



2021 ANNUAL REPORT



OUR BELIEF



At Summer Search, 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 an orbit of empowerment.

We partner with our young people in their discovery that they possess the talent and inner strength to carve their place in the world.

When all young people can cultivate the power and courage already inside them, they are unstoppable.

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GROUNDING

Context | Sylvia Watts McKinney

Foreword | Teke Kelley

"Human beings are not built in silence, but in word, in work, in action-reflection."

Paolo Freire, Pedagogy of the Oppressed

CONTEXT

Distilling 12 months onto a page is a challenging endeavor. 2021 was another year of social, political, and economic volatility; as if every step we, as a society, took forward was followed by two steps backward.

On January 20th, Kamala Harris became the United States' first Black, South Asian, and woman vice president. A Howard University alumna, Vice President Harris had risen to become the first HBCU graduate to hold the nation's second-highest office. She was sworn-in by Justice Sonia Sotomayor, the first Latina appointed to the Supreme Court.

In her inauguration speech, framed by the January 6th Insurrection and a global pandemic, Vice President Harris declared that "Even in dark times, we not only dream, we do. We not only see what has been, we see what can be."

On March 16th, Deb Haaland became the first Native American to serve as a cabinet secretary and declared, "I...stand on the shoulders of my ancestors and all the people who have sacrificed so that I can be here."

Over the course of the COVID-19 pandemic, our communities saw a disturbing number of incidents of anti-Asian and anti-Pacific Islander bias and violence. We also saw impactful illustrations of solidarity between underrepresented communities.

2021 saw the continuing pursuit of justice for the killers of Ahmaud Arbery, Breonna Taylor, and George Floyd. The year also saw at least 19 states passing 34 laws restricting access to voting, coordinated censorship, as well as more legislative attacks on LGBTQIA+ rights and protections.

For Black, Indigenous, People of Color, and first-generation individuals, systemic barriers restrict access to high-quality education, mentoring, growth opportunities, and networks. In 2021, COVID-19 continued to exacerbate the divide. Nevertheless, Summer Searchers continue to thrive not only in our five communities, but across the United States and the world.

Summer Search stands with and for our students and their families regardless of immigration status, gender, sexuality, race, ability, or religion.



Sylvia Watts McKinney

*Executive Director,
Summer Search Philadelphia*

FOREWORD

In 2021, the Summer Search community, led by our dedicated staff, adapted and innovated to remain an unwavering resource to our participants and their families.

Through virtual and in-person mentoring, summer programming, post-secondary advising, and career exploration, Summer Search partners with our students and alumni in every step of their journeys toward defining their purpose and reaching their dreams.

In addition, in 2021 we:

- Launched our Championing for Justice and Equity series to engage our broader community in advancing equity and taking transformative action;
- Expanded Summer Search CONNECT, our online platform linking our young people with a worldwide network of partners, leaders, jobs, and resources;
- Continued refining how we support students after high school graduation to confidently pursue a pathway of their choice.

We have a dynamic leadership team in place to carry us forward as we identify our next Chief Executive Officer.

We are more than two-thirds of the way towards raising \$75 million to ensure that we have the organizational capacity to sustain our mission, remove barriers for Summer Searchers, and grow alongside the evolving needs of our students and communities.

Despite the challenges of 2020 and 2021, Summer Search remains strong and well-positioned for continued success. Summer Searchers are building confidence, breaking through systemic barriers, and winning economic equality. Their visions are bold and their potential is limitless.

I'm grateful for where we are and am excited for where we are headed. Thank you for your continued support.



Teke Kelley

*Chair, Summer Search
National Board of Directors*

Bay Area students on a summer wilderness program with Adventure Risk Challenge.



WHO WE ARE

Advancing Equity
Building Connections
Our People & Our Communities
Impact



ADVANCING EQUITY

"We have an opportunity to redesign long-held systems that have failed People of Color for centuries."



**Dr. Angela Jackson,
Board Member & CJE Speaker**

CJE: Championing for Justice & Equity

At Summer Search, we remain resolute in facing the hard truths of racial injustice, engaging in dialogue and debate, and actively working to change our world to the betterment of our participants' today, and into the future.

In 2021 we launched CJE -- a three-year series on race, justice, and systemic inequity -- a space for our broader community to learn, engage, and take definitive action in their personal and professional lives.

Summer Search is committed to building an inclusive, anti-racist organization that positively interacts with our communities and contributes to a more-equitable society. Join us!

