LUK has a strong commitment to partnering with young people rooted in Positive Youth Development (PYD) philosophy. PYD approaches help young people develop the confidence and capacity to learn and to contribute to others’ learning. We believe that ALL young people have strengths, regardless of current or past experiences or deficits in their environment. LUK staff strive to create safe spaces where youth can develop strong relationships with adult role models in order to support their strengths.

LUK infuses PYD into all of our services for young people. Programs and groups such as Project Share, LUK’s Peer Leaders, and the Worcester County Youth Action Board are great examples of PYD in action. LUK staff may set the stage, but the young people bring the energy and imagination to create magic. Young people build skills by serving others as they create in-service projects, peer-mentoring and leadership opportunities. We believe that serving others builds a positive identity, leadership capabilities, and self-esteem. Young people learn to use their voices and lived experience to shift negative patterns for their peers. While LUK staff create a structure, space for young people to connect, young people do the hard work. Youth help us improve our services. We learn from them every day.

LEADER BY EXAMPLE

Sometimes youth who are involved with our Positive Youth Development services become our employees! During his time as a peer leader, one of our youth learned life skills, communication, and organization. He was credited LUK with teaching him responsibility and professionalism, his job as a peer leader gave him the tools to speak and work afterwards in order to help his family. After college, he came to work for LUK because he wanted a job that was not only good experience, but also one that felt was rewarding and made him excited to come to work. It was important to him to continue his work with LUK after experiencing being a peer leader because he wanted to show LUK that grew up like him, in a First North Section B housing, how can they write their own stories.
MISSION STATEMENT

To challenge and inspire youth, adults, and families to realize their unique potential through community-based prevention, intervention, education, and support services.

VISION STATEMENT

We partner to create communities where all people are safe, healthy, and resilient.

LEADERSHIP:
Demonstrating responsible, risk-taking, and innovation. Youth are often the best resource for helping other youth. Our program fosters leadership skills in youth, who encourage their peers to make good, informed decisions about taking risks.

SUPPORT OUR MISSION

LUK is dedicated to improving the safety, stability and emotional wellbeing of youth, adults, and families. LUK serves all of Central Massachusetts with a broad spectrum of programs including placement services, behavioral health assessment and treatment, family support, and positive youth development curricula. Each year we work with over 8,500 individuals and families in these services and reach over 15,000 others through care coordination, positive youth development activities and vocational skillbuilding, trauma responses, and community organizing to prevent youth access to alcohol and other drugs.

Volunteers, donors, and others needed to support our work. As a community-based nonprofit we rely on individual gifts and funds to offer creative and flexible resources to vulnerable children, youth, and adults.

Please email LUK at info@luk.org for information about how and where to volunteer. To support LUK financially, please visit www.LUK.org/Donate, or mail checks made out to LUK, Inc. to our main office at 645 Westminster Street, Fitchburg, MA 01420.

"I believe a positive role model to others my age. I'm glad LUK has given me the opportunity to do so." (From a Youth)

"As a peer leader at LUK I've received training and feel confident to influence peers to make better good decisions. In addition we have lots of fun at community events." (From a Peer)

"I've learned to rebuild my foundation." (Transition to Independent Living)

"I strongly feel like I created a program. Not many people can experience this, it's very unique" (Youth Action Board)

"I have changed a lot since I first came to LUK, I am more mature since I've had to learn to live on my own. I feel more confident in myself since I am now able to take the bus, make appointments, pay bills, and take care of myself. I now focus more on reality, goals, and being on my own." (Transition to Independent Living)

FINANCIALS

| ASSETS | $27,072,901 |
| ACCEP, RECEIPT, AND PREPARED EXPENSES | $5,961,445 |
| PROPERTY AND EQUIPMENT | $2,425,684 |
| OTHER ASSETS | $65,724 |
| COGS | $26,880,457 |
| ACQUIRED GAIN AND ACCRUED EXPENSES | $64,957,057 |
| LONG-TERM DEBT AND OTHER LIABILITIES | $7,057,057 |
| CURRENT PORTION OF LONG-TERM DEBT | $1,621,057 |
| TOTAL REVENUE | $29,957,057 |
| TOTAL EXPENSE | $28,657,057 |
| NET ASSETS | $1,357,057 |
| WITHOUT DONOR RESTRICTIONS | $2,357,057 |
| WITH DONOR RESTRICTIONS | $1,000,000 |

REVENUE: $27,072,901
STAFF AND LOCAL PROGRAM GRANTS AND FEES | $8,516,445 |
PARTY FUND, INC., AND others | $2,752,901 |
DIRECT PERSONAL SERVICE | $3,957,057 |
CONTRIBUTIONS AND GIFTS | $6,997,057 |
GRANTS AND SUBSIDIES | $1,057,057 |
OTHER | $444,454

EXPENSES: $27,072,901
EMPLOYEE COMPENSATION AND BENEFITS | $13,425,057 |
PROGRAM SERVICES | $6,757,057 |
ADMINISTRATION | $547,057 |
ADMINISTRATION AND DIRECT OPERATIONS | $944,454 |
OTHER EXPENSES | $944,454

FUNDING SOURCED

Commonwealth of Massachusetts:
Department of Children and Families (DCF) • Department of Developmental Services (DDS) • Department of Elementary and Secondary Education (DESE) • Department of Mental Health (MHA) • Department of Public Health (DPH) • Department of Early Education and Care (EECD) • Department of Fire Services (DFS) • Department of Public Safety (DPS) • Department of Public Utilities (DPU) • Department of Transportation (DOT) • Department of Youth Services (DOYS) • Executive Office of Health and Human Services (EOHHS) • MassMutual
Federal and Other:
United States Department of Justice, Office of Community Safety & Delinquency Prevention • Department of Health and Human Services • Department of Housing and Urban Development

Additional Funders:
Alumni of LUK • BI-STATE • Bose Foundation • GreenFork • Gardeners, City of Gardner • Commonwealth Corporation (DCG for kids) • Digital Federal Credit Union • Fred Harris Deloitte Foundation • Greater Worcester Community Foundation • Fitchburg Federal Savings • Foundation Mutual Savings • Fidelity Bank Community Assistance Administration • Holyoke Community Foundation • United Way of Central Massachusetts • United Way of Northern Massachusetts • United Way of Central Massachusetts • United Way of Greater New England • United Way of Southern New England • United Way of Southeast Massachusetts • United Way of Springfield and Hampden County • United Way of Western Massachusetts • United Way of Worcester County

FULL DATA

88% of individuals receiving LUK services were under the age of 21. Over 2,300 youth were impacted by our Youth Development services.

Per our Consumer Satisfaction Survey results in May 2019, 88.9% of youth indicated that they helped plan their services and set their goals. In addition, 78.5% of the organization seeks their input on how to improve services.

SELF-EMPOWERMENT:
Empowering youth to help individuals realize their strengths and potential. Positive Youth Development (PYD) gives young people the tools to help them realize their own unique potential. Our PYD model is based on systems learning and curiosity, which empowers youth to act.