COLLEGE FOR SOCIAL INNOVATION

Plans for Future Growth, Learning from Covid, and Pilot Results

June 2022
CFSI is testing important innovations for higher education and the social impact sector and demonstrating powerful results for young people. We have learned from COVID and are now preparing to scale and spread our response to three increasingly urgent and interrelated challenges:

1. Rising costs and unclear value in higher education.
2. The talent gap in the social impact sector.
3. Unequal access to life-changing internships and mentors in the US.
A new generation of problem-solvers

Life-changing fellowships* for diverse cohorts of students

*SITC provides a 15-week, immersive learning experience in Boston and a full semester of academic credit at no extra cost to the student.

Starting in 2023-24 we plan to launch a parallel program, Semester for Impact, that will allow students from across the country to complete fully-credited internships and related classes in their home college community.
**PROGRAM MODEL**

*Semester in the City*

<table>
<thead>
<tr>
<th>Time</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00-10:00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00-12:00</td>
<td>Internship</td>
<td>Internship</td>
<td>Internship</td>
<td></td>
<td>Becoming a Problem Solver – Workshops and Reflection(^2)</td>
</tr>
<tr>
<td>12:00-1:00</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>1:00-5:00</td>
<td>Travel</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>5:00-7:00</td>
<td>Community Building</td>
<td>Social Innovator's Tool Box – Seminar(^2)</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

"LEARNING IS REFLECTION UPON EXPERIENCE."

- John Dewey

1. Wednesday seminar has an online and in-person option.
2. Friday workshops and reflection mainly in-person with small group sizes, but includes some weeks with online synchronous or asynchronous content.
PROGRAM MODEL

Core Skills

LAUNCHING A PURPOSE-DRIVEN CAREER

WORKING IN DIVERSE TEAMS

HUMAN-CENTERED PROBLEM SOLVING

PERSUASIVE STORYTELLING

CORE SKILLS

STUDENTS LEARN:

• Connect Passion & Purpose
• Professional Readiness
• Reflection & Self-Care
• Build Your Brand & Network

• Self-Knowledge & Cultural Competence
• Empathy & Inclusion
• Balance Inquiry & Advocacy
• Collaborate Across Different Work Styles

• Global Solutions Mindset
• Understand Social Systems
• Design Thinking for Social Justice
• Manage and Measure Impact

• Communication for Impact
• Present with Confidence
• Effective Use of Data and Details
• Give and Receive Feedback
PILOT RESULTS
Over the last six years, we’ve demonstrated substantial impact on our 445 fellows and 164 host organization partners, as measured by a suite of nine evaluation tools.

We’ve identified four key impact areas for our fellows:

Confidence and Purpose
Fellows increase professional confidence, direction, and purpose.

Skills Employers Want
Fellows gain deep professional work experience and in-demand skills, as assessed by their supervisors.

Networks
Fellows build deep and broad networks—100% of alumni report growing their network

Post-College Job Attainment
Fellows meaningfully outperform their peers in attaining full-time employment after college, with most launching high-purpose careers in the social impact sector.
PILOT RESULTS

Semester in the City builds confidence and purpose

94% of alumni report meaningful gains in self confidence;

92% of alumni report increased clarity about goals and plans for the future.

"Semester in the City allowed me to connect the dots between my passions and skills so that I can design a career that will make me happy."
- Crystal Napoli, UNH

"Semester in the City helped me gain a better perspective of how I can be a better me and a better employee in solving social problems in our society."
- Rishil Sheth, Wheaton

*Survey conducted 6 months after program completion. n=51 SITC alumni.
PILOT RESULTS

Semester in the City builds skills employers want

88%

“My internship experience has given me more confidence with my decision to get my MBA and working to make businesses more socially and environmentally conscious.”

-Jackie Nutter, UVM

9%

“Semester in the City has taught me real world skills like networking, team building and managing, and the importance of making a difference in the lives of the people in your community.”

-Rebecca Jerome, UNH

100%

Of alumni report building the skills to becoming a more valuable employee.

19/20

Mentor-assessed skills and competencies showed improvement from the midpoint to the end of the semester.

