



HOLDING TRUST IN OUR HANDS

2020 Annual Report





MISSION

To provide in-depth, highly relational mindfulness programming for youth and the parents and professionals who support them.

VISION

To support future generations of heart-centered, diverse leaders who are prepared to respond to the challenges of their time with focus, resiliency, and compassion for themselves, their communities, and the global environment.



Values

- Mission-Centered
- Collaboration
- Compassionate
- Authenticity
- Trust, Mutual Support, & Celebration
- Excellence





OPENING MESSAGE

HOLDING TRUST IN OUR HANDS

It is often the case that the questions we ask are more revealing than the answers we give. For within the question, a need is already present.

iBme, along with the rest of the world, asked many questions in 2020. We share two of them here, along with some of the answers we discovered together.

What does our community do when the world we know changes so suddenly and dramatically?

We hold the hands of people we trust and greet the unknown together.




March 11, 2020. For many of us, this was the day we realized how severe COVID-19 might be. For iBme, it meant our core programs—residential retreats—were in jeopardy. With school closings, the loss of critical support systems, and the cancellation of so many precious milestone experiences for teens and young adults, it also meant that our primary audience would be the heaviest impacted by the pandemic.

We responded quickly, and after five days of prep, we held our first online retreat for 62 teens and young adults. A week later, we held our second retreat for 107 participants. And with that, our online programs were off and running. After more than 100 offerings and 2,000 participants, it's clear that online programs will be a valuable addition to our annual engagement post-pandemic (see pages 5-6).

How can our organization continuously rise to the calls for justice and equity as we deepen the alignments between our actions, systems, and values?

We do what Eddie S. Glade Jr. emphasizes in his book on the life and words of James Baldwin as he worked through disillusionment of the Post Civil Rights Era - we *Begin Again*.

Over the past four years, iBme has been on a journey of refounding itself. Not in terms of mission and programs, but in terms of structure, equity, and power. 2020 held several significant milestones in this ongoing journey. First, we formally dissolved the role of Executive Director and enacted our Collaborative Leadership plan.



Second, we published an extensive and transparent 10-year progress report on Equity and Interdependence within iBme. Third, we created a network of seven autonomous and diverse leadership committees responsible for various decision-making areas such as Communities of Color programs, teaching faculty selections and ethics, and the application and assessment of Equity and Interdependence priorities.

As we move beyond this new beginning, our focus now shifts from creating to integrating (see pages 7-9).

And this brings us to a bonus question - what does it mean to hold trust in our hands?

Holding Trust in Our Hands is about sustaining and building trust through our actions. It is an extension and manifestation of the trust we hold in our hearts and minds.

At the end of every iBme retreat, one red string is held by the group, and then it is cut into many pieces for each participant to have their own string to take with them on their post-retreat journey.

One of the many things the red string represents is the trust and community we built together - it stays with us to support and inform future actions.

As we keep circling together, we thank you for holding trust in your hands and nurturing the beautiful and boundless iBme community.

In Hands of Trust,
iBme Collaborative Leadership Team



PROGRAM IMPACT STORIES

CONTEMPLATIVE SUMMER SCHOOL

Finding Support in an Ocean of Loss

When it was clear that our summer residential retreats were not possible, we quickly developed a full online schedule of 7 retreats and 10 four-week, topic-based courses, which served over 500 youth and adults.

The programs provided essential connection, perspective, and support during a reality-shattering time. What surprised us the most is how well our in-person model worked in the online space, and how participants, especially teens, were so committed to the process. Based on this success, it's clear that online programs will be a valuable permanent addition to our annual schedule.



