



LEAP *for Education*

LEARN EXPLORE ASPIRE PURSUE



2023 ANNUAL REPORT

Closing the Opportunity Gap



A Message From Our Leadership

If you've been a longtime supporter of LEAP, then you may know that our track record of success is demonstrated by our exceptional student outcomes. LEAP students, who are 91% low-income and 90% first-generation-to-college, enroll in college and then graduate with degrees at a rate that is 2X and 3X, respectively, the average rate for demographically similar students in Massachusetts.

But have you ever wondered why? Here are 5 reasons:

- 1 A focus on closing the opportunity gap provides underserved students access to academic and career opportunities and resources to level the playing field with their wealthier peers.
- 2 Building social capital ensures that our students make important personal connections outside of school and home.
- 3 A focus on the long-game – careers with family-sustaining wages. By helping students from grades 6 - 12 align their career choices with their skills and strengths, they become more engaged learners and more intentional in how they select post-secondary pathways.
- 4 A low student-to-teacher ratio benefits from our diverse mix of LEAP staff/volunteers, school staff, and community educators. The ratio for career mentoring and college advising is 1:1.
- 5 The “we” factor – all of us, you, parents, the LEAP team and all of our partnerships with local school districts, businesses and other non-profit organizations – working together.

To understand the opportunity gap and LEAP's approach to closing it, scan the QR code to watch [Closing the Opportunity Gap](#).



In FY2023, LEAP served 628 students through a pipeline of programs from 6th grade through post-secondary graduation. This was a growth of 11% over FY22.

We have built an impactful and sustainable organization. However, our student growth is limited by our staff capacity. Additional funding is needed to hire and retain highly-skilled staff at competitive salaries and maintain low teacher-to-student ratios to provide our students the quality programs they deserve.

LEAP staff, Board and students are so grateful for your belief in our mission and your continued financial and volunteer support as we continue to build LEAP to serve more students and families in our community.

Sincerely,

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.*

UPCOMING STRATEGIC PLAN FOR FY 2025 – FY 2027

In January 2024, LEAP will start a new strategic planning process. The new plan, which will be sent to our Board of Directors in September 2024 for approval, will be informed by feedback obtained from focus group conversations with our major stakeholders: students, alumni, parents, donors, partners, volunteers, staff, businesses, and Board members. We hope you will join us in these conversations as we chart the course for the next 3 years.

PROGRESS ON OUR 2020-2024 STRATEGIC PLAN



Sustainability - Five new positions were added including an HR Coordinator, a Volunteer and Partnerships Coordinator and two new program managers. (See inset: Investing in Human Capital). Progress was made on curriculum enhancements and documentation. New programming partnerships were forged with the Latino STEM Alliance and Science from Scientists.



Diversity, Equity, Inclusion and Advocacy - We made major strides in improving the diversity of our Board and team. Currently, 55% of LEAP's Board and 73% of its managers and coordinators reflect the demographics and experiences of our youth. LEAP expanded its youth council and continued to offer middle school and high school social justice programs.



Growth - Our total student attendance grew 11% from FY2022. LEAP piloted its first teen center in Lynn, which is now open at its new location. LEAP also offered its first College Success workshops for 10th graders in Salem's Charlotte Forten Scholars Early College program. The Salem Teen Center rebounded post-COVID and saw 60 students enrolled with 15 - 25 students attending daily.

INVESTING IN HUMAN CAPITAL

At this time last year, LEAP had 11 positions unfilled (includes 5 new positions). It took us a year to fill all the positions. The Great Resignation, coupled with a year of high inflation, has made it difficult for smaller nonprofits to compete in today's job market given its lower pay scales. Despite these difficulties, we are currently nearly fully staffed. Yet, our students need and deserve consistency in their adult relationships, so retention must remain a focus. With the help of consultants, we will continue our efforts to improve work culture, revise wage bands, and evaluate new benefits and bonus plans to facilitate recruitment and improve retention.

