



**LEAP** *for Education*  
LEARN EXPLORE ASPIRE PURSUE

# 2020 ANNUAL REPORT

## A Message From Our Leadership

The year 2020 could be a year defined by pandemic, a widening opportunity gap in education and social justice protests. Or, it could be defined by the efforts of so many in our communities who, in creative collaborations, provide essential services to assure our collective wellbeing, identify and address educational inequities and lay critical groundwork for exposing and eliminating systemic racial injustices.

Throughout these challenging times, LEAP never wavered from our commitment to our community and our students. During the last year, we:

- 1 Expanded our middle school programs into Lynn.** Working with Lynn Public Schools, LEAP secured computers and internet access for 30 families and delivered a five-week virtual program for English Learners.
- 2 Worked with parents and high school counselors** to help 34 students select their post-secondary institution, obtain financial aid and scholarships, and prepare for their first year of post-secondary education.
- 3 Celebrated the 90% of LEAP's 2020 graduating high school seniors** who enrolled in a two- or four-year post-secondary institution.
- 4 Completed the development of our Career Connections curriculum,** a three-year initiative to infuse career activities throughout our programs.
- 5 Placed 56 high school students in a six-week virtual summer work program** thanks to a collaboration with the business community and MassHire.
- 6 Converted 12 of our programs to a virtual platform** and made over 1,000 connections with students and families through our programs and wellbeing check-ins.
- 7 Planned Salem's only middle school in-person summer program** partnering with Salem Public Schools. 57 youth benefitted from four weeks of enrichment activities with a 3:1 adult-youth ratio.

This summer, LEAP completed a three-year strategic plan with bold but attainable goals to further our mission, including fighting systemic racism and social injustice.

While we face an uncertain 2021, we do so with a passion and conviction that by working with our partners and families, we can help our students not just survive, but thrive. Our accomplishments to date and our vision for the future are only possible because of your generous gifts of time, resources, and funding and, for that, we say thank you.

Sincerely,



Linda E. Saris  
Executive Director



Dr. David Silva  
Board President



## Growth and Impact: LEAP Plans for a Diverse and Sustainable Future

**MISSION STATEMENT:** *LEAP for Education empowers underserved students to achieve social and economic mobility by cultivating personal, educational, and career growth.*

### STRATEGIC PLAN FOR FY 2021 – FY2023

With input from over 100 stakeholders, we identified eight goals for our FY 21-23 Strategic Plan that fall into three categories:



#### Sustainability

complete documentation, address risk management, improve staff retention, and develop clear and consistent messaging



#### Diversity, Equity and Inclusion

build LEAP's organization, students and staff as role models and advocates for anti-racism and social justice



#### Growth

increase the number of students served, invest in technology, expand our career programs, and expand our Business Partner Network

### A COMMITMENT TO ANTI-RACISM AND SOCIAL JUSTICE

LEAP staff and Board of Directors are committed to taking meaningful action to become an anti-racist organization. We will do this by developing more explicitly diverse human resources and equitable and inclusive program curricula. For our students, we will develop more programs around social justice that will build their advocacy skills.

**I began my association with LEAP as a volunteer tutor 12 years ago when I was in high school. Now as a Board member, I am impressed with LEAP's commitment to supporting diverse students and families and expanding its efforts to become an anti-racist organization.**

