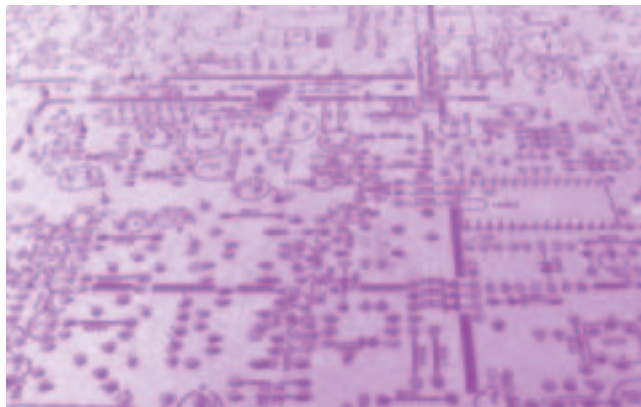


# BRIDGEPORT AREA YOUTH MINISTRY, INC.



*ANNUAL REPORT 2003*



Industrial Youth Center Project



## MISSION STATEMENT

The Bridgeport Area Youth Ministry, Inc. (BAYM) is a non-profit youth organization designed to provide a safe environment for urban young people to develop life and work skills. BAYM's activities are aimed at building positive character as well as igniting an entrepreneurial spirit.



## BAYM

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BRIDGEPORT, CT 06601

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E-mail: [mail@baym.org](mailto:mail@baym.org)

Located at Connecticut Avenue and Logan Street  
in Bridgeport's East End

Visit us on-line at [www.baym.org](http://www.baym.org)

## BOARD OF DIRECTORS

- Kenneth M. Chrostowski** (Chairman)  
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Internal Auditor
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- Deborah LeMien**  
Accountant/CPA
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Manager, Technology Acquisition & Licensing
- Joyce Pratt**  
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- George L. Stowell**  
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- George Stowell** (BAYM)
- James Doran** (BAYM)
- Stephen Fung** (BAYM)
- Vince Tichy** (BAYM)

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Design courtesy of Southern Connecticut Gas Co.

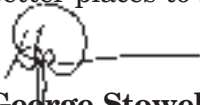
Printing courtesy of Brody Printing

## Executive Director's Message

Looking back, 2003 will prove to be the year that BAYM created the organizational structure for significant future growth. While more than 400 young people and adults received training and services, BAYM's high level staff worked diligently to build organizational and facility infrastructure to prepare our agency to meet the community's demand for technology. These efforts include the development of professional advisory committees, recruitment of new board members, refining of policies and procedures, implementation of Change Acceleration Processes, securing of employee benefits, and an affiliation with major technology providers.

Our vision is clear – train young people to provide the greater Bridgeport community with essential technology services, products, and training. This not only includes traditional classroom instruction for youth and adults, but also the development and implementation of advanced technology information systems for businesses and non-profit agencies. BAYM's young people are equipped with the soft and technical skills to deliver these quality services for others.

BAYM recognizes that these activities are made possible through the investments of corporate partners, including GE, The Workplace, Inc., People's Bank, and Trinity Mentors to name a few. Bridgeport's East End and the surrounding community are better places to live and do business because of the activities of these partners.



**George Stowell**  
Executive Director

## Chairman's Message

After several years of renovation work at the Industrial Youth Center, the dust began to settle in 2003. Major improvements to the main building of BAYM's industrial complex were essentially complete, providing modernized office space for a growing organization and the expansion of existing programs. Teenagers enrolled in the Learn To Work program, volunteers and numerous contributors helped turn a vision into a model of urban renewal.

As the "brick and mortar" work tapered off, BAYM began exploring expansion opportunities for its popular *Computer Genesis*<sup>™</sup> program. An Advisory Committee, influenced in large part by a team of professionals from General Electric, conceived the expansion of existing technology programs and services to include advanced training for interested youth, consulting services to small businesses and other non-profits and PC training workshops for adults.

In 2003, BAYM achieved organizational stability and reached out to its collaborative partners for additional growth and focus. Key staff positions were filled internally and for the first time, employees were offered health and retirement plan benefits. Youth participants benefited greatly from the help and interaction of volunteers from Fairfield Preparatory School, Green Farms Academy, and SBC, to name just a few of our partners. Collaborative efforts were promoted to help refine the organization's identity and to expand its presence in the community. These efforts will continue to shape the positive image of BAYM and to enhance program offerings.

