



NARRATIVE 4
SHARE TODAY. CHANGE TOMORROW.



Janelle, Fatima, and Lauren
photographed in New York City
Photography by Robyn Twomey

ANNUAL REPORT 2019

LETTER FROM OUR CO-FOUNDERS

LEADING THE WAY

Narrative 4 is a global network of educators, students, and artists who use storytelling to build empathy between people allowing them to improve their communities and the world.



Dear Friends:

These pages speak volumes and will tell the story in ways we simply cannot. So we'll be short on words (for once) and proudly leave you with this: we are so deeply grateful for what you are continuing to build alongside us.

We have heard the tenor of countless voices from across the country. We have witnessed a soaring sense of leadership. We have seen empathy transformed into action. And we have been privy to the sight of thousands of lives changed.

We are enormously grateful for the artists who have bonded over the years to help us create a powerful network that will change the landscape of art and education forever. We have been lucky to watch the transformations that our educators and administrators have brought about. We have been fortunate to watch the transformations that our educators and administrators have brought about. And we are eternally appreciative of the philanthropists who have been willing to bridge divides and find much needed common ground in America and, indeed, around the world.

We feel confident that you—our fearless supporters—will enjoy the experience of reading these pages and we hope that you will embrace the many that lie ahead. We would not be able to move forward and fast without you. We're in this together. We always have been.

And for that, we're eternally grateful.

Colum McCann
President

Lisa Consiglio
CEO

"Right now not only as a nation, but as humans, we are divided. If we would just sit down with someone we have differences with and learn more about each other through the process of storytelling, the world would be a better place, one story at a time."

—ETHAN, STUDENT,
FLOYD CENTRAL HIGH
SCHOOL, KY

Salem and Ethan,
photographed in
New York City

WHY

In our schools, there is an epidemic of loneliness, bullying, and mental health issues which lead to an increasing feeling of isolation among young people. Narrative 4 was created to connect students to each other, to break down barriers, and shatter stereotypes.

HOW

Using our core methodology, the story exchange, we show students that their voices, stories, actions and lives matter, and that they have the power to change, rebuild or revolutionize systems.

WHAT

Narrative 4 uses personal storytelling to build empathy between young people so they can improve their communities and the world.

OUR REGIONAL HUB MODEL

Our regional hub model is designed to:

- strategically scale Narrative 4 programming
- train a growing network of practitioners to facilitate story exchanges
- cultivate and maintain key leaders who will help expand the Narrative 4 network in their region

Led by Interim Northeast Regional Manager, Lee Keylock, and Southeast Regional Manager, Michael McRay, we've trained 750 new story exchange facilitators. We're modeling our global growth on the exponential expansion we're seeing in the northeast and southeast United States.



Hazel Joseph-Roseboro

Hazel Joseph-Roseboro, Principal,
University Heights High School, Bronx, New York

Principal Hazel Joseph-Roseboro likes to say she runs a “kindness school”. She knows firsthand the effect of increased levels of empathy on student performance. Last year her school, University Heights High School (UHHS) participated in a pilot study led by Dr. Rebecca Frausel of the University of Chicago. The research showed that, since partnering with Narrative 4 in 2015, UHHS has seen higher attendance and graduation rates and a lower number of suspensions. Building on this momentum, as part of UHHS’s 2019 Summer Bridge program, all incoming ninth graders participated in a story exchange and Hazel is working to bring Narrative 4 to her cohort of schools in the New York Performance Standards Consortium.

SOUTHEAST
HUB
SPOTLIGHT

Mary Slone

Mary Slone, N4 Master Practitioner and Teacher,
Floyd Central High School, Langley, KY

In the four years that Mary Slone has been a part of Narrative 4, she and her students have had a host of perspective-changing experiences with peers in their school, students in the Bronx, NY and Tampico, Mexico and with adults from a range of cultural, religious, and socio-economic backgrounds. Mary recently forged a collaborative partnership with The Kentucky Valley Educational Cooperative (KVEC). KVEC works to reframe the education and community narrative about rural Appalachia through storytelling and a focus on learners, leaders and makers. Slone will bring Narrative 4 to educators in over twenty schools in the Appalachian region, providing professional development, facilitator training, and mentorship in an effort to advance the work of Narrative 4 in the southeast US.



