

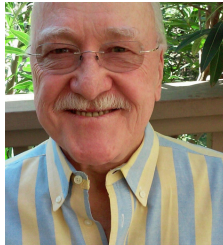


CARY

**25 YEARS OF
MAKING A
DIFFERENCE!**

Empowering at-risk youth with skills to
avoid crime and violence since 1999

MESSAGE FROM OUR LEADERS

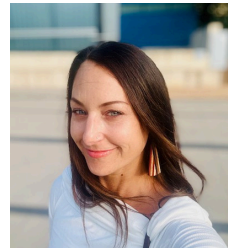


Adrian Moore

Founder & Executive Director Emeritus

Leading CARY over the last decade has been a privilege and a dream of mine. CARY has grown exponentially to meet the needs of the community, serving our most valuable resource: the youth. As we look ahead, CARY is positioned to expand while sustaining all of the impactful work we have accomplished. We have built a powerful team, creating the momentum to empower all kids with the skills to avoid violence.

The joy that I have experienced over these 25 formative years of CARY is that we now have a clearly established model and strategy that helps troubled and prison-bound kids acquire the skills needed to become successful members of our community. The CARY delinquency and youth violence prevention model can be duplicated successfully in any city or state.



Shana Fox

Executive Director



Henry Opolot

CARY Board Chair

After volunteering since 2017, and serving on CARY's board, I've witnessed firsthand how our programs transform students' lives. With your support, we can expand our impact and continue this vital work for the next 25 years and beyond!

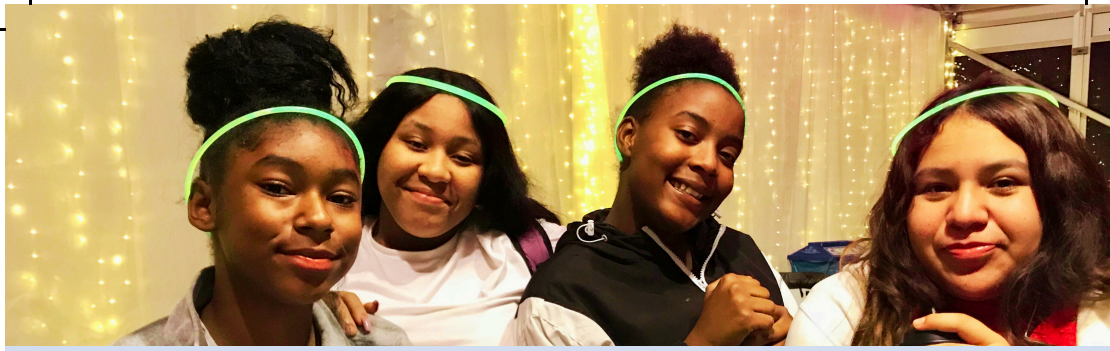
I joined CARY in 2018 and my connection to this cause is personal. Growing up, mentors outside my immediate family were pivotal in helping me navigate school and life. Imagine the pressures today's youth face compared to the 1990s and 2000s. Now, more than ever, the support CARY provides is critical. I'm so proud to be a part of such an amazing organization and I'm excited for the next 25 years!



Esther Ladipo Hill

CARY Board Vice Chair



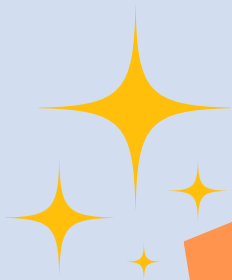


THE CARY

STORY

Founded in 1999 in response to the Columbine tragedy, CARY has been a beacon of hope and change in our community, dedicated to enhancing school safety and interrupting the school-to-prison pipeline. Over the past 25 years, we have proudly served more than 30,000 of Central Texas's highest-risk students, helping them overcome barriers and thrive.

As we celebrate this significant milestone, we're excited to continue our mission by supporting an additional 1,900 students across 19 middle and high schools in three school districts. Our programs offer unique, transformative services that empower students to find their voice and succeed, ensuring they receive the support and opportunities they might not find elsewhere. Here's to 25 years of making a difference and to many more years of empowering students to become successful, contributing members of our community.



We are so grateful for the CARY program. This year we did not have any counselors on campus. Without our CARY Youth Advisor, our students would not have had a resource to support them mentally and emotionally. She has built such a strong bond with our students and staff.

