At New Sector Alliance, we unlock the mindsets and abilities needed to thrive in the Future of Work
New Sector Alliance is a 501(c)(3) mission-driven consulting and leadership development organization. We work across sectors to help established and emerging leaders tackle pressing challenges and advance their careers.
A Message from our Leadership

Dear Friends,

Twenty years ago, New Sector was founded to invest in developing leaders while strengthening mission-driven organizations. Since 2000, we have successfully worked to shape the talent and knowledge of individuals who are drawn to social impact work, and to build the capacity of our partner organizations. Amidst an incredibly challenging year, we were reminded of how much work is yet to be done, and saw more than ever the need for New Sector’s work. While New Sector felt the challenges presented by 2020, we also recognized what has made us successful for the past two decades: adaptability.

Throughout New Sector’s 20-year history, we have adapted to changing environments in order to meet the needs of our Fellows and the organizations they are serving. In 2006, New Sector saw the opportunity to invest more deeply in individuals and moved from supporting teams of Fellows to our 1:1 Fellowship model for the RISE and Summer programs. In 2017, in an effort to be more inclusive we shifted our RISE program to include full-time job placements and began incorporating design-thinking elements into our training program to help our Fellows understand and feel empowered and prepared to navigate their place in the future workforce.

While 2020 presented new obstacles, our dedication to adaptation remained. Rather than downsize or cancel programs we quickly pivoted, put in the work and doubled down, converting all three of our Fellowship programs to virtual delivery models, expanding our Designing Your Success partnerships to four new organizations, and re-establishing the RISE Fellowship in Chicago. We are proud and pleasantly surprised to discover that our nimble problem solving and determined response to this year’s challenges made it possible to expand our reach when it is needed most. They have in fact pushed us to uncover new approaches and opportunities for our work that we may have otherwise not explored.

We want to recognize that while New Sector has been able to move forward with resilience this year, many individuals and organizations have not been so fortunate. In 2019 we started focusing on preparing Fellows for the “Future of Work.” In 2020 that vision of the future shifted drastically as we experienced a global health crisis, mass displacement from work, and an ongoing fight for racial equity and justice. These causes need support and investment now more than ever, and we are committed to doing our part to find solutions.

With appreciation,

Carly Janson  Brian Garshelis
Founder  Executive Director
New Sector Alliance is helping shape the future of social impact work by seeking out and supporting innovative up-and-comers to serve as Fellows at our partner organizations. Our Fellows learn with each other and with us, and put their learning into practice, infusing their host sites with their enthusiasm, curiosity, and fresh approaches to their work. Our 2020 Fellows’ work improved the capacity of their host sites, and the Fellows gained tangible, transferable skills through their New Sector training.

97% of our Fellows and 100% of host sites report they were satisfied with our programs

Satisfaction

97% of Fellows agree that they’ve gained transferable experience through our programs and trainings

Transferability

100% of our RISE and Summer Fellowship host sites anticipate that the services provided by their New Sector Fellow will have a lasting positive impact for their programs and services

Lasting Impact

100% of our RISE and Summer Fellowship partners report that they would like to work with New Sector again in the future

Partnership

100% of RISE and Summer Fellows agree that they have better knowledge of the skills and abilities needed to succeed in their professional careers after completing their Fellowship experience

Skills to Succeed
The organizations served by New Sector’s Fellows span myriad industries, from education to food security, public health to workforce development, veteran services to arts and culture. Our Fellows bring fresh perspectives, innovative practices, and a willingness to work hard to their host sites, using their skills and New Sector training to build capacity and implement short and long term change at the project, organizational, and service model levels.

Host sites often become New Sector’s biggest advocates based on their experiences with our talented Fellows. The work of a Fellow can have a vast and lasting impact on an organization, accelerating and strengthening their efforts to reach their mission.

“Our Summer Fellow proved the perfect fit for our organization’s needs: she leveraged her prior background in scientific research to understand our mission and strategic vision for the fundraising campaign we’re looking to develop for our medical trainees and front-line clinicians; she harnessed her passion to advance the health and wellness of the Veterans we serve by helping develop the messaging and imagery to shape our campaign; and she applied her superior skills of research and preparation to provide us with key data and information we’ll need to launch and manage the campaign. Once again, New Sector helped our organization achieve our objectives in furtherance of key goals for our continued growth and success.”

