

OPERATION RESPECT

Creating Safe, Compassionate Environments for Children and Youth

ANNUAL REPORT 2018





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WHO WE ARE

MISSION

The mission of Operation Respect is to advance the social and emotional growth of children and youth to help them develop into compassionate, respectful, ethical and civically engaged adults.

WHO WE ARE

Operation Respect is a non-profit education and advocacy organization founded by Peter Yarrow of the folk group Peter, Paul & Mary, and widely respected educational leader Dr. Charlotte Frank, senior advisor, McGraw Hill Education. The organization provides advocacy and inspiration for educational leaders, administrators and practitioners in various arenas of policy and practice, helping to advance the healthy, positive development of children and youth. Operation Respect's music, social and emotional learning curricula, multicultural videos and highly regarded professional training provide educators with the tools they need to help children express their feelings constructively, resolve conflict peacefully, celebrate diversity fully and engage with each other in a spirit of care, compassion and cooperation.

VALUES

Operation Respect is a values-based organization with a priority on respect and caring for everyone, especially children and youth. We are committed to integrity, generosity and inclusion, and devoted to building peace at all levels – in homes, schools and communities, nationally and globally.



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MESSAGE FROM PETER YARROW, CO-FOUNDER AND PRESIDENT-EMERITUS

On the eve of Operation Respect's 20th anniversary, I have been reflecting on how much more challenging today's world is for efforts such as those of Operation Respect to succeed, and how important it is that we have developed new tools and approaches that can help us fulfill our mission in this far more alienated environment.

One painful reality is that the adult world now manifests the same kind of disturbing behavioral characteristics as the students of today who are most in need of the interventions and support provided by organizations such as Operation Respect

It has become all but the new normal for adults to behave as if they are exchanging insults on social media by attacking, demeaning and vilifying those who simply disagree with them, and especially those who voted differently from them.

In the face of this shift, that is both frightening and pervasive, we have mounted two new, ambitious, efforts that we believe will positively affect the adults in children's lives, too many of whom need to be nurtured and "educated" in the same way as do their children.

One of our new efforts has been the creation of a documentary called "Better Angels: Reuniting America" that reveals what takes place in Better Angels" workshops designed to "humanize", and thereby depolarize politically oppositional participants. These workshops that now take place nationally, reliably diminish, if not eliminate, the vitriol, animosity and anger previously held by the evenly divided "blue" and "red" workshop participants.

Actually, viewing the documentary produces much the same effect as participating in a Better Angels workshop, although perhaps less strongly. Knowing this, in tandem with Better Angels, we are working to disseminate the documentary as widely and broadly as possible on social media and through screenings in libraries, schools, places of worship and other public places. Pages 12-13 of this report will tell you more about this Better Angels: Reuniting America effort.

The other initiative that Operation Respect has created is called "The Parkland Project," which is supporting the student movements "leading the way" where we adults have been unable to protect our youth and the basic morality of our nation's policies and decisions, for example, gun laws that allow mass shootings of their classmates and friends to continue almost daily.

What we are doing, in-line with the original identity and methodology of Operation Respect, is utilizing the power of perhaps the most effective way to connect people's hearts, just as we have in tens of thousands of classrooms. Music, and other arts connect us, not by appeals to our intellect, but by reaching our hearts in ways that unite us and empower us to fight for what is good and beneficial to society. So it was with the music of Peter, Paul and Mary, Bob Dylan, Joan Baez, Judy Collins and many others that connected hearts and helped mobilize America in the 60s movements for justice, peace and freedom.

You can read more about The Parkland Project on page 11 of this report, which shares the remarkable new dimensions of this effort.

As you will see, a significant portion of our efforts at Operation Respect is focused on giving our support to the children and youth who are "walking the walk" of what we have been hoping would be the case in students whose lives we've touched. We are proud to form an alliance with these students as they inspire and mobilize the world's population in ways that only these brave and inspiring children and youth, can.

In admiration and love for all of you who have helped Operation Respect create an ethos and core of decency and caring that now allows us to be effective partners, united with the children and youth -- and others who are aligned with their, and our, aspirations. You have helped Operation Respect live a most meaningful and productive life for nearly two decades. Thank you and onward, with love and in solidarity.









MESSAGE FROM CHARLOTTE FRANK, CO-FOUNDER AND BOARD CHAIR

"I have always believed that if you open the hearts of students, then you can reach their minds. Operation Respect has proved that again and again."

