Dear CCYP Friends and Supporters,

At CCYP, we spend a lot of time thinking and talking about the future. We envision a Cape Cod at ten or twenty years from now. A vibrant, year-round economy. A thriving young professional community that supports one another – and a community at large that supports its young workers. Economic and social opportunities that help young people sustain lives and careers here.

One of the biggest rewards of our work at CCYP is that we also get to see first-hand, every day, the evidence that this future vision is already—in many ways—a reality. We watch personal and professional networks in action, as friends—new and established—greet each other at monthly Connect events, exchanging news, ideas, and opportunities. We see young residents putting down roots on the Cape, launching businesses, starting families, and taking on leadership roles as volunteers or board members. And we have the incredible privilege of supporting young workers across all industries as they find their next career move, train in a new profession, or develop their skills right here on Cape Cod.

The one thing that stays top of mind for us, whether thinking about the present or the future? We are all in this together. When we work collaboratively to support opportunity for our region’s young worker community, we can—and do—make amazing things happen. If the support we provide for up-and-coming professionals now is directly proportional to the success of our community in the future, then the future of Cape Cod, as we see it, is glowingly bright.

As you read through this report, I hope you see its contents for what they are: evidence of how your support is helping to move our community forward. Together, the incremental actions we are taking—to connect Cape Cod’s young workers, engage them in the community, and advance their personal and professional opportunities in the region—are making a difference. We consider it an honor to be part of this exciting, empowering, and important work. And we never forget that what we do is possible only because you share in and support CCYP’s core belief: to sustain a strong and vibrant community in the future, we must foster the potential of our young workforce today. THANK YOU!

With gratitude,

Lauren Barker,
Chief Executive Officer

capecodyoungprofessionals.org

“Individually, we are one drop. Together, we are an ocean.”
—Ryunosuke Satoro, Japanese writer
2018 PROGRAMS, EVENTS, AND NOTABLE ACTIVITIES

CONNECT
Back to Business Bash
Monthly Networking Events
Coffee Connect, Lunch Connect, and After Hours Connect
CCYP in Falmouth Project

ENGAGE
Annual Community Breakfast
Giving Circle
Collective Impact Giving Program
2018 Voter Guide
State Mid-Term Election

ADVANCE
Shape Your Cape Summit
Online Job Board
Career Connect Scholarship
Giving Circle Grants Program
CCYP-EforAll Partnership
2018 BY THE NUMBERS

Number of individuals attending CCYP’s 21 monthly and annual events during 2018: 2,000+

Attendees grew their networks and engaged with their community at the SOLD OUT Back to Business Bash: 900+

Amount awarded to CCYP’s 2018 Career Connect Scholarship Recipient, Kelly Medeiros of Wellfleet, to further her career through an advanced education opportunity: $2,500

Number of active CCYP member representatives in 2018: 1,432

Jobs posted on the CCYP job board during 2018: 290

Job board views during 2018: 15,594

Unique pageviews on CapeCodYoungProfessionals.org: 109,185

Amount contributed to local initiatives that improve quality of life and career opportunity for the Cape’s young workforce (via Giving Circle Grants): $10,000

Total number of volunteer hours contributed to CCYP through committees, board service, and events: 1,498

Total value of volunteer time contributed if volunteer hours were compensated: $37,133.76

Social Media Audience at a Glance

- Instagram Followers: 3,059 (+308 in 2018)
- Twitter Followers: 3,623 (+91 since Dec 2017)
- Facebook Followers: 1,576 (+281 since Dec 2017)

Members by Industry

- Business and Professional Services: 13%
- Community and Civic Organizations: 12%
- Advertising and Media: 9%
- Finance and Insurance: 8%
- Government and Education: 7%
- Arts, Culture and Entertainment: 6%
- Construction: 6%
- Real Estate, Moving and Storage: 6%
- Lodging and Travel: 5%
- Shopping and Specialty Retail: 5%
- Industrial Supplies and Services: 4%
- Restaurants, Food and Beverage: 4%
- Computers and Tech: 3%
- Legal: 3%
- Healthcare: 3%
- Agriculture, Fishing and Forestry: 2%
- Sports and Recreation: 2%
- Automotive and Marine: 2%
- Personal Services: 2%
- Home and Garden: 1%

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- Business and Professional Services: 13%
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- Lodging and Travel: 5%
- Shopping and Specialty Retail: 5%
- Industrial Supplies and Services: 4%
- Restaurants, Food and Beverage: 4%
- Computers and Tech: 3%
- Legal: 3%
- Healthcare: 3%
- Agriculture, Fishing and Forestry: 2%
- Sports and Recreation: 2%
- Automotive and Marine: 2%
- Personal Services: 2%
- Home and Garden: 1%
In late 2018, CCYP announced an exciting new partnership with Entrepreneurship for All (EforAll) Cape Cod, powered by a generous $100,000 grant from the Massachusetts Technology Collaborative (MassTech Collaborative). At an October press conference, then-State Secretary of Housing and Economic Development, Jay Ash, joined supporters of CCYP and EforAll Cape Cod to announce the grant and partnership, signaling the Commonwealth’s investment in entrepreneurship and economic opportunity on Cape Cod.

