For 30 years, Summer Search has served young people who have great potential but limited access to the resources, opportunities, and relationships needed to pursue and achieve their academic and professional pursuits. In 2020, that inequity came to the forefront like never before.

The COVID-19 pandemic, the subsequent economic crisis, and continued racial injustice made for an unprecedented year for all of us. The young people and families we serve have been disproportionately affected by the health, economic, educational, and social impacts of these crises.

We are inspired by the ways the Summer Search community has adapted to continue serving our students in a year with so much uncertainty and countless challenges:

• Our resilient students and school partners who are navigating virtual and hybrid learning while taking on additional responsibilities to support their families;
• Our talented alumni who continue to contribute to Summer Search in significant ways;
• Our committed board members who demonstrate great care for our staff and students;
• And my dedicated colleagues on the Summer Search team who show up every day with the utmost care for one another and for our young people.

Summer Search will remain a steadfast support for our participants and their families. We will continue to fight to ensure all young people can thrive.

Dr. Marc Spencer
We believe our world is better off when everyone can discover their purpose. Yet, for too many young people, our society creates unjust obstacles that unfairly block their search.

Every day we break down barriers and fight for equity for our students by connecting them to expansive opportunities and a community of support. We partner with them in their discovery that they possess not just the talent, but also the inner strength to carve their place in the world.

Because when all young people can cultivate the power and courage already inside them, they are unstoppable.
I dream big, but I know I can do it, and Summer Search pushes me to set higher goals and to see that I have the power to do anything. I want to thank Summer Search because it helps young students like me that are afraid of many things. Summer Search helps us by providing the tools to overcome our fears and challenges.
30 YEARS. 5 COMMUNITIES.
8,000 UNSTOPPABLE SUMMER SEARCHERS.

**PHILADELPHIA**
- Founded: 2006
- Students Served: 2,309*
- Partner Schools: 23

**NEW YORK CITY**
- Founded: 2003
- Students Served: 1,130*
- Partner Schools: 25

**BOSTON**
- Founded: 1996
- Students Served: 2,309*
- Partner Schools: 23

**SEATTLE**
- Founded: 2003
- Students Served: 550*
- Partner Schools: 8

**BAY AREA**
- Founded: 1990
- Students Served: 3,630*
- Partner Schools: 22

*Number of students served since community office’s founding.
Summer Search’s model empowers young people to discover their purpose through mentoring, summer experiential learning, and by providing support from high school to post-secondary education through to launching a fulfilling career.
IN 2020, SUMMER SEARCH MENTORS SPENT 15,516 HOURS CONNECTING WITH STUDENTS.

The power of the Summer Search program comes from the depth of support we provide on the individual level and the mutual investment made by each young person who chooses to partner with Summer Search.

Students build long-term, trusting peer and mentor relationships through 1:1 and peer group mentoring facilitated by our professionally-trained mentoring staff.

Our unique Participant-Centered model supports students to:

- Learn and grow from their lived experiences through cycles of action and reflection;
- Have space to claim their racial and cultural identity while building understanding of how identity influences how others experience them;
- Become thriving adults with purpose and financial well-being.
THRIVING: Alumni were 3× more likely to report responses on a measure of emotional, social, and psychological well-being consistent with ‘flourishing,’ compared to a national sample of adults in the U.S.

82% agreed with the statement ‘I am always looking to find my life’s purpose.’

80% feel ‘optimistic’ about future job opportunities, compared to the national average of 65%

97% of high school seniors were accepted to 2-year or 4-year colleges

66% earn a bachelor’s degree compared to 21% of their peers

The majority of alumni hold debt of less than $30K compared to $50K for adults aged 22–35 who borrowed money for college

DESPITE UNPRECEDENTED CHALLENGES, SUMMER SEARCHERS ARE SUCCEEDING!
GROUP MENTORING

At a time when young people are experiencing an unprecedented level of social isolation, group mentoring is a chance to connect.

We began integrating group mentoring into our model at 4 of our 5 sites, following a successful pilot that found that offering both 1:1 and group mentoring led to increased student engagement, strong student outcomes and greater efficiency in program operations.

- **98% of group mentoring students were accepted to college***
- **86% of students said group mentoring gave them an opportunity to strengthen their sense of values, agency, social emotional learning skills, and critical consciousness**

Following office and school closures due to COVID-19, all groups shifted to meeting virtually. By 2022-23, all high school students in Summer Search will participate in the hybrid model.

*From our initial Group Mentoring pilot.*
For 30 years, Summer Search has pioneered a model of professional mentorship for first-generation students. In 2019, we launched the Depth Mentoring Institute (DMI) to share our learnings, techniques, and practices.