As I reflect on nearly two decades of implementing the ambitious plans of Operation Respect, I am filled with gratitude for your generous and essential support. From the time when I launched the first "Peace Education Program" as the Head of Curriculum and Instruction at the New York City Board of Education to the, many decades later, national and worldwide dissemination of the "Don't Laugh at Me" program, this journey has been a singularly rewarding part of my life.

Through Operation Respect, I have seen the fulfillment of some of the most cherished aspirations that I held as a teacher of Math at the dawn of my career. Early on, I was keenly aware of how much my students needed to be guided in their development as young, malleable, minds and hearts whose strong ethic and moral sense of responsibility could bring us to a time of greater peace and justice in the world. For me, in many ways, Operation Respect allowed that dream to come true. It shined a light that grew ever brighter, as we became ever more widely recognized as a leader that was helping to focus educators on nurturing the wholesomeness and decency of character of children and youth.

This emphasis on character as being the essential companion piece to academic success was more the exception than the rule when Operation Respect launched nearly 20 years ago. Standing on the shoulders of the remarkable work done by "Educators for Social Responsibility" and their luminaries in the field of Social and Emotional Learning (SEL), Linda Lantieri, Laura Parker Roerden and Larry Deiringer, we collaborated on fashioning the "Don't Laugh at Me" program curriculum. Since then, the number of students, teachers, administrators and community leaders who ultimately joined us, and championed our work, has been an immense source of pride and an index of success for all of us at Operation Respect. We always believed that education should not only prepare students to realize their academic potential, but that the education of their character, their goodness of heart and their generosity of spirit, is key, and equally important to, their becoming successful, ethical and responsible citizens of a democratic society.

A proper balance in their education between "heart" and "mind" was, we felt, essential to giving them the tools to create a bright future, one in which individual achievement was valued and celebrated but, equally so, a striving to serve and celebrate the common good.

When we began in 1999, we could not have imagined how much we would accomplish, nor could we have imagined how great a privilege it would be to pursue Operation Respect's inspiring calling. Having your support for two decades has been a privilege and a great gift and, now, every day, more and more people tell us that, given today's deeply challenged world, our efforts are more meaningful than ever before. We thank you for being there, then, and equally importantly, we thank you for being there for us now.









MESSAGE FROM JOHN MCKENNA – EXECUTIVE DIRECTOR

I will remember 2018 as the year my life changed. Mother's Day weekend I lost the dearest person in my world. Our Mom was a quiet hero in the herd who gave nine decades in service to family, friends and faith. In the reflective days that passed I became acquainted with a heroic mission amidst the grief – Operation Respect. From the Catskill Mountains, in the wake of a family reunion, minus our matriarch, a call came in – the offer to serve. On Tinker Street in Woodstock I said "Yes," and smiled at a new sky.

In the months that followed I became immersed in the programs, people and ... music! Combining the efficacy of the academics with the creative instincts of our human nature, we unite heads with hearts. Operation Respect is a beautiful melody, a harmony blending the higher calling to serve with the deeper, charismatic intentions of our inner selves. Is it no wonder with all the technical advances in the digital era we still reach for the most moving songs?

The gift of this organization was felt in an immediate and profound fashion. I spent the remaining months of the year diving deep into its origins, getting acquainted with the leaders, movers and shakers, absorbing the mechanics of its beautiful moving parts, across communities and time zones, classrooms to conferences and, appropriately, students to artists advocating for positive change. Everywhere, there were the youth in mind with song in the heart - lovely, sweet, impassioned song, encircling efforts, uniting spirits and reigniting the fire.

In short order I came to appreciate the impressive breadth of our social impact. Here in the report you will find information on our presentations, professional development and curricula activations, a demonstration of the mission at work daily in school and community environments around the world. I am proud to share these deliverables, but I had no role in building and disseminating them ... you did. My privileged role is raising the profile on the foundation you formed as stakeholders and supporters of this extraordinary cause. Inside, you can absorb the spectrum of how your collective gifts have been put to work, and in the financial section appreciate how we stewarded your generosity in disciplined fashion. Please join us in appreciating the supporters listed here, too. Heroism shines in so many faces.

We are at a critical intersection where social-emotional learning is in demand for the long-term health and success for students. Anxiety, fear and alienation are at disturbing levels on campuses. Pervasive bullying, disrespect and lack of compassionate behavior jeopardize civility and public safety. In what is now referred to as the "Lockdown Generation," over one-quarter million students since Columbine have been in schools where a massacre occurred. Hate groups are at 20-year highs, with xenophobia and nationalism mobilizing and growing globally.

