

## Youth for Justice: Organization Profile

### Mission

Youth for Justice (YFJ) is a statewide grassroots organization working for racial justice by building the power of youth, communities of color, immigrants, low-income families, and LGBTQ communities. Led by students, we organize to advance educational justice and improve our social, economic, and political conditions.

### Strategies

YFJ is committed to grassroots organizing and movement building to increase the voice of those who are most impacted by disparities in education policies. We structure our work around campaigns with specific policy or political goals that can be achieved in the short term and can also have long term impacts, including building leadership within our constituent communities.

YFJ also collaborates with partner organizations that share our values and goals to bring in broader strategic impacts.

### Structure, Size and Budget

YFJ is a membership-based organization, with a staff comprised of two co-executive directors, one lawyer who provides policy analysis and legal support for demonstrators, three lead organizers who work with volunteers and members to device and pursue campaigns, and two staff members who share work in the areas of communications/marketing/website maintenance, development, and administration. Many of its staff are former volunteers and former clients. It is required that at least one-fourth of the board of YFJ includes members of impacted communities and is under the age of 24.

The current budget of YFJ is \$400,000. As a membership organization, it is proud that 25% of its budget currently comes from member dues and an annual event organized by volunteers. It also receives funding from a spectrum of foundations, including small and grassroots as well as national. It also has one contract with a municipality to engage in youth development work, specifically focused on young black and brown men.

### The Field

There are several other, though smaller, organizations that engage in organizing on the rights of students with disabilities, immigrant children, and one that specifically works on issues of violence experienced by youth. There are several organizations that work with youth impacted by the foster care system and homelessness.

Youth for Justice							
	Gen/Admin		Fundraising		Program		Total
<b>Revenue</b>							
Grants						\$175,000.00	\$175,000.00
Membership			\$50,000.00				\$50,000.00
Annual Event			\$50,000.00				\$50,000.00
Other Contributions			\$50,000.00				\$50,000.00
Contracts						\$75,000.00	\$75,000.00
<b>Total Revenue</b>	<b>\$0.00</b>		<b>\$150,000.00</b>			<b>\$250,000.00</b>	<b>\$400,000</b>
<b>Expenses</b>							
<i>Personnel</i>							
Salaries							
Co-ED #1	\$15,000.00	25%	\$15,000.00	25%	\$30,000.00	50%	\$60,000.00
Co-ED #2	\$15,000.00	25%	\$15,000.00	25%	\$30,000.00	50%	\$60,000.00
Lawyer	\$0.00	0%	\$0.00	0%	\$40,000.00	100%	\$40,000.00
Organizer #1	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Organizer #2	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Organizer #3	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Staff Member #1	\$12,500.00	50%	\$6,250.00	25%	\$6,250.00	25%	\$25,000.00
Staff Member #2	\$12,500.00	50%	\$6,250.00	25%	\$6,250.00	25%	\$25,000.00
Fringe Benefits (15%)	\$8,250.00		\$6,375.00		\$30,375.00		\$45,000.00
<i>Non-Personnel</i>							
Specific	\$500.00		\$2,000.00		\$7,500.00		\$10,000.00
"Common"	\$8,437.50	19%	\$5,625.00	13%	\$30,937.50	69%	\$45,000.00
<b>Total Expenses</b>	<b>\$72,187.50</b>		<b>\$56,500.00</b>		<b>\$271,312.50</b>		<b>\$400,000</b>
<b>Revenue Over Expenses</b>	<b>-\$72,187.50</b>		<b>\$93,500.00</b>		<b>-\$21,312.50</b>		<b>\$0.00</b>