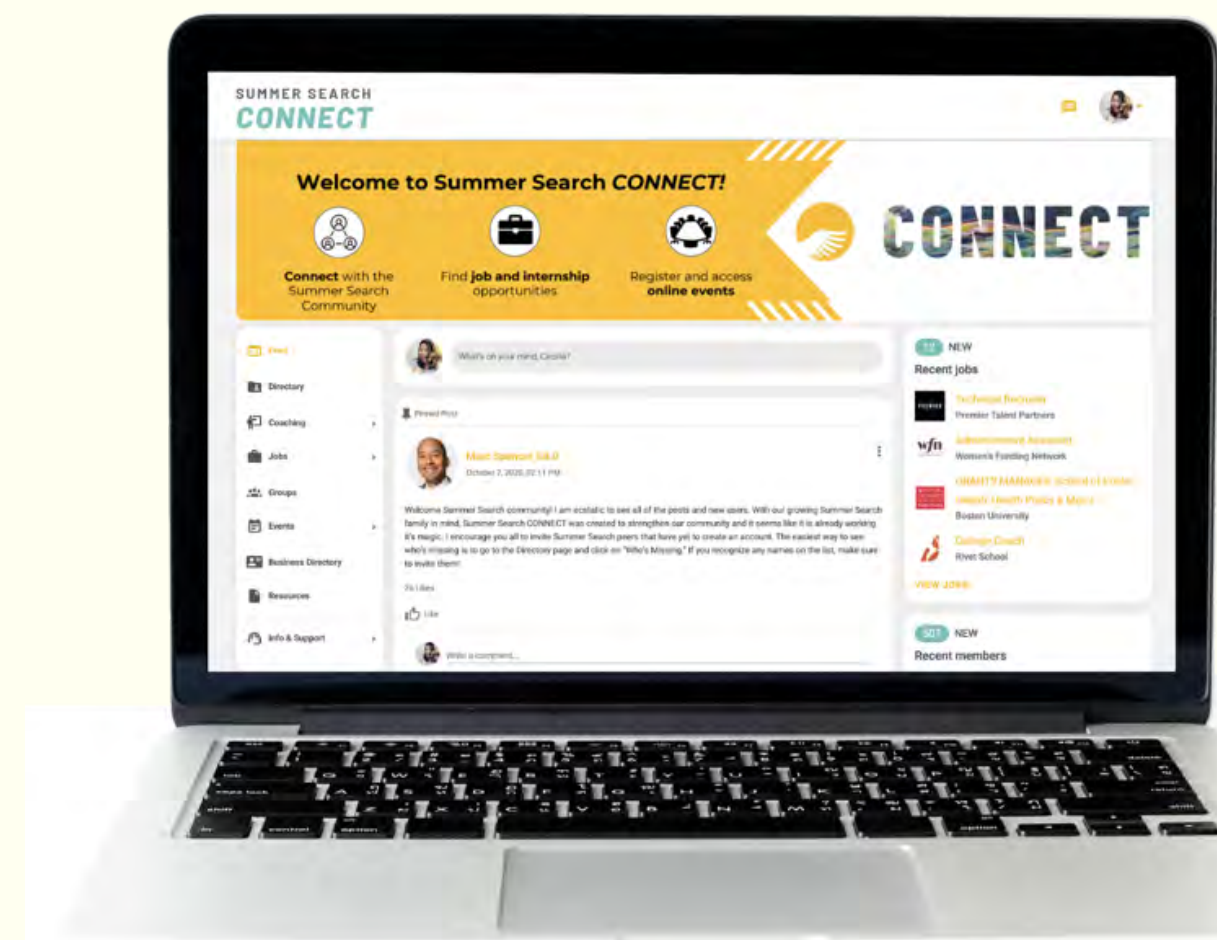
**GET INVOLVED
WITH CJE**



BUILDING CONNECTIONS

In 2021, more than 1,200 students and alumni joined our new online community, Summer Search CONNECT, bringing the total users to almost 2,500!

On a daily basis, Summer Searchers are using CONNECT to find people, resources, and opportunities to further their personal and professional goals.



**Andre, Seattle ~
On forming a
meaningful Career
Coaching relationship
with Summer Search
CEO Marc Spencer**

"I just thought it was a dope opportunity to meet a CEO. One of the things that I talked to my mentors about... is about either being a CEO or being a business owner. That's something I've always found that I've been passionate about."

CLICK TO WATCH

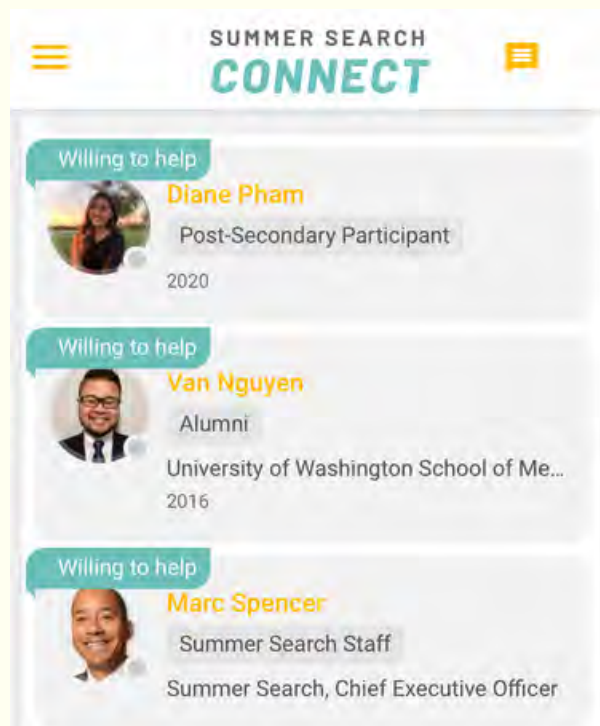


SUMMER SEARCH *CONNECT*



Lisander, NYC ~ On Networking & Landing a Job After College

In my senior year, when I was looking for a job and career connections, I was very intimidated by the process of getting a job. I wanted to have people I could talk to and ask questions. When I went on [CONNECT], I messaged a couple of [alumni] and they instantly were open to having a conversation."