Astonishingly, I never witness these challenges as too daunting within the dynamic, churning channels of this operation. On the contrary, I see a rising - an uncanny balance maintained in the turbulence, a confident reinforcement and determination to "stay the course" while always making room for the next idea, the next necessary course of action. Within earshot one can always hear a song. The beautiful compositions can be heard from a blind child in The Bronx to the broken hearts of Parkland. They sing, "Can You Hear Us Now?" It is good serving a mission that answers "Yes" – just as I did in 2018. Personal grief is diminishing, replaced by the elevated call to serve side by side with you.

Sometimes I hear the whisper of Mom. She says in her quiet way a word of reassurance that the path of doing good has its own reward. It could be for me, but I think it's for all of us. "Yes" is what I hear.





BY THE NUMBERS: 2000-2018

500,000
educators,
administrators, parents
community and policy
makers attended
Operation Respect
presentations

Over 200,000 Don't Laugh at Me curricula disseminated

14 years engaged in NYC public schools, 12 years engaged in Respect for All partnership with NYC DOE

Over 50,000 educators received professional development from Operation Respect

10 years engaged in Israeli schools, with the support of the U.S. Embassy, the Israeli Ministry of Education and in partnership with the Center for Educational Technology in Tel Aviv



2018 YEAR IN REVIEW HIGHLIGHTS:

JANUARY

Operation Respect continues a 12-year partnership to provide Respect for All workshops through the New York City Department of Education's Office of Safety and Youth Development.

FEBRUARY

The Center for Education Technology, in Tel Aviv, in partnership with Operation Respect, launches a new distance learning program for educators implementing the Don't Laugh at Me program in schools outside Israel's population centers

where in-person training is needed, but not possible to provide. This latest development is an indication of how highly the Don't Laugh at Me program is regarded.

MARCH

Education Director Mark Weiss, and Operation Respect Board member and Grammy-nominated songwriter Steve Seskin provide songwriting and professional development sessions for educators in Hong Kong.

APRIL

Peter Yarrow and Noel Paul Stookey perform at a sold-out concert to benefit Operation Respect and The Tarrytown Music Hall in Tarrytown, NY.

MAY

Peter Yarrow, Steve Seskin and ten other activist singer/songwriters travel to Parkland, FL to mentor two days of songwriting by 35 students who survived the mass shooting at Marjory Stoneman Douglas High School.







JUNE

The founders and leaders of Fundacion Ganfer sign a partnership agreement with Operation Respect with the goal of introducing and implementing the Don't Laugh at Me program in schools throughout Mexico.

JULY

The NYC DOE invites Operation Respect to present and offer services to schools receiving Social and Emotional Learning grants during the 2018-2019 school year.

AUGUST

John McKenna joins Operation Respect as its new Executive Director.

SEPTEMBER

John McKenna represents Operation Respect at the Live at Heart Festival and Conference in Orebro, Sweden and at the International Day of Peace at the United Nations in NYC.

OCTOBER

John McKenna represents Operation Respect at the Music Cities Convention in Lafayette, LA, and the

Operation Respect partnership and project with schools in District 31 in Staten Island begins its eighth year.

NOVEMBER

The NYC DOE approves a new services contract for Operation Respect.

DECEMBER

The musical show "Lonesome Traveler" with a cast of 12 joins with Peter Yarrow and Bethany Yarrow in song at the year-end benefit for Operation Respect.









YEAR IN REVIEW

Throughout 2018 Operation Respect remained committed to its core mission and continued to disseminate the Don't Laugh at Me program, free of charge, and provided professional development workshops for educators, administrators and parents, along with principal coaching, restorative circles, peer mediation workshops, assembly programs and songwriting workshops for students.

Beyond reducing ridicule, bullying and physical violence, the mission's program strategies continued to help transform schools into powerfully supportive environments advancing the academic, social and emotional growth of children.

Changes in the cultural, social and political environment in the United States, and elsewhere, have made it increasingly clear the work of Operation Respect is more urgently needed than ever before. Bullying and mean-spiritedness, disrespect and a lack of compassion have become pervasive, if not promoted, not only amongst children and youth but in adult society as well. Operation Respect is well positioned to best address the root causes and signs of social discord, offering its proactive and preventative strategies to mitigate such negative trends.