- Robert Monegro, Board member



LEAP Staff and Board of Directors

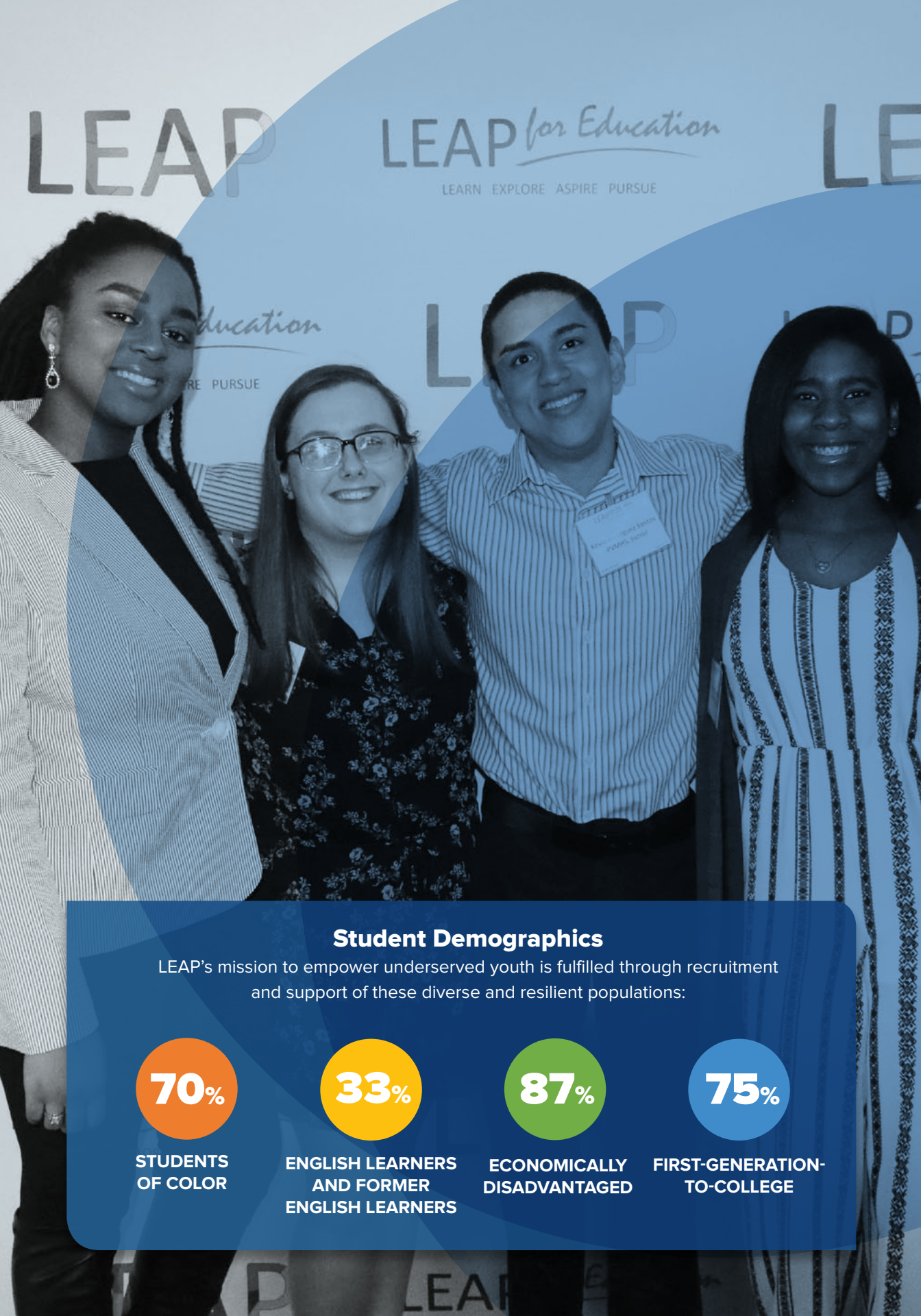
FULL-TIME STAFF

**Linda E. Saris**, Executive Director  
**Daisy Angel**, Program and Family Engagement Associate  
**Arlin Baez**, College Success Program College Coach  
**Kayla Benoit**, Expanding Horizons EL Mentor, United Way North Shore AmeriCorps Member  
**Mary Burke**, Student Engagement Career Associate  
**Andria Castillo**, Design and Communications Manager  
**Sandra Castillo**, Expanding Horizons Site Coordinator  
**Kathy Cooper**, Accountant  
**Kayla Dorst**, Deputy Director  
**Nancy Kelly**, Development Associate  
**Hilary Kopp**, Senior Director of Middle School Programs  
**Joann Leavitt**, Program Coordinator, Gloucester  
**Ashley Pengelly**, College Success Program Site Coordinator (Peabody)  
**Norma Ramirez**, College Success Program Site Coordinator, Salem