“My internship experience has given me more confidence with my decision to get my MBA and working to make businesses more socially and environmentally conscious.”

-Jackie Nutter, UVM
PILOT RESULTS
Semester in the City builds networks

100% of alumni report growing their network at Semester in the City*

<table>
<thead>
<tr>
<th>“I HAVE A LARGER NETWORK”</th>
<th>12%</th>
<th>17%</th>
<th>71%</th>
</tr>
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<tbody>
<tr>
<td>SOMEWHAT TRUE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TRUE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>VERY TRUE</td>
<td></td>
<td></td>
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</table>

*Survey conducted 6 months after program completion. No students selected “Not at all true.” n=51 SITC alumni.

“Semester in the City gave me invaluable opportunities to network both with my fellow peers and with the professional community in Boston through my internship placement.”
-Lucy Zachau, Clark

“Semester in the City has taught me about myself and introduced me to forever friends and networks that are filled with endless opportunities.”
-Desiree Oquendo, Becker
PILOT RESULTS

Semester in the City graduates get jobs

“Semester in the City helped me find my voice. When I was applying to jobs, I felt that I was prepared to tell my story and how I was beneficial to the organization.”

-Eriberto Mora, Clark

“SITC taught me how to communicate well with colleagues and supervisors... SITC boosted my confidence and showed me that anything was possible and opportunities are endless. It taught me that hard work will take me anywhere I envision myself going”

-Maya Birks, UMass Dartmouth

<table>
<thead>
<tr>
<th></th>
<th>Full-Time Employment</th>
<th>Graduate School**</th>
<th>Part-Time Employment</th>
<th>Seeking Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>SITC</td>
<td>77%</td>
<td>17%</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>UNH</td>
<td>69%</td>
<td>21%</td>
<td>6% 5%</td>
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</tr>
<tr>
<td>National*</td>
<td>60%</td>
<td>18%</td>
<td>6% 17%</td>
<td></td>
</tr>
</tbody>
</table>

*National Association of Colleges and Employers (NACE) data set includes 550,000 2018 grads from 360 colleges and universities. All three data sets are from the NACE “First Destination” survey format, which examines career outcomes 6 months after college graduation. UNH data from 2018 graduates; SITC data from 83 alums who graduated college in 2017-2019.

** Includes those already enrolled in graduate school or planning to enroll.
PILOT RESULTS

Semester in the City grads enter the social impact sector at high rates

Jobs in the Social Sector*

- Semester in the City graduates (in the workforce): 60%
- All workers in the United States: 27%
- All job applications submitted on Handshake**: 12%

“Ever since I left SITC, my mind has been constantly thinking of ways I can make the world a better place by doing the things I love.”
- Markiesha Duverneau, Clark

“At a time when my generation feels like the world is falling apart just as we are coming into it, Semester in the City allows us to roll up our sleeves and make a difference in a supportive community.”
- Alex Vergara, UNH

*“Social sector” includes nonprofits, government agencies, and social mission businesses (26.5% of all US jobs according to Bureau of Labor Statistics data.
**Handshake is the largest career community for students and recent grads, used by 9 million+ students and young alumni.
PILOT RESULTS

Building a Better Talent Pipeline

"It was so fantastic to have a future leader in our midst, sharing her energy and passion for this work. She added great capacity to our program and has become a key member of the team."

88% OF MENTORS WOULD HIRE THEIR FELLOW IN A HEARTBEAT OR AT LEAST INTERVIEW THEM FOR AN ENTRY LEVEL POSITION*

*Based on mentor assessments at 164 host organizations
**PILOT RESULTS**

*Building a More Diverse Talent Pipeline*

- **Students of Color**: 35%
- **First Generation**: 29%
- **Pell Eligible**: 53%

Compared to 22.5% of students (weighted average) at partner colleges.

**65 percent** of Social Innovation Fellows come from one or more of the above underrepresented groups.*

*Based on data fall 2016 through spring 2020.*
PILOT RESULTS

Closing the Skills Gap

STUDENTS OF COLOR AND LOW-INCOME STUDENTS MAKE SIMILAR OR LARGER GAINS DURING SITC

*This data covers the first 8 semesters of SITC. n=168 students from fall 2017-spring 2020 semesters.
Pre/post self-assessment of 34 skills and habits across 4 categories.
PILOT RESULTS
Where are fellows placed?

