



LEAP *for Education*

LEARN EXPLORE ASPIRE PURSUE



2022 ANNUAL REPORT

35 CONGRESS STREET, SUITE 102, SALEM, MA 01970 | 978-740-6667 | WWW.LEAP4ED.ORG

A Message From Our Leadership

This has been a wonderful anniversary year! See just how far we've come in 20 years:

- We began in 2002 with fewer than 10 students and one part-time employee; we closed the 2021-2022 school year with 542 students and 25 permanent employees.
- Originally, we served only middle schoolers in Salem. Today, we work with middle, high school, and post-secondary students in locations across four cities.
- In 2015, LEAP separated from its parent company with just \$30,000 in cash and a budget of \$500,000. We began FY 2023 with \$1.4 million in cash and a budget of \$2.6 million.
- Since 2008, 95% of our active students have enrolled in college, and in FY 2023, 68% have graduated with a post-secondary degree or certification.

FY 2022 alone has seen amazing growth:

- 40% more students and 20% growth in permanent staff
- 2X year-over-year enrollment growth in the Lynn middle school program
- 2X growth of the summer career mentoring program, serving 113 youth
- 100% fall college enrollment of our College Success Program students

GROWTH. SUSTAINABILITY. EFFECTIVENESS.

Donors look at all three when prioritizing their giving, which requires a balancing act on our part. Growth and effectiveness attract funding, but sustainability is also key to maintaining quality and retaining staff. Funding seldom accommodates all three. Accordingly, LEAP will pursue slow but steady growth in FY 2023, opening a new Lynn high school program while also focusing on sustainability, including investments in human capital (see inset on page 2).

Our success over 20 years has been possible because of your support, a talented staff, and a shared commitment to quality, equity, and opportunity. It is also very much a tribute to our students and the vision they and their parents have for their futures.

Happy anniversary to all LEAP supporters and volunteers, board, staff, partners, students, and families. We are grateful for your belief in our mission and your continued support and hard work on behalf of our students.

Sincerely,

Jody K. Goldman
Chair, Board of Directors



Linda Saris
Executive Director



Growth and Impact: LEAP Plans for an Equitable and Sustainable Future

MISSION STATEMENT: *To empower underserved students to achieve social and economic mobility by cultivating personal, educational, and career.*

PROGRESS ON 2021-2024 STRATEGIC PLAN GOALS :

GOAL	ACHIEVED
<div>Growth</div> <div></div> <div>Continue to grow programs and students served and the supports needed to sustain them.</div>	<ul style="list-style-type: none">• Overall student growth since 2019: 83%• Added middle school program in Lynn, now at 150 students/year• New high school program in Lynn planned for January, 2023• Business Partner Network tripled in size
<div>Sustainability</div> <div></div> <div>Build a stronger foundation for future financial, organizational, and human capital growth.</div>	<ul style="list-style-type: none">• Updated College Success, Career Services and project-based learning curricula• Invested in cybersecurity, moved all storage and applications to the cloud• Increased pay scales and added benefits to improve staff retention• Retained six months' operating cash• Upgraded PCs, invested in classroom technology
<div>Diversity, Equity, Inclusion, and Advocacy</div> <div></div> <div>Advance DEIA work throughout the organization and empower DEIA advocacy efforts by staff and students.</div>	<ul style="list-style-type: none">• Developed a DEIA plan• Convened a youth council for greater youth voice• Implemented social justice programs• Added diversity to Board of Directors• Performed compensation equity audit

LEAP Staff and Board of Directors

STAFF

Linda Saris, Executive Director
Daisy Angel, Program and Family Outreach Coordinator
Lia Applebaum, College Success Program Coordinator, Peabody
Ivana Buenopena, Teen Center Site Coordinator, Salem
Sandra Castillo, Expanding Horizons Site Coordinator
Raquel Castro, Development Specialist- Donor Relations
Kathy Cooper, Accountant
Ediana Cruz, College Success, SSU Social Work Intern
Kayla Dorst, Deputy Director
John Dudley, Director of Development
Victoria Edwards, Post-Secondary Associate
Rebecca Field, Manager of Middle School Programs
Suzie Giraldo, MS Program and Family Outreach Associate
Elizabeth Grella, College Success Program Manager
Nancy Kelly, Senior Development Specialist