**Mira Riggan**, Manager of Data Assessments and Evaluations  
**Madison Seligman**, Career Services and Outreach Associate  
**Wanntha Sim Chanhdymany**, Dream MORE Site Coordinator  
**Jesenia Tejada-Pérez**, Senior Director of High School, College and Career Programs  
**Erin Truex**, Director of Development and Communications  
**Vicki Tzortzis**, Teen Center Coordinator

OUR BOARD

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**Victor Emmanuel Cruz**  
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**Jonathan Ofilos**  
**Linda Saris**



Student Demographics

LEAP’s mission to empower underserved youth is fulfilled through recruitment and support of these diverse and resilient populations:



STUDENTS OF COLOR



ENGLISH LEARNERS AND FORMER ENGLISH LEARNERS



ECONOMICALLY DISADVANTAGED



FIRST-GENERATION-TO-COLLEGE

## LEAP Student Programs

LEAP for Education delivers a portfolio of innovative, academic, career and college success programs for middle school, high school and college students.

### / MIDDLE SCHOOL PROGRAMS /



#### Expanding Horizons

Grades 6 - 8 (Salem)

**136** Students in FY2020

Partnering with Salem Public Schools



#### Dream MORE

Grades 6 - 8 (Lynn)

**30** Students in Summer 2020

Partnering with Lynn Public Schools

### / HIGH SCHOOL PROGRAMS /



#### College Success Program

Grades 11 - 12

(Salem and Peabody)

**60** Students in FY2020



#### Teen Center

Grades 9 - 12 (Salem)

**57** Students in FY2020

### / POST-SECONDARY AND CAREER SERVICES /



#### College Success Program

Grades 13 - 16

(Salem and Peabody)

**62** Students in FY2020



#### Internships

Grades 11 - 16

(Salem, Peabody, and Gloucester)

**56** Students in Summer 2020



### COVID-19 RESPONSE

Once schools closed in mid-March, our LEAP staff and volunteers worked tirelessly to engage our students academically, provide advising on important post-secondary decisions, and find summer employment for our teens. LEAP staff also referred families to needed resources. Overall, LEAP staff was able to make over 1,000 connections with students and families.

**87**

students enrolled in summer enrichment programs

**51**

high school and college graduates

**56**

teens matched with career mentors

**12**

virtual programs per week during the spring



### LYNN EXPANSION: DREAM MORE

Lynn Public Schools and LEAP are partnering to implement a free after-school and summer program at Thurgood Marshall Middle School called Dream MORE (Marshall Opportunities for Resilience and Education) for Lynn students in grades 6 – 8. The program started this summer with a pilot that served 30 English Learners (EL) students with live, virtual sessions.

**92%**

Students of color

**63%**

Economically disadvantaged

**63%**

First language not English

*Statistics for Thurgood Marshall Middle School (2019-2020)*

“

**With LEAP for Education's reputation in providing quality after-school programming, a partnership with them was an easy decision.**

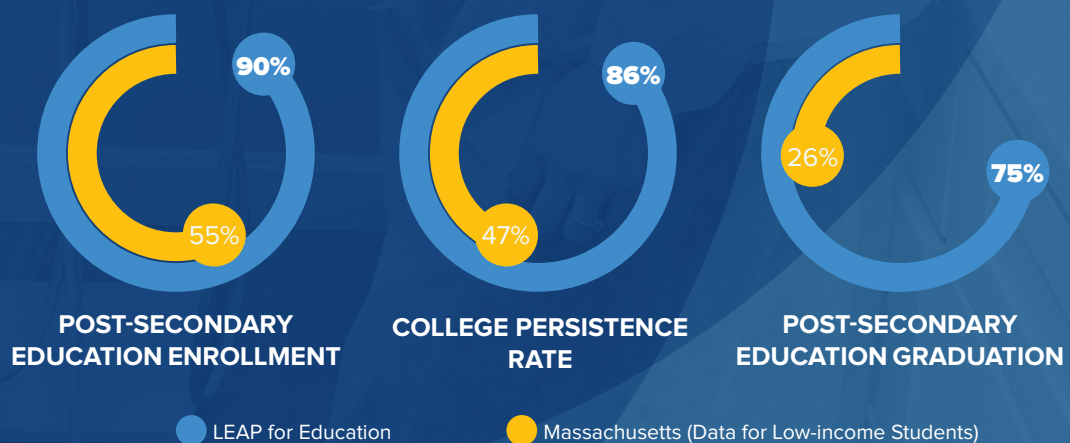
- Dr. Patrick Tutwiler, Superintendent, Lynn Public Schools





### Success Outcomes

While Eliza's story is compelling, she is one of many students LEAP has helped.