- Assist. Principal Dobie MS

25 YEARS IN REVIEW



1999-2004: The Founding Years

CARY was established at the Austin ISD Alternative Learning Center with initial funding from the **University of Texas RGK Foundation** and **Austin United Way**. Major funding came through Austin ISD from the **U.S. Bureau of Justice Assistance** and the **U.S. Department of Education**, enabling the launch of services for at-risk youth.

2005-2009: Growth and Expansion

By the end of 2009, CARY had expanded into **five additional schools**, bringing the total to **six schools**. Funding from the **City of Austin** and **Travis County** supported this growth, underscoring the critical need for programs like CARY in the Austin area.

2010-2014: Continued Expansion

By 2014, CARY had grown to serve **11 schools**, adding **five more** during this period. Support from the **Governor's Office** through the **Department of Justice, Office of Juvenile Justice and Delinquency Prevention**, further fueled this expansion.



2015-2019: Broadening Horizons

In **2015**, an evaluation conducted by **Laura McFarland, Ph.D.**, of the University of Texas, and **Eric Booth, M.A.**, of Gibson Consulting Group, revealed that students who completed the CARY program **significantly increased school attendance**, resulting in cost savings for school districts. The following year, CARY's founder, **Adrian Moore**, passed leadership to current Executive Director **Shana Fox**. In **2017**, CARY established the **Program Director position**, appointing **Nicole Gerard** to lead program development and oversight. By **2018**, CARY secured funding from the **St. David's Foundation**, providing **sustainable and flexible support** that propelled the organization's growth. By **2019**, CARY expanded into **three additional school districts**—**Round Rock ISD, Del Valle ISD, and Manor ISD**—with services in **12 schools**.

2020-2024: Scaling Up

The pandemic in **2020** presented significant challenges, but CARY staff stepped in as **liaisons between schools and students**, playing a critical role in **re-enrolling and re-engaging youth**. This further reinforced the program's value to the community. In **2021**, CARY received funding from the **City of Austin's Office of Violence Prevention**, recognizing **youth violence as a preventable issue**. Around the same time, **game-changing funding** from the **Department of Justice** took CARY's programs and budget to new heights. This period of **consistent and sustainable growth** led to the creation of new roles, including the **Grants Management** and **Program Manager positions**, to support expanding operations. By the end of **2024**, CARY had grown to **23 schools**.



CELEBRATING SUCCESS!



Robert, a 7th grader, came to my room for lunch after getting angry with a boy at his table “so he could vent instead of yelling at him and getting in trouble”. Taking himself out of the situation and thinking before acting showed me he had been paying attention during our anger control chain lessons, and I’m proud of him for breaking the cycle in that moment.



Vanessa, a student in 8th grade, has expressed a lot of fear and anxiety being at school, due to being assaulted by a group of students last semester and continued harassment this semester. She didn’t feel supported by teachers or admin on campus and expressed a sense of hopelessness. Despite feeling high levels of anxiety with everyone else on campus, she reported feeling no anxiety in the CARY room and additionally reported a high sense of safety. Through connections with admin, she was able to find solutions at school that have reduced her anxiety overall significantly, and she is now reporting feeling much more comfortable on campus.



Anthony, a junior in high school, has quite a long history with the justice department. He has spent time in Texas Juvenile Justice Detention, has been arrested multiple times, and has been on house arrest. He has also been heavily involved in gang activity. However, after losing a friend due to gun violence, he was able to recognize that he needed help if he wanted to live a different life. Since joining CARY, he has had no disciplinary referrals and has spent no time in School Suspension or the Alternative Learning Center. He has made such drastic changes and improvements and said that he feels proud of himself for the first time in his life.





MAKING A DIFFERENCE

Over the last five years, students completing the CARY program have achieved remarkable transformations:

↑ **49% ATTENDANCE** ↑ **47% GRADES** ↓ **81% DISCIPLINARY REFERRALS**

These outcomes reflect more than just numbers—they signify brighter futures. Improved attendance ensures students are present and engaged, better grades unlock future opportunities, and fewer disciplinary issues pave the way to success instead of the justice system.

CARY's proven approach is backed by research, consistently reducing disciplinary referrals, boosting school attendance, and improving academic performance. Partner schools report enhanced safety, greater student engagement, and widespread positive change within their communities.

At just **\$1,000 per student annually**, your investment in prevention yields extraordinary returns, saving lives and saving taxpayer dollars compared to the **\$180,000 annual cost** of incarcerating a youth in Texas.

Together, we can build brighter futures—one student, one school, one community at a time. Will you join us?

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CARY GRAD



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