



michigan organization on  
adolescent sexual health



2020-  
2021

A group of approximately 12 diverse young people, including both men and women, are standing outdoors in a wooded area. They are all wearing black face masks. The group is arranged in a loose line, and they are dressed in casual, contemporary clothing. The background consists of trees and foliage, suggesting a park or natural setting.

ANNUAL  
REPORT

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## LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends,

Thank you for taking the time and energy to read the Michigan Organization on Adolescent Sexual Health's (MOASH) 2020-2021 annual report. It has been another year of unexpected challenges, hard-won successes, deep learning, and necessary growth. As attacks on our work and our values have ramped up over the past year, I am so proud that we have dug in deeper to ensure that young people in Michigan have access to sexual health education and sexual health services.

As attacks have increased, so has demand for MOASH's programming. Over this year, we were informed by more youth, reached more adults whose decisions impact youth, raised more funds, and employed more staff than ever before. In almost an entire year of solely virtual engagement, we remained present and accountable to those who needed us. Our trainings/events met the moment with groundbreaking content and innovative technology.

We have proven ourselves to be a trusted resource for educators, parents, policymakers, and youth. We have further aligned our values with our organizational policies and practices as one more step in MOASH's commitment to working towards equity and justice for MOASH staff and youth advisory council members. As an organization, we continue to learn and challenge ourselves to better achieve our mission of mobilizing youth voices, engaging community partners, and informing decision makers to advance sexual health, identities, and rights.

I am so grateful to be in this position and to be working alongside MOASH's Board of Directors, staff, and youth advisory council members. There is nowhere else that I would rather be than doing this work with these individuals. We are making history at this instrumental moment in time.

Thank you for your support and for joining us on this journey,

A handwritten signature in black ink that reads "Taryn Gal".

Taryn Gal  
Executive Director

# OUR MISSION

MOASH mobilizes youth voices, engages community partners, and informs decision-makers to advance sexual health, identities, and rights.

# OUR VISION

MOASH envisions a society that respects and celebrates youth identities, advocacy, and informed choices.

# OUR CORE VALUES

## ANTI-OPPRESSION

We acknowledge the deep intersectional connection between sexual health and oppression. We accept our responsibility to continuously examine our privilege and positionality, practice cultural humility, seek opportunities to broaden our understanding, and hold ourselves accountable. We commit to anti-oppressive practices in our board, staff, and all programming and partnerships. We will work toward rights, justice, and liberation for all youth, and we recognize that dismantling systems of oppression is a key part of the broad structural changes needed in this work.

## CENTERING YOUTH VOICES

We commit to centering youth voices—especially those most marginalized—and working alongside young people to ensure that all MOASH work is youth-informed from start to finish. We commit to ensuring that our partnerships are genuinely meaningful for youth as well as the organization, including providing fair compensation for their time. We support youth in building the skills and accessing the tools needed to recognize their own agency and make the choices best for them with respect to their sexual health, relationships, and personal development. We do this work through our anti-oppression framework in order to shift the conditions that limit youth autonomy and self-determination.

## COLLABORATION

We commit to developing and maintaining authentic, meaningful relationships when working alongside communities and other organizations. We understand that true and successful partnerships require mutual investment, trust, transparency, and the open sharing of resources. We commit to being responsive to community needs and standing in solidarity with existing community efforts. We will be flexible, creative, and adaptable in our approaches to programming.

# BOARD OF DIRECTORS

**Colby Cesaro** - Co-President, **Craig Van Kempen** - Co-President, **Heather Alberda** - Secretary, **Naomi Khalil** - Treasurer, **Mae Lexi Zurita**, **Micaela Stevenson**, **Laurie Bechhofer**, **Daniel Vanderley**, **Nkenge Browner**, **Jennifer Wein**, **Clyde Barnett**, **Jen Hsu-Bishop**

# STAFF

**Taryn Gal** - Executive Director, **Shakti Rambarran** - Advocacy Director, **Lori Rasmussen** - Human Resources Director, **Carolyn Herrmann** - Finance Director, **Brittany Batell** - Program and Engagement Manager, **Stephanie DiPonio** - Program and Outreach Manager, **Natasha Thomas** - Program Coordinator (Genesee County), **Chardae Brockman** - Program Coordinator, **Devin Goldstein** - Disability Access Coordinator, **James Tulppo** - Policy Intervention Coordinator

