

# SUMMER SEARCH



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## Annual Report 2022





# SUMMER SEARCHERS HAVE NO CEILINGS

## Savannah Smith

Summer Search  
Seattle Alumna  
& Co-Founder of  
Sea Potential

*"To me, having 'No Ceilings' means not letting expectations be your limitations, whether those are coming from others or yourself. Having 'No Ceilings' means that you could always level-up if you choose to. It means allowing yourself to step outside of your comfort zone and go places that you haven't been before."*



**At Summer Search, we connect young people to expansive opportunities, professional mentoring, and a community of support.**

**Our students and alumni build confidence, break through systemic barriers, and win economic equality.**

**Summer Searchers chart their own destiny.**



# CONTENTS & CONTEXT

*Bay Area students and staff on a Community Hike.*

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## Language

Our language choices reflect our commitments to being a participant-centered program and our Community Agreements. We speak about Summer Search’s programming from an asset-based perspective, limiting deficit-based language. We work to help our participants see their lived experiences as strengths. We celebrate the communities we serve.

## High School Graduation

Percentage of students who graduated high school in four years.

## College Acceptance

Percentage of high school seniors who graduated and were accepted to a two or four year college.

## College Graduation

Percentage of students who were accepted to college and earned a Bachelor’s degree within six years of high school graduation. Includes high school grads from 2007-2016.

## Summer Search Class Year

The majority of our students and alumni identify their Summer Search class year as the same as their high school graduation class year.



# GROUNDING

At Summer Search, we practice Depth Mentoring, an approach that both:

- Acknowledges and addresses the realities faced by our young people and our staff mentors;
- Encourages tapping into our internal wisdom to learn about one's self, connect with others, and leverage our strengths to move through challenges.

**We practice the art of pausing to help calm ourselves during moments of stress. This enables our students and mentors to be present and supportive partners to each other during difficult times and conversations.**

In 2022, we got a lot of practice. We saw another year of social, political, and economic conflict; from restricting access to voting, coordinated censorship of Black and Brown history, as well as more legislative and literal attacks on LGBTQIA2-S lives.

This, on top of the challenges that our young people (the majority of whom are Black, Indigenous, People of Color, and first-generation individuals) already face. From the fundamental, complicated, and nuanced journey of being an adolescent, to the pervasive systemic barriers - which includes restricted access to high-quality education, mentoring, growth opportunities, and networks.

These are not just headlines, but real-life traumas that affect so many of us, especially in communities where our students and many of our staff come from.

**Nevertheless, our young people are strong. They are not defined by the systems of oppression into which they are born. Summer Searchers continue to thrive not only in our five communities, but across the United States and the world.**

Our foundation is strong because it's based on our practices of supporting and attuning to each other. We are a community.

Just as we do at Summer Search, we invite you, the reader, to join us in pausing - to listen, to lean-in, and to reflect. As a 33-year-old organization, our growth is directly tied to how we listen to and learn from our community, especially our participants and staff.

**So, we invite you to pause, breathe, explore this Annual Report (including the next page for a wonderful reflection from a Summer Searcher on a moment where they paused)... and see for yourself.**



**- Stacey Thompson  
Bay Area Alumna,  
Summer Search National  
Director of Learning  
& Development**

**We also invite you to explore our Community Agreements for how we work together, take care of ourselves and others, and foster safe space at work.**

**SUMMERSEARCH.ORG/COMMUNITY-AGREEMENTS**



# Merari Reyes

## Summer Search Boston Alumnus

*"Our [Minnesota Outward Bound] team leader asked us to just stop, take a break, and a few deep breaths. I first thought it was ridiculous and wanted to keep looking for a campsite. But I decided to calm down and took a few deep breaths.*



*At that moment, I found myself looking up at the stars. The sky was pitch black with shiny specks of lights all around it. It was peaceful. I didn't care about finding a campsite anymore. I just wanted to gaze at the stars. I thought about where I was in life, about what it meant to be a Summer Searcher.*

**Though I didn't recognize it at first, the meeting with the stars was a familiar feeling. It was what my mentor and I did often, the only difference was that we didn't meet late at night, in the middle of a lake, after hours of searching for a campsite.**

*I used the time on the lake to think about my life. I decided that I would spend more time reflecting and thinking about what was ahead of me. I made the decision, in that moment, that I would be the first in my family to graduate from high school and college."*

## Ursulina Ramirez

### Summer Search CEO

*As a leader, I want to make sure that I'm bringing more chairs to the table. That I'm raising up Black and Brown voices. That Summer Search is an inclusive environment where people feel like they belong, they have a voice, and their voice is being heard.*

*I am hopeful and excited about the future of Summer Search, a future that will be shaped by those voices: of the young people and families we serve, our staff and committed board members, and partners and supporters."*



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## Malika Graham-Bailey

### Summer Search VP of Program

*"One of the things that really intrigued me when exploring Summer Search was its direct and unapologetic commitment to serving Black and Brown youth. I'm inspired to drive those stated values home.*

*We can't shy away from dismantling the obstacles faced by our Summer Searchers from historically marginalized communities. Those obstacles are felt in every aspect of what we do and all the systems that support our program behind the scenes."*

# A MESSAGE FROM TEKE

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In 2022, we emerged from isolation and travel restrictions. Our students re-engaged with their mentors by meeting with them in-person, and they once again traveled domestically and abroad for the experiential learning opportunities that are a cornerstone of our program.

Our staff returned to the office which allowed them to collaborate with each other and to foster deeper connections with our participants. Our board members also resumed meeting in-person.

**But as we move toward normalcy, we acknowledge that the world has changed and that the needs of our students have shifted. In order to meet our students evolving needs, we are adapting as we move forward.**

Our organizational dynamism is reflected in the ongoing realization of our Strategic Initiatives.

- We have redesigned our post-secondary program to better support seniors in their transition beyond high school graduation;
- We have honed our career services program to provide Summer Searchers with expanded opportunities aligned with their career ambitions;
- We have raised \$75 million in support of No Ceilings, our 3-year programmatic vision, ensuring that Summer Search can continue to grow and serve our students in this changing world. Thank you to everyone who participated in this successful campaign!

