

You Can Get There From Here



Philadelphia Youth Network

Annual Report

PYN



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YOUTH DIRECTIONS

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PLEASE READ BEFORE USE

Dear Friends and Colleagues:

We talk a good deal at the Philadelphia Youth Network about our roles in helping young people “take their rightful places” as full, active and contributing citizens of the city, the nation and the world. This report, which covers 2009 and 2010, documents the journeys of several participants in our programs who have gone on successfully to college and careers, and demonstrates the potential of young Philadelphians to begin to reach their goals.

In telling these stories, we build on our 2008 annual report, *On the Map*, which visually displayed the increasing breadth and depth of workforce preparation activities available to young people all across the City. We augment that concept with a GPS theme that allows us to chart the pathways that our young people are taking on their journeys toward their rightful places.

As we face the fiscal realities of 2011, we understand that – like so many public programs and services – Philadelphia’s youth workforce development system will face major fiscal challenges. But with challenges come opportunities. We look forward to working closely with all of our partners to mitigate the difficulties as best we can, and also to capitalize on new opportunities that we will work to create.

Stacy Holland,
Co-President and COO

Robert Schwartz,
Chair, Board of Directors

Laura Shubilla,
Co-President and CEO

ACCEPT



2009 MILESTONES

screen 4



1/3 Early U-Turn Goal for City Realized

Armed with Project U-Turn research and recommendations connected to the reality that **one-third** of all high school dropouts have had some sort of involvement in the child welfare and juvenile justice systems, the Philadelphia Department of Human Services opens an Education Support Center to better help its staff increase the educational stability and high school and college graduation rates for children involved with DHS.

2.5 U-Turn Takes Stock

The Project U-Turn Collaborative holds a symposium featuring effective practices on dropout prevention and recovery and also issues *Project U-Turn @ 2.5*, summarizing the continuing progress of the campaign.

4 Statewide Focus on Out-of-School Youth Intensifies

PA Council for the Workforce of Tomorrow subcommittee on re-engaging disconnected youth, led by PYN representatives, recommends a **four**-part statewide strategy to promote dropout recovery, including accelerated high schools, GED-to-College, career and technical education recovery models and Gateway-to-College.

330 Stimulus Funding Trains OSY

Recovery Act-funded year-round programs for out-of-school youth (OSY) are launched, with **330** training slots including GED-to-College and green-oriented skills programs, to run through June 2011.

2,600 Summer Jobs Program Benefits from Stimulus Funds

Although several funding streams are reduced due to the recession, the American Recovery and Reinvestment Act supports an additional **2,600** summer jobs, bringing the 2009 total to more than 8,500 positions for Philadelphia youth.

3,550 Multiple Pathways to Graduation Expanded

As a result of the School District's support for the expansion of high-quality educational programming for over-age and under-credited young people, **3,550** former or near-dropouts enroll in multiple pathways to graduation programs.



2010 MILESTONES

screen 5



1 Council Marks One Year Anniversary

With staffing support from PYN, the Philadelphia Council for College and Career Success issues its first annual report – Starting Fast – which outlines its year-**one** progress.

4 DOL Increases Investment in Philadelphia High Schools

With PYN's support, the School District of Philadelphia receives **four** more U.S. Department of Labor high school reform grants, which promote dropout prevention and recovery, as well as provide work-based and contextual learning opportunities.

1,347 Individuals Citywide Enlisted to Support U-Turn Goals

With support from PYN, the Mayor's Office of Education launches the Graduation Coach initiative, designed to identify and support caring adults as they help Philadelphia high school students reach academic goals including high school completion and college access and success. The campaign identifies and trains **1,347** adults in the first year.

1,000 Systems Connected for First Time

PYN establishes first-ever ties between the city's out-of-school time programs and youth workforce development efforts. PYN also develops employment opportunities for approximately **1,000** summer school students participating in the School District's summer learning academies.

11,000 WorkReady Hits Record Number

PYN works with PA Departments of Labor & Industry and Public Welfare to take maximum advantage of the Recovery Act's TANF Emergency Contingency Fund, enabling Philadelphia to draw down funding to support youth jobs for the 2010 summer. With this funding, WorkReady summer jobs expand to employ more than **11,000** young people, the highest number in over a decade.

