executive Director*

ABOUT LIFE SKILLS FOUNDATION

LIFE = LIVING INDEPENDENTLY AND FINDING EMPOWERMENT

LIFE Skills Foundation is a nonprofit organization providing individualized whole-person support services for transition age youth facing homelessness in Durham, NC. The organization provides assistance with housing, employment, education, health and wellness, financial literacy, communication skills and building a support network. LIFE Skills' unique approach puts youth at the center of a support team focused on their individual needs.

"LIFE Skills helped me when I had no one else to depend on," said participant and board member Andrew Liraino. "They were with me when I got my first job, when I signed my first lease and when I got my first car. I cannot thank them enough for all they have done."

Of young adults who age out of foster care, one in five will become homeless and one in four will become incarcerated. In an effort to break that cycle, LIFE Skills has been providing housing and wraparound supports (e.g., education, clothing, food, health and wellness) for four years. The long-term goal is to provide transition age youth with the skills they need to overcome the myriad of challenges on their journey to self-sufficiency and independence.

For more information, visit LIFESKILLSFOUND.ORG.



KENYATTA WANTS YOU TO KNOW

“LIFE SKILLS CHANGES LIVES”

Kenyatta Burns, age 21, has made great strides since she began working with LIFE Skills Foundation four years ago. In 2018, Kenyatta achieved one of her biggest goals: earning her high school equivalency degree after two and a half years of effort. LIFE Skills encouraged Kenyatta during this venture, connecting her with private tutoring and community services to help her reach her full potential. LIFE Skills staff attended her graduation as she danced across the stage in excitement!

Like many young people, Kenyatta wasn't sure what she wanted to do after graduation. She tried out a few different career paths before LIFE Skills placed her in a child care internship. She loved working with the staff and children at the center and excelled due to her hard work and support from LIFE Skills staff. She eventually earned herself a full-time position. Kenyatta also obtained her driver's license and purchased a car in 2018. "I'm still shocked," she exclaimed. "When I see myself achieving, it makes me feel good and makes me want to do more."

Kenyatta has certainly grown over the past few years thanks, in part, to support and encouragement from LIFE Skills. She feels that LIFE Skills "had more faith in me than I had in myself, which made me have more faith in me." Kenyatta has received housing assistance, therapy and wraparound services from LIFE Skills. "LIFE Skills has invested in this 21-year-old," she says. Furthermore, when Kenyatta had issues with a landlord, she says that LIFE Skills staff "were like my parents," helping to get her out of a difficult situation and into a better and more stable living environment.

Kenyatta has seen positive changes in herself, citing more "motivational skills, more strong-minded, thinking before I react, and more maturity" among her new attributes. "LIFE Skills and my other supports really helped set me up in life to achieve." When asked what advice she has for other young adults she stated, "my advice would be, even though it feels like you don't want to take it serious, sit down and take a look at your life, look at your supports, look at what you feel you could do to change your life if your life isn't on track." She adds, "ask for help when you need it. You don't have to feel like no one is there; LIFE Skills is there. They have a team that doesn't judge us...and genuinely wants to help us." Kenyatta summed up her experiences asserting, "LIFE Skills changes lives."





NEW: YOGA FOR HEALTH AND WELLBEING

For several years, LIFE Skills Foundation Program Coordinator and LCSW Laura Wooten has envisioned bringing the benefits of yoga to LIFE Skills' young adult clients and staff. Studies indicate that yoga is a useful therapeutic tool for healthy coping and stress reduction and can also have health benefits such as pain reduction, weight management, and improved strength. Laura felt this opportunity would be helpful for our transition age youth because "yoga in our western culture is very often inaccessible to the clients that we serve, whether because of cost, or location, or advertising geared toward a certain body type with expensive workout gear."

LIFE Skills board member Brian Gullette joined the effort and introduced her to Kathy Sell Smith, owner of Yoga Off East, and Nichole Nichola, owner of Republic of Yoga, who helped Laura obtain a grant to complete the yoga instructor training she needed to make her vision a reality. After completing the rigorous 200-hour training, she successfully earned her RYT-200 yoga instructor certification. Laura began her yoga series in September 2018, and continues to offer free weekly classes. She hopes that by providing our youth an opportunity that would otherwise be inaccessible, they will be able to improve their overall "well-being in the body, as well as in the mind and spirit" and "feel more grounded, at peace, and strengthened both physically and mentally."

LIFE Skills client Kenyatta Burns agrees. She says, "I love yoga because when I get into class on Fridays, I get connected to myself and my body, and I feel more calm and humble. I practice at home when I feel frustrated or to blow off steam, or when my body is aching. It feels like peace, and I don't have to worry about anything else when I start to practice." The classes are also an opportunity for staff to bond with clients, and a way for them to manage workplace stress.