2022 was also a year of leadership transition. After four successful years, Dr. Marc Spencer moved on from his role as CEO, while remaining as a member of our National Board of Directors. I'm grateful to Marc for his leadership on No Ceilings and his work to expand our program to better prepare our participants for success beyond college. Thank you as well to Nick Hutchinson for serving as our interim CEO and expertly leading us through this transition.

We were honored to welcome Ursulina Ramirez as our new CEO. Ursulina's career has been dedicated to serving students in under-represented communities, and her experience in both the public and private sector will serve our organization well. Earlier in the year, we also welcomed Malika Graham-Bailey as our new Vice President of Program!

Ursulina and Malika bring decades of experience in youth development and educational equity, and as Women Leaders of Color, they embody Summer Search's value of centering People of Color and are reflective of our commitment to having our staff and leadership be representative of our students and alumni.

We have strong leadership, we are financially sound, and our organization is well-positioned for the future.

**This report, the story of our 2022, is a celebration of our Summer Searchers' accomplishments, resiliency, and sense of purpose. It is also a testament to the strength of our community and the power of our shared vision and collective effort. Thank you for your partnership.**



**- Teke Kelley  
Summer Search  
National Board Chair  
Founder, Gordon-  
Creed, Kelley, Holl,  
Angel & Sugerman**

Philadelphia students Jaz, Nate, Alize, and Justin at their 2022 Wilderness Prep Day.



# US: Who We Are



## Our People

Summer Searchers define us and keep us moving forward:

- Our participants, alumni, and their families inspire us with their authenticity, vulnerability, and their bold visions for their futures.
- Our staff drives us by showing up and finding new and innovative ways to be there for our students and their families.
- Our board members, partners, and supporters empower us to grow, evolve, and expand the opportunities we provide our participants.



*Boston students on an outdoors experience with Thompson Island Outward Bound.*



*Bay Area staff preparing for group mentoring.*

## More Than Numbers

We prefer stories to statistics. However, we gratefully present the subsequent stats that we hope tell (at least a part of) the story of the resilience, dedication, and ambition of our Summer Searchers, as well as the innovation and care of our staff and supporters.

# OUR COMMUNITIES

	FOUNDED	STUDENTS SERVED*	PARTNER SCHOOLS
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**BAY AREA**

**1990**

**3,839**

**26**

**BOSTON**

**1996**

**2,427**

**25**

**NEW YORK CITY**

**2003**

**1,257**

**30**

**SEATTLE**

**2003**

**626**

**8**

**PHILADELPHIA**

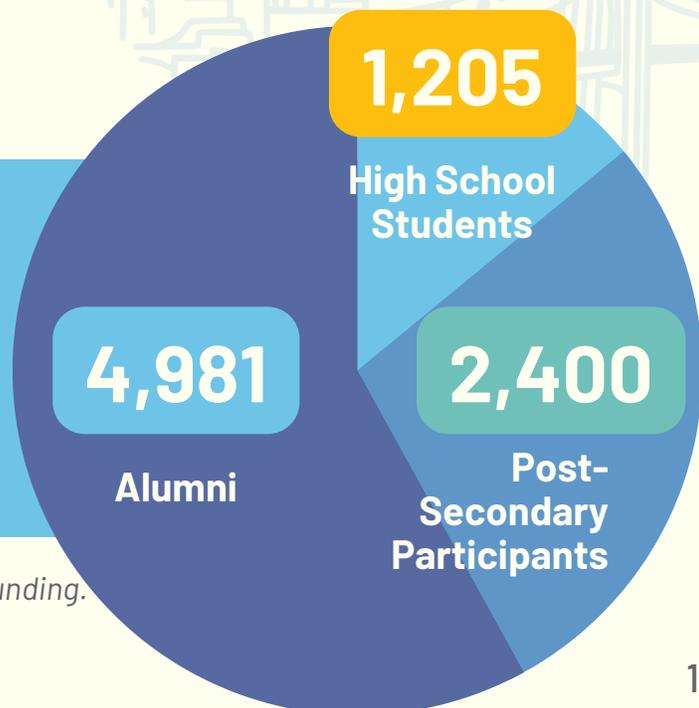
**2006**

**437**

**10**

**8,586**

**UNSTOPPABLE  
SUMMER SEARCHERS!**



\*Number of students served since community office's founding.



Bay Area students, staff, and an Associate Board member on a Community Hike.

# WELL-BEING

## Mental Health Matters

Mental health awareness is embedded in all aspects of our programming. We are committed to integrating and investing in more mental health supports for staff and students. This includes:

- Supporting students and staff to build self-awareness and practices around their own Well-Being in their everyday lives;
- Training for staff on mental health first aid, participant safety and state-specific mandated reporter training;
- Contracting with local mental health clinicians to support participants when extreme cases arise and, as a resource for our staff to deal with second-hand trauma;
- Partnering with To Be Honest ('tbh') to curate small virtual groups of post-secondary students to meet weekly with professional coaches, all of whom specialize in mental health services;
- Offering mentors opportunities to earn a certificate in youth mental health from the Center for Evidence Based Mentoring.

"At Summer Search we don't shy away from difficult topics. It's important to show up together in talking openly about mental health."

**- Jeff Dorigan**  
**Summer Search Boston**  
**Board Chair,**  
**Senior VP at Brown**  
**Brothers Harriman**

From "Advancing Equity in Mental Health", an event for Summer Search's Championing for Justice & Equality (CJE) program.

# Supporting Our Staff

Well-being, flexibility, and ongoing learning and development are pillars of our culture. We value our staff and are committed to creating an environment where every individual feels seen, heard, and valued.

We continue to prioritize staff well-being by providing flexible sick leave, accommodating flexible schedules, supplementing federal benefits, and providing a range of supports to promote mental health and self-care.