21,000 Demand Again Outstrips Supply, Also in Record Numbers

In the first year of web-based registration for WorkReady programs, more than **21,000** youth apply for positions.



Andre



Andre began his **WorkReady** summer internships in 2003 as a rising junior at Kensington High School. He was not sure of what he wanted to do, but he knew that he wanted to work in an office setting. For three summers, he worked at the AFL-CIO, where he was able to not only get hands-on office experience and develop skills but also to form relationships with staff members, some of whom he remains connected to today. Andre's strong focus on education paid off—he was awarded numerous scholarships, which came in handy when he was accepted into Bloomsburg University. After realizing that he wasn't fond of chemistry, he changed his major from pre-pharmacy to medical imaging. Upon graduating from Bloomsburg, he went on to Johns Hopkins Schools of Medical Imaging to study medical imaging and nuclear medicine technology. Andre currently works at three local hospitals and is training to be a certified dual role medical interpreter. His accomplishments are quite remarkable for someone who, prior to going to college, had never been outside of Philadelphia. He sees his return to his hometown as a chance to expose young people from the neighborhood where he grew up to the educational and career opportunities that are available to them. "I feel like I can help out so much. They need to know that there's so much more to this world than their block."



Starting Point: Kensington High School

Continue for:



Begin WorkReady summer internship as a rising junior

3 summers



Attend Bloomsburg University → Graduate in 2009

4 years



Attend Johns Hopkins Schools of Medical Imaging to study nuclear medicine technology

1 year, 2 months



Take Board exams for certification → Pass with highest distinction

1 month



Secure jobs with Temple University Hospital Health System and Main Line Health

TBD



Anticipated Destination: Inspiration for your community



Anjanetta

Remembering her cousin's words just after her eighth-grade graduation—"Don't get distracted and be sure to do well in school."—Anjanetta worked hard in high school from the beginning and in tenth grade was offered the opportunity to participate in a dual enrollment program at Furness High School and Community College of Philadelphia. Torn between a desire to excel and not wanting to miss out on the fun of high school, she admits, "I tried to bomb the interview...but I was selected for the program anyway." High school also marked the start of Anjanetta's participation in a **WorkReady** program at Children's Hospital of Philadelphia (CHOP), which she began the summer before tenth grade. After graduating high school and getting accepted into three of her four college choices, Anjanetta enrolled in Bloomsburg University. She initially thought she wanted to be a nurse but decided to declare a major in psychology—a decision greatly influenced by the time she spent in CHOP's psychology department years earlier. She's also minoring in anthropology and anticipates graduating in 2013.



Starting Point: Furness High School

Continue for:



Listen to cousin's advice → Do well in high school

2 years



Get selected for dual enrollment program at Community College of Philadelphia

2 years



Begin WorkReady program at CHOP

3 years



Graduate from Furness High School

2 months



Enter Bloomsburg University

TBD



Anticipated Destination: PhD in Clinical Psychology



Jordann

Philadelphia is an important location in Jordann Davis' journey. When she arrived here in 2008, a year after leaving a New Jersey high school in 11th grade without a diploma, she'd already tried to get a GED but left the program after 2 months. Back in elementary school, no one would have guessed that Jordann Davis would later drop out of high school. She was a straight A student; her mother was an accomplished professional with a college degree. But in 7th grade, something changed. As she puts it, "I got super off-track." She became unmotivated. Her attendance dwindled. When she reached 11th grade, she dropped out. Three months later, inspired by her family and the realization that she wanted more for her life, she began a journey of self-discovery to reach her goals. A year after moving to Philadelphia, Jordann visited the **Re-Engagement Center**, which led her to becoming a member of E³ North in October 2009. Within four months, she passed the Social Studies, Reading and Science GED tests. Two months after, she passed the Writing GED; she was finally on the road to success. But a month later, discouraged by a failing score on the Math GED, she considered giving up on her dream to further her education. Thanks to the encouragement of family, friends, and the staff at the **E³ Center**, she went on to re-take the test the following month and passed. She began attending Community College of Philadelphia in fall 2010 to study Nursing. Jordann's ultimate goal is to become a Physical Therapist.