### Student Profile: Eliza Núñez

Eliza was 12 years old entering 8<sup>th</sup> grade when she came to the United States from the Dominican Republic in 2006. She was introduced to LEAP by her cousin and began coming here to get homework help, learn English and meet new friends. Early on and with a mouth full of braces, Eliza declared her interest in dentistry. While only a sophomore in high school, LEAP encouraged this interest and took Eliza to the Mass College of Pharmacy and Health Sciences to learn about their dental hygienist program. Knowing she needed to master English and science to get in, Eliza was able to set clear academic and career goals with the support of LEAP staff.

Eliza entered North Shore Community College in 2010 to advance her English skills and take the required science classes. While there, Eliza gave birth to her daughter, Delanie Lizbeth, an event that provided even more motivation to achieve her goals. With support from her mother and LEAP advisors, Eliza completed NSCC in three-and-a-half years and got accepted to MCPHS with generous scholarships. During her time in college, Eliza worked two jobs as a dental assistant and graduated from MCPHS in 2018. Eliza is currently working full time as a dental hygienist, her daughter is eight years old and Eliza is now part of LEAP's alumni mentor network, giving back to the organization that helped her to succeed.

“  
**LEAP staff are all wonderful people who set high expectations for me and truly enjoy helping students dream high. My message to younger students is never give up on your goals; fear should not be involved when the sky is the limit.**

- Eliza Núñez, LEAP alumna

2020

Joined LEAP's Alumni Network for Peer Mentoring

2018

Graduated MCPHS

2014

Graduated NSCC

2010

Graduated Salem High School, enrolled in NSCC

2006

Came to the US as a middle schooler and started at LEAP

# THIS IS OUR INNOVATIVE, WHOLE STUDENT APPROACH TO WORKFORCE DEVELOPMENT



“ In Mad Scientist, we learned about chemical reactions and how to make bath bombs. It was a lot of fun!

- Niveah Echevarria, Expanding Horizons participant, 8<sup>th</sup> grade, Collins Middle School

Students learn in a variety of settings that broaden their academic knowledge. Experiential learning helps students see the connection between academics and career paths and develop 21<sup>st</sup> century skills such as problem solving, information literacy, and critical thinking.

Students create an Education and Career Plan to chart their course for the future. The Plan helps a student identify their strengths and interests and connect them to careers with ongoing support from advisors.



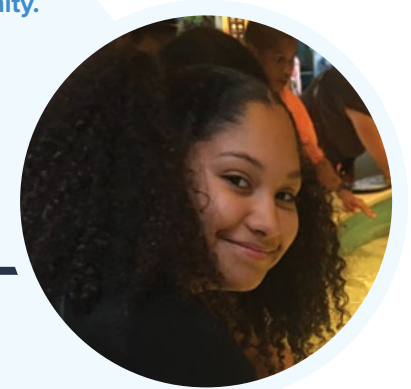
“ LEAP got me an opportunity shadowing a Physical Therapist and I saw that it was everything I wanted to do.

- Erick Viana, College Success Program (CSP) participant, Fitchburg State University, 2021



“ Sisters for Success (a teen center mentoring program) felt like a community. We were all connected and could talk to each other even if we didn't have relationships outside of Sisters. In that space there was confidence and trust.

- Naomi Sanchez, Teen Center participant, Salem State University 2024



Throughout all programs, students have the opportunity to boost their social-emotional skills. Students build interpersonal skills like teamwork and intrapersonal skills like self-advocacy.

It is often not what you know, but who you know. Students build valuable social connections with professionals in their community through events that boost their career readiness skills such as networking nights, job shadowing, mock interviews, and work-based learning experiences.

