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SAMPLE

The 2017 No Barriers USA (NB) Preliminary Evaluation Report provides data for the following programs: NB Youth, NB Warriors, and NB Summit, and a summary of overall results. In total, 712 individuals completed the evaluation survey. Although a higher number of individuals started the online survey, only 712 fully completed all questions.

SATISFACTION

Overall, participants in NB programs were highly satisfied with services and experiences offered. Net promoter scores for all programs indicated high satisfaction with scores ranging from 89 – 58 (see Table 1), suggesting participants are very willing to recommend NB to their friends.

<table>
<thead>
<tr>
<th>Program</th>
<th>NPS (2016)</th>
<th>NPS (2017)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth</td>
<td>69.3</td>
<td>58.1</td>
</tr>
<tr>
<td>Warriors</td>
<td>95.3</td>
<td>88.8</td>
</tr>
<tr>
<td>Summit</td>
<td>80.8</td>
<td>82.7</td>
</tr>
<tr>
<td>Overall</td>
<td>77.6</td>
<td>70.2</td>
</tr>
</tbody>
</table>

OUTCOMES

Statistically analyses indicated positive significant growth occurred across all NB Life elements for participants. Open ended responses also provide a variety of useful feedback, the vast majority being highly complementary of services offered by NB. It is clear that high levels of satisfaction exist with the overall mission, purpose and outcomes of NB. A complete record of all open-ended responses can be found in the appendix. Quotes provided in this report do not represent an analysis of all open-ended responses but are used as examples to provide a participant perspective. In general, open ended responses were overwhelmingly positive.

METHODOLOGY

Survey items used a retrospective pre-test design that asked participants to report their attitudes and knowledge following the program as well as before they began the program (e.g., Before participating in your No Barriers program, how would you have responded to this statement?). Compared to traditional pre-post designs, this approach allows participants to more accurately report changes in conditions because they have a better understanding of their baseline condition. This is particularly true in the case for measures of perceptions, motivations, and intentions.
FINDINGS: NB OVERALL RESULTS

DESCRIPTION OF THE SAMPLE

711 individuals completed online or paper evaluations regarding their NB experience. Of those who provided demographic information 53% were female and 62% were White. Average age of participants was 26 years old (see Table 3).

Participants reported their community of origin as: 54% from urban areas, 30% suburban, 8% rural fringe, and 8% from rural distant.

<table>
<thead>
<tr>
<th>TABLE 2. OVERALL DEMOGRAPHICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
</tr>
<tr>
<td>-----</td>
</tr>
<tr>
<td>26.03</td>
</tr>
</tbody>
</table>

OVERALL NET PROMOTER SCORE

Using a 0-10 scale, participants were asked how likely they would recommend the NB program and events to a friend or colleague. Those who score 9-10 are considered promoters, those who score 7-8 are passive, and those scoring 6 or below are considered detractors. Subtracting detractors from promoters yields a net promoter scores (NPS). The NPS score for 2017 was 70.2, while lower than the previous two years, 70.2 is still considered an exceptional score. The NPS in 2015 was 77.7 and in 2016 it was 77.6. In general, NPS scores over 50 are considered positive.

<table>
<thead>
<tr>
<th>TABLE 3. OVERALL NET PROMOTER SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Promoters</td>
</tr>
<tr>
<td>-------------</td>
</tr>
<tr>
<td>75.7</td>
</tr>
</tbody>
</table>

Promoters - Detractors = NPS
PROGRAM OUTCOMES

All measures employed a 1- to 5-response scale with higher scores signifying greater achievement. Mean scores were calculated for all measures.

<table>
<thead>
<tr>
<th>NB Element</th>
<th>Mean</th>
<th>Change</th>
<th>2015 Effect Sizes</th>
<th>2016 Effect Sizes</th>
<th>2017 Effect Sizes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision</td>
<td>Pre</td>
<td>3.35</td>
<td>0.72</td>
<td>0.66</td>
<td>0.69</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.07</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reach</td>
<td>Pre</td>
<td>4.00</td>
<td>0.63</td>
<td>0.61</td>
<td>0.64</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.63</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pioneer</td>
<td>Pre</td>
<td>3.47</td>
<td>0.59</td>
<td>0.62</td>
<td>0.66</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.07</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rope Team</td>
<td>Pre</td>
<td>3.76</td>
<td>0.71</td>
<td>0.60</td>
<td>0.63</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.47</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alchemy</td>
<td>Pre</td>
<td>3.38</td>
<td>0.77</td>
<td>0.67</td>
<td>0.69</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.15</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summits*</td>
<td>Pre</td>
<td>3.88</td>
<td>0.53</td>
<td>---</td>
<td>0.64</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.41</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elevate</td>
<td>Pre</td>
<td>3.99</td>
<td>0.61</td>
<td>0.65</td>
<td>0.61</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.60</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All changes significant at the .001 level
*Warriors scores were not included for Summits because these items were not included in the paper version of the warriors questionnaire.

Figure 1. Overall Program Outcomes

Pre-post changes for all measures were statistically and practically significant. Statistical significance means < 5% chance exists that the observed difference between pre- and post-scores is due to random chance as is measured by p-values. Practical significance is measured by calculating an effect size which calculates the difference observed between two groups, in this case pre and post test scores, independent of sample size which influences calculations of statistical significance.
The general rule of thumb when interpreting effect size is as follows: small ≥ .10, medium ≥ .30, large ≥ .50 (Cohen, 1988). Due to the fact that comparative analyses produced large effect sizes we can confidently report participants experienced significant and meaningful growth. The frequency of responses to each question measuring the NB Life Framework are recorded in table 6, illustrating the percentage of respondents who answered true or very true to each question.

<table>
<thead>
<tr>
<th>Items</th>
<th>% True/Very True</th>
<th>2016 Change</th>
<th>2015 Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision: Imagine your potential and define a purpose that inspires.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know how to take the first step towards reaching my potential</td>
<td>38.6</td>
<td>36.5</td>
<td>42.6</td>
</tr>
<tr>
<td>I know what I want to do with my life</td>
<td>---</td>
<td>---</td>
<td>20</td>
</tr>
<tr>
<td>I have a clear vision of who I am</td>
<td>47.5</td>
<td>28.0</td>
<td>28.3</td>
</tr>
<tr>
<td>I have a vision that I am passionate about</td>
<td>48.9</td>
<td>31.2</td>
<td>28.4</td>
</tr>
<tr>
<td><strong>Reach: Move beyond your comfort zone.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to grow as a person</td>
<td>76.4</td>
<td>18.7</td>
<td>20.7</td>
</tr>
<tr>
<td>I want to reach for my potential</td>
<td>75.5</td>
<td>18.4</td>
<td>21.9</td>
</tr>
<tr>
<td>It is important to continually reach for my goals</td>
<td>74</td>
<td>21.6</td>
<td>22.3</td>
</tr>
<tr>
<td>It is important to get outside my comfort zone</td>
<td>56.5</td>
<td>35.2</td>
<td>33</td>
</tr>
<tr>
<td><strong>Pioneer: Explore and innovate to discover new ideas.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am able to focus on solutions rather than problems</td>
<td>42</td>
<td>32.7</td>
<td>32.4</td>
</tr>
<tr>
<td>I know how to creatively solve problems</td>
<td>53.9</td>
<td>27.9</td>
<td>26.5</td>
</tr>
<tr>
<td>When faced with an obstacle, I find creative ways to overcome it</td>
<td>52.5</td>
<td>28.1</td>
<td>29.6</td>
</tr>
<tr>
<td><strong>Rope Team: Act with awareness of your interconnection to others.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I see value in working with others</td>
<td>64.3</td>
<td>25.5</td>
<td>26.8</td>
</tr>
<tr>
<td>I feel it is important to be connected with people</td>
<td>64.5</td>
<td>25.9</td>
<td>26.5</td>
</tr>
<tr>
<td>Collaboration contributes to success</td>
<td>---</td>
<td>---</td>
<td>25.7</td>
</tr>
<tr>
<td>Being part of a team makes me a stronger individual</td>
<td>56.4</td>
<td>29.1</td>
<td>29</td>
</tr>
<tr>
<td><strong>Alchemy: Harness adversity and life experiences into optimism.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am not afraid of failure</td>
<td>---</td>
<td>---</td>
<td>28.5</td>
</tr>
<tr>
<td>I face my challenges with a positive attitude</td>
<td>43.6</td>
<td>30.0</td>
<td>30.8</td>
</tr>
<tr>
<td>I understand what it means to harness adversity</td>
<td>45.3</td>
<td>29.6</td>
<td>34.5</td>
</tr>
<tr>
<td>What is within me is stronger than what is in my way</td>
<td>48.7</td>
<td>38.9</td>
<td>41.3</td>
</tr>
<tr>
<td><strong>Summits: Learning throughout the journey</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It is important to me that I learn from my experiences</td>
<td>65.1</td>
<td>12.2</td>
<td>16.9</td>
</tr>
<tr>
<td>I reflect on my experiences in order to grow</td>
<td>53.2</td>
<td>20.4</td>
<td>22.5</td>
</tr>
<tr>
<td>I can identify specific things I have learned as a result of my experiences</td>
<td>49.4</td>
<td>22.1</td>
<td>30.7</td>
</tr>
<tr>
<td>I know how to use the lessons I learn in life</td>
<td>52.7</td>
<td>18.6</td>
<td>26.2</td>
</tr>
<tr>
<td><strong>Elevate: Contribute your best to the world as a leader who serves.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to make a difference</td>
<td>72.3</td>
<td>19.8</td>
<td>18.9</td>
</tr>
</tbody>
</table>
I have a responsibility to contribute to something bigger than myself 75.4 89.9 14.5 25.4 18.9
I want to create a positive impact on the world around me 64.7 92.8 28.1 19.6 13.4
I am responsible to leave the world a better place than I found it 69.1 88.7 19.6 25.3 17.1

Answers include individuals’ impressions prior to participating, following their participation, and the amount of change associated with the experience. Percentage of change from 2015 and 2016 is also provided for comparison purposes. Items which experienced greater than a 30-point increase in true/very true responses from pre to post included:

- I know how to take the first step towards reaching my potential (36.5%)
- I have a vision that I am passionate about (31.2%)
- It is important to get outside my comfort zone (35.2%)
- I am able to focus on solutions rather than problems (32.7%)
- I face my challenges with a positive attitude (30.0%)
- What is within me is stronger than what is in my way (38.9%)
FINDINGS: NB YOUTH

DESCRIPTION OF THE SAMPLE

406 individuals completed the evaluation regarding their NB Youth experience. Of those who provided demographic information 55% were female and 57% were White. Average age of participants was 16 years old (see Table 7).

Participants reported their community of origin as: 65% from urban areas, 26% suburban, 6% rural fringe, and 3% from rural distant.

<table>
<thead>
<tr>
<th>TABLE 6. YOUTH DEMOGRAPHICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
</tr>
<tr>
<td>-----</td>
</tr>
<tr>
<td>14.82</td>
</tr>
</tbody>
</table>

NET PROMOTER SCORE

Using a 0-10 scale, participants were asked how likely they would recommend NB Youth programs to a friend or colleague. Those who score 9-10 are considered promoters, those who score 7-8 are passive, and those scoring 6 or below are considered detractors. Subtracting detractors from promoters yields a net promoter score (NPS). The NPS for of 58.1 for youth programs was slightly down from previous years 76.7 (2015) and 69.3 (2016).

<table>
<thead>
<tr>
<th>TABLE 7. YOUTH NET PROMOTER SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Promoters</td>
</tr>
<tr>
<td>65.1</td>
</tr>
</tbody>
</table>

Promoters - Detractors = NPS

Youth participants were asked to explain their response on the net promoter question. Participants listed a variety of reasons why they would recommend a NB program. A full list of responses is provided in the appendix. Examples include:

- I think the organization of the trip was brilliant, and the tour guide was one of the best I’ve ever seen and met.
- This trip taught me a lot about how big of an impact we have on the world and that there are bigger things than us and I feel like more people should experience that.
- I picked 10 because this trip has shaped me into someone I want to be.
All measures employed a 1- to 5-response scale with higher scores signifying greater achievement. Mean scores were calculated for all measures. Statistically significant growth occurred on all measures.

**TABLE 8. YOUTH PROGRAM OUTCOMES**

<table>
<thead>
<tr>
<th>Measure</th>
<th>Mean Pre</th>
<th>Change</th>
<th>Effect Size by Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision</td>
<td>3.24</td>
<td>0.69</td>
<td>0.78 0.74 0.68</td>
</tr>
<tr>
<td></td>
<td>3.93</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reach</td>
<td>4.10</td>
<td>0.50</td>
<td>0.69 0.65 0.60</td>
</tr>
<tr>
<td></td>
<td>4.60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pioneer</td>
<td>3.41</td>
<td>0.57</td>
<td>0.73 0.71 0.61</td>
</tr>
<tr>
<td></td>
<td>3.98</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rope Team</td>
<td>3.75</td>
<td>0.64</td>
<td>0.72 0.67 0.61</td>
</tr>
<tr>
<td></td>
<td>4.40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alchemy</td>
<td>3.32</td>
<td>0.72</td>
<td>0.77 0.73 0.66</td>
</tr>
<tr>
<td></td>
<td>4.04</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summits*</td>
<td>3.82</td>
<td>---</td>
<td>--- 0.70 0.68</td>
</tr>
<tr>
<td></td>
<td>4.41</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elevate</td>
<td>4.00</td>
<td>0.55</td>
<td>0.76 0.65 0.61</td>
</tr>
<tr>
<td></td>
<td>4.55</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All changes significant at the .001 level, n=411

Pre-post changes for all measures were statistically and practically significant. Statistical significance means < 5% chance exists that the observed difference between pre- and post-scores is due to random chance as is measured by p-values. Practical significance is measured by calculating an effect size which calculates the difference observed between two groups, in this case pre and post test scores, independent of sample size which influences calculations of statistical significance.

The general rule of thumb when interpreting effect size is as follows: small ≥ .10, medium ≥ .30, large ≥ .50 (Cohen, 1988). Due to the fact that comparative analyses produced large effect sizes we can confidently report participants experienced significant and meaningful growth.
Frequency of responses to each question measuring the NB Life Framework were also recorded. Table 10 displays the percentage of respondents who answered true or very true to each question.

<table>
<thead>
<tr>
<th>Items</th>
<th>% True/Very True</th>
<th>2016 Change</th>
<th>2015 Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision: Imagine your potential and define a purpose that inspires.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know how to take the first step towards reaching my potential</td>
<td>33.7</td>
<td>33.5</td>
<td>43.8</td>
</tr>
<tr>
<td>I know what I want to do with my life</td>
<td>---</td>
<td>---</td>
<td>14.5</td>
</tr>
<tr>
<td>I have a clear vision of who I am</td>
<td>42.4</td>
<td>26.9</td>
<td>29.3</td>
</tr>
<tr>
<td>I have a vision that I am passionate about</td>
<td>44.8</td>
<td>31.0</td>
<td>28.5</td>
</tr>
<tr>
<td><strong>Reach: Move beyond your comfort zone.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to grow as a person</td>
<td>79.1</td>
<td>14.4</td>
<td>15.6</td>
</tr>
<tr>
<td>I want to reach for my potential</td>
<td>79.9</td>
<td>12.1</td>
<td>17.4</td>
</tr>
<tr>
<td>It is important to continually reach for my goals</td>
<td>78.8</td>
<td>16.2</td>
<td>18.3</td>
</tr>
<tr>
<td>It is important to get outside my comfort zone</td>
<td>59.3</td>
<td>30.5</td>
<td>30.9</td>
</tr>
<tr>
<td><strong>Pioneer: Explore and innovate to discover new ideas.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am able to focus on solutions rather than problems</td>
<td>38.3</td>
<td>30.4</td>
<td>32.9</td>
</tr>
<tr>
<td>I know how to creatively solve problems</td>
<td>51.6</td>
<td>27.1</td>
<td>28.4</td>
</tr>
<tr>
<td>When faced with an obstacle, I find creative ways to overcome it</td>
<td>48.5</td>
<td>28.1</td>
<td>32.6</td>
</tr>
<tr>
<td><strong>Rope Team: Act with awareness of your interconnection to others.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I see value in working with others</td>
<td>64.6</td>
<td>22.1</td>
<td>26.7</td>
</tr>
<tr>
<td>I feel it is important to be connected with people</td>
<td>67.5</td>
<td>21.6</td>
<td>24.4</td>
</tr>
<tr>
<td>Collaboration contributes to success</td>
<td>---</td>
<td>---</td>
<td>24.8</td>
</tr>
<tr>
<td>Being part of a team makes me a stronger individual</td>
<td>53.5</td>
<td>26.2</td>
<td>25.1</td>
</tr>
<tr>
<td><strong>Alchemy: Harness adversity and life experiences into optimism.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am not afraid of failure</td>
<td>---</td>
<td>---</td>
<td>27.7</td>
</tr>
<tr>
<td>I face my challenges with a positive attitude</td>
<td>39.8</td>
<td>29.4</td>
<td>30.6</td>
</tr>
<tr>
<td>I understand what it means to harness adversity</td>
<td>42.7</td>
<td>27.0</td>
<td>34.8</td>
</tr>
<tr>
<td>What is within me is stronger than what is in my way</td>
<td>48.5</td>
<td>33.4</td>
<td>40.1</td>
</tr>
<tr>
<td><strong>Summits: Learning throughout the journey</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It is important to me that I learn from my experiences</td>
<td>76.5</td>
<td>14.8</td>
<td>16.8</td>
</tr>
<tr>
<td>I reflect on my experiences in order to grow</td>
<td>60.6</td>
<td>26.6</td>
<td>22.6</td>
</tr>
<tr>
<td>I can identify specific things I have learned as a result of my experiences</td>
<td>54.6</td>
<td>29.5</td>
<td>34.7</td>
</tr>
<tr>
<td>I know how to use the lessons I learn in life</td>
<td>62.9</td>
<td>22.8</td>
<td>24.4</td>
</tr>
<tr>
<td><strong>Elevate: Contribute your best to the world as a leader who serves.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to make a difference</td>
<td>73.5</td>
<td>16.6</td>
<td>14.3</td>
</tr>
<tr>
<td>I have a responsibility to contribute to something bigger than myself</td>
<td>62.6</td>
<td>25.1</td>
<td>23.5</td>
</tr>
<tr>
<td>I want to create a positive impact on the world around me</td>
<td>65.8</td>
<td>25.5</td>
<td>16.4</td>
</tr>
<tr>
<td>I am responsible to leave the world a better place than I found it</td>
<td>77.4</td>
<td>8.1</td>
<td>27.5</td>
</tr>
</tbody>
</table>
Responses indicate the youths’ impressions prior to participating, following their participation, and the amount of change associated with the experience. Data comparing responses from 2015, 2016 and 2017 is also available. Items which experienced greater than a 30-point increase in true/very true responses from pre to post are detailed below:

- I know how to take the first step towards reaching my potential (33.5%)
- I have a vision that I am passionate about (30.1%)
- It is important to get outside my comfort zone (30.5%)
- I am able to focus on solutions rather than problems (30.4%)
- What is within me is stronger than what is in my way (33.4%)
## TABLE 10. YOUTH PROGRAM PERFORMANCE

<table>
<thead>
<tr>
<th>Program Performance Mean Scores</th>
<th>Pre-program experience (information, communication)</th>
<th>Program activities</th>
<th>Safety</th>
<th>Logistics (lodging, food, transportation)</th>
<th>Overall experience</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Programs</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expedition Travel Program (n = 286)</td>
<td>7.3</td>
<td>8.8</td>
<td>9.4</td>
<td>8.8</td>
<td>9.3</td>
</tr>
<tr>
<td>Retreat Program (n = 45)</td>
<td>8.4</td>
<td>8.9</td>
<td>9.1</td>
<td>9.1</td>
<td>9.5</td>
</tr>
<tr>
<td>School (n = 7)</td>
<td>8.0</td>
<td>9.1</td>
<td>9.7</td>
<td>8.3</td>
<td>9.3</td>
</tr>
<tr>
<td>Total (N = 338)</td>
<td>7.5</td>
<td>8.9</td>
<td>9.3</td>
<td>8.9</td>
<td>9.3</td>
</tr>
</tbody>
</table>

| **Locations**                 |                                                      |                    |        |                                        |                   |
| Costa Rica (n = 121)          | 7.4                                                  | 8.9                | 9.4    | 8.7                                    | 9.1               |
| Peru Amazon (n = 26)          | 7.7                                                  | 9.2                | 9.3    | 9.4                                    | 9.7               |
| Peru Highlands (n = 10)       | 7.0                                                  | 8.1                | 8.5    | 8.9                                    | 8.8               |
| US Southwest (n = 36)         | 8.0                                                  | 9.0                | 9.5    | 9.4                                    | 9.7               |
| China (n = 18)                | 4.8                                                  | 7.9                | 8.7    | 7.3                                    | 8.1               |
| Cambodia (n = 10)             | 9.5                                                  | 9.6                | 9.9    | 9.1                                    | 9.8               |
| Eastern Europe (n = 6)        | 7.8                                                  | 8.7                | 9.7    | 8.2                                    | 9.2               |
| Cuba (n = 15)                 | 6.5                                                  | 8.1                | 9.3    | 8.1                                    | 9.1               |
| Ecuador (n = 23)              | 7.6                                                  | 9.0                | 9.5    | 8.8                                    | 9.6               |
| India (n = 9)                 | 8.0                                                  | 9.2                | 9.4    | 9.2                                    | 9.7               |
| Ghana (n = 5)                 | 8.6                                                  | 9.4                | 9.4    | 9.2                                    | 9.8               |
| Cape Code (n = 15)            | 8.1                                                  | 8.2                | 9.3    | 8.1                                    | 9.0               |
| Indiana Dunes (n = 30)        | 8.6                                                  | 9.3                | 8.9    | 9.6                                    | 9.8               |
| Nepal (n = 10)                | 5.3                                                  | 9.1                | 9.6    | 9.6                                    | 9.5               |
| Nicaragua (n = 5)             | 6.2                                                  | 9.2                | 10.0   | 9.4                                    | 9.8               |
| Total (N = 338)               | 7.48                                                 | 8.86               | 9.34   | 8.85                                   | 9.32              |

| **Length**                    |                                                      |                    |        |                                        |                   |
| 2-3 days (n = 45)             | 8.4                                                  | 8.9                | 9.1    | 9.1                                    | 9.5               |
| 4-6 days (n = 1)              | 8.0                                                  | 9.0                | 10.0   | 8.0                                    | 10.0              |
| 7-10 days (n = 208)           | 7.5                                                  | 8.9                | 9.5    | 8.8                                    | 9.3               |
| 11-14 days (n = 60)           | 7.9                                                  | 8.8                | 9.3    | 9.1                                    | 9.6               |
| 15-19 days (n = 25)           | 4.8                                                  | 8.2                | 9.0    | 8.0                                    | 8.5               |
| Total (N = 338)               | 7.5                                                  | 8.9                | 9.3    | 8.9                                    | 9.3               |
Table 12 details performance data that was calculated using a 0-10 score, 10 being high, 0 being low for categories including: preprogram communication, program activities, safety, logistics, and the overall experience.

Table 13 identifies leader performance data that was calculated using a 0-10 score, 10 being high, 0 being low for categories including: supporting the needs of participants, helping participants feel safe, organization, leading activities, and getting to know participants/friendliness.

TABLE 11. YOUTH LEADERS PERFORMANCE SCORES

<table>
<thead>
<tr>
<th>Leader Performance Scores</th>
<th>Supported the needs of participants</th>
<th>Helped participants feel safe and comfortable</th>
<th>Was well-organized</th>
<th>Led engaging activities and was fun</th>
<th>Took time to get to know participants and was friendly</th>
<th>Overall Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aimee</td>
<td>10.00</td>
<td>10.00</td>
<td>10.00</td>
<td>9.50</td>
<td>10.00</td>
<td><strong>9.90</strong></td>
</tr>
<tr>
<td>Alexa</td>
<td>9.67</td>
<td>9.92</td>
<td>9.83</td>
<td>10.00</td>
<td>9.92</td>
<td><strong>9.87</strong></td>
</tr>
<tr>
<td>Erin</td>
<td>9.89</td>
<td>9.95</td>
<td>9.68</td>
<td>9.79</td>
<td>10.00</td>
<td><strong>9.86</strong></td>
</tr>
<tr>
<td>Steph</td>
<td>9.89</td>
<td>10.00</td>
<td>9.74</td>
<td>9.74</td>
<td>9.89</td>
<td><strong>9.85</strong></td>
</tr>
<tr>
<td>Ryan</td>
<td>9.78</td>
<td>10.00</td>
<td>9.67</td>
<td>9.78</td>
<td>9.78</td>
<td><strong>9.80</strong></td>
</tr>
<tr>
<td>Todd</td>
<td>9.89</td>
<td>10.00</td>
<td>9.78</td>
<td>9.67</td>
<td>9.56</td>
<td><strong>9.78</strong></td>
</tr>
<tr>
<td>Max</td>
<td>9.88</td>
<td>10.00</td>
<td>9.50</td>
<td>9.25</td>
<td>9.88</td>
<td><strong>9.70</strong></td>
</tr>
<tr>
<td>Cricket</td>
<td>9.40</td>
<td>9.60</td>
<td>9.80</td>
<td>9.60</td>
<td>10.00</td>
<td><strong>9.68</strong></td>
</tr>
<tr>
<td>Rachel</td>
<td>9.65</td>
<td>9.70</td>
<td>9.74</td>
<td>9.43</td>
<td>9.52</td>
<td><strong>9.61</strong></td>
</tr>
<tr>
<td>Kyle</td>
<td>9.33</td>
<td>9.83</td>
<td>9.17</td>
<td>9.50</td>
<td>10.00</td>
<td><strong>9.57</strong></td>
</tr>
<tr>
<td>Julia B.</td>
<td>9.22</td>
<td>9.22</td>
<td>9.00</td>
<td>8.67</td>
<td>9.33</td>
<td><strong>9.09</strong></td>
</tr>
<tr>
<td>Amy</td>
<td>9.20</td>
<td>9.50</td>
<td>9.10</td>
<td>9.00</td>
<td>9.30</td>
<td><strong>9.22</strong></td>
</tr>
<tr>
<td>Alex</td>
<td>9.45</td>
<td>9.18</td>
<td>9.55</td>
<td>9.27</td>
<td>8.64</td>
<td><strong>9.22</strong></td>
</tr>
<tr>
<td>Austin</td>
<td>8.30</td>
<td>8.40</td>
<td>8.70</td>
<td>7.78</td>
<td>8.30</td>
<td><strong>8.30</strong></td>
</tr>
<tr>
<td>Cindy</td>
<td>7.17</td>
<td>7.11</td>
<td>7.11</td>
<td>6.33</td>
<td>7.44</td>
<td><strong>7.03</strong></td>
</tr>
<tr>
<td>Overall</td>
<td><strong>9.72</strong></td>
<td><strong>9.83</strong></td>
<td><strong>9.63</strong></td>
<td><strong>9.59</strong></td>
<td><strong>9.81</strong></td>
<td><strong>9.72</strong></td>
</tr>
</tbody>
</table>
FINDINGS: NB YOUTH SCHOLARSHIP PROGRAMS

DESCRIPTION OF THE SAMPLE

211 individuals completed the evaluation regarding their NB Youth Scholarship program. Of those who provided demographic information 55% were female and 41% were White. Average age of participants was 15 years old (see Table 12).