## A NOTE FROM OUR YOUTH BOARD MEMBERS

*As the two youth members of the Board of Directors, we are honored to serve, work, and learn from such powerful and intelligent individuals who are just as passionate about reproductive health and justice as we are. To have our voices and opinions heard and valued sets important precedence for the inclusion of diverse voices in important decision-making. MOASH makes sure to include youth voices and leadership in every facet of their work to authentically represent their needs.*

*Being a part of MOASH as a youth board member you learn not only the leadership skills needed to properly establish change, but also the process of working with a team and collaborative decision-making. These skills prepare you to do work on proper education and change beyond MOASH, and I will forever apply them to my non-profit work.*

*MOASH continues to grow its board of directors, staff, and youth councils to include new voices and perspectives in its work. We are excited to be a part of those new voices and to show you the work MOASH has done this past year.*

*As always, we'd like to encourage you to check our website and sign up for our e-newsletter for active updates on MOASH's work.*

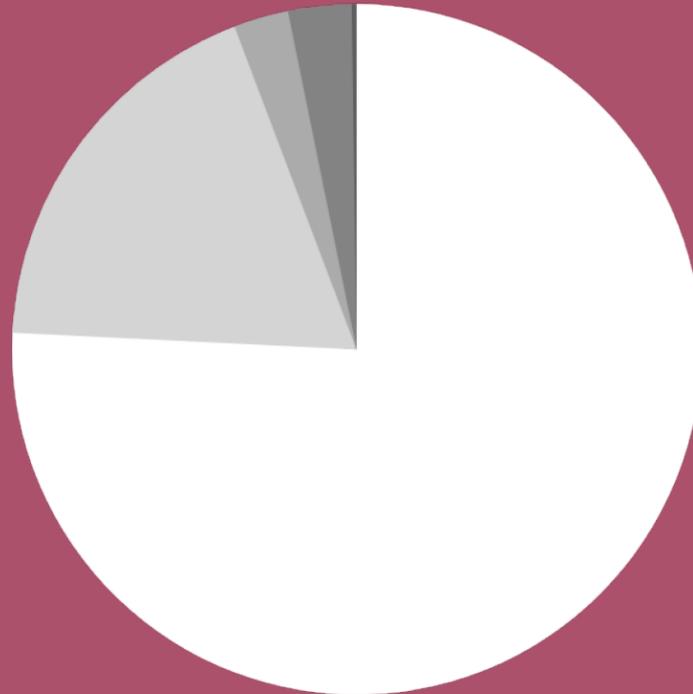
*Sincerely,  
Adam DeGregorio and Mackenzie Lovell (Members of the 2022 Board)*

# FINANCIALS



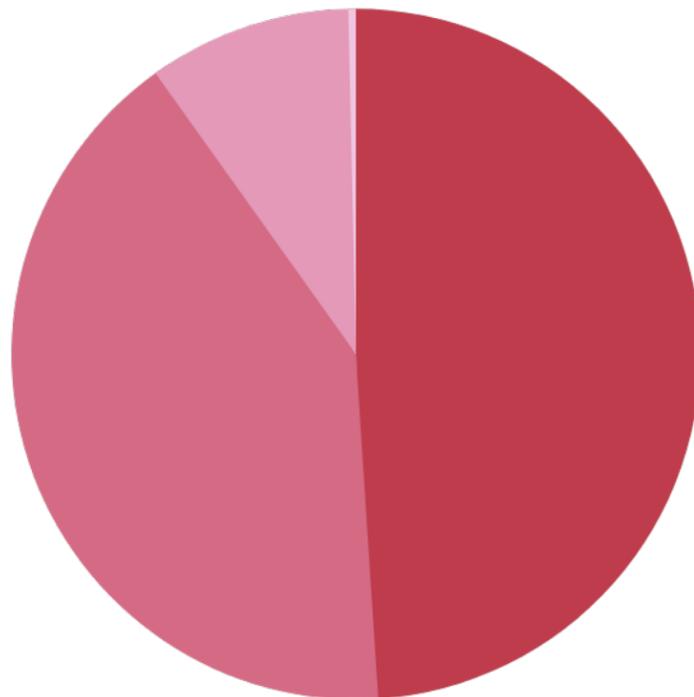
## REVENUES

- In-kind donations: \$2,268
- Fees for services: \$29,562
- Contributions: \$25,541
- Other grants: \$183,594
- Federal and state grants: \$753,745



