



The Giving Common

An Initiative of the Boston Foundation

www.thegivingcommon.org

On With Living and Learning Inc.

Current

General Information

15 Channel Center Street, #314
Boston, MA 02210
(617) 6610363

Website

www.onwithlivingandlearning.org

Organization Contact

Mary Driscoll mcdaspire@gmail.com

Year of Incorporation

2001

Statements & Search Criteria

Mission Statement

- Amplifying the voices of previously incarcerated women to assist their successful transition to productive citizenship
- Bringing previously incarcerated women , theatre professionals, and the public together to intentionally engage and foster greater understanding
- To contribute to the social capital of our underserved communities

Background Statement

On with Living and Learning (OWLL) was established in 1999 when the founder, Dr. Mary Driscoll , an occupational therapist and professionally trained actor, began working with women living with HIV/AIDS to write and present their stories in theatrical presentations. Up to that point, the voices of these women were under-represented in the pandemic. The resounding success of the initial project led to OWLL 's incorporation in 2000 for the purpose of continuing OWLL's model that blends the humanities with the skills of theatre to successfully develop 21st century job skills with women ex-offenders and/or in recovery as they re-enter society. Through storytelling, they work through challenging pasts, creating art that is healing for the individual, while building self esteem and developing skills that will enable them to successfully re-enter society. They now have real tools that will help them actively change their lives and the lives of their children. As they proudly bring their work to the community, they probe important social questions. Their impressive productions are a richly interwoven cultural tapestry that beautifully illuminates the need for appropriate and effective resources for other women just like themselves. Their monologues have been produced by Boston Theatre Works, for Fort Point Theatre Company, African American Play festival and at the Provincetown Fine Arts Center

OWLL has a longstanding history in the community with previous work in the same vein, sharing community partnerships with many well known outreach programs: Most of OWLL's participants have gone on to careers in advocacy, public speaking, and social services . OWLL was recognized by the Massachusetts Department of Public Health for our cultural programming for women of color. OWLL has a longstanding history in the community with previous work in the same vein, sharing community partnerships with many well known outreach programs:

Project Hope, Roxbury	International Health Organization, Brighton	Community Research Initiative, Boston
African Assistance Program, Lowell	Women's Educational Center, Boston	Massachusetts General Hospital
Middlesex Community College	Cambridge Cares About AIDS	Boston Living Center
Lowell Community Health Center	Worcester GLBTQ Youth Program	University of Massachusetts Medical School
		Seattle

Impact Statement

- Accepted as an associate member of Community Works
- Two developmental readings of the script written with and presented by the women in the workshops Quinsigamond Community College .
- A pre and post questionnaire completed by 40 criminal justice and health care students showed positive attitude change toward ex-offenders
- OWLL's Facebook and Twitter streaming significantly increased our individual donor base.
- A semi-staged developmental workshop reading of *Hidden Faces of Courage* yielded significant and unexpected opportunities
- OWLL U tube *Hidden Faces of Courage*
- Awarded 3 major grants
- From an unexpected audience member ***"I am an 11 year old boy from Lexington. My parents brought me to the play. I thought the plays message was clear and the play was very deep. I learned that people out of jail aren't really those bad guys in the movies. They are normal but they are just in an bad predicament"* Jonny**

From OWLL Workshop participants.

"I pray that it will give knowledge to those who have never had to face the trauma we did"
Taisha

"Before I wouldn't talk ..after this workshop I can be an advocate to help others." LaVerne

<https://vimeo.com/51738332>

Goals

To increase financial resources to support workshops presentations at professional conferences

To enlarge our workshop partnerships with agencies serving women ex-offenders

To bring the full production of *Hidden Faces of Courage* to Boston's theatre going audiences.

To continue to involve women ex-offenders in OWLL workshops

To present OWLL workshops at professional conferences concerned with women and overincarceration

Needs Statement

1. Hire an office manager as our first paid staff ..\$35,000
2. Increase financials to provide for a quality professional production to leverage grants ..\$10,000
3. Develop a gender specific syllabus for students involved with justice involved women who are reentering from prison \$1000
4. Implement a program for conference presentations \$5000 for stipends and travel
5. Stipends for 5 post show panelists @150 each