SONGWRITING AND ASSEMBLY PROGRAMS

Operation Respect Board Member and Grammy-nominated songwriter Steve Seskin visited elementary and middle schools throughout the country to provide songwriting workshops and present school assembly programs. The goal of this program is to instill a love of creative expression in the students, as well as help them create their own songs speaking to issues concerning them, which, in turn, affect the entire school community. Such issues address areas such as bullying, disrespect, peer pressure, self-esteem and diversity.









PHOTO BY ALISON LEWIS: SONGWRITING SESSION IN PARKLAND, FL

SPECIAL INITIATIVES

THE PARKLAND PROJECT

Music therapy has been employed as a therapeutic intervention to facilitate healing across a variety of clinical populations. Theoretical and empirical evidence suggests that individuals with exposure to trauma may derive significant benefits from various kinds of music therapies. Operation Respect is well aware of the healing ability of music, integrating the creative arts into programs since its inception.

Following the tragedy at Marjory Stoneman Douglas High School, Peter Yarrow, Steve Seskin, and ten additional accomplished songwriter-activists traveled to Parkland, FL to mentor students in the writing of songs expressing their feelings and revealing their personal stories as survivors of the tragedy. The exercises became a vehicle for sharing their fierce determination to prevent future shootings of their classmates and friends across America. The students wrote and sang 13 songs over a period of two days, 10 of which were recorded into a powerfully moving album entitled Wake Up America, scheduled for release on Nov. 5, 2019.

The students have spoken of the greatly needed healing resulting from this effort, gracefully acknowledging Operation Respect, Shine rights and potential monies earned from the newly written songs to the Parkland-based partner nonprofits: Shine MSD, which provides

THE CHILDREN WILL LEAD THE WAY

Oh they took my home away

Why do I feel unsafe

Please tell me when I'm able to come out

You told me it's not the end

I feel like it's pretend

How am I supposed to live like this now

I won't give up today

Too many words

To say

Take my hand

We'll be okay

The children will lead the way

The children will lead the way

Open the door that leads to hope

The whole world needs to know

That these lives won't be lost in vain

Oh our voices will be heard

Our songs will spread the word

Our truth will be the seed that grows the change

I won't give up today

Too many words

To say

Take my hand

We'll be okay

The children will lead the way

Rest in power

Rest in peace

It's for the fallen

That we speak

I won't give up today

Too many words

To say

Take my hand

We'll be okay

The children will lead the way

I won't give up today

Too many words

To say

Take my hand

We'll be okay

The children will lead the way





psychological and music therapy support for the surviving students, and Change the Ref, which advances student advocacies for the election of candidates who pledge to support the banning of assault weapons and the passage of "common sense" gun laws.

The students' songs reveal their passionate and unwavering commitment to doing whatever they can to prevent, and ultimately stop, the deaths of other children and youth in what tragically remains a national crisis.

The Hon. John Lewis famously said, "The Civil Rights Movement without music is like a bird without wings." The Parkland students' songs are positioned to provide "wings" to the advocacy of Parkland leaders such as Emma Gonzalez and David Hogg, who have already captured the imagination of a vast population within America and around the world.

Just as music in the Civil Rights Movement, the Peace Movement, the Women's Movement and so many other causes provided a language of solidarity, goodwill and strength in unity, so might these Parkland songwriters, singers and young activists spark a movement in which their music, and songs written by other students throughout the nation, help us move toward a world with less suffering and greater peace. There is an understanding

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HOTO BY NICOLE ROTHENBERG

this role will be essential in terms of achieving these goals, as the lyrics in one of The Parkland Project songs declares, "The Children Will Lead the Way."

Operation Respect is uniquely positioned to elevate the efficacy and impact of the project, partnering in a series of public engagements across the country at high-profile educational, music, philanthropic and social innovation conferences, expos and festivals featuring live performances of the students and their songs. In combination with the album's release, The Parkland Project will be a profound contributor in the amplification and empowerment of students' voices when the nation needs it most, to combat and reverse, once and for all, the epidemic of mass shootings and school-based violence.

BETTER ANGELS: REUNITING AMERICA - A DOCUMENTARY AND EDUCATIONAL TOOL

To help address the frequently extreme divisions in society, the nonprofit Better Angels developed an interactive methodology bringing Americans of opposing political points of view together in ways that promise a more hopeful future for America. This methodology, created by Bill Doherty, a professor of marital and family relationships, University of Minnesota, challenges and invalidates preconceived stereotypes through skillfully guided small group exchanges. Participants are skillfully guided to listen respectfully to each other and safely share differing perspectives. Former adversaries turn into new friends who can respect each other's points of view, by respectfully agreeing to disagree.

