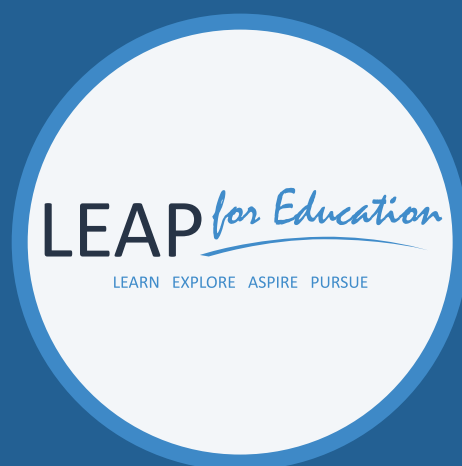




2021 ANNUAL REPORT

July 2020 - June 2021





A Message From Our Leadership

What LEAP staff accomplished this year was Olympic in scale. More specifically, it was tantamount to a year-long track-and-field event. The LEAP team cleared myriad hurdles, ran long sprints and short ones, and completed relay races working collaboratively to cover for each other when the sheer number of tasks became overwhelming.

Thanks to our generous and committed donors not one permanent full-time or part-time employee was laid off. The constantly changing COVID-related landscape – different in each district in which LEAP operates – kept everyone on their toes. Staff practiced all of the 21st century skills we teach our students: grit, problem-solving, adaptability, critical thinking, initiative, and, most importantly, collaboration and communication.

In the end, our staff, and all of our supporters and stakeholders, won gold. Just look at our accomplishments:

- 1 Served over **400** students, including **76** new students in Lynn.
- 2 Established our Business Partner Network, signing up seven companies with **74** employees volunteering **480** hours over the year.
- 3 Launched a Diversity, Equity, Inclusion and Advocacy Initiative with a diverse 16-member committee of staff, Board, students, alumni and community members.
- 4 Invested **\$40,000** to upgrade staff and student laptops and outfit our classrooms to handle virtual and hybrid instruction.
- 5 Increased our highly active pool of career mentors and volunteers by **50%**.
- 6 Ran a first-ever transition program for **29** rising 9th graders.
- 7 Stayed financially strong throughout the year.
- 8 Expanded benefits for employees including a matching 401k plan and a vision plan.

Staff and volunteer expenses (payroll, recruiting, professional development) represent over 80% of LEAP's total operational expenses. While our staff and volunteers are our greatest expense, they are also our greatest asset. Due to our commitment and laser focus on student success, magic happened. Students and staff drew strength and power from each other and, as a result, everyone grew personally and professionally.

To our many donors, many of whom also volunteer as trusted advisors, tutors, instructors, mentors or role models, our entire staff and board salute you and extend our gratitude for standing by our side throughout this challenging year.

With gratitude and so much hope for the future,

Jody K. Goldman
Chair, Board of Directors

Linda E. Saris
Executive Director

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 – FY 2023

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, Inclusion, and Advocacy

develop LEAP’s organization, students, and staff into role models and advocates for anti-racism and social justice



Growth

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

DIVERSITY, EQUITY, INCLUSION, AND ADVOCACY (DEIA)

In early 2021, LEAP for Education convened a diverse 16-person committee to complete a DEIA Plan by December 31, 2021. The project plan will set out action steps to create a culture that is anti-racist and equity-centered. It will also consider the unique needs, perspectives, and potential of all staff, volunteers, students, families, and community partners. We believe this investment is a moral imperative and will increase organizational impact by fostering and empowering higher degrees of equity, belonging, engagement, productivity, and innovation.

“ LEAP is a dynamic partner with the Salem Public Schools. They work with us to ensure that our students succeed in middle and high school but more importantly, they equip them with the skills and resources to persist and sustain through post-secondary graduation and into a career. ”

Dr. Stephen Zrike, Superintendent



LEAP Staff and Board of Directors

STAFF

Linda E. Saris, Executive Director
Daisy Angel, Program and Family Engagement Associate
Lia Applebaum, College Success Program Coordinator, Peabody
Evan Aroko, Americorps Fellow - Expanding Horizons
Arlín Baez, Post-Secondary and Alumni Coordinator
Andria Castillo, Design and Digital Media Manager
Sandra Castillo, Expanding Horizons Site Coordinator
Chelsea Cimini, Career and Outreach Associate
Kathy Cooper, Accountant
Kayla Dorst, Deputy Director
John Dudley, Director of Development
Victoria Edwards, Post-Secondary Associate
Elizabeth Grella, College Success Program Manager
Emma Kane, Americorps Fellow - Dream MORE
Nancy Kelly, Development Associate
Hilary Kopp, Senior Director of Middle School Programs
JoAnn Leavitt, Program Coordinator, Gloucester