<table>
<thead>
<tr>
<th>Age</th>
<th>Female</th>
<th>Male</th>
<th>Other</th>
<th>White</th>
<th>Hispanic or Latino</th>
<th>Black or African American</th>
<th>Other</th>
<th>Asian</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.14</td>
<td>116 (54.5%)</td>
<td>93 (43.7%)</td>
<td>2 (.9%)</td>
<td>85 (40.5%)</td>
<td>70 (33.3%)</td>
<td>28 (13.3%)</td>
<td>20 (9.5%)</td>
<td>7 (3.3%)</td>
</tr>
</tbody>
</table>

TRAVEL EXPOSURE

NB Youth Scholarship participants were also asked about the number of different states they have lived in (mean = 1.58), how many states they had traveled to but not lived in (mean = 12.8), and how many different trips they had taken to other countries (mean = 8.02).

NET PROMOTER SCORE

Using a 0-10 scale participants were asked how likely they would recommend a NB Youth Scholarship program to a friend or colleague. Those who score 9-10 are considered promoters, those who score 7-8 are passive, and those scoring 6 or below are considered detractors. Subtracting detractors from promoters yields a net promoter scores (NPS). A NPS of 37.9 is good.

<table>
<thead>
<tr>
<th>Program</th>
<th>% Promoters</th>
<th>% Detractors</th>
<th>Net Promoter Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning AFAR</td>
<td>74.7</td>
<td>14.7</td>
<td>60</td>
</tr>
<tr>
<td>Leading the Way</td>
<td>84.2</td>
<td>0</td>
<td>84.2</td>
</tr>
<tr>
<td>Children of the Fallen</td>
<td>83.3</td>
<td>0</td>
<td>83.3</td>
</tr>
<tr>
<td>NPS Climate Change Response Program</td>
<td>84.4</td>
<td>2.2</td>
<td>82.2</td>
</tr>
<tr>
<td>9th Grade ICE Retreat</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
</tbody>
</table>
PROGRAM OUTCOMES

All measures employed a 1- to 5-response scale with higher scores signifying greater achievement. Mean scores were calculated for all measures.

TABLE 14. YOUTH SCHOLARSHIP OUTCOMES

<table>
<thead>
<tr>
<th>Measure</th>
<th>Mean</th>
<th>Change</th>
<th>2017 Effect Size - r</th>
<th>2016 Effect Sizes</th>
<th>2015 Effect Sizes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre</td>
<td>3.23</td>
<td>0.67</td>
<td>0.65</td>
<td>0.77</td>
<td>0.84</td>
</tr>
<tr>
<td>Post</td>
<td>3.90</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reach</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre</td>
<td>4.00</td>
<td>0.57</td>
<td>0.61</td>
<td>0.69</td>
<td>0.73</td>
</tr>
<tr>
<td>Post</td>
<td>4.57</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pioneer</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre</td>
<td>3.34</td>
<td>0.63</td>
<td>0.61</td>
<td>0.74</td>
<td>0.86</td>
</tr>
<tr>
<td>Post</td>
<td>3.97</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rope Team</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre</td>
<td>3.66</td>
<td>0.71</td>
<td>0.61</td>
<td>0.70</td>
<td>0.80</td>
</tr>
<tr>
<td>Post</td>
<td>4.37</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alchemy</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre</td>
<td>3.32</td>
<td>0.76</td>
<td>0.67</td>
<td>0.78</td>
<td>0.82</td>
</tr>
<tr>
<td>Post</td>
<td>4.08</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre</td>
<td>3.82</td>
<td>0.60</td>
<td>0.66</td>
<td>0.74</td>
<td>---</td>
</tr>
<tr>
<td>Post</td>
<td>4.41</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elevate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre</td>
<td>3.92</td>
<td>0.56</td>
<td>0.59</td>
<td>0.69</td>
<td>0.80</td>
</tr>
<tr>
<td>Post</td>
<td>4.48</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*All changes significant at the .001 level except for 9th Grade ICE Participants who only saw significant change on Summits and Elevate Elements

Pre-post changes for all* measures were statistically and practically significant. Statistical significance means < 5% chance exists that the observed difference between pre- and post-scores is due to random chance as is measured by *p*-values. Practical significance is measured by calculating an effect size which calculates the difference observed between two groups, in this case pre and post test scores, independent of sample size which influences calculations of statistical significance.

**The general rule of thumb when interpreting effect size is as follows: small ≥ .10, medium ≥ .30, large ≥ .50 (Cohen, 1988).** Due to the fact that comparative analyses produced large effect sizes we can confidently report participants experienced significant and meaningful growth.
This table illustrates the amount of change from pretest to post test for each NB Life Element within each program.

**TABLE 15. YOUTH SCHOLARSHIP OUTCOMES PER PROGRAM**

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Vision</th>
<th>Reach</th>
<th>Pioneer</th>
<th>Rope</th>
<th>Alchemy</th>
<th>Summits</th>
<th>Elevate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning AFAR</td>
<td>1.09</td>
<td>0.89</td>
<td>0.94</td>
<td>1.08</td>
<td>1.06</td>
<td>0.78</td>
<td>0.68</td>
</tr>
<tr>
<td>Leading the Way</td>
<td>0.67</td>
<td>0.57</td>
<td>0.46</td>
<td>0.65</td>
<td>0.65</td>
<td>0.51</td>
<td>0.53</td>
</tr>
<tr>
<td>Children of the Fallen</td>
<td>0.94</td>
<td>0.72</td>
<td>1.11</td>
<td>1.13</td>
<td>1.07</td>
<td>1.13</td>
<td>1.13</td>
</tr>
<tr>
<td>NPS Climate Change</td>
<td>0.71</td>
<td>0.58</td>
<td>0.79</td>
<td>0.76</td>
<td>1.07</td>
<td>0.71</td>
<td>0.67</td>
</tr>
<tr>
<td>9th Grade ICE Retreat</td>
<td>0.01</td>
<td>0.06</td>
<td>-0.01</td>
<td>0.06</td>
<td>0.01</td>
<td>0.13</td>
<td>0.16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>0.67</td>
<td>0.57</td>
<td>0.63</td>
<td>0.71</td>
<td>0.76</td>
<td>0.60</td>
<td>0.56</td>
</tr>
</tbody>
</table>
Frequency of responses to each question measuring the NB Life Framework were also recorded in the associated table for respondents who answered true or very true to each question.

<table>
<thead>
<tr>
<th>Items</th>
<th>% True/Very True</th>
<th>2016 Change</th>
<th>2015 Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision: Imagine your potential and define a purpose that inspires.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know how to take the first step towards reaching my potential</td>
<td>35.3</td>
<td>0</td>
<td>29.7</td>
</tr>
<tr>
<td>I know what I want to do with my life</td>
<td>0</td>
<td>0</td>
<td>20.8</td>
</tr>
<tr>
<td>I have a clear vision of who I am</td>
<td>44.7</td>
<td>0</td>
<td>21.0</td>
</tr>
<tr>
<td>I have a vision that I am passionate about</td>
<td>42.8</td>
<td>0</td>
<td>33.1</td>
</tr>
<tr>
<td><strong>Reach: Move beyond your comfort zone.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to grow as a person</td>
<td>74.8</td>
<td>0</td>
<td>18.7</td>
</tr>
<tr>
<td>I want to reach for my potential</td>
<td>78.1</td>
<td>0</td>
<td>14.5</td>
</tr>
<tr>
<td>It is important to continually reach for my goals</td>
<td>74.4</td>
<td>0</td>
<td>23.7</td>
</tr>
<tr>
<td>It is important to get outside my comfort zone</td>
<td>51.9</td>
<td>0</td>
<td>36.0</td>
</tr>
<tr>
<td><strong>Pioneer: Explore and innovate to discover new ideas.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am able to focus on solutions rather than problems</td>
<td>40.2</td>
<td>0</td>
<td>29.9</td>
</tr>
<tr>
<td>I know how to creatively solve problems</td>
<td>45.1</td>
<td>0</td>
<td>29.8</td>
</tr>
<tr>
<td>When faced with an obstacle, I find creative ways to overcome it</td>
<td>44.9</td>
<td>0</td>
<td>27.9</td>
</tr>
<tr>
<td><strong>Rope Team: Act with awareness of your interconnection to others.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I see value in working with others</td>
<td>61.9</td>
<td>0</td>
<td>23.2</td>
</tr>
<tr>
<td>I feel it is important to be connected with people</td>
<td>64.0</td>
<td>0</td>
<td>25.4</td>
</tr>
<tr>
<td>Collaboration contributes to success</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Being part of a team makes me a stronger individual</td>
<td>52.1</td>
<td>0</td>
<td>26.6</td>
</tr>
<tr>
<td><strong>Alchemy: Harness adversity and life experiences into optimism.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am not afraid of failure</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>I face my challenges with a positive attitude</td>
<td>38.8</td>
<td>0</td>
<td>29.6</td>
</tr>
<tr>
<td>I understand what it means to harness adversity</td>
<td>42.9</td>
<td>0</td>
<td>28.6</td>
</tr>
<tr>
<td>What is within me is stronger than what is in my way</td>
<td>50.5</td>
<td>0</td>
<td>31.0</td>
</tr>
<tr>
<td><strong>Summits: Learning throughout the journey</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It is important to me that I learn from my experiences</td>
<td>73.8</td>
<td>0</td>
<td>16.0</td>
</tr>
<tr>
<td>I reflect on my experiences in order to grow</td>
<td>62.4</td>
<td>0</td>
<td>23.6</td>
</tr>
</tbody>
</table>
I can identify specific things I have learned as a result of my experiences

<table>
<thead>
<tr>
<th></th>
<th>Pre-test</th>
<th>Post-test</th>
<th>Change</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I can identify specific things I have learned as a result of my experiences</td>
<td>54.2</td>
<td>81.9</td>
<td>27.70</td>
<td>44.40</td>
</tr>
<tr>
<td>I know how to use the lessons I learn in life</td>
<td>60.7</td>
<td>84.7</td>
<td>24.00</td>
<td>28.20</td>
</tr>
</tbody>
</table>

**Elevate: Contribute your best to the world as a leader who serves.**

<table>
<thead>
<tr>
<th></th>
<th>Pre-test</th>
<th>Post-test</th>
<th>Change</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I want to make a difference</td>
<td>71.0</td>
<td>89.4</td>
<td>18.40</td>
<td>14.50</td>
</tr>
<tr>
<td>I have a responsibility to contribute to something bigger than myself</td>
<td>75.2</td>
<td>85.6</td>
<td>10.40</td>
<td>28.10</td>
</tr>
<tr>
<td>I want to create a positive impact on the world around me</td>
<td>57.0</td>
<td>90.2</td>
<td>33.20</td>
<td>25.40</td>
</tr>
<tr>
<td>I am responsible to leave the world a better place than I found it</td>
<td>60.7</td>
<td>80.6</td>
<td>19.90</td>
<td>34.50</td>
</tr>
</tbody>
</table>

The following items recorded over a 30% change from pre-test to post-test.
- I have a vision that I am passionate about (33%)
- It is important to get outside my comfort zone (36%)
- What is within me is stronger than what is in my way (31%)
- I want to create a positive impact on the world around me (33%)

**PROGRAM AND LEADER PERFORMANCE**

Performance data was calculated using a 0-10 score, 10 being high, 0 being low for categories including: preprogram communication, program activities, safety, logistics, and the overall experience.

**TABLE 16. YOUTH SCHOLARSHIP PROGRAM PERFORMANCE**

<table>
<thead>
<tr>
<th>Program Performance Mean Scores</th>
<th>Learning AFAR</th>
<th>Leading the Way</th>
<th>Children of the Fallen</th>
<th>NPS Climate Change</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-program experience (information, communication)</td>
<td>7.99</td>
<td>8.47</td>
<td>7.41</td>
<td>8.44</td>
<td>8.12</td>
</tr>
<tr>
<td>Program activities</td>
<td>8.97</td>
<td>9.21</td>
<td>8.82</td>
<td>8.91</td>
<td>8.97</td>
</tr>
<tr>
<td>Logistics (lodging, food, transportation)</td>
<td>8.92</td>
<td>9.68</td>
<td>9.12</td>
<td>9.11</td>
<td>9.09</td>
</tr>
</tbody>
</table>
Leader performance data was calculated using a 0-10 score, 10 being high, 0 being low for categories including: supporting the needs of participants, helping participants feel safe, organization, leading activities, and getting to know participants/friendliness.

<table>
<thead>
<tr>
<th>Program Performance Mean Scores</th>
<th>Supported the needs of participants</th>
<th>Helped participants feel safe and comfortable</th>
<th>Were well-organized</th>
<th>Led engaging activities and was fun</th>
<th>Took time to get to know participants and was friendly</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Programs</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leading the Way</td>
<td>9.89</td>
<td>9.97</td>
<td>9.71</td>
<td>9.76</td>
<td>9.95</td>
</tr>
<tr>
<td>Children of the Fallen</td>
<td>9.60</td>
<td>9.83</td>
<td>9.50</td>
<td>9.43</td>
<td>9.90</td>
</tr>
<tr>
<td>NPS Climate Change</td>
<td>9.43</td>
<td>9.51</td>
<td>9.54</td>
<td>9.56</td>
<td>9.42</td>
</tr>
</tbody>
</table>
FINDINGS: NB WARRIORS

DESCRIPTION OF THE SAMPLE

117 individuals completed the evaluation regarding their NB Warriors programs. Of those who provided demographic information 66% were male and 74% were White. Average age of participants was 40 years old (see Table 18). Participants reported their community of origin as: 42% from urban areas, 30% suburban, 9% rural fringe, and 20% from rural distant. Table 19 provides a breakdown of participants by program.

<table>
<thead>
<tr>
<th>TABLE 18. WARRIORS SAMPLE DEMOGRAPHICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
</tr>
<tr>
<td>39.89</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TABLE 19. WARRIORS PARTICIPANTS BY PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants by Program</td>
</tr>
<tr>
<td>Gila Wilderness 5/6/17</td>
</tr>
<tr>
<td>Gila Wilderness 5/13/17</td>
</tr>
<tr>
<td>Educo 6/8/17</td>
</tr>
<tr>
<td>Colorado 7 Day 6/24/17</td>
</tr>
<tr>
<td>Educo 7/6/17</td>
</tr>
<tr>
<td>TMF Survivor 7/21/17</td>
</tr>
<tr>
<td>Colorado 5 Day 7/28/17</td>
</tr>
<tr>
<td>Raytheon Wyoming 8/16/17</td>
</tr>
<tr>
<td>W2S Alaska 9/6/17</td>
</tr>
<tr>
<td>Rise Broadband 9/23/17</td>
</tr>
<tr>
<td>Gila Wilderness 10/7/17</td>
</tr>
<tr>
<td>Gila Wilderness 10/14/17</td>
</tr>
</tbody>
</table>

NET PROMOTER SCORE

Using a 0-10 scale, participants were asked how likely they would recommend NB Warrior program to a friend or colleague. Those who score 9-10 are considered promoters, those who score 7-8 are passive, and those scoring 6 or below are considered detractors. Subtracting detractors from promoters yields a net promoter scores (NPS). For comparison purposes the Warriors Net Promoter score in 2015 was 76.9 and in 2016 it was 97.2.

<table>
<thead>
<tr>
<th>TABLE 20. WARRIORS NET PROMOTER SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Promoters</td>
</tr>
<tr>
<td>90.5</td>
</tr>
</tbody>
</table>

Promoters - Detractors = NPS
PROGRAM OUTCOMES

All measures employed a 1- to 5-response scale with higher scores signifying greater achievement. Mean scores were calculated for all measures. Growth was statistically significant for all measures.

### TABLE 21. WARRIORS PROGRAM OUTCOMES

<table>
<thead>
<tr>
<th>Measure</th>
<th>Mean</th>
<th>Change</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision</td>
<td>Pre</td>
<td>3.15</td>
<td>1.16</td>
<td>0.80</td>
<td>0.81</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reach</td>
<td>Pre</td>
<td>3.51</td>
<td>1.24</td>
<td>0.78</td>
<td>0.74</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.76</td>
<td></td>
<td></td>
<td>0.77</td>
</tr>
<tr>
<td>Pioneer</td>
<td>Pre</td>
<td>3.19</td>
<td>0.97</td>
<td>0.73</td>
<td>0.70</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.16</td>
<td></td>
<td></td>
<td>0.72</td>
</tr>
<tr>
<td>Rope Team</td>
<td>Pre</td>
<td>3.20</td>
<td>1.30</td>
<td>0.75</td>
<td>0.73</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.50</td>
<td></td>
<td></td>
<td>0.75</td>
</tr>
<tr>
<td>Alchemy</td>
<td>Pre</td>
<td>3.08</td>
<td>1.25</td>
<td>0.79</td>
<td>0.76</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.33</td>
<td></td>
<td></td>
<td>0.78</td>
</tr>
<tr>
<td>Summits*</td>
<td>Pre</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>0.67</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>---</td>
<td></td>
<td></td>
<td>---</td>
</tr>
<tr>
<td>Elevate</td>
<td>Pre</td>
<td>3.62</td>
<td>1.05</td>
<td>0.76</td>
<td>0.68</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td>4.67</td>
<td></td>
<td></td>
<td>0.72</td>
</tr>
</tbody>
</table>

All changes significant at the .001 level

*The Summits section was unfortunately not included in the paper questionnaires for these participants.

Pre-post changes for all measures were statistically and practically significant. Statistical significance means < 5% chance exists that the observed difference between pre- and post-scores is due to random chance as is measured by \( p \)-values. Practical significance is measured by calculating an effect size which calculates the difference observed between two groups, in this case pre and post test scores, independent of sample size which influences calculations of statistical significance.

The general rule of thumb when interpreting effect size is as follows: small ≥ .10, medium ≥ .30, large ≥ .50 (Cohen, 1988). Due to the fact that comparative analyses produced large effect sizes we can confidently report participants experienced significant and meaningful growth.
Frequency of responses to each question measuring the NB Life Framework were also recorded for the percentage of respondents who answered true or very true to each question.

<table>
<thead>
<tr>
<th>Items</th>
<th>% True/Very True</th>
<th>2016 Change</th>
<th>2015 Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision: Imagine your potential and define a purpose that inspires.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know how to take the first step towards reaching my potential</td>
<td>35.6</td>
<td>55.9</td>
<td>57.4</td>
</tr>
<tr>
<td>I know what I want to do with my life</td>
<td>---</td>
<td>44.4</td>
<td>47.8</td>
</tr>
<tr>
<td>I have a clear vision of who I am</td>
<td>35.6</td>
<td>46.6</td>
<td>45.4</td>
</tr>
<tr>
<td>I have a vision that I am passionate about</td>
<td>41.5</td>
<td>44.1</td>
<td>44.4</td>
</tr>
<tr>
<td><strong>Reach: Move beyond your comfort zone.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to grow as a person</td>
<td>54.2</td>
<td>43.3</td>
<td>39.8</td>
</tr>
<tr>
<td>I want to reach for my potential</td>
<td>55.1</td>
<td>41.5</td>
<td>44.4</td>
</tr>
<tr>
<td>It is important to continually reach for my goals</td>
<td>55.1</td>
<td>42.4</td>
<td>44.4</td>
</tr>
<tr>
<td>It is important to get outside my comfort zone</td>
<td>38.1</td>
<td>56.0</td>
<td>53.7</td>
</tr>
<tr>
<td><strong>Pioneer: Explore and innovate to discover new ideas.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am able to focus on solutions rather than problems</td>
<td>31.6</td>
<td>51.5</td>
<td>43.2</td>
</tr>
<tr>
<td>I know how to creatively solve problems</td>
<td>43.2</td>
<td>43.2</td>
<td>36.3</td>
</tr>
<tr>
<td>When faced with an obstacle, I find creative ways to overcome it</td>
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<td>41.5</td>
<td>37.3</td>
</tr>
<tr>
<td><strong>Rope Team: Act with awareness of your interconnection to others.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I see value in working with others</td>
<td>40.7</td>
<td>50.8</td>
<td>45.1</td>
</tr>
<tr>
<td>I feel it is important to be connected with people</td>
<td>38.1</td>
<td>49.2</td>
<td>51</td>
</tr>
<tr>
<td>Collaboration contributes to success</td>
<td>---</td>
<td>---</td>
<td>46</td>
</tr>
<tr>
<td>Being part of a team makes me a stronger individual</td>
<td>39.8</td>
<td>52.6</td>
<td>52</td>
</tr>
<tr>
<td><strong>Alchemy: Harness adversity and life experiences into optimism.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am not afraid of failure</td>
<td>---</td>
<td>---</td>
<td>40.2</td>
</tr>
<tr>
<td>I face my challenges with a positive attitude</td>
<td>39</td>
<td>39.8</td>
<td>43.2</td>
</tr>
<tr>
<td>I understand what it means to harness adversity</td>
<td>37.3</td>
<td>44.9</td>
<td>53</td>
</tr>
<tr>
<td>What is within me is stronger than what is in my way</td>
<td>29.7</td>
<td>66.0</td>
<td>66.6</td>
</tr>
<tr>
<td><strong>Summits: Learning throughout the journey</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It is important to me that I learn from my experiences</td>
<td>---</td>
<td>---</td>
<td>29</td>
</tr>
<tr>
<td>I reflect on my experiences in order to grow</td>
<td>---</td>
<td>---</td>
<td>37.7</td>
</tr>
<tr>
<td>I can identify specific things I have learned as a result of my experiences</td>
<td>---</td>
<td>---</td>
<td>46.4</td>
</tr>
<tr>
<td>I know how to use the lessons I learn in life</td>
<td>---</td>
<td>---</td>
<td>47.9</td>
</tr>
<tr>
<td><strong>Elevate: Contribute your best to the world as a leader who serves.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to make a difference</td>
<td>52.5</td>
<td>39.9</td>
<td>36.3</td>
</tr>
<tr>
<td>I have a responsibility to contribute to something bigger than myself</td>
<td>55.9</td>
<td>34.8</td>
<td>38.3</td>
</tr>
<tr>
<td>I want to create a positive impact on the world around me</td>
<td>58.5</td>
<td>33.9</td>
<td>38.2</td>
</tr>
<tr>
<td>I am responsible to leave the world a better place than I found it</td>
<td>59.3</td>
<td>33.9</td>
<td>37.3</td>
</tr>
</tbody>
</table>
Answers include individuals' impressions prior to participating, following their participation, and the amount of change associated with the experience. Percentage of change from 2015 and 2016 is also provided for comparison purposes. Impressively, all items demonstrated a greater than 30% increase from pretest to post test.

**PROGRAM AND LEADER PERFORMANCE**

The following data represents average scores for performance items on 1-10 scale.

**TABLE 23. WARRIORS PROGRAM PERFORMANCE**

<table>
<thead>
<tr>
<th>Program Performance Mean Scores</th>
<th>Pre-expedition experience</th>
<th>Expedition</th>
<th>Safety</th>
<th>Logistic Performance (Lodging, Food, Transportation)</th>
<th>Physical challenge</th>
<th>Overall experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gila Wilderness 5/6/17</td>
<td>8.75</td>
<td>8.75</td>
<td>7.37</td>
<td>8.38</td>
<td>8.13</td>
<td>8.88</td>
</tr>
<tr>
<td>Gila Wilderness 5/13/17</td>
<td>9.1</td>
<td>9.9</td>
<td>9.8</td>
<td>9.6</td>
<td>9.0</td>
<td>9.8</td>
</tr>
<tr>
<td>Educo 6/8/17</td>
<td>8.6</td>
<td>9.6</td>
<td>9.8</td>
<td>7.4</td>
<td>9.6</td>
<td>9.5</td>
</tr>
<tr>
<td>Colorado 7 Day 6/24/17</td>
<td>7.6</td>
<td>9.7</td>
<td>10.0</td>
<td>9.6</td>
<td>8.9</td>
<td>9.7</td>
</tr>
<tr>
<td>Educo 7/6/17</td>
<td>9.1</td>
<td>9.1</td>
<td>10.0</td>
<td>8.3</td>
<td>6.6</td>
<td>9.0</td>
</tr>
<tr>
<td>TMF Survivor 7/21/17</td>
<td>7.9</td>
<td>9.5</td>
<td>9.9</td>
<td>8.9</td>
<td>9.8</td>
<td>9.2</td>
</tr>
<tr>
<td>Colorado 5 Day 7/28/17</td>
<td>7.5</td>
<td>9.8</td>
<td>9.8</td>
<td>9.6</td>
<td>9.9</td>
<td>9.6</td>
</tr>
<tr>
<td>Raytheon Wyoming 8/16/17</td>
<td>9.5</td>
<td>9.8</td>
<td>9.5</td>
<td>10.0</td>
<td>10.0</td>
<td>10.0</td>
</tr>
<tr>
<td>W2S Alaska 9/6/17</td>
<td>9.8</td>
<td>9.4</td>
<td>9.7</td>
<td>9.7</td>
<td>9.7</td>
<td>9.8</td>
</tr>
<tr>
<td>Rise Broadband 9/23/17</td>
<td>8.6</td>
<td>9.2</td>
<td>9.8</td>
<td>9.1</td>
<td>8.0</td>
<td>9.7</td>
</tr>
<tr>
<td>Gila Wilderness 10/7/17</td>
<td>9.2</td>
<td>10.0</td>
<td>9.6</td>
<td>10.0</td>
<td>9.6</td>
<td>10.0</td>
</tr>
<tr>
<td>Gila Wilderness 10/14/17</td>
<td>9.8</td>
<td>9.8</td>
<td>10.0</td>
<td>9.8</td>
<td>9.3</td>
<td>9.8</td>
</tr>
<tr>
<td><strong>All Groups</strong></td>
<td><strong>8.68</strong></td>
<td><strong>9.52</strong></td>
<td><strong>9.54</strong></td>
<td><strong>9.07</strong></td>
<td><strong>9.05</strong></td>
<td><strong>9.55</strong></td>
</tr>
</tbody>
</table>

Average scores were high for all program elements. Participants were asked to comment on any element they rated with a score less than 5:

- **This was an amazing trip. I was able to bond with strangers and open up. This does not come naturally to me. I have no complaints at all. The team was amazing.**
- **Only reason this is lower is because more information about the expedition could have changed it.**
- **My walking pace is just faster than others.**
• In the words of Katy 'I don't believe you'.

• The rock climbing challenge had some unsafe moments. Scaling the rock to do the adventure challenge required waking along some dangerous dropoffs. I don't feel like all disabilities were fairly accommodated in the challenge.

• Better lodging, water at site.

• Process not 100% clear, didn't impact the quality of the trip, but I thought more info could have been offered in terms of logistics (flight info, how many calls were there supposed to be, packing list was not for women/not mission specific, itinerary was off). Understand that things change but let participants know what changes might come up.

• Daily trail mileage was best suited for those with little to no experience in moderate to poor physical condition. During the expedition process, the program was advertised as 'strenuous'. In retrospective, I understand how subjective this can be.

• Amazing Expereince!!

• There was not much communication.

• solar system down no power, no water

• water

• When they wanted to know in depth my exercise regimen, it made it seem like it was going to be harder than it was. Some people in the group didn't exercise at all, minus the heat being a factor. I would have liked a longer hike, more than the leisurely walk.

• Lodging issues.

• I feel the communication could have been better. I know things happen but it seemed everything was set late.

• pre-expedition, some sort of suggested training program would have helped the physical aspect.

• I feel that the selection process was lacking in communication and information on how people are selected. I brought most of my own gear, and having a more thorough conversation would have been nice.

