



WE GIVE YOUNG ADULTS A SAFE HAVEN WHERE THEY HEAL, LEARN, AND GROW INTO HEALTHY ADULTS



Impact Report

2023

According to one long-time volunteer, we won't be the same as we were pre-COVID...we'll be better.

One year ago, the Alexandria Seaport Foundation was an organization that I loved and thought I knew! I learned so much as the interim executive director last year! Today, I am humbled and honored to be staying on as the executive director, and in this look back at 2023, I'd like to share some highlights about critical Seaport facts that I didn't know or didn't fully understand a year ago.

Did you know?

- **Seaport serves young men and women!** (I thought it was just young men.) About half of ASF's Apprentices are court-involved. Nearly all of them have significant trauma, anxiety, depression, or other mental health challenges—especially post-COVID. Most of them live in households that are well below the poverty line, sometimes in one-to-two bedroom apartments with 6-9 others.
- **Seaport Apprentices receive an hourly wage of \$14 per hour.** The stipends during the trial period and wages when inducted into the program full-time contribute to success in a number of ways: 1) income that goes directly to young adults; and 2) paychecks are a real-world way to teach Apprentices about bank accounts, payroll deductions, savings, investments, and budgeting. Apprentice wages represent 33% of Seaport's annual expenses.
- **Seaport Graduates serve on Seaport's staff** as full-time employees with salaries and benefits. They have leadership potential that Seaport develops for 2-3 years. They serve a critical function as they are role models and can powerfully convey, "I was where you are—you can succeed too" to incoming Apprentices. In 2023, salaries and benefits for Graduate Staff represented another 16% of Seaport's operating expenses.

IMPACT THAT YOU CREATED

\$14

is the hourly stipend paid to Seaport Apprentices

33%

of the annual budget goes for Apprentice wages

531

Apprentices have been served since 1993

- **More than one-third of donations to Seaport go directly to the Apprentice** stipends, salaries and benefits for the young adults serving as Apprentice Graduate Staff.
- **Seaport helped to develop the Carpenters Union's Pre-Apprentice Curriculum**, which Seaport continues to use to teach woodworking skills.
- **Our woodworking and boatbuilding volunteers have been involved with Seaport for decades!** We are so grateful for their ongoing dedication and the continuity they provide, especially in the past year as I and other new staff have been on the learning curve.
- **More than half of Seaport's funding comes from individuals**, through individual gifts from income, assets, and donor advised funds. We are grateful to all of Seaport's supporters, old and new, for making possible the important work we do to support young adults.

- **Seaport is planning to expand!** Look for more about our new building on the waterfront that will allow us to serve more Apprentices.

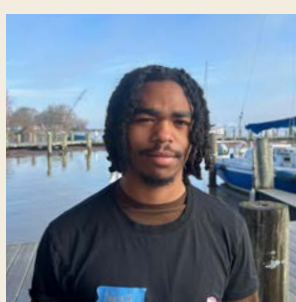
In December, the volunteers, staff, and I got together to look back on 2023 and forward to 2024. We agreed that there is still work to do as we strengthen the program and organization to prepare for our planned growth. We also took time to celebrate progress.

The whole team was excited about the systems and processes we are developing to provide more structure, stability, and sustainability. For example, the new calendar of activities and daily schedule helps staff (paid and unpaid) maximize their engagement and contribute at a higher level. It also provides predictability for the Apprentices who so often live in unstable environments.

My heart cheered when one long-time volunteer said, "we won't be the same as we were pre-COVID. I think we'll be better."👉

Deb

Seaport welcomes new Apprentices



Please join us in supporting these restaurants that made *Wine on the Water* a success



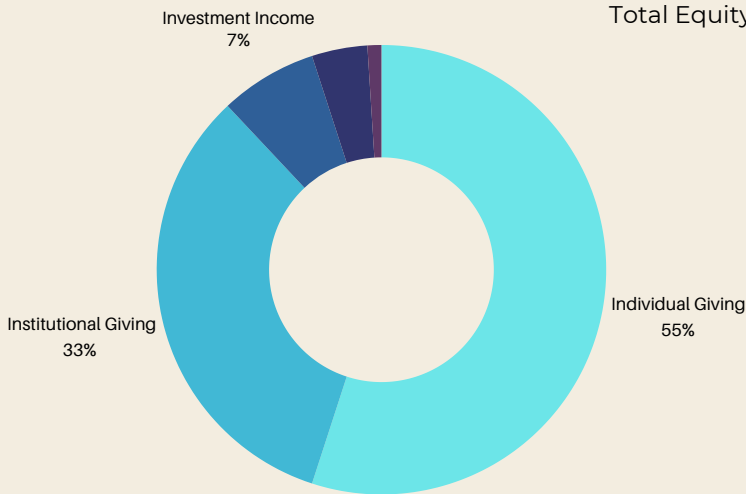
BUGSY'S
PIZZA RESTAURANT

Delia's

MEDITERRANEAN GRILL & BRICK OVEN PIZZA

Seaport is grateful for generous and loyal donors and Seaport staff carefully stewards your gifts

