Advancing Skills of Leadership

2018 Annual Report
Letter from the Executive Director

In 2018, Future Leaders in Action increased the number of projects from 12 to 14 and returned to having a summer and fall fellowship. We worked with impressive and amazing fellows and new and existing partners. When we were founded in 2015, we intentionally chose the words fellows and fellowships to describe our program, but we did not externally share our reasons. Internships and fellowships are often used interchangeably, but to us there’s a distinction. So, why do we call it a fellowship and not an internship?

Professional & Leadership Development
We incorporate professional and leadership development throughout the three-month long fellowship. It starts with a one-week training retreat, which includes networking, public speaking, and setting goals. Fellows examine and define personal values and mission statement to help guide future decisions. After the retreat, most of the fellows’ time is spent working on their projects for their partners, which in and of itself provides many professional development opportunities. Fellows watch or read different resources and reflect on a weekly prompt together to have a greater understanding of their experiences, strengths, and the type of leader they want to be.

Build Experience with Youth Nonprofit
At FLIA, we focus on providing fellows experience working with youth organizations and nonprofits. We select projects that will challenge fellows while providing opportunities to gain extensive experiences by allowing fellows to work more independently and really lead the direction of the project. We felt that the word fellowship helps encompass the independence and the high level of work that the fellow completes. FLIA provides support to fellows throughout the fellowship to ensure that they feel challenged without feeling too overwhelmed.

Above All
Ultimately, the point of using fellowship is to ensure that our fellows are recognized for the level of work they complete and the professional and leadership development experiences they have during the program. We do not want the word fellowship to discourage someone from applying out of the concerns that they do not have the experience for it because it is an opportunity to grow and gain new experiences.

You, our supporters, our partners, and our fellows allow this program to continue to grow and thrive. Without you, it wouldn’t be possible.

Sincerely,
Kirsten Abel
We partner with youth nonprofits across the country.

We place fellows with our partners to champion a project designated by the partner.

We place nonprofit enrichment.
fellows in youth-oriented organizations to implement 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
This year, we partnered with eight nonprofits across the United States.

3 new partnerships
5 sustained partnerships

100% of partners reported fellows introducing new ideas to their organizations

Impact at a Glance

Clare’s work helped the organization to find gaps in our work and she developed realistic solutions to address these gaps.

FIVER CHILDREN’S FOUNDATION
Their fellowship work will impact over 11,100 youth.

12/13 reported having been unable to take unpaid internships or growth opportunities in the past.

8/8 of those seeking employment obtained work in the social sector within one month post-fellowship.

100% reported feeling more empowered in the workplace after the fellowship.

We placed thirteen fellows with our partners to champion fourteen youth programs.

“Watching my supervisors and learning from trial and error at the [sports] clinic gave me skills to lead people in a better way.”

JOSHUA YEAGER
SUMMER 2018 FELLOW WITH BOYS & GIRLS CLUBS OF CENTRAL IOWA

= 100 youth
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
IOWA DEPARTMENT OF HUMAN RIGHTS
NEW YORK PULLING TOGETHER TO PUSH AHEAD
YSS
Through our partnership with FLIA, the Fiver Children’s Foundation has been able to complete a number of projects to advance our youth development mission. Our fellows have been hard-working, innovative and reliable and our overall partnership with FLIA has been immensely beneficial.

CHRISTIE KO, EXECUTIVE DIRECTOR OF FIVER CHILDREN’S FOUNDATION
“I’ve seen the most amount of growth in taking initiative and getting things done as opposed to waiting for directions.”

LAKNATH GUNITHILAKE
FALL 2018 FELLOW WITH ROW NEW YORK
Meet the 2018 Fellows who we believe are the next generation of social sector leaders

Asalia Arauz
She/Her/Hers
Boys & Girls Clubs of Portland
Expanded existing teen leadership and civic engagement recognition program

Paola Cabrera
She/Her/Hers
IRCO
Developed and facilitated Global Cooking Classes and enhanced Hunger Relief Program

Clare Connaughton
She/Her/Hers
Fiver Children’s Foundation
Streamlined outreach efforts to increase youth attendance to programs

Erick Cooper, Jr.
He/Him/His
Fiver Children’s Foundation
Updated and led high school prep program to help rising 8th graders understand New York City high school selection process

Teilor Garner
She/Her/Hers
Fiver Children’s Foundation
Updated and led college access program at Camp Fiver to help youth with their college application process
Laknath Gunathilake  
*He/Him/His*  
*Row New York*
Developed Data Handbook and analyzed key data points regarding youth participation

Brianne Potts  
*She/Her/Hers*  
*Iowa Department of Human Rights*
Enhanced youth programs that foster civic engagement, advocacy and leadership

Gabriella Ruggiero  
*She/Her/Hers*  
*Big Brothers Big Sisters of Central Iowa*
Developed curriculum for a workplace mentoring program

Rachel Shelton  
*She/Her/Hers*  
*Boys & Girls Clubs of Portland*
Developed, administered and analyzed a Social Emotional Learning assessment; Developed online database of community resources for families to use

Lavanyaa Shralan  
*She/Her/Hers*  
*YSS*
Collaborated with Iowa State University to create a Collegiate Recovery Community

Alessandra Tantawi  
*She/Her/Hers*  
*Row New York*
Created high school prep workshops to help youth navigate NYC high school selection process

Kendra Woodstead  
*She/Her/Hers*  
*YSS*
Worked on YSS University, an extensive training program.