EforAll is a Massachusetts-based nonprofit created to accelerate economic and social impact through entrepreneurship. In 2018, with the support of this grant funding and an innovative nonprofit-to-nonprofit partnership with CCYP, EforAll launched its Cape Cod community program, the fifth EforAll program in the state. EforAll Cape Cod joins the organization’s sister programs in Lowell, Lawrence, Fall River, New Bedford, and Holyoke.

The CCYP-EforAll partnership was developed with the understanding that our organizations, and our communities, grow stronger when we collaborate and work together toward common goals. From CCYP’s perspective, the partnership is a huge step forward in attracting—and keeping—the best and brightest talent right here on Cape Cod.

Since beginning work in August 2018, the CCYP-EforAll partnership has created an incredible burst of awareness, energy, and excitement around entrepreneurial opportunity on Cape Cod. Collectively, the two organizations have connected with 242 community groups and prospective partners through meetings and presentations; achieved a total reach of 44,413 through events, social media, traditional media, and other promotions; and engaged over 200 volunteers. In this same time, EforAll Cape Cod has awarded a total of $12,850 to 14 Cape Cod-based startups, and CCYP has provided complimentary Business Memberships and blog “spotlight” promotions to seven of these (and counting!). We look forward to strengthening this partnership—and continuing to support innovation and year-round economic vibrancy on Cape Cod!

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“CCYP has been a huge help in introducing me to other business professionals on Cape Cod as well as people I can now call friends. The organization has made me feel at home in a region that has a reputation for being a ‘tough network to break into’.”

—Adam Trivilino, Membership Outreach Team Member
POLICY & ADVOCACY
Advocate for policies and resources that positively impact young Cape Codders’ quality of life
• Conducted CCYP’s 1st Community Needs Survey to sharpen focus on the most imminent policy and resource needs for young professionals on Cape Cod
• Reconfigured the focus of the Annual Community Breakfast to include a keynote speaker. In 2018, Jung Ho-Pak of the Cape Symphony brought down the house with his inspiring message of engagement and community involvement
• Added dedicated resource pages to the CCYP website for housing and jobs (child care to follow in 2019!)

COMMUNITY LEADERSHIP
Provide opportunities for leadership and career development among Cape Cod’s 45-and-under population
• Established EforAll Partnership to help bring mentoring and instructional support for entrepreneurs to Cape Cod (see “EforAll Partnership,” pg. 12)
• Hosted the 3rd Annual Shape Your Cape Summit in Falmouth with more than 230 registered attendees
• Introduced a new board and committee recruitment process, which includes regular open calls for applications from the public. The process is already bringing increased diversity in candidates and allows the opportunity to cultivate the next generation of CCYP leadership

IMPACTFUL PROGRAMS
Provide high quality, mission-driven programs
• Made use of surveys, focus groups, and other evidence-based approaches to shape CCYP’s strategic goals, priorities, and program decisions
• Closely monitored activities of peer organizations in the community to identify service gaps and find collaboration opportunities to achieve shared goals
• Consistently tracked key outputs to measure success of CCYP efforts throughout the year (see “By the Numbers,” pg. 4)

ORGANIZATIONAL EXCELLENCE
Sustain CCYP’s growth and plan for the future by nurturing donor and member relationships, investing in volunteer and staff development, and upholding exemplary internal management practices
• Worked to simplify membership levels—and increase benefits—for CCYP’s membership program
• Developed the organization’s first internal Finance Policies
• Recognized key volunteers with volunteer awards at the Community Breakfast in 2018
2018 DONORS AND SPONSORS*

Our work is made possible through philanthropic contributions from many generous sponsors and donors across Cape Cod. These donors are critical in our efforts to attract and sustain a thriving community of young workers and leaders for our region.

THANK YOU for your incredible support during the 2018 calendar year!