Produced and funded principally by Operation Respect, the documentary Better Angels: Re-Uniting America allows viewers to witness what had previously been thought to be impossible. Workshop participants arrive deeply polarized, filled with fear, anger and mistrust of those who voted differently from them, undergoing an improbable transformation. They discover they "are not nearly as different as they are alike."



Filmed in South Lebanon, Ohio in April of 2018, the documentary is in limited release. However, plans are in the works to find channels to distribute on the internet, free, to tens of millions of Americans seeking unity and common ground.

At a library screening in Iowa, attendees changed internally. On the spot, several signed up for a future Better Angels workshop. In order for Americans to have similar epiphany-like experiences, strategies are in development to provide this tool to reduce today's fear and animosity, enough to create a momentum and a sea change in America, a positive shift in the spirit of our country, and a new energy to emerge from this painful period. That shift might be ever so slight, but it might be enough to open the door to re-establishing goodwill, respect and unity of spirit, if not political unity in our country.

Seen from the traditional perspective of Operation Respect, Better Angels: Re-Uniting America can become not only a tool for healing a divided, adult America, but also a gift to children and youth traumatized by elders and subjected to bullying and cruelty by their peers, some of whom are emulating the adults in society who have become captive to hatred and fear. This film can help assure children and youth that Americans yearn for a future in which fairness, justice and kindness rule, rather than fear, bigotry and hatred.

Better Angels has given Operation Respect the rights to create a child and youth version of its workshops, permitting schools to address damaging and painful divisions between immigrant and non-immigrant children, gender and LGBTQIA populations, and religious, racial or ethnic groups. The fragmentation of school environments is becoming acute, and the Better Angels tools are uniquely suited to addressing and ameliorating the problem. Operation Respect Director of Education Mark Weiss and Laura Parker Roerden, co-author of the Don't Laugh at Me curriculum guide, are collaborating on the development of these tools, which Operation Respect will offer to schools throughout the United States.





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PHOTO BY MARK WEISS: HAYLEY REARDON VISITS NYC SCHOOL

NEW YORK, NEW YORK

Operation Respect provided professional development and student and staff development sessions to public schools throughout New York City. At the end of the 2017-2018 school year, many schools received special funding to provide social and emotional learning (SEL) services to their students, and 10 new schools and districts called upon Operation Respect to provide these services in schools in Manhattan, the Bronx, Brooklyn and Queens. In November 2018, Operation Respect was awarded a new services contract with the NYC DOE.

Staten Island - NY State Department of Education Grant

In Staten Island, our partnership and project with community schools in District 31 entered its eighth year. The professional and student development initiatives in Staten Island focus on the implementation of the Don't Laugh at Me program and the development of peer mediation programs at each of the participating schools. This project has been funded by a multi-year grant the New York State Department of Education awarded to District 31 in Staten Island.

Respect for All

In the spring and fall of 2018, Operation Respect provided Respect for All workshops for teams of educators throughout New York City. This initiative, launched by the New York City Department of Education's (NYC DOE) Office of Safety and Youth Development, strives to ensure all students will learn in a safe, supportive school environment, free of bullying and bias-based behavior. Over the past 12 years, Operation Respect has partnered with the Anti-Defamation League (ADL), the Gay, Lesbian and Straight Education Network (GLSEN) and the Morningside Center for Teaching Social Responsibility to provide hundreds of anti-bias and LGBTQIA cultural competence training sessions across all five boroughs.

Social and Emotional Learning Grants

In July 2018, the NYC DOE invited Operation Respect to participate in a resource fair for schools receiving specific funding for SEL services. Director of Education Mark Weiss and Operation Respect consultants Marcy May, Edwin Figueroa and Jabari Hurdle-Price presented our program offerings to school representatives, and we received new contracts as a result. Operation Respect was one of only eight select vendors to be invited to participate in this resource fair to offer our services to schools receiving SEL grants during the 2018-2019 school year.

QUOTES FROM ISRAELI STUDENTS:

"I felt a difference. Before we started the program, there was fighting in the playground, not any more."

"After the activities, I decided to be more caring, and I gave some of my food to other people."

"Because of the lessons, there are less fights and we share, more." "I have learned to restrain myself and to think before reacting."

"I have learned not to be silent when people hurt me."

"I have learned ways to calm myself when I m angry."



