



LEAP *for Education*

LEARN EXPLORE ASPIRE PURSUE

ANNUAL REPORT

*The Power of
Partnerships*

A Message From Leadership

LEAP's theme throughout the year, as exemplified at our Great Expectations gala, has been the Power of Partnerships. Our ability to live up to our values, meet our goals and serve almost 600 uniquely talented students is largely possible because of our partners, donors and volunteers.

If you missed it, use the QR scan below to view our "Power of Partnerships" video.



Accordingly, LEAP made volunteerism, partnerships and collective impact key pillars of our new FY 2025-2027 Strategic Plan. We have invested resources to strengthen our capacity to recruit and manage volunteers and partners by:

- **Creating the full-time position of Volunteer and Partnerships Coordinator;** and,
- **Working towards Service Enterprise Certification awarded by the Mass Service Alliance to organizations with volunteer best practices.**

In FY2024, we collaborated with eight business partners and welcomed 169 volunteers who worked over 3,000 hours during the year to provide student academic, post-secondary and career services, as well as work on data projects, events and fundraising, strategic planning and board service.

Our FY2025-FY2027 Strategic Plan (See Strategic Plan overview on opposite page) is an inclusive effort involving over 100 stakeholder interviews and surveys. This plan will drive student and organizational success through focused investments in people, programs and partners.

Other accomplishments in FY2024:

- **Served 577 unique students, with average attendance rates of 85%**
- **A post-secondary enrollment rate of 90% and post-secondary graduation rate of 90% for those who continued with our postsecondary advising for their first year**
- **100% of students completed and 93% presented their projects in our Summer Work Program, which employed 97 students, each working one-on-one with a volunteer career mentor**
- **Named one of six national finalists for excellence in summer learning from the National Summer Learning Association for our unique middle school summer program operated in partnership with Lynn Public Schools**

LEAP staff, board members and students are so grateful for your belief in our mission and your continued support and volunteerism as we and our partners continue building LEAP to serve more students and families in our community.

Sincerely,

Constance Rudnick Grayson
Chair, Board of Directors

Linda E. Saris
Executive Director



Strengthening Student, Organizational and Community Success

Strategic Plan 2025 - 2027

VISION: *A world where all youth have quality education, resources, and allies to navigate a path to a successful career and economic mobility.*

MISSION: *To support youth in their personal, educational, and career growth by partnering with the community to increase opportunities and advance equity.*

VALUES:

Growth Mindset - Learning, adapting, and believing in one's ability to grow

Relationships - Developing long-lasting, collaborative partnerships to increase social capital and collective impact

Opportunities - Designing innovative programs that create and expand equitable access to growth opportunities

Well-being - Prioritizing the mental and emotional health, sense of belonging, and happiness of our diverse community.

IN 3 YEARS, LEAP WILL:



Serve **10% more youth** by reaching our maximum capacity goals and leveraging collaborative partnerships and programs to broaden our reach without straining resources.



Retain a **highly trained and well-supported staff** of paid employees and volunteers, ensuring consistency and quality for our youth, and the ability to replicate our program model in new locations and thrive with a regional out-of-school time educator pathways network.



Increase **youth retention and engagement**, resulting from continued innovation in programs, advancement of alternative post-secondary pathways and expanded community collaborations.



Remain **operationally and financially strong** and well-positioned for future student growth and impact in our communities.

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Taylor Mimms, Salem Middle School Site Coordinator

Wanntha Sim Chanhdymany, Middle School School Manager

Brandon Sungy, Middle School Data Specialist

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Jhayr Castillo, Lynn Teen Center Site Coordinator

Sarelle Creesy, Career & Education Pathways Manager

Allison De La Puente, Lynn Teen Center Associate

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

Brittany Hadzy, Salem Teen Center Coordinator

Stephanie Makary, Post-Secondary Associate

Nicole McClain, Career & Education Pathways Coordinator

Lara São Pedro, Post-Secondary and Alumni Coordinator

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Raminder Luther, PhD

Daniel Richard

Linda Saris, Ex Officio



“I have followed LEAP for over 10 years and have also been a career mentor as part of their Summer Work Program. LEAP does an outstanding job engaging youth in Salem during the summers and after school and providing them with opportunities that advance their personal, educational and career growth. As Mayor, I am so grateful for LEAP’s support of our youth in grades 6 through college.”