We are providing tools and shifting expectations so that staff can be well-resourced and show up fully for our participants. In 2022, that included:



- *Committing to transparent compensation practices, annual COLA increases, and market-based adjustments, as needed;*
- *Offering insurance that covers costs of therapy, EAP benefits linked to mental health, and funds available for trainings and support related to self-care and well-being;*
- *Launching a comprehensive Employee Recognition Program that includes a paid sabbatical program, professional development funding, spot awards from peers and managers, workaversaries, and more;*
- *Introducing a Performance & Engagement Platform that allows staff to collaborate and celebrate their goals and achievements with their managers and teams;*
- *Implementing a new learning management system to support ongoing learning and development for all staff.*

Bay Area student Leydi and mentors Barb and Mira at the Bay Area 2022 Community Celebration.



# MENTORING

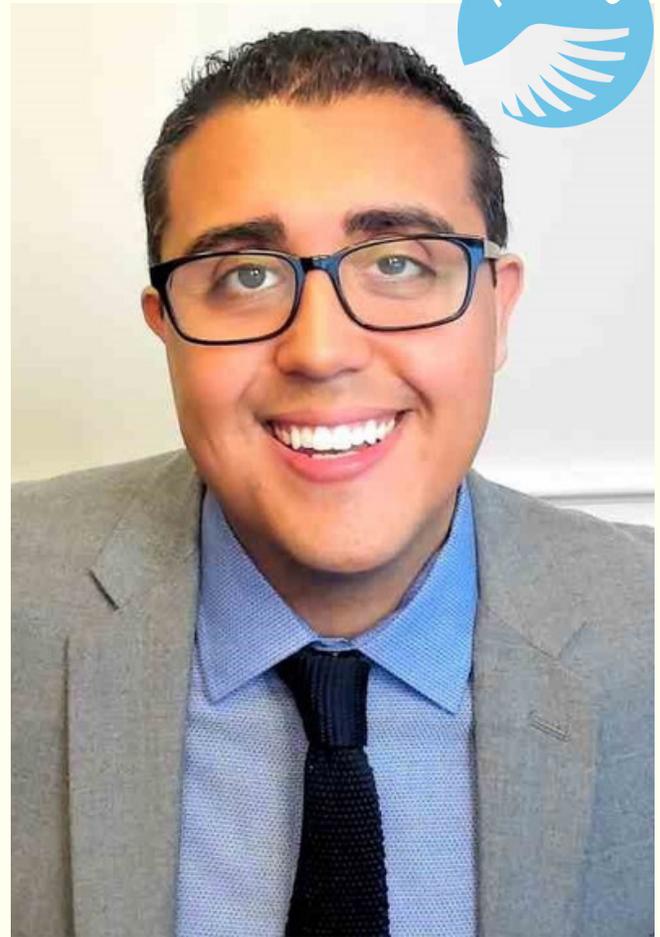


# AJ Gutierrez

Summer Search  
Boston Alumnus,  
Board Member, & Co-  
Founder of Saga Education

*"It's one of the amazing things about Summer Search - having these crucial conversations with Emily and the people at Summer Search were really important in terms of my development as a person."*

*"Having someone to check in with regularly, and holding me accountable for the goals I was setting for myself, was so transformative, because it created conditions where I had connections with a caring adult."*



**Depth Mentoring is the cornerstone of our program model. Students build long-term, trusting peer and mentor relationships through 1:1 and peer group mentoring facilitated by our professionally trained mentoring staff.**



# HERE. FOR STUDENTS.

*Seattle mentor Viche' with students Kadija and Marisa at Seattle's "Dream. See. Do. Day."*

## Conscious Connections & Safe Spaces

The center of our mentors' work is offering a safe space for our young people to be themselves while supporting them on their journey to realizing their dreams.

Throughout 2022, mentoring continued virtually via phone, Zoom, and text. With careful office reopening plans and safety measures in place, students, families, and mentors were also able to connect in-person, some for the first time since joining our program.

Together, mentors and students navigate the ups and downs of high school, explore their career and life ambitions, reflect on what it means to be a teenager in the 21st century, and so much more. The need for quality and consistent mentoring remains as critical as ever.



# Soel

## Summer Search Bay Area Student



*"Starting with mentoring, it has been nice to have someone I can talk to who will always listen to me and provide great advice..."*

### **Another great tool from Summer Search is group mentoring.**

*It is great to see my friends there and get to know other people and discuss several topics during our time. Group mentoring has opened my mind to many topics that I don't usually think about. It has also helped me look through my own experiences and recall events from the past that are important to the person I am now."*

**89%**

**of students said  
Group Mentoring gave  
them a chance to  
strengthen their Social &  
Emotional Learning Skills**



*Philadelphia high school students with their mentor.*



## Supporting Mentors

Our Depth Mentoring approach would not work without Summer Search's dedicated, professionally-trained mentors — the ones who take tremendous care to build and maintain those authentic and long-lasting relationships with our students!

This year, with offices reopening, our mentors have been able to come together in community to support each other, share best practices, and continue learning.

As mentioned earlier, we also continue to invest in the services of mental health clinicians to offer on-going mental health supports to participants and mentors.

## DMI at Deer Hill

In 2019, we launched our Depth Mentoring Institute (DMI) to deliver a consistent approach to developing our program teams. This past summer, we moved to sharing Summer Search's unique mentoring framework with external audiences by piloting DMI with our longtime summer program partner, **Deer Hill Expeditions**.

The two-day experiential training workshop with Deer Hill leadership and staff focused on building Conscious Connections and provided tools for youth-serving professionals to:

- Develop the confidence and capacity for authentic, cross-cultural, and intersectional engagement;
- Ensure trauma sensitivity and readiness;
- Establish safe, healthy, stable spaces during programming.