LEAP Staff and Board of Directors

ADMINISTRATION & DEVELOPMENT

Linda Saris, Executive Director

Beth Chase, Senior Donor Engagement Specialist

Stefanie Crockett, Human Resources Coordinator

Kayla Dorst, Deputy Director

John Dudley, Director of Development

Nancy Kelly, Senior Development Specialist

Kathleen McMahon, Accountant

Mira Riggin, Senior Data Specialist

MIDDLE SCHOOL

Caitlynn Almy, Middle School Career Services Coordinator

Rebecca Field, Manager of Middle School Programs

Leigha-Mae Hubisz, Expanding Horizons Americorps Fellow

Hilary Kopp, Senior Director of Middle School Programs

Felisha Melendez, Expanding Horizons Middle School Site Coordinator, Salem

Wanntha Sim Chanhdymany, Dream MORE Middle School Site Coordinator, Lynn

HIGH SCHOOL & POST SECONDARY

Daisy Angel, Program and Family Outreach Coordinator

Lia Applebaum, College Success Program Coordinator, Peabody

Ivana Buenopeña, Teen Center Manager

Jhayr Castillo, Teen Center Coordinator, Lynn

Elizabeth Grella, Director of High School and Post-Secondary Programs

Andrew Mendes, College Success Program Manager

Maiya McNaughton, High School Career Services Coordinator

Norma Ramirez, College Success Program Coordinator, Salem

Destiny Rivera, Post-Secondary and Alumni Coordinator

Naomi Sanchez, Teen Center Associate, Salem

Shariany Soto, Teen Center Coordinator, Salem

BOARD OF DIRECTORS

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Lydia Smyers, Secretary

Brian Castellanos

Victor Emmanuel Cruz

Derek Gaskins

Jessica Huizenga, EdD

Raminder Luther, PhD

Daniel Richard

Linda Saris, Ex Officio



“Through deep relationships between staff and students and focused mentoring, students have that critical opportunity to connect, plan, thought-partner and problem-solve with a positive role model thanks to LEAP programming.”

Patrick Tutwiler, PhD, Massachusetts Secretary of Education



Student Demographics

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

91%

**ECONOMICALLY
DISADVANTAGED**

90%

**FIRST-GENERATION-
TO-COLLEGE**

79%

**STUDENTS
OF COLOR**

33%

**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

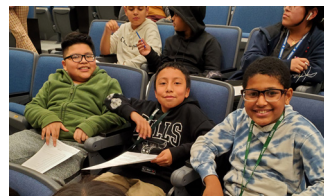


Expanding Horizons

Grades 6 - 8 (Salem)

160 Students in FY2023

Partnering with Salem Public Schools



Dream MORE

Grades 6 - 8 (Lynn)

140 Students in FY2023

Partnering with Lynn Public Schools

HIGH SCHOOL PROGRAMS



College Success and Early College Programs

Grades 11 - 12
(Salem and Peabody)

162 Students in FY2023



Teen Center

Grades 9 - 12
(Salem and Lynn)

68 Students in FY2023

POST-SECONDARY AND CAREER SERVICES



Post-Secondary, Advising and Alumni Affairs

Grades 13 - 16
(Salem and Peabody)

31 Students in FY2023



Summer Work Program

Grades 9 - 13
(Salem, Lynn, Peabody, and Gloucester)

118 Students in Summer 2022

SUMMER PROGRAMS 2023



Expanding Horizons

Grades 6 - 8 (Salem)

89 Students

Partnering with Salem Public Schools

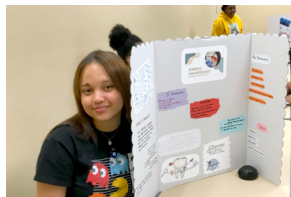


Dream MORE

Grades 6 - 8 (Lynn)

87 Students

Partnering with Lynn Public Schools



Summer Work Program

Grades 9 - 13

(Salem and Lynn)

92 Students in Summer 2023



“LEAP has been a longstanding, valued partner of the Salem Public Schools, delivering high-quality programs to over 250 middle and high school students living in Salem. LEAP helps students bridge the opportunity gap and go on to earn post-secondary degrees and pursue meaningful careers. This organization has also been an important strategic thought-partner to our district, sharing insights and ideas that enhance our delivery of high-quality educational experiences.”

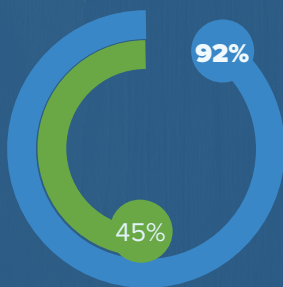
- M. Kate Carbone, Deputy Superintendent,
Salem Public Schools

CITY
CONNECTS

Computer Lab
413

College Success Program (CSP) Outcomes

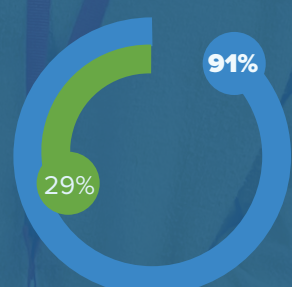
While Johanna's story is compelling, she is just one of the many students LEAP has helped.