INTERNATIONAL INITIATIVES

Israe

The Don't Laugh at Me program continues to be widely implemented across Israel and utilized by over 70% of school counselors throughout the country. Our partner in Israel, the Center for Educational Technology (CET), adapted the Don't Laugh at Me program to the Israeli Jewish and Arab cultures, and has supported the implementation of the program in schools throughout Israel since 2009.

In addition to in-school support, CET developed a Don't Laugh at Me program for the 1st and 2nd grades, created an online course to guide school counselors in the implementation process, and launched a website dedicated to Operation Respect and the Don't Laugh at Me program in Israel. These efforts have advanced both the breadth of the adoption of the Don't Laugh at Me program via the on-line training program, by making it accessible to schools not situated in large population centers, and has also extended the program to reach the youngest students in Israel's public schools.

Elena Mischel, a former employee of the U.S. Embassy in Tel Aviv, and Operation Respect liaison for the project in Israel, reports that schools have described a significant improvement in the climate of the classrooms in which the program has been implemented, and teachers have witnessed a more compassionate and respectful attitude among students and a meaningful reduction of verbal and physical violence in documented cases.

The program and music have also encouraged teachers and students to express themselves creatively, writing lyrics and music to new songs, and performing in plays related to the issues addressed in the program. Notable achievements have been reached after several months of program implementation in local schools.

Project Respect: Hong Kong

Inspired by Operation Respect, and the long history of support we have had through the Consulate General in Hong Kong, Project Respect was created in 2015, funded by the Lee Hysan Foundation, a very substantial and



PHOTO BY FEDERICA CARLET: OPERATION RESPECT AND FUNDACION GANFER SIGN OFFICIAL PARTNERSHIP AGREEMENT



highly regarded foundation in Hong Kong. The \$600,000 grant for Project Respect was awarded to the Boys and Girls Clubs Association of Hong Kong (BGCA), in the amount of \$200,000 per year for three years to support the integration of the Don't Laugh at Me program into Hong Kong after-school programs by social workers in ten schools. The U.S. Consulate in Hong Kong has been very supportive of this initiative.

In the spring of 2018, Director of Education Mark Weiss and Steve Seskin visited Hong Kong to participate in the celebration of the culmination of Project Respect with the financial support of the U.S. Consulate and BGCA. They gave presentations at BGCA headquarters and visited schools where Steve performed songs written by children throughout the United States, and Mark brought new social and emotional learning content, restorative practices and cyber-bullying interventions to teachers, social workers and children. Peter Wong, a representative of the Bureau of Education in Hong Kong, who hosted Operation Respect for many visits over the last 15 years, continues to be a champion of our work, along with his own efforts in the area of creating positive school climates and culture, through the International Association of Invitation Education.

Mexico

In February 2018, the Fundacion En Movimiento introduced Operation Respect to Fundacion Ganfer, a new Operation Respect partner that emerged in Mexico. In June of 2018, the founder and leader of Fundacion Ganfer, Ana Marcela Gandara, traveled to NYC to participate in a Don't Laugh at Me program training, and signed an official partnership agreement with Operation Respect.

Fundacion Ganfer has translated the Don't Laugh at Me curriculum into Spanish and put an implementation plan in place in local schools, building on their Pasos Para La Paz program, dedicated to detecting, preventing and eradicating bullying. Operation Respect will collaborate with Fundacion Ganfer to translate and record the program music with an artist in Mexico, as the music is vital to reaching the hearts of the students, and adults in the communities as well. The partnership agreement with Operation Respect and Foundation Ganfer was celebrated on International Day of Peace at the United Nations.

PLANS AND PRIORITIES: 2019

- Expand the implementation and impact of the Don't Laugh at Me program throughout the United States and the world.
- Expand the musical component of our programs in school assemblies and songwriting workshops with students.
- Release and promote The Parkland Project and Wake Up America album via appearances at conferences and events throughout the United States.
- Continue the collaboration with the Office of Safety and Youth Development at the New York City Department of Education to provide programs and staff and student support services to schools throughout NYC.
- Strengthen current international partnerships in the Middle East, Israel, Mexico and Hong Kong.
- · Advance the Better Angels initiative in schools to combat harmful divisions among youth and adults.
- Develop new partnerships with like-minded NGOs nationally and internationally.
- Build the Board of Directors with expanding skills, resources and diversity.
- Celebrate the 20th Anniversary of the organization in a slate of activities to raise the profile, and sustainable resources, of the mission.