*"I became a mentor to be the person I needed when I was in high school. I find so much joy and fulfillment from supporting and advocating for my students, and helping them navigate pathways they didn't know existed."*

**- Julia Staron  
Summer Search Boston  
High School Mentor**

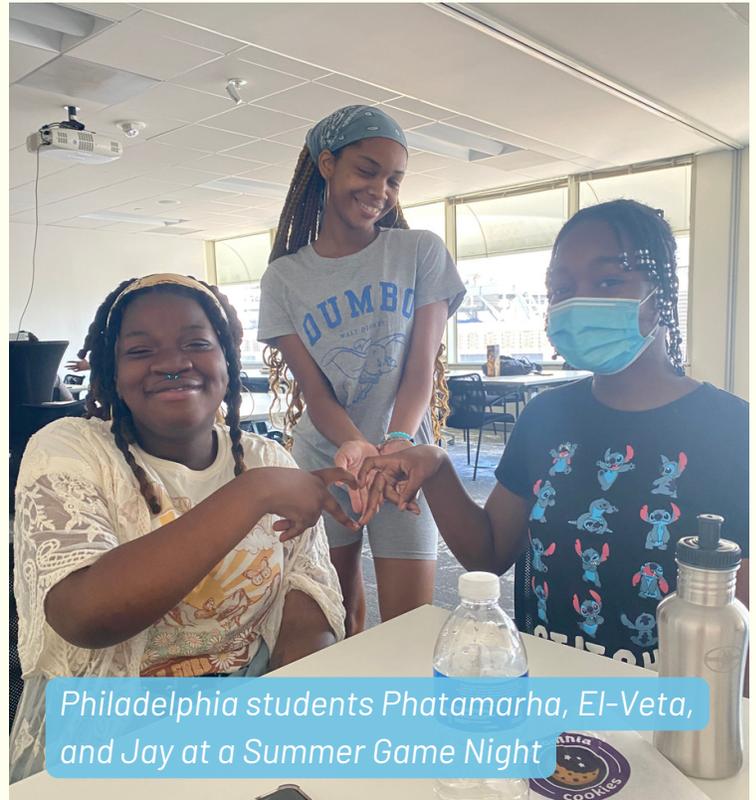


*Deer Hill and Summer Search staff in a Depth Mentoring exercise.*



# Reimagining Student Recruitment

Since COVID, our Outreach staff moved most of our student recruitment online. For the '21-22 academic year, our teams utilized a hybrid approach, both virtual and in-person, based on local safety guidelines.



Philadelphia students Phatamarha, El-Veta, and Jay at a Summer Game Night

**528**

**new Summer Searchers in 2022**

**+10%**

**increase in recruitment of Black and Brown students by 10% YOY**

This included:

- Presentations/orientations to students and families held in schools and via Zoom, often in multiple languages;
- Improving our online application and documentation for better accessibility for students/families;
- Current Summer Searchers encouraged to nominate sophomores, increasing our pool of applicants;
- Social media continued to be utilized to share perspectives about the benefits of joining and keep prospective students engaged and informed.

We're truly grateful for our staff and community for the ways they have continued to innovate in order to enroll a new class of deserving young people.



**NO CEILINGS**



# CELEBRATING THE CLASS OF 2022

NYC grads from University Heights High School with their mentor Danya.

**99%**

**of seniors graduated from high school.**

**93%**

**of seniors were accepted into a 2- or 4-year college.**

**83%**

**of seniors intend to matriculate to a post-secondary program.**

*Summer Search continues to support all students, including those entering the workforce, taking a gap year, or starting military service.*

Starting their Summer Search journeys in 2020 when the pandemic struck, these high school students didn't have a "normal" Summer Search experience, being forced to adapt to quarantines, distanced and hybrid learning, social unrest, and so much uncertainty.

Still, they handled the changes with grace, resilience, and determination.

As our mentors shared on social media:

**"These students deserve every ounce of admiration and recognition - YOU DID THAT!!!"**

Boston students and mentors on a service trip in Puerto Rico  
with the Fuller Center for Housing



# SUMMER PROGRAMS

# Leyna

## Summer Search Boston Student

*Photo by Leyna during her  
Environmental Justice  
Brigade summer experience.*

*"My peers and I are taking our first  
steps on the path of growth and  
expansion with Summer Search.  
To me, this photo represents new  
opportunities and friendships for all  
of us city kids. Nothing beats this  
moment of collective silence we  
shared as we encountered this  
beautiful scenery."*





**SUMMER 2022**



# BACK OUTSIDE, TOGETHER

*Philly students Yerancy, Jaz, Nakayah, Phatamarha, Nate, Aaliyah, and Jyquan on a summer experience with Philadelphia Outward Bound.*

Thanks to the planning, prep, and partnership of our entire community, this summer was the first since 2019 where we saw a full return to in-person summer programming!

**550+**

**Summer Searchers  
embraced...**

- *Outdoor adventures from New England to Wyoming;*
- *Academic programming at colleges and universities;*
- *Enriching internship opportunities;*
- *Powerful environmental justice experiences;*
- *International service trips to Ecuador, Dominican Republic, Jamaica, Puerto Rico, and more.*



**SUMMER 2022**



*NYC student Shian on her summer experience in Colorado with Global Routes.*



*Philadelphia students Blessyn and Chloe on their Environmental Justice Brigade experience.*

## Identity

These summer experiences mark a turning point for our high schoolers, where they begin to recognize their own personal power, strengths, and abilities to navigate future challenges.

**89%**

**of students agreed they had**

**opportunities for identity exploration and reflection (on their summer experiences).**

## Connection

Coast-to-coast, Summer Searchers expressed how welcome and important the social aspects of their experiences were to them. After so much isolation and uncertainty, these summer programs offered unique opportunities for connection and camaraderie.

**91%**

**of students agreed they had**

**opportunities to develop group social skills.**



# GRADUATION & BEYOND

Boston student Erickah celebrating her graduation from Malden High School with her mentor Darryl.

