

SUMMER
SEARCH



ANNUAL REPORT



2019



"Summer Search is real. It's transformative. It's deep, uncomfortable, and unconditional. It helps you imagine new possibilities, tap into your internal strengths, and achieve incredible things."

—Nathaly, Summer Search Alumna



LETTER FROM OUR CEO

DEAR SUMMER SEARCH COMMUNITY,

Summer Search envisions a world in which young people have the opportunity to fulfill their potential and lead their families and communities to thrive. As we head into our 30th year—2020—I am deeply inspired by the collective contributions of our alumni. The most rewarding part of my role is connecting with alumni and witnessing how they are achieving their aspirations, making positive change in the world, and thriving.

As we partner with our students, we are reminded daily that these young people possess strengths and potential and they have ambitious visions for their futures. Our programming strives to support them to develop the power and confidence to pursue their personal, academic, and professional dreams.

In the face of growing inequality and unequal opportunities for the next generation of Summer Searchers, we are evolving our programming to meet their bold visions of success. This past year we created a new post-secondary program design based on our refreshed theory of change, developed implementation plans for group mentoring, launched our Depth Mentoring Institute, and opened a mentoring center in the Bronx.

We look ahead with optimism and hope. While this work has never been more necessary, the collective commitment and resolve of the Summer Search community is unwavering. Together we are empowering young people to confidently pursue their dreams.

Thank you for your partnership,

DR. MARC SPENCER

SUMMER SEARCH

SUMMER SEARCH

exists to ensure that a young person's potential isn't limited by inequities. For 30 years we have partnered with young people to support them to develop the power and confidence to pursue their personal, academic, and professional dreams.



WE CURRENTLY SERVE 3,735 STUDENTS IN 5 REGIONS

Our staff spent more than **27,000** hours mentoring and engaging with students last year.

Students build supportive and sustained relationships with their mentors and peers to reflect on life experiences, actions, identities, and communities.

Last year, nearly **900** students spent their summers on challenging and empowering wilderness, community service, academic, and internship experiences all over the world. On their journeys, Summer Searchers:

Hiked **23,432** miles



Completed **20,559** hours of service



Paddled **11,032** miles



Climbed **13,555** feet

Completed **5,900** hours of academic work



BAY AREA
Founded: **1990**
Students Served: **3,503**
Partner Schools: **33**

BOSTON
Founded: **1996**
Students Served: **2,183**
Partner Schools: **37**

NEW YORK CITY
Founded: **2003**
Students Served: **1,002**
Partner Schools: **25**

SEATTLE
Founded: **2003**
Students Served: **514**
Partner Schools: **8**

PHILADELPHIA
Founded: **2006**
Students Served: **308**
Partner Schools: **6**



"Trusting [my mentor] made me feel like I can change the world. It made me realize that I needed people who have my back as much as I have theirs. She is part of my chosen family, one of the people that I can turn to."

—Ren, Summer Search Student



"This [trip] was by far the best experience I could ever have. I didn't just experience something great, I met amazing people who I consider my friends and even family."
—Aaliyah, Summer Search Alumna

SUMMER SEARCH

**THRIVING ADULTS WITH PURPOSE
& FINANCIAL WELL-BEING**

CAREER READINESS SUPPORTS
Career fluency, professional skills, and
social capital supports

POST-SECONDARY ADVISING
Support on their journeys towards
their educational and long-term goals

SUMMER EXPERIENCES
Opportunities for growth and connection
through concentrated experiences that
challenge and empower students

MENTORING
Supportive and sustained relationships with
adults and peers to reflect on their actions,
life experiences, identities, and communities



**HIGH SCHOOL
SOPHOMORES
W/STRENGTHS
& POTENTIAL**



**OUR PROGRAM IS EVOLVING
TO MEET THE NEEDS OF THE NEXT
GENERATION OF SUMMER SEARCHERS**



“Because of Summer Search, my world has expanded, and I see the many possibilities ahead of me.”

—Wade, Summer Search Student



OUR STUDENTS ARE MAKING REMARKABLE ACCOMPLISHMENTS

**Our students go to college,
graduate on time, AND with less debt:**

.....

97% of high school seniors were accepted to
2-year or 4-year colleges.

68% earn a bachelor's degree
compared to 21% of their peers.

71% of alumni graduate within 4 years, more than
2× the national average of 33%. (NCES)

The majority of our alumni who hold student debt hold
less than \$30K, compared to \$50K for young adults aged
22–35 who borrowed money to attend college. (ASA)

ALUMNI ARE THRIVING



OPTIMISTIC

80% of alumni said they feel optimistic about future job opportunities, compared to the national average (65%)

ENGAGED

66% of alumni said they volunteered for an organization in the past year, 2× the national average (32%)

THRIVING

Alumni were **3×** more likely to report responses on a measure of emotional, social, and psychological well-being consistent with 'flourishing,' compared to a national sample of adults in the U.S.