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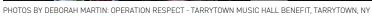


GRATITUDE

The first theme of our Don't Laugh at Me curriculum lessons is expressing feelings, so we want to express one of ours – gratitude. We all realize that what really matters are the gifts of caring and being cared about, loving and being loved, giving and being given to, by those we hold dear. Our most heartfelt gratitude in 2018 to our many friends and supporters!

















PHOTOS BY FEDERICA CARLET: OPERATION RESPECT BENEFIT, NEW YORK, NY

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FINANCIAL SUPPORT

Operation Respect depends on the generous support of individuals, corporations and foundations. Many donors have contributed to making it possible for us to survive and thrive and increase our effectiveness. Our thanks go out to each and everyone who helps us provide safer and more respectful learning environments for children. We appreciate and value your support - offered in so many ways - more than we can ever express.

FUNDERS 2018

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Wendy Jennis and Doug Mishkin

Dan and Paula Kinney

Jules and Lynn Kroll

Drew Lebby

B.A. Lieberman

Philip and Lynn Lilienthal

Randall Lipton

Dennis Lucey

Nita and Stephen Lowey

Arthur and Susan Luman

John McKenna

Michael Miller

Erin Moriarty

Sherry Mueller

Charles and Barbara Nurnberg

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Julia O'Keeffe

David and Trina Osher

BB Otero

Robert Paszczyk

Deborah Ann Phillips

Kevin Quigley





Janna Raskopf

Anita B. and Howard S. Richmond Foundation

Martha Robertson
Sherrie Rosenberg
Bob Rosenbluth
Edward Rosenthal
Bradford Ross
David Saperstein

Larry and Judith Sheingold

Eugene Shepp

Tess Scannell

Cherie Schwartz

Herbert Solomon and Elaine Galinson

Jeff and Yvonne Stave Robert and Nancy Steel

Jonathan Stern

Noel and Elizabeth Stookey

Erich Sylvester

Lois Tarter

Michael and Barbara Taxier

Robert Terry Eric Vigen

William and Marsha Waldman

Lisa Walsh

James and Lori Weddell

Holy Weis

Mark and Jane Weiss

Michael and Ella Weiss Linda Ardell Wendfeldt Alan and Frances Wiener

Suzanne Williamson

Robert Wolk Brian Zack

Under \$99

Amazon Smile

Joe Baust

Joanne Bergbom
Dorothy Blumner
Suzanne Bounds
Richard Braun
Loucrecia Collins

Lana DiGangi Diana Dokken Bonita Drolet

Greg Cronin

William and Dolores Fogel

Danny Ford
Cathy Giorgi
Cindy Hagg

Nancy Haneman
Gayle Harris
Jean Hartman
Nancy Diane Horie

Gerri Horn Jane Hoskins Jenny Hurwitz Michael Izzo

Lawrence Jones Naomi Kapp Deborah Klein

Mark and Karen Lefkowitz William and Jeannette List

Dennis Loiseaus
Rocco Marano
Donna Martin
David Mason
Robert Maxie
Ellen McCarthy
Christine Michelson

Lee and Vicki Morgan



Anne and Gary Petherick

Samuel and Harriet Rubin

Steve Seskin

Nancy and Edwin Sherman

Andrea Shotkin

Valerie Stallbaumer

Jan Stocklinski

Daniel and Marla Strich

Deborah Tannen

Barbara Varnot

Alice Waco

Ann Walker

Laur Warren

Cathy Watts

Elizabeth Weisser

Cynthia Wiig

Isabelle Williams

Raymond and Rita Wolkind

Helen and Edward Wyrwas

Martin Zimmerman

In Kind Donations of Talent, Services and Assets

Rufus Cappadocia

Justin Flagg

Matthew Gelfer

Sam Gelfer

Jasmine Knight

Audrey Martells

Brian Mason

McGraw-Hill Education

John McKenna

Charlotte Morris

Syrena Nikole

Sue Pearsall

Evan Smith

Noel Paul Stookey

Lisa Walsh

Molly Williams

Bethany Yarrow

Peter Yarrow







FINANCIALS

STATEMENT OF FINANCIAL POSITION 2018

December 31,	2018	2017
ASSETS		
Cash	\$215,235	\$204,513
Contributions and other receivables	\$57,608	\$93,381
Other assets	\$1,859	
Equipment	\$9,320	\$43,996
Accumulated depreciation	(\$7,242)	(\$43,314)
Net equipment	\$2,078	\$682
Total Assets	\$276,780	\$298,576
LIABILITIES AND NET ASSETS		
Liabilities-accounts payable and accrued expenses	\$50,958	\$27,069
Net Assets:		
Without donor restrictions		
Board designated	\$50,000	\$50,000
Undesignated	\$158,681	\$219,498
	\$208,681	\$269,498
With donor restrictions	\$17,141	\$2,009
Total Net Assets	\$225,822	271,507
Total Liabilities and Net Assets	\$276,780	\$298,576