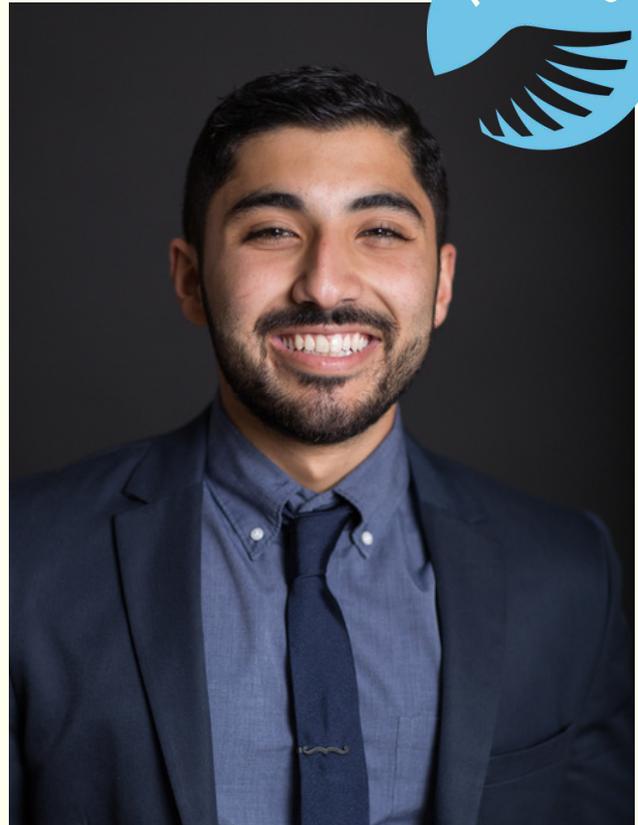


# Sumeet Chadha

Summer Search  
Seattle Alumnus &  
Senior Marketing Manager,  
Amazon Prime Video

*"[Summer Search] helped me get to college and helped me manifest the life that I have today.*

*I don't think I would've been anywhere near as accomplished as I am at 32 without the support of Summer Search believing in me at a young age."*



**Our Post-Secondary program provides our participants with individualized support as they explore their many options after high school and carve unique paths into adulthood.**

CERTIFICATE  
PROGRAMS

COLLEGE  
& CAREER  
EDUCATION

JOB OR  
INTERNSHIP

GAP YEAR

MILITARY

**AND PATHWAYS & DREAMS BEYOND**



Philly's Class of 2022 celebrating with their mentors.

## Supporting Transitions & Pathways

In 2022, we piloted our new Transition Program to create a stronger bridge between high school and the first year of our participants' post-secondary path. This change extends the mentoring relationship by one year, answering our participants' calls for consistency as they navigate the transition after high school.

**We continue to expand our career readiness and financial stability offerings, from in-person events, online webinars, and opportunities on [Summer Search CONNECT](#).**

From dedicated Career Coaches and Navigators, to engaging workshops, our teams enlisted support from alumni, board members, corporate partners, and volunteers, and many others.

## Financial Workshop Gets National Attention

"Money Mondays" was an eight-part financial literacy webinar series (hosted on [CONNECT](#)) designed to empower Summer Search students and alumni with financial knowledge, destigmatize conversations about money, and create a community of support.

In July 2022, Susan was nominated for the Volunteer of the Year award by the Invest in Others Foundation in recognition for "Money Mondays" - and she won! As part of her win, Summer Search Seattle received a \$50,000 donation.



**"Money Mondays" was created by Seattle alumna Tigist Abebe and volunteer Susan Youngsman.**



# HONORING EVERY STEP

Seattle students and staff at "Dream. See. Do. Day."

In 2022, our Post-Secondary mentors and Career Navigators continued partnering with students transitioning from high school into post-secondary life:

- *To ensure Summer Searchers stay on track towards their educational and long-term goals;*
- *To celebrate, reflect, and support new beginnings in education and career.*

**62%**

**of Summer Searchers earned a bachelor's degree within six years compared to 21% of their peers.**

**68%**

**of alumni were employed full-time within 6 months of earning their highest degree compared to the national average of 57%.**



# ALUMNI

*NYC alumni Ahmed, Saul, Breeana, and Andrew at the 2022 NYC Leadership Gala.*

# Cesar "CJ" Cortorreal

Summer Search  
Philadelphia Alumnus  
& Board Member

*Celebrating earning his  
Master's Degree and his  
#FirstGen journey.*

*"From first-generation high  
school graduate; to first-  
generation college graduate;  
to first-generation  
Master's graduate.  
[Summer Search says] our  
world is better when every  
young person can find their  
potential."*





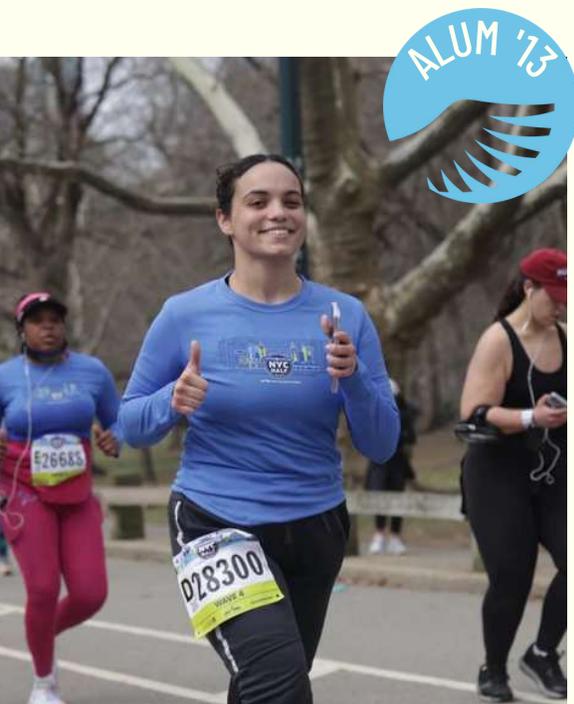
The Boston Alumni Board awarded their 3rd annual scholarship to four Summer Searchers with \$2,500 each.

# CONNECTED & ENGAGED

Summer Search alumni are engaged with current Summer Search participants, helping to nurture the next generation of purpose-driven leaders.

With the launch of Summer Search CONNECT, alumni are able to access current Summer Searchers in need of support, and also find connections to help advance their own careers.

**In 2023, we look forward to continuing to be in community together, with the return of our Alumni Summit & Leadership Conference, Aug. 4-6, in Boston. #ASLC2023**



*"My experiences with Summer Search reminded me that I could work through discomfort and grow through challenges...As I pushed through my time at Fordham University, I realized I wanted to give back to some of the communities that helped shape me. As I worked in other organizations, I realized I wanted more 1:1 connection with students, which led me back to Summer Search as a mentor."*

**- Dariela Colon, Summer Search NYC Alumna & Mentor**



Yesenia Magana-Muñoz, Bay Area Alumna, and her family bought their first house!