• Safety - due to threatening confrontation veteran who tried to fight me and made a threatening remark - he is also a hot head, prone to severe anger outbursts. He has started problems with another person. He is a liability, and I believe my safety is at a high risk with him in the program.
## TABLE 24. WARRIORS PROGRAM LEADERS’ PERFORMANCE

<table>
<thead>
<tr>
<th>Program Performance Mean Scores</th>
<th>Knowledgeable about participants’ needs</th>
<th>Helped participants feel safe and comfortable</th>
<th>Professionalism</th>
<th>Built strong relationships with participants</th>
<th>Was well-organized</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gila Wilderness 5/6/17</td>
<td>8.1</td>
<td>8.9</td>
<td>9.1</td>
<td>9.3</td>
<td>9.3</td>
</tr>
<tr>
<td>Gila Wilderness 5/13/17</td>
<td>9.3</td>
<td>9.9</td>
<td>9.9</td>
<td>9.8</td>
<td>9.8</td>
</tr>
<tr>
<td>Educo 6/8/17</td>
<td>9.3</td>
<td>9.6</td>
<td>9.8</td>
<td>9.8</td>
<td>9.3</td>
</tr>
<tr>
<td>Colorado 7 Day 6/24/17</td>
<td>8.6</td>
<td>9.6</td>
<td>10.0</td>
<td>9.4</td>
<td>9.8</td>
</tr>
<tr>
<td>Educo 7/6/17</td>
<td>8.6</td>
<td>9.6</td>
<td>10.0</td>
<td>9.4</td>
<td>9.8</td>
</tr>
<tr>
<td>TMF Survivor 7/21/17</td>
<td>9.3</td>
<td>9.7</td>
<td>9.7</td>
<td>9.5</td>
<td>9.2</td>
</tr>
<tr>
<td>Colorado 5 Day 7/28/17</td>
<td>9.5</td>
<td>9.8</td>
<td>9.8</td>
<td>9.8</td>
<td>9.8</td>
</tr>
<tr>
<td>Raytheon Wyoming 8/16/17</td>
<td>9.2</td>
<td>9.7</td>
<td>8.9</td>
<td>8.7</td>
<td>10.0</td>
</tr>
<tr>
<td>W2S Alaska 9/6/17</td>
<td>9.6</td>
<td>9.9</td>
<td>9.5</td>
<td>9.8</td>
<td>9.6</td>
</tr>
<tr>
<td>Rise Broadband 9/23/17</td>
<td>9.7</td>
<td>9.6</td>
<td>9.9</td>
<td>9.6</td>
<td>9.6</td>
</tr>
<tr>
<td>Gila Wilderness 10/7/17</td>
<td>9.4</td>
<td>9.8</td>
<td>10.0</td>
<td>10.0</td>
<td>9.8</td>
</tr>
<tr>
<td>Gila Wilderness 10/14/17</td>
<td>9.5</td>
<td>10.0</td>
<td>9.5</td>
<td>9.8</td>
<td>9.5</td>
</tr>
<tr>
<td>All Groups</td>
<td>9.3</td>
<td>9.7</td>
<td>9.6</td>
<td>9.5</td>
<td>9.5</td>
</tr>
</tbody>
</table>

Participants were asked to comment on any element they rated with a score less than 5:

- Too many secret meetings! Share. Problem? Solve it as a group. Veterans have more skills than your outfitters.

- When I was told that one of the female EL’s was a veteran, I was excited. When I got here, and on the expedition, she was pretty condescending and anti social. I found myself struggling one night and all she met me with was attitude, rudeness, harsh words, and telling me she didn’t believe me.

- I did not get the impression the leaders knew about our specific needs, such as the triggers listed on the application in phase 1. They however did help when needed, I would have to explain why I was having anxiety attacks. Not a negative, just feel like they didn’t read participant dossiers.

- I do not think they understood some of the physical challenges some participants had prior to signing up.
• On trek and down time, a lot of talk about self with other guides and not as much interaction with participants. For some reason at times it reminded me of being at the grocery store when cashiers talk to each other and not customer.

• I needed a little more contact and knowledge before going in to the trip.

• No way! If someone complains, I'll kick their ass.

• I would have rated higher, but I had to average them out based on all three.

• In certain situations 1 leader would take things personal and then show attitude towards individuals, making others feel uncomfortable. I felt like I did not build any relationships with any of the leaders except for Hip. The others seemed to avoid me in conversation.

• Camping hiking lessons needed. More info prior to activities. Curriculum seemed sporadic.

• I really enjoyed the trip. I feel the division of group gear needs to be better. Some carried much more than others.
FINDINGS: FESTIVALS AND EVENTS

SUMMIT - DESCRIPTION OF THE SAMPLE

148 individuals completed the online evaluation regarding their experience at the 2017 Summit. Of those who provided demographic information 64% were female, 80% were White and the average age of participants was 43 years old.

Participants reported their community of origin as: 35% from urban areas, 37% suburban, 13% rural fringe, and 14% from rural distant (see Table 2).

<table>
<thead>
<tr>
<th>TABLE 25. SUMMIT DEMOGRAPHICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
</tr>
<tr>
<td>-----</td>
</tr>
<tr>
<td>43.08</td>
</tr>
</tbody>
</table>

SUMMIT - NET PROMOTER SCORE

This year’s Summit NPS was 82.7, which is slightly higher than last year’s NPS. Both this year’s and last year’s scores are considered exceptional. Scoring NPS: Using a 0-10 scale participants were asked how likely they would recommend the summit to a friend or colleague. Those who score 9-10 are considered promoters, those who score 7-8 are passive, and those scoring 6 or below are considered detractors. Subtracting detractors from promoters yields a net promoter score (NPS). Participants were also asked to explain the reason for the ranking they provided. These open-ended responses are included in an appendix at the end of this report along with responses to other open-ended questions.

<table>
<thead>
<tr>
<th>TABLE 26. SUMMIT NPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Promoters</td>
</tr>
<tr>
<td>88.1</td>
</tr>
</tbody>
</table>

Promoters - Detractors = NPS

SUMMIT - IMPORTANCE/PERFORMANCE AND SERVICE EFFICIENCY

Importance/performance data can also be observed in terms of service efficiency, which is calculated by subtracting importance from performance scores. High negative scores indicate that performance is higher than importance, potentially suggesting that resources could be allocated away from this area to other areas more highly valued by participants. High positive scores indicate importance has been scored higher than performance suggesting areas potentially needing additional attention. Scores near zero indicate close similarity between how important a given category was rated and how well it was performed. Service efficiency scores near zero mean that the right amount of performance was provided based on how important or unimportant
a category was to participants. Quality of food and access to information continue to be areas needing attention. The No Barriers University and the Community Concert had the largest disparities between performance and importance.

<table>
<thead>
<tr>
<th>Logistical Elements</th>
<th>Importance</th>
<th>Performance</th>
<th>Service Efficiency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ease of registration/forms</td>
<td>7.66</td>
<td>8.13</td>
<td>-0.47</td>
</tr>
<tr>
<td>Transportation</td>
<td>8.13</td>
<td>8.10</td>
<td>0.03</td>
</tr>
<tr>
<td>Lodging</td>
<td>8.58</td>
<td>9.15</td>
<td>-0.57</td>
</tr>
<tr>
<td>Quality of Food</td>
<td>8.26</td>
<td>7.67</td>
<td>0.59</td>
</tr>
<tr>
<td>Location/destination</td>
<td>8.98</td>
<td>9.49</td>
<td>-0.51</td>
</tr>
<tr>
<td>Opening &amp; Closing Ceremony</td>
<td>8.64</td>
<td>9.12</td>
<td>-0.48</td>
</tr>
<tr>
<td>No Barriers University</td>
<td>7.37</td>
<td>8.63</td>
<td>-1.26</td>
</tr>
<tr>
<td>Sense of community among fellow participants</td>
<td>9.41</td>
<td>9.21</td>
<td>0.20</td>
</tr>
<tr>
<td>Community Concert</td>
<td>8.18</td>
<td>9.06</td>
<td>-0.88</td>
</tr>
<tr>
<td>Access to information (from No Barriers staff and the website) prior to the program</td>
<td>8.90</td>
<td>8.30</td>
<td>0.60</td>
</tr>
</tbody>
</table>
SUMMIT - PROGRAM OUTCOMES

All measures used a 1- to 5-response scale with higher scores signifying greater achievement. Mean scores were calculated for all measures. Statistically significant achievement occurred on all measures.

### TABLE 28. SUMMIT OUTCOMES

<table>
<thead>
<tr>
<th>Measure</th>
<th>Mean</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision Pre</td>
<td>3.70</td>
<td></td>
</tr>
<tr>
<td>Vision Post</td>
<td>4.22</td>
<td>0.52</td>
</tr>
<tr>
<td>Reach Pre</td>
<td>4.07</td>
<td>0.53</td>
</tr>
<tr>
<td>Reach Post</td>
<td>4.60</td>
<td></td>
</tr>
<tr>
<td>Pioneer Pre</td>
<td>3.80</td>
<td>0.40</td>
</tr>
<tr>
<td>Pioneer Post</td>
<td>4.21</td>
<td></td>
</tr>
<tr>
<td>Rope Team Pre</td>
<td>4.13</td>
<td>0.49</td>
</tr>
<tr>
<td>Rope Team Post</td>
<td>4.62</td>
<td></td>
</tr>
<tr>
<td>Alchemy Pre</td>
<td>3.68</td>
<td>0.61</td>
</tr>
<tr>
<td>Alchemy Post</td>
<td>4.29</td>
<td></td>
</tr>
<tr>
<td>Summits Pre</td>
<td>4.00</td>
<td>0.39</td>
</tr>
<tr>
<td>Summits Post</td>
<td>4.39</td>
<td></td>
</tr>
<tr>
<td>Elevate Pre</td>
<td>4.20</td>
<td>0.47</td>
</tr>
<tr>
<td>Elevate Post</td>
<td>4.67</td>
<td></td>
</tr>
</tbody>
</table>

All changes significant at the .001 level

<table>
<thead>
<tr>
<th>NB Life Elements</th>
<th>Effect Size by Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
</tr>
<tr>
<td>Vision</td>
<td>0.84</td>
</tr>
<tr>
<td>Reach</td>
<td>0.73</td>
</tr>
<tr>
<td>Pioneer</td>
<td>0.86</td>
</tr>
<tr>
<td>Rope Team</td>
<td>0.80</td>
</tr>
<tr>
<td>Alchemy</td>
<td>0.82</td>
</tr>
<tr>
<td>Summits</td>
<td>---</td>
</tr>
<tr>
<td>Elevate</td>
<td>0.80</td>
</tr>
</tbody>
</table>

Effect size calculations observe the differences between groups independent of sample size thus standardizing the comparison. The general rule of thumb when interpreting effect size is as follows: small \( \geq .10 \), medium \( \geq .30 \), large \( \geq .50 \) (Cohen, 1988). While effect sizes appear to have decreased each year, the relative magnitude of 2017 effect sizes are high indicating participants experienced significant and meaningful growth due to their participation.
Pre-post changes for all measures were statistically and practically significant. Statistical significance means < 5% chance exists that the observed difference between pre- and post-scores is due to random chance as is measured by p-values. Practical significance is measured by calculating an effect size which calculates the difference observed between two groups, in this case pre and post test scores, independent of sample size which influences calculations of statistical significance.

The general rule of thumb when interpreting effect size is as follows: small ≥ .10, medium ≥ .30, large ≥ .50 (Cohen, 1988). Due to the fact that comparative analyses produced large effect sizes we can confidently report participants experienced significant and meaningful growth.

FIGURE 4. SUMMIT OUTCOMES
Frequency of responses to each question measuring the NB Life Framework were also recorded. The table displays the percentage of respondents who answered true or very true to each question.

**TABLE 29. SUMMIT NB ELEMENT FREQUENCIES**

<table>
<thead>
<tr>
<th>Items</th>
<th>% True/Very True</th>
<th>2016 Change</th>
<th>2015 Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision: Imagine your potential and define a purpose that inspires.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know how to take the first step towards reaching my potential</td>
<td>50.0</td>
<td>33.4</td>
<td>34.0</td>
</tr>
<tr>
<td>I know what I want to do with my life</td>
<td>---</td>
<td>17.0</td>
<td>23.3</td>
</tr>
<tr>
<td>I have a clear vision of who I am</td>
<td>66.9</td>
<td>17.9</td>
<td>25.5</td>
</tr>
<tr>
<td>I have a vision that I am passionate about</td>
<td>61.5</td>
<td>21.2</td>
<td>25.6</td>
</tr>
<tr>
<td><strong>Reach: Move beyond your comfort zone.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to grow as a person</td>
<td>83.8</td>
<td>18.4</td>
<td>14.9</td>
</tr>
<tr>
<td>I want to reach for my potential</td>
<td>77.7</td>
<td>16.9</td>
<td>15.0</td>
</tr>
<tr>
<td>It is important to continually reach for my goals</td>
<td>76.4</td>
<td>18.0</td>
<td>21.2</td>
</tr>
<tr>
<td>It is important to get outside my comfort zone</td>
<td>61.5</td>
<td>25.0</td>
<td>31.9</td>
</tr>
<tr>
<td><strong>Pioneer: Explore and innovate to discover new ideas.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am able to focus on solutions rather than problems</td>
<td>56.8</td>
<td>27.9</td>
<td>19.2</td>
</tr>
<tr>
<td>I know how to creatively solve problems</td>
<td>68.2</td>
<td>17.9</td>
<td>10.6</td>
</tr>
<tr>
<td>When faced with an obstacle, I find creative ways to overcome it</td>
<td>68.2</td>
<td>21.8</td>
<td>21.3</td>
</tr>
<tr>
<td><strong>Rope Team: Act with awareness of your interconnection to others.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I see value in working with others</td>
<td>79.7</td>
<td>17.0</td>
<td>17.0</td>
</tr>
<tr>
<td>I feel it is important to be connected with people</td>
<td>75.7</td>
<td>19.0</td>
<td>21.3</td>
</tr>
<tr>
<td>Collaboration contributes to success</td>
<td>---</td>
<td>17.4</td>
<td>14.9</td>
</tr>
<tr>
<td>Being part of a team makes me a stronger individual</td>
<td>73.0</td>
<td>23.5</td>
<td>19.1</td>
</tr>
<tr>
<td><strong>Alchemy: Harness adversity and life experiences into optimism.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am not afraid of failure</td>
<td>---</td>
<td>27.9</td>
<td>25.5</td>
</tr>
<tr>
<td>I face my challenges with a positive attitude</td>
<td>53.4</td>
<td>26.9</td>
<td>31.9</td>
</tr>
<tr>
<td>I understand what it means to harness adversity</td>
<td>56.8</td>
<td>26.4</td>
<td>24.3</td>
</tr>
<tr>
<td>What is within me is stronger than what is in my way</td>
<td>61.5</td>
<td>28.4</td>
<td>36.2</td>
</tr>
<tr>
<td><strong>Summits: Learning throughout the journey</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It is important to me that I learn from my experiences</td>
<td>81.1</td>
<td>11.4</td>
<td>---</td>
</tr>
<tr>
<td>I reflect on my experiences in order to grow</td>
<td>68.9</td>
<td>15.4</td>
<td>---</td>
</tr>
<tr>
<td>I can identify specific things I have learned as a result of my experiences</td>
<td>70.9</td>
<td>19.9</td>
<td>---</td>
</tr>
<tr>
<td>I know how to use the lessons I learn in life</td>
<td>63.5</td>
<td>11.4</td>
<td>---</td>
</tr>
<tr>
<td><strong>Elevate: Contribute your best to the world as a leader who serves.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I want to make a difference</td>
<td>81.8</td>
<td>16.9</td>
<td>13.3</td>
</tr>
<tr>
<td>I have a responsibility to contribute to something bigger than myself</td>
<td>73.6</td>
<td>22.5</td>
<td>8.9</td>
</tr>
<tr>
<td>I want to create a positive impact on the world around me</td>
<td>81.1</td>
<td>16.4</td>
<td>11.1</td>
</tr>
<tr>
<td>I am responsible to leave the world a better place than I found it</td>
<td>83.1</td>
<td>18.0</td>
<td>13.4</td>
</tr>
</tbody>
</table>
Responses indicate participants’ impressions prior to participating, following their participation, and the amount of change associated with the experience. Data comparing responses from 2015, 2016 and 2017 is also available. Items which experienced greater than a 30-point increase in true/very true responses from pre to post are detailed below:

- I know how to take the first step towards reaching my potential (32.4%)
- It is important to get outside my comfort zone (33.1%)
- What is within me is stronger than what is in my way (35.1%)
WHAT’S MY EVEREST - DESCRIPTION OF THE SAMPLE

Only limited information was available for this program. Fourteen individuals participated, and the Net Promoter Score was 92.8.

WHAT’S MY EVEREST - NET PROMOTER SCORE

Using a 0-10 scale participants were asked how likely they would recommend this program to a friend or colleague. Those who score 9-10 are considered promoters, those who score 7-8 are passive, and those scoring 6 or below are considered detractors. Subtracting detractors from promoters yields a net promoter score (NPS). Participants were also asked to explain the reason for the ranking they provided.

<table>
<thead>
<tr>
<th>% Promoters</th>
<th>% Detractors</th>
<th>Net Promoter Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>92.8</td>
<td>0</td>
<td>92.8</td>
</tr>
</tbody>
</table>

Promoters - Detractors = NPS

An NPS open-ended response was also sought and is provided below. Other open-ended responses associated with this program are included in an appendix at the end of this report.

Why did you rate the NPS score the way you did?

- NB empowers my own life and why would I keep that from others?
- It's hard to find a more all inclusive group of people than No Barriers and its participants.
- It opens your eyes, even when you don't realize they may be closed.
- It encourages you to bring out the strength within and live your best life
- Sometimes personnel within the organization can be the barrier to participants. After all the name is 'No Barriers'.
- No Barriers is inspiring and creates positive hope for the people who are part of it.
- No Barriers is life changing. It is overwhelming in all the right ways.
- The energy and power that I feel at a no Barriers event is palpable and inspires me to do more for other people and reach deeper within myself.
- I had such a wonderful experience and everyone who participated, staff and fellow walkers, were full of so much joy and strength. I was inspired all day long and continue to be inspired.
- Rope team
- I have been changed by my experience with No Barriers. They have provided me with the tools resources, and people to help me do things I miss dearly and love to do. It's been so hard to participate in doing things like hiking, rock climbing, and exploring new activities and No Barriers has done this for me. I know it will help others.
- The positive impact the program has had on me and the people I've met through the program
WHAT'S MY EVEREST - PROGRAM OUTCOMES

All measures used a 1- to 5-response scale with higher scores signifying greater achievement. Mean scores were calculated for all measures. Statistically significant achievement occurred on all measures.

<table>
<thead>
<tr>
<th>Measure</th>
<th>Mean</th>
<th>Change</th>
<th>Effect Sizes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision</td>
<td>Pre 3.50</td>
<td>0.60</td>
<td>0.79</td>
</tr>
<tr>
<td></td>
<td>Post 4.10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reach</td>
<td>Pre 4.02</td>
<td>0.86</td>
<td>0.74</td>
</tr>
<tr>
<td></td>
<td>Post 4.88</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pioneer</td>
<td>Pre 3.76</td>
<td>0.69</td>
<td>0.76</td>
</tr>
<tr>
<td></td>
<td>Post 4.45</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rope Team</td>
<td>Pre 3.71</td>
<td>1.00</td>
<td>0.76</td>
</tr>
<tr>
<td></td>
<td>Post 4.71</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alchemy</td>
<td>Pre 3.71</td>
<td>0.79</td>
<td>0.80</td>
</tr>
<tr>
<td></td>
<td>Post 4.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summits*</td>
<td>Pre 3.89</td>
<td>---</td>
<td>0.79</td>
</tr>
<tr>
<td></td>
<td>Post 4.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elevate</td>
<td>Pre 4.21</td>
<td>0.52</td>
<td>0.63</td>
</tr>
<tr>
<td></td>
<td>Post 4.73</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All changes significant at the .05 level

Effect size calculations observe the differences between groups independent of sample size thus standardizing the comparison. The general rule of thumb when interpreting effect size is as follows: small ≥ .10, medium ≥ .30, large ≥ .50 (Cohen, 1988). While effect sizes appear to have decreased each year, the relative magnitude of 2017 effect sizes are high indicating participants experienced significant and meaningful growth due to their participation.
Pre-post changes for all measures were statistically and practically significant. Statistical significance means < 5% chance exists that the observed difference between pre- and post-scores is due to random chance as is measured by p-values. Practical significance is measured by calculating an effect size which calculates the difference observed between two groups, in this case pre and post test scores, independent of sample size which influences calculations of statistical significance.

The general rule of thumb when interpreting effect size is as follows: small ≥ .10, medium ≥ .30, large ≥ .50 (Cohen, 1988). Due to the fact that comparative analyses produced large effect sizes we can confidently report participants experienced significant and meaningful growth.
FINDINGS: MID-TERM REPORT

DESCRIPTION OF THE SAMPLE

226 individuals completed the online Mid-Term evaluation intended to ascertain behavior intermediate change beyond proximal attitude, knowledge and skill. Of those who provided demographic information 51% were female and the average age of respondents was 38 years old. 131 individuals reported participating in the NB Summit, 56 in NB Warriors, and 40 in NB Youth. The majority of respondents indicated that they took the NB pledge (79%) and further, that they have taken action to fulfill their pledge (66%).

NET PROMOTER SCORE

Using a 0-10 scale participants were asked how likely they would recommend the NB program they participated in to a friend or colleague. Those who score 9-10 are considered promoters, those who score 7-8 are passive, and those scoring 6 or below are considered detractors. Subtracting detractors from promoters yields a net promoter score (NPS). The mid-term NPS score was 79.6 which is excellent considering the general rule of thumb that a NPS over 50 is positive. Participants were also asked to explain the reason for the ranking they provided. These open-ended responses are included in an appendix at the end of this report along with responses to other open-ended questions.

<table>
<thead>
<tr>
<th>TABLE 32. SUMMIT NPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Promoters</td>
</tr>
<tr>
<td>84.9</td>
</tr>
</tbody>
</table>

Promoters - Detractors = NPS

PROGRAM OUTCOMES

All measures used a 1- to 5-response scale with higher scores signifying greater achievement. Mean scores were calculated for all measures. Statistically significant achievement occurred on all measures.

<table>
<thead>
<tr>
<th>TABLE 35. MID-TERM OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure</td>
</tr>
<tr>
<td>Vision</td>
</tr>
<tr>
<td>Reach</td>
</tr>
<tr>
<td>Pioneer</td>
</tr>
<tr>
<td>Rope Team</td>
</tr>
<tr>
<td>Alchemy</td>
</tr>
<tr>
<td>Summits</td>
</tr>
<tr>
<td>Elevate</td>
</tr>
</tbody>
</table>
Respondents were also asked if their NB’s experience “has affected your life?” 1% indicated that it had “not at all,” 31% said “a little bit,” and 68% said “a lot.”

We were able match short-term and mid-term data for 126 respondents. The following table illustrates the degree to which end of program participant scores predicted six-month follow-up scores on the mid-term NB Life elements. Higher scores indicate a stronger conceptual connection between short-term and mid-term measures. Considering the variety of factors that could influence mid-term scores, and percentage above 10% is noteworthy. This is a positive finding because one of the goals when designing the mid-term survey was to create items that were conceptually linked to short-term items for each framework element. The short-term items were meant to measure attitudes associated with each element and the mid-term items were designed to measure behavioral intentions associated with each element. The hope is that a NB experience immediately changes participants attitudes towards the NB Life elements and eventually also impacts behavior connected to the elements. These findings suggest such a connection exists.

### TABLE 36. PREDICTION OF MID-TERM BY SHORT-TERM SCORES

| % of Mid-Term NB Life Measures Scores Explained by End of Program NB Life Measure Scores |
|---------------------------------|---------------------------------|
| Vision                          | 20%                             |
| Reach                           | 14%                             |
| Pioneer                         | 20%                             |
| Rope Team                       | 11%                             |
| Alchemy                         | 19%                             |
| Summits                         | 1%                              |
| Elevate                         | 18%                             |

Respondents were also asked how they stay in touch with NB. The following table indicates the most common approaches used.

### TABLE 37. HOW STAYING IN TOUCH

<table>
<thead>
<tr>
<th>Ways Participants Stay Connected with NB</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Barriers Facebook Page</td>
<td>54%</td>
</tr>
<tr>
<td>No Barriers Instagram Feed</td>
<td>13%</td>
</tr>
<tr>
<td>No Barriers Twitter Feed</td>
<td>6%</td>
</tr>
<tr>
<td>No Barriers Emails</td>
<td>68%</td>
</tr>
<tr>
<td>No Barriers Website</td>
<td>48%</td>
</tr>
<tr>
<td>No Barriers LinkedIn</td>
<td>3%</td>
</tr>
<tr>
<td>No Barriers Pinterest</td>
<td>0%</td>
</tr>
<tr>
<td>Attending additional No Barriers Events</td>
<td>22%</td>
</tr>
<tr>
<td>Staying in touch with fellow participants</td>
<td>54%</td>
</tr>
<tr>
<td>Staying in touch with No Barriers staff</td>
<td>38%</td>
</tr>
</tbody>
</table>
Frequency of responses to each question measuring the NB Life Framework were also recorded. The table displays the percentage of respondents who answered true or very true to each question.

