



CAPE COD YOUNG PROFESSIONALS



2018 ANNUAL REPORT



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

capecodyoungprofessionals.org

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

“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



2,000+

Number of individuals attending CCYP's 21 monthly and annual events during 2018



900+

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



\$2,500

Amount awarded to CCYP's 2018 Career Connect Scholarship Recipient, Kelly Medeiros of Wellfleet, to further her career through an advanced education opportunity



1,432

Number of active CCYP member representatives in 2018



290

Jobs posted on the CCYP job board during 2018



15,594

Job board views during 2018



109,185

Unique pageviews on CapeCodYoungProfessionals.org



\$10,000

Amount contributed to local initiatives that improve quality of life and career opportunity for the Cape's young workforce (via Giving Circle Grants)



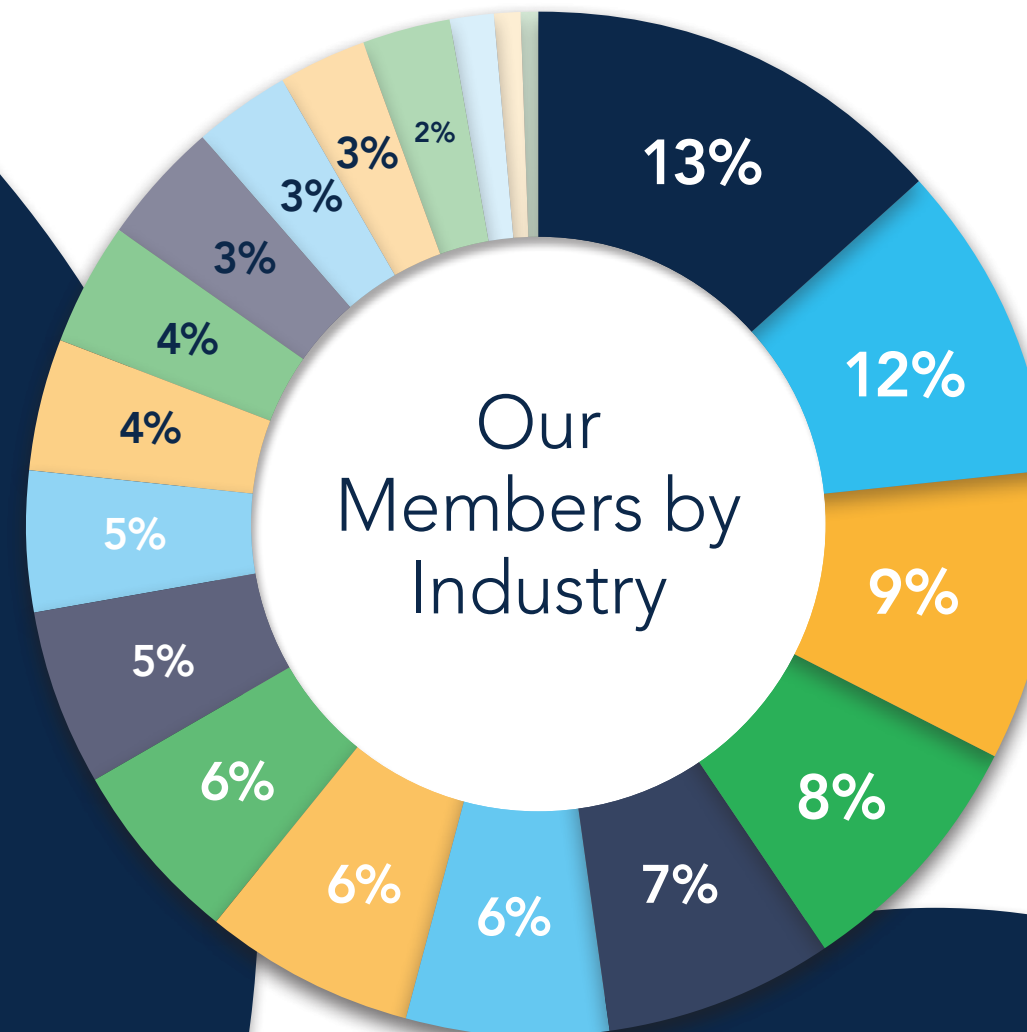
1,498

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



\$37,133.76

Total value of volunteer time contributed if volunteer hours were compensated



- Business and Professional Services
- Community and Civic Organizations
- Advertising and Media
- Finance and Insurance
- Government and Education
- Arts, Culture and Entertainment
- Construction
- Real Estate, Moving and Storage
- Lodging and Travel
- Shopping and Specialty Retail
- Industrial Supplies and Services
- Restaurants, Food and Beverage
- Computers and Tech
- Legal
- Healthcare
- Agriculture, Fishing and Forestry
- Sports and Recreation
- Automotive and Marine
- Personal Services
- Home and Garden