**Lisander eventually got
a job as a Software Engineer!**

CHECK OUT LISANDER



PEOPLE.RESOURCES.OPPORTUNITIES.



Stefanie Indart, Partner ~ On Recruiting & Hiring via CONNECT

"It takes one good hire. The CONNECT platform and its tailored supports prove that relationships matter and that it isn't always about quantity."

Through CONNECT, the Coppola Family Winery found three candidates for a crucial role. Coppola ended up hiring a Philly Alumnus, who went on to recruit an additional hire from Philadelphia as well as train other Summer Searchers participating in the Coppola internship program.

CLOROX: FY21 INTERNSHIP PIPELINE PARTNER

GOAL:

Recruit candidates for diversity-focused internship rotation program.

OPPORTUNITY:

Historical outreach efforts did not result in candidates needed to meet diversity goals.

RESULTS:

Summer Search served as one of a few outreach and recruitment partners, connecting with 27 applicants and resulting in 11 interviews and 4 hires (11% of total program). Employees volunteer as board members, career coaches, pro-bono specialists, and more. Clorox currently employs one Summer Search alum.



Partner Opportunity

Discover talent for jobs & internships and volunteer & investment opportunities via CONNECT.

Contact Seth Ellis

sjellis@summersearch.org

OUR PEOPLE



Summer Searchers define us and keep us moving forward:

- Our participants, alumni, and their families inspire us with their authenticity, vulnerability, and their bold visions for their futures.
- Our staff drives us by continuing to show up and find new and innovative ways to be there for our students and their families.
- Our board members, partners, and supporters empower us to grow, evolve, and expand the opportunities we provide our participants.

OUR COMMUNITIES



Founded: 1990
Students Served: 3,710*
Partner Schools: 22

BAY AREA



Founded: 1996
Students Served: 2,345*
Partner Schools: 23

BOSTON



Founded: 2003
Students Served: 1,163*
Partner Schools: 24

NEW YORK CITY



Founded: 2003
Students Served: 583*
Partner Schools: 8

SEATTLE



Founded: 2006
Students Served: 391*
Partner Schools: 10

PHILADELPHIA

31 YEARS.
5 COMMUNITIES.
8,200 UNSTOPPABLE
SUMMER SEARCHERS.

*Number of students served since community office's founding.

IMPACT



Members of Summer Search Bay Area's high school Class of 2021 >>

Summer Searchers Are Breaking Through

Our program connects young people to expansive opportunities, professional mentoring, and a community of support.

Summer Search students and alumni build confidence, break through systemic barriers, and win economic equality.

3,603

High School & Post-Sec Students

4,589

Summer Search Alumni

99%

of seniors in the Class of 2021 graduated from high school.

92%

of seniors in the Class of 2021 were accepted into a 2- or 4-year college.

64%

earn a bachelor's degree compared to 21% of their peers.



Seattle high school grads celebrating with their mentor.

More Than Numbers

We prefer stories to statistics. However, we gratefully present these stats that we hope tell (at least a part of) the story of the resilience, dedication, and ambition of our Summer Searchers, as well as the innovation and care of our staff and supporters.

80%

of alumni feel 'optimistic' about future job opportunities, compared to the national average of 65%.

<\$30K

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

3X

Alumni are 3x more likely to report well-being consistent with 'flourishing' compared to national sample.

"This pandemic has pushed me to redefine success for myself and for my students...

My Summer Search journey still continues to this day as I face new obstacles and challenges. However, I am better equipped to seek out new mentors, ask bold questions, have a greater sense of self and a new imagination for who I might become."



Kati, Boston ~ On Being a Teacher & Lifelong Learner

Bay Area students on a wilderness program
with Environmental Travel Companions.

WHAT WE DO

**Full-Time Mentoring
Summer Experiences
Support Through High School & Beyond**

HERE FOR OUR STUDENTS



Summer Search Seattle student Yary meeting with her mentors via Zoom.

Mentoring is the cornerstone of our program model.

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

Learn More About
Summer Search Mentoring





Pamela, NYC ~ On Mentoring

"Summer Search is a safe space where you can discover more about yourself in a deeper sense. [Mentoring] has helped me connect with my emotions by allowing me to think on where I want to go in life and the actions I need to take to get there.

I'm sure we can agree that it's been a hard year for all of us, but I challenge you, like I have, to find someone you can be your true self with."



Summer Search Bay Area students and mentors connecting in person.

Mentoring Uninterrupted: Can't Stop, Won't Stop

Throughout 2021, Summer Search continued to adapt to the ever-changing COVID-19 landscape while remaining steadfast in our ultimate goals: providing our participants with sustained, wraparound support from high school through post-secondary and career.

Mentoring continued virtually via phone, Zoom, and text. With safety measures in place, students and mentors were also able to connect in-person, some for the first time since joining our program.