"Narrative 4 is not here to change your mind. What Narrative 4 does is, it says, 'You can hold on to the integrity of your beliefs and understand somebody else's.'"

—MARY SLONE



OUR MASTER PRACTITIONER MODEL

Our highly scalable train-the-trainer model now includes 23 Master Practitioners, and another 25 Master Practitioner nominees, due to be certified in 2020. Master Practitioners (MPs) are deputized to train story exchange facilitators in their region and beyond. With feedback from our MPs, we have developed learning models, a facilitator toolbox, and four finely tuned training modules.

Taliah Nathanson, Teacher,
Ort Shapira High School, Tel Aviv, Israel

"In 2015, I heard and read about the Israeli author Assaf Gavron. I found him on Facebook, we became friends and I learned he was connected to Narrative 4. He introduced me to Lee Keylock. The rest is history. I've stayed involved because the organization is all heart and love. It is human, organic, evolving and all inclusive.

The first object exchange I facilitated with Lilly Khoury in Nazareth three years ago was

my favorite. To see almost seventy tenth grade Arabs and Israelis, Christians, Muslims, and Jews, it was a dream I had envisioned and we created it. That is the moment I felt the Narrative 4 vision for bridging between all people was encapsulated.

For me, Narrative 4 leads us all back to the art of listening and the art of storytelling. It is the essence of any and every human connection. These are skills I give my students and myself and they are priceless. That change brings about an empathetic society. Everyone experiences a story exchange is touched forever. Even if they don't do another story exchange in their life ever again.

Narrative 4 needs to be an integral part of every school's curriculum from kindergarten to 12th grade. Narrative 4 needs to be in prisons, hospitals, colleges, and community centers. It is a life changer and a game changer. It is part of who I am and what I believe in."



Amanda Waters, Ph.D., Multicultural Specialist, Staff Psychologist,
University of Connecticut

"Narrative 4 offers an invitation to all: we will create space for you. I see this as mirroring some of the work I do as a psychologist—I want to create opportunities for others to be seen, known, and loved. Becoming an MP is the next step, from implementing story exchanges with students, staff, and faculty at UConn, to supporting new facilitators who can extend the reach and create more opportunities for people to know others and be known.

We struggle as a global society with disconnection and loneliness. While one story exchange may not solve all of that, it gives the participant an opportunity to experience connection and an offer of ourselves to others. The fabric of our communities gets a little more tightly woven with each story exchanged and every bond created.

When there is a network of connected people, we're all better off—even more so if we're a part of that tapestry! Change is increased



connection, more willingness to care for others, and a deeper appreciation of the value of other people and their lived experiences.

When we fight against oppression and marginalization, we must learn the stories of those experiencing discrimination. The privilege of hearing stories from individuals and communities who have historically been silenced should not be lost on us. May we expand our hearts to feel with others and raise our voices to amplify the perspectives of others."

NORTHEAST REGIONAL SUMMIT

Our first northeast regional summit was an open invitation for our friends and affiliates in the northeast US to make in-person connections with Narrative 4's growing network. Participants from Maine to DC joined us in Hartford, CT for a day of workshops, panels, and most importantly, conversation about how listening to one another and exchanging stories can create the foundation for tangible community improvement and change.

The summit is specifically designed to amplify the work happening in our regional hubs and to significantly improve and massively scale our Field Exchange program, Master Practitioner training, and outreach efforts under one umbrella.

We closed the summit with a Night of Literature at Trinity College featuring N4 Globetrotter Babalwa Tetyana, Hartford Poet Laureate Frederick-Douglas Knowles II, Civil Rights Activist Deacon Art

Miller, and N4 Co-Founder Colum McCann.