**TABLE 3: FREQUENCIES FOR MID-TERM SCORES**

<table>
<thead>
<tr>
<th>2016-17 Mid-Term NB Elements Items</th>
<th>% True/Very True</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision: Imagine your potential and define a purpose that inspires</strong></td>
<td></td>
</tr>
<tr>
<td>I can envision what I need to do to make a positive change in my life</td>
<td>77.40%</td>
</tr>
<tr>
<td>I do more of what I am passionate about.</td>
<td>69.00%</td>
</tr>
<tr>
<td>I feel more passionate about what the future holds.</td>
<td>72.10%</td>
</tr>
<tr>
<td>I make decisions that are more aligned to what I care about.</td>
<td>73.90%</td>
</tr>
<tr>
<td>I know what I’m interested in and I am doing things to pursue those interests.</td>
<td>69.90%</td>
</tr>
<tr>
<td>I am spending more time on things that will help me achieve my goals</td>
<td>68.60%</td>
</tr>
<tr>
<td><strong>Reach: Move beyond your comfort zone</strong></td>
<td></td>
</tr>
<tr>
<td>I have more confidence to try despite my fears.</td>
<td>70.40%</td>
</tr>
<tr>
<td>I have learned to take risks in order to move out of my comfort zone.</td>
<td>69.00%</td>
</tr>
<tr>
<td>I am willing to try new things even if I might fail.</td>
<td>77.40%</td>
</tr>
<tr>
<td>I seek opportunities to help me expand my potential.</td>
<td>75.70%</td>
</tr>
<tr>
<td>I have tried something new that I’m not totally comfortable doing</td>
<td>69.50%</td>
</tr>
<tr>
<td><strong>Pioneer: Explore and innovate to discover new ideas</strong></td>
<td></td>
</tr>
<tr>
<td>Even when I fail at something I keep trying</td>
<td>74.30%</td>
</tr>
<tr>
<td>I tend to focus on solutions rather than problems.</td>
<td>66.80%</td>
</tr>
<tr>
<td>I don’t let problems overwhelm me</td>
<td>50.00%</td>
</tr>
<tr>
<td>I solve problems with innovative solutions.</td>
<td>61.50%</td>
</tr>
<tr>
<td>When I have a challenge in front of me, I feel ready to try to solve it.</td>
<td>66.40%</td>
</tr>
<tr>
<td>I try creative solutions until something works</td>
<td>69.90%</td>
</tr>
<tr>
<td>I am confident in my ability to creatively solve a problem.</td>
<td>69.00%</td>
</tr>
<tr>
<td><strong>Rope Team: Act with awareness of your interconnection to others</strong></td>
<td></td>
</tr>
<tr>
<td>I ask for support when I need it</td>
<td>51.80%</td>
</tr>
<tr>
<td>I have increased appreciation of the importance of teamwork.</td>
<td>77.00%</td>
</tr>
<tr>
<td>I involve others in helping me reach my goals</td>
<td>63.70%</td>
</tr>
<tr>
<td>I know what kinds of support I need to be successful.</td>
<td>58.80%</td>
</tr>
<tr>
<td>I have a deeper understanding of global interdependence.</td>
<td>61.90%</td>
</tr>
<tr>
<td>I have strengthened my relationships with others</td>
<td>69.00%</td>
</tr>
<tr>
<td><strong>Alchemy: Harness adversity and life experiences into optimism</strong></td>
<td></td>
</tr>
<tr>
<td>I don’t let the little things get me down</td>
<td>50.90%</td>
</tr>
<tr>
<td>I know that if something feels bad in the moment, it will eventually feel better.</td>
<td>69.00%</td>
</tr>
<tr>
<td>I face challenges optimistically</td>
<td>65.00%</td>
</tr>
<tr>
<td>I feel more positive about the challenges in my life.</td>
<td>69.00%</td>
</tr>
<tr>
<td>I am able to face challenges knowing that with grit and perseverance I can succeed</td>
<td>72.60%</td>
</tr>
<tr>
<td>I remind myself regularly that what’s within me is stronger than what’s in my way</td>
<td>76.10%</td>
</tr>
<tr>
<td>I am better at turning challenges into opportunities</td>
<td>65.90%</td>
</tr>
<tr>
<td><strong>Summits: Learning throughout the journey</strong></td>
<td></td>
</tr>
<tr>
<td>I enter into experiences with the intention of learning from them</td>
<td>82.20%</td>
</tr>
<tr>
<td>I take the time to reflect on my experiences</td>
<td>75.10%</td>
</tr>
<tr>
<td>After I have an experience, I identify what I learned from it</td>
<td>64.00%</td>
</tr>
<tr>
<td>When I learn from an experience, I usually apply that learning to future situations</td>
<td>74.70%</td>
</tr>
<tr>
<td><strong>Elevate: Contribute your best to the world as a leader who serves</strong></td>
<td></td>
</tr>
<tr>
<td>I see my actions having a positive impact on those around me.</td>
<td>73.00%</td>
</tr>
<tr>
<td>I am confident in what I am able to do for others</td>
<td>75.20%</td>
</tr>
<tr>
<td>I am confident in what I am able to do for the world</td>
<td>58.80%</td>
</tr>
<tr>
<td>I realize that helping others is just as important as helping myself</td>
<td>84.10%</td>
</tr>
<tr>
<td>I have taken action to contribute to something bigger than just me.</td>
<td>78.80%</td>
</tr>
<tr>
<td>I have helped someone else succeed</td>
<td>80.50%</td>
</tr>
<tr>
<td>My leadership is more about serving others and less about being in charge.</td>
<td>82.70%</td>
</tr>
<tr>
<td>I have done something positive for my community</td>
<td>70.80%</td>
</tr>
</tbody>
</table>
CONCLUSION

No Barriers now has three years of evaluation data using the NB Life Framework. Interesting consistencies are becoming evident as previous years can be compared to the current year. It is our hope as evaluators that data from the 2017 NB report will facilitate crucial discussions in the ongoing development of services and the accomplishment of NB’s mission.

It is clear from the data in this report that participants are highly satisfied and that identifiable changes have occurred in participants’ attitude, knowledge and skill surrounding the NB Life Framework. The mid-term evaluation also indicates that participants have also made behavioral changes related to the NB Life Framework.

The NB evaluation report also identifies program performance indicators and feedback through open-ended responses regarding various program and logistical elements. It is clear that NB is providing meaningful experiences to many individuals each year and is accomplishing it stated mission and purpose.

REFERENCES

NPS Youth: The most important reason for the score you gave?

- I think the organization of the trip was brilliant, and the tour guide (Harry) was one of the best I've ever seen and met.
- Unique adventures to experience with others around you to build relationships with the people with you and the place you’re in
- It gave me experiences and allowed me to interact with people I’d have never been able to by myself.
- It was fun and educational
- facilitators were flexible/adaptable and friendly.
- It is a great program, but preparation was a lot.
- It was fun but some people might not like it.
- This trip taught me a lot about how big of an impact we have on the world and that there are bigger things than us and I feel like more people should experience that.
- This was the best experience of my life.
- It is an amazing experience and something you will never forget.
- Because it changed me as a person and I want people to feel what I did.
- I have learned a lot about myself. This trip has given me an entirely new outlook. In the process I have also made so many amazing friends. I loved the immersion with the culture.
- Because I will recommend No Barriers but you also have to try many different exhibitions.
- Everyone was really friendly and I think this trip wouldn't be the same without them.
- When I was first coming into this trip I took everything for granted. I wasn't as happy as I should be. I was selfish and concealed in myself. This trip has changed me everyday in ways I can't explain. I'm not leaving the same 14 year old that I walked in as. I've made a group of people I barely knew a family. I have a family and I love them all. This is the saddest thing to leave. I'm going to hate walking up and going to a different school. Thank you for making me a better person. Never stop this.
- I felt like this was a turning point for me and I think it was really a way for me to find what's important to me and what I need to change. I think you have to be willing to change on this trip to actually enjoy it, so I gave it an 8. I'll never forget the friends I made and the experiences here.
- No Barriers is a program that allows kids to make new friends, make memories, and try new things and that's important.
- To show that they can communicate without phones.
- Because I came out of my comfort zone and got connected.
- I wish that we got a little bit more free time than they gave us.
- I enjoyed it but there is always something better.
I gave it a ten because this trip changed me in such big ways, and made me realize how much more I love my family.

The teamwork and bonding within the group was really amazing and then helping little towns and orphanages was fantastic.

I picked 10 because this trip has shaped me into someone I want to be.

I had a great time and learned a lot.

I would prefer alone time rather than being stuck with 20+ people at all times. Experience didn't feel personalized but I enjoy travel so it was still okay.

The importance of learning through experience.

I thought this trip was good, but a lot of it was unnecessary.

I was able to forget about stressors and focus on more important things, which I really needed.

I think it is a good program, but I don't know if I will spread the word that much.

It was a great experience and I came out of my comfort zone and even made new friends.

Because we bot to to a lot of fun things as well as help out the community and learn while having fun.

It was fun and I learned a lot but didn't allow much freedom to explore independently.

This is a great program but there were some flaws that took away from the experience.

The program works really well and you don't have to stress about logistics too much. You can just enjoy your time.

From my experience I thought the trip could have been organized better.

It was good but lacked follow through.

I don't feel as though the program changed me much, but the location did. I am pretty driven and set in my beliefs.

The experiences that I gained and learned from are priceless.

Incredible adventures and experiences. Rough at times but truly life changing.

It is really fun it is just hard to be away from home and family.

We had almost no free time or time to get ready.

The experience is very enriching and positively influencing.

The trip had lots of ups and downs but overall was a positive experience.

Because China is radically different from the U.S.

Very moving.

I loved this trip. It was some of the best 10 days of my life.

It was so much fun! Everything we did was super cool and the experience is unforgettable.

The program did not deserve an 8, it deserved a little higher because the people were so nice.

The program is very safe, fun, and adventurous.

Overall, this was an amazing, and life changing experience. It really changed my outlook on the world, and my life. I really recommend it, because everyone deserves to think and see the world this way.
• It is a very life changing experience.
• I absolutely loved my trip. I was able to do so many amazing things, but through it all I became closer with the people around me and gained important knowledge about being a global leader.
• They helped me learn and made it fun!
• The experience overall was the best 10 days of my life. I've never connected better with some of the people than I did on this trip, and all of our activities were fantastic. Also, Jenny was the best leader anyone could ask for.
• Amazing!
• This has been one of the best experiences of my life. I got to get closer with my classmates and try new things.
• When you start this journey, you feel a little nervous. When you come out, you feel like a totally different person, in a great way like you can carry the weight of the world.

• I think this program really just brings out the very best in people.
• A lot of my friends wouldn't be able to handle the living situations.
• Best thing I've ever done.
• It is an eye opening experience that will change you as a person.
• I want my friends to experience this and grow and learn about themselves. I want them to learn a new culture and gain closer relationships.
• Very interesting curriculum, good emotional adversity, and overall fun.
• I had a blast on this trip! I also learned a lot about myself and the people around me.
• I love that the program teaches us to reach for potential and the elements of life. I also love how this program's activities are amazing, ranging from service work to fun activities (ziplining).
• It is one of the most amazing experiences I have ever had. It was very fun along with very educational.
• The experience was amazing and the guides were awesome.
• It was a great experience and I learned a lot.
• I do not have too many friends that would enjoy this type of trip. Also it depends solely on their current situation and how much money they have to use on these type of trips.

• It depends on the person, but 7 because it helps people build teamwork and physical strength.
• Because it asks me about my knowledge more than what my experiences were. Example: I knew the value of working as a team before I cam but No Barriers taught me more about how to work in a team.
• The meetings were long and late and I'm tired.
• The experience of camping.
• No Barriers has shown me small changes for the better however I don't feel completely changed.
• Most of my friends have family vacations.
• My friends like the same things I do.
• I mean, if you have the money, do it.
• I feel like most of my friends don’t like to hike. Also this trip is fun.
• level of service and feel connected.
• The trip was very fun and I got to experience several different things that normal tourists don’t get to do.
• The most important reason why I gave the score I did was because the program and trip helped me grow and realize I can make a difference. It made me a better person.
• This is a once in a lifetime opportunity and it is so life changing to see how other people live.
• This trip was so fun. The difference in the USA compared to this place is insane.
• It was educational but having fun at the same time and getting to see things that most people can’t see.
• You are always having fun and it's great not having to worry about anything else.
• I really liked this trip but I doubt that I would recommend this to a friend. For me there were too many barriers, I would want more freedom.
• It was a good experience to have and I feel like anyone could benefit from it.
• It wasn’t my favorite trip. I have been on better trips.
• I would say a 7 because it was a great trip and we learned so much. All my friends were jealous that I was going on this trip while they weren’t
• I really loved it I had lots of friends and great teachers.
• Because it was fun and we got to travel with out friends and other people.
• Too many rules.
• I was able to forget about stress and focus on more important things, which I really needed.
• I think it is a good program, but I don’t know if I will spread the word that much.
• It was a great experience and I came out of my comfort zone and even made new friends.
• Because we got to do a lot of fun things as well as help out the community and learn while having fun.
• It is really fun it is just hard to be away from home and family.
• We had almost no free time or time to get ready.
• This is because you have learned life lessons and all of the above due to this program. I wouldn't have learned things that I should have known about myself if it wasn't for this program.
• The most important reason is that you learn many things, such as family doesn't mean you have to be blood related, you work hard to get good things out of situations and you learn to enjoy going out of your comfort zone.
• I really enjoyed it and I learned so much, it is a great way to learn and bond with people around you.
• Before this program I have gone on a lot of mission trips and so I was very excited to go
on a trip with my friends. I had never been to Ecuador and it was a very good experience. I learned a lot about their culture. I think it was a very good trip.

- I don't really talk about stuff like this a lot.
- I absolutely LOVED my trip to Ecuador and it is an amazing way to see how big the world truly is.
- I would rate higher but I feel like there were boring and unnecessary things in the program.
- Because I learned a lot through this program about myself, others, and the world. It was an extremely valuable experience.
- This program offers a very unique experience, which allows people to grow as a person and people as a team and see the world differently.
- Because this has been the most fun, amazing, and life changing experience I have ever had.
- My experience and the staff
- Awesome skills are taught.
- Everything was so much fun!
- I gave it a 9 because I think that this is an amazing program but I think it is also nice to have your own schedule.
- It really helped me find myself and where I am supposed to be.
- The program is great but it has flaws.
- I would definitely recommend this program to a friend because I have learned so much from the trip as a whole, mostly because of the amazing guides and teachers. This is a program I would love to be able to go through again.
- I have learned so many new skills that I can apply to my every day life and that is really important to me. I also had such an amazing trip and that is also really important to me.
- This is our 3rd trip with NBY (we started with GEx in 2013) and every time we've gone, NBY has made our youth pilgrimage exactly what we want it to be. NBY's team has the knowledge, experience, training, and connections on the ground to challenge our youth physically and mentally, and every group we've taken have said this is a life-changing experience.
- This program challenges and stretches youth to confront their limits and grow beyond them.
- The unique opportunities to learn first-hand about new cultures / environments and to overcome challenges
- Had an excellent experience that provided our students with rich, educational experiences as well as opportunities for personal growth.
- I was thoroughly impressed with the mission and community that I found at No Barriers. I hope to return again and expose my family to the ideas and camaraderie of the program.
- All the support I received from the team
- The organization of the trip and the tour guide's positive attitude
- The overall interpersonal experience.
- Was not my absolute favorite however I see the value and growth in myself due to this
trip.

- Overall, the program was very helpful in learning about the bigger picture in life, which is something that is difficult to teach in a classroom.
- It is a supportive program.
- Understand different perspectives.
- The sense of community gained.
- I think that this program can have a positive impact on anyone who is willing to receive it.
- I look at this trip more through the lens of the place than the organization, so I would be more likely to recommend Cuba than No Barriers.
- The program changed my world perspective and allowed me to broaden my scope of understanding and acceptance.
- Throughout all the experiences I have had with no barriers, it has become more and more clear that No Barriers has seriously changed my life and made me a better person.
- it was fun and I learned a lot
- This experience made me look at the world all together rather than just my community or where I live, and I would want someone to have that same experience.
- I learned a lot about the people living in Costa Rica, and about myself as well.
- Self discovery.
- After this trip I feel I have grown as a person and been greatly impacted. My eyes have been opened to the world around me and hardships people have to face every day.
- The fun time and great people you meet and great opportunities you get.
- I had fun and I learned important things about myself.
- It was absolutely amazing and heart changing, but no trip is meant to be perfect.
- Todd Newcomer.
- Don't really do that kind of thing.
- The feelings that I felt while going through this trip.
- Had a fun experience and learned about a culture/society very foreign from my own.
- To learn beyond the US classroom.
- I had a good, organized time.
- I think I grew a lot as a person in my problem solving skills and mental toughness during hikes and situations I don't find myself in at home.
- Unique experiences you can't find through other programs.
- I had a great time with the No Barriers program and loved what I learned and how it was organized.
- I had a great experience and think others deserve it as well.
- This program was challenging, unique, and exciting. I wish I would stay much longer. It is a life changing opportunity.
- I loved my experience and it was something I would totally do again so why no recommend.
- It opened my eyes to the world.
• This experience was amazing and life changing and I loved all of it. I have learned so much and know others will too.
• I had an amazing time and made so many new friends
• It was very life changing.
• This trip changed my perspective on a lot of things and it will be something that I will remember for a lifetime.
• The trip was very well organized and the relationships created were unforgettable.
• The positive vibe that was shared throughout the whole trip.
• My friends aren't into traveling like this.
• I think this program is a safe and great way to experience the world around you and to get the most out of those experiences.
• It seemed very long, some might not have liked being away for this long but the experience was great.
• This experience was a life changing event that exposed me to a world I never knew and it could change another person for the better if they got the opportunity.
• I had the most amazing time on a trip I'll never forget.
• Bonding with people and creating stronger connections with myself.
• It was an experience of a lifetime.
• Everything ran effectively and has thoughtful reflections.
• Very interesting and important to go on.
• I had fun.
• I learned a lot about myself and think this was an important experience to have.
• Amazing experience.
• This program helps people to grow. I've seen it not only in myself but in my classmates too. It's also fun.
• The overall interpersonal experience.
• Was not my absolute favorite however I see the value and growth in myself due to the trip.
• Overall, the program was very helpful in learning about the bigger picture in life, which is something that is difficult to teach in a classroom.
• I feel like the opportunities the program presents are very eye opening, however I could have done without a lot of the team building activities that felt forced with our group.
• This was a life changing trip that let me to experiencing an extremely huge varity of things I never dreamed of experiencing.
• It is an org. with a great message and morals, and allows people to open their eyes to their possibilities in the world
• Program on the ground was mostly good, but the communication with the company before the trip made me already know, pre-trip, that I would not use or recommend the company. This was confirmed on the trip.
• There's more to life than school and video games that everyone should know about.
• This trip has taught me so much and made me more grateful that I feel all of my friends need to experience this.
• Gaining a trip that will teach you so much for free is amazing. Traveling is expensive but opportunities like this are wonderful.
• So they can have the same/more amazing experience that I've have.
• This program is somewhat challenging if you're not up to do a lot.
• I believe I had an amazing time. I learned a lot. I saw what I learned and it was a great experience that left great memories.
• It shows people how to overcome their fear and it teaches how you can make a difference in the world. People need to understand that they are important.
• It's an inspiring program and you get to experience a small part of this big world.
• The amazing people/cultures and food, places. Also because tour guides like Raul because you could tell that he was enjoying it as well.
• The most important reason is that it takes you out of your little bubble of privilege, and it really makes you want to help the world and make positive changes throughout it.
• I gave this score because this is a great opportunity.
• I gave this score because of the phone situation.
• The most important reason for the score I gave is because the experience was good.
• It's hard to get people to travel outside of the U.S.
• I gave that score because I feel this program can actually change a person's whole way about how they look at life.
• This trip was basically free.
• While traveling to another country it may be hard but it's fun to learn other cultures and lifestyles.
• I feel like you learn a lot about yourself and others around you.
• It is a great way to not only build connections with amazing new people, but the learning is great too.
• This program helped me appreciate the park services and the people that work hard to try and impact the youth.
• The program is something you will never experience in a place like Chicago.
• I feel that No Barriers allows us as individuals to grow with different perspectives about life. Like the perspective it gives truly makes an impact in the life of an individual. It's worth the time and experience.
• It is a great program, just make sure that you are physically and mentally prepared.
• I loved being outside of my comfort zone, and the experience I had will stay with me.
• My personal views changing and being shaped by the time.
• No Barriers helps you reflect on the issues going on in the environment while at the same time contributing to your personal growth.
• Very fun, educational as well, and it made learning fun!
• It's an amazing place, for me hearing nature, walking through it, taking pictures, it was just mesmerizing.
• I wish we had more time to explore and be here like when we went to the Dunes and the lake.
• I feel a better understanding and liking for the world around me and I even feel like a better person.
I would strongly recommend this program to a friend because it provided activities to my group and I that helped foster stronger connections with them, helping me get out of my comfort zone and be a more sociable person.

It was very fun and a new experience I never would've imagined of having.

This experience allowed me to see the world in a new way and learn to value and use every moment to improve the world and better myself as a person.

I feel as though I grew mentally strong and I realized I have passions for other things as well, for example zip lining.

This whole experience was life changing and opened my eyes to new things and I feel that everyone should experience it too.

I would recommend this program because it is a very safe program and because it is fun.

It taught me so much about myself, and I want my friends to understand themselves.

This program has enlightened me as a person. It has opened my mind to so many view points and possibilities. I know it will to others as well.

This program helped me out a lot so it could help others like my friends.

You get to experience new things like seeing wildlife in their natural habitats and new cultures.

The elements AFAR breaks down with activities (cultural and physical) that has a reflection piece at the end.

It gives you time to reflect on how big of an influence you have.

There isn't just one reason. This program itself was amazing. We learned leadership in teaching the 4th graders and we built a sense of community and friendship throughout the hikes. I felt like I had a second family during the campfire. I can't decide just one reason so I've given you all of them.

It's a great experience.

It was an eye opening experience to me and I would want to give others a chance to share it.

No Barriers program teaches individuals not only about our environment, but about ourselves and how to use our strengths to our best advantage.

I would've gave a higher score because this program isn't for everyone, but overall it's a great experience to connect with everyone, and even nature. This program helps you grow more.

The simple reason for how much there was to learn and teach other students.

It is important in order to make improvements and see how we appreciate your work.

The most important reason would be simply that one gets out of their comfort zone and interacts together.

The reason why I gave this score is because I feel like No Barriers gives students the opportunity to explore and make them realize what nature really is.

To build connections with so many people for so many reasons

It's a great trip that will allow you to grow as a leader and mature as an individual

I enjoyed it but at times I was a bit bored (but I do get bored fast from ADHD).

I answered 7 because I think I would have learned more if we were given more control over the activities we did with the 4th graders.
Anyone who wishes to learn more about the topics that have been covered should take part in this program in order to not only take in new information, but pass it on to future generations, thus becoming a leader.

The reason I didn't give a 10 was that I felt that the schedule of the first day was too rushed because it caused unnecessary stress and then we had multiple hours of free time.

I think that it is important that teens know about this and can do it while having fun but I think it puts a lot of stress on you to feel responsible for everything and I don't think that my friends can handle how that feels, I can't either.

The No Barriers staff were extremely fun and easy to learn from and get along with.

I learned so much about teamwork and about the environment that I think might be hard to explain by oneself.

The program allows for spreading the truth about the environment to an impressionable younger generation.

The staff is amazing and the experience is unforgettable.

Good learning experience.

It was beautiful, fun, and truly a once in a lifetime experience. I'm going to miss Mariah, Julia, and Ryan so much.

Very good program, if you don't like the outdoors/camping don't do it. Luckily I do.

The guides would talk to you and listen! Plus the view is gorgeous.

The people and the connections I have made with them. They will stick with me forever.

The bonds I've made with all the people I've met.

I have friends like me who have the same traumatic events as I. I know many people wanting to do this.

My friends don't like being hot and sleeping outside, also not being able to take showers.

The environment was friendly and amazing. The memories will always stay with me.

This is an amazing camp and I want others to experience it.

I scored a 7 because it was super fun, I made great friends, and memories that I know I won't forget.

To grow, and get through the hard times especially when you don't have a lot of people to depend or talk to.

This program helped me realize I can become a great person and leader and I hope it could do the same for others.

This program forces you to step out of your comfort zone with the help of others going through similar experiences as you, which allows for meaningful relationships to form as well as self growth.

It teaches kids new stuff.

This trip has helped me find meaning in life.

It's a very good program with very good people and a fun helpful once in a lifetime experience.

Everyone was super supportive and showed us how to be a better person and really fun.

It gave me an outlook on life that I had never seen and I want others to experience that.
• I feel like this is something everyone should at least try.
• This is a once in a lifetime experience and it is an amazing one. Everyone should get an opportunity to have an experience like this to connect with the people and places around you.
• Everyone enjoyed themselves and it seems like everyone took some very important messages out of it.
• This trip was incredible and I want other people to be able to experience it.
• This trip really helped me with problem solving and confidence.
• Meeting new people and seeing how people with similar disabilities solve their problems.
• Very strong friendships.
• It was awesome.
• It will change you. You can feel the change but you can't really pick out what changed or why.
• This program helped me grow as an individual and opened my eyes to the issues facing national parks.
• No Barriers was fun and entertaining, but more importantly, it was a great learning experience and opportunity to create unbreakable bonds with fellow students and staff.
• I think this program is the best because you get to travel into a new place and experience new things that you haven't done before.
• This trip was very fun and engaging. Everything was excellent.
• It was a great experience, and I learned a lot from it.
• It is a great program for a diversity of students and incorporates challenge and fun. It helps students to grow.
• Being able to interact with people of different backgrounds in an amazingly beautiful place.
• Because even though it is a great experience it comes with a lot of responsibilities.
• The most important reason for the score I gave is the sense of community and learning that you get from this trip.
• It was a once in a lifetime opportunity and was a truly amazing experience that everyone should have the opportunity to enjoy. Life changing.
• This was eye opening. It helped me see what is really happening and helped me realize that I can do something to help.
• It's a great experience.
• It is very fun but also kind of difficult.
• It is a supportive program.
• My trip was very organized and overall amazing, and I feel like my group leader/No Barriers had some of the most influence in that.
• I gave a score of 10 because I felt like all in all this trip was a good experience that needs to be shared.
• I enjoyed it and it's a great opportunity but we rarely get a break and we have to wake up extremely early and I don' usually do that.
• The most important reason on why I recommend a friend for this program is because
with this you get to learn who you really are and get out of your comfort zone.

- You will see things you would never seen in the city, and very very fun activities.
- Some people wouldn't be comfortable stepping out of their comfort zone.
- I rated it a six because some of the things on the trip were a little hard.
- The most important reason I gave the score 10 is because this trip is a real eye opener.
- I think this is a fun camp, but it is different that you have to figure out problems on your own.
- Educo is far from where I live.
- Some of us didn't learn what we expected like teamwork until the very end, and also some friends don't like outdoors.
- I have recommended the program to a friend.
- Because it was an amazing camp.
- This was a fun camp and I would recommend it to someone because I think they would like it.
- Because I want my friends to come to camp with me and have someone that I like to be there and to have fun with me at camp.
- Great people and activities.
- I already have.
- It lived up to the expectations it gave me. Such as: hiking, rafting, fun.
- This is a very fun program and I learned from it.
- I want my friends to have an amazing experience.
- This program completely opens your eyes to a whole new side of yourself and others while giving you unforgettable adventures.
- It seemed to me that I wouldn't be super likely but pretty likely.
- I gave it that score because I know some of my friends could use this camp.
- It takes a ton of effort (all worthwhile) to prepare yourself for the trip, mentally and physically
- This program has helped me grow so much as an individual and made me realize how big of an impact a person as small as me in the world can make.
- Because No Barriers helps you grow as a person.
- The program is an amazing way to help your community and also make yourself a better person.
- This is just a really helpful and great organization.
- It's so fun and it is a great opportunity.
- Although the program might not be right for everyone (they might get homesick or don't want to work), it helped me learn to work hard and try to achieve goals.
- It was a good experience.
- This gave me an amazing chance to help people out.
- Everything was balanced with fun and learning.
- I really love learning through these types of programs and I like traveling. I feel like I would definitely recommend it.
- Because you learn so much stuff while having fun and the experience can really change
you more than you think.

- It was very fun and I learned a lot about my friends, myself, and nature.
- This was an amazing experience that was not only fun but has made me a better person.
- I would want my friends to have the same or similar experiences that I did.
- I think the most important reason I gave my score is because it could really change them.
- This trip was so life changing. Especially in character building.
- I had a lot of fun.
- I thought it was a good experience on working with teams.
- It is free and it's a life changing experience that I will cherish forever.
- This program will allow an individual to go out of their comfort zone, experience new things, and learn. This trip will change the perspective of the individual and will make the person more grateful and humble.
- Life changing. Get to value what you have.
- You'll have a sense of who you are, and be grateful of it. And appreciate everything you have.
- It's free traveling and an incredible experience!
- The way I see life has changed and I want to help the world around me because of this trip.
- That you leave an impact on someone else's life and you get to see life in another lens which helps you grow as a person.
- This experience is life changing. You see everything through a different lens.
- It has given me a new perspective on life and how grateful I am of what I have.
- I think this trip is for people who like the outside and birds.
- I like everything.
- Because most people wouldn't like all the hikes and tours and also to me it was a boring but also different trip to me but I learned how to deal with it towards the end.

**How has this No Barriers experience positively impacted you?** (Youth)

- The No Barriers Youth experience motivated me to go outside my comfort zone and to pay forward important lessons I learned about adapting to and mitigating climate change.
- Not only was I able to retain the information that I had learned prior, but I was able to learn new information that I thought I had known. It is a learning experience which has allowed me to grow and mature in ways that I could only dream of.
- The park rangers I spoke to were very educated and willing to give in depth answers regarding our topic (climate change) and the salt marshes. Working with multiple groups of 4th graders helped me with my communication skills and helped me understand them.
- I understand more that I can be helping the environment and I can spread the word myself.
- This experience gave me the opportunity to learn more about the science and politics behind climate change and restoring our national parks.
• I connected with the people in my group that I knew very little about and was taught many new things about climate change and about what I could do to help. Also, I learned about how to interact with the kids and how to keep them entertained and interested throughout the experience. Overall: 10/10.