We have partnered with:

164 Social Impact Organizations

18 New Social Impact Organizations in Spring 2022

We have placed 4+ fellows at:

- 826 Boston
- All in Energy
- Berklee Institute for Arts Education and Special Needs
- Boston Area Health Education Center
- Cambridge Women's Center
- Center to Support Immigrant Organizing
- Charles River Watershed Association
- Citizen Schools
- Communities Responding to Extreme Weather (CREW)
- Community Resources for Justice
- Cradles to Crayons
- Dudley Street Neighborhood Initiative
- East Boston Social Centers
- Family Aid Boston
- Freedom House
- Friends of the Hernandez School
- Green City Growers
- The Ground Truth Project
- Hyde Square Task Force
- Immigrant Family Services Institute (IFSI-USA)
- Jamaica Plain Neighborhood Development Corporation
- Leading Cities
- Lena Park Development Corporation
- Louis D. Brown Peace Institute
- Madison Park Development Corporation
- Phillips Brooks House Association (PBHA)
- Pine Street Inn
- Playworks
- Project Hope
- Second Nature, Inc.
- St. Stephen's Youth Program
- Union Capital Boston
- Victory Programs
COVID Learning & Adjustments
COVID Adjustments

The recent pandemic created substantial challenges for us while also accelerating innovation and, ultimately, growth.

The pandemic cost us ~$200,000 in summer subleasing revenue and $300,000+ in tuition while also adding covid testing costs and other challenges to an already full plate. $500,000+ in emergency government support covered most of the financial losses and allowed us to maintain staff and grow enrollment. Enrollment for 2021-22 was 112 (52 Fellows in the fall and 60 in the spring) up from 53 in 2018-19 and 96 in 2019-20, the first year of the pandemic.

COVID has led us to accelerate or test several important innovations:

Our Wednesday evening class (The Social Innovator’s Tool Box) and Friday class (Becoming A Problem Solver) can now be offered through a mix of synchronous and asynchronous online sessions with a few small-group in person sessions mixed in. While our Boston SITC program has now returned to mostly in-person classes, we are testing and planning to grow a mostly remote option that allows students to do their internships in their home college community. Students learning outcomes and net promoter scores have been as high or higher during covid compared to previous semesters.

During peak covid semesters, most internships were mostly or entirely online, which builds a new skill in remote work (a likely core skill for future professionals) and has allowed us to consider engagement of remote host organizations from Baltimore, Philadelphia, and New York as well as to accommodate a small number of fellows from remote locations.

In spring 2021, a year into the pandemic, we piloted SITC @ UNH and have now enrolled 10 students who completed our program from the UNH campus and participated in sustainability-focused internships in New Hampshire while attending our classes online (Wednesdays and some Fridays) or in-person (some Fridays and a 3-day orientation at the beginning of the semester).
FUTURE PLANS
## FUTURE PLANS
### Three Phases of Growth

<table>
<thead>
<tr>
<th>Phase I (FY16-19)</th>
<th>Phase II (FY20-25)</th>
<th>Phase III (FY26+)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Established CFSI as new, growing and in-demand non-profit</td>
<td>• Scale Boston from 53 Fellows in FY19 to 200+ annually by FY25</td>
<td>• Continue running best in class experiential learning programs (SITC in Boston and Semester for Impact nationally);</td>
</tr>
<tr>
<td>• Built partnerships with 13 colleges that grant full academic credit to students doing CFSI</td>
<td>• Building from the SITC@UNH pilot, launch <strong>Semester for Impact</strong> with 5+ college partners and growing to 100+ students enrolled annually by FY25</td>
<td>• Convene college leaders and share research and tools</td>
</tr>
<tr>
<td>• Delivered strong results to diverse cohorts of students</td>
<td>• Research and develop tools needed to spread ideas in phase 3</td>
<td>• Consider creation of experiential master’s degree in nonprofit management and social innovation</td>
</tr>
</tbody>
</table>
IMMEDIATE PRIORITIES IN 2022 and 2023

