



2018 YOUTH PROGRAMS IMPACT REPORT



Inspiring Creativity in Everyone



LETTER FROM THE EXECUTIVE DIRECTOR



In our world, it's not unusual for a nine-year-old to come through on a school visit, be exposed to the industrial arts, return as a middle-schooler to take a class, and then dive right in as a high school student, taking dozens of classes and participating in advanced leadership training before they graduate from high school. Even more special, a significant number of these young adults are still engaged with The Crucible—as teaching artists, studio staff, volunteers, and community members (See page 7).

With programming for young people ages 8-18 that includes field trips and school visits for more than 1,400 youth every year, over 150 youth classes, camps that serve more than 900 youth during summer, the Fuego Youth Leadership Program for teens ages 15-18, the Earn-A-Bike Program and Art Bike classes—there is a lot to be proud of inside this report.

In the last year, the team has become more focused and intentional about viewing our artistic work with youth through an economic development and equity lens. We are working hard to raise funds from foundations and corporate donors to expand the number of subsidized opportunities we can offer middle and high school youth, as well as expanding the total number of youth we serve and building more in-depth programs.

We are having a deep conversation with partners, students, parents, and staff about The Crucible's work preparing interested youth for careers in the trades. And as the creative economy takes hold, we are also examining how we can better support young people and adults with an interest in artisan skills in accessing quality training, and the entrepreneurial and financial literacy skills necessary for them to be successful.

This report on our work with youth and its impact is one of the critical ways we measure ourselves and a story we want to share with you.

Best,

Susan Mernit,
Executive Director
susan@thecrucible.org

P.S. If you'd like to engage in or support our youth programs, please get in touch!

YOUTH PROGRAM GOALS

- ✦ To provide engaging, high-quality arts programming at a free or reduced cost.
- ✦ Increase opportunities for undeserved and at-risk young people from Oakland and the greater Bay Area to actively participate in the arts.
- ✦ Create significant relationships with key stakeholders: youth, parents, schools, and community-based organizations.
- ✦ To inspire a new generation of fine and industrial artists, enriching the local community.

2018 HIGHLIGHTS

- ✦ Provided inspiring educational experiences to over **5,500** young people
- ✦ Served **60%** of all youth free of charge in classes, camps, and field trips
- ✦ Distributed over **\$100,000 in youth scholarships** to participate in the fine and industrial arts
- ✦ Invested in the makers of tomorrow with **15** paid team leadership and workforce development positions, rewarding over **\$10,000** in compensation
- ✦ Partnered with over **45** Bay Area schools to provide field trips, workshops, hands-on presentations, and studio tours



YOUTH PROGRAMS

The Crucible is a nonprofit organization and art school making the fine and industrial arts accessible for everyone of all ages, backgrounds, and abilities. Our Youth Programs are a crucial part of that mission. The majority of youth who experience our programs visit The Crucible for a field trip, community Bike Fix-A-Thon, Open House, or get inspired at a community event.

Those first experiences learning what you can make with your hands inspires youth to join us in the studios for an after school class or weeklong camp, where they learn new skills in one of fourteen art departments. The most committed and dedicated students go on to participate in our Fuego Youth Leadership Program, with some eventually joining The Crucible's regular faculty.

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FIELD TRIPS



“ When the teacher used the torch to cut the metal pumpkins, the torch popped and sparks went everywhere! We all jumped!
– Peyton

“ Neon was my favorite department because we got to see the fire. And, they made the tube turn red, which is my favorite color!
– Colton



▶ PROGRAM AT A GLANCE

For many young people, The Crucible's free Field Trips offered to Oakland public schools and Title I schools are their first exposure to the industrial arts and art making. During our Field Trips, youth witness demonstrations by artists and industry experts in Glass Flameworking, Glass Blowing, Jewelry, Woodworking, Welding, Blacksmithing, Foundry, and more. Instructors describe the processes, tools, and applications they use to make projects from metal, glass, and other materials, inspiring youth to make connections between the arts and sciences.