Summer Search NYC received a donation of laptops from Pulte Homes to distribute to students.

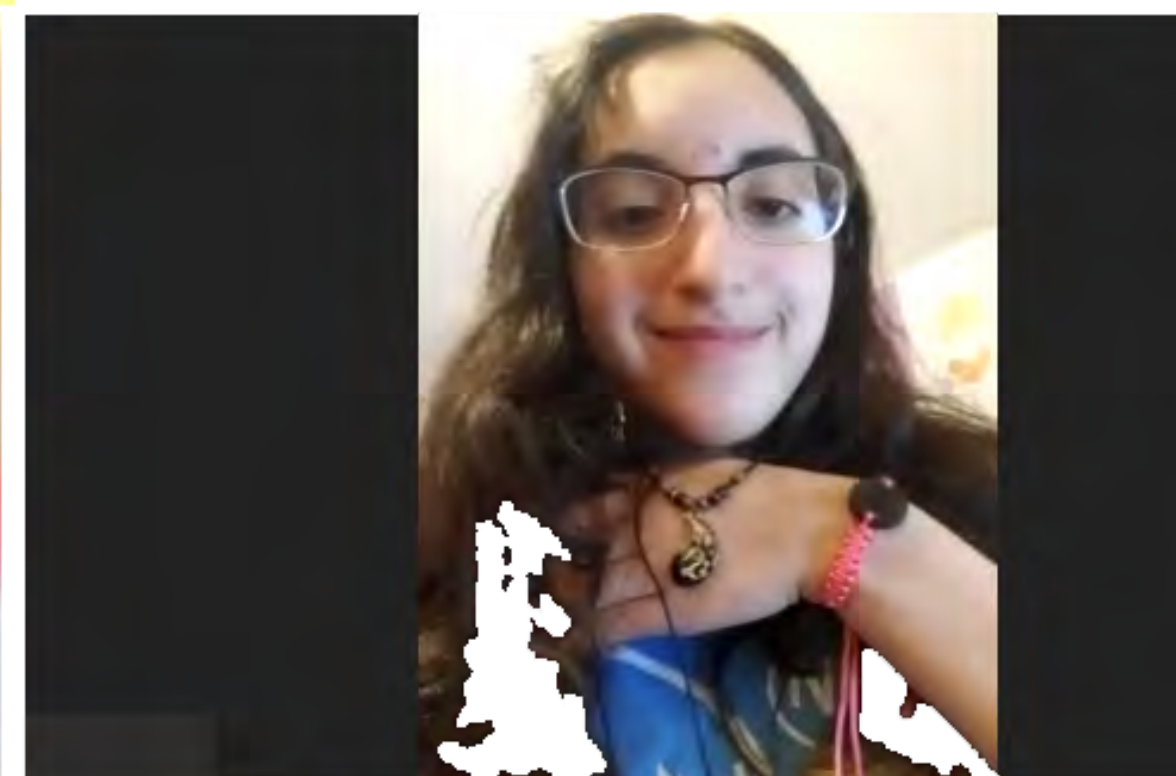
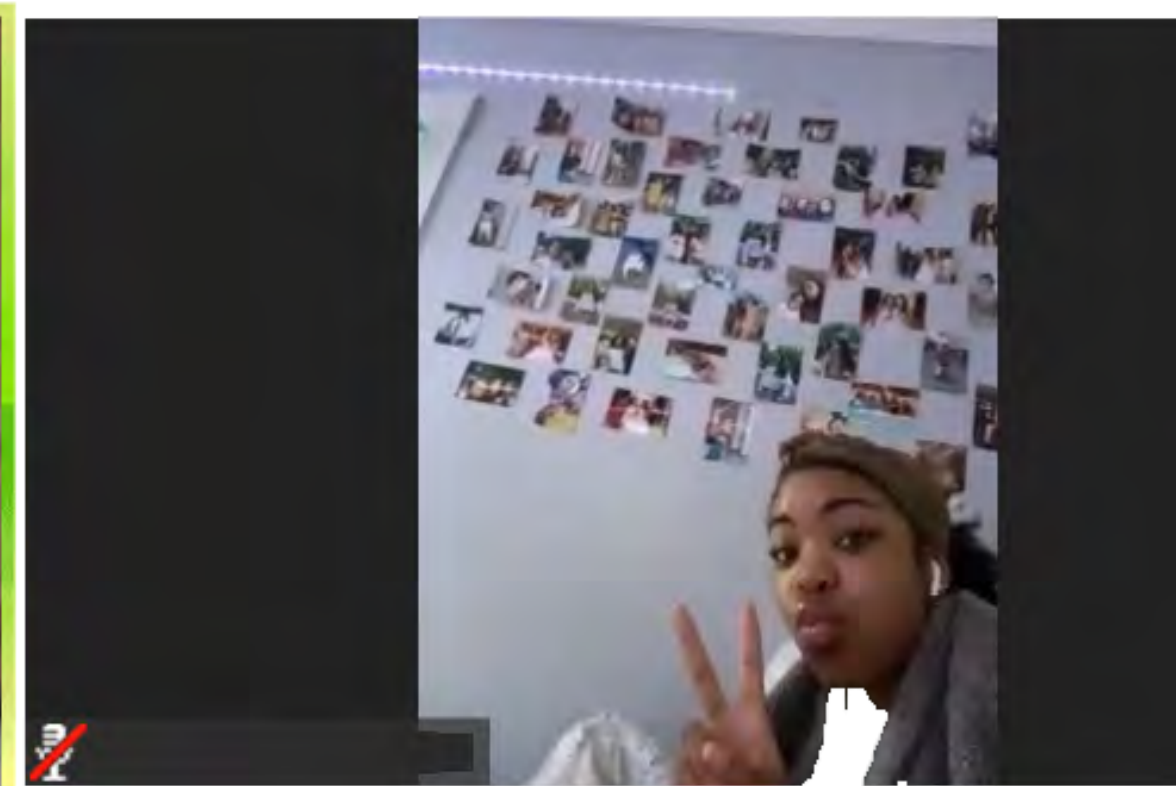
Crucial Support at Critical Times