AFFINITY PROGRAMS

Creating Space to Nurture All Identities

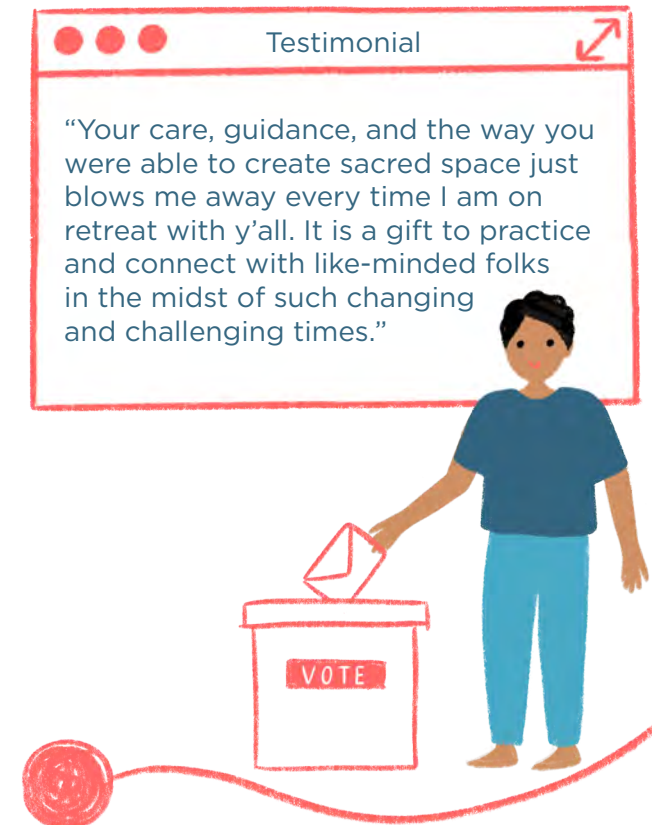
We believe offering programs for specific identity groups is a powerful way to nurture the multiple identities in our beloved community. In 2020, we expanded our affinity-based programs significantly.

Our Teens of Color Retreat—led by a new Communities of Color Leadership Team—expanded into year-round programming, which included two retreats, a new course, and The Weekly Pull-Up, a twice-weekly mindfulness class co-lead by youth of color. Affinity programs were also offered for white anti-racist caucusing, LGBTQIA+ youth, and parents. Several affinity-based programs are planned for 2021, including our first LGBTQIA+ teens and young adult retreat.

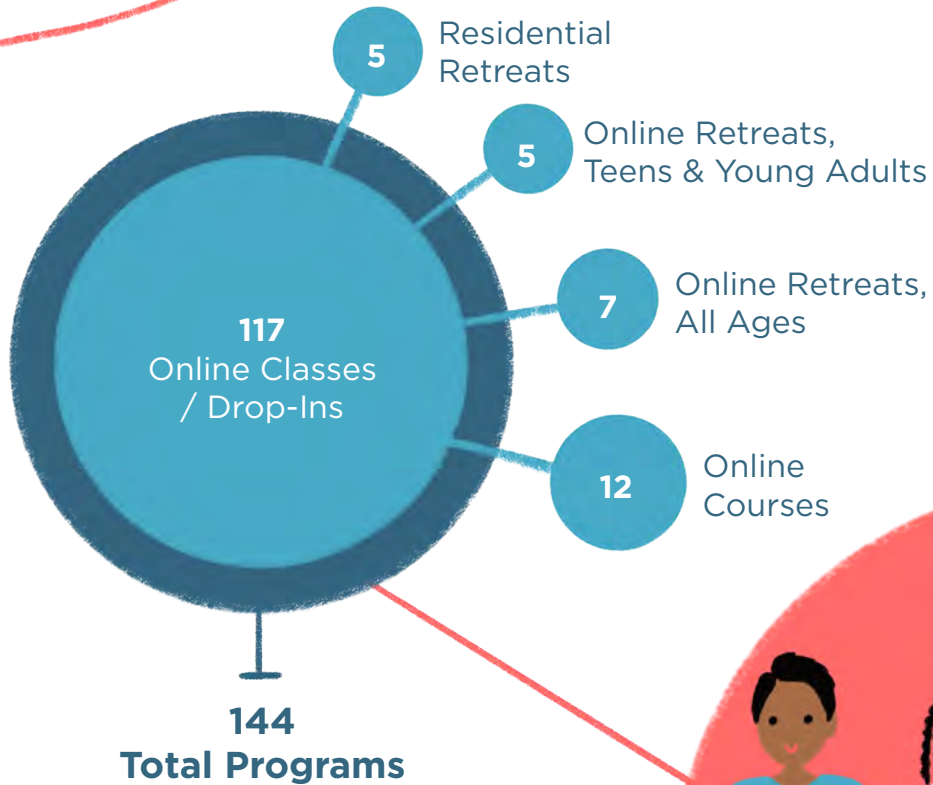
POST-ELECTION REFUGE

Cultivating Calm and Resilience in Chaos

Led by all six members of the Teacher Advisory Council, the *Shelter in the Storm: Post-Election Refuge Retreat* was held one week after the November election. The focus of the retreat was to cultivate calm and resilience through community. The three-day all ages retreat was attended by 56 participants and consisted of silent guided meditations, yoga sessions, small-group discussions, workshops, and wisdom talks.