“ When the teacher was blowing glass, I thought the big air bubble was going to pop on us! He made it so big and clear.
– Jamirra

◆ 2018 HIGHLIGHTS ◆

- ◆ Welcomed over **1,400** youth for **4** different Field Trips days throughout the year
- ◆ Of all youth, over **1,000** came from Oakland Unified School District
- ◆ **34** Youth Groups booked from **26** unique schools and organizations from the Bay Area
- ◆ **88%** of youth visited The Crucible at no cost to the school

“ I liked learning about Leather because I got to wear this beautiful scarf. It was warm and so soft!
– Elaysia



“ This looks like a place where kids aren't allowed! But we are!
– Benicio



BIKE PROGRAM

► PROGRAM AT A GLANCE

The Crucible's Bike Program is a free year-round community outreach program that addresses personal transportation needs. The Bike Program promotes an alternative, sustainable mode of transportation, while providing essential bike repair services to our community, diverting useable/salvageable waste from landfills, and reinforcing reuse of materials. Since 2005, over 7,000 youth have participated in The Crucible's Bike Program, and thousands of bicycles have been repaired to nearly-new status.

At our **Bike Fix-A-Thons**, bicycles are repaired for free by a fleet of dedicated volunteers and Crucible staff members. "Going to a bike shop and getting your bike repaired by a mechanic really isn't an affordable option for a lot of people," explains Ismael Plasencia, our Youth Program Manager. During our Bike Fix-A-Thons, volunteers and staff work to fix as many bikes as possible, getting people back on the road with safe, functioning bikes.

The **Earn-A-Bike Program** provides West Oakland youth with hands-on experience in welding and bike mechanics. In this drop-in program, youth work with volunteer bike mechanics to fix donated bikes, repairing two bikes and keeping one. The other bike is sold to raise money to support our Bike Program.



◆ 2018 HIGHLIGHTS ◆

- ◆ **20** youth participated in Earn-A-Bike programming
- ◆ Over **300** bikes were repaired and put back on the road
- ◆ **15** bicycles worth over **\$5,000** were gifted to youth in our immediate community
- ◆ Bike programming was powered by **200 hours** of staff and volunteer support

GETTING OAKLAND ON BIKES

At our last Bike Fix-A-Thon, our neighbors Henry and his nephews got their bikes fixed for free, leaving with two safe, functioning bicycles.

Last year alone, over 300 youth and adults walked out of our Bike Shop with a newly fixed up or gifted bike—giving 300 more Oakland residents the ability to get around safely and sustainably. We know what a safe bike can do for our neighbors, and studies show that extends beyond individual impact. Communities that bike are safer, healthier, and happier.

YOUTH CLASSES & CAMPS



ACCESS FOR OAKLAND YOUTH

As part of celebrating and empowering the neighborhood of West Oakland, we offer free programming, scholarships, and paid leadership opportunities for youth who live locally and/or may not otherwise be able to access our studios.

► TheCrucible.org/scholarships

► PROGRAM AT A GLANCE

Throughout the year, we offer youth **classes** for ages 8-18 after school, on weekends, and during half- and full-day **camp**s every spring and summer. With a 1:6 student-teacher ratio, students work with instructors to produce original works of art, connecting with mentors and new friends, boosting students' confidence, and developing interpersonal skills in ways that are applicable to everyday life.

The Crucible offers 37 different youth classes in 14 departments of study, including Welding, Woodworking, Textiles, Glass Blowing, Ceramics, and Kinetics. Each year, \$100,000 in scholarship funds are held for camp participants with 20% of camp seats reserved for scholarship students.

Research shows that art students score higher on standardized tests, are less likely to be suspended, and feel more optimistic about attending college.