Student Demographics

LEAP supports these diverse and talented populations:

83%

LOW INCOME

83%

FIRST-GENERATION-
TO-COLLEGE

81%

STUDENTS
OF COLOR

34%

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)

132 Students in FY2024

Partnering with Salem Public Schools



Dream MORE

Grades 6 - 8 (Lynn)

136 Students in FY2024

Partnering with Lynn Public Schools

HIGH SCHOOL PROGRAMS



College Success and Early College Programs

Grades 11 - 12
(Salem and Peabody)

134 Students in FY2024



Teen Center

Grades 9 - 12
(Salem and Lynn)

81 Students in FY2024

POST-SECONDARY AND CAREER SERVICES



Post-Secondary, Advising and Alumni Affairs

Grades 13 - 16
(Salem and Peabody)

35 Students in FY2024



Summer Work Program

Grades 9 - 13
(Salem and Lynn)

97 Students in Summer 2023

**SUMMER
PROGRAMS 2024**

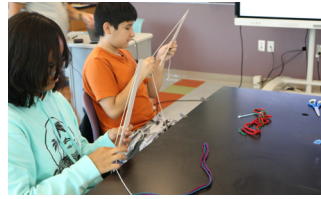


Expanding Horizons

Grades 6 - 8 (Salem)

113 Students

Partnering with Salem Public Schools

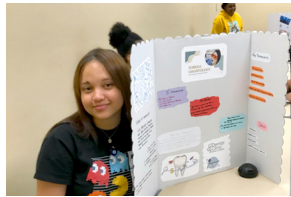


Dream MORE

Grades 6 - 8 (Lynn)

119 Students

Partnering with Lynn Public Schools



Summer Work Program

Grades 9 - 13
(Salem and Lynn)

97 Students in Summer 2024



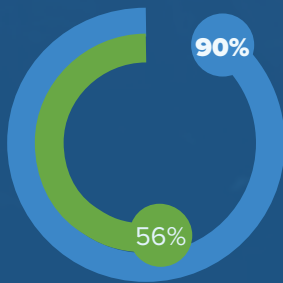
“Since I arrived at Lynn Public Schools two years ago, I have been fortunate to observe the work that LEAP does with our students at Thurgood Marshall Middle School and our teens at the LEAP Teen Center. Students needing an inclusive after-school space to enhance their learning, engage in their communities and explore a pathway for post-secondary credential and future careers are able to find these opportunities through the programming offered at LEAP.”

*Maricel Goris, Lynn Public Schools
Deputy Superintendent*

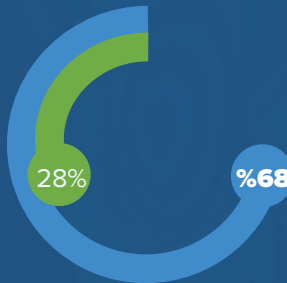


Post-Secondary Outcomes

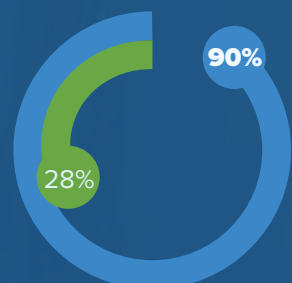
While Kevin's story is compelling, he is just one of the many students LEAP has helped.



COLLEGE ENROLLMENT
(All Students)



COLLEGE GRADUATION
(All Students)



COLLEGE GRADUATION
(Post-secondary students who opt into our advising program)

● LEAP for Education

● Massachusetts (Data for Low-income Students)



Alumnus Profile: Kevin Melo

Kevin Melo has been a part of LEAP for more than half his life. He arrived in Salem from the DR with his mother when he was eleven years old. At the time, LEAP was still known as “CyberSpace,” and attending CyberSpace changed his life. Kevin made friends and learned English, practicing with his friends. CyberSpace was also his go-to place for homework help.

Promoted to Software Developer II

2022

“LEAP helps a lot of students who don’t have anyone...LEAP was my everyone.”

-Kevin Melo

Hired as an intern, then a full-time software developer at DataOne Software

2019

Kevin fell in love with computers at LEAP. “I’d racethrough my homework,” he said, “so I could have more time on the computer.” As a participant in the College Success Program (now College and Career Pathways Program), Kevin realized how influential learning about computing was, and with the guidance of his advisor, began to think about the kind of post-secondary education he would need to pursue a career in computing. He credits LEAP staff with enabling him to think through his choices so that by the time he reached Salem State he did not have to pick a “placeholder major” as he calls it, but instead knew he was taking the first steps to reach his career goal by majoring in computer science.

Graduated from SSU with a BS in Mathematics and Computer Science

2019

In his senior year Kevin was offered a paid internship at start-up DataOne Software, located in the Cummings Center. After graduation, he was offered a full-time position, and he remains at DataOne five years later having been promoted to Software Developer II. Kevin believes that LEAP has had a “profound effect” on his life and that exposed him to things and ideas he never would have thought about. At LEAP he also “met good people” and says that other young students today will find that is still true. “LEAP helps a lot of students who don’t have anyone,” Kevin concludes, “LEAP was my everyone.”