Norma Ramirez, College Success Program Site Coordinator, Salem
Mira Riggan, Manager of Data and Evaluations
Eric Roberts, Teen Center Coordinator
Madison Seligman, Career and Outreach Coordinator
Wanntha Sim Chanhdymany, Dream MORE Site Coordinator
Jesenia Tejada-Pérez, Senior Director of High School and Post-Secondary Programs
Vasilki Tzortzis, Teen Center Associate

BOARD

Jody Goldman, President
Constance Rudnick Grayson, Vice President
James Rowan, Treasurer
Dr. Mary-Lou Breitborde, Clerk
Brian Castellanos
Victor Emmanuel Cruz
Ellen Galligan
Derek Gaskins
Jonathan Ofilos
Linda Saris
Dr. David Silva



“ I joined LEAP’s Board in 2020 to make an impact in education, to be a voice of action, and to help LEAP grow in Lynn. This past year it has been an honor to be part of an organization that served so many students who, like myself at their age, need after-school programs that empower them to create, believe in, and pursue their own unique educational and career goals. ”

Brian Castellanos, LEAP Board of Directors
and Lynn School Committee Member

Student Demographics

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

75%

**STUDENTS
OF COLOR**

32%

**ENGLISH LEARNERS
AND FORMER
ENGLISH LEARNERS**

88%

**ECONOMICALLY
DISADVANTAGED**

83%

**FIRST-GENERATION-
TO-COLLEGE**

LEAP Student Programs

LEAP for Education delivers a portfolio of innovative academic, social-emotional, post-secondary and career programs for students from middle school through post-secondary graduation.

MIDDLE SCHOOL PROGRAMS



Expanding Horizons

Grades 6 - 8 (Salem)
119 Students in FY2021

Partnering with Salem Public Schools



Dream MORE

Grades 6 - 8 (Lynn)
76 Students in FY2021

Partnering with Lynn Public Schools

HIGH SCHOOL PROGRAMS



College Success Program

Grades 11 - 12
(Salem and Peabody)
51 Students in FY2021



Teen Center

Grades 9 - 12 (Salem)
41 Students in FY2021

POST-SECONDARY AND CAREER SERVICES



Post-Secondary Advising

Grades 13 - 16
(Salem and Peabody)
54 Students in FY2021



Summer Work Program

Grades 9 - 16
(Salem, Peabody, and Gloucester)
56 Students in Summer 2020

SUMMER PROGRAMS 2021

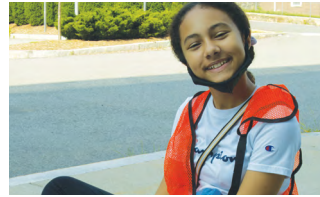


Expanding Horizons

Grades 6 - 8 (Salem)

114 Students

Partnering with Salem Public Schools

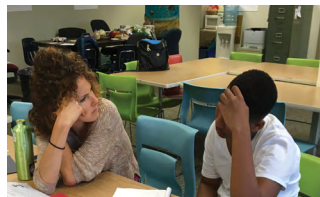


Dream MORE

Grades 6 - 8 (Lynn)

65 Students

Partnering with Lynn Public Schools



High School Success Program

Rising 9th Graders (Salem)

29 Students



Summer Work Program

Grades 8 - 16

(Salem, Peabody, and Gloucester)

69 Students

LYNN UPDATE

The Dream MORE (Marshall Opportunities for Resilience and Education) program at Thurgood Marshall Middle School completed a successful school year with 70% virtual attendance. In the summer of 2021, Dream MORE had its first in-person program with an impressive 91% attendance rate. In a step towards long-term sustainability, Lynn Public Schools and LEAP were awarded a competitive, multi-year 21st Century Community Learning Center grant to enable expansion and enhancement of this program.

COVID – 19 RESPONSE

The pandemic continued to disrupt education throughout most of the school year. All schools largely remained virtual through April of 2021. During this period, LEAP shifted from after-school programs to school-day, in-person programs at Collins Middle School to support virtual learning for students who could not be at home alone or who needed extra support. Our Lynn program at Thurgood Marshall Middle School remained virtual, and our high school programs were a mix.