Judith Garcia, Boston Alumna & State Representative, became the first woman, Latina, and Central American elected to the Massachusetts Legislature!

## Financial Well-Being

65%

More alumni said they had set aside money specifically as emergency savings or "rainy day" funds (65%) compared to the national average (55%).

<\$20K

For alumni with student debt, the majority of alumni hold debt of less than \$20K compared to \$50K for adults aged 22–35 who borrowed money for college.

23%

Nearly 1 in 4 alumni (23%) had no student loan debt when they completed their highest degree.

## Sense of Purpose

51%

\*Roughly half of alumni (51%) received scores corresponding to feeling like their life has a valued meaning and purpose.

96%

96% of alumni said their summer experiences helped them explore their sense of purpose.



# CONNECT

Seattle alumnus Van Nguyen (second from right) with fellow University of Washington med students.



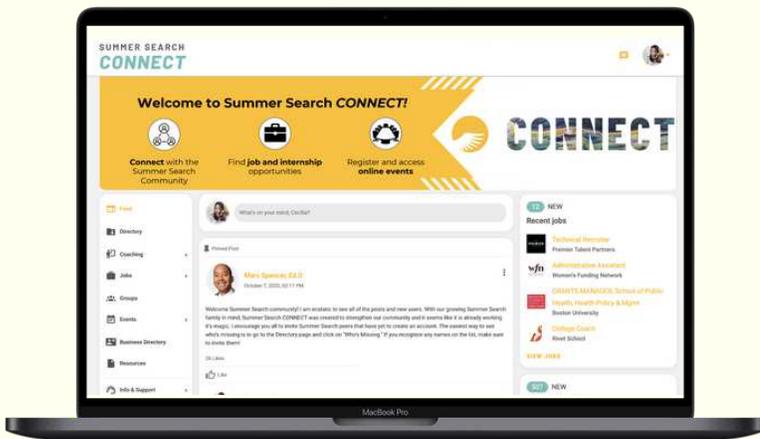
CONNECT

NYC students at the 2022 NYC Gala.



# FOR P.R.O.s

## PEOPLE. RESOURCES. OPPORTUNITIES.



Summer Search's online space for our community:

**Summer Search CONNECT** supports young people in their journey of purpose, career readiness, and financial well-being.

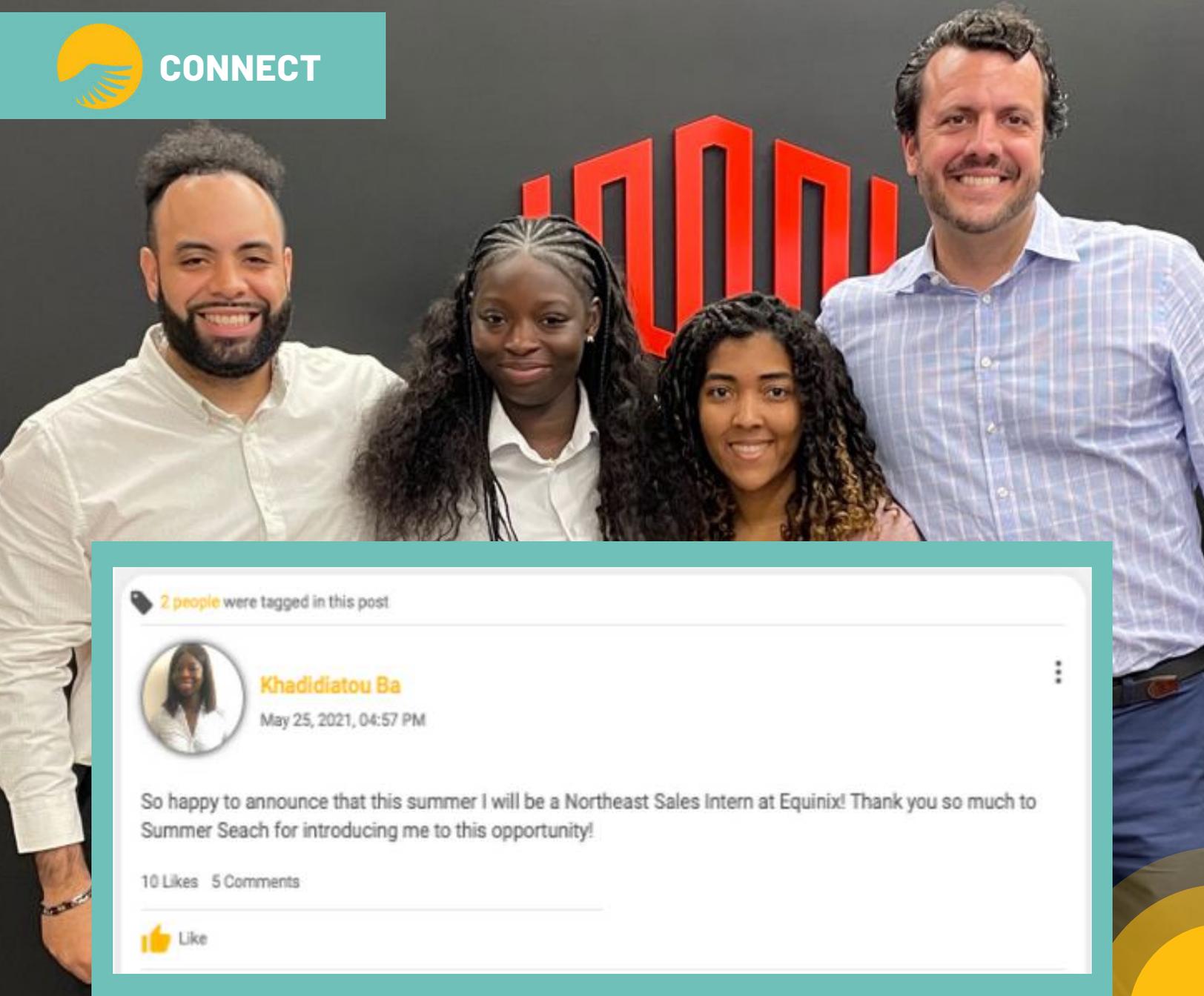
For every step of the journey, Summer Searchers have People, Resources, and Opportunities.