CEO/Executive Director Statement

Nationally, the female incarceration rate has increased 800% in the last 15 years; 126% in Massachusetts. 78% of that large number consists of mothers. . Their success as they re-enter society dictates how their children's lives will unfold.. In Massachusetts there are reform discussions underway in an effort to protect vulnerable populations but the impact of the "war on drugs" , which has been particularly astounding for incarcerated mothers and their children , have remained a relatively invisible population to the public, to policymakers, and to funders. How can we address the social costs to our communities —the broken homes, unemployment, and stigma that can follow mothers and their children after imprisonment? In a democracy, how can this crisis not be taken seriously? How can we as citizens, not put their future in our hands? We are bound up with th

Very few gender appropriate programs are out there . Moreover, very few of incarcerated women have been given the chance to gain the self knowledge and critical thinking skills that comes from engagement with the humanities. This project provides women ex-offenders the opportunity to do just that so they may step forward with skills, grace and self worth in a manner that will impact a wide audience about an issue fraught with complexity and need. Bringing stories to a diverse audience and sharing them in a setting that challenges viewers expectations will reach people in our communities who care about democracy and inspire a commitment to change our collective public consciousness. OWLL's *Generational Legacy* project brings women ex-offenders, and the public together to foster empathy and a common purpose to restore the dignity and opportunity for women ex-offenders and their children.

Board Chair Statement

Daniel J. Curley, MS Ed

Board Chair: 2000 to present

Throughout the past eleven years I have watched Dr. Driscoll and the participants of On With Living and Learning (OWLL) shape not only the performances, the board and the audience's experience but I have witnessed these same women finding pride - pride based in understanding, insight into the context of their lives and belief that they could change their experience and the lives of other women like themselves and in their community.

My contribution includes networks of collaborative and supportive community partners, introductions to places where women gathered to access both services and resources. Going forward I would happily continue this network building. In my most recent role as Commissioner of the Massachusetts Department of Transitional Assistance, I will use the lessons I have learned from Dr. Driscoll and this ever expanding troop of women (and now their children] in designing programming and ways of measuring what "success" looks like in communities under served by our society's educational and social service systems. I will continue on the Board of Directors, provide organization and program linkage services and will look forward to working with Dr. Driscoll throughout the coming years.

Marc S. Miller, PhD board vice chair board member

Collaborating with On With Living and Learning for the Generational Legacy Project is a pleasure that draws on several parts of my professional life: as a historian, journalist, writer, and in the arts as producer and co-artistic director of Fort Point Theatre Channel.

A Generational Legacy Project as a humanist are clear: it is part and parcel of my efforts to help create a "new narrative" for vulnerable populations, one that offers them both a vision of a better future and real pathways to good jobs.

As artistic director of Fort Point Theatre Channel and a member of the OWLL advisory board, my role in the Generational Legacy Project is as an advisor and consultant on several aspects. First, on the dramatic side, I bring experience on making connections between art and inquiry into societal issues. For example, I have encouraged Dr. Driscoll to present her stories at our various events, and worked with her to make these a success. More concretely, as a producer, I provide advice and assistance on the organizational aspects of the project: fundraising, identifying appropriate personnel, publicity and marketing, and securing space for workshops, rehearsals, and performances. I will take part in the workshops as a combination dramaturg and artistic advisor, drawing on my experience in theatre and as an historian. This is central to my work for all Fort Point Theatre Channel, including our collaborations with OWLL and other organizations. I will also act as liaison between the two organizations.

Service Categories

Women's Rights

Cultural & Ethnic Awareness

Geographic Areas Served

Boston and beyond with a focus on Dorchester, Roxbury , and Mattapan

Please review online profile for full list of selected areas served.

Programs

On With Living and Learning Inc

Description	We present a series of eight workshops that is rooted in the humanities to develop 21st century job skills for women who have previously been incarcerated. The workshops culminate in a community performance allowing the women to apply the skills learned in the workshops and to bring their stories to a diverse audience and share them in a setting that challenges the viewers expectations. We foster a greater understanding between women ex-offenders and the greater community.
Budget	30000
Category	Civil Rights, Social Action & Advocacy, General/Other Women's Rights
Population Served	Females, Offenders/Ex-Offenders, Adults
Program Short Term Success	Our short-term success is assessed by attendance at the workshops, timeliness, and completion of tests on time. All of our attendees come on time and have no absences.
Program Long term Success	We assess our program based on the job success of participants in our program. We also know our program is successful via woman staying in touch with the network and recommending the program to others, which allows women who have experienced social isolation to form enduring connections. We also have documented prep and post test evaluation of college students and audience members before and after the performance.
Program Success Monitored By	Job retention, employment, and program evaluation including audience pre and post testing and participant testing are all monitors of success.
Examples of Program Success	<p>One evaluation said, "I am an eleven-year-old boy from Lexington and my parents brought me to the play. It was very deep. I learned that people that go to prison aren't the bad guys I see in the movies. They were just in a predicament."</p> <p>A workshop participant who is now a Cambridge College student and employed as an office assistant at the college is truly an example of our success.</p>