Revenue \$762,356



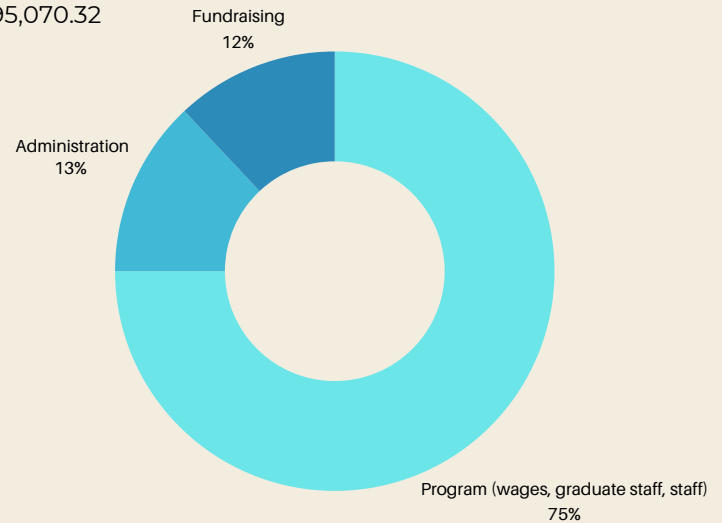
FY2023 Balance Sheet

Total Assets: \$1,431,778.55

Total Liabilities: \$36,708.23

Total Equity: \$1,395,070.32

Expenses \$846,817*



* Seaport ended its fiscal year with a deficit of \$84,461 due to a drop in individual giving as a result of an executive transition in January. The board is fortunate to have planned for just such an emergency and have reserve funds to make up the deficit. With the appointment of a permanent executive and introduction of a robust five-year vision, the board is confident of Seaport's mission to attract new donors.

The entire organization grows when we challenge assumptions and align values and strategies

The interim executive director led the organization through a planning process to align staff and volunteers around the organizational values and major initiatives for 2024. As a result, the following accomplishments were made possible.

The board updated its strategic plan, policies, and defined clear goals to support sustainability and prepare for growth.

- Seaport will announce the public phase of its capital campaign in 2024 with more than 80% of the funds pledged to date. Look for announcements in the first half of 2024 on how you can put our capital campaign over the top.
- To support the planned growth, the board of directors approved an increase to its annual commitment, which now includes a minimum \$10,000 give or get commitment, an increase over the prior year.

The staff (paid and volunteer) is improving the quality of the program so that it can serve more Apprentices when our new building is complete.

- The paid program staff includes a graduate of the program, who is a Latino immigrant, and an African American woman - making the staff a clear reflection of the population we serve. Developing these two young leaders is a high priority for the whole team.
- ASF's accounting has been outsourced and streamlined to reduce executive time requirements and improve reporting to the board. This outsourced resource also opens possibilities to pursue grants and other funding sources that may require more complex accounting or compliance support.

GROWTH - CONTINUED ON PAGE 6

2023 Year in Photos

April

Spring2ACTion exceeds \$50k goal and raises \$64k for the program.

Apprentices, who play chess to learn strategy, challenged community members to chess matches during Spring2ACTion.



May

Apprentices learn how to navigate a boat on the Potomac during on-the-water training. Apprentice Jya is steering and docking the chase boat.



June

Apprentice Kayla created a new cutting board design for the Seaport Collection. Supporters may purchase handmade gifts for the holidays or any occasion.





July

Seaport Shop Manager Chris Cease wishes Apprentice Madeline good luck as she graduates from Seaport to study architecture and furniture making.