CREATIVE APPROACH HELPS YOUTH PROGRESS TOWARDS LIVING WAGE JOBS



In September 2018, Rashidah Myrie joined the LIFE Skills team as our new Employment and Education Specialist. Rashidah has been working with youth and families for 20 years. She has a deep understanding of how to help youth become job ready, gain skills and start a career. She also knows how to recruit, prepare and support employers who want to help.

When looking for ways our youth can reinforce their employment skills and make connections, Rashidah gets creative. For example, during our Sausagefest fundraising event in November, she arranged for youth to work alongside vendors to practice customer service and food service skills, interact with professionals, and experience the tasks associated with hosting an event. The vendors were impressed by the young adults' work ethic and one young woman even walked away with a job offer! More broadly, Rashidah coordinates opportunities for youth to build employment skills, network with local

professionals, and achieve their educational goals. These opportunities include internships, career fairs, college tours, and other career preparation and exploration activities.

Rashidah makes sure youth reflect and learn during career exploration activities. She explains, "at any employment exploration event, I'm asking the youth: 'What did you learn from the event? What skills did you learn that you could use somewhere else? What did you learn about the professionals in the room?' So that's my approach—using those opportunities to build the soft skills we know our young people struggle with when they go out for employment." These experiences are valuable, states Rashidah, "I heard back from the young people that they feel like the activities help them to think beyond today; that's what we're going for."

Rashidah also meets with youth individually to help them write resumes, apply for jobs, set goals, and practice soft skills such as communication, networking, critical thinking and professionalism. Rashidah says that her role is to help the young people think through their goals and let them be the driving force. "The employment piece of it is 'how do we help you dream to become who you want to become?' and the education part is 'how do we build that dream, using academics as the foundation?'"

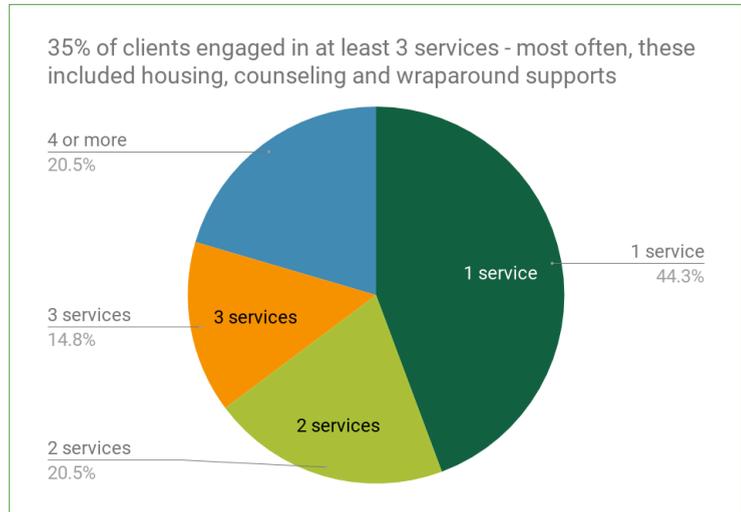
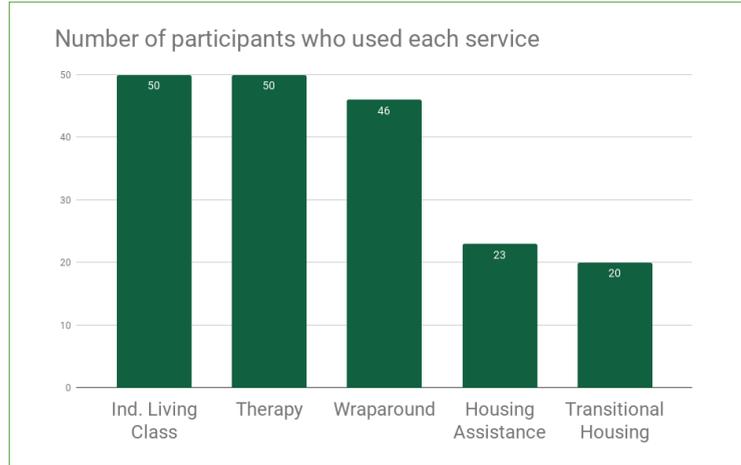
In 2019, Rashidah plans to begin holding employment and soft skills workshops, as well to continue building relationships with employers and local colleges to create more opportunities for young adults. She enthusiastically exclaims, "I want to see more of our young people graduate" and "I want more of our young people to move from survival to living wage." Rashidah knows from her experience working with at-risk youth that past experiences and trauma have a significant impact on educational and employment outcomes. She passionately describes the collective efforts of the LIFE Skills staff as "opening those doors with a pathway out of poverty, changing the story that has been a part of who they had been for so long, showing youth that there is life outside of survival; and that's powerful."