The first workshop was a learning space for Summer Search staff focused on understanding our Depth Mentoring approach to working with young people, developing adolescent development and trauma-informed practices, and ‘training the trainer’ on group development and facilitation that supports critical consciousness. This enabled local trainers to bring their learnings back to their communities.

Our longer-term vision for the Institute is to offer similar trainings to a wide variety of outside partners and audiences, establishing DMI as an external resource center for other youth-serving professionals in the field.
POST-SECONDARY REDESIGN

In alignment with our refreshed Theory of Change, we are designing a new Post-Secondary Program to support a broader set of mid- and long-term outcomes for our participants in addition to educational attainment: career readiness, integrated identity, sense of purpose, and financial well-being.

As we evolve to better meet the needs of our students, we launched Summer Search CONNECT, a brand new digital portal for Summer Search students, alumni, staff, board members, and our external partners. CONNECT is a place for centralized resources, coaching, and networking between participants and volunteers, as well as a hub for professional development opportunities and job postings—building a diverse talent pipeline between Summer Search and our partners.
My favorite part was seeing the diverse experiences that our users shared, from starting their own business to being a seasoned professional in their respective field. I’m excited to see how CONNECT will continue to improve and provide a more immersive experience for our unique community!
In 2020, Summer Search adapted to a new, virtual world while remaining steadfast in our ultimate goals. These are some of the ways our community shifted over the last year.

MENTORING UNINTERRUPTED

In the midst of school closures and stay-at-home orders, Summer Search’s weekly mentoring for our students continued uninterrupted throughout the year.

Our staff found innovative ways to stay connected to our students, adapting our programming to be delivered digitally. Mentoring conversations continued over the phone and moved to video, as did post-secondary advising, workshops, and program events.

These virtual connections, both 1-on-1 and with their peer groups, offered much-needed safe spaces for our young people to process, explore, and relate to what is happening in the world.
I’m grateful to have had you as a Summer Search mentor during my time in high school. Your empathy and kindness made it easy to open myself up to an abundance of experiences both in and out of the classroom. The skills that I picked up are a product of the encouragement I received from you and the Summer Search staff pushing me to be my best!

What I gained are life experiences and friendships that I will hold forever.
In March, we launched an emergency fund to help our students and families who were facing urgent expenses related to COVID-19; a crisis disproportionately impacting low-income communities and communities of color.

These funds provided critical aid to our students and families with rent, utilities, groceries, medical bills, and technology needs. The funding also supported our post-secondary students with travel expenses and lost wages for those who had to unexpectedly leave campus.

Thanks to our generous community, we have distributed more than $345,000 to students and their families.

Throughout the year, our staff also made sure that Summer Searchers were connected to resources, as well as up-to-date information about the pandemic.

Many Summer Searchers also gave back to their communities in a variety of ways during the pandemic. Donaciano, Bay Area mentor and alumnus (above), mobilized his network to collect donations for a local toy drive.
Social distancing and travel restrictions didn’t stop us from providing meaningful and challenging summer experiences for our students. Our community acted quickly to ensure that our students had opportunities for summer experiences in our first-ever virtual summer.

Thanks to the hard work and creativity of our incredible staff, dedicated volunteers (including alumni!), and summer partners, we offered online programming that focused on Post-Secondary Preparation, Career Exploration, Financial Literacy, Well-Being, and more.

“Although we may not have been able to go on our trips, I still did a lot of self-discovery and completed my goals.”

“Although we may not have been able to go on our trips, I still did a lot of self-discovery and completed my goals.”

“My greatest success during my summer program experience was getting to understand myself better. Through learning about myself, I realized what impact I want to make on my community.”
SUMMER 2020 IMPACT

- Students took part in 60+ virtual programs
- 98% of students said they would recommend these programs to their friends
- 93% of students said they had fun in their summer program
- 79% of students said they were challenged by their workshop

“\nThis program taught me to be more empathetic, learn how to work better with people, and speak up about topics I am passionate about. This is everything high school should be and more!\n
EMMANUEL
SUMMER SEARCH HIGH SCHOOL STUDENT
Throughout the year, we continued redesigning our Post-Secondary Program to more broadly support student success as they pursue their goals beyond high school. As COVID forced the closing of college campuses, changes in their programs, the loss of jobs and internships, and graduating in a pandemic, we maintained our support. We provided online mentoring, peer connection opportunities, home learning resources, and virtual professional development advising that featured alumni panels, career coaching, and strategies for adapting to the new reality and standing out to employers.

In the weeks since launching Summer Search CONNECT, we have 1,300 registered users, more than 70 job opportunities, and 200 career coaches on the platform... and counting.
My greatest success lay in talking to my mentor. He helped me solidify my post-secondary goals and have more confidence in pursuing them.
In early June 2020, Summer Search launched our Black Lives Matter Community Series in response to the ever-growing and unacceptable list of Black and Brown people who have been killed because of violence and racism in the U.S.