In addition to our public programming, Master Practitioner nominees delivered facilitation skills training to Field Exchange students who will go on the lead story exchanges in their respective schools.



Photography by Chris Booth



FIELD EXCHANGE

The Field Exchange program is an immersive experience designed for students from different backgrounds, cultures and communities to explore one another's homes and histories through N4's five themes--identity, environment, faith, immigration and violence. Through a year-long curriculum and two week-long trips in each community, students from our two partner schools--University Heights High School (UHHS) in the Bronx, NY and Floyd Central High School (FCHS) in Langley, KY--crossed state lines and cultural divides.

From a faith tour in the Bronx that took students from a church to a mosque to a chabad, to a visit to Jenny Wiley State Park in Kentucky that recreated lives of settlers and Native Americans, the students

shared common experiences that strengthened bonds and spurred constructive dialogue. Using the Shared Studios Portal connections UHHS and FCHS students also had impactful conversations about current events and immigration with students at The American School of Tampico in Tampico, Mexico.

As a capstone project, Field Exchange students chose to create an Empathy into Action project addressing stigmas around mental health. Students from each school formed committees and drew up blueprints for two mental health awareness days, one in the Bronx and one in Langley. Each mental health-themed day was a success and will be replicated by the next class of N4 ambassadors at each school.



"Narrative 4 is all about empathy not sympathy, we learn to understand people's lives and not assume things based on where they're from or how they look. It opened my eyes to stop feeling bad for people in some cases and just try to understand them, to give them the comfort they really need."

—KAREN, UHHS STUDENT

8TH ANNUAL GLOBAL SUMMIT

Photography by Karlas Powell

Our annual global summit is where Narrative 4, literally and strategically, comes together for a week of relationship building and strategizing around ways to innovate our core methodology and deepen our impact. One hundred N4 students, educators, artists, and supporters convened in New Orleans, LA for a week of workshops and active engagement with the local community around N4's five themes—identity, the environment, faith, immigration and violence. Following the summit, our youth leadership council, The Globetrotters, held their first student retreat, to discuss their initiatives and priorities for the coming year.

In line with our plans to expand in the midwest US, we are delighted to announce our 2020 global summit will be in Moorhead, MN.

Master Practitioner Karen Hollins, who has supported Narrative 4's work from day one and has underwritten our summit for the past six years, announced that she will continue her support through 2030.



"What brings me the most joy is funding and participating in the annual Narrative 4 Summit where educators, students, activists and artists from South Africa to the Southside of Chicago, from Palestine to Pennsylvania, from Ireland to Israel, from Newtown to Nigeria, from California to Colombia and many other places all over the world, come together as equals to share stories and do the work it takes to break down barriers by listening to one another as if our lives depended on it. Because they do."

— KAREN HOLLINS

"Narrative 4 has opened my eyes to how sharing stories can lead any community to acceptance of others and open-mindedness. Since I discovered Narrative 4, I've become a better version of myself. I have changed in the way I see people, conflicts and whole communities. It's inevitable after hearing their stories." –MALAK LAHHAM, ISRAEL



"Narrative 4 is the most effective tool for bringing people together and making sure people understand each other and can relate to each other."

–DANIEL, STUDENT,
UNIVERSITY HEIGHTS
HIGH SCHOOL, NY



THE GLOBETROTTERS

At Narrative 4, we envision a world where young people lead with empathy and our global student council, The Globetrotters, has risen to the challenge. The group meets virtually, on a monthly basis, to give each other advice on common concerns like how to start an N4 club or how to introduce N4 to a school administrator.

Globetrotters Mission Statement

"We represent the youth community within the organization, we aim to establish bonds with those around the world to create empathy, understanding, connection, hope, and change for a better tomorrow."



