

“This program is so good at helping in-need youth navigate the high school experience to improve attendance, grades, performance. The advocate is a good bridge between the school, the student, and the parent. Also, I have received resources and information to support social and financial needs.”

—Caregiver of a Domus youth



THOUGHTS, EMOTIONS, & BEHAVIORS



In partnership with the Connecticut Opportunity Project, Dr. Luana Marques, and the Harvard team at Community Psychiatry PRIDE, Domus staff have

been engaged in learning TEB skills, which are based on Cognitive Behavioral Therapy and were developed specifically for youth development professionals to deliver to young people who are experiencing disengagement or disconnection. Beginning in August 2020, 16 Domus staff participated in our Wave 1 rollout of TEB in the organization. Staff underwent intense training and coaching to learn the five skills: Observe the TEB Cycle, Charge Up, Face Fears, Explore Thoughts, and Solve Problems.

Our Wave 1 data report from PRIDE indicated the following:

- Our staff had 100% attendance at the TEB trainings.
- Our staff had 99% attendance at the TEB coaching sessions.
- We delivered 862 total TEB encounters to 56 youth.

“We have had an incredible Wave 1 implementation of TEB skills with the Domus team! The leadership and staff’s commitment to the TEB skills has been palpable in the excitement and engagement that they brought every single training and coaching session. Just in Wave 1 alone, they also had 862 encounters that included the TEB skills with 56 youth! This is much higher than PRIDE has experienced with other partners so early into TEB implementation, which is a testament to Domus’ dedication! We’re incredibly excited to continue infusing TEB into every Domus program during Wave 2.”

—Dr. Luana Marques



ANNUAL REPORT 2020-21

DOMUS MISSION

Domus builds loving relationships with young people facing adversity, empowering them to pursue their path to self-sufficiency.



OUR VISION

No child shall be denied hope, love, or a fair chance in life.

Since 1972, **Domus** has helped thousands of young people experience success in school, the workplace, and life. We support young people who are disengaged or disconnected: defined as those who struggle with behavior and attendance at school, those who are not in school and not in the workforce or who were recently incarcerated.

Our long-term goal is that the young people are either employed, on a path to self-sufficient income, or enrolled and engaged in a post-secondary opportunity.



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MESSAGE FROM THE EXECUTIVE DIRECTOR

We have long believed, at Domus, that crisis is opportunity. As we approach what is hopefully the end of a long pandemic road, we have taken the opportunity to continue to strengthen the programs and services our organization offers and at the same time, continue to improve what we do.

This past year was spent bolstering all aspects of Domus. The Domus board of directors completed a self-assessment and a corresponding improvement plan. They also worked closely with senior staff to create a key performance indicator dashboard to track key metrics. Domus leadership re-wrote existing job descriptions to reflect the competencies necessary to be successful in each role in our organization. We continue to strengthen our staff and the delivery of services through best-in-class training. We completed our first training wave (first cohort of staff members in Thoughts, Emotions, & Behaviors training—a type of Cognitive Behavioral Training for youth workers) in partnership with Dr. Luana Marques and the Harvard team at Community Psychiatry PRIDE. We responded to the needs of the young people and families we serve by opening a drop-in center for young people to receive support during the uncertain days of hybrid instruction. We also hired a director of educational advocacy to ensure all our young people and their caregivers are supported in the educational process. It was a busy year, and we are motivated to make even more progress in the coming year.

Please do not hesitate to reach out to me to talk, schedule a tour, or learn more about Domus. I am deeply grateful for your generosity and support.

Peace,

Mike Duggan

All photos credit: J. Fiereck Photography



RESULTS/TOTAL NUMBER SERVED

In FY21, Domus served 1,359 young people in our outcome-producing programs and other supportive services.



OUTCOME-PRODUCING PROGRAMS

SCHOOL ENGAGEMENT

- Average daily attendance for participating students was **82%**
- **>=95%** of students were not suspended
- **71%** of students were promoted on time or are =< 1 credit away from on-time promotion

WORKFORCE DEVELOPMENT

- **93%** of Invictus program participants remained arrest free during the year
- **64%** of Work & Learn Day participants exited the program with a job

OTHER SERVICES

PROJECT NEW HOPE — street outreach program engaging high-risk youth

WORK & LEARN AFTER-SCHOOL PROGRAM — work readiness skills training for high school students

JUVENILE REVIEW BOARD — restorative court diversion program for first-time misdemeanor offenders

SUMMER CAMP — safe, fun day camp for kids in grades k-5

SPS MIDDLE SCHOOL FAMILY ADVOCATES— support for students navigating social and emotional obstacles

HARTFORD JUVENILE DETENTION CENTER — educational services for incarcerated youth

BRIDGEPORT JUVENILE DETENTION CENTER — summer academic enrichment program

HERE TO HELP PARTNERSHIP — supportive services to reconnect students chronically absent due to COVID

AFTER-SCHOOL PROGRAMS AT SPS — fun, safe after-school spaces for youth at KT Murphy, Toquam, and TOR

DOMUS DROP-IN CENTER — school-day support for distance learners and hybrid students

DOMUS EQUITY INSTITUTE — training, consultation, and facilitation services around identifying and mitigating structural racism; working with businesses, nonprofits, community orgs, and religious orgs

DOMUS TARGET POPULATION

DISENGAGED

Youth with at least 1 of the following risk factors:

- School attendance rate between 50% and 85%
- Excluded, suspended, or have documented externalizing behaviors
- Out-of-school youth with no stable work history

DISCONNECTED

Youth with at least 1 of the following risk factors:

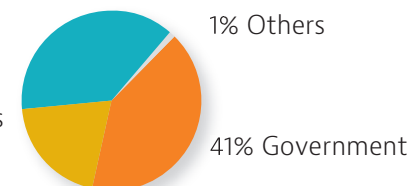
- School attendance rate less than 50%
- Two years over-age for grade in school
- Not in school and not in the workforce
- Recently incarcerated

2020-21 FINANCIALS (UNAUDITED)

We raised \$8.04 million from the sources indicated below and spent it as follows:

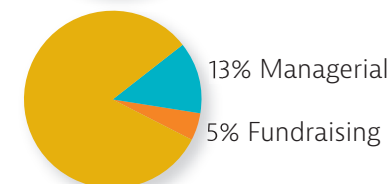
REVENUE

38% Corporations and Foundations
20% Individuals



EXPENSES

82% Programs



Figures unaudited; estimated audit completion 12-31-2021