In this three-part series, we:

- Held space for our community across the country to come together virtually to mourn and heal, featuring voices from Summer Search staff, students, and alumni;
- Learned from experts in the education, healthcare, wealth, and sports industries about how systemic racism shows up in so many areas of our lives;
- Focused on activating, organizing, and identifying strategies that each one of us can employ in our collective effort towards racial equity and liberation.

We will continue this series as the Championing for Justice & Equity initiative, a new educational program geared to increasing understanding on how we can build our society towards inclusion and innovation.
The dual pandemics also impacted the well-being of our staff. We shifted promptly to fully-remote operations to help limit our staff’s exposure to COVID-19 and will reopen our offices as soon as it’s safe to do so.

We are prioritizing staff well-being by providing flexible sick leave, accommodating flexible schedules, supplementing federal benefits, and providing a range of supports to promote mental health and self-care. We are providing tools and shifting expectations so that staff can be well, resourced and show-up fully for our participants.
We are profoundly grateful for our generous network of partners and supporters—high schools, summer experience providers, corporate partners, foundations, and donors—who have continued to make Summer Search a priority. Their support has been exceptional.

Listed are our 2019 Summer Experience Partners, most of whom have hosted our students for many years. 2020 presented a variety of challenges, and our partner organizations were impacted directly and acutely by pandemic-related obstacles. We are humbled and inspired by their ability to prioritize safety, pivot to new business models through tough times, and remain in partnership with us wherever possible for the long term.

Read more at summersearch.org/summerpartners
17-YEAR PARTNERSHIP WITH THE CHARLES HAYDEN FOUNDATION

In December 2020, Summer Search Boston and New York City were awarded a $250,000 grant signifying the 17th year of partnership with the Charles Hayden Foundation.

When the Charles Hayden Foundation made its first grant to Summer Search Boston in 2003, we were serving fewer than 45 students. Today, our Boston and New York City sites are collectively serving more than 3,400 Summer Searchers, with the beneficial effects of our programming rippling to their families and communities.

Relationships Matter

The Charles Hayden Foundation’s commitment to its mission remains deeply personal. The Foundation’s leadership team knows our students; their names, their stories, their schools, their hopes for the future. Enormous thanks to Kenneth Merin, Carol Argento, and Sonni Holland for their unwavering commitment to Summer Search students and our program.

Black Lives Matter

We are particularly grateful to the Charles Hayden Foundation for their commitment to working towards racial justice in their philanthropic practice and for thoughtfully engaging their grantees in candid and trusting conversations for learning and feedback. Together, we will meaningfully impact the future of racial and social equity.

Impact

More than 1,500 Boston and New York City Summer Search alumni are now making their way in the world as purpose-driven, thriving young adults and contributing to a more powerful, effective, and just society.
SPECIAL THANK YOU TO THESE CORPORATE AND FOUNDATION PARTNERS!

The Charles Hayden Foundation

Jolene McCaw Family Foundation

new balance Foundation

Koret Foundation

PwC

Safeco Insurance

SAP Concur

SAP

Wellington Management
Thank you to these corporate and foundation partners!

This list recognizes institutions who provided generous financial support during fiscal year 2020 (October 1, 2019 to September 30, 2020).

$100,000+
Auction Napa Valley
Barclays
Berenstyn
The Bengier Foundation – The Brown Family Foundation
Central Pennsylvania Scholarship Fund
Citizens Bank
City National Bank
City of New York
Fidelity Charitable Gift Fund
Frank H. and Eva B. Buck Foundation
General Atlantic Foundation
Gnerud Family Foundation
The Charles Hayden Foundation
JPMorgan Charitable Giving Fund
The Koret Foundation
Lloyd G. Balfour Foundation, Bank of America, N.A., Trustee
Marin Community Foundation
Jolene McCaw Family Foundation
Napa Valley Vintners
The National Christian Foundation
The NYC Young Women’s Initiative
Onell Foundation
Parker Family Foundation
Elizabeth R. & William J. Patterson Foundation
The Pinkerton Foundation
The Price Family Foundation
PwC LLP
Qatalyst Partners
Quest Foundation
The San Francisco Foundation
SAP Concur
Schwab Charitable Fund
Silicon Valley Community Foundation
The Strammberg Family Foundation – Strategic Grant Partners
The Solon E. Summerfield Foundation
Vanguard Charitable Endowment Program
Wellington Management Foundation

$50,000-99,999
Altman Foundation
Arcadia Charitable Trust
AT&T
The Barton Family Fund
Bernard Osher Foundation
Bij Charitable Foundation
Dodge & Cox
Fullerton Family Foundation
Goldman Sachs Gives
The Hirsh Family Foundation
Horace W. Goldsmith Foundation
The Janey Fund
Jewish Community Federation & Endowment Fund
The Kimber Family Foundation
The Krainman Family Foundation
The Knossos Foundation
Liberty Mutual Foundation
Loomis, Sayles and Company
Moran Stanley
The Richard L. and Suzanne S. Levy Fund of the Philadelphia Foundation
RBC Foundation USA
Safeco Insurance Fund
SAP
Select Equity Group Foundation