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)



Alumna Profile: Johanna Rodriguez, LICSW

Johanna Rodriguez came to Salem in 2006 from the Dominican Republic to complete high school and college. Her father, mother and brother stayed behind in the DR so that her brother could finish middle school. Johanna lived in The Point neighborhood with her aunt, and her mother traveled between the DR and Salem. LEAP, then called Cyberspace, was nearby Johanna's home, and quickly "became my home away from home," Johanna says. Soon her cousins joined her, and "we all went there after school and didn't leave until it closed."

In her junior year Johanna entered the College Success Program. While at LEAP she worked to improve her English with volunteer Kelly Quinn, at the time a student at Salem State University's School of Social Work. Kelly was studying Spanish, so she and Johanna started journaling—Kelly in Spanish and Johanna in English. They would trade journals to translate and find out what the other was writing. Says Johanna, "I would love to see those journals now—I had some hard times then!" To this day, Kelly who herself is a social worker in Salem schools, remains an important mentor to Johanna. When Johanna graduated from Salem High she attended North Shore Community College and Northeastern University, where she studied human services.

After graduating in 2016 Johanna enrolled at Salem State University for her Master of Social Work. Her studies there were briefly paused for the birth of her daughter. Johanna finished her studies because "slow or fast I was determined to get my master's." And she did.

Johanna works as a City Connects Coordinator/Guidance Counselor at Salem's Collins Middle School. City Connects provides holistic resources to families. In this capacity Johanna says she is "recruiting students for Expanding Horizons," LEAP's afterschool and summer program. As a guidance counselor, she works specifically with eighth graders to help them transition to high school. "This is the kind of social work I want to do," she says, "this is where I want to stay."

Johanna wishes all immigrant newcomers knew about LEAP. She tells them, "You don't know what you're missing!"

LEAP is proud to have Johanna Rodriguez as an alumna!

2023

Works for Salem
Public Schools as
a City Connects
Counselor

2019

Masters in Social
Work from Salem
State University

2015

Graduated from
Northeastern
University

2012

Graduated from
North Shore
Community College

2006

Came to Salem and
started going to
LEAP

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



“This was my first summer in the Lynn Dream MORE program. I really enjoyed the field trips and song production enrichment. I learned that you can use VFX to alter sounds in song production. I hope to learn how to make animations with pictures in my photography enrichment this year.”

Alexander, 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.



“LEAP’s mentoring programs helped me develop achievement-oriented behaviors that were not yet ingrained in me. LEAP’s College Success program was also there to help me navigate my college path, including assistance in academics, financial aid and scholarships, career direction, and emotional encouragement - areas that many first-generation students struggle with.”

Lenny Tejeda, Paralegal Assistant, Holland & Knight LLP



“My career mentor was very helpful. From time to time, we would get off topic, laugh, and talk about our day. I couldn’t have asked for a better mentor.”

Nayelis, 10th Grader, Essex North Shore Agricultural & Technical School



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.

“I came to LEAP with a love for science and a good academic record, but LEAP staff helped me get into college and helped me find my internship at Cell Signaling Technology, which launched my career. I am currently in a PhD program and doing lung cancer research at Yale University.”