COVID-19 continues to disproportionately impact low-income communities and communities of color, as well as make worse educational inequities for many of our young people.

From mentoring and peer relationships, to emergency funds, to supporting technology needs, our community answered the call to ensure Summer Searchers did not fall behind in their educational, career, and personal goals.

89%

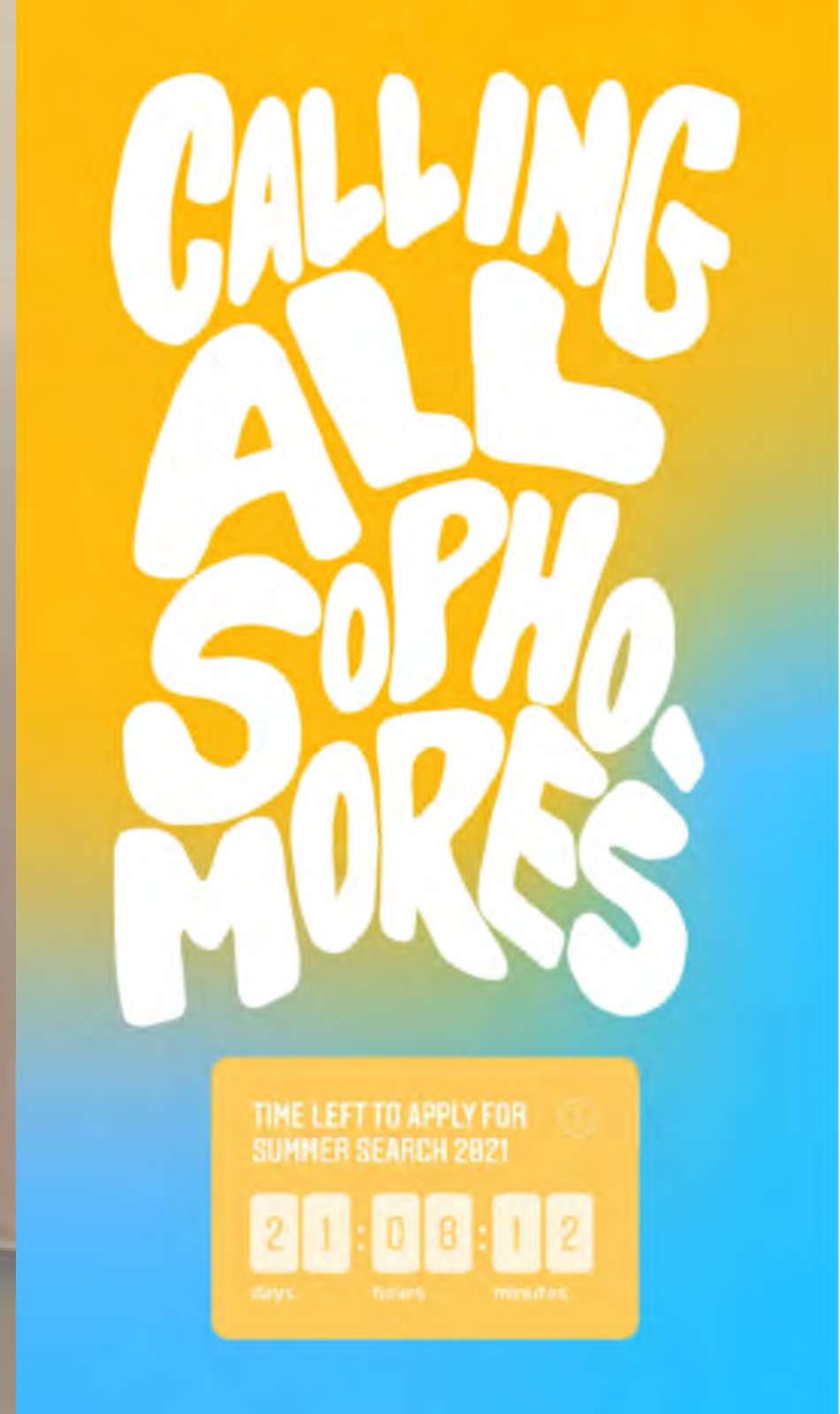
of students said Group Mentoring gave them a chance to strengthen their Social & Emotional Learning Skills



Novally, Boston ~ On Group Mentoring

"We've leaned on each other this past year. Our group sessions are a space to gain a better outlook on other people's perspectives - how they deal and manage to go on through all that is happening. This is so helpful. It also has sparked a desire to reach out more in my community."

