Engagement

Owl & Panther offers dynamic interconnected activities to ensure participants find healing in community and nurture their resilience.

Sessions: We offered 28 Tuesday night programming sessions in partnership with various community organizations and teaching artists. Activities included art making, dance, poetry, puppetry, journaling and photography.

Outings: We provided six day trips into the natural world for participants. Our team and partners offered nature-based art activities, hiking, educational tours and photography during these trips.

Volunteers: Our dedicated volunteers shared more than 1,500 volunteer hours through one-on-one mentoring, training, and other supportive tasks.

Alumni Voice

“I think Owl & Panther saved my life. Because without them, I don’t know what I’d be doing today. They helped me find myself.”

Community

Owl & Panther shares stories and experiences to foster understanding and acceptance of refugees.

Validation: Our high school age teens were honored guests at the 2019 Barbara Chester Award gathering in Tuba City, Arizona to recognize the work of those who serve survivors of torture.

Outreach: We reached more than 2,200 people through presentations, podcasts, media interviews, talks, and guest lectures.

Giving back: Together with physicians from a community hospital, we baked holiday cookies and shared them with transient asylum seekers.

Participant Voice

“I was nervous. I didn’t think I could read my poetry in front of so many people. But once I started talking it felt good. When I finished, everyone clapped. That made me happy.”

Leadership

Owl & Panther is working to build tools and systems to strengthen its operations to ensure stability for another 25 years and beyond.

Promotion: Our longtime volunteer, Rachel DeLozier accepted a position as our Program Coordinator for teen and nature programming in January. She offers gentle and patient mentorship to participants.

Recruitment: Owl & Panther welcomed Andi Hammonds to the team. She became our lead for expressive arts programming in October. Andi has a long history of passionately serving Tucson’s refugee community.

HR: We developed and implemented processes for recruiting, interviewing and onboarding new team members.

Staff Voice

“Our second year as a 501c3 non-profit organization brought challenges. I’m proud of how we came together and developed viable solutions.”

Alumni Voice

“I think Owl & Panther saved my life. Because without them, I don’t know what I’d be doing today. They helped me find myself.”

Participant Voice

“I was nervous. I didn’t think I could read my poetry in front of so many people. But once I started talking it felt good. When I finished, everyone clapped. That made me happy.”

Staff Voice

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Looking Ahead to 2020

**Financials**

**2019**

<table>
<thead>
<tr>
<th>Resources</th>
<th>FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018 Carryover</td>
<td></td>
</tr>
<tr>
<td>Contributions + Others</td>
<td>$31,123</td>
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<tr>
<td>Grants</td>
<td>$1,211</td>
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<tr>
<td>In-kind</td>
<td>$2,544</td>
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<tr>
<td>HF Account Closure</td>
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**Expenses**

<table>
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<tr>
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<tbody>
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<td>Personnel</td>
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<tr>
<td>Program</td>
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<td>General Business</td>
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<td>Development</td>
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<tr>
<td>Travel</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td>$98,395</td>
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</tbody>
</table>

**Training**

Develop a training program to educate the community about trauma-sensitive practices.

**Governance**

Strengthen board involvement in fundraising and programming activities.

**Funding**

Develop and implement a strategy to diversify our funding streams and increase individual contributions.

**Programming**

Establish new partnerships with diversity in mind.