PROGRAM IMPACT STATS

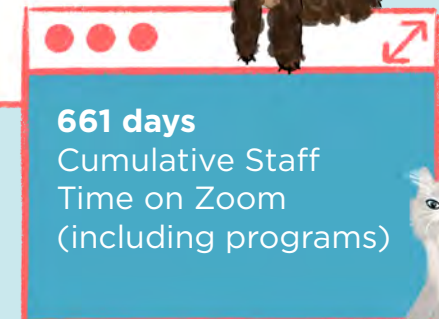


Collaborative Leadership
6 System Staff
7 Committees
30 Committee Members
47 Community Partners
90 Teachers and Retreat Staff

2,123 Participants



6 Staff pets making Zoom appearances



959 Donors

277 Mentors

IBME ECOSYSTEM: ROOTED IN EQUITY AND INTERDEPENDENCE, GOVERNED BY COLLABORATIVE LEADERSHIP

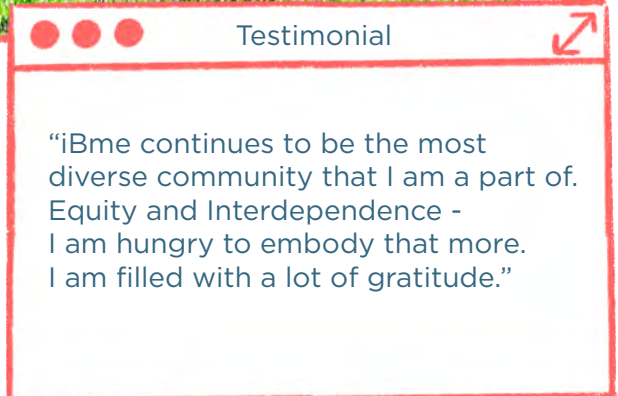
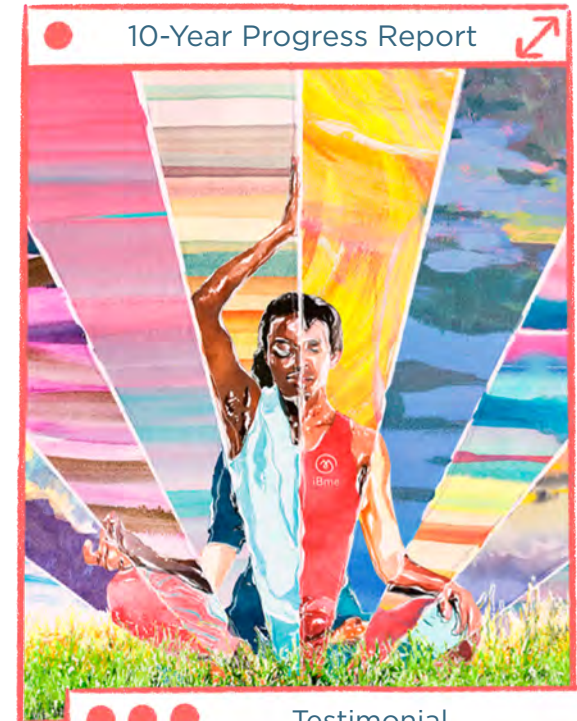
COMMITTING TO EQUITY AND INTERDEPENDENCE

Achieving our vision requires that we recognize the reality of our interdependence, and allow it to inspire us to work for equity in the unjust systems that shape most aspects of our society - our communities, our schools, and our institutions. As a leading organization in the movement for mindfulness education for youth, we want to ensure that our organizational leaders are equipped to support the unique needs of teens of all identities and life experiences. To support this goal, we launched a new *Equity and Interdependence Dashboard*, a web portal that includes our current commitments, future goals, program demographic data, accessibility policy, partnerships, staff-training model, and a number of community resources.