LIFE SKILLS BY THE NUMBERS

EVENING THE ODDS

Nationally, about 40% of youth leaving foster care experience some form of homelessness before they turn 26 and 25% spend time in jail. The longer young adults are homeless, the more likely they are to remain homeless. LIFE Skills Foundation is working against the clock to help young adults change course while they still can.

LIFE Skills provides the missing supports and services transition age youth need as they gain the skills to be self-sufficient. These include housing, mental health care, independent living skills classes and wraparound services such as taking them to the doctor, helping them shop and budget, making sure they get to school, helping them open a bank account, encouraging them to graduate and challenging them to plan and save for the future.



OVERVIEW

- LIFE Skills served 93 people: 88 transition age youth and five of their infant children.
- Most clients come to LIFE Skills with a unique set of needs and skills. They generally use multiple services. More than half of our clients received at least two services and more than a third received three or more services.
- LIFE Skills provided 36 youth with an average \$1,700 in direct, individualized assistance including rent, clothing, food, healthcare, transportation, supplies and more.
- In general, the young adults who were the most successful required the most direct assistance because they were moving into their own apartments, attending school or starting a job.

THE LIFE SKILLS IMPACT

- Youth who fully engage in the LIFE Skills programming and receive housing, counseling, and wraparound supports do much better than national trends for youth exiting foster care:
 - 90% of these youth had stable housing
 - 80% of clients able to work maintained at least part-time employment
 - 80% of those focused on education engaged in or completed an educational or vocational program
- 93% of young adults who moved out of LIFE Skills transitional housing moved to stable housing.
- Young adults in our transitional housing improved by an average of six points over baseline on our independent living assessment, a measure of participants' employment status, educational achievement, housing stability, financial fitness, health and support networks. Each point on the scale represents a major milestone such as graduating from high school, signing a lease or getting their first job. One client even left transitional housing with a perfect score of 30!



HUB YOUNG ADULT RESOURCE CENTER

Although our economy continues to grow, many of Durham's young people are being left out or left behind as others prosper. On any given night, there are at least 80 youth in Durham who have nowhere to stay. From our direct work with this population, we know there are many more young adults living in insecure housing such as cars, motels or bouncing from place to place. Homeless and housing insecure young adults often do not feel safe at traditional adult shelters and do not have the transportation or expertise to take advantage of community resources.

In order to address these issues, LIFE Skills has been the organizing force behind the HUB Young Adult Resource Center—a comprehensive new approach to meeting the needs of transition age youth. Together with our incredible community partners, we are working to bring youth services under one roof. When they arrive at the HUB, young adults will find a place to shower, eat, receive clothing and toiletries, meet with mental health professionals and get help securing housing, education and employment.

Although the building is still being renovated, the HUB action teams have been busy at work! In 2018, they completed the HUB Charter, which set out the guiding principles for the collaboration and describes the governance structure. The agreement has so far been endorsed by 35 individuals and eight organizations.

HUB endorsers pledge to share responsibility for:

- Contributing resources to the operation of the HUB, such as staffing, information, supplies, and funding, according to ability and interest
- Communicating the mission and vision of the HUB to stakeholders, colleagues, clients and the community
- Modeling the core value of the HUB and upholding the Guiding Principles
- Respecting and valuing the HUB's youth-driven, collaborative model
- Holding each other accountable for following through on commitments and providing emerging adults with the best service possible

The HUB would not be possible without the involvement of the young adults it will serve. The HUB's Young Adult Council (YAC) meets regularly to work on outreach. In 2018, they recruited an adult advocate, Dominique Oliver, to help with logistics and supports. They also co-wrote the HUB charter, created job descriptions for future HUB Staff, worked on the plans for a film about the HUB, organized a clean-up day

HUB ENDORSERS

- LIFE Skills Foundation
- Criminal Justice Resource Center
- Durham Literacy Center
- Alliance Health
- Durham Crisis Response Center
- Durham Public Schools
- Durham County Department of Social Services
- Made in Durham



DURHAM'S
**YOUNG ADULT
RESOURCE CENTER**

with SaySo, participated in street outreach, served on the guiding committee and planned recruiting events.

In 2019, LIFE Skills and the HUB Guiding Committee will select a contractor to serve as Interim Network Director and prepare for the center's opening. To learn more about endorsing the HUB, serving on an action team or helping in other ways, please see HUBDURHAM.ORG.