13

program
sessions

1,063

virtual
program
hours

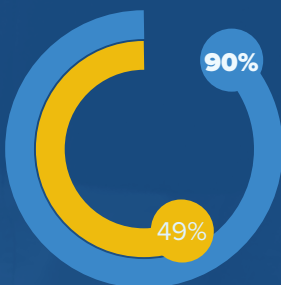
468

in-person
program
hours

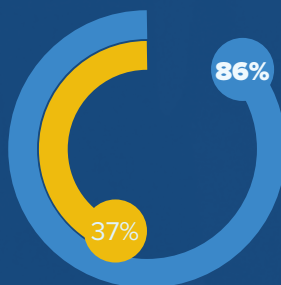
Andrison Pérez-Brea with Rob Lutts,
CEO of Cabot Wealth Management, a
LEAP Business Partner

Success Outcomes

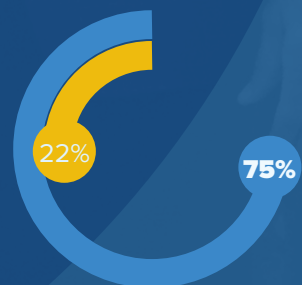
While Andrison's story is compelling, he is one of many students LEAP has helped.



**POST-SECONDARY
EDUCATION ENROLLMENT**



**COLLEGE PERSISTENCE
RETURN FOR SECOND YEAR**



**POST-SECONDARY
EDUCATION GRADUATION**

LEAP for Education

Massachusetts (Data for Low-income Students)



Student Profile: Andrison Pérez-Brea

When Andrison says he “grew up at LEAP,” he really means it. For a time, back when LEAP was known as Salem CyberSpace, Andrison lived with his family in an apartment directly above the LEAP space. One day he came to LEAP looking for help with his homework. That began a relationship that endures through today. Whereas once Andrison was a tween looking for some tutoring, he is now a mentor to a new generation of LEAP students.

Andrison’s family immigrated to the United States from the Dominican Republic shortly before Andrison was born in 1996. As a first-generation native-born American, LEAP gave Andrison a place to go where he was welcomed as part of the family, a place that set him on a pathway to future success. LEAP is “first and foremost about education,” Andrison says, crediting LEAP with the agency he needed to plan his future and take the steps necessary to achieve his goals. “LEAP helped me figure out who I am and taught me to think critically. Whenever there was fog clouding my future, LEAP was my guiding light.”

When it came time to apply for college, LEAP helped Andrison fill out the complex forms required for financial aid and college applications. He was accepted by Salem State University, where he graduated in 2018 having majored in business administration. While still in college, and then later when he was working his first job in banking, Andrison worked at LEAP as a mentor. It was through this experience that Andrison realized that his true passion was education, so he changed careers to become a paraprofessional at Salem High. In this role, he is in charge of a program that helps ninth graders make the transition from middle school; he also works with students from all grades who are experiencing social-emotional or behavioral issues.

When asked if he has advice for today’s and tomorrow’s LEAP students, Andrison says firmly, “LEAP is chock-full of resources. Make sure you take advantage of as many of them as you can. Think of LEAP as your second home.” LEAP will always welcome Andrison home!

2020

Joined Salem High School as a paraprofessional

2018

Graduated from Salem State University

2017

Became Brothers for Success Peer Mentor

2014

Graduated Salem High School

2008

Participated in his first LEAP program as a middle-schooler

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



“ I really enjoyed learning how to design a website. I had to understand and practice writing Hypertext Markup Language (HTML). It takes a lot of patience! Coding also helped me with English because I learned more difficult words. ”

Karla, rising 7th grader,
Thurgood Marshall Middle School

ACADEMIC ENRICHMENT: Students learn in a variety of settings that broaden their academic knowledge. Project-based and experiential learning helps students see the connections between academics and career paths and develop 21st century skills such as problem solving, critical thinking, and collaboration.

POST-SECONDARY AND CAREER DEVELOPMENT: Students participate in education and career development lessons and workshops to help them chart a course for their future. Students identify their strengths and interests and connect them to educational pathways and careers with ongoing support from advisors.