As an organization advocating for institutional change, we know we first have to change our own internal policies, as well as the way we use our platform to engage community members, and the world at large, on the issues that impact them. In May 2020, iBme partnered with

consultant Raquel Castro-Corazzini to raise accountability and solidify our commitment to our values organization-wide. This long-term engagement has resulted in the launch of new initiatives such as our organization-wide survey and facilitating focus groups and key informant interviews with members of our community such as youth, teachers, and committee members.

In October, we released a groundbreaking 10-year Equity and Interdependence progress report titled *From Intention to Action: Mindfulness, Youth, and Justice at iBme*. The goal of the report was to document our journey and share it with other white-led nonprofits in the field of mindfulness and beyond. In it, we sought to answer this fundamental question: How does a historically white-led mindfulness organization that values connection, inclusion, and non-judgment authentically “walk the walk” at all levels of the organization? The report explores topics such as implicit bias, white resistance, diversifying our retreat teachers and staff, our path to collaborative leadership, adultism, accessibility, and more.



In 2021, we will continue to build organization-wide capacity in this critical work through year-long engagement opportunities for committee staff and retreat mentors and teachers, facilitated dialogues for the whole community, and the expansion of our Collaborative Leadership System (see page 9). These actions will all be administered and evaluated by our new Equity and Interdependence Committee.

As we continue on our journey towards a world free of domination and injustice, we commit to doing the difficult work of divesting from racist, patriarchal, and heteronormative modes of access, communication, and decision-making and investing in opportunities that are equitable, grassroots-driven, and liberating.



IMPLEMENTING COLLABORATIVE LEADERSHIP

iBme's Collaborative Leadership System supports a \$1.4M budget, 6 staff, 80+ contractors, hundreds of mentors, and thousands of participants with no centralized leader.

iBme utilized an organization-wide Collaborative Leadership System to achieve great self-management. Power and decision-making are shared and effective communication and effective communication is central to the organization culture. Our vision for Collaborative Leadership is to support and build skills for iBme leaders to align everyday work with the values and principles that are embedded into our youth programs and personal mindfulness practices. The collaboration leadership system includes five elements: (1) feedback, (2) decision making, (3) information flow, (4) conflict resolution, and (5) resource allocation.

Over the past three years, iBme has been engaged in a process of restructuring the organization in order to equitably distribute power and increase collaboration and transparency in decision-making processes. We've looked at many different facets of the organization, including staffing roles and

structure, board responsibilities, project management and workflows, program outreach and delivery, and compensation for staff and contractors. The intent of Collaborative Leadership is to fully and efficiently engage the organization's many stakeholders and embed transformative feedback and resource sharing mechanisms.

Significant changes we made in 2020 to support this vision:

- Transferring power over program strategy from iBme Co-Founder Jessica Morey, to the POC-majority Teacher Advisory Council
- Hiring a new member of Collaborative Leadership Team, Tonya Jones, who is a POC, to lead programs, community engagement, and equity strategy
- Transferring power for teens of color program development and budget management from core staff administrators to the Communities of Color Leadership Team
- Transferring power of organization oversight from a traditional Board of Directors to a Board made up of liaison from our various committees and working groups, thereby ensuring community representation.

COLLABORATIVE LEADERSHIP SYSTEM MAP

Testimonial

“I’ve seen how powerful it is to feel some sense of ownership over the programs that I’m co leading and participating in. And yeah, it does make me feel more like showing up. When I feel the most empowered in a community I feel like I’m in a community.”

We are honored to share that our innovative organizational structure is drawing positive attention from peer organizations and media outlets such as Mindful Magazine. It’s clear that our model is resonating with the community as a way to transform the outdated hierarchical approach of organizational management to be more aligned with community values.

Learn more at
ibme.com/collaborative-leadership



FINANCIALS

ADAPTING WITH SPEED AND INTENTION

2020 was a year of setting plans and budgets aside, and improvising. With our program fees being nearly cut in half due to cancelled residential retreats, our community of foundations and individual donors as well as government support filled the void. As a result, we were able to retain staff and quickly and confidently transition our programs online and pilot new offerings.