Program Comments

CEO Comments

As it was in 1999 for women with HIV /AIDS, today incarcerated mothers and their children have been a relatively invisible population to the public, to policymakers, and to funders. Yet the number of women incarcerated in Massachusetts has grown 126% over the last 15 years, the majority of whom have been convicted of non-violent offenses. The majority are African American and Latina women from low income ,underserved urban and rural communities. A disturbing 78% of these

women are mothers and most are the sole income earners for their family. Statistics tell us that 1 in 3 of those children will end up in jail.

Many OWLL participants are mothers who have been in prison. I found myself asking the question of how being born into a legacy of poverty and prison affects succeeding generations. Is poverty the real prison? How can we address the social costs—the broken homes, lack of sustainable employment, and stigma that follow mothers after imprisonment? Could an OWLL workshops culminating in performance help alter the trajectory of re-entry at the community level?

Questions such as these led me to spend the last two years exploring a more fundamental concern: How can the legacy bequeathed to the children of parents who have been incarcerated be reversed and American citizenship repaired. Seeking answers through primary research; teaching in the Suffolk County prison; leading workshops and directing a performance with women living in a Roxbury family shelter; meeting with university faculty in criminal justice programs; interviewing directors of re-entry programs in Boston, and conducting a focus group, led me to discover an astounding and appalling lack of gender specific resources for women ex-offenders and their children.

The challenges OWLL this last year has been to shape and implement a gender specific workshop curriculum specifically for women ex-offenders who are mothers from which a performance project could be solidified. The complexity and challenges of this work has been humbling and life changing. Recognizing the complexity of the lives of women ex-offenders requires flexibility and providing outcomes that validates their life experience as a source for creating social capital. Our opportunities are great since there is so much need. The challenge is finding funding sources that recognize outcomes of our work as increasing the social capital in our poor communities while providing skills for job upward mobility.

Management

CEO/Executive Director

Executive Director

Term Start

Email

Ms. Mary Cook Driscoll PhD, OTR/L

Jan 2000

mcdaspire@gmail.com

Experience

Qualification Summary

- Outstanding and motivational instructor to members of diverse cultures
- Skilled in design and facilitation of creative curriculums for clients development activities in agencies serving underserved communities
- Experienced adult educator

2000 – Present Founder/Executive Director

Key Achievements

§ Developed the highly successful curriculum and training model and education combining the disciplines of humanities with the activities used in the craft of acting

§ Developed workshop and theater presentation ***On Stage: Job Skills for the 21st Century*** with and for women living in shelters and ex-offenders

§ Ongoing Collaboration with agencies doing local and regional multi- issue community based performances

2010 Volunteer Instructor

Suffolk County Department of Corrections, Boston MA.

Key Achievements

§ Taught course Entrepreneurship 101 to 22 male prisoners

§ Individual Business plans developed by each student reviewed by and pitched to representatives of venture capital firms with feedback provided

§ Waiting list of male prisoners signed up for the following year

Sessional Faculty

International Health Organization. Bihar, India

§ Conducted one week workshops for physicians and agency executive directors

§ Achieved high rating and was invited back consecutive years

§ Provided the grassroots ground work for the development of the first ever positive prevention network in the state of Bihar

1991-1999 Associate Professor

Tufts University, Boston School Occupational Therapy Medford, Ma

§ Responsible for developing training protocols and supervision of occupational therapy graduate student interns;

Staff Information

Full Time Staff	0
Part Time Staff	0
Volunteers	50
Contractors	0

Staff Demographics - Ethnicity

African American/Black	0
Asian American/Pacific Islander	0
Caucasian	0
Hispanic/Latino	0
Native American/American Indian	0
Other	0

Staff Demographics - Gender

Male	0
Female	0
Unspecified	0

Formal Evaluations

CEO Formal Evaluation	N/A
CEO/Executive Formal Evaluation Frequency	N/A

Senior Management Formal Evaluation	N/A
Senior Management Formal Evaluation Frequency	N/A
NonManagement Formal Evaluation	N/A
Non Management Formal Evaluation Frequency	N/A

Plans & Policies

Organization has a Fundraising Plan?	Under Development
Organization has a Strategic Plan?	Under Development
Organization Policy and Procedures	No
Nondiscrimination Policy	Yes
Whistleblower Policy	No

Comments

CEO Comments

This is all volunteer and has no paid staff. The contact listed above as the CEO is an engaged board member.