BAYM's impact in the community is visible in the faces and smiles of the youth that come to the Industrial Youth Center to learn and work. BAYM is providing them with "reasons to stay in Bridgeport, to work in Bridgeport, and to be responsible citizens." That is our mission. The hard work and conviction of our executive director, the enthusiasm of his staff and a dedicated Board are helping BAYM achieve that mission.



**Ken Chrostowski**  
Board Chairman

# Annual Highlights



The focal point of BAYM's work is the development and implementation of technology-based programs housed in the 30,000-square-foot Industrial Youth Center located at Connecticut Avenue and Logan Street in the East End of Bridgeport.



## **Information Technology (IT) Assessment and Implementation Projects**

In 2003 BAYM expanded training outside the walls of the Industrial Youth Center to provide vital services to others. BAYM's IT team of young people and adults designed and installed three information systems for area businesses and non-profit agencies. The program was conceived by our high level *Computer Genesis*™ Advisory Committee and GE's Capacity Building team.

## **Website Design and Development – Conceived in 2003**

In an effort to train young people and enable local agencies to promote their organizations on the internet, BAYM created and implemented a Website Design and Development program. Representatives from three area social service agencies will learn to create and maintain websites. This pilot program will produce sites that are scheduled to be launched in 2004. In 2003 BAYM also redesigned its own website and created a commercial website for a local Bridgeport firm.

## **Proclamation from the City of Bridgeport**

In April 2003 BAYM received a proclamation for outstanding services to Bridgeport youth from Mayor John Fabrizi. The proclamation was presented to the community at BAYM's *Computer Genesis*™ graduation ceremony by city councilman James Holloway.

## **Workplace Company Partner of the Year Award**

In 2003 BAYM received the Company Partner of the Year Award from The Workplace, Inc. Southwestern Connecticut's Regional Workforce Development Board. The award is given to "employers who have demonstrated an outstanding commitment by hiring graduates and supporting programs." The Workplace recognized BAYM's delivery of unique technology programs for young people.

## **GE Capacity Building Project**

In 2003 BAYM continued to nurture and develop a relationship with GE executives to expand BAYM's organizational capacity to deliver services to young people and the Bridgeport community at large. The project was centered around BAYM staff implementing change through GE's proven Change Acceleration Process.

## **United Way Community Builders Award**

BAYM staff member Vince Tichy received a Community Builder Award from the United Way of Eastern Fairfield County. The award recognizes exemplary volunteers serving local non-profit agencies. The award was presented at the United Way's annual meeting in early 2004.

## **Recognition by Major Technology Firms**

In 2003 BAYM was registered as a Microsoft Authorized Refurbisher (MAR), and a Microsoft Original Equipment Manufacturer (OEM). In addition, BAYM also became a Dell Solution Provider. These recognitions enable BAYM to further deliver quality products and services to the Bridgeport community.

## **New Members of the Board of Directors**

In 2003 BAYM welcomed two new members to its governing Board of Directors. They are Teresa Brown, SBC's Associate Director of Regulatory Affairs, and Mark Mastrianni, GE's Manager of Technology Acquisition and Licensing. BAYM is honored to have these two dedicated professional as part of its team.

## **Building Renovation**

In 2003 BAYM began to put some finishing touches on the renovation on Building 1 of its three-building industrial complex. This work included the installation of a new fence, gate, and sign, new sidewalks on Connecticut Avenue, and removal of an underground storage tank (UST) in preparation for a new parking lot scheduled to be completed in 2004.

## **Benefits to BAYM Employees**

BAYM secured health insurance and initiated a retirement program for its full time employees. This plan has enabled BAYM to attract and retain high level professional staff. In addition to this, BAYM increased its Directors and Officers insurance to \$2 million per member.

## **Revival of a BAYM Newsletter**

BAYM reintroduced an organization newsletter, christened "Clicks & Bricks" to reflect the technology and construction trade aspects of BAYM's programs. It is hoped that this will become a regular publication. It is conceived to be an electronically distributed document with any necessary print versions produced in-house on BAYM's newly-acquired color laser printer.

## **Mentoring Program for "At Risk" Young People**

The program is designed to work with Bridgeport males (ages 13-19) to help them understand, accept responsibility for, gain control of and direct their own lives in a positive, law abiding manner. Eight men from Trinity Episcopal Church are mentoring juvenile offenders recommended by the Connecticut Court Support Services, Catholic Family Services, and Bridgeport Episcopal Churches. The program provides supplemental support and case management for specific young people participating in BAYM's programs.