**Situation #1**

<b>Youth for Justice</b>							
	<b>Gen/Admin</b>		<b>Fundraising</b>		<b>Program</b>		<b>Total</b>
<b>Revenue</b>							
Grants					\$175,000.00		\$175,000.00
Membership			\$50,000.00				\$50,000.00
Annual Event			\$50,000.00				\$50,000.00
Other Contributions							\$0.00
Contracts					\$75,000.00		\$75,000.00
<b>Total Revenue</b>	<b>\$0.00</b>		<b>\$100,000.00</b>		<b>\$250,000.00</b>		<b>\$350,000</b>
<b>Expenses</b>							
<b>Personnel</b>							
<b>Salaries</b>							
Co-ED #1	\$15,000.00	25%	\$15,000.00	25%	\$30,000.00	50%	\$60,000.00
Co-ED #2	\$15,000.00	25%	\$15,000.00	25%	\$30,000.00	50%	\$60,000.00
Lawyer	\$0.00	0%	\$0.00	0%	\$40,000.00	100%	\$40,000.00
Organizer #1	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Organizer #2	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Organizer #3	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Staff Member #1	\$12,500.00	50%	\$6,250.00	25%	\$6,250.00	25%	\$25,000.00
Staff Member #2	\$12,500.00	50%	\$6,250.00	25%	\$6,250.00	25%	\$25,000.00
Fringe Benefits (15%)	\$8,250.00		\$6,375.00		\$30,375.00		\$45,000.00
<b>Non-Personnel</b>							
Specific	\$500.00		\$2,000.00		\$7,500.00		\$10,000.00
"Common"	\$8,437.50		\$5,625.00		\$30,937.50		\$45,000.00
<b>Total Expenses</b>	<b>\$72,187.50</b>		<b>\$56,500.00</b>		<b>\$271,312.50</b>		<b>\$400,000</b>
<b>Revenue Over Expenses</b>	<b>-\$72,187.50</b>		<b>\$43,500.00</b>		<b>-\$21,312.50</b>		<b>-\$50,000.00</b>

**Situation #2**

<b>Youth for Justice</b>							
	<b>Gen/Admin</b>		<b>Fundraising</b>		<b>Program</b>		<b>Total</b>
<b>Revenue</b>							
Grants					\$175,000.00		\$175,000.00
Membership			\$50,000.00				\$50,000.00
Annual Event			\$50,000.00				\$50,000.00
Other Contributions							\$0.00
Contracts					\$125,000.00		\$125,000.00
<b>Total Revenue</b>	<b>\$0.00</b>		<b>\$100,000.00</b>		<b>\$300,000.00</b>		<b>\$400,000</b>
<b>Expenses</b>							
<b>Personnel</b>							
<b>Salaries</b>							
Co-ED #1	\$15,000.00	25%	\$15,000.00	25%	\$30,000.00	50%	\$60,000.00
Co-ED #2	\$15,000.00	25%	\$15,000.00	25%	\$30,000.00	50%	\$60,000.00
Lawyer	\$0.00	0%	\$0.00	0%	\$40,000.00	100%	\$40,000.00
Organizer #1	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Organizer #2	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Organizer #3	\$0.00	0%	\$0.00	0%	\$30,000.00	100%	\$30,000.00
Staff Member #1	\$12,500.00	50%	\$6,250.00	25%	\$6,250.00	25%	\$25,000.00
Staff Member #2	\$12,500.00	50%	\$6,250.00	25%	\$6,250.00	25%	\$25,000.00
Fringe Benefits (15%)	\$8,250.00		\$6,375.00		\$30,375.00		\$45,000.00
<b>Non-Personnel</b>							
Specific	\$500.00		\$2,000.00		\$7,500.00		\$10,000.00
"Common"	\$8,437.50		\$5,625.00		\$30,937.50		\$45,000.00
<b>Total Expenses</b>	<b>\$72,187.50</b>		<b>\$56,500.00</b>		<b>\$271,312.50</b>		<b>\$400,000</b>
<b>Revenue Over Expenses</b>	<b>-\$72,187.50</b>		<b>\$43,500.00</b>		<b>\$28,687.50</b>		<b>\$0.00</b>