Hilary Kopp, Senior Director of Middle School Programs
Maiya McNaughton, High School Career Coordinator
Imani Patterson, Dream MORE, AmeriCorps Fellow
Norma Ramirez, College Success Program Coordinator, Salem
Mira Rigglin, Senior Data Specialist
Naomi Sanchez, Teen Center Associate
Wanntha Sim Chanhdymany, Dream MORE Middle School Site Coordinator
Avre Vickers, Teen Center Manager

BOARD

Jody Goldman, President
Constance Rudnick Grayson, Vice President
James Rowan, Treasurer
Migdalia Gomez, Secretary
Brian Castellanos
Victor Emmanuel (Manny) Cruz
Derek Gaskins
Linda Saris, Ex Officio
Dr. David Silva

INVESTING IN HUMAN CAPITAL

Since 2019, the growth in managerial and support staff has not kept up with the growth in students and programs. Student numbers grew 83%, cities served increased from two to three with the addition of Lynn, and programs increased with the addition of a grade 6 – 12 Career Services Program. Since 2019 the growth in support and managerial roles only increased by 22%.

By the end of FY23, LEAP will have increased its investment in human capital with:

- A focus on staff recruiting and retention with the hiring of our first HR professional
- Expansion of staff capacity with a full-time volunteer and partnerships coordinator
- Hiring of two middle managers to free up the Directors' time for strategy and continuous improvement
- Across-the-board increases in salary and benefits, including a 401k matching program