RACE ACROSS DURHAM TRAIL MARATHON AND 10-MILER

Trail runners are known for taking challenges in stride. Two extraordinary runners in this year's *Race Across Durham* embodied the tenacious spirit of the sport. For runner Andrew Liriano, the race was all about firsts. He was the first LIFE Skills participant to complete this tough event—and it was his first race. “It felt like a great accomplishment for me. I never gave up during the race; I felt like I could accomplish anything,” said Andrew. “Seeing Andrew out there running, knowing what he put in to train for this, and to get to this point in his life, it made me incredibly happy for him. For me, it was the highlight of this year’s race,” explained Joe McClernon, *Race Across Durham* co-director and LIFE Skills board member.

Marathon and ultra-running legend Michael Wardian also brought his own variety of inspiring perseverance to the *Race Across Durham*. Wardian, who is based out of Arlington, VA and who is sponsored by Big Spoon Roasters, is well-known for running accomplishments including the record for the fastest seven marathons in seven days on seven continents. He finished first in the 20-miler, coming in close to four minutes before the next runner, and brought regional and national attention to the race. Having conquered races in some of the harshest terrain in the world, he barely seemed to notice the mud on race day.

In addition to the normal challenges of the trail, this Year's *Race Across Durham* was beset by flooding. Last fall's torrential rains caused the *Race Across Durham* to change its planned 26.2 mile course to a 20 mile challenge. “With all the rain, much of the eastern part of the course was underwater,” explained McClernon. “Working quickly with our partners at Bull City Running Company, we were able to reroute the race and modify our logistics accordingly. It wasn't the race we planned, but at the end of the day, the course remained challenging and safe—it was still

a fantastic event!" Over 330 runners participated in the event which raised nearly \$50,000 to help LIFE Skills Foundation support transition age youth.

"The *Race Across Durham* continues to be a great event for LIFE Skills," said McClernon. "In the two years we've put the race on, we've raised over \$86,000 and built strong relationships with race sponsors who have contributed to LIFE Skills programs in numerous ways. It's also helped us put the LIFE Skills story and mission in front of hundreds of people who might not have otherwise heard about us. We are so grateful to our sponsors, the hundreds of volunteers who have help make the race a success, and to our community partners including Eno River State Park, Westpoint on the Eno, Mountains to Sea Trail, and the Durham County Sheriff's Department."

After the race, there was a celebration with LIFE Skills and race sponsors Bull Durham Beer, PICNIC, Big Spoon Roasters, Adam Dickinson Realty Group, Bull City Running Company and ActivEdge, featuring live music at the West Point Amphitheater. The 2019 race will be on November 17th and registration opens July 1. The community is buzzing with excitement for the upcoming edition of the race! We are hoping for all of the fun with less of the mud. Please see RACEACROSSDURHAM.COM to register or volunteer.

A SPECIAL "THANK YOU" TO OUR GENEROUS SPONSORS AND DONORS!



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THIRD ANNUAL BREAKFAST FUNDRAISER

YOUNG ADULTS INSPIRE HOPE

Speakers at the third annual LIFE Skills Breakfast shared the organization's outcomes and impact with an audience of seventy. The event raised \$27,000 to house five youth for a year in the LIFE Skills transitional living program.

After opening remarks by board member Aminah Thompson, LIFE Skills Executive Director Alex Protzman commended the work of his staff and the strong partnerships between LIFE Skills and other youth-serving organizations. These partnerships are the foundation for a new youth-driven initiative spearheaded by LIFE Skills called the HUB Young Adult Resource Center. It is scheduled to open in 2019.

LIFE Skills participants Erin, DJ and Andrew then shared their stories. For Erin and DJ, their past experiences initially made it hard for them to trust the LIFE Skills staff. They were reluctant to open up or accept support. However, once they saw that the staff respected them and were committed to helping them attain their goals, they began making the most of the resources available from LIFE Skills.



Now Erin and DJ are doing well and living on their own. They still come to LIFE Skills for counseling, career assistance and other supports when needed. As DJ said, "this organization will always and forever be a part of my life."

Andrew came to LIFE Skills when his world was turned upside down by losing his mother and aging out of foster care. He didn't know what to do or where to turn. During the past two years, LIFE Skills has helped him finish school, start a career, move into an apartment and get a car. He is proud of his success and enjoys giving back by serving on the LIFE Skills Board of Directors.

According to Timothy Brooks, founding LIFE Skills board member, "the stories the young adults told about their struggles and how they have persevered through them has been the most powerful testament to the need for our services and for our ability to have a positive impact."