Starting Point: Straight-A student in elementary school

Continue for:



Start skipping school in 7th grade

4 years



Stop attending high school

3 months



Begin GED program at local community college

2 months



Leave GED program and begin working

2 years



Visit the Re-Engagement Center → Begin to attend E³ North Center

1 year



Pass GED → Begin college search

3 months



Start classes at Community College of Philadelphia

TBD



Anticipated Destination: Physical therapist



Michelle

Michelle attributes her ability to stay on course educationally to the support she received through the **Student Success Center** at her high school. "That's pretty much where things came together for me, and I realized I wanted to go to college." Initially, she went to the Center for internet access. But soon, she started taking advantage of the college tours, financial aid information and general guidance offered by the Center to help her through the college application and selection process. "I think I would have drowned if it wasn't for the Student Success Center." Michelle went on to graduate from Lock Haven University, where she majored in political science and minored in international studies and history. A summer internship at a non-profit organization that focused on tenants' rights and housing issues led to a full-time job after she graduated from college. She now works for another non-profit where she helps parents and children reconnect after foster care placement and plans to return to school to pursue a master's degree in international studies.



Starting Point: Benjamin Franklin High School

Continue for:



Frequent the Student Success Center

3 years



Apply to seven colleges/universities (and get accepted at six)

6 months



Graduate from Ben Franklin High School

4 years



Attend Lock Haven University → Graduate in 2010

4 years



Begin working for Tenant Union Representative Network

1 year



Begin working for Achieving Reunification Center

TBD



Anticipated Destination: Foreign service officer / U.S. ambassador



Nobel

When Nobel began attending the **E³ Center**, he was not very excited about it. After a nine-month juvenile court placement, coming to E³ West was not an option: it was a mandate. But after he saw what the Center had to offer, which included not only programming that fit his interests, but staff members who went beyond the call of duty on his behalf, what started as a requirement became not only a choice, but a place to call home. "It feels like I came to a family," he beams. Three months later, when he had fulfilled his requirement, he decided to continue at the Center. While there, he received invaluable work-readiness training and developed skills that put him on the road to turning his passion for music and nursing into careers. Nobel currently works two jobs, does sound engineering in the studio he built in his home, takes theater classes, and is enrolled at Community College of Philadelphia. The E³ West Center still supports Nobel by offering him tutoring sessions for his college classes. "One of the biggest things I learned at the E³ Center was if you fall, you just have to keep getting up. There are going to be challenges, out here; just give your all—all the time."



Starting Point: Juvenile placement

Continue for:



Earn high school diploma while in placement

9 months



Leave placement and get assigned to E³ West Center

3 months



Continue attending → Participate in music production classes

2 years



Attend Community College of Philadelphia (CCP)

9 months



Take a break from school to become more mentally prepared

1 year



Return to CCP

TBD



Anticipated Destination: Nurse



FINANCIALS

screen 16

STATEMENT OF FINANCIAL POSITION

June 30, 2009 | June 30, 2010

ASSETS

CURRENT ASSETS

| | 2009 | 2010 |
|--|-------------|-----------|
| Cash and Cash Equivalents | \$3,400,566 | \$350,637 |
| Funds held for other agency | - | 94,964 |
| Contracts and Fees Receivable | 3,840,320 | 7,781,673 |
| Advances, Subcontractors | 110,885 | - |
| Prepaid Expenses, Advances, & Deposits | 212,065 | 118,484 |

| | | |
|------------------------------|------------------|------------------|
| Total Current Assets | 7,563,836 | 8,345,758 |
| Property and Equipment - Net | 271,516 | 280,248 |

| | | |
|---------------------|------------------|------------------|
| Total Assets | 7,835,352 | 8,626,006 |
|---------------------|------------------|------------------|

LIABILITIES AND NET ASSETS

CURRENT AND OTHER LIABILITIES

| | | |
|-------------------------------|------------------|------------------|
| Accounts Payable, Contractors | 3,477,925 | 4,589,358 |
| Accounts Payable, Other | 345,562 | 263,023 |
| Funds held for other agency | - | 94,964 |
| Accrued Expenses | 403,433 | 414,584 |
| Deferred Revenue | 2,902,881 | 2,552,549 |
| Total Liabilities | 7,129,801 | 7,914,478 |