• I found the experience mainly positive. Teaching the children about our planet was a beautiful feeling, and I believe that I have managed to make a difference. I also feel more connected with my peers and motivated to contribute to programs within my school.

• I got to meet a bunch of great people and experience the side of Cape Cod I had never seen as just a tourist.

• It showed me what role I have in teaching a younger generation of people.

• It showed me how to live with and deal with other people. It also helped me to practice speaking, teaching, listening, and also introduced me to different types of fieldwork. Overall it was a good experience and recap on climate change.

• I'm not sure how you did it but every time I looked in the mirror in the morning I saw a different person. I saw someone who was doing their best to make the world a better place. Also, it helped me become closer to the people in my shop!

• I realized that I can help in my community and that I myself can make an impact. I learned how climate change is affecting everything and how I can help. I learned to be more confident.

• It has opened my eyes to not only the problems in the environment today, but also ways to solve them.

• I feel as though I taught little kids so I could do anything I put my mind to.

• This No Barriers Youth experience has positively impacted me because not only did I impact the lives of other children (4th Graders) but I was able to make new friendships and connections with people I'd never thought I'd have. I created amazing new memories and learned new things that I can take back to my home and teach about.

• As being here on this trip a second time, I realized that the youth are the start of every revolution and change in the world. This makes me want to actually make a difference in the world and positively impact things like the mentors did for me on the experience.

• No Barriers Youth has shown me the potential I have within me to change not only my city, but my world. It has shown me that change starts with me and how to be a leader and educate others. I feel I have learned more in 3 days than what I expected to learn. I learned more about myself, my peers and friends, and my environment. This was truly a life changing experience.

• This No Barriers Youth experience impacted me in such a positive way. To get out of my comfort zone and interact with others. I was able to surprise with how well I was able to teach the 4 graders and how well we were able to get along.

• It gave me the chance to leave my comfort zone. I really love the idea of having people take us out and help us understand nature.

• Yes it has. As a senior in high school I'm glad that this was my last high school trip. I believe it's important to educate the students and ourselves because we live in this planet and we should learn to value it more. Plus it showed me the importance of our
national parks and the people who work there.

- It made me realize what I want to major in for college and that is in the science department. But I'm still focused on the dental department.
- This positively impacted me by getting out of my comfort zone and talking to a lot of people I don't normally talk to and just having fun - being positive.
- This experience impacted me because I usually don't have the opportunity to stay in nature. I was able to have experiences I would never have if I stayed at home in Chicago.
- It's gotten me into an environment that I've never been to, so I got to get hands on with something I am learning about.
- Being there last year, I learned the necessary skills in order to make myself stronger within leadership.
- It's personally helped me realize that I should not be part of the problem, but instead contribute to finding ways to solve it.
- N/A
- It has taught me how to get out of my comfort zone, how to interact with others, and feel grateful about what I have.
- It has given me the opportunity to experience something new and get me closer to my classmates. Also, it has enhanced my teaching skills since I want to be a teacher.
- It has made me look at and see the world differently and see just how important it is to care, protect, and be worried about this Earth. It's the only one we have.
- It made me realize that I'm small but still make a big impact on the world around me.
- This experience has impacted me in a way that allowed me to grow as a person and made me get new leadership skills. It gave me a sense of what was going on in the rest of the world. Not just my own perspective of the small area in Chicago.
- It shows me that there is a lot more to nature than you would just see at a zoo, and we must preserve and save it before it's gone.
- It showed me just doing a little part can help change the climate and how others view it.
- Although I am a returning student, being a part of programs and activities related to our environment always gives me hope for my future! The No Barriers program gives me time to reflect on my passions and connect with others who have similar interests as me and allows for us to work together and accomplish our goal.
- It impacted me to make a change as a person, and how important it is to work with others to help us in various ways. I connected more with nature since I don't get to do this a lot back home.
- No Barriers Youth has impacted me to continue to pursue engineering and help the environment through technological means. There is a lot of issues that as a planet we face environmentally, but they can be solved through environmental engineering. I wish to continue to study engineering and build sustainable technology.
- I engage in conversations with people more openly and am not afraid to tell my opinion.
- I'm not a really open person. I like being on my own. So this has really helped me open up more than I really do. Plus a bonus I learned protecting the environment is important because they won't be there forever and we need to help save this for future generations.
This No Barriers Youth experience impacted me in a way that I was more open and I was able to learn much more about the Indiana Dunes. I had come here a few times before, but I didn't know much about it. We were also able to teach Fourth graders, which made me kind of happy because they actually put thought in and cared about nature.

This trip has impacted me in a way so unreal. I learned so much and I am forever grateful for that. I hope to be able to return next year if given the chance. I learned to interact with student from my school who I really didn't know.

The No Barriers Youth experience has made a positive impact on me because not only did we do activities that had to do with climate change but we also had the opportunity to pass the information other people such as visitors, 4th graders, and within ourselves.

It has positively impacted me in becoming a better person and to open up more. To gain trust and to find out who you really are as a person.

This experience has allowed me to help fellow students experience what I experienced last year. This impacted me because I had a chance to critique other students, as well as self reflect, to help improve their presentation. It was a great opportunity to mature and see others grow.

I have been able to bond with many people that I don't usually talk to and learn from them.

I'm a girl scout so most of these questions I hold as values. 'Make the world a better place' is in the girl scout law. I think this experience has made me realize how close I am to my peers and how many problems we've shared.

I had a stronger bond with my classmates. You really had to work together to complete.

I got to get to know new people.

I did things that I didn't think I could do with a broken arm.

I learned a lot about myself and my peers, some that I had never talked about.

I was pushed out of my comfort zone. I overcame some difficult challenges.

I have learned to trust more people.

I have been able to bond with many people that I don't usually talk to and learn from them.

I enjoyed it so I have a memory of it.

Well I got to bond with new people but my leg really hurts.

Make me respect mother nature.

It has really impacted my life it made me look at the world different.
• I feel closer to some people and more open.
• Helped me get away from the city.
• I got to spend time with people I haven't got the chance to get to, and I feel a lot better about my friendships and insecurities that spur from them.
• It showed me how to use a team.
• The only real thing that made me want to be a different person was something y'all didn't schedule. Cabins, food, positive attitude was good.
• It was fun.
• It got me to talk and connect with people that I wouldn't usually and I got to know a lot more people.
• It has allowed me to get closer to the people in my life.
• I learned to work with my teammates and overcome a lot of obstacles through motivation and drive.
• I got closer to people who I didn't really think I'd be close to/talk to. I also learned to work with others better and learned how to bring others up.
• The impact has been pretty neutral. Nothing has really affected me in any light.
• Good trip and learned things I've overlooked.
• No Barriers Youth experience helped me positively by giving meaning to a true bonding experience.
• It made me think about how I see the world and that there are things that need to be fixed.
• It has taught me to have more fire.
• I made more friends.
• I think that it's made me more aware of myself and others.
• It was good food.
• Explained friendship.
• It has changed me. It was a blessing.
• Connected me to my peers.
• N/A
• It hasn't.
• Good.
• I feel like I am a better person in the end of it all.
• It helped me with my fear of heights.
• It helped get on the swing because I was kinda scared of heights.
• This camp made me realize my friend group and sticking together.
• N/A
• This experience helped me bond and get closer to my classmates and friends. Also improved my skill of teamwork.
• N/A
• N/A
• Mostly being around my friends and completing challenges together has impacted me the most.
- Being able to hang out with my buds in the forest, and not Union Square, don't get me wrong, I love hanging in Union Square but the woods are cool!
- I guess.
- On this trip I was able to connect with the girls in my cabin more than I would have at school.
- It's shown me how well a group can come together and support each other.
- I am new in the school and I don't have friends, now I made some in this camp.
- It taught me a lot, honestly. I met new people and firsthand witnessed different opinions on important topics. I was able to see someone else's perspective, and understand that people have reasons to believe what they believe in.
- Many ways, but mainly how I view the world and life around me.
- Made me see the world differently.
- It taught me about the impact we have on the world.
- I think I'm a more fun person because of this experience.
- I feel like it made me a better person and made me more grateful for what I have.
- It impacted me to not take things for granted and be happy for what I have because others don't have that opportunity.
- It has helped me reflect and learn more about the type of person I am and hope to be. It has given me a different outlook on the world and has made me more appreciative. It has also boosted my confidence in my Spanish speaking ability.
- I found out who I wanted to become.
- I want to try new things.
- This trip has made me take a new look on the world. Little is more. I came into this trip thinking that I would be a part of a friend group not a family. It has opened my eyes in the type of person I want to be and who I want to been seen and valued. I'm not the same person I walked in as. I'm stronger, happier, braver, selfless, and open to new ideas. But I now know that I take less for granted and I'm a part of a family.
- On this trip, I've realized how much I missed my family and how important they are to me and that I need to get space from me and the negative people in my life. Most importantly though, I learned how important it is to protect the Earth and help the people not only near me, but everywhere. Costa Rica is a small country, poor in areas, but they all take care of each other and their land. They protect the wildlife and rain forest, and rely on others like tourists to help.
- It taught me to get out of my comfort zone and get unplugged.
- It shows me that I can do more without a phone.
- Yes, because I now eat meat and know a lot more people.
- This experience showed us that there were countries with less money than us.
- I realized that there are places in the world that don't have as much as we do.
- Puts more will to do good inside of me to go out and help the community.
- It made me realize how much I have and some people don't have anything.
- I made so many new friends, I tried new things, took risks. This trip helped me find myself and made me a better person.
- I learned more about the environment.
• It opened my mind to these issues that I have heard about but not actually experienced.
• It has taught me that I am strong and that kindness is a universal language. I have made so many new close friends and have grown as a person because of it.
• To be a better person and realize what life is like in a tough country to live in.
• I went from staying in bed all day, to staying out and trying new things.
• I want to change my thinking on my eco-footprint.
• I now see that I should go out of my comfort zone more often.
• They have made me love the earth a lot more and encouraged me to help out.
• It has opened my eyes and showed me how much I have to be grateful for and it has let me learn a little bit more about myself.
• I have learned how to get along with people because I could not even use the bathroom without taking a buddy.
• Positive, made me rethink the world and what I do.
• I now know I can do anything if I try.
• I feel like I'm more likely to step out of my comfort zone and take risks.
• It opened my eyes a little wider to understand what it's like in other countries.
• New person.
• I have a different look towards my life, and how I feel about the world. I've realized that I'm so lucky to have what I do, and I'm going to make a change. This was definitely a life changing experience.
• I now see that even the little things help a lot.
• I have learned so much from this trip, how to live a happier life, and show to healthily impact the world around me.
• It has made me less afraid. It has opened my eyes to the world around me. I now want to find more ways to help the world.
• It opened my eyes to poverty in the world, but that to these people wealth doesn't mean money. It also made me realize that I love serving communities to better improve them, and that I want to live in Costa Rica ASAP
• It was a positive, amazing experience with many mind blowing activities, cultural experiences, and life lessons to bring back home.
• I was able to learn and experience new things. I was kind of thrown into a new culture, which was fun.
• It taught me that everyone should take risks, because if you do, something good will come out of it.
• I feel more connected to everything.
• I have learned a lot about myself in a deeper way. I feel more in tune with my mind and how to deal with problems in a positive way.
• Gave me a purpose in life, have a goal in life now.
• It has made me want to change the world. Also, our group has become closer together.
• It has showed me and opened my eyes to a new world and great culture and experiences. The schedules were jam packed but they were all positive experiences and I grew in myself, friendships, and perspective.
• It showed me more of how to be a leader. It helped me realize how to apply skills to real
life.

- I feel I can make a difference and I have created new relationships that will last a lifetime.
- I now want to make a change in the world by helping others and it also taught me many life skills like relaxation had a positive attitude. I loved the fun activities under the guide people.
- It has taught me how to get around barriers instead of being stuck behind them.
- It really helped me realize what was going on around us.
- The No Barriers experience has helped me positively because I learned a lot about the world around us.
- I now have a better understanding of part of the world and I have the knowledge and the experience of visiting a different country.
- This No Barriers Youth experience positively impacted me for many reasons. I have learned that such a thing as a smile can go a long way. That I can make a change even if it's something small. I realized that I am so lucky to have what I have and that I want to help others that barely have anything. I learned that I have a passion for something that I never thought I did before. I have grown so much as a person.
- I have learned so much from this experience. I learned that I want to travel when I get older. I also learned that happiness doesn't come from objects, it comes from those around you. This trip has inspired me to make a change and helped me realize the importance of communication. This trip has changed me for the better, and I will never forget it.
- This has impacted me by showing me these people and places. This showed me that there is more out there than us. There are people in need and they do need help.
- To be grateful for everything that I have because they have so little.
- It has impacted me by showing me that I should be grateful for all of the things that are granted in my life.
- It impacted me by showing me how grateful I should really be at home, this trip really showed me how many people are in need.
- It showed me what it's like to not have to comfort of the USA or my actual home.
- Be thankful for everything you have. Be thankful for safe water to clean clothes on your back. I learned to be more thankful. It's the little things that count.
- This has impacted me to make a difference in the world but starting with my community.
- I realized I can make an impact on the world.
- I want to change.
- I want to change.
- I went from staying in bed all day, to staying out and trying new things.
- I want to change my thinking on my eco footprint.
- I now see that I should go out of my comfort zone more often.
- They have made me love the Earth a lot more and encouraged me to help out.
- It has opened my eyes and showed me how much I have to be grateful for and it has let me learn a little bit more about myself.
- I have learned how to get along with people because I could not even use the bathroom without taking a buddy.
- My original plan for my future has been changed and I now hope to devote myself to helping others for the rest of my life.
- This experience has definitely made me look at the world in a different perspective. It has made me want to make a positive impact on the world.
- It opened my eyes to a new culture and let me get close with a group of people I otherwise would not have.
- This trip has helped me experience things that have opened my mind about the state of the world. Because of this trip I feel that I understand myself better and feel that I can understand people around the world and can be able to help them. I think this was an extremely fantastic trip and I want people to continue to be able to go on this trip and experience the things that I was fortunate to experience.
- It made me realize that what I want to do is help the world by fixing the environment and help stop global warming.
- The No Barriers Youth experience positively impacted me by allowing me to step out of the familiarity that is my comfort zone with open arms. I have never left the country before, let alone by myself. Before I took the plunge, I promised myself that I wouldn't let fear stand in my way of enjoying this experience. Yet, after the first few days on this journey, I didn't need to remind myself of this promise and just enjoyed everything. Such an amazing revelation has now let me put more faith in myself to continue trying new things.
- I want to help the world more than I did before this trip because I saw how some people live and how others only have one important person in their lives and I just want to change the world in a positive way.
- The No Barriers Youth experience positively impacted me because it allowed me to learn many new things about myself. The No Barriers Youth allowed me to travel to a new country, and experience the culture and entirety of Costa Rica.
- Before coming on this trip, I wasn't very great at communicating or socializing with others. However, this experience allowed me to interact with the rest of the group and people we encountered on the way. Even the camera crew made me improve my social skills and reflections after the day's activity. Additionally, when I left Chicago I had no plans for the future or idea for a career I want to follow. Even now I don't have a full idea but this trip has definitely given me a purpose. When we visited places such as the school, local homes, orphanage, and plastic beach, I felt responsible in a way to help in whatever way possible. Now I know for sure that whatever I choose to do in the future. I will do it to help the world and the people in it. Also I have learned to value even from the smallest moments and take away so much from my experiences.
- No Barriers has helped me become mentally strong, to believe in myself, and to be fearless of things that do not need fear. I have learned to trust and to thrive on negativity and to turn that into positivity. This program helped me to realize that I have so much more potential to use.
- No Barriers gave me the chance to touch the clouds (literally) and the chance to try new
things in a whole other country and after these few days I learned more about myself and things that I didn't know I would like but turned out to love it.

- This No Barriers Youth experience has positively impacted me because I feel like I know more about myself and I want to know about others.
- It helped me discover my true passion and love for the world and its creatures.
- This experience has opened me up to newly formed interests. Not only that but this trip brought me loads of knowledge that one can only retain through real life experience. Also this experience allowed me to step out of my comfort zone and try many things.
- The No Barriers Youth experience helped me so much. It helped me become an even stronger person. This experience helped me get over my fear of heights. It also helped me connect with a different culture. Not only with the culture but also with the people.
- This trip has positively impacted me by pushing me to do things I normally wouldn't do like go on a plane and go zip lining.
- It has taught me how to adjust to difficult and uncomfortable experiences and climates.
- It has made me realize how important it is to help other people.
- My experience helped me realize that, although I don't really have dreams or passions, I have to find them instead of letting them find me.
- It has made me realize what kind of person I am.
- It has made me help the community.
- This experience helped me want to help my community.
- I was impacted by the experience by wanting to help internationally and by being aware of other people and their needs.
- I have experienced and seen so many cool things and it has wanted me to travel the world and share everything I know. I am more into helping people as well because I figured out how good it feels to do service projects.
- It has told me who I am and who I want to become. I have made new friends and had an awesome time.
- It has been really fun and I will never forget it. Also, I have connected with people I probably wouldn't have otherwise.
- I am coming back with more concern about the earth and I will want to help out my community.
- I feel better as a person and I know I can change the world.
- This trip has humbled me, and made me feel more grateful for what I have. It was also a
great character builder.

- I am a lot more comfortable to step outside my comfort zone.
- It has opened up my mind to show me the world is a bigger place.
- I conquered pretty much my 5 largest fears this trip and that was really great, on top of that experiencing costa rica was also great.
- This experience allowed me to see and talk to all of the amazing people who dedicate their lives to helping others and taught us how and let us do the same.
- The Learning AFAR trip has allowed me to experience a new culture and way of life, and opened my eyes to careers in nature, humanitarianism, and environmental conservation.
- Helped me become a better person and helped me make a difference in people's lives.
- Created strong connections within myself. Strengthened bond with others. I learned a lot about the Amazon. I almost face my fear of birds. Good memories.
- It has made me more responsible and independent.
- This program/experience allowed me to push myself out of my comfort zone while I still felt safe. I learned a lot and while smiling the whole time.
- I came out of my bubble and learned to be social.
- I came out of my 'bubble' and was able to experience many things that I never thought I would.
- I had fun and it was good.
- I learned a lot from each of the experiences I had. I learned about appreciating all that I have, and how important being happy is. I learned that overcoming obstacles is all about putting a positive spin and pushing through it. I think this experience here has changed me as a person.
- I have learned a lot about native cultures, bonded with my group, and stepped out of my comfort zone.
- The NBY experience made me more grateful and appreciative of what I have currently. It also make me want to experience other/new things (I want to strive for harder and more 'work ready' goals).
- The NBY experience helped me improve teamwork skills and build friendships.
- It has taught me many techniques and the ideas that will help me in life.
- It has opened my eyes to more of the world. I want to adventure more.
- I have had a truly amazing look on our world.
- This program impacted me by helping me change some of my bad qualities. This experience was also very educational and beautiful. Lastly, it made me persevere through challenges that I faced.
- Showed me all the different cultures within one country.
- I got to see a part of the world that I likely wouldn't have seen on my own, and in doing so, experienced it in a way that most people may not.
- I got to go to Peru with mi amigos, strengthened friendships, made new ones, achieved my goals.
- It made me learn more about my surroundings.
- It made me look at the world a little differently. This program opened my eyes to the
beauties this world has to offer that are off the grid.

- I have a better appreciation for nature and other cultures. I also definitely want to come back to GCY and guide during the summers. It was so pretty and I loved the guides.
- This No Barriers experience has impacted me in a way that is indescribable. The leaders made sure to make me feel comfortable being myself.
- I've learned to appreciated my surroundings more.
- I want to always take the opportunity to explore wildlife, and meet new people. I also learned that teamwork is key and to never feel alone.
- It has put in my view that I'm not alone and that there are actually teens that feel my pains and adults that really want to help.
- Yes. I'm learning with memories, friends, and new experiences.
- This program has helped me find who I am and has helped me to grow as a youth and an individual.
- It impacted me because I saw the beauty in everything.
- It helped me realize that you don’t have to be perfect or beautiful to feel content or confident, and it has really helped me grow as a person in general.
- This experience gave me a better appreciation for nature and wildlife. I was also able to understand my goals a little better and push myself mentally and physically.
- I have learned the importance of living in the moment and appreciating all that nature has to offer.
- It has, it helped me make new friends and impacted me to see how to make every one come together.
- No Barriers has helped me find passion in my every day life and showed me that I am a strong leader.
- It has helped me better see myself and the world around me. It helps me cope with problems and meet people I can talk to.
- It has impacted me to gain a better understanding of the environment and really helped me get out of my comfort zone.
- It has impacted me in a positive way because we met so many different people with different backgrounds. It made me go outside of my comfort zone to experience life in all of it’s glory. It has made different people come together and be a family. The experience opened my eyes to things I would have never experience and I get to take that home with me.
- It has made me want to explore the world around me.
- I have got to learn more about a country that I didn't know much about, I got to see and interact with refugees and due to all the activities, I have gained a lot more first-hand knowledge.
- It has allowed me to experience a goal I've always wanted to do, at a young age. Allowed me to see multiple aspects of Europe within a week, which will help me understand more of what is wrong or right to say.
- I got to experience another culture entirely different from my own and understand the values of both.
• It has allowed me to see a new culture and a life much different than my own. Helped me see the connection to people and the beauty in life.
• I have learned a lot about myself as a student, a person, and an American. I now know more about the global bigger picture of the world and am overall more informed about Cuban politics and culture. This trip helped me realize how privileged I am and how most American teenagers don’t recognize that.
• I have learned a lot about myself and reflection is a good way to process.
• It gave me more freedom and allowed me to experience a different country.
• It made me more aware as a person, showed me not to take privilege for granted, and it’s okay to have different opinions on things.
• This No Barriers program has allowed me to get outside of my culture and reflect on American capitalism and how it has affected me.
• I've gained a new perspective on the importance of human connection regardless of what divides us (political views, language, societal norms).
• I can honestly say this experience has been one of the most impactful things I have ever done. I learned to see the importance of all perspectives and sides to a story, and that it is okay if there is no simple explanation to something - we must lean into complexity and nuance. It has also allowed me to more clearly see the pros and cons (particularly cons) in my own life and society, and ways I want to change those.
• I've learned so much as well as grown. I've experienced so much that I never thought I would and taken risks that I never thought I would.
• I got to experience another culture entirely different from my own and understand the values of both.
• It has allowed me to see a new culture and a life much different than my own. Helped me see the connection to people and the beauty in life.
• I have learned a lot about myself as a student, a person, and an American. I now know more about the global, bigger picture of the world and am overall more informed about Cuban politics and culture. This trip helped me realize how privileged I am and how most American teenagers don’t recognize that.
• I have learned a lot about myself and reflection is a good way to process.
• It allowed me to gain new perspectives on my life and the world as a whole. The connections I made with people are priceless and I'll never forget them.
• It impacted me beyond what words can explain. I have found things out about myself that I didn't know. Life lessons, important things that should be thought about on a daily basis.
• N/A
• It gave me a new look on life and how lucky I am.
• In many ways, such as making me want to travel more, make an impact, help other people, expand my non blood related family and friends, learn about other cultures and making the most out of my situations.
• It helped me learn about the world around me, bond with my classmates, and set goals for myself. I stepped out of my comfort zone and experienced things I would have never done. I made new friends and got to know the people around me much better. I also got
to see how life works outside of my small world.

- This experience has made me closer to my peers, showed me a new part of the world, had to experience a new culture, I had so much fun and loved it so much.
- A lot of things I did really helped me open up about things that are important to me, even some personal things. I got to know myself better, my boundaries, my likes and dislikes, my friends and my best friends. It helped me 'categorize' important things in my life.
- It let me see what the world outside the US is like and I got a better understanding of the culture of Ecuador. I also learned more about myself than I thought I would and I got to know the people in my group much better than I thought possible.
- I have learned so much about different cultures and people's lives. I have different looks on family lives, community, and life style. I have learned to overcome and step out of my comfort zone.
- I have a different outlook on the world and how it works. I also got to know my peers better and made new friends. Rachel was awesome and inspired me to push my limits. I feel so lucky to have this experience.
- I see the world differently now and am better equipped to face challenges and new things. I understand and approach more things than I did before this trip.
- It has made me see a life style beyond the one I had before.
- I got to learn more about my peers and another culture and how other people live.
- It has taught me skills that I can use to make a difference in my community and in the world around me. It has given me a new way to look at life.
- This experience was different than anything else I have done. I was able to open my eyes to how the rest of the world lives and how their daily life is.
- I have learned a lot about myself and what I want to do with my life. It showed me I want to do this in the future. I also made connections that will hopefully last a lifetime.
- It encouraged me to get out of my comfort zone.
- I got to see a volcano.
- N/A
- It was my first time out of the country.
- I will be able to take all of the activities and experiences throughout my entire life. The places we went really let me understand what life was/is like in other countries/communities.
- By showing what life is like in a third world country and it changed my point of view.
- This experience has positively impacted me my entire trip. The activities that we were involved in also helped with that.
- It has given me a big support system and a community of people that care about the same things as me. I met leaders that I really liked and inspired me to have a job like theirs.
- It taught me to view challenges and obstacles positively. From this trip I really learned how to overcome those obstacles and learn from them. I was able to engage with the people and places in India in order to better understand the culture of this country. I love India and want to go back again ASAP.
• I was given the opportunity to experience something I never would have been able to and was exposed to circumstances and people who gave me a new understanding of other parts of the world.

• This experience has positively impacted me because it allowed me to step out of my comfort zone and enter the world. I learned more about myself and understood the importance of seeing/experiencing the world.

• No Barriers Youth has given me an amazing opportunity that makes me so happy. It has given me a chance to learn, grow, and change and I know I will use these experiences to grown in my everyday life.

• It makes me want to make a bigger difference in the world.

• It has given me a broader perspective on what the world is really like outside of the small town I am used to. Now, I can see things from a different point of view other than mine.

• No Barriers Youth has provided me with a greater understanding of another culture as well as the social issues in other cultures. Working with girls in India, we got to experience firsthand what it was like to be a woman in this country and how beliefs are slowly changing. No Barriers has left me more appreciative of what I have and I now feel more capable of change.

• I’ve learned a lot about myself as an individual and in my personal life. I’ve learned to be proud of my life and appreciate the little things. Overall, I have been impacted by young individuals around me and relationships that were made.

• Made me more appreciative.

• It taught me to never take anything for granted.

• This No Barriers Youth experience has positively impacted me by allowing me to get in touch with my roots. It gave me a first hand experience with the Ghanian culture, which will allow me to educate my peers. This program has given me great connections, both domestic and international. It has exposed me to a new way of life which has sparked a curiosity to travel more.

• It taught me to enjoy myself and not let the baggage of my everyday life to stand in the way of new opportunities.

• No Barriers Youth experience has opened my eyes up to a new perspective and has made me grateful for things that I have and for the people who are in my life, and I feel that I have to do something that can help positively impact others who will come after me.

• I've learned that working as a team can make things be enjoyable and efficient.

• It has helped me work through problems with more perseverance.

• I learned how to set up tarps and to support others instead of yourselves.

• It's fun.

• It made me stronger and more independent.

• It impacted me by showing me how important teamwork is.

• It has taught me how to work as a group and work through problems and challenges.

• More friends and responsibility.

