ANNUAL REPORT
Unleashing Potential
SUMMER SEARCH
ANNUAL REPORT
LETTER FROM OUR CEO

DEAR SUMMER SEARCH COMMUNITY,

This past year has been one of learning and change as we set out to chart a course to meet the needs of the next generation of Summer Search leaders. Our new four-year strategic plan, ‘Unleashing Potential,’ is informed by feedback from our stakeholders—students, alumni, staff, donors, and board members—and will guide us in supporting young people to thrive.

We heard from our students and alumni that thriving requires more than a college degree. In addition to graduating from college at remarkably higher rates than students with similar backgrounds, our students’ hopes and dreams for our program’s impact extend to launching their career and securing their financial future. Derrick Duplessy, a Boston Board Member and Alumnus, summarized this new direction best:

“My Summer Search journey was never about educational attainment. It was about upward mobility."

Going forward, to provide what our students and alumni have told us they need to thrive, Summer Search will make thoughtful, rigorously evaluated changes to our program model. These changes include activating our Alumni Network to serve as mentors to postsecondary students to increase their educational attainment and job readiness and scaling peer group mentoring across our National network.

With income inequality rising in the United States, our work to create greater equity for young people has never been more urgent. I am inspired by the collective leadership and impact of more than 7,000 students and alumni, and I am inspired by the Summer Search community—it is a special combination of commitment and connectedness.

Thank you for your partnership—we couldn’t do this work without you.

DR. MARC SPENCER
“My summer experience and my mentor made me realize that if I push myself enough, I can do things I never imagined possible.” — Marilyn, Summer Search Student
WE OFFER MENTORING AND TRANSFORMATIVE OPPORTUNITIES to high school students from under-resourced communities to support them to achieve their full potential in school, work, and life.

We believe that young people deserve the resources and support to succeed based on their talent, intelligence, and capabilities. Many young people possess strengths, resilience, and tremendous potential, yet face systemic inequities that can limit their ability to obtain postsecondary degrees, participate in the workforce, or gain financial stability.

Our comprehensive program supports students in navigating and challenging systemic barriers to postsecondary education, workforce participation, and financial stability so that every Summer Searcher can thrive.
“My Summer Search trips gave me so many leadership skills like delegating, communication, problem solving, and many more. They gave me the courage to lead with confidence and literally changed me into a more powerful and confident woman.”

–Jackie, Summer Search Student
WE CURRENTLY SERVE 3,645 STUDENTS IN 5 REGIONS

The young people we partner with possess unique strengths, resilience, and tremendous potential. Yet, they have unequal opportunities due to systemic inequities. 96% qualify for free or reduced lunch and 97% are students of color.

<table>
<thead>
<tr>
<th>REGION</th>
<th>Founded</th>
<th>Students Served</th>
<th>Partner Schools</th>
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</thead>
<tbody>
<tr>
<td>BAY AREA</td>
<td>1990</td>
<td>3,353</td>
<td>38</td>
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<tr>
<td>BOSTON</td>
<td>1996</td>
<td>2,045</td>
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<td>NEW YORK CITY</td>
<td>2003</td>
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<td>SEATTLE</td>
<td>2003</td>
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<td>PHILADELPHIA</td>
<td>2006</td>
<td>279</td>
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</table>

STUDENT DEMOGRAPHICS

- 49% LATINO
- 24% BLACK
- 16% ASIAN
- 8% MULTI-RACIAL/OTHER
- 3% WHITE

96% qualify for free or reduced lunch and 97% are students of color.
“I had to push through my barriers and step out of my comfort zone to be able to excel on my wilderness trip. When I finally accepted my challenges and took them on, I was able to become a leader.”
IT’S MORE THAN A PROGRAM. IT’S A PARTNERSHIP.
We take a holistic approach to empower students to achieve their potential through a combination of:

MENTORING
Starting in their sophomore year of high school, our students are partnered with staff mentors who build authentic and long-lasting relationships in order to provide support for many facets of a student’s life. That mentoring support continues through high school and beyond, as each student navigates toward their long-term goals.