NET ASSETS

| | | |
|-------------------------|----------------|----------------|
| Unrestricted | 705,551 | 711,528 |
| Temporary Restricted | - | - |
| Total Net Assets | 705,551 | 711,528 |

| | | |
|---|------------------|------------------|
| Total Liabilities and Net Assets | 7,835,352 | 8,626,006 |
|---|------------------|------------------|

FUNCTIONAL STATEMENT OF ACTIVITIES

July 1, 2008 to June 30, 2009 | July 1, 2009 to June 30, 2010

SUPPORT AND REVENUE

| | 2009 | 2010 |
|-----------------------|--------------|--------------|
| Contracts | \$25,587,850 | \$30,716,525 |
| Contributions | 268,308 | 246,630 |
| Other fees | 765,294 | 506,266 |
| In-Kind Contributions | 2,841,079 | 71,012 |
| Interest and other | 23,620 | 5,127 |

| | | |
|-----------------------|-------------------|-------------------|
| Total Revenues | 29,486,151 | 31,545,560 |
|-----------------------|-------------------|-------------------|

EXPENSES

| | | |
|--|------------|------------|
| Contracted Provider Services | 12,173,252 | 16,143,000 |
| Youth Wages, Stipends, & Fringe Benefits | 6,928,139 | 7,800,065 |
| In-kind Expenses | 2,841,079 | 7,012 |
| Direct Services | 5,828,902 | 6,048,501 |

| | | |
|-------------------------------|-------------------|-------------------|
| Total Program Services | 27,771,372 | 29,998,578 |
|-------------------------------|-------------------|-------------------|

| | | |
|------------------------|-----------|---------|
| Management and General | 1,681,415 | 153,164 |
| Fundraising | 13,706 | 9,363 |

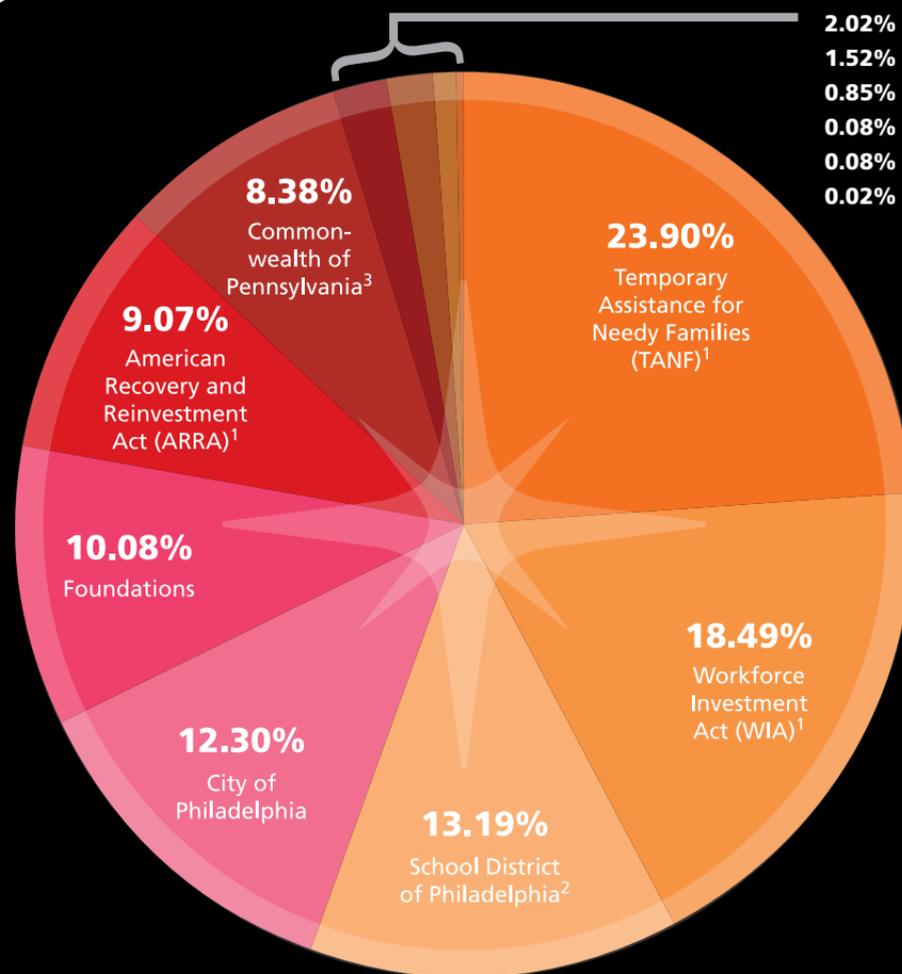
| | | |
|-----------------------|-------------------|-------------------|
| Total Expenses | 29,466,493 | 31,539,583 |
|-----------------------|-------------------|-------------------|