“ I am incredibly thankful for LEAP and the College Success Program. Since graduating, I have been able to get a full-time job as an Associate Producer and give back to LEAP by creating videos for their fundraisers and becoming a mentor. ”

Tori Thompson, CSP alumna, Gordon College, 2020,
Associate Producer, Lightmark Creative



“ This program helped me realize that others go through similar situations, and knowing that makes me feel less alone and more open emotionally. It has also helped me develop my ability to interact with others which I continue to improve. ”

Johan, Teen Center participant,
Brothers for Success



SOCIAL-EMOTIONAL LEARNING: Students develop a belief in themselves and confidence to pursue the future they want. LEAP provides mentoring programs and opportunities for students to build interpersonal skills such as communication and intrapersonal skills such as self-advocacy.

SOCIAL CAPITAL: Students build a supportive network. LEAP provides students with multiple opportunities to develop their relationship-building skills by connecting with peers, alumni, teachers, community members, and career mentors in both formal and informal settings.

“ LEAP staff stayed with me all through high school and college, providing me with invaluable connections and career advice that helped me find my dream job at Google. ”

Sia-Linda Lebbie, LEAP alumna,
University of Pennsylvania, 2021,
Associate Product Marketing Manager, Google



Volunteerism at LEAP

LEAP would be unable to provide such a high level of personalized academic, social-emotional, post-secondary and career services without our individual volunteers and Business Partner Network.

INDIVIDUAL VOLUNTEERS

Many LEAP volunteers help students develop plans for success, serving as vital one-on-one mentors and program facilitators. Others also support LEAP fundraising, events, and strategic initiatives.

“ LEAP has the best of everything: great leadership, dedicated staff, an important mission, and inspiring results. These are the reasons we continue to support LEAP. ”

Pam and Jim Demetroulakos,
Volunteers and Donors

133
TOTAL
VOLUNTEERS

2000+
VOLUNTEER
HOURS

74
BPN
VOLUNTEERS

480
BPN
HOURS

BUSINESS PARTNER NETWORK

Established in 2020, and expanded in 2021, the Business Partner Network (BPN) is composed of local companies whose employees commit to helping LEAP students find their unique pathway to career success. LEAP runs myriad programs and activities to connect students with BPN employees who share similar strengths and interests.



“ EBSCO Information Services joined LEAP’s Business Partner Network to connect our employees to LEAP students as career mentors. Through this work, we hope to do our part in expanding the youth pipeline for careers at EBSCO and elsewhere in the workforce while opening up new opportunities and resources for our youth. ”

Patty Carroll, EVP Human Resources

Special thanks are extended to our long-term and most active volunteers.

Alanna Dow	Jennifer Freedson	Mary-Lou Breitborde ^{DEIA}	Tami Papagiannopoulos
Alejandro Rubero	Jennifer Santomauro	Meaghan Neenan	Taylor Hall
Amanda Campbell	Jennifer Fisher	Melanie Carr	Tejal Patel
Amanda Correnti*	Jenny Pullman	Mike Egan	Tom Kinneman
Amy Grover	Jeremy Nault	Mike Marshall	Tom O'Hare*
Angela Bray	Jill Brenner	Mina Birmbas	Traci Corbin Thayne
Ben Thomas	Jill Shaul*	Miranda Aisling	Tracy Kimber
Betsy Melenbrink	Jimaldy Baez	Nancy Napolitano	Vicki Tzortzis ^{DEIA}
Carol Levin*	Johnny Fabian	Natasha Williams	Wesley Cannon
Carole Rizzo	Joshua Sanchez	Nick Anthony	Yanna Noboa Moya
Chris Dorst**	Juan Mejia*	Nina Simonds*	Yugo Nakai**
Christine Valdes	Julianny Vittini	Pam Demetroulakos	Zina Gerolimatos**
Connie Grayson*	Kathryn Riley	Patty Carroll	
Corey Collins	Katie Townes	Paula Perry	
Corey Hornbeck	Ken Furuyama	Perry Halinan	
Dan Madsen	Kendall Reynolds	Rachel Jacovino*	
David Glass	Kerri MacLaury*	Rainer Goldberg*	
David J. Coleman	Kim Lee*	Rebecca Barnard	
Denny Blodget*	Kim Trigilio	Rebekah Silva	
Dominic Pangallo	Kit Jenkins	Reed Brockman**	
Dustin Williams	Kris Sunderic	Reshma Khanna	
Edward Bailey	Laura Pedone and Andrew Baker	Rick Maybury*	
Eliza Nuñez	Linda Coleman*	Rob Leavitt	
Ellen Galligan** ^{DEIA}	Lisa Delissio	Robin Regensburg*	
Emma Hathaway	Liz Davis	Ruth L. Deras	
Evelina Sands	Liz Milligan	Sarah Slifer Swift	
Gail Griffin	Lydia Smyers	Scott Freedson	
Inca Ghosh	Manny Cruz ^{DEIA}	Shade Amosun*	
Jaime Freedman	Maria Zeqo	Stella Willis	
Jake Elliott	Marjorie Halperin**	Stephanie Tallo*	
James Rowan ^{DEIA}	Marla Velasquez	Stephi Fasano	
James Wall	Martha Farmer	Steve Becroft*	
Jean Granick		Suzie Tuvell	