Our staff spent 24,000 hours mentoring and engaging with students last year.

&

TRANSFORMATIVE EXPERIENCES
Last year, 900 students spent their summers on life-changing wilderness, community service, academic, and internship experiences all over the world. On their journeys, Summer Searchers:

- Hiked 26,407 miles
- Paddled 13,160 miles
- Climbed 15,910 feet

Our staff spent 24,000 hours mentoring and engaging with students last year.

Completed 10,217 hours of academic work, which included attending classes, studying, & exploring the arts and sciences

Completed 24,121 hours of service, which included building homes in international communities, working on conservation projects, & teaching in schools
“Thanks to my mentor’s advocacy and support, I received a full ride to Williams College, one of the best schools in the country!”

—Anne, Summer Search Alumna
Last year 97% of our high school seniors were accepted into a 4-year or 2-year college.

94% are first in their family to go to college.

They earned more than $7M in financial aid and scholarships.

68% of our students earn a bachelor’s degree compared to 21% of their peers.
“With the guidance of my mentors and all of the support given to me through Summer Search, not only did I find my voice, I learned how to use it.”
—Jahlil, Alumnus and Middle School Teacher through Teach For America

“Summer Search is about changing narratives so that each and every one of us can become our best selves.”
—Marie, Alumna and Admissions & Student Inclusion Counselor at the University of Washington
ALUMNI LEAD THE WAY

Our alumni are 3 times more likely to graduate with a 4-year degree than their peers and become the kind of leaders our country needs—civic leaders, advocates, industry leaders, teachers, mothers, and fathers.

3,425
Summer Search Alumni worldwide

76%
of alumni have helped raise money for a charitable cause.

66%
said they volunteered in the past 12 months.

We are so proud to have more than 75 ALUMNI LEADERS on each of our boards, on our staff, on committees, and as volunteers throughout our program.

Alumni giving reached record-level highs, both in dollars and participation, with nearly 385 alumni contributing $195,140 in gifts, pledges, and matching gifts.
ONCE A SUMMER SEARCHER, ALWAYS A SUMMER SEARCHER.

In November we brought together nearly 300 Summer Search alumni from across the country for our National Alumni Summit & Leadership Conference, the largest alumni gathering in our history! The conference allowed Summer Searchers to connect with one another as leaders, engage industry experts, and explore how to effect positive change in their personal and professional lives.

“My life and career have benefitted greatly from my time with Summer Search—from the opportunities, to the connections, to the continuous support and encouragement.”

—Ronald, Alumnus, Boston Alumni Board Member, Sales Consultant at State Street Corporation
FOR MORE INSPIRING STUDENT & ALUMNI STORIES, FOLLOW

BLOG.SUMMERSEARCH.ORG
“Being the first in my family to attend college, my parents’ professional network was pretty slim, so engaging the Summer Search community was key in extending my own community and getting that first internship. I’m excited and inspired by the idea of serving as a mentor to younger students and giving back to an organization that was so impactful in my own life.” – Jordan, Alumnus and Summer Search NYC Board Member
A BOLDER VISION OF SUCCESS

During the strategic planning process this past year, students and alumni shared that they have broad visions of success for themselves. In addition to graduating from college at remarkably higher rates than students with similar backgrounds, our students’ hopes and dreams for our program’s impact extend to LAUNCHING THEIR CAREER AND SECURING THEIR FINANCIAL FUTURE.

To ensure we are supporting young people to thrive, Summer Search will broaden our partnership with students to include workforce participation and financial stability in addition to educational attainment goals. We remain committed to our core model of long-term mentoring paired with summer experiential opportunities and will enhance this model by:

1. Scaling peer group mentoring across our national network

2. Activating our alumni leaders to increase the educational attainment and job readiness of our postsecondary students

3. Transforming the field of mentoring by launching a Summer Search Institute to train our staff and the field
**WE’RE IN THIS TOGETHER**

Summer Search is able to offer our students exposure to many different opportunities and experiences thanks to our generous network of partners and supporters: high school partners, summer program partners, corporate partners, and donors are all critical to the success of our young people.