“After college, Summer Search and I found each other again, and again, and again. From connecting me with mentors after college, to allowing me to become a mentor myself to other Summer Search students, this organization has continued to provide opportunities to grow.”
—Niles, Summer Search Alumnus



POST-SECONDARY PROGRAM REDESIGN

During our strategic planning process, we discovered that young people in their post-secondary years are looking to Summer Search for support beyond earning their college degree; they desire support in launching their careers and securing their financial future.

In alignment with our refreshed Theory of Change, we have designed a new Post-Secondary Program to support a broader set of mid- and long-term outcomes for our participants in addition to educational attainment: career readiness, integrated identity, sense of purpose, and financial well-being.

Summer Search's redesigned Post-Secondary Program will include the implementation of a new service model, which will offer more in-depth matriculation and transition assistance, greater access to social capital through alumni and corporate partners, and increased hands-on career and financial resources.

GROUP MENTORING

Following a successful four-year pilot of a mentoring model that alternates between 1:1 meetings with mentors and group mentoring sessions with peers, we are integrating group mentoring as a standard part of our program.

During the Group Mentoring Pilot, student participation and satisfaction rates were high. We also found that group mentoring created opportunities to more quickly deepen student-mentor relationships and uniquely promoted critical consciousness development.

Summer Search is one of the first mentoring organizations to take group mentoring nationwide with all of our program sites implementing this model by 2022. In 2019, we focused on developing site-specific implementation plans, supported and evaluated existing groups, and launched an online student application.

We are grateful to have received significant initial investments towards expanding our group mentoring work, including a \$750,000 multi-year grant from the Koret Foundation to support that expansion in the Bay Area, a \$150,000 grant from the Lenfest Foundation in Philadelphia, and a \$100,000 grant from Alison Poorvu Jaffe and Dan Jaffe in Boston.





We have learned from our students that in order to truly support their development, our mentoring approach must better integrate discussion around one's identity and how identity impacts a young person's experiences in school, their community, and eventually in the workplace.

In response, we have evolved our mentoring approach to meet the realities faced by our students. We call this approach 'Depth Mentoring' which is a practice that integrates social and emotional skill-building, trauma sensitivity, adolescent development, and identity formation with critical consciousness.

We have codified our Depth Mentoring practice through the creation of the Summer Search Institute, which launched in December 2019. The first Institute focused on better serving our current Summer Search students and mentors by strengthening our practice internally.

Our long-term vision for the Institute is to offer Depth Mentoring training to a wide variety of outside partners and audiences. By serving as a resource center for other youth-serving professionals and volunteers in the field, Summer Search will extend its reach and impact beyond our current program sites.

SUMMER SEARCH BRONX MENTORING CENTER

Summer Search New York City opened its new Bronx Mentoring Center in December 2018. This satellite space complements the NYC main office in downtown Manhattan and provides a welcoming, accessible, and consistent space for South Bronx students and their families to participate in our program.

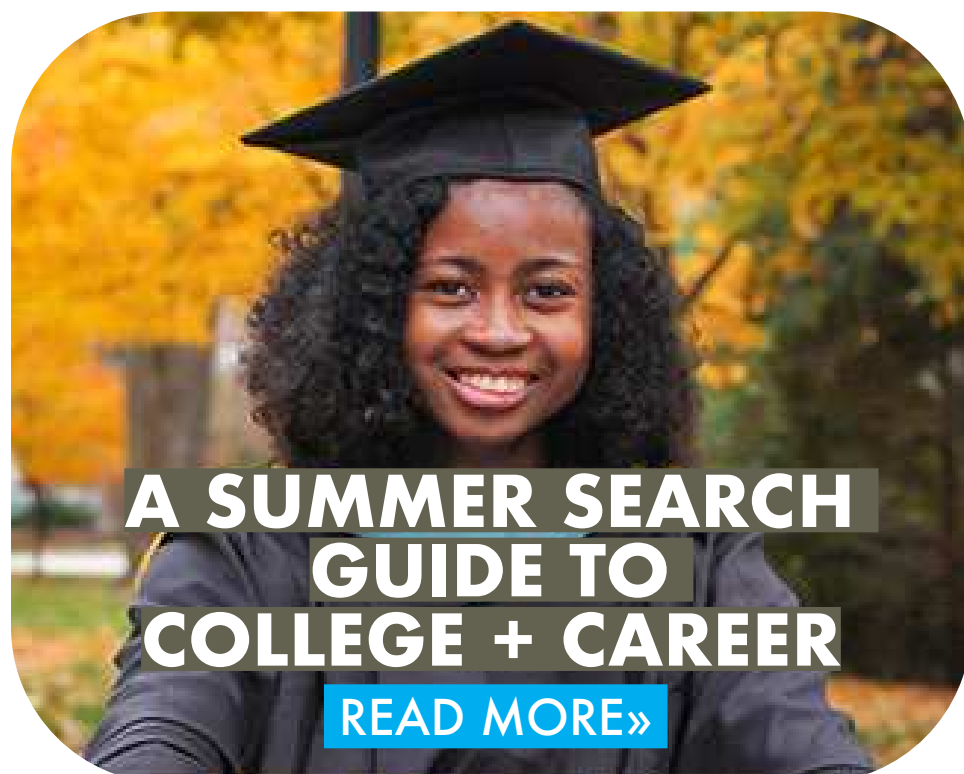


“Due to the short distance between my school and the Bronx office, it is much easier to get to know everyone there and to have the availability to stop in and say ‘hi.’ It is such great news to hear about Summer Search expanding here and I [was] really eager to check out the new office!”

