If a difference can be made in the world, it’s exemplified at PALS.

- PALS Volunteer Leader
To help create and be a part of a world that is more than it was when I became a part of it. More inclusive, more compassionate, more joyful, and more extraordinary.

With every milestone, we celebrate the ability for PALS to do more - more programs, more opportunities, more people. As we look towards the next 15 years, I hope we can be more too - to be the place that changes the world.

Jenni Newbury Ross
Co-Founder & Executive Director
PALS Programs began in 2004. The vision was clear—changing perspectives through relationships built on shared experiences. We pair up individuals with Down syndrome one-on-one with their peers to grow in independence, to tackle new experiences, and to build friendships along the way.

The programming is simple—we go on trips, we try out new activities in small groups, we compete in the PALS Olympics, and we host the best dance parties you’ve ever seen.

And while the programming is simple, the rest of it is magic. Over the years we’ve built a commitment to this place—to this world where the boundaries of judgment, the fear of exclusion, and the stress of fitting into some pre-designed mold are gone.

Our programming begins with Camp PALS, our week-long summer sleep-away camps held on college campuses across the country. The experiences continue with PALS Adventures, weekend getaways during our off-season at retreat centers, resorts, and rented homes. And we strengthen our community with The Congratulations Project, reaching out to congratulate and welcome new families of babies with Down syndrome through letters written by our campers.

While our programming continues to expand, our model stays the same. We believe in one-to-one pairings that create strong bonds and lifelong friendships. We focus on peer-to-peer relationships, trusting in young volunteer leaders to develop age-appropriate programming and to be eager to enact social change. We value residential experiences — recognizing that real impact comes from immersive experiences, and real change comes in the moments you least expect it.

We hold specific values of who we are. We are welcoming and supportive. We are a family that is passionate and genuine, and always has fun.

PALS has shaped the lives of hundreds of individuals over the past thirteen years. Half of us have Down syndrome, but all of us know the value of friendship, the thrill of being on a team, and the best place to experience summer. Together, we challenge each other to be a little better, and to see the world a little differently.
our mission

PALS Programs creates immersive experiences where young adults with Down syndrome and their peers have fun, grow as individuals, and build transformative friendships.
I have gained so much confidence traveling by myself to Camp PALS, and I made a lot of friends!

- PALS Camper
2018 growth

513 Campers

680 Volunteers

14 Camps
97.6%
Overall Programming Satisfaction Score

98.4%
net promoter score
2018 Volunteer Locations

- Puerto Rico
- Argentina
- Colombia

Total Number of Camps & Campers Each Year

2018 Volunteer Locations

346 first-time volunteers
59% volunteer retention from 2017 season
27% enrollment increase from 2017 season
36% application increase from 2017 season
PALS Ambassadors

As we continue to expand to new programs, more and more volunteers are stepping forward to help promote PALS through our Ambassador Program. During the 2017-18 season, our PALS Ambassadors fundraised over $42,000 and recruited 65 new male counselors to join the PALS Family.

Leadership Summit

In January, we expanded our leadership training and development to include all volunteer leaders. For one weekend, nearly 100 individuals representing every level of leadership came together to receive skills training, build camaraderie, and participate in the dialogue of the past, present, and future of PALS.
To see my daughter make new friends with other campers and counselors and to see her blossom meant the world to her and to me. Thank you for making her feel not only special but like an everyday typical person… the way everyone should feel.

- PALS Parent
<table>
<thead>
<tr>
<th>Location</th>
<th>Activities</th>
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<tbody>
<tr>
<td>Baltimore</td>
<td>National Aquarium, Power Plant Live, Top of the World Trade Center, US Lacrosse</td>
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<td>Boston</td>
<td>Courageous Sailing, Brockton Fair, Boston Museum of Science</td>
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<tr>
<td>Chicago</td>
<td>Chicago White Sox, Chicago Yacht Club, Field Museum, Navy Pier</td>
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<tr>
<td>Cleveland</td>
<td>Nautica Queen Cruise Ship, Kalahari Resort, Cleveland Indians</td>
</tr>
<tr>
<td>Georgetown</td>
<td>The Smithsonian National Zoo, Sandy Point State Park</td>
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</tbody>
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2018 Camps & Programming Highlights

- SailMaine
- Camp Tall Pines
- Portland Lobster Company

- Mayor’s Office of Ocean City
- Casino Night by Tom Orecchio and friends
- Six Flags Great Adventure

- Madam Tussand’s Wax Museum
- Yacht Mariner III
- Coney Island

- Ithaca Yacht Club
- Robert H. Treman State Park
- Cayuga Ridge Wine Trail

- Mayor’s Office of Ocean City
- Franklin Institute
- Spirit of Philadelphia Cruises
- Claymobile
- Dorney Park
- The Funplex
2018 Camps & Programming Highlights

Poconos
- Montage Mountain Waterpark
- Promised Land State Park

Richmond
- Flying Squirrels Baseball
- Science Museum of Virginia
- Byrd Theatre

San Francisco
- California Academy of Sciences
- Six Flags Discovery Kingdom
Last December, we brought together 40 campers and 60 volunteers to Washington, DC for our first week-long winter program, PALS Holiday. The goal was simple: to create an experience during the off-season every bit as immersive as the ones we create in the summer. We’re excited to expand PALS Holiday to more locations and meet the high demand of our campers and volunteers.
In honor of World Down Syndrome Day and our 5th anniversary of The Congratulations Project, we published a book featuring over 30 handwritten letters from our campers. Following a foreword written by Meredith Vieira, our authors share about their lives in an effort to inspire others and provide hope for families receiving a diagnosis. It is our goal that this book is shared around the world and used to change the narrative around the Down syndrome diagnosis while encouraging its readers to dream big, to remain hopeful, and to recognize and embrace their inherent value.
PALS always helps me to return to myself and refocus. It reminds me of what is truly important and who I truly am. It makes me stronger every time.

I really feel that it has saved my life a thousand times over.

- PALS Volunteer
value of camp: $2824 per camper

expenses
- 21% food & supplies
- 19% program development
- 13% programming
- 4% transportation
- 40% lodging

income sources
- 47% tuition
- 29% donations
- 24% VIK
financial breakdown

expenses

- Programming & services (90%) $1,463,880
- Fundraising expenses (3%) $43,998
- Admin expenses (7%) $111,245

revenue

- Tuition: 729,243
- Contributions (In-Kind): 367,520
- Donations: 516,509
- Other: 28,053

Total Revenues, Gains & Other Support: 1,641,325
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thank you 2018 value-in-kind donors!

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Ithaca Yacht Club • Field Museum • Courageous Sailing • Jersey Mike’s • Betty’s Bomb Ass Burgers
Navy Pier • Fitz’s Spare Keys • Franklin Institute • The Chicago Yacht Club Foundation
The Room Upstairs • Brockton Fair • Progressive Field • Exit Row Band • Sean Tobin Music
Twin Rivers Tubing • Museum of Science, Boston • Great Lakes Science Center • Camp Tall Pines
True inclusion is possible and nowhere in the world does it better than PALS! This is a transformative place that has helped shape me into the person that I am today and I would not be at the place in life that I am without PALS.

- PALS Volunteer