### 3,400 users...and growing!





CONNECT



2 people were tagged in this post



**Khadidiatou Ba**

May 25, 2021, 04:57 PM

So happy to announce that this summer I will be a Northeast Sales Intern at Equinix! Thank you so much to Summer Search for introducing me to this opportunity!

10 Likes 5 Comments



Like



## Khadidiatou "Khadi" Ba

Summer Search NYC Alumna &  
Sales Support Associate at Equinix

Thanks to connections from the Summer Search network, Khadi started as an intern at Equinix in 2021. Now, she's a Sales Support Associate in the Equinix Global Sales Strategy and Operations department!

Here she is with fellow Equinix Summer Searchers Fabian Cabrera, Abigail Rojas, and Jordan Singleton in 2022.



## People

**In 2022, Summer Search CONNECT continued to grow. Now we have more than 3,400 users in our online community!**

On a daily basis, Summer Searchers are connecting with peers and mentors, finding career coaches, joining groups, and sharing their stories to further their personal and professional goals.

## Resources

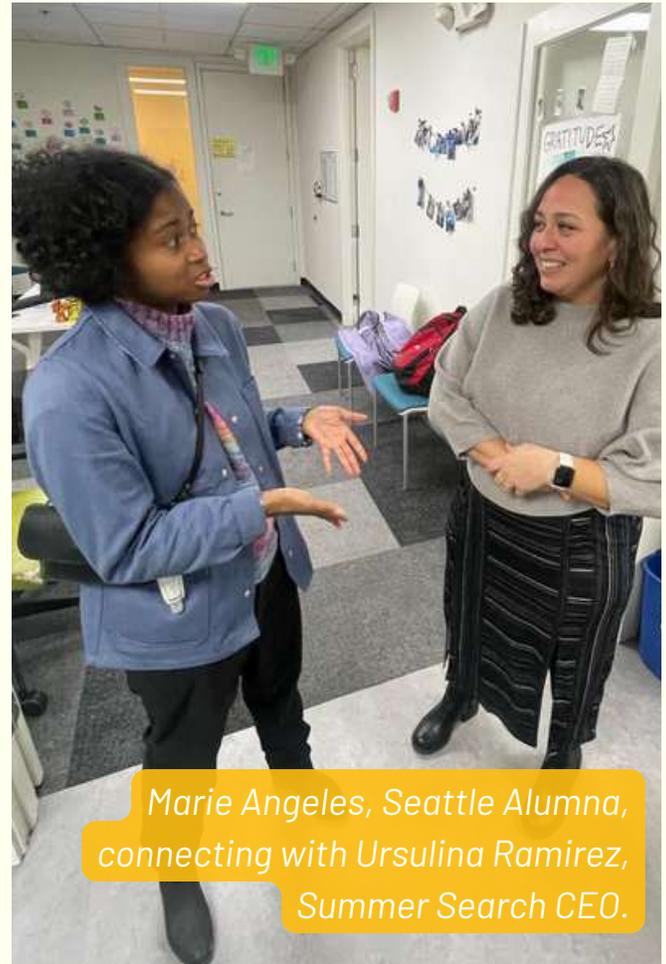
Through CONNECT, Summer Searchers have access to tools and tutorials to learn new things and grow their career and life skills.

This, plus special access to scholarships, financial resources, and health and wellness supports.

## Opportunities

**We were grateful to share more than 600 jobs, internships, externships, and other opportunities on CONNECT.**

Plus, more than 60 events were available for students, such as: Careers in Healthcare Panel, Resume Foundations Workshop, 2nd Annual Regional Career Conference, Money Mondays, CJE, and multiple Alumni Meet & Greets.



*Marie Angeles, Seattle Alumna, connecting with Ursulina Ramirez, Summer Search CEO.*



*Jeremy Fong, Bay Area Alumnus, speaking at the Bay Area Community Celebration.*



## Randy Batista

Summer Search Boston  
Post-Secondary Student

*"Summer Search CONNECT has taught me how powerful networking can be.*

*I have gone from being someone lost with no direction to someone that knows where he wants to be and the steps to take to get to that destination."*



On the impact of  
networking on CONNECT.

## PEOPLE. RESOURCES. OPPORTUNITIES.



On CONNECT being easy to  
use and a welcoming space.

## Paola Avalos

Summer Search Bay Area  
Post-Secondary Student

*"I love how user friendly [CONNECT] is, I was able to learn how to navigate it pretty quickly.*

*I love the different areas where it feels both personal and professional by being able to share about accomplishments and then being able to look for work opportunities."*



CONNECT

Stella Yuen and Lindsey Yuan of The Clorox Company with Summer Search staff Kelly, Lillian, and Leslie.



## CONNECT PARTNER SPOTLIGHT: THE CLOROX COMPANY

# Stella Yuen

## University Programs Lead, The Clorox Company

*"Having been introduced to the Summer Search organization from Clorox's Community Relations team, the University Programs team was excited to interact with participants through a recruiting lens.*

*We strive to provide resources to help entry level hires reach their career goals by participating in several workshops and shared open entry level roles with the Summer Searchers throughout the year.*

**It's amazing to see the impact we've made in our local communities and has been a pleasure being integrated and working with the Summer Search team in different capacities within Clorox."**





CONNECT

# Partner Opportunities for Organizations of All Sizes

Discover talent and investment opportunities via CONNECT.



**Annie McGuirk-Molina**

Director of Development, Summer Search Philadelphia

July 19, 2022, 10:48 AM



**ATTENTION SUMMER SEARCH PHILLY** folks with at least their GED/High School Diploma. If you are interested in construction, a PAID Pre-Apprenticeship Opportunity starts this fall! Check out the info in the image below -

The CONNECT Team onboards new partners with access and training to Summer Search CONNECT to share jobs and opportunities with the Summer Search community.

Our dedicated success team supports partner’s Summer Search employment and engagement goals by sourcing and supporting qualified Summer Search candidates throughout their talent acquisition cycles.

Partners are provided opportunities to host and attend participant-facing recruiting events, including panels and career readiness workshops.

