Advancing Skills of Leadership

Annual Report 2017
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Today, it takes more skills to enter the workforce than ever before. This disproportionately impacts young people, people of color, and those from working class families the most. It is necessary to have programs that provide individuals – especially those left out of traditional leadership programs – the opportunity to develop skills that set them apart. We believe that everyone should have access to these opportunities regardless of socioeconomic conditions.

This year, we’re excited to share with you examples of how our fellowship program works to provide leadership opportunities. The skills and experiences that we highlight are just a snapshot of the twelve amazing fellows that completed our program this year.

A program addition this year is a fellowship showcase presentation, which has become a highlight for me! Fellows present to stakeholders about the work that they have been doing for the past three months. Despite my unwavering confidence in each fellow, it’s remarkable to see the amount that they are able to accomplish, and the growth in skills and capabilities over the fellowship. Our goal in adding this to our fellowship is to provide more formal public speaking opportunities for fellows. As a result, most fellows reported feeling an increased comfort in presenting.

Our program would not be possible without our partners, who provide critical leadership experience by having fellows work on developing, implementing or improving a youth enrichment program. One example of exceptional partner commitment that stands out to me is with YSS in Central Iowa. In 2016, FLIA fellow, Emma, developed a community-based mentoring program. In the fall of 2017, YSS decided to hire one of their following fellows, Denisha, as permanent staff at the end of her fellowship and part of her responsibilities became supporting the program Emma developed. Then, YSS’s 2018 Spring fellow, Jenna, had the opportunity to become a mentor in that same program, which led to her gaining greater insights and connections for the project she worked on. This continuity benefits both our fellows and our partners in forwarding our mission.

The work we do would not be possible without our supporters, our partners, and you.

Sincerely,
Kirsten Abel
We believe that everyone should have access to leadership opportunities regardless of socioeconomic condition.
We place fellows in youth-oriented nonprofit organizations to implement enrichment programs which cultivate their leadership skills.

01 Partner
We partner with youth nonprofits across the country.

02 Champion
We place fellows with our partners to champion a project designated by the partner.
We place fellows in youth-oriented nonprofit organizations to implement enrichment programs which cultivate their leadership skills.

03 Connect
We work closely with fellows throughout the program and connect them to a network of peers, mentors, and resources

04 Thrive
Fellows move beyond the program with continued resources and support through our alumni network
Impact at a Glance

This year, we partnered with six nonprofits across the United States.

- **2** new partnerships
- **4** sustained partnerships

Our partners reported $96,000 in capacity building support through fellow work.

So impressive, as [Jenna] has really taken our initial idea and tweaked it to add significant impact! Wow.

ANDREW ALLEN, CEO OF YSS
We placed twelve fellows with our partners to champion a youth program.

11/12 reported having been unable to take unpaid internships or growth opportunities in the past.

7/7 of those seeking employment obtained work in the social sector within one month post-fellowship.

100% reported utilizing communication skills, time management, problem solving and project planning during the fellowship.

Their fellowship work will impact over 36,330 youth.

“...Stumbling across this fellowship was the best thing that could’ve happened to me at this point in my career and life.”

BRITTANY HARRIS, SPRING 2018 FELLOW WITH FIVER CHILDREN’S FOUNDATION
“During this fellowship I have had so many opportunities to share my story, meet new people and connect with their resources.”

CLARISSA MEJIA
SUMMER 2017 FELLOW WITH YSS
Meet the Fellows
who we believe are the next generation of social sector leaders

Summer 2017

Alex Adams
Expanded program focused on helping high schoolers build skills needed to enter adulthood

Elliott Copeland
Led camp health awareness initiative and facilitated nutrition and fitness programs

Hazel Flores
Compiled bank of family engagement and community resources

Casie Keegan
Led camp environmental initiative and developed garden education programming

Clarissa Mejia
Conducted surveys to inform programming and coordinated workshops for youth at-risk of homelessness

Joie Probst
Measured impact of youth wellness program and enhanced program through survey-based recommendations
Fall 2017

Nathaly Arias
Established comprehensive alumni support plan and coordinated engagement events

Jarlisa Corbett
Expanded existing teen leadership and civic engagement recognition program

Denisha Renovales
Coordinated community event designed to equip youth and adults with resources for social change

Spring 2018

Bayo Fagbamila Jr.
Led and coordinated student focus groups to incorporate youth voice in existing programs

Brittany Harris
Wrote creative and experiential youth programs and updated existing resources

Jenna Schuck
Pioneered substance abuse recovery network program
“Every day I’m here, my reason for working with youth is reinforced... I love listening to all their hopes, dreams, fears, and goals in life. I’m glad I can continue to work with them and work with more youth in the future.”
Every day I'm here, my reasoning for working with youth is reinforced . . .
“The fellowship pushed me out of my comfort zone to take on my own project.”
When Alex began her fellowship, she doubted the impact she could make or if she was even qualified to be a fellow. During school, she spent a lot of time in science labs, but her passion began to drift towards psychology, mental health, and social work. She found her way to the fellowship and, over time, she observed colleagues in their work and engaged directly with youth and families who had experienced adversity.