PREMIER SPONSORS

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CAPE COD HEALTHCARE

THE COOPERATIVE BANK OF CAPE COD

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CCB MEDIA

KINLIN GROVER REAL ESTATE

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CCB MEDIA

KINLIN GROVER REAL ESTATE

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Eastern Bank
Mid-Cape Home Centers
Nauset Disposal
New Balance Falmouth Road Race
Puritan Cape Cod
Puzio Eye Care
Sea Crest Beach Hotel
Shepley Wood Products

FOUNDATION/GRANT DONORS

Bilezikian Family Foundation
Town of Falmouth

MY CAPE COD STORY

Cape Cod Five Cents Savings Bank
Cape Cod Healthcare
The Cooperative Bank of Cape Cod

BACK TO BUSINESS BASH EVENT SPONSOR

Barnstable Municipal Airport
Cape Cod Media Group
Seamen’s Bank
Today Real Estate
WFG National Title Insurance Company

*This list includes Donors and Sponsors contributing $2,500 or greater throughout the 2018 calendar year. A complete directory of sponsors and members is available on the CCYP website.
Joining CCYP does more than give you more events to attend each month. It connects you with the movers and shakers of Cape Cod and gives members a platform to become leaders in their communities through board and committee involvement, resources for getting involved in local government, and access to a wide network.

—Christina Bologna, CCYP Board Member

2018 DONORS (CONTINUED)

2018 CCYP GIVING CIRCLE GRANTEES

$10,000 was distributed to six organizations in 2018 through the CCYP Giving Circle grantmaking program.

—Christina Bologna, CCYP Board Member

2018 CCYP GIVING CIRCLE GRANTEES

$10,000 was distributed to six organizations in 2018 through the CCYP Giving Circle grantmaking program.

Cape Cod Child Development,

$1,000 for Translation Services to translate Pre-School, Family Child Care and School Age program informational documents and online applications into both Spanish and Portuguese.

Cape Cod Children’s Place,

$2,000 to provide scholarships for working families to afford childcare. Funds will be available to working families to subsidize the cost of early education and care at a licensed early education center or licensed family daycare provider in our region that has been chosen by the family to care for their children.

Community Development Partnership,

$2,000 to support the Community Housing Partnership, a comprehensive community-based strategy to build municipal capacity & public support for affordable housing, and to equip low- to moderate-income residents, business & community leaders, and local elected & appointed officials with the knowledge and skills to support the creation of more affordable housing on Cape Cod.

Housing Assistance Corporation,

$2,000 to support the Rental Conversion program initiative which will seek to incentivize second homeowners on Cape Cod to convert their homes to year-round rentals.

Mass Audubon Wellfleet Bay Wildlife Sanctuary, $1,000 for the “Tyke Hikes: Educating Children, Supporting Caregivers” program.

YMCA Cape Cod, $2,000 to support the childcare program located at Cape Cod Regional Technical High School. The Cape Cod Tech Preschool (CCTP) offers affordable childcare and an age-appropriate developmental preschool education to children of families living in Cape Cod Tech’s twelve-town district.

GIVING CIRCLE DONORS

Jennifer Armandi
Catherine Baker
Andrew and Lauren Barker
Nicholas Berardi
Jamie Bohlin
Devan Bolinder
Christina Bologna
Colleen Bonnelly
Matt Burke
Alison Caron
Teri Cole
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Volunteering with CCYP has led me to so many wonderful connections and opportunities that I would not have made without getting involved.

—Ashley Cormier, Shape Your Cape Steering Committee Member

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Ryan Castle, President
Cape Cod & Islands Association of Realtors
Stacie Peugh, Vice President
YMCA Cape Cod
Dara Gannon*, Vice President
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Craig Orsi
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Michael Pierce*
Pierce Law
Rodrigo Sera*
Cape Cod Marble & Granite
Angélique Viamari
Cape Cod Five
Matt Cronin, Ex Officio
Boardwalk Business Group

*Indicates former Board Member

2018 COMMITTEE VOLUNTEERS

BACK TO BUSINESS BASH STEERING COMMITTEE
Jamie Bohlin, Event Consultant / Chair
Rodrigo Sera, Board Liaison / Co-Chair
Sarah Lapsey, Beverage Vendor Coordinator
Catherine Andrako, Food Vendor Coordinator

Nicole Valerdes, Volunteer Coordinator
Brian Behnun
Meredith Chapdelaine
James Driscoll

Ashley Gincauskas
Alison Oberton
Lori Otsari
Nicole Ouellette

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Nicholas Berardi, Board Liaison