- Continue to grow **Semester in the City in Boston** as our flagship program, growing it from enrolling 112 students in FY22 to ~130 in FY23, ~175 in FY24, and ~200 in FY25
- Invest in **deep partnerships** with colleges that see the most strategic synergy with our work
  - As an example, Wheaton College – which sees SITC as an important part of their commitment to experiential education – now sends 15-25 students per semester and seeks to send 30-35 students a semester in the future. At this larger size a full 15 percent of Wheaton students will complete our program before they graduate!
- **Invest in SITC alumni** and their success in the social impact sector. This will include creation of a learning community of alumni and mentors, a LinkedIn group for job referrals, and engagement of alumni as Teaching Assistants at SITC and in other organizational roles
- Launch the tentatively named **“Semester for Impact”** as a way to replicate the success of SITC Boston but with students completing their internships in their home college communities. Semester for Impact will start at a modest size but is ultimately more scalable as it reduces the challenge of finding housing and supporting students 24/7
FUTURE PLANS

Enrollment by Semester

Projected Enrollment (SITC Boston)*
Projected Enrollment (Semester for Impact – remote internships)

FY19: 53
FY20: 96
FY21: 95
FY22: 112
FY23: 130
FY24: 50 + 175 = 225
FY25: 200

*includes small number of students who complete internship in remote locations
FUTURE PLANS

Boston Enrollment by Semester

Fall Enrollment
Spring Enrollment

<table>
<thead>
<tr>
<th>Semester for Impact Enrollment</th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
<th>FY22</th>
<th>FY23*</th>
<th>FY24*</th>
<th>FY25*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(17%)</td>
<td>65%</td>
<td>155%</td>
<td>35%</td>
<td>27%</td>
<td>12%</td>
<td>(4%)</td>
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<tr>
<td>Enrollment Growth</td>
<td>20</td>
<td>33</td>
<td>45</td>
<td>57</td>
<td>60</td>
<td>80</td>
<td>100</td>
</tr>
</tbody>
</table>

* Projected

Boston enrollment in FY21/22 includes 10 students who completed internships in remote locations.
KEY SUCCESS FACTORS FOR GROWING SITC BOSTON?

● Growing SITC Boston from 112 students in FY22 (this year), to 200 in FY25 requires a compound annual growth rate (CAGR) of 21%, meaningfully below our CAGR in the last three years of 28% and our all-time CAGR of 27%

● On a per semester basis, we will enroll approximately 100 students per semester by FY25, which we can accommodate with current classroom space at the NonProfit Center and with current full-time faculty plus additional Teaching Assistants and more hours for adjuncts. We will add at least one more member to the internship support team and additional hours for case workers as well as recruitment and technology/operations capacity.

● We will need to build housing capacity from current 60 beds across 12 rented apartments to 80-85 beds across 18 apartments (some students live with Boston-area family). We believe we can add these apartments in the same Allston neighborhood where we started six years ago.

● Growth – done right – will **improve quality** by allowing us to hire, develop, and retain great staff and build curriculum, systems, and actionable research. Growth in Boston will also accommodate demand from high-performing organizations eager to host our Fellows.
WHY WE PLAN TO LAUNCH SEMESTER FOR IMPACT?

● Semester for Impact offers us a chance to adapt our SITC program to allow students to complete internships in their home college community and reduce barriers to greater scale.
  ○ While Semester for Impact students will miss out on the cohort experience in a new city and the chance to “adult” in Boston away from their home college, students will still receive our “special sauce” of an intensive internship with a mentor and a special project as well as classes supporting reflection and skill-building
● Based on an initial pilot with 10 UNH students who completed the SITC@UNH pilot, we believe our internship model can work powerfully outside of Boston, bringing value to students and host organizations
● Semester for Impact is more scalable because we can build upon (instead of replicating) the housing infrastructure of our college partners as well as the mental health and student support functions
KEY SUCCESS FACTORS TO GROW SEMESTER FOR IMPACT

- Hire an outstanding Director in summer/fall 2022 to build the college partnerships (including UNH and 2-3 other current partners) and make the curricular and internship support adjustments needed to launch the program at a small scale (20-30 students per semester in 2023-2024). Hire a second staff person summer 2024 as program expands.