By the end of her fellowship, she developed a meaningful teen transitional program and built systems that would connect future youth to resources.

These experiences made her realize that her biggest hurdle all along had been self-doubt. She was able to leverage her varied experiences and newfound confidence to obtain a full-time job.
Our fellows build relationships.

Going into the fellowship, Denisha knew she wanted to continue working with YSS long term if the right position came along at the right time. She understood that, despite her dislike of networking, she would have to start building relationships and learning about others within the organization. She made a point of constantly pushing herself to set up informational interviews with people outside of the department she worked in – people who were doing work that she was interested in doing or learning more about.

It got to the point where she had multiple informational interviews each month! Denisha’s hard work to gain insight and build relationships paid off. As more staff at YSS became familiar with her, more of them began to advocate for her within the organization. She ended the fellowship with a full-time position lined up at YSS as Ames Elementary and Community-based Mentoring Program Facilitator, where she remains today.

12/12 fellows reported an increase in comfort communicating
“Thanks to my experience with Future Leaders in Action, I am able to continue my role as an advocate for youth with YSS.”

DENISHA RENOVALES
FALL 2017 FELLOW WITH YSS
“I learned to use data to drive programming.”
When Joie arrived at Boys & Girls Clubs of Central Iowa, one health and wellness program showed up in different ways at the organization’s Clubs across the city. The program had a strong foundation, but faced challenges with messaging, resources for staff, and buy-in from youth.

As Joie spent more time at each Club getting to know and speak with staff and youth, she gained a clearer picture of the program’s barriers and began to see areas for improvement. Then, she surveyed staff and youth to better understand their experiences and interests.

Joie took these findings, and created recommendations shared with Club leadership, which shaped outcomes for the next program year. The report she shared laid the groundwork for the next BGCCI fellow’s project, which will begin in May.

100% fellows reported increased understanding of the needs of the partner organization and their community.
“As an alumna [of the Fiver program] myself and having recently graduated college, I knew firsthand the questions that pop up in many students’ minds about how to handle a new type of workload, a new environment, or a new basically anything.”
Our fellows strengthen local nonprofits.

Nathaly started her fellowship with a unique perspective—she was a part of Fiver’s alumni community working on an alumni program. Fiver wanted to strengthen the types of support they provide to their former youth program participants. Nathaly reflected on the challenges she faced after Fiver, and surveyed alumni to better understand the dimensions of their post-Fiver challenges as well. She leveraged her connections with alumni to facilitate opportunities for alumni to collaborate with current Fiver youth. In the end, Fiver was provided thorough recommendations for an alumni program to be implemented over multiple years. Fiver staff reported that they gained a new perspective on future and existing programming, and will continue to find innovative ways and resources to assess the program and make changes as a result of Nathaly’s fellowship.
Our Partners

- Big Brothers Big Sisters of Central Iowa
- Boys & Girls Clubs of Central Iowa
- Boys & Girls Clubs of Portland Metropolitan Area
- Fiver Children's Foundation
- Financial Beginnings Oregon
- YSS
The focus groups Bayo performed resulted in the most tangible user feedback on our programs in the two years I’ve been here.

PRISCILLA WAGNER, PROGRAM DIRECTOR OF FINANCIAL BEGINNINGS OREGON ON BAYO’S CONTRIBUTIONS
Our Supporters

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Staff

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Sophia Ahmad
Senior Director of Development at Mercy Medical Center Foundation
Financial Snapshot
(April 1, 2017-March 31, 2018)

Expenses

- Programs: $167,239 (26%)
- Operational Support: $65,455 (17%)
- Fundraising: $17,467 (67%)

Revenue

- Foundations: $222,250 (85%)
- Special Events: $19,043 (7%)
- Individuals: $13,214 (5%)
- Fellow Campaigns: $5,627 (2%)
Build skills.
Shape leaders.

For more information on how to get involved, contact Kirsten Abel at kirsten@futureleadersinaction.org
Build skills. Shape leaders. Invest in the next generation of social sector leaders and change-makers. Donate today through our website.

**Become a fellow**
Work with a youth nonprofit for three months and develop critical leadership and work skills while earning a livable wage.

**Partner with us**
Host a fellow and receive the dedicated work of a fellow in a specific project area at no cost to your organization.

**Support our mission**
Invest in the next generation of social sector leaders and change-makers. Donate today through our website.
Future Leaders in Action (FLIA) is a nonprofit organization that cultivates emerging leaders and strengthens youth-focused nonprofits.

Over twelve weeks, emerging social sector leaders, known as fellows, work with a nonprofit partner in urban locations across the United States to implement youth enrichment programs that advance skills for success, promote public health, and protect the environment. Partner organizations gain the dedicated program development work of a fellow at no cost to their organization. Fellows earn a living-wage while gaining meaningful and impactful work experience in the nonprofit sector, an increased sense of confidence, and starter toolkit of skills needed for nonprofit success. For more information, visit www.futureleadersinaction.org

Photos featured throughout this report are credited to Kari Shuck, Doug Cody, and Andi Petkus.