Began tutoring LEAP students and teaching a summer programming class

2017

Arrived in Salem from the Dominican Republic and started going to LEAP

2009

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



“As a middle schooler I loved all the STEM enrichments at LEAP and the opportunity to meet women role models in the field. This past summer, I did my first Summer Work Program and completed a project on environmental robots with a mentor with experience in the field.”

Carla, Summer Work Program Participant

ACADEMIC ENRICHMENT: Students learn in a variety of settings that broaden their academic knowledge. Project-based, 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.



“As a first generation college student, LEAP has been a life-changer in my journey from high school to college. They’ve supported me in academics, scholarships and career direction. I now feel more confident about my abilities to be successful and motivated to give back to my community.”

Edson, LEAP Post-Secondary Student



“Brothers for Success means hanging out with friends, talking about social things, and making sure everybody is a good, outstanding person. Being a part of Brothers has made me more confident and engage with everything I do and make feel 100% with everything.”

Armani, Brothers for Success Participant



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-awareness.

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.

“During my time at the Summer Work Program, I got the opportunity to be mentored by Joseph St. Pierre. He was an amazing guy; he helped me develop my project and helped me network. I hope to partner up with him again so I can learn more valuable skills.”

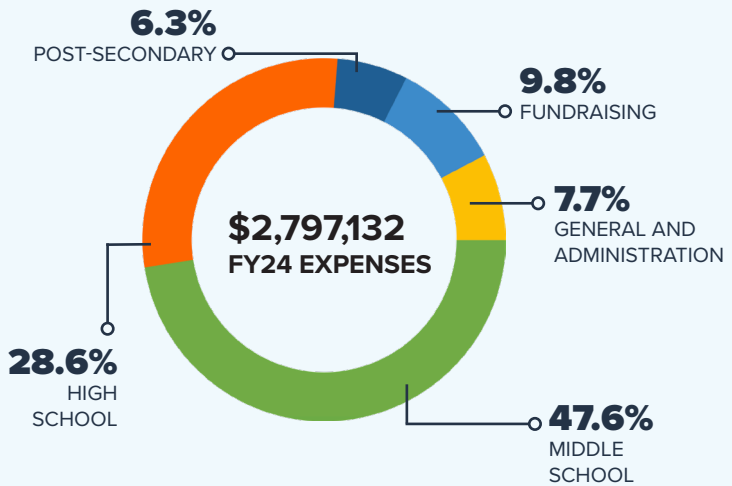
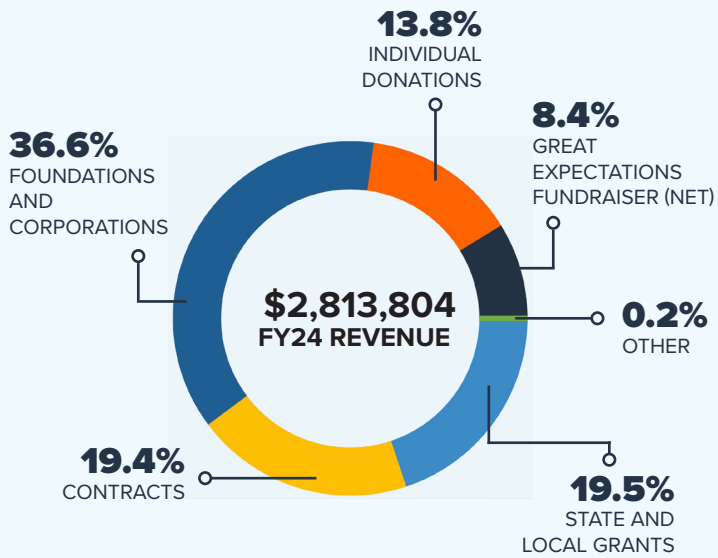
Carlos, Summer Work Program Participant



Financials

7/1/23 - 6/30/24

LEAP saw revenue growth of 9% over the prior fiscal year. LEAP's cash position remains strong, enabling us to meet our goals in our new 3-year Strategic Plan.



“As the father of a LEAP student and a member of LEAP’s Board, I see the impact LEAP staff make each day. My child has benefitted both academically and socially/emotionally from skills learned at LEAP.”

Dan Richard, LEAP Parent and Board Member

“Earlier this year, I was extremely fortunate to have the opportunity to help educate LEAP students at the Lynn Teen Center about Financial Literacy. Their engagement and excitement regarding the material was incredible and their willingness to learn was insatiable. I cannot wait for my next chance to work with these students; what they learn in LEAP is so important and valuable. It was the most rewarding, heartwarming, and hopeful experience I have had this year.”