Student Demographics

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

93%

LOW
INCOME

83%

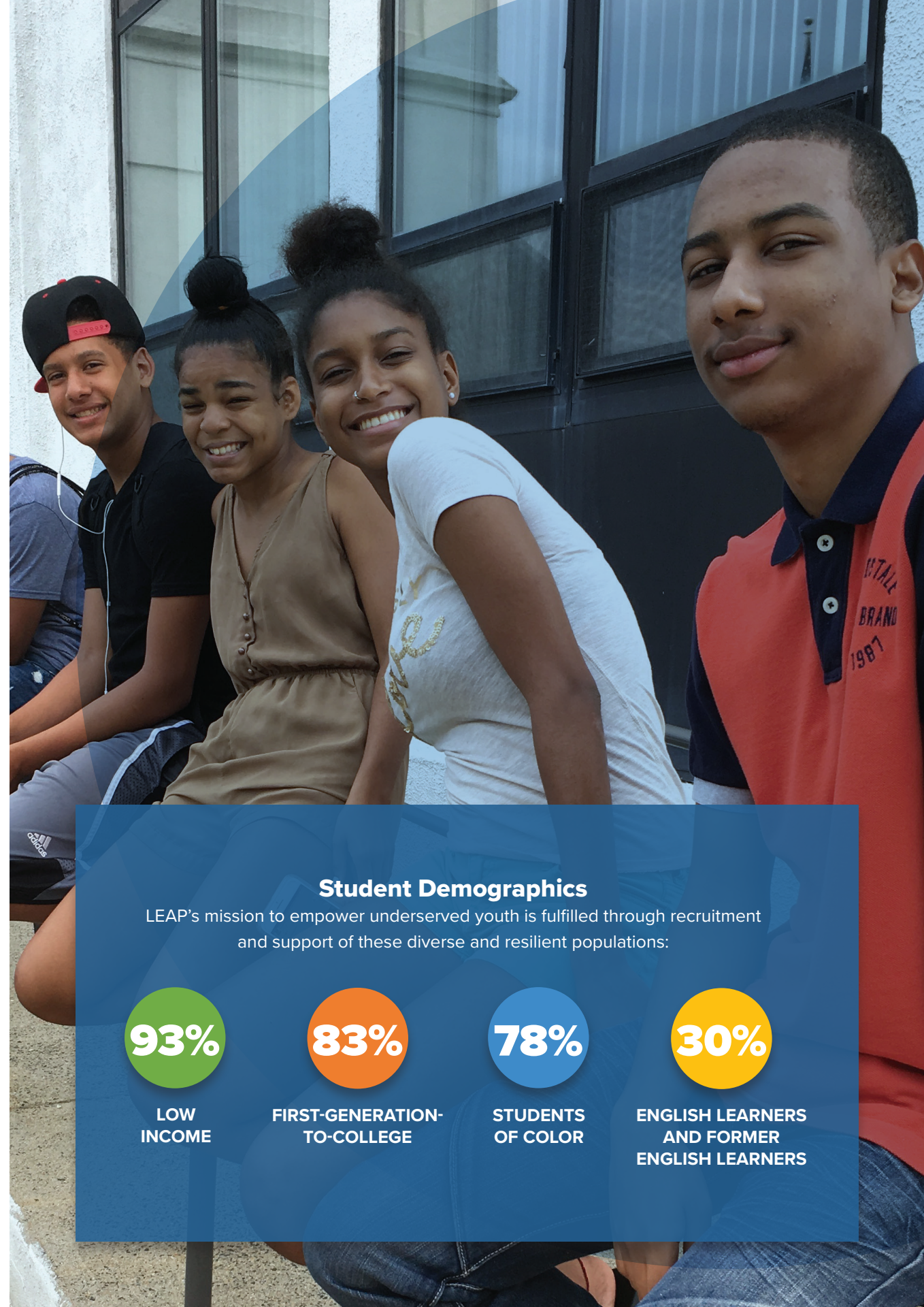
FIRST-GENERATION-
TO-COLLEGE

78%

STUDENTS
OF COLOR

30%

ENGLISH LEARNERS
AND FORMER
ENGLISH LEARNERS



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

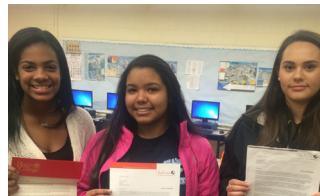
Grades 6 - 8 (Salem)
157 students in FY2022
Partnering with Salem Public Schools



Dream MORE

Grades 6 - 8 (Lynn)
138 Students in FY2022
Partnering with Lynn Public Schools

HIGH SCHOOL PROGRAMS



College Success and Early College Programs

Grades 11 - 12
(Salem and Peabody)
109 Students in FY2022



Teen Center

Grades 9 - 12 (Salem)
48 Students in FY2022

POST-SECONDARY AND CAREER SERVICES



Post-Secondary Advising

Grades 13 - 16
(Salem and Peabody)
47 Students in FY2022



Summer Work Program

Grades 9 - 16
(Salem, Peabody, and Gloucester)
69 Students in Summer 2021

SUMMER PROGRAMS 2022



Expanding Horizons

Grades 6 - 8 (Salem)
107 Students
Partnering with Salem Public Schools



Dream MORE

Grades 6 - 8 (Lynn)
81 Students
Partnering with Lynn Public Schools



Summer Work Program

Grades 8 - 16
(Salem, Peabody, and Gloucester)
113 Students

“ LEAP has been a wonderful addition to our after-school programming and exceeded all expectations. At Thurgood Marshall, we call it Dream MORE and that’s just what the kids do – explore career options, learn valuable skills, discuss and debate complicated issues, and imagine themselves the future leaders of our world, which they are! What better world to be in than one where we DREAM MORE! ”

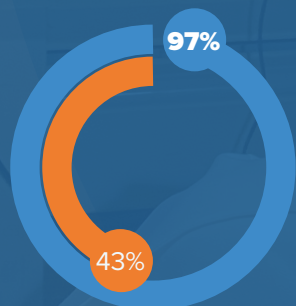
- Molly Cohen, Interim Deputy Superintendent, Lynn Public Schools, former Principal at Thurgood Marshall Middle School