“We hired our last New Sector Fellow right before the pandemic hit and she was instrumental in moving our organizational procedures remotely. She has been my second in charge when it comes to administrative responsibilities. We are now assessing where, not so much if, she will become a permanent part of the team. I also had the amazing opportunity to speak to the entire cohort and was amazed by the diversity not only culturally, but in the plethora of sectors and experiences they each brought to the group. I highly recommend hiring a New Sector Fellow as well as referring individuals to apply to be a Fellow. This is a great community resource that needs to be shared more widely in our community and am truly grateful for our partnership.”
Fellows learn through real-life experience at their host site, through their interactions with each other, and through our Impact Curriculum. Here is how they describe the experience in their own words:

“I walked away with a new sense of purpose. Full of knowledge from a room full of great minds to get feedback on when I’m having a mental block on how to further my future, or help someone else further their future.”

“Everyone I interacted with was and still is extremely helpful. I enjoyed being in an environment where everyone wanted me to succeed and I wanted to give back to the groups/people.”

“This training was one of the best I’ve ever attended. It was well organized, the content was engaging, and I was very impressed with the strong focus on pedagogy.”

“I hesitate to call it a training, because it was much deeper than that. It was a phenomenal experience. I have been raving about it to everyone I have seen. I really think anyone could benefit from this!”
New Sector’s Fellows work with organizations doing good in so many ways, in so many places. They use their New Sector training and mentorship to inform their work practices, and infuse their host site with new ideas and a growth mindset, while their host site experience gives them a grounding in real-world social impact work and first-hand knowledge of how organizations function.
New Sector Alumni go on to do amazing domestic and international social impact work throughout their careers. We have escalated our efforts to keep in contact with our alumni and engage them to work with us on projects and to serve as volunteer mentors and trainers for our current cohorts. We are proud to introduce our new Alumni Board members for 2020-21. Alumni Board members are active advisors to the organization and are instrumental in helping with communications, special projects, and events. We could not continue to evolve and meet our goals without them.

**ALUMNI BOARD 2020-21**

- **Phoebe Chastain**  
  WellShare International  
  Minneapolis, MN  
  RISE Fellow 2020

- **Megan Devlin**  
  Meridian International Center  
  Washington, D.C.  
  Summer Fellow 2013

- **Cheniqua Johnson**  
  Saint Paul & Minnesota Foundation  
  Worthington, MN  
  RISE Fellow 2018

- **Brian Plamondon**  
  Silicon Valley Bank  
  Bay Area, CA  
  RISE Fellow 2016

- **Brandon Klugman**  
  Generation Citizen  
  Boston, MA  
  Summer Fellow 2015

- **Heena Kohja**  
  Monitor Institute by Deloitte  
  Boston, MA  
  Summer Fellow 2014

- **Austin Lee**  
  ideas42  
  Longmont, CO  
  Summer Fellow 2013

- **Brittany Porrazzo**  
  Medtronic  
  Minneapolis, MN  
  RISE Fellow 2015

- **Yer Masog**  
  University of Minnesota  
  Minneapolis, MN  
  RISE Fellow 2014

- **Mary Milad**  
  Emerson College  
  Boston, MA  
  Summer Fellow 2018

- **Erin Opara**  
  Teach For America Twin Cities  
  Minneapolis, MN  
  RISE Fellow 2020

- **Shane Prebenda**  
  On Track Innovations  
  Boston, MA  
  Summer Fellow 2013

- **Manish Sreevatsava**  
  Guidehouse  
  Chicago, IL  
  Rise Fellow 2016
“I am forever grateful for your mentorship! My life is dramatically improved from getting placed at EdAllies and going through the New Sector program! My peace, confidence, and joy in my career has been great in part to the relationships I made, skills I learned, and goals I made. Thank YOU for being such a pivotal factor in my life!”

Bethany Israelson, Twin Cities RISE Fellow 2018-19

Diversity, Equity and Inclusion (DEI) Panel Discussion

In response to the massive upheaval and protests for racial justice in the wake of George Floyd’s death this summer, New Sector’s Alumni Board developed and hosted a virtual panel discussion and workshop focused on promoting more effective, genuine, and humanizing racial justice conversations on October 22.