Group Mentoring is now in all five of our communities!



Philadelphia Summer Searchers help present to new sophomores & Bay Area staff use social media to attract more applicants >>

Recruiting New Summer Searchers

During the 2020-21 academic year, Summer Search Outreach staff worked with our high school partners to change course and move most of our student recruitment online, like the rest of our program.

In-person presentations were replaced with Zoom calls and documents were digitized and sent via email. Our teams improved the online application for better accessibility for students/families and also utilized social media to share perspectives from current students about the benefits of joining.

As we look ahead, our communities are returning to in-person recruitment, when possible, and continuing to innovate to enroll more deserving young people.

GETTING BACK OUTSIDE



Seattle students on a wilderness experience in the Olympic Peninsula with YMCA BOLD & GOLD.

With the support of the entire Summer Search community, more than 500 young people were able to participate in engaging, challenging, and safe experiences this summer, both in-person and online.

From coding, to environmental justice, to academic courses and internships, or the great outdoors, these programs push our students to get out of their comfort zones, develop relationships with new peers, and build leadership skills, all while expanding their world views.

Learn More About
Summer Programs



Brenda, Bay Area ~ On Her Summer Experience

"This summer, I met incredible individuals, had the opportunity to challenge myself mentally and physically, and began to recover from past trauma that I used to avoid talking about. Being able to talk to my mentor about difficult things at home has been an important part of my healing journey."

Read about Brenda's experience with
Deva Healing Center >>



Summer Search New York City high school students on a wilderness experience with Kroka Expeditions, one of our new 2021 summer partners.

We Out Here (Safely)

After last year's all-virtual summer programming, we were grateful to get our students back outside, offering a number of outdoors and in-person experiences.

To ensure the safest possible experiences for our young people, our teams collaborated with our summer partners to adhere to city/state safety protocols, as well as implement a number of logistical changes, such as keeping wilderness trips local.

97%

of students said they felt like their well-being was valued and supported during their summer experiences

Summer Internships, Academics & More

Beyond wilderness trips, we also provided paid virtual programs, academic courses, and paid internship opportunities.



Watch Philadelphia student, William and Executive Director, Sylvia Watts McKinney discuss our partnership with SAP NS2 and their 2-week virtual computer science camp >>



Environmental Justice Champions

Throughout the year, 150 students from Boston, New York, and Philly learned about environment issues within their own communities and through the lens of social justice.



Read more about the Summer Search Environmental Justice Brigade >>

THROUGH HIGH SCHOOL & BEYOND



Summer Search Bay Area alumnae, staff, and board members at a fundraising event.

Our Post-Secondary program provides our participants with individualized support as they explore their many options after high school and carve unique paths into adulthood.

From financial aid advising and college applications, to internships and career development opportunities, we're ensuring that Summer Searchers have freedom of choice to define what success looks like for them.



[Learn More About Our Post-Secondary Program](#)



WELCOME
MENTEES!
SHARE IN THE
CHAT: NAME,
PRONOUNS,
YOUR SUMMER
SEARCH SITE,
AND FAVORITE
FOOD

SUMMER
SEARCH



HBCU Workshop



Our East Coast communities teamed up to host our first-ever event for students to learn more about Historically Black Colleges and Universities (HBCU), featuring a panel of Summer Searchers who attend or have graduated from HBCUs.

Many Goals, Even More Supports

Our Class of 2021 has overcome so much along their journeys: quarantines, distanced and hybrid learning, social unrest, and so much uncertainty.

Our mentors continued partnering with students transitioning from high school into post-secondary life: to celebrate, reflect, and support new beginnings in education and career.

Our Post-Secondary teams also worked to ensure Summer Searchers stayed on track towards their educational and long-term goals - from graduations, to certificate completions, to graduate degrees, to new jobs, and more.



Nathaly earned her Master of Arts degree from The New School in NYC!



Seattle Post-Sec Students & Alumni attending their 2-Day "Like a Boss" career and financial wellness workshop via Zoom.

So. Many. Workshops.

We expanded our career readiness and financial stability offerings for students. To produce all these engaging workshops, our teams got creative, enlisting support from alumni, board members, corporate partners, and volunteers, and others.

REGISTER NOW!

SUMMER SEARCH

REGIONAL CAREER CONFERENCE
in partnership with the
Championing for Justice and Equity Initiative

WHEN: Saturday, February 27th
(12-5pm EST on Zoom)

WHO: Boston, New York and Philadelphia
Post-Secondary Summer Searchers



Boston, NYC, and Philly ran our first-ever, full-day East Coast Career Conference.

**BEYOND LIMITS:
A PATH TOWARDS CAREER
ADVANCEMENT**

Guest Speakers

Faye Sahai Jeff Rosenthal Niles



A career advancement & networking event from the Bay Area's Alumni & Associate Boards.



#SummerSearcherMade

Summer Search alumni are breaking barriers, pursuing their dreams, and leading in their communities.