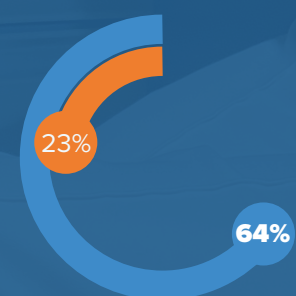


Success Outcomes

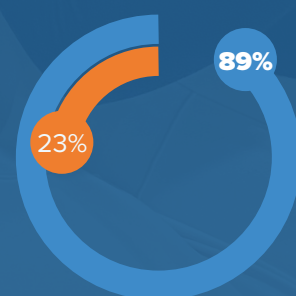
While Kelly's story is compelling, she is one of many students LEAP has helped.



COLLEGE ENROLLMENT
(All Students)



COLLEGE GRADUATION
(All Students)



COLLEGE GRADUATION
(CSP students who opt into the college advising program)

LEAP for Education

Massachusetts (Data for Low-income Students)

Student Profile: Kelly Santana



Speaking only Spanish when she arrived in Salem from the Dominican Republic, Idekelly (Kelly) Santana King, then 13 years old, struggled to form complete sentences in ESL class...but was already taking honors geometry. That says a lot about her.

Talented and determined, Kelly first heard about what was then Salem CyberSpace from her older brother. "One day," she recalls, "When I was waiting for him to gather his things, Linda approached me and invited me to come do my homework. With that invitation Cyber, as my family still calls it, went from being my brother's hiding place, to my own refuge."

"LEAP has had so many important roles in my life," she says. "When my family moved to Lynn during my sophomore year of high school, the LEAP staff not only arranged for my brother and me to finish the year in Salem, but also personally enrolled us in our new schools."

Like countless other young people, Kelly took full advantage of LEAP staff who go far beyond their job descriptions to support LEAP students. Kelly's experience applying to Salem State University speaks to LEAP's major impact: helping students with college plans. From application to helping Kelly secure in-state tuition, LEAP was there, and on hand again when she transferred to Northeastern University, where she was awarded a full scholarship. She graduated with a BS in mechanical engineering in 2017, and four years later, with a master's in computer science. Kelly also reached out to LEAP for advice as she navigated through two jobs before landing in her current position as a senior automation systems engineer at Raytheon. Not surprisingly, Kelly's advice to LEAP students today: "Persevere. Have a long-term vision. And don't let occasional setbacks distract you."

With one foot in the world of sustainability—keeping machines running as they should—and one in the world of designing ways for machines to be more productive, Kelly knows that what she does makes a difference for thousands of businesses, including our national defense. She also knows LEAP made a huge difference in her ability to envision and create her own future, just as it has for so many others.

2022

Promoted to
Senior Automation
Systems Engineer

2021

Graduated from
Northeastern
University with MS in
computer science

2018

Joined Raytheon
Technologies as a
mechanical engineer

2017

Graduated from
Northeastern
University

2012

Graduated Lynn
English High School

2008

Participated in her
first LEAP program

THIS IS OUR INNOVATIVE, WHOLE STUDENT APPROACH TO CAREER SUCCESS



“ While at LEAP, I designed a model home that can withstand natural disasters because I come from a country plagued by infrastructural violence. I really like civil engineering and architecture, and I can see myself doing that after college. ”

Isabella, freshman at North Shore Community College

“ What I like about LEAP are the people. They understand who you are and what you are and treat you like family. ”

Louchiano (Louie), 9th grader at Salem High School, LEAP Teen Center participant and former Expanding Horizons middle school program attendee



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.