Social Media Audience at a Glance



3,059
Facebook Followers
(+308 in 2018)



3,623
Twitter Followers
(+91 since Dec 2017)



1,576
Instagram Followers
(+281 since Dec 2017)



EFORALL PARTNERSHIP

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!

**THE CCYP-EFORALL PARTNERSHIP
IS SUPPORTED BY:**



“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

STRATEGIC PRIORITIES 2018-2020

Year 1 Progress Report

1

ECONOMIC VIBRANCY

Promote Cape Cod as a vibrant place for young people to live and work year-round

- Developed concept, scope of work, and funding plan for My Cape Cod Story, CCYP's new workforce recruitment and retention campaign that celebrates the contributions of young workers on Cape Cod
- Improved accessibility of monthly Connect events by rotating locations across the Upper, Middle, and Lower/Outer Cape

2

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!)

3

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

4

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)

5

ORGANIZATIONAL EXCELLENCE

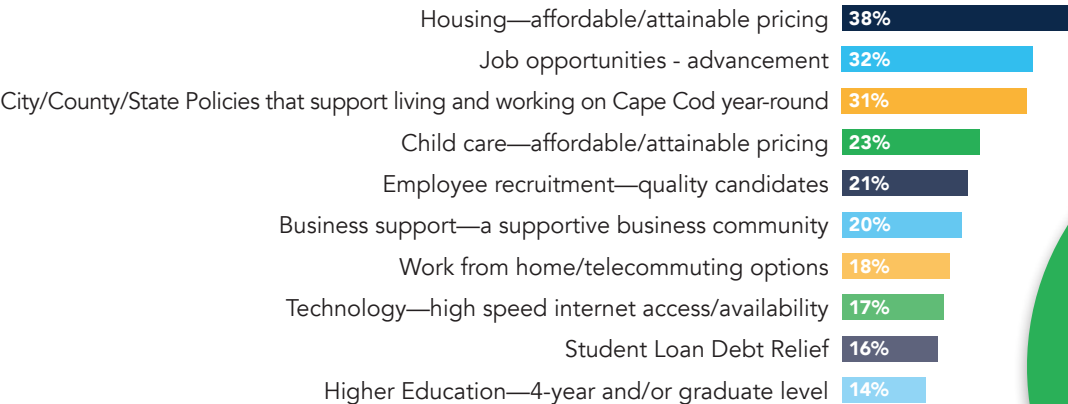
Sustain CCYP's growth and plan for the future by nurturing donor and member relationships, investing in volunteer and staff development, and upholding exemplary internal management practices

- 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

DATA-DRIVEN RESULTS: 2018 COMMUNITY NEEDS SURVEY

Early in 2018, CCYP conducted a Community Needs Survey to collect information on the current needs of young people living and working on Cape Cod. The results of this survey, which collected more than 400 responses from individuals primarily in the 25 to 44 age range, were used to guide CCYP's strategic planning process for the three-year period of 2018 to 2020. One of the most compelling and significant outcomes of the survey was this list of "Top Needs to Live and Work Successfully on Cape Cod," as defined by our respondents. CCYP will continue to use this data moving forward to shape program decisions, advocacy work, and more.

TOP NEEDS TO LIVE AND WORK ON CAPE COD CCYP 2018 COMMUNITY SURVEY



Want to keep up with the latest on CCYP's policy and advocacy efforts? Check out the Civic Engagement page on the CCYP website and follow along with our Public Policy Updates via the CCYP Blog!

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



UNDERWRITER SPONSORS



*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.