## EXPENSES

- Fundraising: \$3,778
- Administrative: \$101,489
- Salaries and wages: \$437,892
- Programming: \$521,037



# ORGANIZATIONAL HIGHLIGHTS

## ESTABLISHING OUR STRATEGIC PLAN

This year, MOASH established our Strategic Plan for October 2021 - September 2024. Our goals outlined within the plan are as follows:

- Goal 1:** Michigan youth are increasingly aware of their sexual and reproductive health rights and increasingly accessing services.
- Goal 2:** Michigan school districts are aware of and supported in implementing K-12 sex education best practices.
- Goal 3:** Youth are leading, informing, and advocating for themselves and their peers' sexual and reproductive health services and programming in Michigan, and members are representative of the racial diversity of youth across the state.
- Goal 4:** Services and support expanded in rural areas, including Western and Northern Michigan, and representation is increased in existing geographic areas.
- Goal 5:** MOASH is a recognized leader in the sexual and reproductive health field and consulted by decision makers and community members on sexual and reproductive health policy.
- Goal 6:** MOASH is a just, equitable, sustainable, and efficiently managed organization.

## SHARING OUR STATEMENT ON DIVERSITY, EQUITY, AND INCLUSION

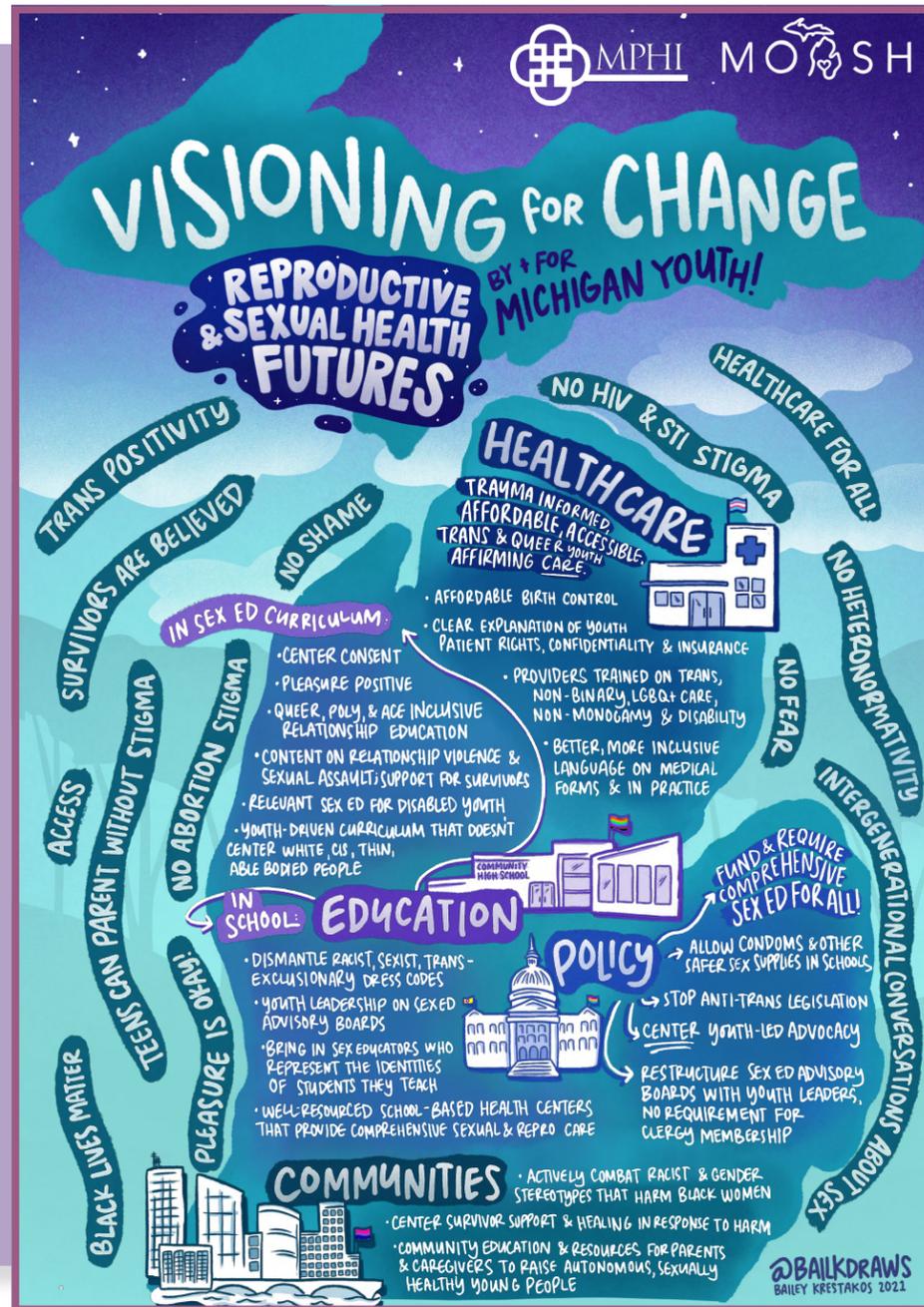
At MOASH, we commit to grounding our work in equity, inclusion, diversity, and justice within all aspects of our organization and within the field of adolescent sexual health. We will work toward liberation for all youth.