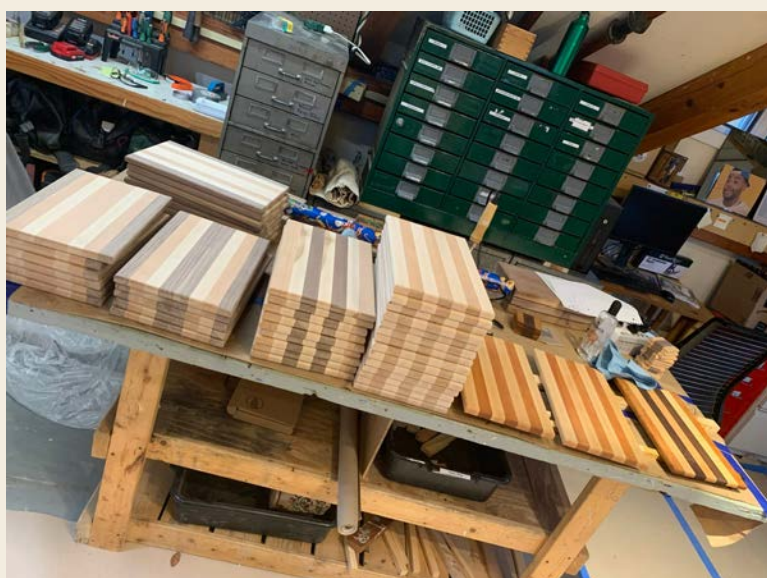
August

Staff and volunteers wished Seaport's long-time office manager, Joyce Yorty, the best for a happy retirement. Joyce was instrumental in a successful transition to a new executive team in 2023.



September

Board Chairperson Helen Morris (above) welcomes attendees and thanks sponsors at Wine on the Water (left) hosted by our friends at Verdance Capital Partners and Mayvin.



October

Apprentice Sal (left) shows off a cutting board while talking with contractors at the Professional Remodeling Organization Education Conference at Tyson's Corner. The cutting board production (far left) happens each fall in time for supporters to give them as holiday gifts. Cutting boards are available year 'round, just call 703-778-0977.

Four Seaport Apprentices graduated in January



GROWTH - CONTINUED FROM PAGE 3

- Seaport’s development director was promoted to deputy executive director in January 2024, splitting his time between individual fundraising and program oversight. This change will allow the executive director, who has been actively restructuring and strengthening the program during the past year, to focus on stewarding donors, performing board development, and supporting organizational needs.

Resource development is a perennial issue affecting Seaport’s sustainability. Significant resources are required to fund the Seaport Apprentice program. Like most programs, labor is the largest component. However, for Seaport labor includes the wages paid to Apprentices, which are one-third of the annual operating budget.

- We have spent the past 10 months analyzing

revenue streams and expenses, and defining staff and volunteer roles to produce the expected outcome the board has challenged us to achieve.

- The executive, staff, and board are working together to 1) re-connect with past donors, 2) expand outreach to new donors, particularly in Alexandria where there is tremendous community support for Seaport and its work, 3) significantly increase grant-based support from foundations, and 4) re-establish connections with and support from local, state, and federal government sources.
- The work to re-connect with major donors has resulted in positive progress for the Capital Campaign. The expansion of outreach to acquire new donors is just starting. A board member has taken the lead on identifying and reaching out to institutional funders and new proposals are in development.
- The executive and the board chair worked together to secure a three-year commitment of \$60K per year from the City of Alexandria. 🛠️



ABOVE The Seaport Foundation uses a four-week trial period to make sure it’s a good match for the Apprentice and the program. After the trial period, Apprentices are inducted into the program and given their first Seaport t-shirts and hoodies. Here they pose in their new gear with Seaport volunteer instructor, Tom Barfield.



ABOVE (left to right) Seaport Executive Director Deb Roepke, board member Rob Dugger, Shop Manager Chris Cease, former shop manager Jay Helinski, and volunteer Barry Epstein. Jay shares a story at Chris' going away party about how he recruited Chris to Seaport and how Chris quickly became a lead Apprentice and eventually was offered the manager role.

Shop Manager Chris Cease departs Seaport to pursue a mechanic career in the US Air Force

Chris Cease, a dedicated member of the Seaport community, has made the pivotal decision to embark on a new chapter in his career journey. With a heart dedicated to service and a passion for mechanics, Cease has chosen to transition from his role at the Alexandria Seaport Foundation to become a mechanic for the US Air Force. This transition marks a significant turning point in Cease's professional life, as he leaves behind a community-driven organization to serve his country.

During his tenure at the Alexandria Seaport Foundation, Cease played a vital role in supporting the Apprentices. Everybody called Cease when they had a problem.

"It was not unusual for Chris to get a call on a Saturday night and he went out to help that Apprentice navigate

the world," said Deb Roepke, Seaport executive. "His commitment to mentorship and hands-on learning has left a lasting impact on both the organization and the Apprentices he worked with."

While Cease's departure may leave a void within the Alexandria Seaport Foundation, his legacy of mentorship, dedication, and service will continue to inspire those he has worked with. As he embarks on this new adventure, Cease carries with him the values instilled during his time at the Alexandria Seaport Foundation, poised to make a meaningful impact in his new role serving his country. 🚀

Watch a short video about Chris Cease here:
<https://bit.ly/SeaportChris>

Seaport is grateful for the institutions that are making an investment in our Apprentices. Thank you!



**Corina
Higginson
Trust**


**The Morris and Gwendolyn
Cafritz Foundation**





We couldn't have
done it without your
generous *support.*


Thank you

to all our donors
and volunteers.

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