| | | |
|-----------------------|--------|-------|
| Changes In Net Assets | 19,658 | 5,977 |
|-----------------------|--------|-------|

| | | |
|-------------------------------|---------|---------|
| Net Assets, Beginning of Year | 685,893 | 705,551 |
|-------------------------------|---------|---------|

| | | |
|--------------------------------|----------------|----------------|
| Net Assets, End of Year | 705,551 | 711,528 |
|--------------------------------|----------------|----------------|

Complete copies of the Independent Auditors' Reports and Financial Statements, dated June 30, 2009 and June 30, 2010, are available upon request. Please e-mail info@pyninc.org.



- 2.02% Employer-paid internships
- 1.52% Corporate (sponsorships, contributions and foundation grants)⁴
- 0.85% United Way of Southeastern PA
- 0.08% Consulting / Fee-for-service
- 0.08% Investment and misc.
- 0.02% Individuals

Funding Sources

2009 and 2010 combined

¹ Federal funds awarded through state and local agencies including the PA Department of Labor and Industry, Philadelphia Workforce Development Corporation and Philadelphia Workforce Investment Board

² Includes grant funding to the District from the U.S. Department of Labor

³ Includes federal GEAR-UP funds granted through the PA State System of Higher Education

⁴ Includes contributions through Pennsylvania's Educational Improvement Tax Credit program



System and Program Funders

Funders of PYN initiatives, programs and capacity-building efforts during fiscal years 2009 and 2010 (except internship supporters; see list below)

| | | |
|--|---|--|
| America's Promise Alliance / GlaxoSmithKline | Philadelphia Foundation | Philadelphia Department of Human Services |
| Annie E. Casey Foundation | Pennsylvania Department of Labor and Industry | Philadelphia Housing Authority |
| Center for Schools and Communities | | Philadelphia Workforce Development Corporation |
| City of Philadelphia | Pennsylvania Department of Public Welfare | School District of Philadelphia |
| Citizens Bank | Pennsylvania General Assembly | State Farm |
| Knight Foundation | Pennsylvania State System of Higher Education | United Way of Southeastern PA |
| MacArthur Foundation | Pew Charitable Trusts | Washington Mutual |
| Mott Foundation | Philadelphia City Council | William Penn Foundation |
| OMG Center for Collaborative Learning | | |

Summer Internship Supporters

Businesses and organizations that hosted and funded or sponsored WorkReady Summer internships in 2009 & 2010

| | | |
|-----------------------------|---------------------------------|---------------------------|
| A.T. Chadwick Company, Inc. | Aetna | Ballard Spahr LLP |
| Abington Memorial Hospital | Aetna Foundation | Bank of America |
| Accenture | Allied Barton Security Services | Barra Foundation, The |
| Ace Group | Amper, Politziner & Mattia, LLP | Beneficial Bank |
| Acme Markets | Aqua America | Bittenbender Construction |
| AECOM | Aramark | Blank Rome LLP |