COMMUNITY CONSULTING TEAMS (CCT) OF BOSTON

Alissa Snowden
Anne Piessens
Bob Rifkin
Bruce Jones
Carol Tham
Cort Colin
Deborah Edwards
Lisa Hillenbrand
Nancy Csaplar
Derek Gaskins, LEAP
Board Liaison

* Volunteers for 2-4 years, 12+ hours

** Volunteers for 5+ years, 12+ hours

^{DEIA} Diversity, Equity, Inclusion, and
Advocacy Committee Members

“ If I know that I have made a difference by inspiring at least one young mind to accomplish their dreams and reach their full potential in life, then I have fulfilled my work as a mother, as a woman, and as a citizen. ”

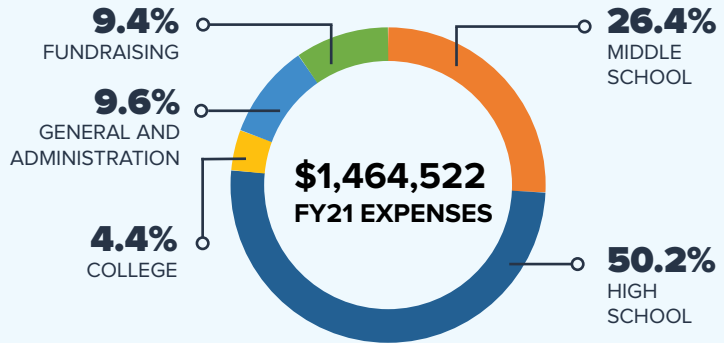
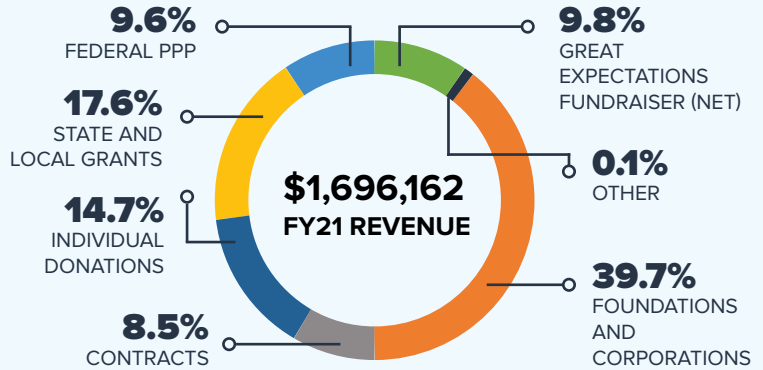
Maria Zeqo, LEAP Summer Work Mentor,
Vice President with Salem Five Bank



Our Financials

7/1/20 - 6/30/21

Thanks to the generosity of the LEAP community and the many funding organizations that provided emergency COVID support, LEAP saw revenue growth of 7% and net asset growth of 26% over the prior fiscal year.



For fiscal year ended June 30, 2021

	2021	2020	2019
REVENUES	\$1,696,162	\$1,584,195	\$1,232,723
EXPENSES	\$1,464,522	\$1,161,845	\$1,114,353
SURPLUS	\$231,640	\$422,350	\$118,370

	2021	2020	2019
CASH	\$1,436,185	\$915,634	\$499,394
TOTAL ASSETS	\$1,539,260	\$1,177,585	\$611,499
TOTAL LIABILITIES	\$413,507	\$283,472	\$139,736
NET ASSETS	\$1,125,753	\$894,113	\$471,763

FY2021 Contributors and Sponsors

Students are empowered and LEAP's mission becomes reality every day through the generous investments of those below. We are truly grateful for their trust and impact.