• I have learned to be more responsible and to do more things for myself.
• It has showed me that I love the outdoors.
• It has shown me about teamwork and positivity.
• It made me grow as a person and become more independent.
• I know myself better and I have so many more memories.
• It made me more independent.
• It impacted me in positive ways because I can do something that I couldn't before and remember it.
• It has made me discover what really matters to me in my life and what I want to do with my future.
• I am now more aware of my surroundings and the very real suffering people have to go through. I have stepped out of my comfort zone to try new things and it helped me grow as a person and build bonds I wouldn't have had if I been close minded.
• I can overcome anything with patience. I want to see more smiles through community service. I want to help others get better living conditions. I am a strong leader.
• Self discovery. Learning to work with others. Expanded my food pallet.
• Allowed to travel and see more of the world. Learn more about different cultures. Pushing 'Barriers' comes with good results. My food pallet. Importance of lack of phone.
• This trip has made me even humbler because I see that you can make a positive out of the worst situations and/or the struggling times.
• No Barriers Youth experience impacted me by giving me a chance to go somewhere by myself and see wildlife in it's natural habitat and learn so much about the beautiful people.
• This trip experience impacted me a lot by helping me realize who I am. This trip really helped me overcome many fears and most definitely came out of my comfort zone.
• This experience has helped me because it makes me want to get out and do more in life just not for me but for others as well. It made me want to learn and discover more about nature and makes me more confident in myself.
• It impacted me in a way where I can say I had a learning experience traveling out of the country.
• This trip experience helped me see a lot of things differently and also helped me overcome fears and also helped me see animals differently.
• This No Barriers Youth experience positively impacted me because it taught me many life lessons and showed me how to overcome my fears and have more confidence in myself.
• This trip has impacted me to be more on my own and learn how to be more hands on with everything that I do.
• I got to see new things that I never thought I would see before.
• It made me not want to travel.
• It helped me get out more and explore the country.
• I now know that the world outside of home might need more attention than being home. I am now willing to take any opportunity to help those countries that need it. I am eager to help anyone, anywhere in anyway I possibly can.
• Being on this trip made me realize that what I have I took for granted because some
people have it worse. So this trip made me more grateful to my people, what I have, and hot water.

- In the past two weeks, I have been able to experience so much. I am truly grateful for the opportunity I was given. Hopefully I can go on a similar trip soon.
- By meeting new people and by helping, others in a positive way that will benefit them for years to come.
- I have gained a new outlook on things and I feel the need to work more into myself as a person (being more kind).
- After this trip I feel I can overcome any obstacle in life. This was a great example because I wasn't sure how I was going to make it without communicating with my family for 2 weeks and now that the 2 weeks are over I feel great.
- To try my hardest and give it the best I can be. Be thankful.
- Wanting to learn more about myself and what I'm capable of and continue to grow.
- It has impacted me in many ways like trying new things also wanting to learn new cultures. Also believe in myself and tell myself that I can do it.
- I feel better as a person. I know now to survive better too in the world.
- I learned how to be valuable.
- The No Barriers Youth experience has positively impact me by making me want to give back to those who need things cause it's what makes them happy.
- It made me be more grateful and thankful to my parents because this could have been me.
- It changed my life a lot! I have seen things I never thought I would. I love everything that this program has done for me. If I could do this again I would without a second thought.
- When I first went on this trip I was closed, I didn't like talking but after this trip I'm more open minded!
- This No Barriers Youth experience has opened up my eyes and showed me that traveling and coming out of your comfort zone can teach you a lot.
- It made me come out of my comfort zone.
- This trip has given me an opportunity to connect with strangers and an amazing place around me. I have learned so much about myself on this trip. Nothing can get in my way and this trip truly showed me this. I am able to take what I have learned and experienced into my normal life and reach out to my community. This experience was amazing.
- This journey has helped me realize more of who I want to be when I grow up. It also has taught me more about my love for working with/helping others. This experience taught me more about nature and has further expanded my desire to travel this beautiful world and learn more about the people in it.
- This experience opened my eyes to not only the beauty of the canyon, but also how incredibly strong the people with visual impairments are. They showed me how to stay positive and not let anything hold me back. It was an incredible experience and changed how I view struggles.
- It has mainly improved my knowledge of people with visual impairments and really pushed me out of my comfort zone. Whether through the activities, making new
friends, or leading the blind. I also think I have gotten to know myself better and respect nature more.

- I was able to grow in problem solving and in confidence which can help me make an impact on the world.
- I feel like I can trust more people now. I am also able to make friends easier now. If I'm feeling upset, all I need to do is find someone who's willing to listen and help me.
- It has made me less shy and more open to share my feelings. It's also helped me reach out more to others.
- It has given me a greater appreciation of nature and the national parks.
- The very first positive impact was flying alone for the first time. I was extremely nervous but after going through TSA and sitting down on the plan, I realized it was just like taking any other public transportation. The people were different, friendly, hilarious, and white. By that, I mean there were a lot of white people on this trip and this 12 day trip has been, hands down, the longest I have talked to and stayed with white people (I'm Chinese). They taught me so much about the world outside my little California. Some other people taught me cool things like Spanish, religious history, how their society works, etc. After spending so much time getting to know all these people, something in me changed. I became more carefree and less scared to be myself and make a fool out of myself. Specifically talking with the visually impaired participants really opened up my heart and my eyes. I hope to become more empathetic because of this experience.
- It helped me reach outside of my comfort zone and become close friends with people I would have never met. I grew as a leader and experienced one of the greatest national parks our country has to offer.
- This trip has shown me that we as humans affect the natural beauty around us; I've also learned to trust people more, especially the sighted, and that it's okay to let people assist me in my time of need.
- I love outdoors and I go camping every year with my family but this is my first time going in the canyon and camping outside and being in the river. It was a different experience going in the canyon and climbing the rocks and seeing a different world. I loved it and I would want to try it again someday.
- This trip has given me the chance to grow so much as a person. It has shown me how strong I really am and it has pushed me way out of my comfort zone, but in an excellent way. I have made new friends and have grown so much as a person.
- It has positively impacted me in many ways. It has helped me grow as a person, because I learned a lot of things about myself. I also learned a lot about the Grand Canyon.
- I have grown a greater appreciation for working together as a team, stepping out of my comfort zone, and embracing all opportunities. I have a greater passion for nature and the outdoors.
- This experience has impacted me by becoming a better leader. I have found myself becoming more helpful and enthusiastic as the week went on. We also went on a hike that helped me step out of my comfort zone a lot.
- New friendships. Lessons in responsibility. Learned to appreciate life and experiences overall. Completing something you didn't think you could complete is a great
This No Barriers Youth experience has positively impacted me in many ways. One way is that I feel that it has taught me a lot about the Grand Canyon and its history. Another is that I feel I have grown as an individual in the way of I feel that I found another purpose in my life.

Through this expedition I've been able to discover who I want to be in life. I've always acted differently and not how I wanted to but now that I know who it is I want to be I can be that person. It's truly been life changing.

It gave me an unforgettable life changing experience that I feel I will cherish forever. It was definitely a cultural shock that I enjoyed every single day of. It gave me an opportunity to give back to a third world country and create a bond with people within the community.

This experience has allowed me to view life and the world in a whole new lens. What I have learned here will allow me to overcome challenges in my daily life. I understand culture and am willing to learn and share knowledge with others.

It made me appreciate what I have from going to school and learning to not being forced to work because that's the only way of life.

Gave me a sense of what I want to perhaps study in college. Made me grateful of everything I have back home.

I have now broadened my perspective on a different culture and have experienced the luxuries and privileges. But also seen the hardships and realities that some people must undergo.

No Barriers Youth experience positively impacted me by making friends with others and building up old relationships with others as well. Also, getting out of my comfort zone and trying new things. I would try this again if there was a part 2.

I now know that I want to come back to countries such as Cambodia and help establish schools or health centers. Seeing the poverty and different life style the people of Cambodia have has made me not only appreciate what I have, but help give back to poor communities.

It has impacted me because it makes me value even more what I have. Also because it helps me grow as a person and it provides me with skills that I can use later on in life.

Taught me more about the world and its history. Made me appreciate what I have more.

This program has impacted me because I now see the world with a more insightful perspective. I value how much work the people from this country put forth for their children. I value more the things I have back at home. Because people in this country don't have the resources available to them like I do.

N/A

Made me more grateful for what I have made me more likely to reach out to people who are different from me and gave me a desire to learn more languages.

I have enjoyed my stay in Nepal.

Helped me put life into perspective.

It has positively impacted me by forcing me out of my comfort zone and helping me
learn more about myself. Also, it helped me get to know others. The No Barriers Youth Program also opened my eyes to things like people and places in a foreign country while making me feel safe.

- It exposed me to a culture that I would have otherwise been ignorant towards.
- I have learned and saw so many things that I would not have seen before.
- Yes it has taught me to realize what I have and be more grateful.
- It let me experience China with a group and on my own.
- It has made me have a greater appreciation for the smaller things in life.
- Allowed me to see more of the world.
- I think the trip itself was amazing. I just don't see where No Barriers has impacted it.
- I've gained valuable perspective from the Chinese.
- Made me realize I never want to go to China.
- I feel it has allowed me to explore a part of the world I would not have been able to otherwise. It also allowed us to see a lot of the country.
- The program has done an excellent job in facilitating an experience that completely fulfilled my individual goals. The activities challenged my thinking, open-mindedness and empathetic mindset.
- It has provided me with experiences that I will never forget.
- This experience has positively impacted me in a number of ways. The most being that I believe I have found a new sense of personal enlightenment. I feel more at peace with myself, my actions, and my decisions.
- I have a new perspective on life and many experiences that I can draw lessons from.
- This was my first out of country experience and I was exposed to an entirely new culture.
- No Barriers Youth has not really caused me to radically change my view on anything. I think that going to China was a good experience but that No Barriers did a poor job of adding to the experience.
- Made me think.
- Made me think about the world.
- Made relationships with local kids. Learned more about religion. Became more appreciative/cognizant of my privilege. Became more self aware.
- Learned about a country I knew nothing about. Learned about the importance of a rope team. Stepped out of my comfort zone physically and emotionally.
- I've seen life and culture much different than my own in Nepal so I have a new perspective.
- It gave me the opportunity to go to a country I doubt I would have otherwise and provided a 'ready made' trip sort of.
- I have been exposed to many new things on this trip and feel a great community presence even now at the end of the trip.

**How can we continue to improve the experiences we provide? (Youth)**

- One way to improve the experiences provided would be to have the participants be more involved before he trip and before teaching the 4th graders so they feel
completely prepared.

- Continue to teach the future generations about the effects of climate change and think of alternative methods to help solve this issue.
- Most of the teachers were great but 1 park ranger was very controlling and this is meant to give high schoolers leadership skills. We can’t do that if the jobs were given then taken away so a teacher or park ranger does it instead.
- I feel like I have a large stress about what I need to be doing and I can’t really think straight because of it, I think you should not leave students with that feeling.
- I don't know, I had an amazing experience.
- Overall, I enjoyed almost every part of this trip. I feel more mature. But I believe that there could have been more night oriented activities and less activity in mornings. In my experience, teens need time from waking up and doing activities in order to wake up a bit more.
- Many aspects of the experience were made far more difficult due to an injury of mine. I feel that better accommodations for disabilities could be an improvement.
- Explore a little more around the area like maybe a walk down the bike path.
- Do more activities with younger kids to make them more aware of their environment.
- You can try to get people to be more flexible with differing ideas.
- Keep doing what you're doing but maybe have some free time after lunch and fix the bathroom stalls.
- I think what you have is perfect. This trip was an amazing experience and I don't think anything should change.
- Reach out to kids who are uneducated in environmental issues, not ones who already know them.
- You can improve the experiences provided by making sure the lodging is decent.
- One way in which you can improve the experience is to make a safety plan in case of any emergency and if there is one make sure all participants are aware of it.
- The only possible way to make this experience better is to make it longer. Everything was how I wished it was.
- Collaborate with other schools - have us connect with others who are local to gain a better understanding on how kids our age live in the area and how in the end we can all contribute to the same cause.
- By continuing to give a great opportunity to the children/students. Having more activities to interact with each other so we can become more open.
- Honestly just make the trip longer.
- Honestly it’s a great program. It should expand more and maybe more field trips would help.
- Have everything more ongoing with learning about new topics.
- Make the trip longer and go out into farther places in the national park. Also make more activities that involves all of us working together.
- I think that there should be a bit more exposure to the topic we were studying to better prepare us for the kids.
- If you were able to take students to the national parks, and show them from a first
person point of view how majestic these places are, I think it'd spark a lot of interest.

- Keep doing what you're doing.
- Allowing students to take more time to themselves where they can engage with each other, recharge, and appreciate nature.
- Just keep doing the same, I honestly can't think of anything better.
- Always make sure there is an adult with kids. Give the students time to view everything especially the lake.
- I really enjoyed the trip and feel like the only thing was the time restraint and if we had more time we could learn more and do more.
- Bring more students from different cities. I just wish more people come on this trip. Not necessarily with my group but I think this program should be all year long so more students have a chance to come here.
- I'm not sure you can, at least in my eyes. I considered this perfect. Maybe if the program is funded enough you can add a secondary school that will allow us to meet fresh faces to see how many new friends you can make from one trip.
- If there are students who want to continue their experience there should be more programs that expand the things you teach.
- By recycling and sharing my experience with others.
- A way to improve the program may be to add new activities for returning members. I do like the activities that we had. However, they have the same as last years so changing it would be more engaging for everyone.
- Honestly I would love for the the program to stay the same because when I come back I want to be able to help out the new group.
- The experiences that you provide can improve if we can see new places. Also for the students who want to go explore independently with students from other grade levels and experiencing nature. Both elementary and high school students should enjoy independence to explore nature.
- Continue this program for next year to bring the old and new participants.
- I'd love to have this program in PMA for a good while to try to expand our knowledge.
- For now I feel like you can improve the experiences by having the camp last like one or two days longer. Everything else is fine the way it is in my opinion.
- I just say to continue doing as is. This program couldn't get any better honestly.
- Overall, the experience was amazing and I say that the activities we did made a huge impact to my peers and other people. We learned about climate change and I feel that I can spread the word back in Chicago.
- I think to just be more alert about different situations and to be ready for whatever situation.
- For cohorts that have been here previous years, you can provide more activities that can impact us and allow us to grow.
- piuhiopiuh
- Improve food.
- I see no flaws and thoroughly enjoyed this trip.
- There should be more time to hang out with the opposing gender because I've only
bonded closely with the girls in my grade. I think this experience was great, the food was great, and I wouldn't change anything.

- I like the exercises we did and think it should stay the same.
- Add cabin heating.
- Give us more privileges.
- Maybe mix up the groups/teams more so people aren't always with their friends.
- I think it's very good.
- Let the kids talk and don't demand complete silence.
- Food, heating
- Maybe mix up everybody a little bit more (boys and girls).
- I don't know.
- By doing what is actually fun and interesting. You should add more free time, security, better foods and better beds. Also more comfort.
- Better food.
- Continue to do the activities that include harnesses.
- I don't know.
- Maybe try to get the kids more into it with things appropriate for our age like more serious games.
- Ask/listen to advice from kids.
- I really like it I don't think it could be better maybe the headquarters might be better.
- Like I said I would like a little more free time.
- Lights out at 11:00.
- Give more time for people to spend sincere time with each other.
- Less activities, more free time, and more security. Better food.
- More arts and crafts things, less physical things!
- More free time!
- Add heat to the cabins.
- I think you're doing a good job!
- Food. Heating.
- Food and maybe more team building activities/activities as a whole group.
- Remove rope on the swing.
- We continue to improve by good working toilets, have more options for food.
- To have time to do more of the ropes courses that would be fun.
- More sports, more free time.
- You could improve the food.
- Split up the free time better.
- More yummy food.
- Have more night time experiences.
- Do music exercise dancing.
- Better activities.
- Nice.
- Free time.
- Do more things that involve heights.
- I don't know.
- Food. Organized and more free time.
- A balance between teamwork and solo work.
- Honestly just make it longer than two nights. I feel like it would be more impactful. I think the program was good, but you can never have too much soccer.
- It was all well and good. I think because it is mid-October so 'prime spooky season' it would have been interesting to go to the cemetery located on campgrounds.
- I don't know.
- Better food. More counselors of color and from different places/experiences so kids of color can relate. Make the activities optional or give us more options for activities.
- Make sure to get people outside of their friend groups so they have a great chance of bonding.
- Doing more games with all the classes and doing pair or little group activities.
- You can continue to teach us new information, and expand on some of the activities by giving a few more options. Other than that, it was really good.
- Just keep doing what you're doing.
- Keep doing good.
- Possibly more down time.
- More fun and above all more freedom and less curfews.
- Keep it how it is!
- Help others.
- More opportunities to interact with the locals especially children.
- You could give more time to relax and take it all in.
- Keep doing the same thing.
- Keep doing what you're doing.
- I think that seeing the country's economy and way of life was important and I think maybe one day more of being with the people here would make it even better.
- Do the same thing continue to plan fun experiences.
- If we all help each other communicate.
- More time to sleep.
- Give a little more free time.
- To give us a little bit more free time.
- Put more fun into it.
- Just keep it fun.
- I think that the experiences I had were so fun and I wouldn't really change anything.
- More energetic.
- To continue the importance of travelling.
- It was perfect already.
- I don't know.
- Be a little less strict on things.
• I will continue to socialize with newer people.
• Just keep doing the same thing.
• Have a little more time to socialize on the trip. (Make more free time)
• Try to make less drag and more free time possible.
• Inform better before or earlier of what this trip can do.
• Better water bottles?
• Everything was perfect!
• More service work will do.
• New water bottles.
• Keep doing what you're doing, but fix water bottles. The straps always broke off, and when dropped, lids would pop off.
• I don't think much can be improved. It was a very well put together trip.
• Please give better water bottles. They broke open very easily and are an issue. The handles snap off easily.
• Make it last forever because I never want to leave. Also, maybe get a new water bottle provider because every single person's broke within 10 days.
• Buy better water bottles, everyone's broke.
• Continue to bring in good guides, like Carlos and Mario.
• Do everything the same.
• N/A
• More help with allergies.
• Maybe more variety of places and activities.
• N/A
• Continue to provide leaders like Jenny and keep up the travel ideas!
• N/A
• Try maybe 1 more day and wake up later and a less early plane time.
• Bring the experience back home along with the lessons we learned.
• Everything was great but it was sometimes really rushed.
• We can help improve our experiences by bringing what we learned back home.
• I would like a tiny bit more 'free time' to socialize with my peers.
• I think that by doing the right trips it will be enough.
• I think the counselors from our school should go through training to become less 'mom-like' and know that we are safe. They made too many useless rules.
• Keep doing all of it.
• To not get up so early and go to bed so late and do less hikes.
• Keep on doing the same thing and have fun.
• Make in more intense and let us have more free time, we wrote more than we had free time.
• Make time for us to relax and make wake up time later.
• No Barriers can get nicer hotels. I had bad experiences during the trip for the hotels. Let us sleep in because during the trip we stayed up late hiking then we all go to the hotel and try to sleep but then we had to wake up early so everyone was super tired.
• Maybe a little time to sleep more. Everyone was tired. Add some activities that most/all like.
• Maybe less barriers. More beach water time.
• Less rules, less barriers.
• Less barriers.
• I don’t know.
• Be a little less strict on things.
• I will continue to socialize with new people.
• Just keep doing the same thing.
• Have a little more time to socialize on the trip.
• More free time.
• Continue giving students the chance to have their lives changed by opportunities like these.
• Continue on doing what your doing.
• I will try to carry over the team building and community improvement skills I learned to our community in New York City.
• Continue doing what you are doing. I think this trip is perfect as it is.
• You can improve this experience by continuing to hire truly dedicated people to lead us through this journey with our enjoyment as the main importance that they ensure us.
• Overall, this experience was absolutely amazing from the start to the very end. The activities were wonderful and well planned. My only recommendation would be to keep the students fully informed of any changes that may occur.
• I think everything provided was sufficient for the success. The diversity of all the stays and trips helped us to achieve new strengths.
• 10 minutes of phone time every morning and night to talk to families.
• You can continue to improve the experiences you provide by helping other students travel and let them have a once in a lifetime experience.
• I'll continue to travel the world and discover beautiful cultures. As a group we will continue to seek new adventures and create new experiences.
• Prior to the trip, have a student or person of the age group of the travelers tell them recommendations that people wouldn't get out of the guide book. Stuff they recommend for that specific country.
• Keep doing what No Barriers does.
• The experience was great but the pre-program should get us more excited for the trip. That was the only thing I'd change.
• The only thing I can think of for you to improve on is increasing the Spanish based interactions between kids.
• I think they could prepare you on the language better.
• Just taking lots of trips!
• I felt safe and happy. I think that if you keep doing what you're doing and you will be good.
• Keep doing what you guys are doing because you're all doing great.
• It is perfect don't change anything.
• You could try to increase awareness of people who might feel homesick, or communicate with the students more.
• The experience was perfect.
• I don't really know.
• I think you guys should just keep up the good work.
• You can continue to improve by doing the same thing. Everything was great!
• Nothing I can think of.
• Some of the students didn't bring enough clothes. So they should pack more.
• This trip was amazing. It would be fun to go all the way into the ocean, but if was fun anyway.
• I think we should do more service projects.
• I think to keep this program for as long as possible.
• The only critique I have is for travel days. We had 2 pretty short layovers and we arrived in Costa Rica somewhat late.
• My family doesn't own a house so we don't pay mortgage. I wish I could've gotten a scholarship it could have helped a lot.
• Not much really I thought it was great.
• the trip was pretty much perfect, the only thing i can really think that can be improved was if there was music speaker on the bus, its kind of stupid i know, but i spent like 3 minutes thinking of anything remotely bad about this trip and that was the one thing i thought about. in other words it was pretty perfect
• I have genuinely no idea. The trip was phenomenal.
• I would love to go on more programs with NBY
• Longer and better food.
• Little more activities.
• For the students to be in contact with their No Barriers guide.
• By doing the same thing.
• The experience was perfect.
• Keep doing it.
• Longer and more variety of food. Also go to Machu Picchu next time.
• Keep doing what you’re doing!
• There is not much more that can be done to improve it. The days felt eventful and the hike was great. However, I would give more time to rest after a days hike because it can be (sometimes) overwhelming.
• N/A
• Give a little more time for games/bonding activities. Also spread out the activities a little more evenly between days.
• End the days earlier, at night I was really tired.
• Have more games and time to sleep.
• No Barriers can improve by making the experience more thrill seeking.
• More time to look around Machu Pichu
• I am unsure.
• I think more games and teamwork instead of journaling.
• Maybe have a trained medical professional along the trip.
• I'm 18, so I would have loved to learn about this earlier.
• I would love to come back again and make more connections with new people.
• Keep doing you.
• To be honest, you're doing perfectly fine.
• Different cities. More fun. A trip of just sight seeing and fun. Comfortable sleeping areas (hotels).
• Keep on going through GCY and keep on having kids have this experience/memory.
• You can do more group work.
• Just to keep what you have been doing.
• Be more accurate about the packing list, state the importance of the items. Let us talk to each other on the conference call in a more organized way. Contact us a day before we fly out on a group chat.
• The conference calls should include more program information and the packing list should be updated.
• Change the packing list with only things we'll need and use to limit over/under packing.
• Keep helping the kids. Everything else is great.
• Do more trips.
• I think during other programs like this and this trip to focus more on grief work and on our loved ones that we lost.
• Update the packing list because it was kind of confusing (blueberry?).
• To improve the experience would be to get the packing list put together and updated.
• Have more leaders like Max and Julia.
• Continue to keep doing what is being done.
• Have No Barriers be more involved with schools and offer more trips similar to my experience.
• Buffet food is not usually satisfying.
• By continuing this program. To give my peers an opportunity to see the world through a new light.
• I enjoyed this program a lot, so I can't think of a lot of specifics, but continuing the passion and educational aspects of the trip will be beneficial.
• More intriguing questions during discussion time.
• Interact with more locals.
• More night time activities
• I think that I would have appreciate more free time as well as more time walking around one place to better get to know places.
• Just the menial things could be improved, like variety of food and pre trip information.
• Mariah, our group leader, was FANTASTIC. I do think the meal options could have been a bit more varied, and the options for vegetarian eating were very limited. Also, I think the school chaperones should communicate more with the No Barriers expedition
leader ahead of time to check in that they're on the same page reagrding rules/supervision/teaching style.