- Retain all key success factors from current internship selection, including an application process and host organization fee to insure buy-in, a requirement for a well-scaffolded special project and an enthusiastic mentor/supervisor willing to go through training.

- Adapt internship sourcing to build upon the resources of our college partners and their service learning and community engagement offices. Also welcome host org nominations by prospective Fellows while retaining decision-making over selection and matching.

- Offer the majority of course content online and led by Boston full-time and adjunct faculty, but also hire local TAs to lead discussions in person. Retain all skill assessment tools from SITC. Allow students to opt out of Wednesday course and replace with a course on campus.

- Outsource majority of student recruitment to college partners.
FUTURE PLANS

New College Partnerships

We have built the partnerships needed for significant growth in Boston and the NE region and we will add more colleges as needed.

Total Number of Students Enrolled at Partner Institutions

FY16 15,207
- UNH
- Clark

FY17 18,628
- Becker
- Marlboro
- Wheaton

FY18 29,917
- Bridgewater State
- Lasell

FY19 78,657
- Colby
- SNHU
- UMass Amherst
- UMass Dartmouth
- UVM
- Wesleyan

FY20 78,657

FY21 87,444
- Endicott
- Lebanon Valley
- Skidmore

FY22 91,718
- Earlham
- Guilford
- Hampshire
- Knox
## FUTURE PLANS

### Enrollment & Operating Budget, FY19-FY25

<table>
<thead>
<tr>
<th></th>
<th>FY19 Actual</th>
<th>FY20 Actual</th>
<th>FY21 Actual</th>
<th>FY22 Projected</th>
<th>FY23 Projected</th>
<th>FY24 Projected</th>
<th>FY25 Projected</th>
</tr>
</thead>
<tbody>
<tr>
<td># Students - SITC Boston</td>
<td>53</td>
<td>96</td>
<td>95</td>
<td>112</td>
<td>125</td>
<td>175</td>
<td>200</td>
</tr>
<tr>
<td># Students - Semester for Impact</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>50</td>
</tr>
<tr>
<td><strong>Projected Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Philanthropy (SITC and Fieldbuilding)</td>
<td>$1,102,212</td>
<td>$1,059,760</td>
<td>$1,274,531</td>
<td>$1,200,000</td>
<td>$1,150,000</td>
<td>$1,000,000</td>
<td>$850,000</td>
</tr>
<tr>
<td>In-Kind Contributions</td>
<td>$20,652</td>
<td>$7,517</td>
<td>$8,259</td>
<td>$2,500</td>
<td>$2,500</td>
<td>$2,500</td>
<td>$2,500</td>
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<tr>
<td>SITC Earned Revenue</td>
<td>$782,198</td>
<td>$1,128,563</td>
<td>$1,066,928</td>
<td>$1,346,129</td>
<td>$1,591,759</td>
<td>$2,428,750</td>
<td>$3,082,500</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td>$1,905,602</td>
<td>$2,195,840</td>
<td>$2,349,718</td>
<td>$2,548,629</td>
<td>$2,744,259</td>
<td>$3,431,250</td>
<td>$3,935,000</td>
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<tr>
<td><strong>Projected Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel, Taxes, &amp; Benefits</td>
<td>$1,132,661</td>
<td>$1,296,772</td>
<td>$1,060,667</td>
<td>$1,341,122</td>
<td>$1,483,052</td>
<td>$1,788,859</td>
<td>$1,948,873</td>
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<td>Facilities</td>
<td>$500,664</td>
<td>$547,948</td>
<td>$553,626</td>
<td>$558,166</td>
<td>$625,426</td>
<td>$779,500</td>
<td>$888,000</td>
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<tr>
<td>Program Cost</td>
<td>$90,040</td>
<td>$151,739</td>
<td>$163,443</td>
<td>$246,810</td>
<td>$253,891</td>
<td>$380,061</td>
<td>$478,600</td>
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<tr>
<td>Consulting/Professional Services</td>
<td>$66,744</td>
<td>$77,119</td>
<td>$80,019</td>
<td>$116,219</td>
<td>$81,000</td>
<td>$120,000</td>
<td>$142,500</td>
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<tr>
<td>General &amp; Administrative</td>
<td>$109,250</td>
<td>$107,365</td>
<td>$92,611</td>
<td>$117,623</td>
<td>$124,100</td>
<td>$161,350</td>
<td>$166,800</td>
</tr>
<tr>
<td>Fieldbuilding Initiatives</td>
<td>$ -</td>
<td>$ -</td>
<td>$133,585</td>
<td>$136,800</td>
<td>$131,225</td>
<td>$195,478</td>
<td>$205,205</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$1,899,359</td>
<td>$2,180,944</td>
<td>$2,083,951</td>
<td>$2,516,739</td>
<td>$2,698,695</td>
<td>$3,425,248</td>
<td>$3,829,979</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>$5,703</td>
<td>$14,896</td>
<td>$265,766</td>
<td>$31,890</td>
<td>$45,564</td>
<td>$6,002</td>
<td>$105,021</td>
</tr>
<tr>
<td><strong>% SITC Costs Covered by Earned Revenue</strong></td>
<td>41%</td>
<td>52%</td>
<td>55%</td>
<td>57%</td>
<td>62%</td>
<td>75%</td>
<td>85%</td>
</tr>
</tbody>
</table>