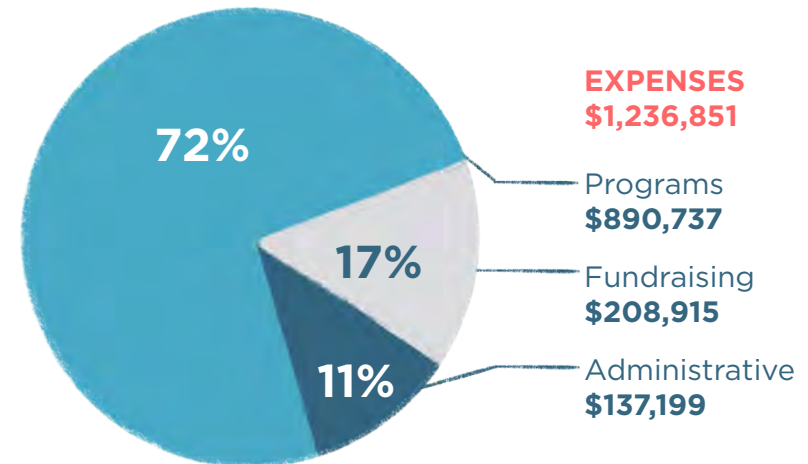
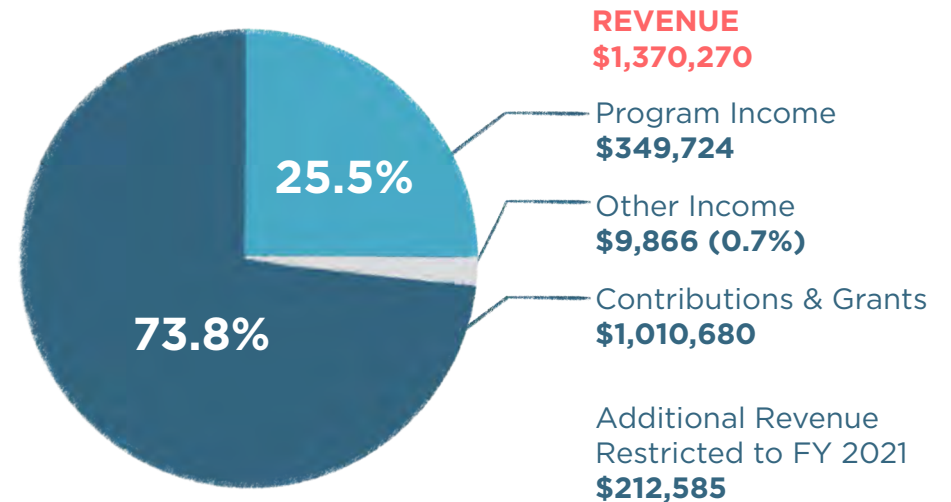


FISCAL YEAR (FY) 2020
NOVEMBER 1, 2019 -
OCTOBER 31, 2020

Amount of Scholarships
Awarded - **\$355,802**

Number of Scholarships
Received - **701**

Percent of Tuition Program
Participants Receiving
Scholarships - **77%**



FY 2020 Net Income - \$133,419
End of FY 2020 Net Assets - \$475,935

DONOR HONOR ROLL

\$25,000+ (TRANSFORMATION CIRCLE)

Anonymous (3)
Fetzer Institute
Hemera Foundation
Hershey Family Foundation
Kataly Foundation
LWH Family Foundation
Richard Saltonstall Charitable Foundation
Shelly Dews Chigier & Ben Chigier
W.J. Silverstein Family Trust

\$5,000- \$24,999 (WISDOM CIRCLE)

Alexandra Anzalone & Joshua Rosenthal
George Family Foundation
Jessica Morey & Doug Worthen
Kinder World Fund of the Delaware
Community Foundation
Owsley Brown III
Roland Hoch
Shoshana Perry & Noel Wiggins
The Frederick P. Lenz Foundation
Wisdom Lotus Foundation

\$1,000 - \$4,999 (EQUITY CIRCLE)