Board & Governance

Board Chair

Board Chair	Mr. Daniel Curley MS
Company Affiliation	D Curley Consulting
Term	Jan 2000 to Dec 2012
Email	curleydaniel11@yahoo.com

Board Members

Name	Affiliation	Status
Ms. Grace Bachamn	Wellesly College	NonVoting
MS Stacy Bordon-Holiday	Cambridge College Student	Voting
Mr. Daniel Curley MS	D Curley Consulting	Voting
Ms. Donna Daley	community volunteer	Voting
Dr. Mary Cook Driscoll PhD, OTR/L,FAOTA	Founder/Executive Director OWLL	Voting
Mr. Marc Miller PhD	Fort Point Theatre Channel	Voting
Mr. Michael Ricca BFA	Harvard University	

Board Demographics - Ethnicity

African American/Black	2
Asian American/Pacific Islander	0
Caucasian	4
Hispanic/Latino	1
Native American/American Indian	0
Other	1 mixed

Board Demographics - Gender

Male	3
Female	4
Unspecified	0

Board Information

Number of Full Board Meetings Annually	1
Board Meeting Attendance %	100%
Written Board Selection Criteria?	Under Development
Written Conflict of Interest Policy?	Under Development
Percentage Making Monetary Contributions	75%

Percentage Making In-Kind Contributions	100%
Constituency Includes Client Representation	Yes

Standing Committees

Ambassadors

Constituent Board Members

<u>Name</u>	<u>Affiliation</u>
ms. Stacy Bordon-Holliday	community volunteer
Ms. Donna Daley	Community Volunteer

Comments

CEO Comments

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By showing how underserved women who are ex-offenders have lived and thought about life, audiences will be helped to decide what is important in their own lives ; about what is right or wrong, what has shaped our history. And importantly, what we can do as a Massachusetts community to make it better for formerly incarcerated women and their children to get the help and jobs they need to participate as full citizens in the Commonwealth.

Financials

Fiscal Year

Fiscal Year Start	Jan 01, 2016
Fiscal Year End	Dec 31, 2016
Projected Revenue	\$50,000.00
Projected Expenses	\$50,000.00
Endowment?	No
Credit Line?	No
Reserve Fund?	No
Months Reserve Fund Covers	0

Detailed Financials

Revenue and Expenses

Fiscal Year	2015	2014	2013
Total Revenue	\$50,000	\$18,000	\$46,550
Total Expenses	\$50,000	\$18,000	\$46,550

Revenue Sources

Fiscal Year	2015	2014	2013
Foundation and Corporation Contributions	\$20,000	\$3,000	\$12,500
Government Contributions	\$0	\$0	\$0
Federal	--	--	--
State	--	--	--
Local	--	--	--
Unspecified	--	--	--
Individual Contributions	\$15,000	\$5,000	\$5,300
Indirect Public Support	--	--	--
Earned Revenue	--	--	--
Investment Income, Net of Losses	--	--	--
Membership Dues	--	--	--
Special Events	\$5,000	--	\$3,225
Revenue In-Kind	\$10,000	\$10,000	\$20,000
Other	--	--	\$5,525

Expense Allocation

Fiscal Year	2015	2014	2013
Program Expense	\$50,000	\$18,000	\$46,550
Administration Expense	--	--	--
Fundraising Expense	--	--	--
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	1.00	1.00	1.00
Program Expense/Total Expenses	100%	100%	100%
Fundraising Expense/Contributed Revenue	0%	0%	0%

Assets and Liabilities

Fiscal Year	2015	2014	2013
Total Assets	\$0	\$0	\$0
Current Assets	\$0	\$0	\$0
Long-Term Liabilities	\$0	\$0	\$0
Current Liabilities	\$0	\$0	\$0
Total Net Assets	\$0	\$0	\$0

Short Term Solvency

Fiscal Year	2015	2014	2013
Current Ratio: Current Assets/Current Liabilities	--	--	--

Long Term Solvency

Fiscal Year	2015	2014	2013
Long-Term Liabilities/Total Assets	--	--	--

Top Funding Sources

Fiscal Year	2015	2014	2013
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

Capital Campaign

Currently in a Capital Campaign?

No

Comments

Foundation Staff Comments

This nonprofit completes a 990-N or 990 postcard. As such, numbers in charts and graphs are per the organization.