Joshua Yeager  
*He/Him/His*  
*Boys & Girls Clubs of Central Iowa*
Developed and implemented a sports clinic and worked on health program
“I’ve grown into a more confident version of myself and this fellowship helped me feel capable of doing what I didn’t think I could before.”

KENDRA WOODSTEAD
FALL 2018 FELLOW WITH YSS

13/13 fellows reported an increase in comfort leading a project
At the start of Kendra’s fellowship, she experienced self-doubt and anxiety. She found herself feeling uneasy, second-guessing the praise she received from others and nervous about making mistakes, but her experience as a fellow helped her transform those thoughts by honing in on her skills and showing her that she is a powerhouse. She found her perspective changing from uncertainty to assurance and clarity.

Throughout the remainder of the fellowship, she developed her own guide to feeling like a force of nature which helped her face different challenges by understanding that each challenge has meaning and will push her towards a bigger picture. After her fellowship, she continued working with YSS and some of her responsibilities included YSS University, which was the focus of her project.

Kendra’s Guide to Feeling Like a Force of Nature

1. Keep trying. Rejection may feel like a closed door, but it can often redirect you to an open one.

2. Believe people when they tell you that you did well. It may be uncomfortable at first, but positive feedback can be so encouraging and motivating if you let it be.

3. Let yourself feel proud of your work. When you’ve put a lot of time and effort into something, it’s natural to care about it and feel proud. Bonus points if you can accept it when other people tell you they’re proud of you.

4. Take advantage of your momentum. Use your energy, excitement, and sense of accomplishment to fuel you. Push forward, reflect, improve, and grow. Seek challenges and watch yourself crush them.

5. Remind yourself you are still worthwhile even when you make mistakes. You can do incredible things and even when they turn out to be a dud, that doesn’t mean you are.

You are a force of nature.
Our fellows problem solved.

When Teilor first applied for the summer fellowship with Fiver she was excited about the opportunity but more than that she knew she needed this opportunity. Teilor is the type of person who wants to know what, when, and how something is going happen – something that is not always possible in her field of work with mental health. Taking this opportunity effectively took her out of her comfort zone. Teilor’s project involved creating and facilitating a curriculum focusing on college access for teenagers at Camp Fiver – which involves a high level of unpredictability. She regularly addressed problems from building rapport with teenagers she just met to what to do when the internet wasn’t working. After Teilor finished her fellowship, she started working as an intern mental health counselor with the Lesbian, Gay, Bisexual, and Transgender Community Center where she also faced unpredictability. Throughout her time at Fiver Teilor learned to lean into the unpredictability and trust herself. This came in handy when she traveled to South Africa to co-facilitated mental health workshops when each day she had to revise her pre-planned workshops based on how the participants responded. Due to her time at FLIA and Fiver, Teilor feels more confident in her ability to be successful in her future endeavors.

12/13 fellows rated themselves as strong problem solvers at the end of the fellowship.
“When I find myself getting stuck, I think back to my time with FLIA and Fiver ... you were learning to trust yourself in the process”
Staff

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Kirsten Abel
She/Her/Hers

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Retired, Whitfield & Eddy Law

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Sophia Ahmad
She/Her/Hers
Senior Director of Development, Mercy Medical Center Foundation

Allison White
She/Her/Hers
Monitoring and Evaluation Specialist
Financial Snapshot
(April 1, 2018-March 31, 2019)

Expenses

- PROGRAMS: $218,049
- OPERATIONAL SUPPORT: $51,088
- FUNDRAISING: $8,712

Revenue

- FOUNDATIONS: $214,525
- SPECIAL EVENTS: $60,550
- INDIVIDUALS: $27,026
- FELLOW CAMPAIGNS: $5,562
Our Supporters

Anonymous (19)
Greg and Andrea Abel
Bev Abel
Kirsten Abel
Breanna Agey
Jean Aguilar
Sophia Ahmad
Andrew Allen
Patrick Allen
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Mitch, Becky, Tyler Merchant
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Nikki Miller
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Justin Moore
Judith Mowry
Rachely Navarro
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Shirley Norrus
Sandra Nystrom
Adam Offenhartz
Lisa Oliva
Mark and Jill Oman
Lance Ozier
Lew Paine
Crystal Parsons
Sushant Pednekar
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Barbara Woodstead
Caryn Woodstead
Grandpa Yeager
Kelly Yeager
Bonnie Zweig
Build skills.
Shape leaders.

For more information on how to get involved, contact Kirsten Abel at kirsten@futureleadersinaction.org
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