"If you had asked me what was possible in this world a year ago, I probably would have been like, 'Well, nothing's possible because this world is in shambles.' Since I've been introduced to Narrative 4, there's literally nothing I can think of right now that I think is impossible."

—LAUREN, STUDENT,
FLOYD CENTRAL HIGH SCHOOL, KY

NARRATIVE 4 IRELAND

Narrative 4 Ireland's Boy's Stories

'Is it okay for a man to cry? Should boys and men talk to each other about their experiences? What does it even mean to be a man in Limerick in 2019?' These were some of the questions addressed by participants of Narrative 4 Ireland's Boy's Stories project. The group included 67 boys from three primary schools in Limerick City, five members of the Moyross Youth Academy, and 32 men. Participants learned about storytelling and discussed gender stereotypes. Through the choosing and sharing of stories, they gained empathetic insight and a greater understanding of masculinity.

Girl's Stories

Girl's Stories is a weekly creative arts project for migrant teenage girls who are new to the city. The project provides a safe space to make art, chat, share stories, and improve their spoken English. Working with art therapist Sheila Richardson, the par-



ticipants created various works of art and have had two exhibitions to date. The project continues to run and is open to new participants. Girl's Stories is funded by Department of Justice's Communities Integration Fund.

The Empathy Project

The Empathy Project began in August 2018 with the aim to reach as many young people as possible by training secondary school teachers and youth

workers to facilitate the Story Exchange Programme in their schools. To date The Empathy Project has trained 46 secondary school teachers and 54 youth workers.

A Narrative 4 Limerick: Hear a story, Share a story

A Narrative 4 Limerick, a monthly story-telling event at the Narrative 4 Centre in Limerick, Ireland invites participants to share and experience honest and heartfelt stories about what makes Limerick special. Each event is hosted by a guest artist who sets a theme ranging from "heroes" to "loss". Past hosts include Ann Blake, Helena Close, Simon Thompson, Justyna Cwojdzinska, and Sarah Moore Fitzgerald.



NARRATIVE4 BOARD + STAFF



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Greg Khalil
Chairman of the Board



Heather Mitchell
Board Member



James Lawlor
Director of N4 Ireland



Kandice Cole
Programs Manager



Kelsey Roberts
Director of Regional Operations



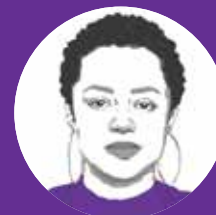
Lee Keylock
Director of Global Programs



Lisa Consiglio
Co-Founder & CEO



Michael McRay
Southeast Regional Manager



Sharhonda Bossier
Board Member



Alondra Marmolejos
Program Assistant



Amira Rachouh
Operations Assistant



Colum McCann
Co-Founder & President



Felice Belle
Director of Marketing & Communications

"Integrating story exchanges within our curriculum has supported our students in building community, establishing relationships, and gaining confidence. Additionally, staff have engaged in story exchanges to help build our own culture and better understand what different teams are experiencing. We are truly grateful for our partnership!"