The Statement of Financial Position and Statement of Activities on the following page were derived from the 2017 financial statements audited by our independent accountants, West, Rhode and Roberts. A copy of the audited financial statements and form 990 for 2018 are available upon request.





STATEMENT OF ACTIVITIES 2018

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Year ended December 31,			2018	2017
	Unrestricted	Temporarily Restricted	Total	Summarized Comparative Information Total
REVENUES AND SUPPORT:				
Contributions:				
Individuals	\$97,530	\$87,009	\$184,539	\$237,619
Contributed services	\$51,045		\$51,045	\$53,654
Foundations and other				
Contributors	\$65,000	\$5,000	\$70,000	&111,069
Total contributions	\$213,575	\$92,009	\$305,584	\$402,342
Educational workshops and performance fees	\$115,365		\$115,365	\$139,989
Special events	\$64,280		\$64,280	\$101,900
Other income (loss)	\$202		\$202	(\$1,015)
Net assets released from restrictions	\$76,877	(\$76,877)		
Net support and revenue	\$470,299	\$15,132	\$485,431	\$643,216
EXPENSES				
Program services	\$358,040		\$358,040	\$378,351
Management and general	\$109,465		\$109,465	\$116,540
Fundraising	\$63,611		\$63,611	\$78,035
Total Expenses	\$531,116	-	\$531,116	\$572,926
Change in net assets	(\$60,817)	\$15,132	(\$45,685)	\$70,290
Net assets at beginning of year	\$269,498	\$2,009	\$271,507	\$201,217
Net Assets at End of Year	\$208,681	\$17,141	\$225,822	\$271,507

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STAFF

John McKenna, Executive Director Charles Dambach, Interim CEO Mark Weiss, Education Director Elizabeth Kolodny, Director of Programs and Operations

TRAINERS

Jann Coles, Consultant
Edwin Figueroa, Consultant
Javier Francisco Diaz, Consultant
Marcy May, Executive Director, Effective Alternative in Reconciliation Services
Alejandro Raines, Consultant

PRESENTERS

Hayley Reardon Steve Seskin Bethany Yarrow Peter Yarrow

BOARD OF DIRECTORS

Dolores Eyler, Founder, Rye Record and Actor, Performance Plus

Charlotte K. Frank, Ph.D., Chair and Co-Founder, Operation Respect and Senior Advisor, Research and Development, McGraw-Hill Education

Jim Graves, CEO and Chairman, Graves Hospitality

Charlotte Kea, Senior Advisor, Office of Gifts and Grant Management, Peace Corps

Arthur A. Klein, MD, President, Mount Sinai Health Network

Victor Kovner, Partner, Davis Wright Tremaine LLP

Michael P. Miller, Treasurer, former Chair, Toys 'R' Us Children's Benefit Fund

Larry Moses, Senior Philanthropic Advisor and President Emeritus, Wexner Foundation

Steve Seskin, Singer/Songwriter

Gloria Smith, Philanthropist

Richard Stoff, President, Ohio Business Roundtable

Noel Paul Stookey, Peter, Paul and Mary

Chad Wick, Founder and President Emeritus, KnowledgeWorks Foundation

Peter Yarrow, Co-Founder and President Emeritus, Operation Respect





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"When the desire to serve, the willingness to help and the love towards others come together, extraordinary things happen."

— MARCELA FERNÁNDEZ DE GÁNDARA, FOUNDER, FUNDACION GANFER OPERATION RESPECT PROGRAM PARTNER - MEXICO

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Operation Respect would like to thank McGraw-Hill Education for underwriting the cost of printing this annual report.



 $Operation \ Respect \ is \ a \ public \ charity \ under \ sections \ 50lc(3) \ and \ 509(a)(l) \ of \ the \ Internal \ Revenue \ Code.$ $Our \ 2018 \ Form \ 990 \ is \ available \ upon \ request.$



199 New Road, Suite 61, #397 Linwood, NJ 08221 866-546-9291 info@operationrespect.org www.operationrespect.org

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