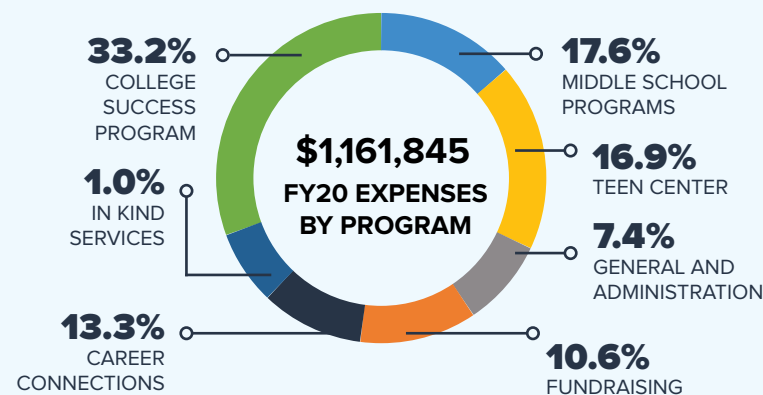
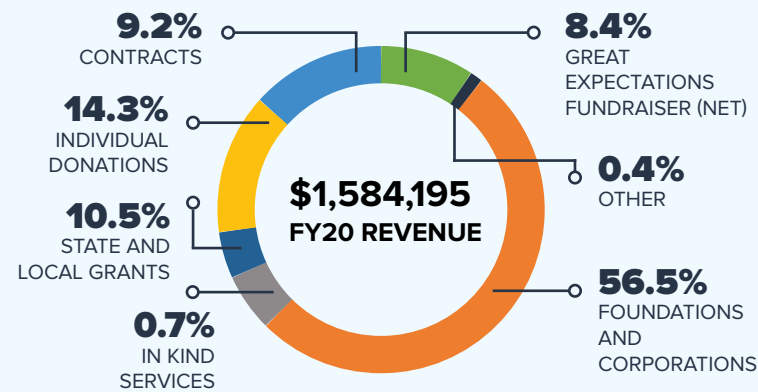


“ I found LEAP's career events, particularly the networking nights, to be really useful. It is honestly where I developed my people skills.

- Benjamin Bergstrom, CSP alumnus, Salem State University, 2020

## Our Financials

Since LEAP's separation from North Shore Community Action Programs in 2015 when it was formed as a new 501 (c) 3, its net assets have grown 18-fold and revenues have more than doubled.



	2020	2019	2018
REVENUES	\$1,584,195*	\$1,232,723	\$950,052
EXPENSES	\$1,161,845	\$1,114,353	\$932,166
SURPLUS	\$422,350	\$118,370	\$17,886

\*\$190,000 with donor restrictions

	2020	2019	2018
CASH	\$915,634	\$499,394	\$377,793
TOTAL ASSETS	\$1,177,585	\$611,499	\$420,896
TOTAL LIABILITIES	\$283,472	\$139,736	\$67,503
NET ASSETS	\$894,113	\$471,763	\$353,393

## FY2020 Contributors and Sponsors

### \$100,000+

Anonymous  
Norman H. Read Charitable Trust  
Wellington Management Foundation

### \$50,000 TO \$99,999

Amelia Peabody Foundation  
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### \$25,000 TO \$49,999

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UNDER \$250

177 Individuals gave an average of \$90 for a total of \$15,925 in giving

“  
**I volunteer at LEAP because I believe in LEAP’s mission. I love working with the competent and dedicated staff and volunteers in serving these highly motivated and deserving students. I enjoy seeing the students gain confidence, make progress,°– and accomplish their goals. I feel I receive far more than I give.**

- Steve Becroft, LEAP for Education Volunteer and Financial Supporter

“  
**It has been exciting to watch LEAP triple in size since our Foundation’s first grant in 2014! And our ongoing belief in the impact of their work allowed us to make a Catalyst Gift in 2020 to help them bring much needed academic programs to Lynn, MA.**

- Karen Pfefferle, Executive Director, Wellington Management Foundation



**LEAP for Education empowers underserved students to achieve social and economic mobility by cultivating personal, educational, and career growth.**

## **LEAP FOR EDUCATION**

35 Congress Street, Suite 102  
Salem, MA 01970  
(978) 740-6667

**WWW.LEAP4ED.ORG**

**(@LEAP4Ed)**



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