| | | |
|---|--|--|
| Brandywine Realty Trust | ESM Productions | Lincoln Financial Foundation |
| Brown's Superstores, Inc. | Family Planning Council | Lockheed Martin Information Systems & Global Solutions |
| Burman's Medical Supplies | Federal Reserve Bank of Philadelphia | Macy's |
| Campbell Soup Foundation | Foundations, Inc. | Marketplace Philadelphia Management |
| Cancer Treatment Centers of America | Fox & Roach Charities | Mercy Philadelphia Hospital |
| Catholic Social Services | Fox Chase Cancer Center | Mill Spring Foundation |
| CBS3 / The CW Philly 57 | Fox Rothschild LLP | Naval Surface Warfare Center, Carderock Division |
| Cephalon | Friendly Mortgage | NHS Human Services |
| Chester Upland School District | Garfield Refining Company | ParenteBeard |
| Children's Hospital of Philadelphia, The | GlaxoSmithKline | Parkway Corporation |
| CIGNA | Greater Philadelphia Chamber of Commerce | Patricia Kind Family Foundation, The |
| Citizens Bank | Greater Philadelphia Tourism Marketing Corporation | Paul DiLorenzo |
| City of Philadelphia | Hahnemann University Hospital | PECO |
| College Of Physicians of Philadelphia, The | HealthPartners | Peirce College |
| Comcast | Hilton Hotel Corporation | Pennoni Associates |
| Comcast Spectacor | Holy Family University | Pennsylvania Convention Center Authority |
| Communities In Schools of Philadelphia, Inc. | Independence Blue Cross | Pennsylvania Horticultural Society, The |
| Community College of Philadelphia | Independence Foundation | Philadelphia Academies, Inc. |
| Consumer Credit Counseling Service of Delaware Valley | Inglis Foundation | Philadelphia Area Project on Occupational Safety and Health, The |
| Cozen O'Connor | JEVS Human Services | Philadelphia Business Journal |
| Crown Holdings, Inc. | Jewish Federation of Greater Philadelphia | Philadelphia Coca-Cola Bottling Company |
| Crozer Wellness Center | Johnson & Johnson - Merck Consumer Pharmaceuticals | Philadelphia College of Osteopathic Medicine |
| Daroff Design Inc. | Joseph Frick | Philadelphia Convention & Visitors Bureau |
| Day & Zimmermann, Inc. | Keystone Mercy Healthplan | Philadelphia Council AFL-CIO |
| Deloitte LLP | Korn/Ferry International | Philadelphia Eagles, The |
| Dolfinger-McMahon Foundation | KPMG LLP | Philadelphia Federal Credit Union |
| Dow Chemical Company, The | La Salle University | Philadelphia Federation of Teachers Health and Welfare Fund |
| Drexel University | Langan Engineering and Environmental Services | Philadelphia Gas Works |
| Eckert, Seamans Cherin & Mellott LLC | Lankenau Hospital | Philadelphia Golf Management |
| Elliot-Lewis Corporation | Liberty Property Trust | |
| Episcopal Community Services | | |
| Ernst & Young LLP | | |



Internship Supporters cont'd

Philadelphia Opportunities Industrialization Center, Inc. (OIC)
 Philadelphia Parking Authority – Office of Fleet Management
 Philadelphia Phillies
 Philadelphia University
 Philadelphia Workforce Development Corporation
 Philadelphia Workforce Investment Board
 Philadelphia Youth Network
 PNC
 PricewaterhouseCoopers
 Provincial Foundation, The
 PRWT Services, Inc.
 REIT Management & Research
 Rittenhouse Foundation, The
 Roofscapes, Inc.
 Saint Joseph's University
 Salus University
 Samuel S. Fels Fund
 Saul Ewing LLP
 Schaff & Young, PC
 SEPTA
 Seybert Institution, The
 Shulick Law Offices
 Simpson House Inc

St. Christopher's Hospital for Children
 STARR Restaurants
 Stradley Ronon Stevens & Young, LLP
 Sunoco Logistics Partners, LP.
 TD Bank
 Temple University
 Thomas Jefferson University Hospital
 Tierney Communications
 Towers Perrin
 Turner Construction
 U.S. Army Corps of Engineers, Philadelphia District
 United Bank of Philadelphia
 United Way of Southeastern Pennsylvania
 Universal Health Services, Inc.
 University City Science Center
 University of Pennsylvania
 University of the Arts, The
 UPS
 US Facilities
 Virtua
 Wachovia Wells Fargo Foundation, The
 Wallace Roberts & Todd, LLC
 Walmart Stores
 Widener University
 William Penn Foundation

Wistar Institute, The
 WPVI-TV 6ABC
 Xerox Corporation
 Young Friends of PYN
 Young Professional's Network
 Zateeny Loftus, LLP