◆ 2018 HIGHLIGHTS ◆

- ◆ **1,022** youth enrolled in 156 classes and camps throughout the year
- ◆ **15%** of all youth received a partial or full scholarship
- ◆ **234** of our students served were from the Oakland community

“The teachers are so nice here. I feel so supported.”
-Ku Rah, age 11



“This has definitely been my favorite Spring Break!”
-Hla Dah, age 8



“The Crucible is a place where you can ask for help and they will actually help you. I've become more creative since coming here.”
-Gabrael Bey, age 12



FUEGO YOUTH LEADERSHIP PROGRAM

► PROGRAM AT A GLANCE

The Crucible's graduated learning structure provides opportunities for students to progress through different programs, projects, and classes, which can lead to a paid position in the **Fuego Youth Leadership Program**.

This is The Crucible's signature high school youth program, serving 15 youth per year to provide in-depth instruction and mentorship in welding, glass blowing, foundry, glass frameworking, jewelry, blacksmithing, and other industrial arts.

Students who have completed three Crucible classes and are recommended by Crucible faculty or staff are eligible for the program. Strong priority is given to students who qualify for the scholarship program, with priority entrance given to West Oakland youth. Approximately 80% of Fuego Leaders have accessed scholarship funds from The Crucible. Over two years, Fuego Leaders hone their technical and teaching skills as Teaching Assistants, alongside a faculty mentor.

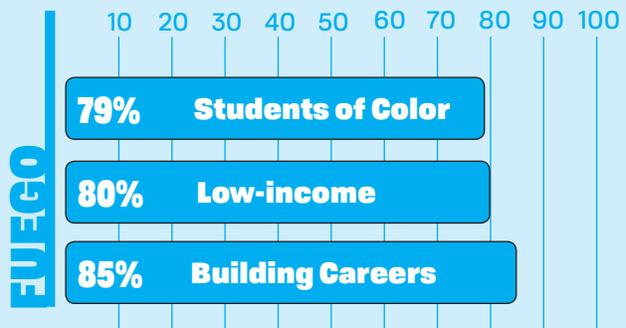
During Summer Camps, leaders meet daily for time to reflect and problem-solve, while planning personal and collaborative art projects for a final presentation. Since its inception in 2010, more than 70 youth have graduated from the Fuego Program. Of the 70 whom have completed the program, 40 are still engaged with The Crucible as faculty, administrative staff, or volunteers. Others have gone on to build successful careers in the industrial arts and trades or have graduated from universities and art schools.

In 2018, five students graduated from our two-year Fuego Youth Leadership Program, and another ten students completed the first year of the program. The Fuego Youth Leadership Program is sponsored by CASS, Inc – the official metal recycling partner of The Crucible. We are grateful for their ongoing support.



“My art is a way of finding a happy place, but also to see the reality of the world and what people go through. I want my art to show things that words can't explain.”
- Bri Media, Youth Fuego Leader in Glass Fusing

- ◆ Since 2010, more than **70 youth** have graduated from Fuego, two-year stipend program for 15-18 year olds.
- ◆ Among all of our Fuego participants who provided demographic information, **79% were students of color** and **80% were low-income**.
- ◆ **85% are building successful careers** in the trades or attending colleges, universities, and art schools.





FUEGO LEADERS MAKE WAVES IN THE STUDIO

This summer, our second-year Fuego Youth Leaders returned to the studios more comfortable working in their disciplines, collaborating with each other, and helping their students in the classroom, only to find out they had been commissioned to create a 6 by 12 foot sculpture for the corporate offices of Schnitzer Steel, a metal recycling facility just blocks from The Crucible.

While a few of the Fuego Leaders were a little nervous about creating such a large a piece of work, they took a trip to Schnitzer Steel, and were quickly inspired by some unique scrap metal, including a large aquamarine piece from an automobile long out of commission. The Fuego Leaders decided to create a multidisciplinary sculpture of a crashing wave that would show off their collective knowledge of welding, foundry, glass blowing, glass frameworking, jewelry, and metalsmithing.