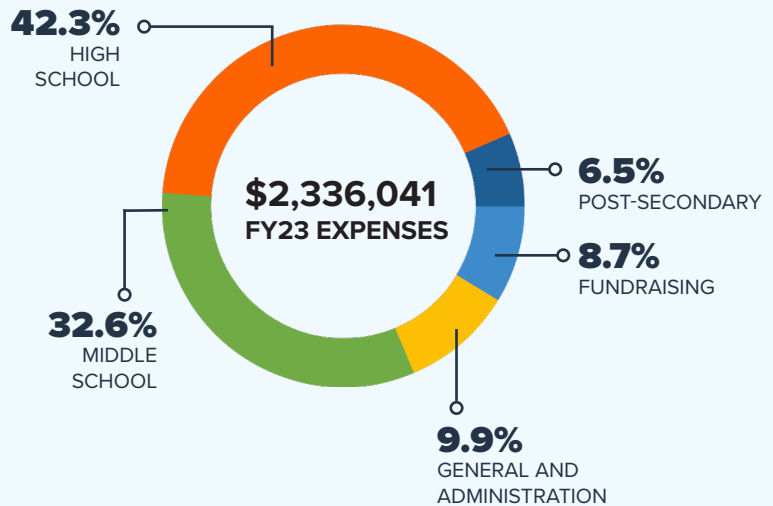
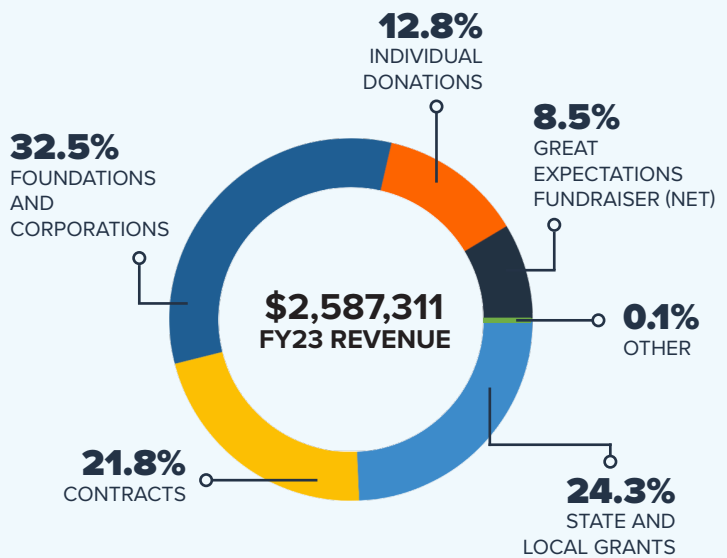
Shannon Silva, Yale University PhD Candidate



Financials

7/1/22 - 6/30/23

LEAP saw revenue growth of 33% and net asset growth of 20% over the prior fiscal year. LEAP's cash position remains strong, enabling us to make important investments in human capital and infrastructure in FY24.



“North Shore Bank is proud to be a longtime philanthropic partner in LEAP’s mission, unique model, and student success. With such strong fiduciary oversight from the LEAP Board and leadership staff, we are always confident that our charitable investments and impact will be maximized.”

Mike Wheeler, President, North Shore Bank



“For the past several years, Brookwood Financial Partners, LLC has been a LEAP sponsor supporting its life-changing programs. This year we joined LEAP’s Business Partner Network to provide an opportunity for our employees to personally contribute to LEAP’s mission through participating in the mentorship program. Our employees experienced first-hand the incredible impact on a young person’s life that a little support and guidance can bring. We firmly believe in giving our time and financial support and encourage our community to do the same.”

(From left to right) Thania Potosme, Matt Brown, Marcia Strouss, and Michael McTeague of Brookwood Financial Partners



For fiscal year ended June 30, 2023

	2023	2022	2021
REVENUES	\$2,587,311	\$1,946,703	\$1,696,162
EXPENSES	\$2,336,041	\$1,831,907	\$1,464,522
SURPLUS	\$251,270	\$114,796	\$231,640

	2023	2022	2021
CASH	\$161,469	\$1,471,833	\$1,436,185
TOTAL ASSETS	\$2,074,713	\$1,573,811	\$1,539,260
TOTAL LIABILITIES	\$582,894	\$333,262	\$413,507
NET ASSETS	\$1,491,819	\$1,240,549	\$1,125,753

Volunteerism at LEAP

Volunteers play a crucial role in bridging the opportunity gap by introducing students to career opportunities and educational pathways they might not otherwise discover. Volunteers also help our students develop professional networks, serving as important connections outside of the classroom and home.

In addition to those who work with our students, many other talented and passionate individuals serve on our Board and committees and provide administrative support. They provide vital support for strategic initiatives, donor stewardship, fundraising and friend-raising endeavors, special projects and events, and tirelessly advocate for our students and mission.

We extend our deepest gratitude to every volunteer for their dedication and commitment to making a lasting difference in the lives of LEAP students.



165

TOTAL VOLUNTEERS

1916

VOLUNTEER HOURS

BUSINESS PARTNER NETWORK

Our Business Partner Network (BPN) currently consists of eight dedicated local companies collaborating with LEAP to guide students toward career success. Through events, resources, and direct volunteerism, as well as funding, they actively support our shared initiatives.

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



“Prior to joining LEAP’s Board, I was a volunteer career mentor for two summers. Working with LEAP students as a mentor and now, as a new Board member, I see the impact LEAP staff make each day and admire the talents and accomplishments of LEAP students and alumni.”