CORPORATE SPONSORS

- American Tile & Stone Design, Inc.
- Cape & Islands Workforce Board
- Cape Cod Chamber of Commerce
- Cape Cod Title & Escrow
- CapeBuilt
- Dative
- 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
- Tracy Volkswagen



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



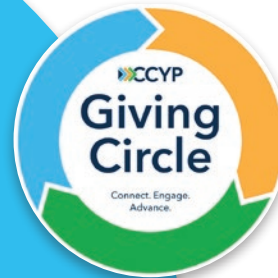
2018 DONORS (CONTINUED)

GIVING CIRCLE DONORS

- | | | |
|--------------------------|--------------------|-------------------|
| Jennifer Armandi | Timothy DeLude | Lee Hill |
| Catherine Baker | Lisa Desrochers | Annette Hughes |
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| Nicholas Berardi | Robert Drum | John Kimball |
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| Devan Bolinder | Kyle Evancoe | Kevin Lennon |
| Christina Bologna | Kathryn Eident | Molly MacGregor |
| Colleen Bonnelly | Mary Fairweather | Christin Marshall |
| Matt Burke | Katrina Fryklund | Lynn Mason-Small |
| Alison Caron | John Fulone | JR Mell |
| Terri Cole | Dara Gannon | Lois Michael |
| Jeffrey Cotto | Lisa Guyon | Patricia Monahan |
| Matthew Cronin | Jon Hagenstein | Ryan O'Connell |
| Jennifer Cummings | John Harrington | Kristin O'Malley |
| Sara Cushing | Robert Harrison | Maureen O'Shea |
| Christa Danilowicz | Chris Hedetniemi | Lisa Parenteau |
| | | Stacie Peugh |
| | | Matthew Philbrick |
| | | Walter Phinney |
| | | Michael Pierce |



- Meredith Puzio
Colleen Reilly
Michael Robinson
Will Rubenstein
Melissa Sanderson
Tracy Shaughnessy
Kevin Skrickis
Cynthia Swan
Adam Trivilino
David Troutman
Anne Van Vleck
Angelique Viamari
Christopher Ward
Carlos Wendell
Kelly Westerhouse
Eric Zalgenas
Siemasko + Verbridge LLC



“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 CCYP GIVING CIRCLE GRANTEES

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

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,

Enhancing Family Life” program which is a free, enrichment program for Outer Cape preschool children and their parents or caregivers.

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.

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





PHOTO BY SALTY BROAD STUDIOS

2018 BOARD OF DIRECTORS

Ryan Castle, President
Cape Cod & Islands
Association of Realtors

Stacie Peugh, Vice President
YMCA Cape Cod

Dara Gannon*, Vice President
The Cape Cod Foundation

Sara Kohls, Vice President
Law Offices of Bruce A. Bierhans

Katrina Fryklund, Clerk
Latham Centers

Adam Lynch*, Treasurer
Convention Data Services

Nick Berardi
Cape Cod Healthcare

Christina Bologna*
The Cooperative Bank of Cape Cod

Sarah Colvin*
Cape Media News

Amy Massey
Shoreland Realty

Craig Orsi
Orsi & Company

Michael Pierce*
Pierce Law

Rodrigo Sena*
Cape Cod Marble & Granite

Angelique Viamari
Cape Cod Five

Matt Cronin, Ex Officio
Boardwalk Business Group

*Indicates former Board Member

“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

2018 COMMITTEE VOLUNTEERS

BACK TO BUSINESS BASH STEERING COMMITTEE

Jamie Bohlin, Event Consultant / Chair	Sarah Lapsley, Beverage Vendor Coordinator	Nicole Valverde, Volunteer Coordinator	Ashley Gincauskis
Rodrigo Sena, Board Liaison/Co-Chair	Catheren Andrade, Food Vendor Coordinator	Brian Behunin	Alison Oberton
		Meredith Chapdelaine	Lori Oteri
		James Driscoll	Nicole Ouellette

CONNECT EVENTS COMMITTEE

Whitney McNamara, Chair	Joelle Carmichael	Craig Mancusi	Colleen Reilly
Nicholas Berardi, Board Liaison	Jana Gailiunas	Abigail McNeil	Alecia Wright
	Nashira Glidden	Jenn Peto	