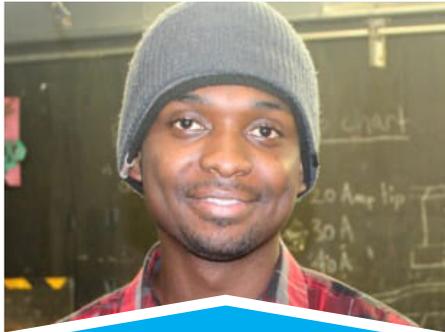


“ You feel free when you come here, like you could do whatever and just let your mind be free. ”
 - Jonathan Saul,
 Fuego Leader in
 Glass Blowing

A FUEGO LEADER SPENDS:

- ◆ **30** hours teaching Youth Summer Camps
- ◆ **20** hours in educational and mentorship activities
- ◆ **14** hours in CPR/First Aid Training, orientation meetings, and pre-camp retreats
- ◆ **10-12** hours perfecting their industrial art skills
- ◆ **88%** completion rate: 61 out of 70 Fuego Leaders have completed the two-year program once started

WHERE THE STUDENT BECOMES THE TEACHER



“ Five or six years ago, I wasn't even able to make eye contact or speak with people. Now I am constantly explaining things, because fortunately I was put in an environment where I could grow.

-Robert Collins, Welding instructor



“ Because of all of the support I have been given, I am in a place to give that support back to many other students. I want to be a role model to some of the high school girls. It will make me feel better to know I inspired some girls to do what I do.

-Katia Navidad Rallon, Woodworking instructor



“ People are more proactive in their lives when they know they have somewhere to go. As some of the Fuego Leaders are growing up and having more hardships in their life, they know they always have an opportunity here at The Crucible. The people here are definitely a family.

-Ale'ah Bashir-Baaqee, Jewelry instructor

▶ PROGRAM AT A GLANCE

A West Oakland staple for more than fifteen years, we have had the privilege of watching youth grow up in our Youth Programs, explore their creativity and begin to master their artistic disciplines. Some discovered a true passion and now, as adults, have joined The Crucible's regular faculty.

"It is really something special to see these kids go through the Youth Programs and grow into young adulthood excited to stay a part of this community," says Ismael Plasencia, our Youth Program Manager. "The fact that we can provide opportunities for them to step into leadership and teaching roles really brings the whole Youth Program full circle."

Many of these new instructors were able to take classes at The Crucible because of scholarship opportunities made possible by our generous donors.

Each participated in our paid Fuego Youth Leadership Program when they were in high school, deepening their technical skills and giving them their first hands-on experience as teaching assistants in the classroom—skills they now rely on as regular faculty.

"The only way this knowledge continues to exist is if it is passed on," explains Ismael. "These instructors are really creating the pathway for everybody else that follows."

◆ HIGHLIGHTS ◆

- ◆ **15** students who grew up taking classes in our Youth Programs are now teaching as faculty or teaching assistants
- ◆ In 2018, **3** students who grew up in our Youth Program joined our faculty as teaching assistants

COMMUNITY ENGAGEMENT & PARTNERSHIPS



► PROGRAM AT A GLANCE

The Crucible seeks to engage the West Oakland community and beyond through on- and off-site events, free tours twice a month, participation in local festivals and fairs, collaborating with local artists, and building public art pieces. In 2018, The Crucible hosted local community events, including two Open Houses, and three days of GIFTY, our annual craft show, as well as participating in numerous local and regional events, inviting the community to experience the inspiring power and possibility of the industrial arts.