Finally, board chair David Morris recognized the outstanding contributions of two people who recently left the board, Ben Feldman and Fungai Muzorewa-Bennett. Their help and guidance has been invaluable, and they will always be part of our extended family.

Many thanks to all who attended the event including Mayor Schewell. We could not do this important work without community support and our terrific partners.

FINANCIAL REPORT

Thanks to the generosity of our caring supporters, LIFE Skills raised \$807,366 in 2018—a 21% increase over 2017. Much of the increase was due to exceeding our fundraising goals for the LIFE Skills Annual Breakfast, year-end campaign and the Race Across Durham! We were also fortunate to receive increased grant funding from United Way of the Greater Triangle, continuing support from Durham County Department of Social Services and a one-time grant from Alliance Health for renovations at the HUB. Thank you so much to all of our contributors who participated in our annual breakfast, helped with the race, became an online sustainer or made LIFE Skills part of their year-end giving.

Every contribution matters! Our increased income allowed us to:

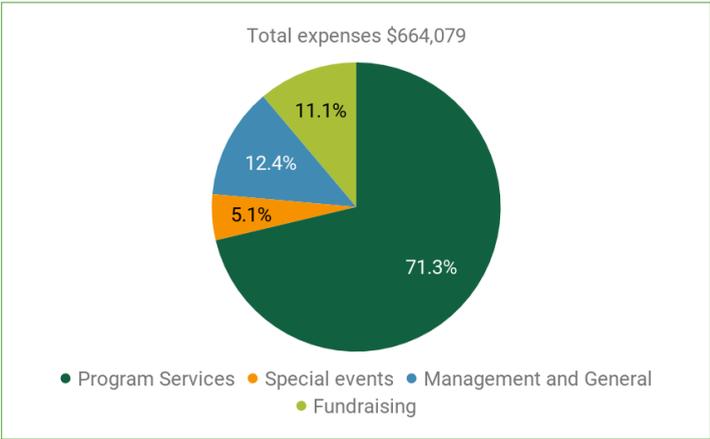
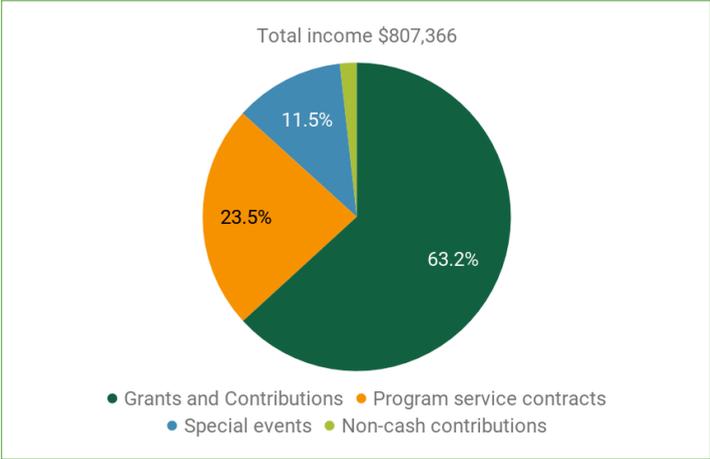
- Provide twice as much direct client assistance including payments for rent, utilities, moving expenses, education, job training, transportation, health care and more!
- Purchase a small building next to our transitional housing apartments. This building provides much needed space for therapy, interns, and our new career program.

BEGINNING NET ASSETS

\$1,089,772

ENDING NET ASSETS

\$1,316,294



HELP US CHANGE LIVES

Throughout this report, we have shared the ways that LIFE Skills is having an “outsized” impact by using a creative, whole-person approach to empower youth. We strive to make every donation matter by carefully investing in young people. Sometimes, just a small thing like help with a phone bill or new clothes for work can make a huge difference. Here are some of the ways we put your donations to work:



\$200

equals

one apartment starter pack (e.g., bed linens, towels, cleaning supplies, essential kitchen items)



\$1,000

equals

16 counseling sessions



\$500

equals

full course of independent living classes



\$5,000

equals

housing for one year

Although LIFE Skills has made dramatic improvements in the services available to homeless and vulnerable youth, we still have to turn away too many young people. With the number of Durham youth who are in foster care or unstable housing rising rapidly, this situation is only going to get worse.

Please consider donating today. Your generous support allows us to continue innovating and growing so we can empower more youth to become independent.



**SCAN THE QR CODE HERE OR VISIT US ONLINE AT:
LIFESKILLSFOUND.ORG/GIVING**

All contributions are tax-deductible to the fullest extent of the law.

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