(left) Lydia Smyers, Vice President, US Education, Microsoft, and LEAP Board of Directors, shown alongside her new friend (right) Sandra Castillo, LEAP alumna, former LEAP middle school program coordinator, and current Salem Public Schools teacher

FY2023 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+

- Lynn Public Schools
- Massachusetts Department of Elementary and Secondary Education
- Massachusetts Executive Office of Housing and Economic Development
- MassHire and Commonwealth Corporation
- Norman H. Read 1985 Trust
- Salem Public Schools

\$50,000 TO \$99,999

- Amelia Peabody Foundation
- Cell Signaling Technology, Inc.
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- Salem State University Forten Scholars Early College Program
- Small Steps Fund of the Essex County Community Foundation
- Wellington Management Foundation

\$25,000 TO \$49,000

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\$10,000 TO \$24,999

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- North Shore Bank
- Old Neighborhood Foods
- Salem Board of Commissioners of Trust Funds

- Santander Foundation
- United Way of Massachusetts Bay & Merrimack Valley

\$5,000 TO \$9,999

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- City of Peabody CDBG
- City of Salem CDBG
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- New England Patriots Foundation
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- Smyers Family
- Someone Else’s Child
- The Women’s Fund of Essex County
- Vivian Vitale and Rocky Brown

\$2,500 TO \$4,999

- 82491 Fund of the Essex County Community Foundation
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- Annalisa and Dino Di Palma
- Anne Welch
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- David Silva and Bruce Mueller
- Delulis Brothers Construction
- Diane and Richard Pabich
- Donna and Elliot Katzman
- Dr. Stephen Saris, Brigham and Women’s Hospital, Mass General Brigham

- Essex County Community Foundation
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\$1,000 TO \$2,499

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Witch City Walking Tours

\$500 TO \$999

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Walmart Lynn
Walmart Salem
Weaver Orthodontics
Wolpert Insurance Agency

\$250 TO \$499

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Boda Borg
Breno de Medeiros
Bridget and Anthony Chambers and
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Christie and Dan Ryan
Christina and Ralph Sweetland
Christine Ogborn
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Daniel Cabrera
Darcy Immerman
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Debra Ruggiero
Dr. Christine Valdes
Dr. Mary-Lou Breitborde and Robert
Scheier
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Mathieu
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Givinga Foundation
Hawthorne Hotel
Imani Gatson Maddox
Jason Huang
Jean and Doug Karam
Jeannette and Peter McGinn
Jennifer and Scott Freedson
Jennifer Gillis



“The teachers who facilitated Latino STEM’s robotic program were creative, collaborative, and gave the students a wonderful experience while gaining coding and other CS skills. Our partnership with LEAP will absolutely continue far into the future, and we hope to develop even more fun and accessible STEM learning opportunities for the communities of Salem and Lynn!”

Lauren Cooke, Director of Programs and Partnership, Latino STEM Alliance

Karen and Dan Mosman
Kay and Dr. Brendan Walsh
Louise Borke and Gerald Brecher
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Luke Mulcahy
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Sue and Gene Mickey
Susan and Mark Nesline
Tea Forte
The Dana Family
The Quinn Family
The Salem Inn
Trevor Haba
Tri City Sales
Yuhao Lin

\$100 TO \$249

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A Fortunate Friend of John Dudley
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Amy Ross
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Boston Pizza Tours
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Charity Lezama
Charles Riverboat Company
Chip Tuttle
Christine Kressirer
Christine Thomson
Colleen Pimentel

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Kelly A. Quinn
Kenneth Clayton
Kevin Dorst
Kit Jenkins

“I have found great joy in working with LEAP over the past 6 years. They really have trusted me in my capacities to work in different roles for different programs that they provide to our youth. I truly feel valued by LEAP, not just by what I’ve experienced, but also by how they’ve continued to find ways to expand their programming and include more youth support in a growing number of districts.”