—MARIA CANALES, SENIOR DIRECTOR, NATIONAL CURRICULUM DESIGN AT ONEGOAL

CERTIFIED MASTER PRACTITIONERS

Bonnie Moses
New York, USA

Cari Strand
New York, USA

Charles Miles
Illinois, USA

Christine Cusick
Pennsylvania, USA

Dawn Duncan
New Mexico, USA

Faisal Mohyuddin
Illinois, USA

James Lawlor
Ireland

John Lombardo
South Africa

Karen Hollins
California, USA

Lillian de Jesus
New York, USA

Lilly Khoury
Israel

Lisa Greenbaum
New York, USA

Maru Castaneda
Mexico

Mary Slone
Kentucky, USA

Michael McRay
Tennessee, USA

Michelle Ortiz
Connecticut, USA

Polly Kimberly
Pennsylvania, USA

Rob Spillman
New York, USA

Ruth Gilligan
United Kingdom

Shoshana Perry
New York, USA

Taliah Nathanson
Israel

Warren Hardy
Connecticut, USA

MASTER PRACTITIONER NOMINEES

Alondra Marmolejos
Connecticut, USA

Amanda Waters
Connecticut, USA

Beth Kleederman
Massachusetts, USA

Brandon Hutchinson
Connecticut, USA

Brian Damboise
Massachusetts, USA

Cara McClintock
Pennsylvania, USA

Elizabeth Cracco
Connecticut, USA

Elizabeth Eagle
New York, USA

Felice Belle
New York, USA

Gretchen Person
Tennessee, USA

Hasan Davis
Kentucky, USA

Hillary Wells
Massachusetts, USA

Jennifer Bonaldo
Connecticut, USA

Lydia Maier
Maine, USA

Mary McIntosh
Tennessee, USA

Micky ScottBey Jones
Tennessee, USA

Rebecca Harvey
Connecticut, USA

Saul Fussiner
Connecticut, USA

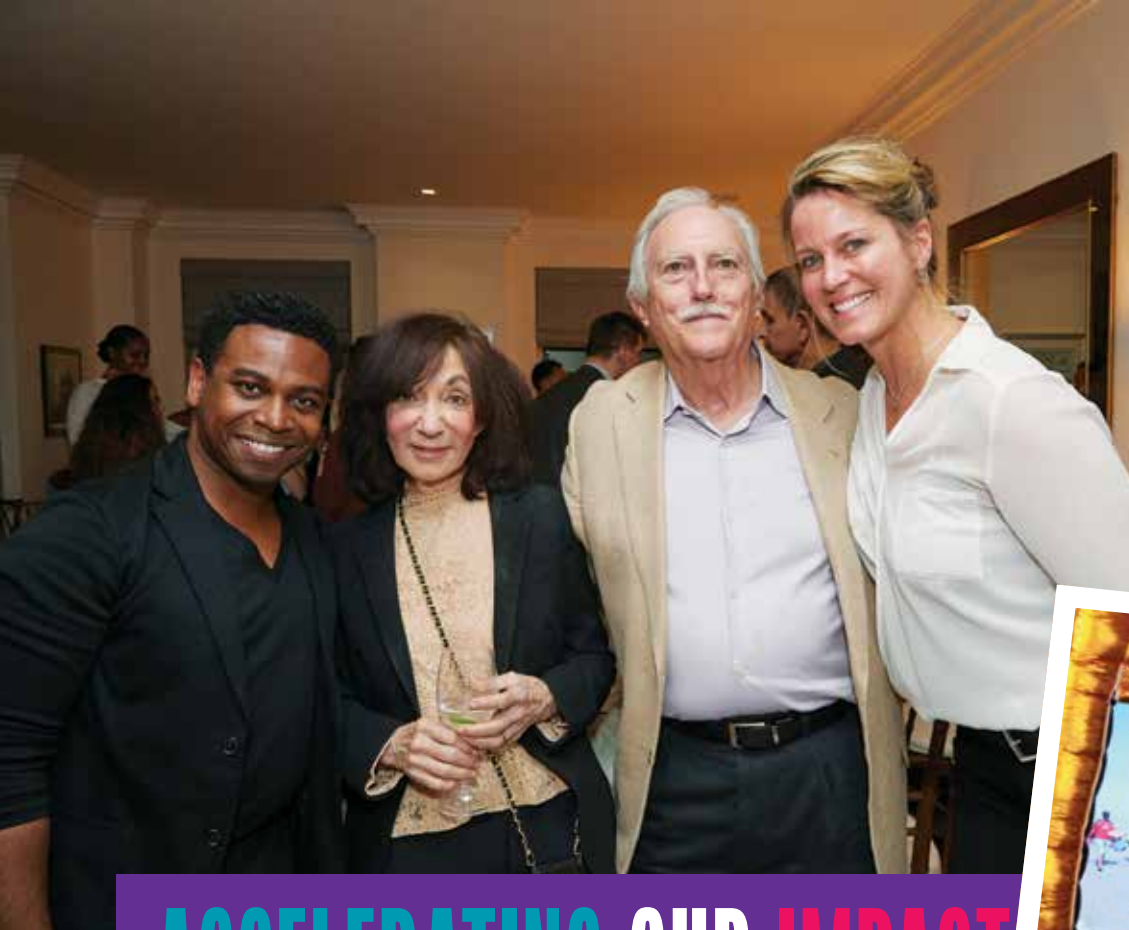
Staci Johnson
Tennessee, USA

Tamara Shehadah
Tennessee, USA

Todd Porter
Texas, USA

Tracy Kennan
Louisiana, USA

Valerie Striar
New York, NY



LOOKING AHEAD

Jackie and Mike Bezos (Bezos Family Foundation) and Branden Polk (Stand Together Foundation) with CEO Lisa Consiglio.

ACCELERATING OUR IMPACT



Thanks to the generosity of our supporters, donors, and funders, Narrative 4 will be able to advance our regional and national expansion in a variety of ways including:

- 1 Accelerate the timeline of our theory of change through hiring and infrastructure investment
- 2 Scale and significantly improve our Field Exchange program
- 3 Galvanize our community of artists into a powerful network for change
- 4 Make initial investments in tech and digital infrastructure to support significant future digital platform development