Organizations contracted by PYN to operate youth-serving programs in 2009 & 2010:

ACE Mentor Program
 Allegheny West Foundation
 American Cities Foundation
 ASPIRA, Inc. of Pennsylvania
 Attic Youth Center
 Big Picture Philadelphia
 Boat People SOS, Inc.
 Boys and Girls Club of Philadelphia
 Cambodian Association of Greater Philadelphia
 Caring People Alliance
 Catholic Social Services
 Children's Hospital of Philadelphia
 City of Philadelphia Mural Arts Program
 Communities In Schools of Philadelphia, Inc.
 Community Action Agency of Delaware County
 Congreso de Latinos Unidos, Inc.
 Corinthian/JAMMA Empowerment Program
 Cyberhood Initiative
 De La Salle Vocational
 District 1199C Training & Upgrading Fund
 Diversified Community Services
 EducationWorks
 Federation of Neighborhood Centers Foundations, Inc.
 Girard College Development Fund
 Indochinese American Council

Institute for the Development of African American Youth
 Intercultural Family Services, Inc.
 JEVS Human Services
 LULAC National Educational Services Centers, Inc.
 Lutheran Children and Family Service Management & Environmental Technologies, Inc.
 MEE Productions, Inc.
 Methodist Services for Children and Families
 Multicultural Youth eXchange
 New Foundations Charter School
 Norris Square Civic Association
 Norris Square Neighborhood Project
 North Light Community Center
 Nu Sigma Youth Services
 One Bright Ray
 PathWays PA
 People for People, Inc.
 Penn Medicine
 Philadelphia Academies, Inc.
 Philadelphia Education Fund
 Philadelphia Futures
 PHMC
 Philadelphia Department of Recreation, The
 Please Touch Museum
 Resources for Human Development, Inc.

Salvation Army Learning Zone, The
 Say Yes to Education, Inc.
 SEAMAAC, Inc.
 Student Conservation Association
 Sunrise of Philadelphia, Inc.
 Temple University – Center for Social Policy and Community Development
 Temple University – The Information Technology and Society Research Group
 Temple University – The University Community Collaborative of Philadelphia
 To Our Children's Future with Health, Inc.
 United Communities Southeast Philadelphia University City District
 University of Pennsylvania – The Netter Center for Community Partnerships
 Urban Affairs Coalition
 Valley Youth House
 Variety - The Children's Charity of Greater Philadelphia
 Women's Christian Alliance
 YouthBuild Philadelphia Charter School
 Youth Empowerment Services



BOARD OF DIRECTORS*

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David Brown¹

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Jeffrey N. Brown

(Secretary & Treasurer)

President, CEO and Founder, Brown's Super Stores, Inc.

Pamela Browner White

Howard A. Cutler

Vice President, Network Contracting for Eastern Pennsylvania, HealthAmerica

Paul DiLorenzo¹

Senior Director, Casey Family Programs

Gregory G. Doyle

Partner, Ernst & Young LLP

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(Vice Chair)

Assistant to the Vice President of Student Affairs for Enrollment Management, Community College of Philadelphia

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JTGoldsteinLLC

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Denise Ray, Ph.D.

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Robert Schwartz, Esq.

(Chair)

Executive Director, Juvenile Law Center

Sam Silvers

Principal, Deloitte Consulting LLP

Margie Tolen

Senior Human Resources Consultant

*as of June 2011, unless otherwise noted

¹member through 2010



LEADERSHIP TEAM*

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Carol Austin

Vice President, Strategic Initiatives

Jenny Bogoni

Vice President, Leadership and Learning

Harvey Chism

Vice President, Educational Initiatives

Chekemma Fulmore-Townsend

Vice President, Performance Management and Evaluation

Stephanie Gambone

Vice President, Business Partnerships

Stacy Holland

Co-President and Chief Operations Officer

Joshua Kisver

Vice President, Finance

Melissa Orner

Sr. Vice President, Communications & Development

Michael Pompey

Chief Information Officer

Laura Shubilla

Co-President and Chief Executive Officer

Darren Spielman

Vice President, Workforce Development

*as of June 2011



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