• Find better restaurants. More authentic and less touristy.
• Buffet food is not usually satisfying.
• By continuing this program. To give my peers an opportunity to see the world through a new light.
• Continuing the passion and educational aspects of the trip.
• More intriguing questions during discussion time.
• Maybe just not being afraid of more out of the box places, little holes in the wall that not many tourists know about in order to really experience the culture. Trust locals as much as possible.
• Give more time to experience everything.
• More time in Yungilla
• For me, I was put in a home stay with some people who were not thankful for the food, didn't try to speak Spanish, walked off without telling anyone, and didn't connect very well with the family, so I would have like to choose what group I was in for family stays.
• Provide more info before the trip. Rachel was great, but make sure all the guides get to know their students. And really make sure people do not immediately go into their friend groups.
• Make it longer and give more info at the beginning.
• More information about activities. More organized packing list.
• Stay the same! I loved every minute!!
• I would get rid of the Botanical Gardens, or at least not have a guided tour. But besides this I wouldn't change a thing.
• I thought it was perfect. I wouldn't do anything differently.
• If we were allowed to pick our family groups, within limits, that would be good, but it also helped me to be out of my comfort zone with people who aren't my close friends.
• By using Rachel on every single trip!
• Make the trips longer!
• I thought everything was really fun! I really enjoyed everything that we did for the most part.
• By giving a little bit more free time because people would get really tired and cranky so the extra free time would have helped.
• The only thing I can think of is longer trips. Everything else was perfect.
• By including more activities.
• By getting to know the kids better.
• Longer.
• There is not much needed to be improved.
• By taking them to other kinds of places like Mexico or Brazil
• I personally thought that the experience could not have gotten any better than it was. I had a great time and I hope to come back soon. This trip has inspired me to travel more and more.
• Increase communication prior to the trip.
• Make experiences with people less structured. This is obviously very hard to do with students where safety is a priority, however if possible things like visiting with families, seeing where they live, and interacting with them is such a raw and beautiful thing. Other than that, everything was perfect.
• More service/time at the school instead of touring.
• Continue doing what you are doing in these trips, because they are incredible. I would just recommend trying to get them out there so more people can partake.
• I thought it was great and no need to improve.
• Keep influencing the kids to do their best, even not on the trip.
• Overall, I wouldn't want to change a thing about this experience. However, something that can be incorporated more is interaction with locals.
• Although the trip was nearly flawless, I would have liked for my trip to be less 'touristy' and more hands on like the last day was. I feel as though this trip was more for pleasure than for service.
• I don't know if you can.
• To improve, I would have more activities where the teens are interacting with other teens that are native to the country being visited. I would also say to provide more time for shopping.
• Honestly, as a teen I use my phone to share experiences with my friends so maybe a phone at night before bed. I felt I was more distracted about not having a phone than I would have been if I had my phone but couldn't use it until the night.
• The experience was fantastic and help little room for improvement, but the best thing to do would to be make sure the tour guides put in their best effort to make a successful trip.
• Add more variety from year to year.
• Better explanation of the trip before we leave.
• I am not sure I didn't see any bad things.
• N/A
• I can't think of anything I would have changed I enjoyed everything.
• More variety of programs.
• Keep making people face challenges.
• You could add a 7 day backpacking trip.
• Give more structure. But I like flexibility too.
• I have nothing.
• Probably keep doing what you're doing and maybe a little more to the experiences for other people.
• Provide me with more opportunities to further my growth as a person.
• Focus on centralized service in order to build more permanent bonds and improve the experience of both the participant and those being helped.
• Work with a school more than once.
• Make it more focused or make it longer.
• Don't continuously change the location of service work, stay in one place to actually build relationships.
• I think that it would be more interesting to add more countries to travel to, like Brazil, etc.
• I think if you give them at least one free day to just relax their muscles they would be more engaged and more energized.
• The way you can help is by allowing the children or whoever to have their phones to contract their mothers or whoever.
• N/A. You are awesome!
• Just keep the program growing. And more down time.
• The way you can help me improve the experience is by taking me some where with less bugs.
• Offer more trips like this to many more children so they can have a wonderful time just like me.
• Just to keep going hard and just because things in life might get tough don't give up.
• Let kids see new things.
• More games.
• I would get out more and experiences different things.
• The leaders should be a little more confident in the sense of knowing what we're going to do rather than questioning it.
• More activities with the village kids trying to speak English.
• More information on the activities that are going to be done would be better.
• By making sure that more kids go out of their home country and have them getting into the habit of helping others.
• By being welcoming and humble. As well as being more attentive and getting more kids out of their comfort zone.
• It was a good experience I feel like everything was well planned.
• I think everything is good. No improvements needed.
• I honestly enjoyed this experience so I'd say nothing. Just more leaders that check underneath your bed for bats like Julia and tour guides like Raul.
• More opportunities for students to travel.
• Hundreds of more different locations. Longer expeditions.
• There is nothing to improve everything was good.
• Have a postive mind set and be grateful for what is given.
• I will take it back home and spread it with everyone I know and show them it's more to life.
• Nothing.
• NBY is an amazing program. You guys can continue to bless other children and give them a chance to see what I saw.
• You can inform the participants about what they will be doing before/after being accepted.
• Continue to reach out to the hearing and seeing impaired kids. Show them that the opportunities they have are amazing. Continue to show them and all kids that what is within them is truly greater than what is in their way.
• I thought there would be some more science involved so maybe next time have some more actual experiments and things of that nature. Also make sure the staff is also reaching out to visually/hearing impaired kids to make sure everything is okay with them.
• In order to continue to improve the experiences No Barriers provides, I would continue to reach out to kids that aren’t privileged or may have hearing or visual impairments.
• I think by the end everyone knew each other quite well but at the start it was just little groups and I think a way to avoid this is letting everyone get to know teach other right at the airport instead of having us just sit around.
• Increase donations and maybe add more guides.
• Have the youths interact with each other so no one feels left out.
• By putting more interact with each other so no one feels left out.
• By putting more interact with each other so no one feels left out.
• Braille and tactile materials. Blind group leaders.
• Adding braille for visually impaired youth.
• Everything was perfect. The leaders were awesome in making every part of this trip enjoyable.
• If you all plan to do anything with the visually impaired, try to provide tactile maps and braille copies of anything important, the NFB would gladly braille these things.
• I think they did great guiding us to push us to try new things and get out of our comfort zone, making new friends, new food, and in a new place.
• Everything was pretty great. Our leaders made sure we had the help and guidance we needed, but they also made sure we were as independent as we could be.
• I think it was a very good experience overall. I can't really think of anything that I would want to change.
• Provide more accessible materials for art projects for visually impaired, and ensure inclusion in all activities.
• Provide activities that are accessible to more people of different backgrounds.
• I’d say it was as good as it gets for living in the middle of a canyon.
• You can continue to improve the experiences you provide by getting many people from different cultures and by maybe getting more adult educators to teach us something we would like to learn.
• By making sure to always inclusive on expeditions and make sure that no one is excluded. Always keep reaching out to the visually impaired.
• Maybe get a chance to spend more time with the students to create an even greater bond.
• Continue to have children travel afar and learn.
• Maybe not make people speak how they feel. All in their business and stuff. More food options.
• I feel like everything was great.
• Honestly the experience here was amazing and I have no complaints!
• Some improvements would be getting to know the students faster so there can be more time to socialize.
• Allow us more time with the students we meet!
• I honestly thought that my experience was really great. I would say to keep expanding to reach out to other schools.
• Change the food so we’re not eating the same thing over and over again.
• If this program was connected to more schools that would benefit students from any city. It would be humbling experience and a learning experience to learn about cultures.
• N/A
• More preparation for how to be a respectful tourist and reflection on what it means to be a tourist.
• Make experience more personalized.
• By continuing the program and by going deeper into the country than just all the tourist sights and foods.
• Better organization.
• Let students experience more and have input on pre planning.
• Leaders should strive to get to know the group more.
• Spend more time in different cities and organize it better.
• Expedite the processes.
• Play more of a role in the trip.
• This experience was fantastic. Just make sure to rehire the Beijing tour guide Aaron.
• Nice group leaders.
• Provide more time for reflection after every day.
• Patience is key. It is understandable that through fatigue, aggravation, and severe jet lag, individuals and professionals lose patience. It is important - as a leader and guide - to remain tolerant of everyone throughout adverse times.
• Teach the guides to properly read people. Some kids don’t fully appreciate the experience. They end up being rude and disrespectful. Teach the guides how to deal with situations like these would be incredibly valuable.
• Continue to lead engaging, fruitful, though provoking activities and experiences.
• Make sure all of the children are accounted for.
• Better planning.
• Hire people that connect with students - Cindy is lacking.
• Todd Newcomer.
• Put Todd on all the trips.
• Eat at more local places
• I didn't know anything about the itinerary before the trip/why we were even going.
• Keep having a great supportive team and keep being organized. More communication beforehand.
• I’m not sure how much this ties to the program but I felt there could have been more stress (there was none really) on being culturally sensitive and a polite human in general. Of course No Barriers can’t control who comes on this trip, but when there is a student who consistently talks about the Nepalese community in this case as if they are lesser and is consistently told by other students that it is not okay someone should step in I also think there should be more emphasis on when it is not okay to photograph people and how to be polite when people are in the middle of a religious ceremony.
Overall just more direction from the adults/leaders to students about being polite.

- More clarification of logistics of the trip.

APPENDIX B: NB YOUTH SCHOLARSHIP

How has this No Barriers experience positively impacted you?

Learning AFAR

- Throughout all the experiences I have had with no barriers, it has become more and more clear that No Barriers has seriously changed my life and made me a better person.
- I learned a lot about the people living in Costa Rica, and about myself as well.
- I feel like the opportunities the program presents are very eye opening, however I could have done without a lot of the team building activities that felt forced with our group.
- This was a life changing trip that let me to experiencing an extremely huge varity of things I never dreamed of experiencing.
- I would strongly recommend this program to a friend because it provided activities to my group and I that helped foster stronger connections with them, helping me get out of my comfort zone and be a more sociable person.
- It was very fun and a new experience I never would've imagined of having.
- This experience allowed me to see the world in a new way and learn to value and use every moment to improve the world and better myself as a person.
- I feel as though I grew mentally strong and I realized I have passions for other things as well, for example zip lining.
- This whole experience was life changing and opened my eyes to new things and I feel that everyone should experience it too.
- I would recommend this program because it is a very safe program and because it is fun.
- It taught me so much about myself, and I want my friends to understand themselves.
- This program has enlightened me as a person. It has opened my mind to so many view points and possibilities. I know it will to others as well.
- This program helped me out a lot so it could help others like my friends.
- You get to experience new things like seeing wildlife in their natural habitats and new cultures.
- It takes a ton of effort (all worthwhile) to prepare yourself for the trip, mentally and physically.
• This program has helped me grow so much as an individual and made me realize how big of an impact a person as small as me in the world can make.
• Because No Barriers helps you grow as a person.
• The program is an amazing way to help your community and also make yourself a better person.
• This is just a really helpful and great organization.
• It's so fun and it is a great opportunity.
• Although the program might not be right for everyone (they might get homesick or don't want to work), it helped me learn to work hard and try to achieve goals.
• It was a good experience.
• This gave me an amazing chance to help people out.
• Everything was balanced with fun and learning.
• I really love learning through these types of programs and I like traveling. I feel like I would definitely recommend it.
• Because you learn so much stuff while having fun and the experience can really change you more than you think.
• It was very fun and I learned a lot about my friends, myself, and nature.
• This was an amazing experience that was not only fun but has made me a better person.
• I would want my friends to have the same or similar experiences that I did.
• I think the most important reason I gave my score is because it could really change them.
• This trip was so life changing. Especially in character building.
• I had a lot of fun.
• I thought it was a good experience on working with teams.
• it was fun and i learned a lot
• This experience made me look at the world all together rather than just my community or where I live, and I would want someone to have that same experience.
• It is an org. with a great message and morals, and allows people to open their eyes to their possibilities in the world
• I gave a score of 10 because I felt like all in all this trip was a good experience that needs to be shared.
• I enjoyed it and it's a great opportunity but we rarely get a break and we have to wake up extremely early and I don' usually do that.
• The most important reason on why I recommend a friend for this program is because with this you get to learn who you really are and get out of your comfort zone.
• You will see things you would never seen in the city, and very very fun activities.
• Some people wouldn't be comfortable stepping out of their comfort zone.
• I rated it a six because some of the things on the trip were a little hard.
• The most important reason I gave the score 10 is because this trip is a real eye opener.
• I think this trip is for people who like the outside and birds.
• I like everything.
• Because most people wouldn't like all the hikes and tours and also to me it was a boring but also different trip to me but I learned how to deal with it towards the end.
• There's more to life than school and video games that everyone should know about.
• This trip has taught me so much and made me more grateful that I feel all of my friends need to experience this.
• Gaining a trip that will teach you so much for free is amazing. Traveling is expensive but opportunities like this are wonderful.
• So they can have the same/more amazing experience that I've have.
• This program is somewhat challenging if you're not up to do a lot.
• I believe I had an amazing time. I learned a lot. I saw what I learned and it was a great experience that left great memories.
• It shows people how to overcome their fear and it teaches how you can make a difference in the world. People need to understand that they are important.
• It's an inspiring program and you get to experience a small part of this big world.
• The amazing people/cultures and food, places. Also because tour guides like Raul because you could tell that he was enjoying it as well.
• I gave this score because this is a great opportunity.
• I gave this score because of the phone situation.
• The most important reason for the score I gave is because the experience was good.
• It's hard to get people to travel outside of the U.S.
• I gave that score because I feel this program can actually change a person's whole way about how they look at life.
• This trip was basically free.
• While traveling to another country it may be hard but it's fun to learn other cultures and lifestyles.
• I feel like you learn a lot about yourself and others around you.
• It is free and it's a life changing experience that I will cherish forever.
• This program will allow an individual to go out of their comfort zone, experience new things, and learn. This trip will change the perspective of the individual and will make the person more grateful and humble.
• Life changing. Get to value what you have.
• You'll have a sense of who you are, and be grateful of it. And appreciate everything you have.
• It's free traveling and an incredible experience!
• The way I see life has changed and I want to help the world around me because of this trip.
• That you leave an impact on someone else’s life and you get to see life in another lens which helps you grow as a person.
• This experience is life changing. You see everything through a different lens.
• It has given me a new perspective on life and how grateful I am of what I have.

Leading The Way
• This is a once in a life time experience and it is an amazing one. Everyone should get an opportunity to have an experience like this to connect with the people and places around you.
• Everyone enjoyed themselves and it seems like everyone took some very important messages out of it.
• This trip was incredible and I want other people to be able to experience it.
• This trip really helped me with problem solving and confidence.
• Meeting new people and seeing how people with similar disabilities solve their problems.
• Very strong friendships.
• It was awesome.
• It will change you. You can feel the change but you can’t really pick out what changed or why.
• This program helped me grow as an individual and opened my eyes to the issues facing out national parks.
• No Barriers was fun and entertaining, but more importantly, it was a great learning experience and opportunity to create unbreakable bonds with fellow students and staff.
• I think this program is the best because you get to travel into a new place and experience new things that you haven't done before.
• This trip was very fun and engaging. Everything was excellent.
• It was a great experience, and I learned a lot from it.
• It is a great program for a diversity of students and incorporates challenge and fun. It helps students to grow.
• Being able to interact with people of different backgrounds in an amazingly beautiful place.
• Because even though it is a great experience it comes with a lot of responsibilities.
• The most important reason for the score I gave is the sense of community and learning that you get from this trip.
• It was a once in a lifetime opportunity and was a truly amazing experience that everyone should have the opportunity to enjoy. Life changing.
Children of the Fallen

- Very good program, if you don't like the outdoors/camping don't do it. Luckily I do.
- The guides would talk to you and listen! Plus the view is gorgeous.
- The people and the connections I have made with them. They will stick with me forever.
- The bonds I've made with all the people I've met.
- I have friends like me who have the same traumatic events as I. I know many people wanting to do this.
- My friends don't like being hot and sleeping outside, also not being able to take showers.
- The environment was friendly and amazing. The memories will always stay with me.
- This is an amazing camp and I want others to experience it.
- I scored a 7 because it was super fun, I made great friends, and memories that I know I won't forget.
- To grow, and get through the hard times especially when you don't have a lot of people to depend or talk to.
- This program helped me realize I can become a great person and leader and I hope it could do the same for others.
- This program forces you to step out of your comfort zone with the help of others going through similar experiences as you, which allows for meaningful relationships to form as well as self growth.
- It teaches kids new stuff.
- This trip has helped me find meaning in life.
- It's a very good program with very good people and a fun helpful once in a lifetime experience.
- Everyone was super supportive and showed us how to be a better person and really fun.
- It gave me an outlook on life that I had never seen and I want others to experience that.
- I feel like this is something everyone should at least try.

NPS Climate Challenge

- I enjoyed it but at times I was a bit bored (but I do get bored fast from ADHD).
- I answered 7 because I think I would have learned more if we were given more control over the activities we did with the 4th graders.
- Anyone who wishes to learn more about the topics that have been covered should take part in this program in order to not only take in new information, but pass it on to future generations, thus becoming a leader.
• The reason I didn't give a 10 was that I felt that the schedule of the first day was too rushed because it caused unnecessary stress and then we had multiple hours of free time.
• I think that it is important that teens know about this and can do it while having fun but I think it puts a lot of stress on you to feel responsible for everything and I don't think that my friends can handle how that feels, I can't either.
• The No Barriers staff were extremely fun and easy to learn from and get along with.
• I learned so much about teamwork and about the environment that I think might be hard to explain by ones self
• The program allows for spreading the truth about the environment to an impressionable younger generation.
• The staff is amazing and the experience is unforgettable.
• Good learning experience.
• It was beautiful, fun, and truly a once in a lifetime experience. I'm going to miss Mariah, Julia, and Ryan so much.
• This was eye opening. It helped me see what is really happening and helped me realize that I can do something to help.
• It's a great experience.
• It is very fun but also kind of difficult.
• It is a great way to not only build connections with amazing new people, but the learning is great too.
• This program helped me appreciate the park services and the people that work hard to try and impact the youth.
• The program is something you will never experience in a place like Chicago.
• I feel that No Barriers allows us as individuals to grow with different perspectives about life. Like the perspective it gives truly makes an impact in the life of an individual. It's worth the time and experience.
• It is a great program, just make sure that you are physically and mentally prepared.
• I loved being outside of my comfort zone, and the experience I had will stay with me.
• My personal views changing and being shaped by the time.
• No Barriers helps you reflect on the issues going on in the environment while at the same time contributing to your personal growth.
• Very fun, educational as well, and it made learning fun!
• It's an amazing place, for me hearing nature, walking through it, taking pictures, it was just mesmerizing.
• I wish we had more time to explore and be here like when we went to the Dunes and the lake.
• I feel a better understanding and liking for the world around me and I even feel like a better person.
• It gives you time to reflect on how big of an influence you have.
• There isn't just one reason. This program itself was amazing. We learned leadership in teaching the 4th graders and we built a sense of community and friendship throughout the hikes. I felt like I had a second family during the campfire. I can't decide just one reason so I've given you all of them.
• It's a great experience.
• It was an eye opening experience to me and I would want to give others a chance to share it.
• No Barriers program teaches individuals not only about our environment, but about ourselves and how to use our strengths to our best advantage.
• I would've gave a higher score because this program isn't for everyone, but overall it's a great experience to connect with everyone, and even nature. This program helps you grow more.
• The simple reason for how much there was to learn and teach other students.
• It is important in order to make improvements and see how we appreciate your work.
• The most important reason would be simply that one gets out of their comfort zone and interacts together.
• The reason why I gave this score is because I feel like No Barriers gives students the opportunity to explore and make them realize what nature really is.
• To build connections with so many people for so many reasons

In the space provided, please explain any element that was scored a 5 or below
Learning AFAR
• There was very little information given before the trip and there were few meetings to prepare.

• N/A

• Our group met 3 times before the trip for half an hour each meeting. Aside from that, I was given a packing list and an email with the itinerary the day before the flight reminding people to show up. I think the necessary information can be better explained beforehand so students know what to expect on the trip.

• It was a new experience, but was very difficult to adjust to.

• N/A

• The food was different from what I'm used to eating.

• We did not really have the right information. The activities were boring. I think it wasn't really safe in some places.
• I had never tried to eat rice and beans for two weeks straight and I also didn't know what I was going to be doing the whole two weeks.

• I was very nervous.

• Very good program.

Leading the Way
• The conference calls were kind of boring and it was very awkward for me at least and packing list could be improved.

• Emails were extremely long, also threads are hard to find since different email accounts were used. Itinerary was not super clear, I was a little confused on travel stuff. I strongly recommend fixing the packing list (more t-shirts, hiking pants are not really necessary)

• Unsure of itinerary of the experience I would have.

Children of the Fallen
• Program Activities: I don't enjoy being hot.

• I would've liked to have communicated with the other students more to get a better feeling of who I was going with.

• The pre-program experience was inaccurate and the packing list needs to be updated.

• I didn't feel like the conference calls were helpful and the emails were long and confusing to me.

• I gave it a 6 because we had two different packing lists, so I had no clue which to follow. Also, not knowing that GCY had a room of supplies so that we didn't have to buy it.

NPS Climate Change
• It wasn't explained well to me and I didn't really understand most things about the trip before going.

• The food cooking appliances were in very poor shape.

• The online sign up was poorly explained and confusing. And there was very poor disability accommodations.

• The lodging was fine it was just the bathrooms. The stalls were only covered by curtains and the shower doors weren't totally see through but they were see through enough.

Open Response 1: How has this No Barriers experience positively impacted you?

Learning AFAR
• This experience has definitely made me look at the world in a different perspective. It has made me want to make a positive impact on the world.

• It opened my eyes to a new culture and let me get close with a group of people I otherwise would not have.
• This trip has helped me experience things that have opened my mind about the state of the world. Because of this trip I feel that I understand myself better and feel that I can understand people around the world and can be able to help them. I think this was an extremely fantastic trip and I want people to continue to be able to go on this trip and experience the things that I was fortunate to experience.

• The No Barriers Youth experience positively impacted me by allowing me to step out of the familiarity that is my comfort zone with open arms. I have never left the country before, let alone by myself. Before I took the plunge, I promised myself that I wouldn't let fear stand in my way of enjoying this experience. Yet, after the first few days on this journey, I didn't need to remind myself of this promise and just enjoyed everything. Such an amazing revelation has now let me put more faith in myself to continue trying new things.

• I want to help the world more than I did before this trip because I saw how some people live and how others only have one important person in their lives and I just want to change the world in a positive way.

• The No Barriers Youth experience positively impacted me because it allowed me to learn many new things about myself. The No Barriers Youth allowed me to travel to a new country, and experience the culture and entirety of Costa Rica.

• Before coming on this trip, I wasn't very great at communicating or socializing with others. However, this experience allowed me to interact with the rest of the group and people we encountered on the way. Even the camera crew made me improve my social skills and reflections after the day's activity. Additionally, when I left Chicago I had no plans for the future or idea for a career I want to follow. Even now I don't have a full idea but this trip has definitely given me a purpose. When we visited places such as the school, local homes, orphanage, and plastic beach, I felt responsible in a way to help in whatever way possible. Now I know for sure that whatever I choose to do in the future. I will do it to help the world and the people in it. Also I have learned to value even from the smallest moments and take away so much from my experiences.

• No Barriers has helped me become mentally strong, to believe in myself, and to be fearless of things that do not need fear. I have learned to trust and to thrive on negativity and to turn that into positivity. This program helped me to realize that I have so much more potential to use.

• No Barriers gave me the chance to touch the clouds (literally) and the chance to try new things in a whole other country and after these few days I learned more about myself and things that I didn't know I would like but turned out to love it.

• This No Barriers Youth experience has positively impacted me because I feel like I know more about myself and I want to know about others.

• It helped me discover my true passion and love for the world and its creatures.

• This experience has opened me up to newly formed interests. Not only that but this trip brought me loads of knowledge that one can only retain through real life experience. Also this
experience allowed me to step out of my comfort zone and try many things.

- The No Barriers Youth experience helped me so much. It helped me become an even stronger person. This experience helped me get over my fear of heights. It also helped me connect with a different culture. Not only with the culture but also with the people.

- This trip has positively impacted me by pushing me to do things I normally wouldn't do like go on a plane and go zip lining.

- It has taught me how to adjust to difficult and uncomfortable experiences and climates.

- It has made me to help others and put a smile on someone's face every day. Also it has made me want to be more involved in my community and the environment. I think the most important thing is I have gotten to really know myself.

- The No Barriers Youth experience has positively impacted me in many ways. Firstly, I am more motivated to make an impact on our community in my life and I'm not as scared to step out of my comfort zone and try new things.

- I feel like I learned so much, and I plan to bring all of the information home and create a better world.

- It has made me realize that we all have challenges to get through that simply makes us stronger.

- It has impacted me by making me realize how important it is to help other people.

- My experience helped me realize that, although I don't really have dreams or passions, I have to find them instead of letting them find me.

- It has made me realize what kind of person I am.

- It has made me help the community.

- This experience helped me want to help my community.

- I was impacted by the experience by wanting to help internationally and by being aware of other people and their needs.

- I have experienced and seen so many cool things and it has wanted me to travel the world and share everything I know. I am more into helping people as well because I figured out how good it feels to do service projects.

- It has told me who I am and who I want to become. I have made new friends and had an awesome time.

- It has been really fun and I will never forget it. Also, I have connected with people I probably wouldn't have otherwise.

- I am coming back with more concern about the earth and I will want to help out my community.
• I feel better as a person and I know I can change the world.
• This trip has humbled me, and made me feel more grateful for what I have. It was also a great character builder.
• I am a lot more comfortable to step outside my comfort zone.
• It has opened up my mind to show me the world is a bigger place.
• I conquered pretty much my 5 largest fears this trip and that was really great, on top of that experiencing costa rica was also great
• This experience allowed me to see and talk to all of the amazing people who dedicate their lives to helping others and taught us how and let us do the same.
• The Learning AFAR trip has allowed me to experience a new culture and way of life, and opened my eyes to careers in nature, humanitarianism, and environmental conservation.
• This trip has made me even humbler because I see that you can make a positive out of the worst situations and/or the struggling times.
• No Barriers Youth experience impacted me by giving me a chance to go somewhere by myself and see wildlife in it’s natural habitat and learn so much about the beautiful people.
• This trip experience impacted me a lot by helping me realize who I am. This trip really helped me overcome many fears and most definitely came out of my comfort zone.
• This experience has helped me because it makes me want to get out and do more in life just not for me but for others as well. It made me want to learn and discover more about nature and makes me more confident in myself.
• It impacted me in a way where I can say I had a learning experience traveling out of the country.
• This trip experience helped me see a lot of things differently and also helped me overcome fears and also helped me see animals differently.
• This No Barriers Youth experience positively impacted me because it taught me many life lessons and showed me how to overcome my fears and have more confidence in myself.
• This trip has impacted me to be more on my own and learn how to be more hands on with everything that I do.
• I got to see new things that I never thought I would see before.
• It made me not want to travel.
• It helped me get out more and explore the country.
• I now know that the world outside of home might need more attention than being home. I am now willing to take any opportunity to help those countries that need it. I am eager to help anyone, anywhere in anyway I possibly can.

• Being on this trip made me realize that what I have I took for granted because some people have it worse. So this trip made me more grateful to my people, what I have, and hot water.

• In the past two weeks, I have been able to experience so much. I am truly grateful for the opportunity I was given. Hopefully I can go on a similar trip soon.

• By meeting new people and by helping, others in a positive way that will benefit them for years to come.

• I have gained a new outlook on things and I feel the need to work more into myself as a person (being more kind).

• After this trip I feel I can overcome any obstacle in life. This was a great example because I wasn't sure how I was going to make it without communicating with my family for 2 weeks and now that the 2 weeks are over I feel great.

• To try my hardest and give it the best I can be. Be thankful.

• Wanting to learn more about myself and what I'm capable of and continue to grow.

• It has impacted me in many ways like trying new things also wanting to learn new cultures. Also believe in myself and tell myself that I can do it.

• I feel better as a person. I know now to survive better too in the world.

• I learned how to be valuable.

• The No Barriers Youth experience has positively impact me by making me want to give back to those who need things cause it's what makes them happy.

• It made me be more grateful and thankful to my parents because this could have been me.

• It changed my life a lot! I have seen things I never thought I would. I love everything that this program has done for me. If I could do this again I would without a second thought.

• When I first went on this trip I was closed, I didn't like talking but after this trip I'm more open minded!

• This No Barriers Youth experience has opened up my eyes and showed me that traveling and coming out of your comfort zone can teach you a lot.

• It made me come out of my comfort zone.

• It gave me an unforgettable life changing experience that I feel I will cherish forever. It was definitely a cultural shock that I enjoyed every single day of. It gave me an opportunity to give
back to a third world country and create a bond with people within the community.

- This experience has allowed me to view life and the world in a whole new lens. What I have learned here will allow me to overcome challenges in my daily life. I understand culture and am willing to learn and share knowledge with others.

- It made me appreciate what I have from going to school and learning to not being forced to work because that’s the only way of life.

- Gave me a sense of what I want to perhaps study in college. Made me grateful of everything I have back home.

- I have now broadened my perspective on a different culture and have experienced the luxuries and privileges. But also seen the hardships and realities that some people must undergo.

- No Barriers Youth experience positively impacted me by making friends with others and building up old relationships with others as well. Also, getting out of my comfort zone and trying new things. I would try this again if there was a part 2.

- I now know that I want to come back to countries such as Cambodia and help establish schools or health centers. Seeing the poverty and different life style the people of Cambodia have has made me not only appreciate what I have, but help give back to poor communities.

- It has impacted me because it makes me value even more what I have. Also because it helps me grow as a person and it provides me with skills that I can use later on in life.

- Taught me more about the world and its history. Made me appreciate what I have more.

- This program has impacted me because I now see the world with a more insightful perspective. I value how much work the people from this country put forth for their children. I value more the things I have back at home. Because people in this country don’t have the resources available to them like I do.

- Leading The Way

- This trip has given me an opportunity to connect with strangers and an amazing place around me. I have learned so much about myself on this trip. Nothing can get in my way and this trip truly showed me this. I am able to take what I have learned and experienced into my normal life and reach out to my community. This experience was amazing.

- This journey has helped me realize more of who I want to be when I grow up. It also has taught me more about my love for working with/helping others. This experience taught me more about nature and has further expanded my desire to travel this beautiful world and learn more about the people in it.

- This experience opened my eyes to not only the beauty of the canyon, but also how incredibly strong the people with visual impairments are. They showed me how to stay positive and not let anything hold me back. It was an incredible experience and changed how I view struggles.
• It has mainly improved my knowledge of people with visual impairments and really pushed me out of my comfort zone. Whether through the activities, making new friends, or leading the blind. I also think I have gotten to know myself better and respect nature more.

• I was able to grow in problem solving and in confidence which can help me make an impact on the world.

• I feel like I can trust more people now. I am also able to make friends easier now. If I'm feeling upset, all I need to do is find someone who's willing to listen and help me.