**CONTACT: LESLIE EICHLER**

**leichler@summersearch.org**  
**415.875.7165**



**NETWORKING  
EVENTS**

**JOB & INTERNSHIP  
OPPORTUNITIES**

**STUDENT  
RECRUITING EVENTS**







# Advancing Equity Conversations

At Summer Search, we remain resolute in facing the hard truths of racial injustice, engaging in dialogue and debate, and actively working to change our world for the betterment of our participants' today, and into the future.

In 2022 we continued CJE -- our series on race, justice, and systemic inequity -- a space for our broader community to learn, engage, and take definitive action in their personal and professional lives.

**Our 2022 events focused on Criminal Justice Reform, Healthcare, Mental Health, and Student Debt.**

## CJE Alumni Voices

We were grateful to be joined by so many inspiring, innovative leaders, including an incredible group of Summer Search Alumni.



### Criminal Justice Solutions

*"The criminal justice system is supposed to produce safety... When you treat people with dignity, when you treat people with respect, that is actually positive and beneficial to community safety."*

**Zach Norris**  
Bay Area Alumnus & Author: "Defund Fear: Safety without Policing, Prisons, and Punishment."

### Advancing Equity in American Healthcare

*"Up until now, we've kind of overlooked the importance of self care. Now that COVID is evolving... remembering to be mindful of ourselves and everyone else will further help us become a stronger community."*



**Carolina Cashaw, RN, BSN**  
Bay Area Alumna & RN II at UCSF Mission Bay & Benioff Children's Hospital



## CJE Alumni Voices (Continued)



### Advancing Equity in Mental Health

*"Where there's conflict, if handled with care, we have the opportunity to deepen relationships... When we talk [about] and support mental health, we have the opportunity to make sure people feel deeply cared about, resourced, and supported."*

**Stacey Thompson**  
Bay Area Alumna & Summer Search National Director of Learning & Development



### Unclog Student Debt From Your Talent Pipeline

*"I'm hoping that we begin to advocate for ourselves in spaces that have the power to change them... This is clearly a systemic problem that crosses generational lines, but it doesn't have to continue with us."*

**Tigist Abebe**  
Seattle Alumna & Associate Consultant at Clarkston Consulting



## Coming Soon: CJE Publication

Stay tuned for our upcoming digital publication in 2023 showcasing the first seven events of our CJE Series!

[SUMMERSEARCH.ORG/CJE](https://SUMMERSEARCH.ORG/CJE)

Boston students on a summer experience with Kroka Expeditions.



# IN THIS TOGETHER



# OUR PARTNERS & SUPPORTERS

*Seattle students traveling to Montana for a summer experience with VISIONS Service Adventures, thanks to free travel vouchers provided by Alaska Airlines.*

We are profoundly grateful for our network of partners and supporters—high schools, summer experience providers, corporate partners, foundations, and donors—who have continued to make Summer Search a priority. Their generous support, whether financially or through donation of services or goods, has been exceptional.

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## Your Investment Uplifts...



**ENTREPRENEURS**



**CRITICALLY-CONSCIOUS LEADERS**



**FIRST-GENERATION FIRSTS**



**EXPERIENTIAL LEARNING**

# OUR STRATEGIC PARTNERS

The following list includes a combination of financial contributors, in-kind supporters, and summer program partners during Fiscal Year '22 (Oct. 1, 2021 to Sep. 30, 2022).

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Visit [summersearch.org/annualreport](https://summersearch.org/annualreport) to view our full list of supporters.

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*This list recognizes those who served on Summer Search boards during Fiscal Year '22 (Oct. 1, 2021 to Sep. 30, 2022).*

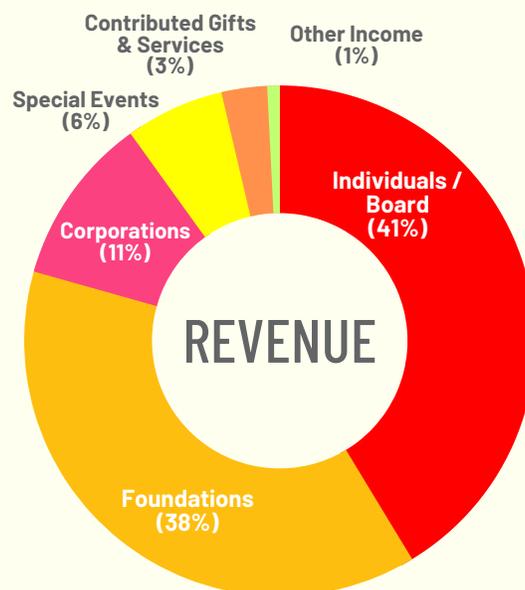
**Board List Key:**  
\*Alumni

# FINANCIALS

## Revenue, Gains, & Other Support

- Individuals/Board: \$11,258,606
- Foundations: \$10,365,642
- Corporations: \$2,914,100
- Special Events, Net: \$1,704,765
- Contributed Gifts & Services: \$786,750
- Other Income: \$213,966\*

**TOTAL REVENUE: \$ 26,002,064**



## Operating Expenses

### Program Services

- Staff Training and Development: \$5,435,206
- Mentoring: \$4,541,938
- Post-Secondary & Alumni Program: \$2,689,749
- Summer Program: \$2,195,814

**Total Program Services: \$14,862,707**

### Supporting Services

- Fundraising: \$4,063,970
- Management & General: \$2,605,065

**Total Supporting Services: \$6,669,035**

**TOTAL EXPENSES: \$ 21,531,742**



## Assets

- Change in net assets without donor restrictions: \$ 396,173
- Change in net assets with donor restrictions: \$ 4,074,149
- Beginning net assets without donor restrictions: \$ 12,300,302
- Beginning net assets with donor restrictions: \$ 13,114,413

**NET ASSETS AT YEAR END: \$ 29,885,037**

*Financials for Fiscal Year '22 (Oct. 1, 2021 to Sep. 30, 2022).*

**Learn more at [summersearch.org/financials](https://summersearch.org/financials)**

\*Net investment loss totaled \$1,241,765.

Boston students and mentors during their Overnight Wilderness Orientation.



**THANK YOU**