The discussion was led by Kristell Caballero-Saucedo, Twin Cities RISE Fellow 2015-16, who is currently Program Officer for Racial Equity Initiatives at Borealis Philanthropy, and Tamir Novotny, founder of Ahimsa Strategies, who coaches social change professionals to create their own leadership paths honoring their personal values and gifts and works to build multi-racial community and personal and collective healing.

Participants joined us to learn and engage with how to bring their most powerful, authentic selves to any racial justice conversation, regardless of the outcome. Together, we discussed how individuals can develop a social justice stance rooted in their deepest values, beliefs and longings for the world, practice that stance in real-world scenarios, and continually hone their stance over time.
What’s New with New Sector

In the spring while conducting interviews, many Summer Fellowship candidates talked to us about internship opportunities they had lined up that simply disappeared, or that they weren’t able to accept because they had to move back home when campuses closed. In a year when many organizations scaled back or canceled programs altogether, we are excited that we were able to adapt to the situation we were faced with and continue to offer our programs when they were so badly needed, and overall 2020 was a surprisingly successful and fruitful year for our fellowship programs.

At the beginning of the year our RISE cohorts began as usual and were able to meet twice in person. Once it became clear that in person work and training sessions were no longer possible beginning in March, we used our design-thinking skills to pivot and adapt our programming to fully virtual deployment. We completed the program in December having covered all of our training topics. Our Fellows showed their resiliency and professionalism by sticking with the program and making the most of their experience.

We are lucky to work with organizational partners that jumped right in to make things work for our Summer Fellowship by agreeing to have Fellows work remotely. We adapted our recruitment practices and summer curriculum and were able to conduct the entire Summer Fellowship virtually, matching college undergraduates and graduate students located all over the country (and even one studying abroad in Italy) with organizations in Chicago. While we were disappointed that we weren’t able to meet the Summer Fellows in person, our virtual training sessions were productive, Fellows were still able to build relationships, and we even discovered a few new virtual training tools and skills that we will build into our practice in the future.

Our Designing Your Success (DYS) program, still in pilot phase, also flourished in 2020. After a period of adjustment in the spring when our partners closed operations and the future of programming was uncertain, we went into a planning phase to make virtual deployment materials available to those who were able to conduct programs virtually. New Sector staff went through every curriculum module, came up with new strategies and tools for conducting activities online, and created an entirely new set of modules specifically designed for virtual deployment. Our partners have been able to use the virtual deployment modules successfully, and together we were able to get back on track with our goals for reaching job seekers with the program at a time when the future of work is even more uncertain for so many people.

While we worked with our existing DYS partners on this initiative, we were even able to create new partnerships with an additional four workforce development organizations who are currently planning to deploy DYS with their participants in 2021. This created a new challenge for New Sector as we needed to run our Train the Trainer (TTT) program virtually for the first time so that we could certify our new partners’ staff to deliver the program. New Sector staff once again put on our problem solving hats and developed new training schedules, created slide decks, adapted training activities so that our Fellows would get everything they needed to feel confident implementing DYS both virtually and in person at their organizations. In October we had our first virtual TTT program which allowed us to certify 25 new DYS Fellows from six partner organizations.
The hard work of our passionate Fellows, dedicated supervisors at our host site partner organizations, guidance from volunteer mentors, and training workshops led by New Sector staff come together to help us achieve our mission of accelerating social change by strengthening organizations and developing leaders. Although challenging in many ways, 2020 has been another fruitful year of innovation, capacity-building, and positive change. Here are a few stories from our collaborators.
I am a new sector Fellow at Lutheran Social Services of Minnesota, specifically in their Youth and Family Services line of service.

Initially, I was working with the Senior Director of Youth and Family Services, and was working to streamline and organize how this big organization collects data that we use for grants and reporting. Then, at the beginning of the pandemic, they asked me to step in as a volunteer and donation coordinator for the Metro Homeless Youth program. That is the majority of what I’ve been doing for the last six to eight months.

One of my first accomplishments was redesigning and rolling out a new format for collecting data for all of the Metro Homeless Youth program. I started by interviewing the directors and asking, “How is the data serving you right now? How can we make it more helpful?” That was something that I was really proud of, and I hope that it makes things easier for staff and directors when they’re inputting data.