KEEPING OAKLAND CREATIVE

At the 11th Annual Life is Living Festival, The Crucible was out for our tenth year celebrating Oakland, art, and community. We engaged with over 250 youth and adults, providing free hands-on activities like stamping and dyeing your own leather cuff or designing and stamping a copper pendant. Sharing the gift of making something with your hands with our neighbors is something we look forward to every year



◆ 2018 HIGHLIGHTS ◆

- ◆ **7** free engagement events, including two Community Open Houses, GIFTY: Our Annual Craft Show & Open House, live demonstrations and activities at Makers Faire, Life is Living, and East Bay Mini Maker Faire, and an on-site community mixer with the West Oakland Community Collaborative
- ◆ Over **25** hands-on activities to spark creativity
- ◆ Engaged with over **10,600** participants throughout the year
- ◆ **68** vendors hosted for GIFTY: Annual Craft Show & Open House

2018 FIELD TRIPS

African American Male Achievement
 Caliber: Beta Academy
 Convent & Stuart Hall
 Da Vinci Homeschool Group
 Escuela Bilingue Internacional
 Fremont High School
 Glenview Elementary School
 Greenleaf Elementary School
 Kaiser Elementary School
 Lazear Charter Academy
 Lighthouse Community Public School
 Lincoln Elementary School
 McClymonds High School
 Meher School
 MLK Elementary School
 Montclair Elementary School
 Oakland SOL Middle School
 Oakland Technical High School
 OSA Literary Arts Department
 OUSD Adult & Career Education
 The Phillips Academy
 Prescott School
 Redwood Heights Elementary School
 Roosevelt Middle School
 San Benito High School
 VAAMP Oakland High School
 Walt Disney Elementary School

2018 YOUTH PRIVATE WORKSHOPS:

Athenian High School
 Cathedral School for Boys
 Girl Scouts of Northern California
 Kids & Art Foundation
 Marin Academy
 The Nueva School
 Pinewood School
 The Renaissance International School
 Sierra Waldorf School
 The Springstone School
 Synapse School
 Drew School
 Wilkinson Middle School

YOUTH PROGRAMS BUDGET

EARNED REVENUE

	2017 BUDGET	2017 ACTUAL	2018 BUDGET	2018 ACTUAL	2019 BUDGET
Tuition and Scholarships Awarded	325,925	348,108	333,500	390,819	415,100
Materials fees & Miscellaneous Income	83,500	77,024	77,250	101,204	117,900
Earned Revenue	409,425	425,132	410,750	492,023	533,000

CONTRIBUTED REVENUE

Foundation, Corporate, Government	95,000	64,500	122,500	70,727	75,000
Individuals	25,000	23,783	25,000	11,552	15,000
Fundraising Event	75,000	82,300	85,000	105,900	85,000
Allocation of Unrestricted Contributions	50,375	57,436	46,700	0	0
Contributed Revenue	245,375	228,019	279,200	188,179	175,000

Total Revenue	654,800	653,151	689,950	680,201	708,000
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EXPENSES

Faculty and Program Staff	501,900	484,051	525,000	522,869	535,000
Materials Cost	15,900	27,453	30,000	28,989	30,000
Marketing & Communications	32,000	28,656	30,000	23,523	28,000
Utilities & Occupancy Costs	56,500	47,263	49,950	69,595	70,000
Administrative Support	48,500	65,728	55,000	35,225	45,000
Total Expenses	654,800	653,151	689,950	680,201	708,000

LEADERSHIP & STAFF



YOUTH PROGRAM STAFF

Ismael "Iz" Plasencia, *Youth Program Manager*
Samantha Espinoza, *Youth Program Associate*
Jonathan Carroll, *Summer Camp Coordinator*
Helen Feng, *Fuego Youth Leadership Coordinator*
Megaen Curl, *Youth Program Assistant, On-Call*
Rikki Smeltzer, *Youth Program Assistant, On-Call*
Ale'ah Bashir-Baaqee, *Summer Seasonal Youth Program Assistant*
Crystal Carrillo, *Summer Seasonal Youth Program Assistant*
Elven McNight, *Summer Seasonal Youth Program Assistant*
Reginae Hightower, *Summer Seasonal Youth Program Assistant*
Tim Pulko, *Summer Seasonal Youth Program Assistant*
Rob Nehring, *former Director of Programs*

