1. Describe the impact of the FIRST program on team participants within the last 3 years. This can include but is not limited to percentages of those graduating high school, attending college, in STEM careers, and in FIRST programs as mentors/sponsors.

Team members have been awarded $192k+ in scholarships. In 2023 a competitive RPI FIRST scholarship for $50k was awarded to one of our current seniors. In 2022 a senior was awarded a Governor's Cup scholarship to UNH. Since 2021, 40 have graduated from the team with 85% pursuing higher education, 89% of whom are undertaking a STEM major, and 82% reporting having a career in STEM after graduation. 100% of this year's graduating seniors are pursuing a STEM major and intend to pursue a STEM career.

2. Describe your community along with how your team addresses its unique opportunities and circumstances.

Nashua is a city in southern New Hampshire with an economy centering around retail, healthcare, and technology. While our team base is in Nashua, we are a community team and accept students from towns all over the state. Additionally, we work very closely with the Academy for Science and Design. ASD is ranked as the #1 high school in New Hampshire, and they align with our team's mission to promote STEM education. They generously provide us with the space we use to host our team meetings.

3. Describe the team's methods, with emphasis on the past 3 years, for spreading the *FIRST* message in ways that are effective, scalable, sustainable, and creative. How does your team measure results?

We spread FIRST's message through outreach. Since 2021 we have held open houses to teach about FIRST and our team. In 2022 and 2023, we helped 3 Girl Scout troops earn robotics badges. In 2023 we won a 4-H Fair blue ribbon for our display. Recently we engaged Girls Inc. students in an exciting robot demo, volunteered and demoed at FLL competitions, and donated STEM gifts to the children's home. We measure results through the number of people reached and their demonstrated enthusiasm for STEM.

4. Please provide specific examples of how your team members act as role models within the FIRST community with emphasis on the past 3 years.

We are role models by actively volunteering at FIRST events and helping other teams. Mentors and students volunteered at FLL and FRC events. We demonstrated Coopertition® to Team 166 by inviting them to our Ribfest booth, joining them at an FLL qualifier, milling parts for them, and hosting them and Team 1729 for training and

practice using our field and tools. We are student-led: students make strategy, robot design, and project oversight which inspires other students and teams to be leaders.

5. Describe your team's initiatives to Assist, Mentor, and/or Start other FIRST teams with emphasis on activities within the past 3 years.

Our team has volunteered for FIRST Lego League events in Hollis, Windham, and Merrimack. Additionally, during the summer of 2023, we worked with administrators of the Academy for Science and Design to create a new FLL team. We had planned for the team to be open to students once the school year began. The beginning of ASD's 2023-24 school year was delayed due to a series of construction problems. Following these complications, the addition of an FLL team to ASD was postponed to 2024.

6. Beyond starting teams, what initiatives have you done to help inspire young people to be science and technology leaders and innovators? What results have you seen from your efforts in the past 3 years?

We held two recruitment annual nights. In 2023 and 2024 we helped Girl Scouts earn robotics badges. We created displays at Ribfest and a 4-H fair to promote the message of FIRST. We donated STEM toys to the Children's Home, encouraging interest in STEM in underprivileged kids. We assisted FLL Teams 63399 and 63400. We demonstrated our robot at Girls' Inc. and an FLL event. All of the kids we worked with excitedly asked questions that demonstrated the spark that had been ignited by our efforts.

7. Describe the partnerships you've created with other organizations (teams, sponsors, educational institutions, philanthropic entities, etc.) and what you have accomplished together with emphasis on the past 3 years.

Team Phoenix's partnership with ASD has given us meeting and practice field space, allowing us to educate youth through robotics. To thank ASD we catered their board meeting. We volunteer for the Merrimack NH Drive Through Food Pantry to help our community. We partnered with Team 166 for an FLL qualifier, Ribfest, and we mill parts for their robots. Our partnerships with our sponsors give us money to build our robot in return we advertise our sponsors and thank them with team updates and letters.

8. Describe your team's efforts in the past 3 years to promote equity, diversity, and inclusion within your team, FIRST, and your communities.

Anyone can join our team, regardless of where they live or how they learn (homeschool, public, private, etc), without a fee so cost is not a barrier. Our team is 62% male, 27% female, and 1% non-binary. To increase female participation, we hosted an event with ASD's Women in STEM club. We are racially diverse but do not collect statistics on this. Leadership is open to everyone. We value each member for their strengths, embracing and leveraging everyone's unique skills.

9. Explain how you ensure your team and the initiatives you have created will continue to run effectively for the foreseeable future.

We ensure the continuity of our initiatives through documentation and our 5-year plan. This plan is later stored in binders and a shared Google Drive folder for easy retrieval and reuse down the line. Veteran mentors contribute experience and guide team members. The enjoyable nature of outreach activities ensures continued interest in planning them. The team creates lasting impressions during outreach to our partners, securing sustained impact.

10. Describe your team's innovative strategies to recruit, retain, and engage your sponsors within the past 3 years

A fundamental aspect of our sponsor system is our sponsorship tiers. Team Phoenix provides our sponsors with compensation in advertising. We include the company's logo on our shirts, website, and our robot, as well as a free robot demonstration. Additionally, we update our relationships with our sponsors in the form of newsletters detailing current activities. We thank our sponsors for their contributions in the form of thank you letters. We recruit sponsors through team parents' employers.

11. Highlight one area in which your team needs to improve and describe the steps actively being taken to make those improvements.

Our team is working to improve communication this year. We organized our Discord server, added more leadership meetings for future planning, and an online team management tool, Monday.com, was implemented. To enhance communication with parents, weekly emails and monthly newsletters were established. Improved documentation involves clear and thorough recording of activities. To improve cohesion, subteams provide status updates at our whole team meeting, held at the end of every meeting.

12. Describe your team's goals to fulfill the mission of FIRST and the progress you have made towards those goals.

Our team's mission statement is to change the lives of youth through robotics. We aspire to create the next generation of leaders. All members have the opportunity to run for a team leadership role and are elected by their peers. Decisions made regarding how the team functions and the design and building of the robot are by members, not mentors. This hands-on experience inspires our members to pursue their passion for STEM after graduating, as demonstrated by the percentage who major in STEM.

13. Briefly describe other matters of interest to the FIRST Judges, including items that may not fit into the above topics. The judges are interested in learning about aspects of your team that may be unique or particularly noteworthy.

Team Phoenix cares about our students' health, and with weekly mental health surveys, we help facilitate an environment where our students feel safe. Our team events foster a strong sense of camaraderie. Additionally, our parent involvement is strong. We presented our 3D-printed Phoenix Award to our dedicated MVP (Most Valuable Pastry-Chef), a parent who provides tasty treats at every team meeting. Others contributed to fundraising and outreach efforts.