My biggest accomplishment this year is the Sponsor a Youth Holiday Gift Program, with 150 youth wish lists this year. For every one of those, I sent out information to case managers, who then sat down with the youth and asked what they wanted. I organized these lists and sent them out to churches, congregations, and individuals, and answered all their questions, troubleshoot all of the things that went wrong, and then coordinated drop-offs.

This is the first time I’ve worked with a large team of people where we were all doing different things. Learning how to effectively communicate and coordinate with clarity has been a helpful skill that I’ve learned. I have also been learning how to advocate for myself professionally, and how to sometimes say no to things.

I’ve also been part of forming the first queer employee resource group in LSS. That means I’ve been able to meet with people that I wouldn’t otherwise be able to meet, because we work in different areas. The people I work with are highly plugged into the community. If I ever want to do this type of work in the future, I will have lots of people to call.
I’m the Founder and Executive Director of Adelante Center for Entrepreneurship based in Waukegan IL. We are a nonprofit program focused on creating wealth and jobs in communities with economic challenges through entrepreneurship and community development projects. My relationship with New Sector dates back to 2015. Five years ago, I led a veteran-focused nonprofit – Illinois Joining Forces – and required staff right away. One of our funders, McCormick Foundation, connected me with New Sector and I was able to have three Fellows support us during my time. When I started Adelante in 2019, I found myself in the same position – new organization in hyper-growth mode, little money, and needing staff. Thankfully, I was matched with a very qualified Summer Fellow, Katie, who dove in and helped across a number of areas, including the development of our website, fundraising, and marketing.

In summer 2020, we were looking for help again and needed a very specific skill set – someone who understood business and spoke Spanish. Due to the flexibility brought on by the pandemic, New Sector was able to expand the talent pool geographically and we were matched with Francisco. While I offered Francisco exposure to all of our programs, his primary focus was to help Latin-American immigrants establish co-operatives. He researched and wrote market analyses for three businesses, one of which was adopted into a cleaning cooperative; this created 5 jobs and roughly $200,000 / year of wealth in the community! We got from Point A to C during the course of his New Sector Fellowship.

New Sector has served as a hiring concierge for me across organizations. Moreover, their cohort model has allowed Fellows to share best practices with each other and bring them back to me. If my prior Fellows were available today, I would hire them immediately. Every time I told someone in another organization about them, they said “I need a New Sector Fellow, too!”

Ken Barber
Founder and Executive Director
Adelante Center for Entrepreneurship
I am Alejandra “Alex” Vila. I had the honor of first partnering with New Sector Alliance when I was a part of Jewish Vocational Services (JVS) in San Francisco. I was trained as a fellow to implement the Designing Your Success (DYS) curriculum there, and I ended up loving the principles of DYS so much that I took it (and the rest of New Sector Alliance’s work) with me into my new position at another social enterprise called Climb Hire.

My immigrant story is a perfect example of why the work done by DYS is an essential and powerful model for diversity and inclusion in workforce development. Thirty years ago, I came to the United States from Colombia on a student visa. It was my Youth Development work that allowed me to recently change my immigration status after living as an undocumented immigrant for fifteen years. During my time being undocumented, I completed my bachelor’s degree in Humanities, as well a master’s degree in Divinity, and built a career in youth development. My immigration story was completed just last year when I became a US citizen.

It was in the last ten years specifically that my work with youth shifted focus to workforce development, seeking strategies and principles that help youth, specifically minorities, enter the workforce and become economically independent. In the DYS model, there is a spiral design principle, and without knowing it, I was implementing this as a prototype for my life in the United States. I leaned into the discomfort of a dysfunctional immigration process, focusing on a creative mindset versus a reactive mindset to become a US Citizen, another fundamental DYS design principle.

New Sector already had a pre-existing relationship with JVS, so it was a natural integration to adopt the DYS curriculum. I first participated through the “Train the Trainers” program, and I loved it. Many of the facilitative principles are based on youth development work, neuroplasticity fundamentals, and best practices, so I was familiar with a lot of the framework. However, there were obvious shortcomings in terms of diversity and inclusion. Some of the program's language and exercises were centered around a dominant western culture that is not that accessible for all. In collaboration with Marcia Mundt, I respectfully challenged a lot of the training to reflect a curriculum that had more intention and knowledge of diversity and inclusion principles. So when I participated in a second “Train the Trainers” session (with the Climb Hire staff), I was happy to see that the curriculum was founded more on diversity and inclusion facilitation skills that create intentional spaces for all types of learners.