Terrell Greene, Dean of Students at Collins Middle School in Salem and Mentor/Co-Facilitator at LEAP's Brothers for Success mentoring program



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 Thomas H. MacDonald and William S. Henning
 Tingting Ai
 Tom Kinneman
 Vanessa and Manny Cruz
 Vasilii Graticilevskii
 Wendi Yang
 Yolanda Kodrzycki
 Ziyang Yu

UP TO \$100

A & B Kitchen & Bar
 Adriatic Restaurant and Bar
 Alicia Sheridan
 Amy and Jon Workman
 Amy Smith
 Anne Campbell
 Anonymous (3)
 Anya Goodridge
 Bit Bar
 Boston Bruins Foundation
 Boston by Foot
 Boston Swan Boats
 Brenda J. and John P. Ellingwood
 Brian Cuartas
 Buffalo Wild Wings
 C. Rebecca Robinson
 Caron and Fred Golder
 Century House
 Charles River Canoe and Kayak
 Cheesecake Factory
 Cherry Farm Creamery
 Cheryl Mazer
 Chipotle Mexican Grill
 Chris Phaneuf
 Christine Brooks
 Cinema Salem

Claire Dembowski
 Dana L. Sprake
 Daniella's Cafe
 Dave Eng Flowers
 Dawn Plump
 Denisha Dominguez
 Dennis Pilger
 Deury Collado De Jesus
 Donna Gardynski
 Dr. Beatrice Lorge Rogers
 Elaine Lally
 Elaine Wintman
 Elayne Charron
 Elizabeth Day
 Engine House Pizza
 Essex Agricultural Society
 Essex River Cruises
 Flora and Jeffrey Cohen
 Gourmet Garden
 Hannah Diozzi
 Harvard Museums of Science & Culture
 Improv Asylum
 In the Game--Peabody
 Jan Dudley
 Jennifer Ellingwood and Jeremy Kraft
 Joan Levine
 Kate Jorgenson
 Katherine Nowak Crane
 Kathryn Nielsen
 Kelly's Roast Beef
 Kendra Scott Jewelry
 Kristine Magner
 Lattanzi Insurance Agency Inc.
 Laura Lanes Skin Care
 Leeme Luong
 Lisa W. Parker
 Lorraine Shallow
 Lucille Grant Morton



“The *YOUth Lead the Way* project and exhibition have been a phenomenal experience and partnership between LEAP and Lynn Museum. Students researched what activism is, explored issues within the Lynn community, and learned about the impact of youth activism. By the end of the program, the students identified as youth activists and looked forward to getting more involved.”

Doneeca Thurston, Executive Director, Lynn Museum/Lynn Arts

Lynn Museum
Margaret Somer
Market Basket
Marlene and Brad Maloon
Martha Tierney
Martin Grady
Mary Alice Alexander
Mary Byrne
Maryanne Askwyth
McKeon-Millard Family
Miao Li
Michelle Teehan
Mira Riggan
MK Adams
Molly R.
Nancy and Neal Granoff
Nancy Kelly
New England Dog Biscuit
Nicholas Santoro
Nicole Wright
Olga Cruz
Paige and John Montrone
Patricia Grella
Patti and Lindsay Morsillo
PayPal Giving Fund
Rachel Saint-Firmin
Roseadela's LLC
Sabatino's Restaurant
Salem Kids Tours
Schooner Fame
Shelby Hypes
Shelly Thomas
Super Sub Shop
Susan and Wayne Stelk
Sylvan Street Grille
The Bishop Family
The Cheese Shop of Salem
The Chocolate Pantry

The Ciuchta Family
The Juicery
Tim Dignam
Todd Cummings
Tree Top Adventures @ the Irish Cultural Centre
Tyler Hackman
York's Wild Kingdom and Zoo
Zoo New England

GIFTS MADE IN HONOR OF

Anthony Owens
Carol Cushing
Claudia Chuber and Paul Ellingwood (3)
Constance Rudnick Grayson (7)
Dena and Edward Bailey
Ellen Galligan
Gabriel Vallenganes
Kara McLaughlin
Linda E. Saris (4)
Louise Swiniarski
Margaret and Richard Bowen
Marjorie Katsikis and George Kotzamanis
Maura Crowther
Michael Gruender and Steve Orlando
Steven Becroft
Steve Orlando

GIFTS MADE IN MEMORY OF

Andy Espinal
Ann Cohen
Betsy Merry
Chris Landman
E. Gerald Corrigan
Henderson A. Stern
Mary Ann Gaskins
Tim Long

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“The Women’s Fund of Essex County is proud to support LEAP’s programs for middle and high school girls. In 2023, we funded the Women Power STEM Club to introduce young women to careers in STEM, a field where women, particularly women of color, are historically under-represented. LEAP and the Women’s Fund are aligned in our goal of supporting women’s economic self-sufficiency.”

Trish Moore and Wendy Roworth, Co-Presidents of the Women’s Fund, which recently celebrated its 20th Anniversary and has supported LEAP since 2015



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

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