William E. Simon Foundation
State Street Foundation, Inc.
Starter National Bank
Stupski Foundation
Susquehanna Foundation

$25,000-49,999
The Archis and Bodman Foundation
Adams Street Partners
Amelia Peabody Foundation
Bank of America Charitable Gift Fund
BlackRock
BMW
Boston Police Department
Bylo Chacon Foundation
The Dan and Stacey Case Family Foundation
Coach Foundation, Inc.
Coca-Cola Beverages
The Dan and Stacey Case Foundation
The EAC Foundation
The Eranda Rothschild Foundation
EY
Frequency Therapeutics
Bill & Melinda Gates Foundation
Goldman, Sachs & Co.
Hamilton Family Charitable Trust
The Keith Harling Foundation
Hellman Foundation
Impact Assets
J.M.R. Barker Foundation
Makena Capital Management
Medina Foundation
Microsoft Matching Gifts Program
M.J. Murdock Charitable Trust
New Balance Foundation
Stavros Niarchos Foundation (ENF)
Nordblom Family Foundation
Owen Marie Fund
PHL COVID19 Fund
Raymond James Charitable Endowment Fund
Nancy P and Richard K Robbins Family Foundation
Robin Hood Foundation
Rubens Family Foundation
Sarita Kenedy East Foundation, Inc.
The Seattle Foundation
Shippay Foundation
Silver Family Foundation
Truist
Union Bank
YHB Charitable Endowment

$10,000-24,999
ABD Insurance
Adobe
Attalea Global Education
Alliant Insurance Services, Inc.
Amazon
AXA XL
Bain Capital Children’s Charity, LTD
Berkwind
BlackRock Matching Gift Program
Bank of New York Mellon Charitable Giving Program/
Alice P. Chese Trust
The Boeing Company
Braun Foundation
Bridgewater Associates, LP
Capital Dynamics
Cerberus Capital Management, LP
Charities Aid Foundation
Charitybuzz
The Charles E. Ellis Trust for Girls
Clapboard Hill Private Wealth
Clorox Company Foundation
Collins International
Combined Jewish Philanthropies
Corner Foundation Inc.
The Crenshaw Foundation
Wills Fargo

$5,000-9,999
The Achills and Watson Foundation
The Ahrens Family Foundation
The Angel Oak Foundation
The Anna Davis Trust
The Anthony Foundation
TheAPPLE Foundation
The Auchenbach Foundation
The Auerbach Family Foundation
The Avila Foundation
The Babb Family Foundation
The Bailey Family Foundation
The Baldwin Family Foundation
The Ball Foundation
The Bank of New York Mellon Charitable Giving Program/
The Bank of New York Mellon Charitable Giving Program/
BlackRock Matching Gift Program
Bridgewater Associates, LP
Capital Dynamics
Cerberus Capital Management, LP
Charities Aid Foundation
Charitybuzz
The Charles E. Ellis Trust for Girls
Clapboard Hill Private Wealth
Clorox Company Foundation
Collins International
Combined Jewish Philanthropies
Corner Foundation Inc.
The Crenshaw Foundation
Wills Fargo
**FINANCIALS**

### REVENUE, GAINS (LOSSES), AND OTHER SUPPORT
- **Contributions**: $13,528,216
- **Special Events, net**: $4,288,551
- **Contributed Gifts and Services**: $817,736
- **Investment Income**: $126,933
- **Other Income (losses)**: $(91,886)

**TOTAL REVENUE, GAINS (LOSSES), AND OTHER SUPPORT**: $18,669,550

### OPERATING EXPENSES
- **Program Services**
  - Summer Program: $38,823
  - Mentoring: $4,800,196
  - Staff Training and Development: $4,217,754
  - Post-Secondary and Alumni Program: $1,949,107
  - **Total Program Services**: $11,005,880

- **Supporting Services**
  - Fundraising: $3,594,167
  - Management and General: $2,356,197
  - **Total Supporting Services**: $5,950,354

**TOTAL EXPENSES**: $16,956,234

### ASSETS
- **Change in net assets without donor restrictions**: $1,847,049
- **Change in net assets with donor restrictions**: $(133,733)
- **Beginning net assets without donor restrictions**: $5,062,543
- **Beginning net assets with donor restrictions**: $2,864,394

**NET ASSETS AT YEAR END**: $9,640,253
THANK YOU FOR YOUR SUPPORT. THIS YEAR, AND ALWAYS!