• It has made me less shy and more open to share my feelings. It's also helped me reach out more to others.

• It has given me a greater appreciation of nature and the national parks.

• The very first positive impact was flying alone for the first time. I was extremely nervous but after going through TSA and sitting down on the plan, I realized it was just like taking any other public transportation. The people were different, friendly, hilarious, and white. By that, I mean there were a lot of white people on this trip and this 12 day trip has been, hands down, the longest I have talked to and stayed with white people (I'm Chinese). They taught me so much about the world outside my little California. Some other people taught me cool things like Spanish, religious history, how their society works, etc. After spending so much time getting to know all these people, something in me changed. I became more carefree and less scared to be myself and make a fool out of myself. Specifically talking with the visually impaired participants really opened up my heart and my eyes. I hope to become more empathetic because of this experience.

• It helped me reach outside of my comfort zone and become close friends with people I would have never met. I grew as a leader and experienced one of the greatest national parks our country has to offer.

• This trip has shown me that we as humans affect the natural beauty around us; I've also learned to trust people more, especially the sighted, and that it's okay to let people assist me in my time of need.

• I love outdoors and I go camping every year with my family but this is my first time going in the canyon and camping outside and being in the river. It was a different experience going in the canyon and climbing the rocks and seeing a different world. I loved it and I would want to try it again someday.

• This trip has given me the chance to grow so much as a person. It has shown me how strong I really am and it has pushed me way out of my comfort zone, but in an excellent way. I have made new friends and have grown so much as a person.

• It has positively impacted me in many ways. It has helped me grow as a person, because I learned a lot of things about myself. I also learned a lot about the Grand Canyon.

• I have grown a greater appreciation for working together as a team, stepping out of my comfort
zone, and embracing all opportunities. I have a greater passion for nature and the outdoors.

- This experience has impacted me by becoming a better leader. I have found myself becoming more helpful and enthusiastic as the week went on. We also went on a hike that helped me step out of my comfort zone a lot.

- New friendships. Lessons in responsibility. Learned to appreciate life and experiences overall. Completing something you didn't think you could complete is a great satisfaction.

- This No Barriers Youth experience has positively impacted me in many ways. One way is that I feel that it has taught me a lot about the Grand Canyon and its history. Another is that I feel I have grown as an individual in the way of I feel that I found another purpose in my life.

- Through this expedition I've been able to discover who I want to be in life. I've always acted differently and not how I wanted to but now that I know who it is I want to be I can be that person. It's truly been life changing.

- Children of the Fallen

- It made me look at the world a little differently. This program opened my eyes to the beauties this world has to offer that are off the grid.

- I have a better appreciation for nature and other cultures. I also definitely want to come back to GCY and guide during the summers. It was so pretty and I loved the guides.

- This No Barriers experience has impacted me in a way that is indescribable. The leaders made sure to make me feel comfortable being myself.

- I've learned to appreciate my surroundings more.

- I want to always take the opportunity to explore wildlife, and meet new people. I also learned that teamwork is key and to never feel alone.

- It has put in my view that I'm not alone and that there are actually teens that feel my pains and adults that really want to help.

- Yes. I'm learning with memories, friends, and new experiences.

- This program has helped me find who I am and has helped me to grow as a youth and an individual.

- It impacted me because I saw the beauty in everything.

- It helped me realize that you don't have to be perfect or beautiful to feel content or confident, and it has really helped me grow as a person in general.

- This experience gave me a better appreciation for nature and wildlife. I was also able to understand my goals a little better and push myself mentally and physically.

- I have learned the importance of living in the moment and appreciating all that nature has to
• It has, it helped me make new friends and impacted me to see how to make every one come together.

• No Barriers has helped me find passion in my every day life and showed me that I am a strong leader.

• It has helped me better see myself and the world around me. It helps me cope with problems and meet people I can talk to.

• It has impacted me to gain a better understanding of the environment and really helped me get out of my comfort zone.

• It has impacted me in a positive way because we met so many different people with different backgrounds. It made me go outside of my comfort zone to experience life in all of it's glory. It has made different people come together and be a family. The experience opened my eyes to things I would have never experience and I get to take that home with me.

• It has made me want to explore the world around me.

• NPS Climate Response

• N/A

• The No Barriers Youth experience motivated me to go outside my comfort zone and to pay forward important lessons I learned about adapting to and mitigating climate change.

• Not only was I able to retain the information that I had learned prior, but I was able to learn new information that I thought I had known. It is a learning experience which has allowed me to grow and mature in ways that I could only dream of.

• The park rangers I spoke to were very educated and willing to give in depth answers regarding our topic (climate change) and the salt marshes. Working with multiple groups of 4th graders helped me with my communication skills and helped me understand them.

• I understand more that I can be helping the environment and I can spread the word myself.

• This experience gave me the opportunity to learn more about the science and politics behind climate change and restoring our national parks.

• I connected with the people in my group that I knew very little about and was taught many new things about climate change and about what I could do to help. Also, I learned about how to interact with the kids and how to keep them entertained and interested throughout the experience. Overall: 10/10.

• I found the experience mainly positive. Teaching the children about our planet was a beautiful feeling, and I believe that I have managed to make a difference. I also feel more connected with
my peers and motivated to contribute to programs within my school.

- I got to meet a bunch of great people and experience the side of Cape Cod I had never seen as just a tourist.
- It showed me what role I have in teaching a younger generation of people.
- It showed me how to live with and deal with other people. It also helped me to practice speaking, teaching, listening, and also introduced me to different types of fieldwork. Overall it was a good experience and recap on climate change.
- I’m not sure how you did it but every time I looked in the mirror in the morning I saw a different person. I saw someone who was doing their best to make the world a better place. Also, it helped me become closer to the people in my shop!
- I realized that I can help in my community and that I myself can make an impact. I learned how climate change is affecting everything and how I can help. I learned to be more confident.
- It has opened my eyes to not only the problems in the environment today, but also ways to solve them.
- I feel as though I taught little kids so I could do anything I put my mind to.
- This No Barriers Youth experience has positively impacted me because not only did I impact the lives of other children (4th Graders) but I was able to make new friendships and connections with people I’d never thought I’d have. I created amazing new memories and learned new things that I can take back to my home and teach about.
- As being here on this trip a second time, I realized that the youth are the start of every revolution and change in the world. This makes me want to actually make a difference in the world and positively impact things like the mentors did for me on the experience.
- No Barriers Youth has shown me the potential I have within me to change not only my city, but my world. It has shown me that change starts with me and how to be a leader and educate others. I feel I have learned more in 3 days than what I expected to learn. I learned more about myself, my peers and friends, and my environment. This was truly a life changing experience.
- This No Barriers Youth experience impacted me in such a positive way. To get out of my comfort zone and interact with others. I was able to surprise with how well I was able to teach the 4 graders and how well we were able to get along.
- It gave me the chance to leave my comfort zone. I really love the idea of having people take us out and help us understand nature.
- Yes it has. As a senior in high school I’m glad that this was my last high school trip. I believe it's important to educate the students and ourselves because we live in this planet and we should learn to value it more. Plus it showed me the importance of our national parks and the people who work there.
• It made me realize what I want to major in for college and that is in the science department. But I’m still focused on the dental department.

• This positively impacted me by getting out of my comfort zone and talking to a lot of people I don't normally talk to and just having fun - being positive.

• This experience impacted me because I usually don't have the opportunity to stay in nature. I was able to have experiences I would never have if I stayed at home in Chicago.

• It's gotten me into an environment that I've never been to, so I got to get hands on with something I am learning about.

• Being there last year, I learned the necessary skills in order to make myself stronger within leadership.

• It's personally helped me realize that I should not be part of the problem, but instead contribute to finding ways to solve it.

• N/A

• It has taught me how to get out of my comfort zone, how to interact with others, and feel grateful about what I have.

• It has given me the opportunity to experience something new and get me closer to my classmates. Also, it has enhanced my teaching skills since I want to be a teacher.

• It has made me look at and see the world differently and see just how important it is to care, protect, and be worried about this Earth. It's the only one we have.

• It made me realize that I'm small but still make a big impact on the world around me.

• This experience has impacted me in a way that allowed me to grow as a person and made me get new leadership skills. It gave me a sense of what was going on in the rest of the world. Not just my own perspective of the small area in Chicago.

• It shows me that there is a lot more to nature than you would just see at a zoo, and we must preserve and save it before it's gone.

• It showed me just doing a little part can help change the climate and how others view it.

• Although I am a returning student, being a part of programs and activities related to our environment always gives me hope for my future! The No Barriers program gives me time to reflect on my passions and connect with others who have similar interests as me and allows for us to work together and accomplish our goal.

• It impacted me to make a change as a person, and how important it is to work with others to help us in various ways. I connected more with nature since I don't get to do this a lot back home.
• No Barriers Youth has impacted me to continue to pursue engineering and help the environment through technological means. There is a lot of issues that as a planet we face environmentally, but they can be solved through environmental engineering. I wish to continue to study engineering and build sustainable technology.

• I engage in conversations with people more openly and am not afraid to tell my opinion.

• I'm not a really open person. I like being on my own. So this has really helped me open up more than I really do. Plus a bonus I learned protecting the environment is important because they won't be there forever and we need to help save this for future generations.

• This No Barriers Youth experience impacted me in a way that I was more open and I was able to learn much more about the Indiana Dunes. I had come here a few times before, but I didn't know much about it. We were also able to teach Fourth graders, which made me kind of happy because they actually put thought in and cared about nature.

• This trip has impacted me in a way so unreal. I learned so much and I am forever grateful for that. I hope to be able to return next year if given the chance. I learned to interact with student from my school who I really didn't know.

• The No Barriers Youth experience has made a positive impact on me because not only did we do activities that had to do with climate change but we also had the opportunity to pass the information other people such as visitors, 4th graders, and within ourselves.

• It has positively impacted me in becoming a better person and to open up more. To gain trust and to find out who you really are as a person.

• This experience has allowed me to help fellow students experience what I experienced last year. This impacted me because I had a chance to critique other students, as well as self reflect, to help improve their presentation. It was a great opportunity to mature and see others grow.

• 9th Grade Ice Retreat

• Connected me to my roots as a human being. I really like it and would love to do it again.

• I have been able to bond with many people that I don’t usually talk to and learn from them.

• Meh.

• I'm a girl scout so most of these questions I hold as values. 'Make the world a better place' is in the girl scout law. I think this experience has made me realize how close I am to my peers and how many problems we've shared.

• I had a stronger bond with my classmates. You really had to work together to complete.

• It has forced me to work with peopleI don't like.

• It helps you work with others and it helped me bond with other people.
• It was a good bonding experience, even though many of my classmates I've known for years.
• I got to get to know new people.
• I did things that I didn't think I could do with a broken arm.
• I learned a lot about myself and my peers, some that I had never talked about.
• Talking to the girls around me and helping/loving them and myself.
• I was pushed out of my comfort zone. I overcame some difficult challenges.
• I have learned to trust more people.
• It really hasn't impacted me.
• It has.
• It has helped me connect more with all the girls in my class.
• I enjoyed it so I have a memory of it.
• Well I got to bond with new people but my leg really hurts.
• Make me respect mother nature.
• It has really impacted my life it made me look at the world different.
• I feel closer to some people and more open.
• Helped me get away from the city.
• I got to spend time with people I haven't got the chance to get to, and I feel a lot better about my friendships and insecurities that spur from them.
• It showed me how to use a team.
• The only real thing that made me want to be a different person was something y'all didn't schedule. Cabins, food, positive attitude was good.
• It was fun.
• It got me to talk and connect with people that I wouldn't usually and I got to know a lot more people.
• It has allowed me to get closer to the people in my life.
• I learned to work with my teammates and overcome a lot of obstacles through motivation and drive.
• I got closer to people who I didn't really think I'd be close to/talk to. I also learned to work with
others better and learned how to bring others up.

- The impact has been pretty neutral. Nothing has really affected me in any light.
- Good trip and learned things I've overlooked.
- No Barriers Youth experience helped me positively by giving meaning to a true bonding experience.
- It made me think about how I see the world and that there are things that need to be fixed.
- It has taught me to have more fire.
- I made more friends.
- I think that it's made me more aware of myself and others.
- It was good food.
- Explained friendship.
- It has changed me. It was a blessing.
- Connected me to my peers.
- N/A
- It hasn't.
- Good.
- I feel like I am a better person in the end of it all.
- It helped me with my fear of heights.
- It helped get on the swing because I was kinda scared of heights.
- This camp made me realize my friend group and sticking together.
- N/A
- This experience helped me bond and get closer to my classmates and friends. Also improved my skill of teamwork.
- N/A
- N/A
- Mostly being around my friends and completing challenges together has impacted me the most.
- Being able to hang out with my buds in the forest, and not Union Square, don't get me wrong, I
I love hanging in Union Square but the woods are cool!

- I guess.
- On this trip I was able to connect with the girls in my cabin more than I would have at school.
- It's shown me how well a group can come together and support each other.
- I am new in the school and I don't have friends, now I made some in this camp.
- My original plan for my future has been changed and I now hope to devote myself to helping others for the rest of my life.

**Open Response 2: How can we continue to improve the experiences we provide?**

**Learning AFAR**

- Continue on doing what your doing.

- I will try to carry over the team building and community improvement skills I learned to our community in New York City.

- Continue doing what you are doing. I think this trip is perfect as it is.

- You can improve this experience by continuing to hire truly dedicated people to lead us through with our enjoyment as the main importance that they ensure us.

- Overall, this experience was absolutely amazing from the start to the very end. The activities were and well planned. My only recommendation would be to keep the students fully informed of any may occur.

- I think everything provided was sufficient for the success. The diversity of all the stays and trips have achieve new strengths.

- 10 minutes of phone time every morning and night to talk to families.

- You can continue to improve the experiences you provide by helping other students travel and le once in a lifetime experience.

- I'll continue to travel the world and discover beautiful cultures. As a group we will continue to see adventures and create new experiences.

- Prior to the trip, have a student or person of the age group of the travelers tell them recommend people wouldn't get out of the guide book. Stuff they recommend for that specific country.

- Keep doing what No Barriers does.

- The experience was great but the pre-program should get us more excited for the trip. That was I'd change.

- The only thing I can think of for you to improve on is increasing the Spanish based interactions be
• I think they could prepare you on the language better.
• Just taking lots of trips!
• I felt safe and happy. I think that if you keep doing what you're doing and you will be good.
• Keep doing what you guys are doing because you're all doing great.
• It is perfect don't change anything.
• You could try to increase awareness of people who might feel homesick, or communicate with the students more.
• The experience was perfect.
• I don't really know.
• I think you guys should just keep up the good work.
• You can continue to improve by doing the same thing. Everything was great!
• Nothing I can think of.
• Some of the students didn't bring enough clothes. So they should pack more.
• This trip was amazing. It would be fun to go all the way into the ocean, but if was fun anyway.
• I think we should do more service projects.
• I think to keep this program for as long as possible.
• The only critique I have is for travel days. We had 2 pretty short layovers and we arrived in Costa Rica somewhat late.
• My family doesn't own a house so we don't pay mortgage. I wish I could've gotten a scholarship it could have helped a lot.
• Not much really I thought it was great.
• the trip was pretty much perfect, the only thing i can really think that can be improved was if there was music speaker on the bus, its kind of stupid i know, but i spent like 3 minutes thinking of anything remotely bad about this trip and that was the one thing i thought about. in other words it was pretty perfect
• I have genuinely no idea. The trip was phenomenal.
• I think that it would be more interesting to add more countries to travel to, like Brazil, etc.
• I think if you give them at least one free day to just relax their muscles they would be more engaged and more energized.
• The way you can help is by allowing the children or whoever to have their phones to contract their mothers or whoever.

• N/A. You are awesome!

• Just keep the program growing. And more down time.

• The way you can help me improve the experience is by taking me some where with less bugs.

• Offer more trips like this to many more children so they can have a wonderful time just like me.

• Just to keep going hard and just because things in life might get tough don't give up.

• Let kids see new things.

• More games.

• I would get out more and experiences different things.

• The leaders should be a little more confident in the sense of knowing what we're going to do rather than questioning it.

• More activities with the village kids trying to speak English.

• More information on the activities that are going to be done would be better.

• By making sure that more kids go out of their home country and have them getting into the habit of helping others.

• By being welcoming and humble. As well as being more attentive and getting more kids out of their comfort zone.

• It was a good experience I feel like everything was well planned.

• I think everything is good. No improvements needed.

• I honestly enjoyed this experience so I'd say nothing. Just more leaders that check underneath your bed for bats like Julia and tour guides like Raul.

• More opportunities for students to travel.

• Hundreds of more different locations. Longer expeditions.

• There is nothing to improve everything was good.

• Have a postive mind set and be grateful for what is given.

• I will take it back home and spread it with everyone I know and show them it's more to life.

• Nothing.
• NBY is an amazing program. You guys can continue to bless other children and give them a chance to see what I saw.

• You can inform the participants about what they will be doing before/after being accepted.

• Maybe get a chance to spend more time with the students to create an even greater bond.

• Continue to have children travel afar and learn.

• Maybe not make people speak how they feel. All in their business and stuff. More food options.

• I feel like everything was great.

• Honestly the experience here was amazing and I have no complaints!

• Some improvements would be getting to know the students faster so there can be more time to socialize.

• Allow us more time with the students we meet!

• I honestly thought that my experience was really great. I would say to keep expanding to reach out to other schools.

• Change the food so we're not eating the same thing over and over again.

• If this program was connected to more schools that would benefit students from any city. It would be humbling experience and a learning experience to learn about cultures.

Leading The Way

• Continue to reach out to the hearing and seeing impaired kids. Show them that the opportunities they have are amazing. Continue to show them and all kids that what is within them is truly greater than what is in their way.

• I thought there would be some more science involved so maybe next time have some more actual experiments and things of that nature. Also make sure the staff is also reaching out to visually/hearing impaired kids to make sure everything is okay with them.

• In order to continue to improve the experiences No Barriers provides, I would continue to reach out to kids that aren't privileged or may have hearing or visual impairments.

• I think by the end everyone knew each other quite well but at the start it was just little groups and I think a way to avoid this is letting everyone get to know teach other right at the airport instead of having us just sit around.

• Increase donations and maybe add more guides.

• Have the youths interact with each other so no one feels left out.

• By putting more games a few more activities.
• Braille and tactile materials. Blind group leaders.

• Adding braille for visually impaired youth.

• Everything was perfect. The leaders were awesome in making every part of this trip enjoyable.

• If you all plan to do anything with the visually impaired, try to provide tactile maps and braille copies of anything important, the NFB would gladly braille these things.

• I think they did great guiding us to push us to try new things and get out of our comfort zone, making new friends, new food, and in a new place.

• Everything was pretty great. Our leaders made sure we had the help and guidance we needed, but they also made sure we were as independent as we could be.

• I think it was a very good experience overall. I can't really think of anything that I would want to change.

• Provide more accessible materials for art projects for visually impaired, and ensure inclusion in all activities.

• Provide activities that are accessible to more people of different backgrounds.

• I'd say it was as good as it gets for living in the middle of a canyon.

• You can continue to improve the experiences you provide by getting many people from different cultures and by maybe getting more adult educators to teach us something we would like to learn.

• By making sure to always inclusive on expeditions and make sure that no one is excluded. Always keep reaching out to the visually impaired.

Children of the Fallen
• Maybe have a trained medical professional along the trip.

• I'm 18, so I would have loved to learn about this earlier.

• I would love to come back again and make more connections with new people.

• Keep doing you.

• To be honest, you're doing perfectly fine.

• Different cities. More fun. A trip of just sight seeing and fun. Comfortable sleeping areas (hotels).

• Keep on going through GCY and keep on having kids have this experience/memory.

• You can do more group work.

• Just to keep what you have been doing.

• Be more accurate about the packing list, state the importance of the items. Let us talk to each other on the conference call in a more organized way. Contact us a day before we fly out on a group chat.
The conference calls should include more program information and the packing list should be updated.

Change the packing list with only things we'll need and use to limit over/under packing.

Keep helping the kids. Everything else is great.

Do more trips.

I think during other programs like this and this trip to focus more on grief work and on our loved ones that we lost.

Update the packing list because it was kind of confusing (blueberry?).

To improve the experience would be to get the packing list put together and updated.

Have more leaders like Max and Julia.

NPS Climate Response

One way to improve the experiences provided would be to have the participants be more involved before the trip and before teaching the 4th graders so they feel completely prepared.

Continue to teach the future generations about the effects of climate change and think of alternative methods to help solve this issue.

Most of the teachers were great but 1 park ranger was very controlling and this is meant to give high schoolers leadership skills. We can't do that if the jobs were given then taken away so a teacher or park ranger does it instead.

I feel like I have a large stress about what I need to be doing and I can't really think straight because of it, I think you should not leave students with that feeling.

I don't know, I had an amazing experience.

Overall, I enjoyed almost every part of this trip. I feel more mature. But I believe that there could have been more night oriented activities and less activity in mornings. In my experience, teens need time from waking up and doing activities in order to wake up a bit more.

Many aspects of the experience were made far more difficult due to an injury of mine. I feel that better accommodations for disabilities could be an improvement.

Explore a little more around the area like maybe a walk down the bike path.

Do more activities with younger kids to make them more aware of their environment.

You can try to get people to be more flexible with differing ideas.

Keep doing what you're doing but maybe have some free time after lunch and fix the bathroom stalls.

I think what you have is perfect. This trip was an amazing experience and I don't think anything should change.
• Reach out to kids who are uneducated in environmental issues, not ones who already know them.

• You can improve the experiences provided by making sure the lodging is decent.

• One way in which you can improve the experience is to make a safety plan in case of any emergency and if there is one make sure all participants are aware of it.

• The only possible way to make this experience better is to make it longer. Everything was how I wished it was.

• Collaborate with other schools - have us connect with others who are local to gain a better understanding on how kids our age live in the area and how in the end we can all contribute to the same cause.

• By continuing to give a great opportunity to the children/students. Having more activities to interact with each other so we can become more open.

• Honestly just make the trip longer.

• Honestly it's a great program. It should expand more and maybe more field trips would help.

• Have everything more ongoing with learning about new topics.

• Make the trip longer and go out into farther places in the national park. Also make more activities that involves all of us working together.

• I think that there should be a bit more exposure to the topic we were studying to better prepare us for the kids.

• If you were able to take students to the national parks, and show them from a first person point of view how majestic these places are, I think it'd spark a lot of interest.

• Keep doing what you're doing.

• Allowing students to take more time to themselves where they can engage with each other, recharge, and appreciate nature.

• Just keep doing the same, I honestly can't think of anything better.

• Always make sure there is an adult with kids. Give the students time to view everything especially the lake.

• I really enjoyed the trip and feel like the only thing was the time restraint and if we had more time we could learn more and do more.

• Bring more students from different cities. I just wish more people come on this trip. Not necessarily with my group but I think this program should be all year long so more students have a chance to come here.

• I'm not sure you can, at least in my eyes. I considered this perfect. Maybe if the program is funded enough you can add a secondary school that will allow us to meet fresh faces to see how many new friends you can make from one trip.
• If there are students who want to continue their experience there should be more programs that expand the things you teach.

• By recycling and sharing my experience with others.

• A way to improve the program may be to add new activities for returning members. I do like the activities that we had. However, they have the same as last years so changing it would be more engaging for everyone.

• Honestly I would love for the the program to stay the same because when I come back I want to be able to help out the new group.

• The experiences that you provide can improve if we can see new places. Also for the students who want to go explore independently with students from other grade levels and experiencing nature. Both elementary and high school students should enjoy independence to explore nature.

• Continue this program for next year to bring the old and new participants.

• I’d love to have this program in PMA for a good while to try to expand our knowledge.

• For now I feel like you can improve the experiences by having the camp last like one or two days longer. Everything else is fine the way it is in my opinion.

• I just say to continue doing as is. This program couldn’t get any better honestly.

• Overall, the experience was amazing and I say that the activities we did made a huge impact to my peers and other people. We learned about climate change and I feel that I can spread the word back in Chicago.

• I think to just be more alert about different situations and to be ready for whatever situation.

• For cohorts that have been here previous years, you can provide more activities that can impact us and allow us to grow.

9th Grade Ice Retreat
• Improve food.

• I se no flaws and thoroughly enjoyed this trip.

• There should be more time to hang out with the opposing gender because I've only bonded closely with the girls in my grade. I think this experience was great, the food was great, and I wouldn't change anything.

• I like the exercises we did and think it should stay the same.

• Add cabin heating.

• Give us more privileges.

• Maybe mix up the groups/teams more so people aren't always with their friends.
• I think it's very good.

• Let the kids talk and don't demand complete silence.

• Food, heating

• Maybe mix up everybody a little bit more (boys and girls).

• I don't know.

• By doing what is actually fun and interesting. You should add more free time, security, better foods and better beds. Also more comfort.

• Better food.

• Continue to do the activities that include harnesses.

• I don't know.

• Maybe try to get the kids more into it with things appropriate for our age like more serious games.

• Ask/listen to advice from kids.

• I really like it I don't think it could be better maybe the headquarters might be better.

• Like I said I would like a little more free time.

• Lights out at 11:00.

• Give more time for people to spend sincere time with each other.

• Less activities, more free time, and more security. Better food.

• More arts and crafts things, less physical things!

• More free time!

• Add heat to the cabins.

• I think you're doing a good job!

• Food. Heating.

• Food and maybe more team building activities/activities as a whole group.

• Remove rope on the swing.

• We continue to improve by good working toilets, have more options for food.

• To have time to do more of the ropes courses that would be fun.
• More sports, more free time.
• You could improve the food.
• Split up the free time better.
• More yummy food.
• Have more night time experiences.
• Do music exercise dancing.
• More free time. Better food.
• Better activities.
• Nice.
• Free time.
• Do more things that involve heights.
• I don’t know.
• Food. Organized and more free time.
• A balance between teamwork and solo work.
• Honestly just make it longer than two nights. I feel like it would be more impactful. I think the program was good, but you can never have too much soccer.
• It was all well and good. I think because it is mid-October so ‘prime spooky season’ it would have been interesting to go to the cemetery located on campgrounds.
• I don’t know.
• Better food. More counselors of color and from different places/experiences so kids of color can relate. Make the activities optional or give us more options for activities.
• Make sure to get people outside of their friend groups so they have a great chance of bonding.
• Doing more games with all the classes and doing pair or little group activities.
• Continue giving students the chance to have their lives changed by opportunities like these.

APPENDIX D: WHAT’S MY EVEREST OPEN ENDED RESPONSES

How has this No Barriers experience positively impacted you?
• I helped someone Summit Estes Cone that thought they couldn’t do it without me.
Hopefully it helped them broaden their idea of what they’re capable of.

- No barriers events always remind me that I can live my best life! That may be different than someone else’s best life but it gives me strength and hope and courage
- Always great to see people from previous climbs and inspire first comers to know you can make a difference.
- I had a lot of heart to heart conversations with participants. Seeing how amped up everyone was after the event was wonderful. Lots of smiling faces.
- It has inspired me to work closer with No Barriers and to do more work for others.
- I am so inspired by the Northern Colorado community and want to find more ways to get involved
- Yes

**How can we continue to improve the experiences we provide?**

- Instead of just taking suggestions after the fact, maybe ask for more input from the participants prior to an event.
- I would like to see more of virtual events. Perhaps walk with the Warriors can have GoPros and live online experiences so others across the country can virtually walk with us at the same time.
- Allow the name to speak for itself. Do not impose barriers on its participants.
- More speaking times for attendees To share their experiences and feelings.
- More team building on the events. More snacks for the walk. A better finale once the event was completed.
- Keep on keeping on