# Program Reports

“  
Enabling young people to discover their talents and to exercise them in a real business setting.  
”

## **COMPUTER GENESIS™**

*Computer Genesis™* is an inter-disciplinary technology training program for teenagers. Young people learn all aspects of PC technology from repair and manufacturing to network administration and customer service. In 2003 BAYM provided 160 young people and adults with PC and training through classes, workshops, and on-the-job training. To date more than 830 teenagers and 100 adults have received PCs upon completion of BAYM's *Computer Genesis™* program. In addition to traditional classroom training, BAYM's 2003 accomplishments include the development of several information systems for area businesses and non-profit organizations and the remanufacturing and repair of more than 750 computers.

### **Introductory Classes**

Students representing all high schools in the city of Bridgeport and town of Stratford participated in BAYM's *Computer Genesis™* spring, summer and fall introductory classes. Guest speakers provided relevant training in the changing world of technology.

### **WRAN**

Through a series of annual grants from The Workplace, Inc. BAYM continues to provide training in Wiring, PC Repair, Software Applications, and Networking (WRAN) to at-risk young people as defined by the Workforce Investment Act (WIA). Participants received 160 hours of cross-disciplinary technology training in a real-world, project based learning environment for the ten month program completed in June 2003 (2003-2004 participants will receive 240 hours).

### **Website Design and Development**

In 2003 BAYM expanded its Junior WebMaster training program to include adults and teenagers representing other social services agencies in need of websites and training in website architecture. The program teaches participants how to write HTML code, manipulate graphics, create links and publish websites.

### **PC Training Workshops and Specially Designed Classes**

In 2003 BAYM provided area residents, businesses and non-profit agencies with specially designed classes to meet their personal and professional needs. BAYM's educational staff tailored training curriculum to the specific demands of corporate managers of participating organizations.

### **PC Re-Manufacturing**

BAYM's teen technicians built, repaired and serviced more than 750 computers. Young people learned to assess customer needs, troubleshoot and repair PCs, and perform quality control to ensure customer satisfaction.

### **IT Assessment and Project Implementation**

BAYM's young people worked with our professional staff and advisory committee members to assess, design, develop, and install information systems for businesses and non-profit agencies. The projects enabled BAYM's teen staff to employ the skills they received at the Industrial Youth Center in the real business world.

## **LEARN TO WORK**

BAYM's work experience program prepares young people for life in the business world. Learn to Work projects are centered around the renovation and maintenance of the Industrial Youth Center, and the development of the business of BAYM. Teenage employees form good work habits and learn about business from professional contractors and entrepreneurs. Five students participated in this year's program. The program was downsized upon the completion of the renovation of building one of BAYM's three building industrial complex, and will expand as BAYM implements its plan for the further renovation of the remaining two buildings.

## **WILDERNESS & OUTDOOR**

BAYM's Wilderness & Outdoor alternative recreational program offers seasonal camping and canoeing trips to inner-city young people. These outings give participants an opportunity to see life from a different perspective. Teenagers hike, canoe, fish, engage in dialogue on moral issues, and develop communication and life skills in the camping environment. In 2003, 80 young people participated in six trips throughout Connecticut. The program is being suspended for the 2004 season so BAYM staff can focus on continuing to develop technology related programs and services.

# Statement of Activity\* Years Ended December 31, 2003, 2002 and 2001

	<b>2003</b>	<b>2002</b>	<b>2001</b>
<b>Public Support</b>			
Contributions	\$ 43,047	\$ 50,590	\$ 64,525
Grants-Foundations	87,300	174,948	96,500
Grants-Federal	134,407	103,745	166,325
	<u>264,754</u>	<u>329,283</u>	<u>327,350</u>
<b>Revenue</b>			
<i>Computer Genesis</i> <sup>™</sup> Fees and Sales	54,698	43,328	30,332
Wilderness and Outdoor Fees	1,000	2,505	380
Interest Income	962	1,456	3,567
Other Income	456	4,082	2,886
Loss on Asset Disposition-	-	(609)	
	<u>57,116</u>	<u>51,372</u>	<u>36,556</u>
<b>Total Public Support and Revenue</b>	<u>321,870</u>	<u>380,655</u>	<u>365,906</u>
<b>Expenses</b>			
<i>Computer Genesis</i> <sup>™</sup>	182,738	149,805	108,731
Wilderness and Outdoor	10,105	8,532	5,787
Learn to Work	50,810	78,045	57,140
Total Program Expenses	243,653	236,382	171,658
General and Administrative	63,266	82,662	65,506
Fundraising	21,999	15,566	30,290
Total Expenses	<u>328,918</u>	<u>334,610</u>	<u>267,453</u>
Changes in Net Assets	(7,048)	46,045	96,453
Net Assets - Beginning of Year	<u>683,800</u>	<u>637,755</u>	<u>541,302</u>
Net Assets - End of Year	<u>676,752</u>	<u>\$683,800</u>	<u>\$637,755</u>

\* To view our complete financial statement, please visit our web site at [www.baym.org](http://www.baym.org)

## FINANCIAL PARTNERS

### Donor Contributions

#### \$25,000 and over

City of Bridgeport Lighthouse Program  
Panwy Foundation  
The Workplace, Inc.