“ With the help of the College Success Program, I was able to afford college and graduate in three years. This was a great honor in my family as I was the first college graduate and now a master’s graduate. ”

Rosa Alvarado, LCSW, District Director for Senator Lovely in the Massachusetts Senate

“ LEAP advisors helped me during my undergraduate years at UMass. I had more than one mentor while at LEAP. Now I am giving back and mentoring a student going to my alma mater, and it is so rewarding. ”

Jurelis Santos, Pediatric Occupational Therapist at Boston Public Schools, B.S. from UMass Amherst, M.S. from Springfield College



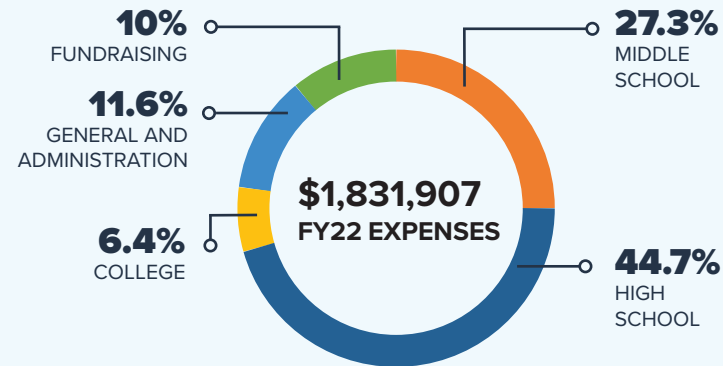
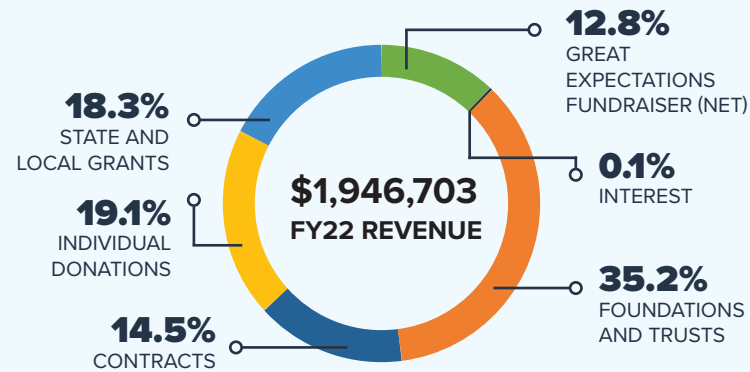
SOCIAL-EMOTIONAL LEARNING: Students develop a belief in themselves and confidence to pursue the future they want. LEAP provides mentoring programs and opportunities for students to build interpersonal skills such as communication and intrapersonal skills such as self-advocacy.

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.

Our Financials

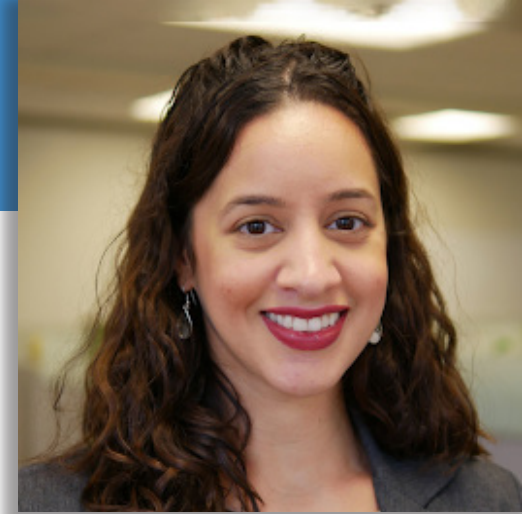
7/1/21 - 6/30/22

In our 20th anniversary year, LEAP saw revenue growth of 15% and net asset growth of 10% over the prior fiscal year. LEAP's cash position remains strong enabling us to make important investments in human capital and infrastructure in FY23.