In 2021, we began our #SummerSearcherMade series, spotlighting our students and alumni who are business-owners, leaders, entrepreneurs, activists, artists, and creatives.

CHECK OUT
THEIR STORIES



New York City students on a wilderness experience with Kroka Expeditions.



IN IT TOGETHER

No Ceilings
Our Supporters & Partners
Our Boards
Financials



NO CEILINGS

Summer Search is raising \$75 million in support of the bold visions and limitless potential of our students and alumni.

Let's Create a World
with No Ceilings.

JOIN US



OUR SUPPORTERS



Members of the Summer Search Boston Alumni Board staying active & engaged.

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, whether financially or through donation of services or goods, has been exceptional.

Visit summersearch.org/annualreport to view our full list of supporters.

SPECIAL THANK YOU TO OUR CORPORATE & FOUNDATION PARTNERS



The
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Family Foundation**



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This list recognizes those who served on Summer Search boards during Fiscal Year '21 (Oct. 1, 2020 to Sep. 30, 2021).

Board List Key:

*Alumni

+Founding Board Chair

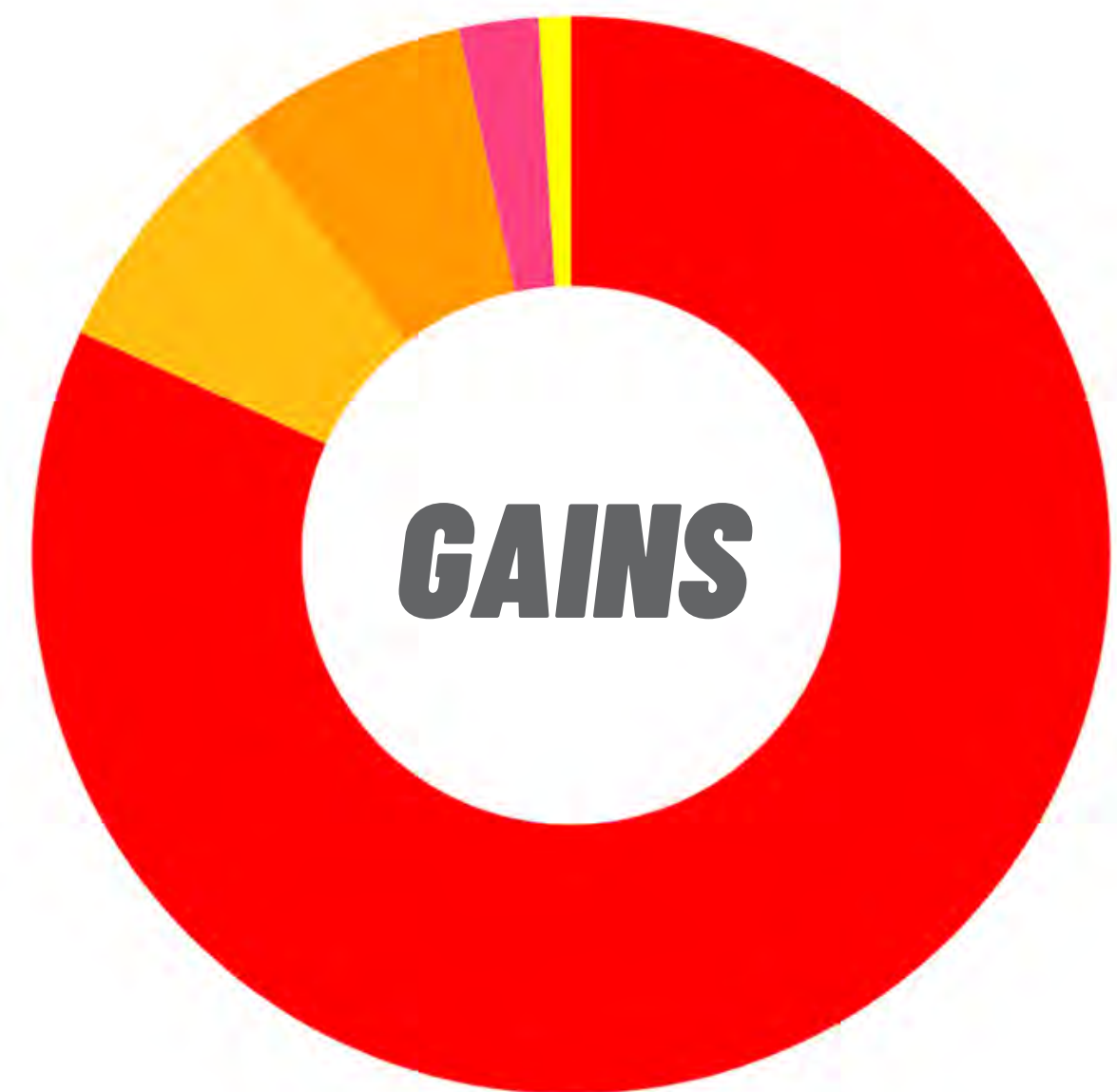
^Passed

FINANCIALS

Revenue, Gains (Losses) & Other Support

- Contributions \$ 28,491,814
- Special Events, net \$ 2,691,110
- Loan forgiveness \$ 2,488,300
- Contributed gifts and services \$ 828,299
- Investment Income \$ 337,802
- Other income (Losses) \$ (157,461)