We acknowledge the deep intersectional connection between sexual health and oppression. We recognize and must understand the history of white supremacy, racism, ableism, classism, capitalism, systemic poverty, carceral systems, homophobia, transphobia, xenophobia, fatphobia, sexism, and environmental degradation that is embedded at the core of youth sex education and health services, including the people, groups, and policies that have privilege and power. Our understanding of this continues to evolve; we exercise cultural humility as we encounter this history and its enduring societal structures and attitudes which we work to dismantle. We commit to moving forward in developing and using more liberatory models, centering the voices of youth who have historically been marginalized.

This work is urgent, and we will always be learning. We will make mistakes and own our responsibility for restorative action. In alignment with the principles of transformative justice movements, accountability for us means acknowledging the harm done, repairing the harm, and changing what we do. We will engage in these processes in conversation with our communities, prioritizing the needs of those we've harmed. We will be open and transparent throughout the process as we participate in opportunities for continuous learning and growth.

## VISIONING FOR THE FUTURE WITH THE YOUTH ADVISORY COUNCIL COLLECTIVE

This year, we established the Youth Advisory Council (YAC) Collective, comprised of MOASH's five Youth Advisory Councils, Michigan Youth Voice (MY Voice), Youth Advisory Council on HIV/AIDS (YACHA), Michigan Youth Girls Advisory Board (MY GAB), Michigan Youth Trans Voice (MY TV)\*, and the newly formed Michigan Youth Access (MY Access). Together, they established a Theory of Change for the YAC Collective and an operations manual and protocols guide for YAC work for years to follow. Take a look at their *Visioning for Change*, displayed below.



\*MY TV is operated in partnership with Stand with Trans.

## STRENGTHENING INTERNAL STRUCTURES

As outlined in our strategic plan, MOASH has implemented changes to prioritize the sustainability and strength of the organization and our staff. Highlights of these actions include:

- Hiring of Advocacy Director
- Hiring of a Human Resources Director
- Hiring of a Disability Access Coordinator
- Establishing an unlimited PTO policy and 403(b) for staff members
- Improving accessibility by embedding a widget into our website and establishing live captioning and transcription services from Otter.ai for our Zoom meetings and events

## LEARNING AND CONNECTING THROUGH VIRTUAL WORKSHOPS AND SUMMITS

Despite the challenges presented by the ongoing COVID-19 pandemic related to in-person meetings and workshops, MOASH was able to pivot to online delivery to facilitate learning and connection through virtual events. This included events like the BAMB Pride Summit, the YouThrive Teen Parent Summit, an SB218 Town Hall with The Neutral Zone, a Sex Ed for All Youth Panel, Youth Advocacy Days, and many others not listed here.



MOASH also established a fee-for-service model this year in order to bring workshops and trainings to organizations, teachers, parents, healthcare providers, and other groups in the community. These trainings include *Infusing Consent into Sex Education*, *GSA Advisor Workshops*, *Michigan Sex Education Policy and Law*, and more!

## TAKING ACTION THROUGH PROGRAMMING



MOASH has added exciting new initiatives and programming this year, including highlights such as Promoting Protective Policy (P3), an initiative in collaboration with schools that works to support them in achieving their priorities for improving safe schools environments, Youth Education Access on HIV (YEAH), a project aiming to reduce barriers to accessing health information for youth impacted by HIV in Detroit, and Michigan Youth Creating Resilience Through Education and Work (MY-CREW), a mentoring program for youth who have been impacted by HIV.



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[www.moash.org](http://www.moash.org)