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Colleen Hennessy
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James & Martha Kelly
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Jennifer Soros
John Howie
Julia Ward & Adam Savage
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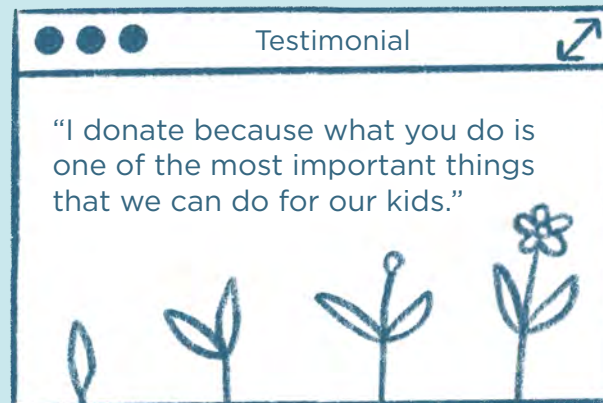




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Randy Peeler
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Steve Kaye
Terri Goslin-Jones
The Center for Koru Mindfulness
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The Nancy Gunzberg Fund
The Pema Chödrön Foundation
William Resnick

\$500-\$999 (COMPASSION CIRCLE)

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Satyagraha Fund



UP TO \$499 (MINDFULNESS CIRCLE)

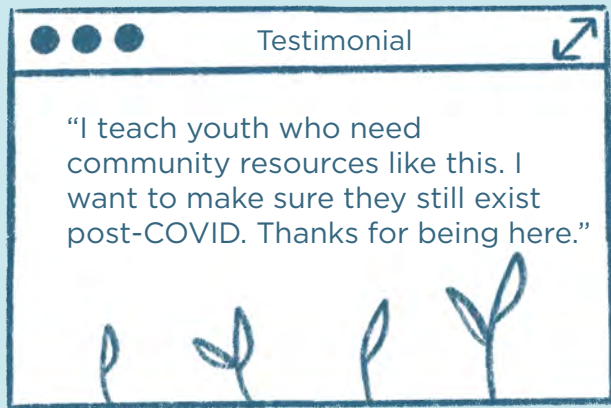
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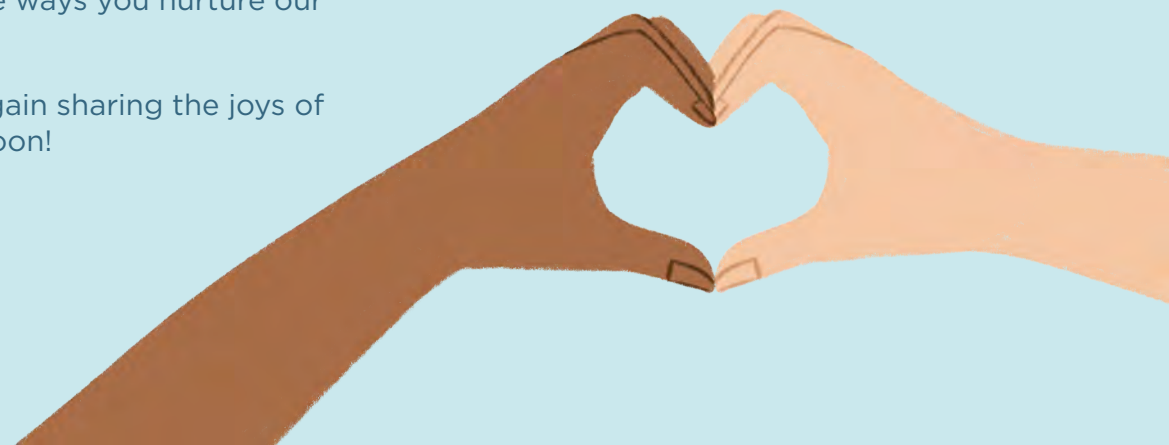
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THANK YOU FOR YOUR SUPPORT

Thank you for all the ways you nurture our iBme community.

We'll be together again sharing the joys of residential retreat soon!





iBme

Inward Bound Mindfulness Education
P.O. Box 516, Concord, MA 01742
contact@ibme.com

Find out more at ibme.com