TOTAL REVENUE: \$ 34,679,864



Operating Expenses

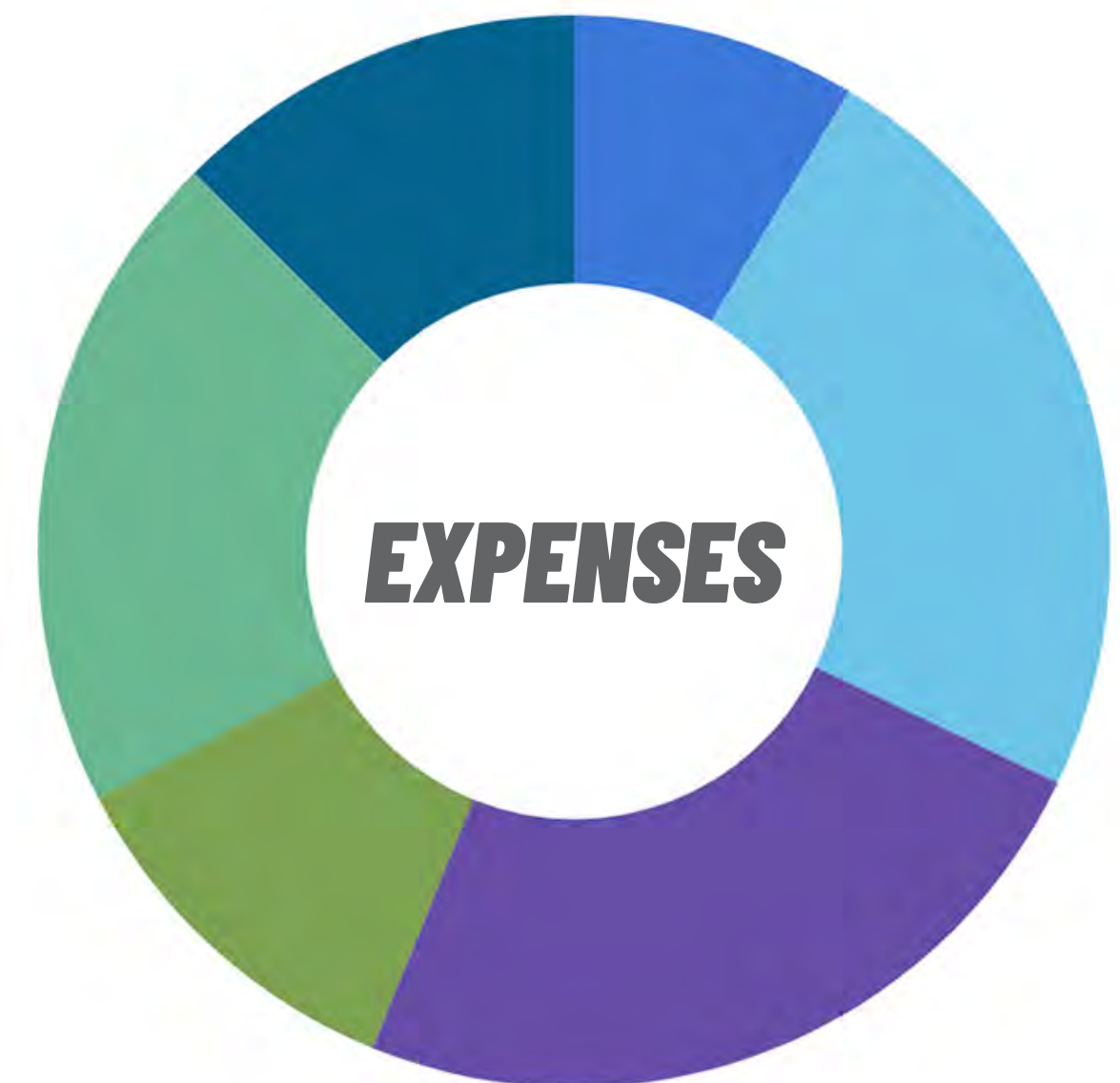
Program Services:

- Summer Program \$ 1,621,007
- Mentoring \$ 4,449,393
- Staff Training and Development \$ 4,542,545
- Post-Secondary and Alumni Program \$ 2,124,804
- Total Program Services \$ 12,737,749

Supporting Services:

- Fundraising \$ 3,797,251
- Management and General \$ 2,370,402
- Total Supporting Services \$ 6,167,653

TOTAL EXPENSES: \$ 18,905,402



Assets

- Change in net assets without donor restrictions \$ 5,390,710
- Change in net assets with donor restrictions \$ 10,383,752
- Beginning net assets without donor restrictions \$ 6,909,592
- Beginning net assets with donor restrictions \$ 2,730,661

NET ASSETS AT YEAR END: \$ 25,414,715

Financials for Fiscal Year '21
(Oct. 1, 2020 to Sep. 30, 2021).

Learn more at
summersearch.org/financials



***THANK YOU FOR
YOUR SUPPORT***