All of our donors, supporters, and partners are listed at: [SUMMERSEARCH.ORG/ANNUALREPORT](https://www.summersearch.org/annualreport)

**SUMMER PROGRAM PARTNERS**

| Adventure, Risk and Challenge | Global Routes |
| Amigos de las Americas       | Global Works |
| Bike Works                    | Global Youth Village |
| Boston University Summer Term | Go Adventure |
| Camp Encore/Coda              | Hurricane Island Outward Bound School |
| Center for Creative Youth     | Idyllwild Arts |
| Cheley Colorado Camps         | Ithaca College Summer College |
| Chewonki                      | Junior Statesmen |
| College Orientation Workshop  | Longacre |
| Colorado Outward Bound School| Loomis Chaffee School |
| Concordia Language Villages   | Maine Teen Camp |
| Cottonwood Gulch Foundation   | National Outdoor Leadership School |
| Cushing Academy               | North Carolina Outward Bound School |
| Deer Hill Expeditions         | Northfield Mount Hermon Summer Session |
| Deva Healing Center           | Northwest Outward Bound School |
| Duke University Summer Academy| Outward Bound California |
| Economics for Leaders Program| Philadelphia Outward Bound School |
| Environmental Traveling Companions| Putney School Summer Programs |
| Experiment in International Living| Road Less Traveled |
| Futures and Options           |                     |
| Global Glimpse                |                     |
| Global Leadership Adventures  |                     |
|                             |                     |
|                             | Sierra Nevada Journeys |
|                             | Skidmore College Precollege Program |
|                             | Snow Farm: The New England Craft Program |
|                             | Student Conservation Association |
|                             | Student Diplomacy Corps |
|                             | Summer Academy at Suffield |
|                             | Summer Science and Engineering Program |
|                             | Summer@Brown |
|                             | Super Camp |
|                             | Syracuse University Summer College |
|                             | Teton Science Schools |
|                             | University of New Hampshire - Project SMART |
|                             | University of Delaware Summer College |
|                             | University of Miami Summer Scholars Program |
|                             | Visions Service Adventures |
|                             | Voyageur Outward Bound School |
|                             | Wasatch Academy |
|                             | Where There Be Dragons |
|                             | YMCA Camping & Outdoor Leadership |
PARTNER SPOTLIGHT ON CHRIS LONG

Chris Long—Defensive End for the Philadelphia Eagles, philanthropist, humanitarian, and 2018 Walter Payton NFL Man of the Year—has been a game-changing supporter of educational equity and Summer Search.

Through his Pledge 10 for Tomorrow campaign, the Chris Long Foundation donated an entire season of his NFL game checks to support educational equity in America, and Summer Search Boston and Philadelphia were both recipients of that generosity. The campaign officially kicked off at one of our student events in Philly, ultimately generating $435K in new gifts to Summer Search.

Chris Long helped promote the importance of filling out the FAFSA, alongside Summer Search and former First Lady Michelle Obama’s Reach Higher initiative. Chris’s platform and influence has greatly raised our organization’s profile, from local and national articles, to social media posts to his 576K followers, to being featured on a national TV commercial reaching 33 million viewers. This increased visibility for Summer Search supports us to partner with more young people.
SPECIAL THANK YOU TO THESE CORPORATE AND FOUNDATION PARTNERS