Joelle Carmichael
Jana Gallunias
Nashra Glidden

Craig Mancus
Abigail McNeil
Jenn Peto

Colleen Reilly
Alecia Wright

GIVING CIRCLE STEERING COMMITTEE
Katrina Fryklund, Chair
Jana Gallunias, Co-Chair

Diane Stitt, Co-Chair

Angelique Viamari

Mike Solitro

MEMBERSHIP TASK FORCE
Adam Trivilino, Chair
Christina Bologna, Board Liaison

Meredith Chapdelaine
Savannah Fabbio

GOVERNANCE COMMITTEE
Stacie Peugh, Chair
Will Rubenstein

Angélique Viamari

Sarah Colvin, Board Liaison

ANGÉLIQUE VIAMARI

Sarah Nitsch, Co-Chair

Marissa Cyr
Elena Doyle

Christopher Flanagan
Noelle Pina

PUBLIC POLICY COMMITTEE
Evan Lehrer, Co-Chair
Sarah Nitsch, Co-Chair

Sarah Colvin, Board Liaison

Marissa Cyr
Elena Doyle

Christopher Flanagan
Noelle Pina

SHAPE YOUR CAPE SUMMIT COMMITTEE
Craig Orsi, Chair
Sara Kohls, Ex Officio and Board Liaison

Jamie Bride, Vice Chair
Ashley Cormier, Vice Chair

Matt Bolinder
Bon Nugent
Russell Brilliant
Jillian Russo
Amy Flack

Jacob Stapledon

*Indicates former Board Member
CCYP is pleased to present a summary of financial results for Fiscal Year 2018. We do so here with the acknowledgement that this work would simply not be possible without the support of our members, donors, staff, program and event participants, and volunteers. We are committed to honoring your contributions of time and money by serving as good stewards of the funds we receive, and upholding the utmost possible level of transparency, ethics, and efficiency. A complete copy of our reviewed financial statements for this and previous years can be found on our website at capecodyoungprofessionals.org, or via GuideStar.org, where we maintain a Platinum Level Seal of Transparency.

Reviewed Financials 2018

Where the Money Comes From

- Contributions + Grants: 29%
- Sponsorships: 11%
- Program Income: 22%
- Memberships: 11%

2018 Income - $267,603

Where the Money Goes

- Program Expenses: 48%
- Management & General: 21%
- Fundraising Costs: 11%
- Other: 20%

2018 Expenses - $278,445

In 2018, for the second year in a row, CCYP was honored to receive a special grant from the Town of Falmouth’s Human Services Fund to provide Falmouth’s young worker community with increased opportunities for connection, civic engagement, and career advancement. Dubbed “CCYP in Falmouth,” this unique partnership aims to encourage young residents to strengthen their ties to the Falmouth community through volunteerism with local causes, becoming more educated voters, and investing in their own personal and professional growth.

A baseline survey of Falmouth residents, conducted by CCYP in 2018, revealed that young adults and families in Falmouth are largely looking for one important thing as they navigate their busy personal and professional lives: connection. In the coming year, CCYP will work to increase local awareness of community-building and connection opportunities - like local events, civic organizations, and more—that already exist in Falmouth, while also offering Falmouth-focused CCYP events and activities. Civic engagement and education continue to be an important feature of this project since we know first-hand that investing time and talent at the local level benefits both our communities, and our young workers individually. The newly formed CCYP in Falmouth Steering Committee will play a key role in helping to develop this project’s direction in the upcoming year. Stay tuned for more, spread the word—and we’ll see you soon in Falmouth!

CCYP in Falmouth

CCYP in Falmouth is made possible by these generous supporters.

CCYP 2018 Annual Report
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“CCYP has carved out a niche with the Bash and it’s amazing to see the number of people who register for it! My hat’s off to the organization of 2 employees and a dedicated group of volunteers that make this all come together!”

—2018 Back to Business Bash Attendee

“Jung-Ho Pak was amazing, and a perfect choice for [the 2018 Community Breakfast] event...I WISH I had a copy of what he said so I could quote him again and again—it was amazing.”

—2018 Community Breakfast Attendee

SAVE THE DATES!

**THURSDAY, SEPTEMBER 19, 2019**
Barnstable Municipal Airport
Tickets Go on Sale August 1st

**FRIDAY, NOVEMBER 8, 2019**
Wequassett Resort & Golf Club

“Back to Business Bash”

For more information, visit capecodyoungprofessionals.org
BECOME A CCYP MEMBER!

Join today to support a vibrant workforce on Cape Cod, now and in the future.

capecodyoungprofessionals.org/join