\$100,000+

Cradle to Career Initiative
Massachusetts Department of
Elementary and Secondary
Education
Norman H. Read 1985 Trust
Wellington Management Foundation

\$50,000 TO \$99,999

Amelia Peabody Foundation
Essex County COVID-19 Response
Fund at ECCF

\$25,000 TO \$49,999

Anonymous
Clark R. Smith Family Foundation
Connie and Stan Grayson
Cosette Charitable Fund
Cummings Foundation
James C. Melvin Trust
Richard and Susan Smith Family
Foundation
The Boston Foundation

\$10,000 TO \$24,999

Alfred E. Chase Charity Foundation
Applied Materials Foundation
Cynthia Bakon and John Worrall
Institution for Savings
Janice and Ralph James
Maureen O'Connor and Peter Cotch
Nellie Mae Education Foundation
New England Biolabs, Inc.
North Shore Bank

The New York Life Foundation
The Peter and Elizabeth C. Tower
Foundation
United Way of Massachusetts Bay
and Merrimack Valley

\$5,000 TO \$9,999

Anonymous
Burch Ives Family Charitable
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Cell Signaling Technology, Inc.
City of Peabody - CDBG
City of Salem - CDBG
Debbie and Jack Henning
Dr. Lynn Spitler
East Boston Savings Bank Charitable
Foundation
EBSCO Information Systems
Move the World Foundation
Rowan Family
Rutland Corner Foundation
Salem Board of Commissioners of
Trust Funds
Sarah G. McCarthy Memorial
Foundation
The John H. and H. Naomi
Tomfohrde Foundation
The Women's Fund of Essex County

\$2,500 TO \$4,999

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Abby and Gene Record
AFT Massachusetts
Ana Colmenero and Hoyt Ludington
Annalisa and Dino Di Palma

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Jennifer and Thomas Eddy
Jody and Charles Goldman
Marilyn and Charles Stuckey
Massachusetts Foundation for the
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Nick Watson
North Shore Medical Center
Patricia Moore and Wayne Sheridan
People's United Bank Community
Foundation
Rachel and Robert Lutts
Red Hat, Inc.
Robert Rudnick
Salem Five Charitable Foundation
Target
TCC Gives
The Van Otterloo Family Foundation
Tinti & Navins, P.C.

“ As a funder, collaboration and innovation are important to ECCF, and LEAP is always at the forefront of both. We felt privileged during COVID to support a quickly ramped partnership with Salem and Lynn Public Schools to provide students with virtual learning support. ”

Beth Francis, President & CEO, Essex County Community Foundation



FY2021 Contributors and Sponsors (cont.)

\$1,000 TO \$2,499

Anonymous
100 Males to College
82491 Fund of the Essex County
Community Foundation
Abhi Shelat
Admiral John Clarke Orzalli and
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Someone Else's Child
Steel Root
Terence McGinnis
The von Metzsch Family Fund of
the Essex County Community
Foundation
Valerie and Steve Fox
Vivian Vitale and Rocky Brown

\$500 TO \$999

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Robert Rosenfield
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Mary and Joel Abramson
Massachusetts Teachers Association
Nick Kraayenbrink
Nina Cohen and Craig Barrows
North Shore Ear Nose and Throat
Northeast STEM Network
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Stratford
Pam and Jim Demetroulakos
Patrick Menard
Paul Clayton
Priscilla and Peter Schwarzenbach
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Rose-Marie and Eijk van Otterloo
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Total Wine
Troutman Pepper
Wakefield Co-operative Bank
Walmart
Windover Construction
Wolpert Insurance Agency
Zaheer Law Group, PLLC
Zampell Companies



“ The programs that LEAP offers to the underserved families in its communities are vital. We have been so impressed by LEAP’s mission and by the focus, energy, and dedication of its leadership and staff. We are proud to be among its many enthusiastic and generous supporters. ”

Abby and Gene Record

\$250 TO \$499

Anonymous
Amanda Clark McMullan
Andrew Bucklin
Andrew W. Boulanger
Beth Wright
Bruce Mueller
Christine Nuccio
Diane Sullivan
Dr. Owen Mathieu and Dr. Eileen Mathieu
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Town of Grafton High School Student Activity Account
Tri City Sales
Vanessa and Manny Cruz
Vicky Gallagher

William Tinti
Yongsheng Li
Yuhao Lin

\$100 TO \$249

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Alison Richards
Alissa Snowden
Amanda Campbell and Michael Egan
Amazon Smile
Ana Nuncio
Ann Fournier
Ann Klayman
Ann Tucker and The Honorable Paul Tucker
Anne Bresnahan
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