BARCLAYS  
THE CHARLES HAYDEN FOUNDATION  
GENERAL ATLANTIC  
HAMILTON FAMILY CHARITABLE TRUST

THE HIRSCH FAMILY FOUNDATION  
KORET FOUNDATION  
LIBERTY MUTUAL INSURANCE  
LOOMIS SAYLES

MICHAEL & SUSAN DEL FUNDATION  
NAPA VALLEY VINTNERS

EAGLES CARE

PwC

SAP CONCUR  
SELECT EQUITY  
STUPSKI FOUNDATION  
UNITED
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$100,000+
Auction Napa Valley
Barclays
The Bengier Foundation
The Brown Family Foundation
The Calihan Foundation
Chris Long Foundation
Frank H. and Eva B. Buck Foundation
General Atlantic Foundation
Gruber Family Foundation
The Charles Hayden Foundation
The Hirsch Family Foundation
J.M.R. Barker Foundation
The Janey Fund
The Knossos Foundation
The Koret Foundation
Lloyd G. Balfour Foundation, Bank of America, N.A., Trustee
Michael & Susan Dell Foundation
Napa Valley Vintners
one8 Foundation
Elizabeth R. and William J. Patterson Foundation
The Pinkerton Foundation
The Price Family Foundation
The PwC Charitable Foundation, Inc.
PwC LLP
SAP Concur
Select Equity Group Foundation
The Strandberg Family Foundation
Strategic Grant Partners
Stupski Foundation

$50,000-99,999
Arcadia Charitable Trust
Bank of America Charitable Gift Fund
The Barton Family Foundation
Bernard Osher Foundation
City of New York
The Clements Foundation, Inc.
Dodge & Cox
The Michelle & Robert Friend Foundation
Fullerton Family Foundation
Goldman Sachs Gives
Klarman Family Foundation
Lewis Family Foundation
Liberty Mutual Foundation
Loomis, Sayles and Company
The Lynch Foundation
M.J. Murdock Charitable Trust
Mabel Louise Riley Foundation
The National Christian Foundation
NYC Young Men’s Initiative
NYC Young Women’s Initiative
JMC Family Office
Parker Family Foundation
Quest Foundation
Raymond James Charitable Endowment Fund
Safeco Insurance Fund
The Solon E. Summerfield Foundation
Seth & Angie Taube Foundation
United Way of King County
William E. Simon Foundation

$25,000-49,999
Abrams Foundation
Adams Street Partners
Amelia Peabody Foundation
Jolene McCaw Family Foundation
BlackRock
Bank of New York Mellon Charitable Giving Program/
Alice P. Chase Trust
BMGI
BTIG, LLC.
Capital One Foundation
Diana Davis Spencer Foundation
Deloitte
Discuren Charitable Foundation
Bill & Melinda Gates Foundation
Hamilton Family Charitable Trust
JPMorgan Chase Foundation
The Keith Haring Foundation
KPMG
Medina Foundation
Morgan Stanley
National Philanthropic Trust
PIMCO Foundation
Pitch Your Peers Seattle
Qatalyst Partners
Roberts Foundation
RSM US LLP
The Carol H. and Kevin W. Sharer Education Foundation
Silicon Valley Bank
Silver Family Foundation
State Street Corporation
State Street Foundation
Stavros Niarchos Foundation
Sterling National Bank
Susquehanna Foundation
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Wachtell, Lipton, Rosen & Katz
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Summer Search maintains a strong financial position. In 2018 we developed a four-year strategic plan which outlines a vision of growth and deeper impact.

**FINANCIALS**

**REVENUE, GAINS, & OTHER SUPPORT**

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<tr>
<th>Source</th>
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<td>Individuals</td>
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<td>Foundations</td>
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<td>Corporations</td>
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<td>Contributed Goods &amp; Services</td>
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<td>Investment Income</td>
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<td><strong>TOTAL REVENUE, GAINS, &amp; OTHER SUPPORT</strong></td>
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**OPERATING EXPENSES**

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<td>Summer Program</td>
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<td>Mentoring</td>
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<td>Staff Training and Development</td>
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<td>Total Program Services</td>
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<td>Supporting Services</td>
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**ASSETS (& LOSSES)**

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<td>Change in TR assets</td>
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<td>Net Assets at Year End</td>
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THANKS FOR SUPPORTING YOUNG PEOPLE TO THRIVE IN SCHOOL, WORK, AND LIFE.

SUMMERSEARCH.ORG