Kyle Marsh, LEAP Alumnus, Volunteer and North Shore Bank Branch Manager



For fiscal year ended June 30, 2024

	2024	2023	2022
REVENUES	\$2,813,804	\$2,587,311	\$1,946,703
EXPENSES	\$2,797,132	\$2,336,041	\$1,831,907
SURPLUS	\$16,672	\$251,270	\$114,796

	2024	2023	2022
CASH	\$1,669,237	\$1,614,694	\$1,471,833
TOTAL ASSETS	\$2,021,281	\$2,074,713	\$1,573,811
TOTAL LIABILITIES	\$512,790	\$582,894	\$333,262
NET ASSETS	\$1,508,491	\$1,491,819	\$1,240,549

Volunteerism at LEAP

Volunteers are the heart and soul of LEAP, providing invaluable support and guidance to our students as guest speakers, mentors, activity leaders, tutors and more. LEAP volunteers open doors to new possibilities, connecting our students with career opportunities and educational paths they might never have imagined. By building essential professional networks within our communities, our volunteers equip students with the tools they need to succeed. Their real-world experiences and expertise bring our curriculum to life, inspiring students to discover more and dream bigger.

Beyond their direct work with students, our dedicated volunteers play a crucial role in shaping LEAP's strategic direction and ensuring its sustainability. They serve on our Board and committees, providing invaluable insights and expertise. Their fundraising efforts and advocacy work help us secure the resources needed to expand our programs within our communities and reach more students in a meaningful and impactful way. Their commitment to our mission inspires others to support our cause, fostering a sense of community and shared purpose.

We are incredibly grateful to all of our volunteers for their continued support and dedication to our students and LEAP's mission. Thank you!

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

169
VOLUNTEERS

3253
VOLUNTEER HOURS



“My time volunteering at one of LEAP’s middle school after school programs has been incredibly rewarding in so many ways: especially working with inspiring and dedicated teachers, supporting students in their various projects and helping to problem-solve issues, and feeling that I am making a positive contribution in very real ways.”

Alice Cort, Dream MORE Volunteer

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.



FY2024 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

MassHire and Commonwealth Corporation

Norman H. Read 1985 Trust

\$50,000 TO \$99,999

Amelia Peabody Foundation

Cell Signaling Technology, Inc.

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James C. Melvin Trust

Lloyd G. Balfour Foundation, Bank of America, N.A., Trustee

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Small Steps Fund of the Essex County Community Foundation

The Van Otterloo Family Foundation

Wellington Management Foundation

\$25,000 TO \$49,000

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City of Salem

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Cosette Charitable Fund

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Education Comes First

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\$10,000 TO \$24,999

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 Weaver Orthodontics



“I had the pleasure of attending LEAP’s paid Summer Work Program gallery walk, where I saw the many projects that fifty Lynn teens completed with their one-on-one career mentor. I also attended the Dream MORE afterschool showcase, where Marshall Middle School students explained the projects they had worked on over a 10-week session. LEAP programs are essential to supporting youth on their education and career pathway.”

Dan Cahill, MA Representative

\$250 TO \$499

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“As a former Chief of Police and now District Attorney, I know firsthand the importance of programs like those offered by LEAP for Education. LEAP offers students more than a safe place to go when school is out but also supports students in preparing an education and career plan for their future.”

Paul Tucker, Essex County District Attorney

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Yolanda Kodrzycki



“Volunteering with LEAP has been incredibly rewarding. Connecting with the students, witnessing their growth, and seeing their change in perspective fills me with pride. While I know my impact on their lives has been small, they have made a significant impact on mine. Each student I have worked with has taught me the power of showing up and giving your best effort toward your goals. I am truly inspired by their willingness to grow and the positive influence of LEAP.”

GIFTS MADE IN HONOR OF

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Margaret and Rich Bowen
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Claudia Chuber
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Anne Marie Larkin Conley and Edward F. Conley Jr.
Ryan Dudley
Don Gardner
Mary Ann Gaskins
Betsy Merry

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Applied Materials
Google
Microsoft
New York Life Employee Giving
Van Otterloo Foundation

* = *sustaining donor*

“My wife Mary and I have been supporters of LEAP for several years. They are focused on developing the academic, workplace, and social-emotional skills necessary to find a career that best embraces their talents and interests. The staff works with students after graduation to make sure the transition to college or a vocation is as seamless as possible. LEAP also works tirelessly with community leaders to address common challenges and develops plans that mitigate these issues. Kudos to the LEAP staff. They make a difference in the lives of so many of our residents and we are proud to support their efforts.

Joel Abramson, LEAP supporter and founder of the Lynn Education District



LEAP for Education's mission is to support youth in their personal, educational, and career growth by partnering with the community to increase opportunities and advance equity.

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