#### \$10,000 - \$24,999

City of Bridgeport/HUD  
Inner-City Foundation for Charity and Education  
Kreitler Foundation  
Near & Far Aid Association  
Perrin Foundation  
Tauck Foundation

#### \$5,000 - \$9,999

Carse Foundation  
Chatlos Foundation  
Episcopal Bishop's Fund for Children  
General Electric  
Greater Bridgeport Area Foundation  
Kaulbach Foundation  
Oristano Foundation  
Pitney Bowes  
Webster Bank  
Weed & Seed

#### \$1,000 - \$4,999

Barden Foundation  
Benzien Foundation  
Daphne Seybolt-Culpeper Memorial Foundation  
Goodnow Foundation  
IHRAM, LLC  
Jones-Phelps Foundation  
Rossi Foundation  
Ruscito Family Foundation  
Sikorsky Aircraft  
Trefz Foundation  
Trinity Episcopal Church (Southport)

#### \$1 - \$999

Alloy Engineering  
Bannow-Larson Foundation  
Dorcus Mission Fund  
Dushkin/McGraw-Hill  
Firebird Society of Bridgeport  
Gingerwood Foundation  
Golden Hill United Methodist Church  
Individuals  
Lutheran Brotherhood  
MBI  
McGraw-Hill  
Micro Warehouse  
Olin  
Parish of Christ's Church, Easton  
SBC Communications  
Schindel Foundation  
Southern Connecticut Gas Company  
Trumbull Women's Club  
West End Business Association

## COLLABORATIVE PARTNERS

AmeriCorps Ambassadors  
Bridgeport Innovation Center  
Bullard-Havens RVTS (CWE)  
Cardinal Shehan Center  
Casey Family Services  
Child Guidance Center  
City of Bridgeport Youth Services  
Connecticut Department of Juvenile Probation  
Episcopal Deanery of Bridgeport  
Fairfield Preparatory School  
General Electric Company  
Greens Farms Academy  
Homes for the Brave/SBC  
Horizons Student Enrichment Program  
Pro Bono Partnership  
Sacred Heart University  
The Workplace, Inc.  
Trinity Episcopal Church, Southport



## TECHNOLOGY DONORS

Ardley Partners  
Bridgeport Police Department  
Brown Elevator  
Creative Lines  
DKR Capital  
EDR  
Environmental Data Resources  
Fairfield County Community Foundation  
Fairfield Preparatory School  
Inner City Violence Prevention  
Iroquois Gas  
Norwalk Hospital  
Sacred Heart University  
Sinclair Insurance Group  
Skandia Global Funds  
South End Community Center, Stratford  
St. Peter's Church, Milford  
Taulk World Discovery  
Vision Center Associates  
Westport Public Library  
Wiles and Associates  
XCelecom



# NEWS FEATURES

BAYM was featured in the following media during 2003:

## Bridgeport News

- Partner with GE Corporate IT Excellence Award recipient" (5/03).
- *Computer Genesis*™ feature (9/03).

## Connecticut Post

- *Computer Genesis*™ graduation feature.
- Collaborative effort with Cardinal Shehan Center.

## PR Web Feature

- Collaborative Effort with GE's Information Management Leadership Program.

## Fairfield County Business Journal

- Partner with GE Corporate IT Excellence Award.

## Tauck World Discovery Newsletter

- Feature (8/03)

## United Way of Eastern Fairfield County

- Feature (3/03)



BAYM provides a window of opportunity for young people seeking to enter the working world.



**Bridgeport Area Youth Ministry, Inc.**

506 Logan Street

Bridgeport, Connecticut 06607

### BAYM STAFF

<b>George Stowell</b>	Executive Director
<b>Stephen Fung</b>	Director Technology & Operations
<b>Elliott Calderon</b>	Assistant Director Development
<b>David Danvers</b>	Director Communication & Business Development
<b>Vince Tichy</b>	Director Educational Services
<b>Darice Corey</b>	<i>Computer Genesis</i> ™ Instructor
<b>Dani Soto</b>	Director Wilderness & Outdoor

**(203) 336-9333**

**[www.baym.org](http://www.baym.org)**