GIVING CIRCLE STEERING COMMITTEE

Katrina Fryklund, Chair	Jana Gailiunas, Co-Chair	Diane Stitt, Co-Chair
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GOVERNANCE COMMITTEE

Stacie Peugh, Chair	Will Rubenstein	Mike Solitro	Angelique Viamari
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MEMBERSHIP TASK FORCE

Adam Trivilino, Chair	Christina Bologna, Board Liaison	Meredith Chapdelaine	Savannah Fabbio
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PUBLIC POLICY COMMITTEE

Evan Lehrer, Co-Chair	Sarah Colvin, Board Liaison	Marissa Cyr	Christopher Flanagan
Sarah Nitsch, Co-Chair	Ned Chatelain	Elana Doyle	Noelle Pina

SHAPE YOUR CAPE SUMMIT COMMITTEE

Craig Orsi, Chair	Jamie Brides, Vice Chair	Matt Bolinder	Ben Nugent
Sara Kohls, Ex Officio and Board Liaison	Ashley Cormier, Vice Chair	Russell Brilliant	Jillian Russo
		Amy Fleck	Jacob Stapledon

REVIEWED FINANCIALS 2018

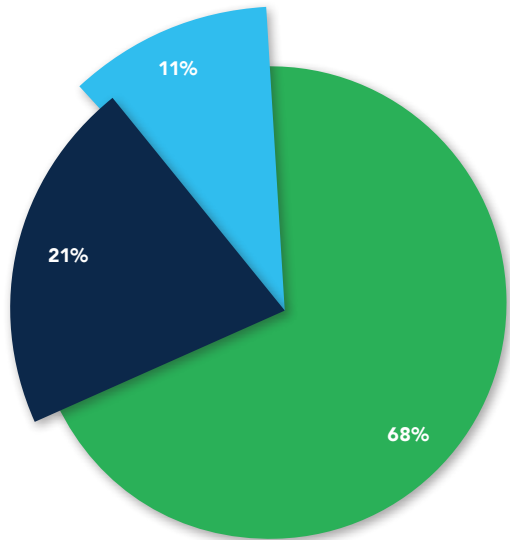
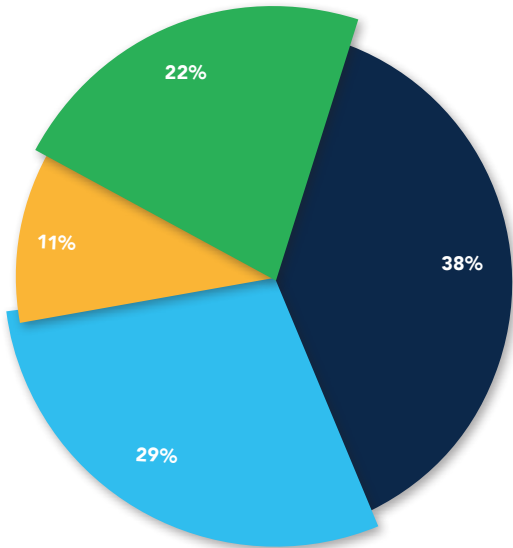
CCYP is pleased to present a summary of financial results for Fiscal Year 2018. We do so here with the acknowledgement that this work would simply not be possible without the support of our members, donors, staff, program and event participants, and volunteers. We are committed to honoring your contributions 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**.



WHERE THE MONEY COMES FROM

2018 INCOME - \$267,603

- CONTRIBUTIONS + GRANTS
- SPONSORSHIPS
- PROGRAM INCOME
- MEMBERSHIPS



WHERE THE MONEY GOES

2018 EXPENSES - \$278,445

- PROGRAM EXPENSES
- MANAGEMENT & GENERAL
- FUNDRAISING COSTS

CCYP IN FALMOUTH



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 IS MADE POSSIBLE BY THESE GENEROUS SUPPORTERS



Falmouth
EDIC | Economic Development
& Industrial Corporation

SAVE THE DATES!



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

“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



CCYP
**Community
Breakfast**

FRIDAY, NOVEMBER 8, 2019
Wequassett Resort & Golf Club



BECOME A CCYP MEMBER!

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

capecodyoungprofessionals.org/join





CAPE COD YOUNG PROFESSIONALS

P.O. Box 634, Barnstable, MA 02630