85% of SITC costs covered by earned revenue by FY25
PATHWAY TO SUSTAINABILITY
PATHWAY TO SUSTAINABILITY
From Philanthropy to Earned Revenue

FY16–FY22
$7.0M Philanthropy Donated

$4.3M In Earned Revenue Secured

FY22–FY25
$3M Additional Philanthropy Needed

$9.0M In Earned Revenue Projected

85% OF COSTS COVERED BY EARNED REVENUE BY FY25
85% OF COSTS COVERED BY EARNED REVENUE IN FY25
CFSI seeks to raise $3 million, mostly in new multi-year investments of $100,000 to $500,000. These investments plus modest ongoing fundraising from annual giving campaigns and funds already committed will build the essential bridge to sustainability.

By FY25, earned revenue will cover 85% of Semester in the City and Semester for Impact’s costs, likely rising to 90%+ in FY26.
PATHWAY TO SUSTAINABILITY

$7 Million Raised, $3 Million More Needed to Reach Sustainability

COMMITTED FUNDING TO DATE

Since our launch in summer 2015 we have raised $7 million, primarily from leadership donors, as well as an additional ~$4.3 million in earned revenue.

$1,000,000+
- Dorot Foundation

$500,000+
- Anonymous Foundation
- Devonshire Foundation
- Germeshausen Foundation

$200,000+
- The Boston Foundation
- Canaday Family Charitable Trust
- Fidelity Foundation
- Highland Street Foundation
- Schwarz, Fritz

$100,000+
- ALGar Foundation
- Atwood Family
- Bilger Family Foundation
- Charina Foundation (Richard and Ronay Menschel)
- Charlotte Foundation (Kath Gross and Peter Thorne)
- Cross, Marian
- Cummings Foundation
- Frieze Family Foundation
- Levin, Becky and Mark
- Lovett-Woodsum Foundation
- Samuel Freeman Charitable Trust
- Schlesinger, Len

$50,000+
- Burnes, Rick and Nonnie
- Craig, Tom
- Deshpande Family Foundation
- Goodwin Procter (in-kind)
- Riley Foundation
- O’Hanley, Ron

$20,000+
- Anonymous (2)
- Baton Rouge Area Foundation
- Jenjo Foundation
- Mannion, Tristin and Marty
- Nunnelly, Mark and Denise Dupree
- Vila B. Webber 1985 Charitable Trust
- Wellington Management Foundation
Kiyo Gomi
Director of Finance and Operations

Vicky Ajene
Sr. Manager of Internships

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Senior Program Advisor

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Sr. Manager of Internships

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Lead DaCosta
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