—Bryan, Summer Search Student



FOR MORE INSPIRING STUDENT & ALUMNI STORIES, FOLLOW
[BLOG.SUMMERSEARCH.ORG](https://blog.summersearch.org)



WE'RE IN THIS TOGETHER

Summer Search is able to offer our students exposure to many different opportunities and experiences thanks to our generous network of partners and supporters: high schools, summer program providers, corporate partners, and donors are all critical to the success of our young people.

All of our donors, supporters, and partners are listed at:
SUMMERSEARCH.ORG/ANNUALREPORT

SUMMER PROGRAM PARTNERS

Adventure Risk Challenge	Global Leadership Adventures	Road Less Traveled
Boston University Summer Term	Global Routes	Sierra Nevada Journeys
Center for Creative Youth	Global Works	Snow Farm: The New England Craft Program
Chewonki	Global Youth Village	Student Conservation Association
College Orientation Workshop	Go Adventure	Summer Academy at Suffield
Concordia Language Villages	Hampton University Pre-College Summer Program	Summer Springboard
Courageous Sailing	Hurricane Island Outward Bound School	Summer@Brown
Deer Hill Expeditions	Idyllwild Arts	Super Camp
Deva Healing Center	Ithaca College Summer College	Teton Science Schools
Environmental Traveling Companions	Maine Teen Camp	University of Delaware Summer Edge
Experiment in International Living	National Outdoor Leadership School	Visions
Fuller Center for Housing	Northwest Outward Bound School	Voyageur Outward Bound School
Futures and Options	Outward Bound California	Wasatch Academy
Gateway Mountain Center	Philadelphia Outward Bound School	YMCA Camping & Outdoor Leadership
Global Exchange	Putney School Summer Programs	
Global Glimpse		

SPOTLIGHT ON SAP CONCUR PARTNERSHIP

Summer Search is deeply grateful to partner with SAP Concur solutions—a leader in reinventing travel, expense, and invoice management with tools that simplify everyday processes—to provide technological support, resources, and opportunities to our young people.

Starting in 2018, the SAP Concur organization has been Summer Search's primary technology partner, providing support to purchase new laptops for students and integrate the latest tools that improve student and mentor communication, like Summer Search's text messaging platform and summer on-call phone system. This investment created greater efficiency and ease for our students and staff, improved access to post-secondary resources for our young people, and increased connectivity between families and Summer Search.

The SAP Concur organization has also served as the Summit Sponsor of Summer Search Seattle's Leadership Luncheon for the past two years, with Mike Eberhard, President, SAP Intelligent Spend Group, serving as a featured speaker. SAP Concur employees have also hosted Summer Search students as interns, created care packages for high school and post-secondary students, and volunteered at professional development workshops.

Together, the SAP Concur organization and Summer Search are propelling the next generation of skilled, educated young people into the workforce, ready to thrive in today's 21st century global economy.



SAP Concur 





**SPECIAL THANK YOU TO THESE
CORPORATE AND FOUNDATION PARTNERS**



THANK YOU TO THESE CORPORATE AND FOUNDATION PARTNERS

\$100,000+

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Barclays
The Bengier Foundation
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Silicon Valley Community Foundation
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Strategic Grant Partners

\$50,000-99,999

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This list recognizes institutions who provided generous financial support during/for fiscal year 2019 (October 1, 2018 to September 30, 2019).

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KEY

- Summer Search Alumni
- Chair
- Vice Chair
- Co-Chair
- Former Chair
- Former Vice Chair

FINANCIALS



REVENUE, GAINS (LOSSES), & OTHER SUPPORT 2019

Contributions	13,374,138
Special Events, Net	4,721,341
Contributed Gifts & Services	2,826,765
Investment Income	40,942
Other Income (Losses)	(165,193)

TOTAL REVENUE, GAINS (LOSSES), & OTHER SUPPORT 20,797,993



OPERATING EXPENSES

Program Services	
Summer Program	4,047,606
Mentoring	4,641,243
Staff Training & Development	6,446,364
College Program & Alumni	2,023,243
Total Program Services	17,158,456

Supporting Services	
Fundraising	3,862,648
Management & General	2,629,340
Total Supporting Services	6,491,988

TOTAL EXPENSES 23,650,444

ASSETS (& LOSSES)

Change in Assets w/o Donor Restrictions	(1,507,708)
Change in Assets w/ Donor Restrictions	(1,344,743)
Beginning Net Assets w/o Donor Restrictions	6,570,251
Beginning Net Assets w/ Donor Restrictions	4,209,137
Net Assets at Year End	7,926,937

**THANKS FOR SUPPORTING YOUNG PEOPLE
TO THRIVE IN SCHOOL, WORK, AND LIFE.**



**SUMMER
SEARCH**