“ Empowering and guiding students towards success is the guiding light for LEAP. As a Board member, I am honored to see the contagious dedication and passion of the LEAP team. It’s inspiring to witness what good hearts can accomplish when we work together. ”

-Migdalia Gomez, Associate Vice President of Community Engagement at the Harvard University Employees Credit Union and member of the LEAP Board of Directors



For Fiscal Years Ended June 30, 2022, 2021, and 2020

	2022	2021	2020
REVENUES	\$1,946,703	\$1,696,162	\$1,584,195
EXPENSES	\$1,831,907	\$1,464,522	\$1,161,845
SURPLUS	\$114,796	\$231,640	\$422,350

	2022	2021	2020
CASH	\$1,471,833	\$1,436,185	\$915,634
TOTAL ASSETS	\$1,573,811	\$1,539,260	\$1,177,585
TOTAL LIABILITIES	\$333,262	\$413,507	\$283,472
NET ASSETS	\$1,240,549	\$1,125,753	\$894,113

“ LEAP makes a real difference in bridging the gap that exists for underserved students, allowing them to build confidence and skills. ”

-Donna and Elliot Katzman



Volunteerism at LEAP

Through a large and diverse volunteer pool of adults, our students gain access to trusted career mentors, college coaches and program facilitators. These volunteers bring expanded worldviews and share experiences aligned with the students' interests. Our volunteers help us to keep a low student-to-adult ratio of under 10-to-1, and enable us to offer 1-to-1 college and career support.

In addition to volunteers who work directly with students, LEAP has talented, passionate and generous individuals today who serve on its board and committees, support strategic initiatives, help steward donors, fundraise and friendraise, run special events, and advocate for our students and their families.

BUSINESS PARTNER NETWORK

The Business Partner Network (BPN) is composed of eight local companies whose employees commit to helping LEAP students find their unique pathway to career success.



Visit www.leap4ed.org/volunteerlist to see our most recent and valued volunteers.

197
TOTAL
VOLUNTEERS

38
BPN
VOLUNTEERS

9
LEAP ALUMNI
MENTORS

2337
VOLUNTEER
HOURS

FY2022 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
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\$25,000 TO \$49,999

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Cosette Charitable Fund
Cummings Foundation
James C. Melvin Trust

\$10,000 TO \$24,999

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The Women's Fund of Essex County
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Anonymous
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Hoyt van Otterloo
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Jennifer and Thomas Eddy
Joanne Dale Orzalli and
Admiral John Clarke Orzalli
Jody and Charles Goldman
Marilyn and Charles Stuckey

“ I didn't have a mentor growing up, and I've always wanted to give back and be able to help young women of color be introduced to careers in medicine. For the past two years, North Shore Physicians Group has been a proud and active member of LEAP's Business Partner Network. So many of my colleagues have loved sharing their time, passions and experiences with LEAP students, and the students have shared so much with our team in return. ”

- Christine Valdes, MD, Medical Director for Diversity, Equity and Inclusion, North Shore Physicians Group

“ Since Linda Saris started her initiative to make education a reality for many who lack quality opportunities, we have loved her work. The staff are caring, dedicated and amazing professionals. Education is the great equalizer. We love supporting programs like LEAP that change lives. ”

- Rob and Rachel Lutts, Salem



FY2022 Contributors and Sponsors (cont.)

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Ross Family
Salem Five Charitable Foundation
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Ryan Heidorn, Mike Nestor
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\$1,000 TO \$2,499

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\$500 TO \$999

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\$250 TO \$499

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Hawthorne Hotel
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Jamie Schacht
Jane and Paul Stark



“ One of the many things we love about LEAP is the practical nature of their programming. Specifically, the support they provide for students to persist through post-secondary schooling, as well as the opportunities to explore strengths and interests and then connect these to academic and career pathways. LEAP really inspires each individual student to believe that a bright future awaits them. We are proud supporters indeed! ”

- Annalisa and Dino Di Palma

“ LEAP for Education is an organization that has immensely helped my mom, sister, and me. I donate because I want to contribute to LEAP's mission to empower the next generation of low-income, first-generation students who benefit from all of its after-school and summer programming, college and career prep opportunities, and the mentorship its staff provides. ”

- Sia-Linda Lebbie (right), LEAP alumna, Associate Product Marketing Manager, Google



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