"The world needs storytellers more than ever. But "storytelling" is not a vocation reserved for a select few. Everyone is a storyteller, and everyone has a story to share. I love the work of Narrative 4 because they're leveraging storytelling's power to exchange empathy, thereby helping remind us all that we have plenty to learn from each other regardless of our differences, and that we can do far more together than we ever could alone."

—HARRIS III, DIRECTOR + CURATOR OF STORY CONFERENCE, FOUNDER + CEO OF ISTORIA COLLECTIVE

THANK YOU TO OUR SPONSORS



Karen Hollins & The Elizabeth Foundation



Susie Lopez



Loretta Brennan Glucksman



Katie McGrath & JJ Abrams Family Foundation



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Michael Summers

Gregg Carr Foundation
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Jim Marion and Allison Parisi-Rutledge
Shaun and Mary Kelly
Paul Murphy



Pamela (above), Sahara and Emmanuella all photographed in New York City

Photography by Robyn Twomey

2018 FINANCIALS

The consolidated financial snapshot below includes the accounts of Narrative 4, Inc., and its Irish subsidiary, Narrative 4 Company Limited by Guarantee. We welcome all types of support, including scholarships, in-kind donations, airline miles and cash donations. Your generosity is the reason for these pages! (Tax ID: 81-3268195)

Narrative 4, Inc. and Subsidiary		Year Ended
Consolidated Statements of Activities		December 31, 2018
Revenue and Support		
Contributions and grants		\$ 1,516,047
Program fees		76,9705
Miscellaneous revenue		7,587
Total Revenue and Support		1,600,609
Expenses		
Program services		806,799
Management and general		342,262
Fundraising		98,097
Total Expenses		1,247,158
Change in Net Assets		353,451
NET ASSETS, WITHOUT DONOR RESTRICTIONS		
Beginning of period		94,221
End of period		\$447,672

HIGHLIGHTS

100,000

Estimated amount of stories exchanged since 2013.

16

Total number of countries Narrative 4 has worked in.

750

Number of newly trained facilitators in 2019.

94%

of story exchange participants report feeling motivated to make positive change in their communities.

INSIGHTS Since partnering with Narrative 4, our pilot school reported higher attendance and graduation rates and a lower number of suspensions. On average, all students surveyed experience increased levels of empathy right after doing story exchanges. All students saw their partner as more similar to themselves, both right after the story exchange and 10 days later.

*Insights taken from Univ. of Chicago Research referenced in NE Hub section

Jonathan
photographed in
New York City by
Robyn Twomey