My new company, Climb Hire, focuses on creating economic opportunities for overlooked and hidden talent; I like to say it is the solution to the tech industry’s diversity problem. Climb Hire’s secret sauce is based on helping our Climbers (participants) learn an on-demand tech skill, combined with soft skills, while creating robust social capital networks for the Climbers to access opportunities. Naturally, as soon as I started at Climb Hire, I thought, “duh!”; it was the perfect marriage for DYS. So we are now integrating that same DYS program that I loved so much right into the Climb Hire fellowship curriculum.

Climb Hire’s staff has been certified as New Sector alliance Fellows, and we are teaching DYS to the Climb Hire Fellows as part of their leadership development. Our goal is to have each Climb Hire Fellow complete one of New Sector’s “Train the Trainers” sessions to introduce our Climbers to the DYS curriculum. We ultimately hope to be able to create generations of leaders using neuroplasticity principles, practical facilitation skills, and growth mindset basics that will pave their paths to success and enable them to thrive in a new economy.
I was a 2012 Summer Fellow with New Sector Alliance as part of my MBA summer internship, and I was placed at Goodwill Industries of San Francisco for a capacity building project. Prior to graduate school, I had extensive exposure to the social sector and had initially wanted to use my MBA to pivot into a new industry. Nevertheless, through the Summer Fellows experience and the second year of my program, I realized that I had a strong interest in continuing social sector work and finding the intersection of financing programs and social impact. After finishing school, I started working for Working Solutions, a Community Development Financial Institution (CDFI) that runs on micro-lending programs to startups and early-stage small businesses. In my first role at the organization, I continued some of the capacity building work I had done at Goodwill Industries in an operations role, where I implemented strategies to standardize and scale the finance and operations systems of the organization. I am currently the Chief Executive Officer of the organization and continue focusing on providing capital to entrepreneurs in the communities we partner with.

Through my work at Working Solutions, I have found the rigor and scope of the nonprofit knowledge and training I received from the Summer Fellows program to be incredibly helpful. I also appreciate that the folks in my New Sector cohort were smart, compassionate, and impact-oriented colleagues, and I am still able to leverage that network for support. Furthermore, I liked that the New Sector match process enabled me to interview with multiple organizations and ensured that a mutual fit between fellow and host site was found. Since my summer fellowship, I have also been able to serve as a mentor to other New Sector fellows. Moreover, Working Solutions has also hosted multiple New Sector fellows, since I completed my fellowship, and with each fellow we bring on, I know they will be great community and impact driven individuals because they are coming from New Sector.

My New Sector experience showed me that I did not have to pivot away from the social sector to accommodate additional interests I wanted to pursue and helped show me that combining my interests would lead to better impact.

Sara Razavi
Chief Executive Officer
Working Solutions
Summer Fellow 2012
Meet Our 2020 Fellows

Summer Fellows

Summer Fellows worked remotely on projects with their host sites for 10 weeks while engaging with each other and New Sector staff during virtual training sessions consisting of our Social Impact curriculum and conversations with non-profit professionals, participating in Learning Teams with other Fellows, and gaining insight from their mentors. The Summer program gives Fellows the tools to deliver high-quality project deliverables now, while preparing them for success in the future of work.

Jason Corral  
Kids Rank  
University of Virginia  
2013  
**United States Air Force Veteran

Nathan Bomysoad  
Chicago Learning Exchange  
Columbia University in the City of New York  
2021  
**United States Army Veteran

Maxwell Gibson  
Illinois Joining Forces  
Loyola University  
2021  
**United States Marine Corps Veteran

Amanda Gordon  
Code Platoon  
SUNY New Paltz  
2020  
**United States Air Force Veteran

Christopher Kusumonegoro  
Blessings In A Backpack  
Emory University  
2022

Alok Patel  
Depression and Bipolar Support Alliance  
Johns Hopkins University  
2021  
**United States Army Veteran

Francisco Rodriguez  
Adelante Center for Entrepreneurship  
University of Virginia  
2022  
**United States Air Force Veteran