EXECUTIVE TEAM

Susan Mernit, *Executive Director*
Kua Patten, *Director of Studio Operations & Facilities*
Alyssa Stone, *Director of Programs*
Renée Ventimiglia, *CFO*
Natasha von Kaenel, *Director of Marketing & Communications*

YOUTH FACULTY AND TEACHING ASSISTANTS

Adrian Rodriguez
Ale'ah Bashir-Boaqee
Ana Gallira
Andrew Drew Prober
Ben 'Bender' Carpenter
Brandyn Willridge
Camille MacRae
Carmen Gambino
Celeste Flores
Chris Niemer
Christopher Harris
Coleman Buffa
Crystal Carrillo
Daniel Yasmin
David Page
David Wright
Denise Snaer-Gauder
Denise Taylor
Elliott Surber
Elven McKnight
Eric Blanpied
Erik Eiserling
Gregg Senne
Heather Katz
Helen 'Weiyue' Feng

Holly Carter
James Adamo
Janet Hayes
Jazmine 'Jazzy' Schwinges -Williams
Jenny Wong-Stanley
Jeremy Lark
Jon Ryan Moreno
Jose Juarez
Julie Bright
Juniper Yun
Kelsey Kenny
Kinto Diriwachter
Kobe Schwinges-Williams
Kua Patten
Kyle Reich
Lauren Ekman
Ledora Lewis-Hightower
Lee Granberg
Lee Sonko
Leo Knapp
Lizzie 'Lzrd' Uscanga
Maggie Kelly
Maliq Nathaniel
Marisa Zuk
Mark Metz

Mary Roberta Smith
Mathew 'Mat' Porkola
Max Chen
Megaen Curl
Michael Dickinson
Michiko Fukushima
Moira Mimi Dean
Natallia Pulko
Nate Chandler
Pablo Cambrocha-Valdez
Phoebe Deutsch
Ralph McCaskey
Reed Peck-Kriss
Rikki Smeltzer
Robin MacSwain
Ruby Spring
Samantha Espinoza
Sami Eskinazi
Stan Huncilman
Steven 'Trace' Thompson
Sudhu Tewari
Tory Fink
Ygor Andrade

ACKNOWLEDGEMENTS



The Crucible is deeply grateful to the following individuals and institutions who support our Youth Industrial Arts Education Programs. These contributions allow us to inspire, support, and energize the creators of the future. Listing reflects gifts made between January 2018-June 2019. Any inaccuracies or omissions, please contact development@thecrucible.org.

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Port of Oakland
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Seabock Family
Amanda Walker & Sally Byers
Roger & Ruth Wu



LOOKING FORWARD

As you can see, 2018 was filled with powerful moments of youth exploring their creativity, gaining leadership skills, supporting and educating their peers, and having fun! Based on the successes of our Youth Program in 2018, we are excited to announce the following changes to our Youth Program in 2019:

- The two-week Fuego Youth Leadership Program has been expanded into one four-week program where both first-year and returning second-year Fuego Leaders learn and create together, support the classroom environments, and design and fabricate a unique, collaborative art piece.
- Our after school classes are shifting to Wednesdays to align with early release school days.
- Youth weekend classes are scheduled over multiple weekends to accommodate youth who want to participate in a variety of youth classes.
- We are increasing our community tabling and activities across the Bay Area to bring hands-on industrial arts engagement to even more of our neighbors!

The steadfast support from our community of donors ensures the next generation of Oakland and Bay Area youth have the creative tools to thrive. With your help, the Youth Programs can continue to grow and empower more Bay Area youth with the thrill of making and the industrial arts.

► development@thecrucible.org
TheCrucible.org/support



Inspiring Creativity in Everyone

TheCrucible.org

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