Snigdha Reddy Sama  
Westside Institute for Science and Education  
University of Miami  
2023

Jack Velez  
Benedictine University  
2019
Residency in Social Enterprise (RISE) Fellows

The RISE Fellowship brought together early-career professionals in the social impact/non-profit sector looking for meaningful professional development opportunities to bolster their engagement and improve their performance at work. Through New Sector’s Social Impact Curriculum, Fellows built leadership and professional skills, gained a solid understanding of how non-profit and mission-driven organizations function, engaged in mentoring relationships and networking, and cultivated a growth mindset.
Abigail Scanlan
Women’s Business Development Center

Akbar Arsiwala
Travis Manion Foundation

Allison Jones
One Heartland

Brenna Koss
Code Platoon

Emma Yee Yick
Milkweed Editions

Erica Kadel
Depression and Bipolar Support Alliance

Gabe Epstein
Minnesota Brownfields

Grace Jurkovich
Lutheran Social Services

Griselda Llerenas
Women’s Business Development Center

Hayat Mohamed
Our Saviour’s Community Service

Jadea Washington
Appetite for Change

Jihan Tchamba Diallo
Women’s Business Development Center

Jocelyn Leung
Educators 4 Excellence

Joshua Koepp
New Sector Alliance

Junior Mora-Hammer
Minneapolis Public Schools
* U.S. Army Veteran

Karen Hernandez
Chicago Veterans

Karina Hunt
Connections to Independence

Kayla McCabe
Kids Rank

LaNae Edwards
Illinois Joining Forces
*U.S. Army Veteran

Leslie Rodriguez
Leave No Veteran Behind
*U.S. Navy Veteran

Karen Hernandez
Chicago Veterans

Karina Hunt
Connections to Independence

Kayla McCabe
Kids Rank

LaNae Edwards
Illinois Joining Forces
*U.S. Army Veteran

Leslie Rodriguez
Leave No Veteran Behind
*U.S. Navy Veteran
Luke Odenthal  
City of St. Paul

Marissa Neitzke  
New Sector Alliance

Mikala Bedor  
Genesys Works

Mitchell LeGrand  
H2O For Life

Nestor Zavala  
Volunteers for America  
Illinois  
*U.S. Marine Corps  
Veteran

Nouf Al-Masrafi  
Great Minnesota  
Schools

Phoebe Chastain  
WellShare International

Sara Krassin  
Mitchell Hamline  
School of Law

Shaunte Douglas  
New Sector Alliance

Taylor Seaberg  
Minnesota Youth  
Collective

Vilma Quito  
City of St. Paul

Zachary Moser  
Teach for America  
Twin Cities
Designing Your Success (DYS) Fellows

Trainers working in mission-driven workforce development organizations completed intensive four-day Train-the-Trainer certification programs which equipped them to implement our DYS curriculum at their organizations. With New Sector’s support, Fellows use the DYS program to help their beneficiaries develop grit and a growth mindset, to envision different career paths, and to navigate the future of work with confidence and resilience.
2020 has been a year that has tested our strength, kindness, patience, resilience, and support systems. We have nothing but respect and gratitude for our partners, collaborators, volunteers, Fellows, advocates, and supporters of all kinds who have worked beside us during these challenges.

Thank you
2020 Partner Organizations

Adelante Center for Entrepreneurship
Appetite for Change
Blessings in a Backpack
Chicago Learning Exchange
Chicago Veterans
City of St. Paul
Climb Hire
Code Platoon
Connections to Independence
Cristo Rey Jesuit High School
Depression and Bipolar Support Alliance
DLA Piper
Genesys Works
Great Minnesota Schools
Goodwill International Industries
H2O for Life
Illinois Joining Forces
Jewish Vocational Services
Kids Rank
Leave No Veteran Behind
Lifetrack
Lutheran Social Services
Merit America
Milkweed Editions
Minneapolis Public Schools
Minnesota Brownfields
Minnesota Youth Collective
Mitchell Hamline School of Law
One Heartland
Our Saviour’s Community Services
Teach for America Twin Cities
Travis Manion Foundation
Volunteers of America Illinois
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  Taproot Foundation*
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Cheniqua Johnson
Brandon Klugman
Heena Kohja
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Yer Masog
Mary Milad
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Xena Nam, Special Projects Assistant