

# ILLUMINATING PATHWAYS TO SUCCESS



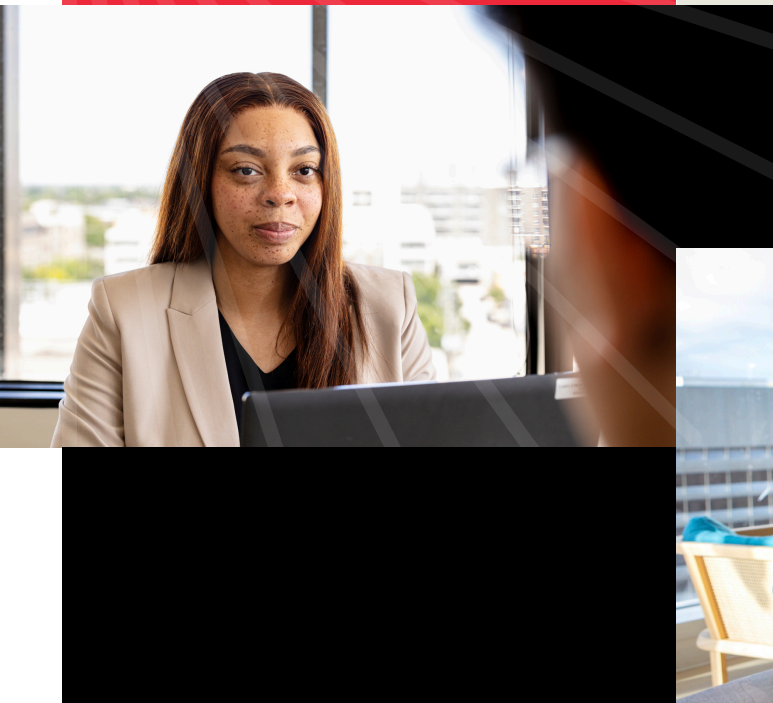
**GENESYS  
WORKS.**  
2023 ANNUAL  
IMPACT REPORT



## TABLE OF CONTENTS

**AT GENESYS WORKS,** we believe in providing equitable opportunities for every young person to attain the skills, network, and meaningful work experiences necessary to achieve their long-term goals. Since 2002, our early intervention model has revealed pathways to greater possibilities for thousands of high school students from underserved communities, empowering them to reach their full potential and attain sustained economic mobility, ensuring a lasting impact for future generations.

- 1** A Message from Our CEO
- 2** Our Future-Proof Skills Model
- 3** Expanding the Talent Pool
- 4** Our National Impact
- 5** SPOTLIGHT: Young Professional
- 6** SPOTLIGHT: Corporate Partner
- 7** Our Network Drives Meaningful Change
- 8** Fostering Success Through SEL
- 9** The Power of High School Internships
- 10** SPOTLIGHT: Alumni
- 11** Pathways that Lead to Bright Futures
- 12** SPOTLIGHT: Donors
- 14** Thank You Supporters
- 23** 2023 Financial Report
- 24** Genesys Works Board of Directors





## A MESSAGE TO OUR GENESYS WORKS COMMUNITY

In 2023, our efforts to advance our impact gained momentum.

- In total, we engaged over 2,500 young people through our work
- In our high school program, over 1,300 students seized transformative experiences, earning internships with over 245 Corporate Partners in our network. They dedicated over 149,000 hours to honing their professional skills, earned over \$8 million to fuel their aspirations, and excelled beyond their peers.
- We launched our new site in Tulsa, OK, leveraging our proven methods and success model codified into our Enablement Hub processes.
- We updated our [Strategic Plan](#), identifying our roadmap for the next five years (2024 – 2028).

In this report, you'll read stories of determination and growth as our students navigated toward post-secondary education and career success. Their experiences represent the essence of our mission and the significant impact access to professional training, mentorship, and meaningful work experiences have on their futures.

Our vision for systemic change would not have been realized without our Genesys Works community. Your investment of time and resources is the foundation of our achievements and the key to increasing economic opportunity for more deserving young people.

Thank you for being an essential part of their journey.

—**Jeffrey Artis** President and CEO

# OUR **FUTURE-PROOF** **SKILLS** MODEL

Genesys Works' yearlong program cultivates a supportive environment for growth. It starts in the summer with eight weeks of skills training in professional development and business technology, laying the foundation for internships with leading employers. During this time, interns benefit from college and career coaching, receiving assistance with college applications and financial aid. Following internships, we commit to offering continual mentorship and skill-building opportunities. Collectively, these initiatives empower students to overcome obstacles on their journey to career success.

**Genesys Works' program is comprised of four-interlocking components:**

**During High School**



## **Skills Training**

Eight weeks of summer training in business, including information technology, business operations, and professional development.



## **Paid Internship**

A year-long internship at a partner company site, putting training into practice and further refining skills while providing valuable services to the company.



## **Career and College Coaching**

Over 60 hours of guidance, counseling, and planning toward future career paths, including college selection and applications, certification training and placement, and financial aid assistance.

**Postsecondary**



## **Alumni Support**

Community mentoring and support in navigating uncharted territory from experts with relatable experiences.



# EXPANDING THE TALENT POOL

Genesys Works Young Professionals bring their unique perspectives and experiences into the workplace, enriching companies with their diverse perspectives. Their talents and insights enhance productivity and foster innovation and creativity within organizations. Our commitment to their growth and development offers them the tools and opportunities necessary to excel and emerge as the leaders of tomorrow.

**2526**

TOTAL  
STUDENTS  
ENGAGED

**65%**

FIRST  
GENERATION  
COLLEGE  
STUDENTS

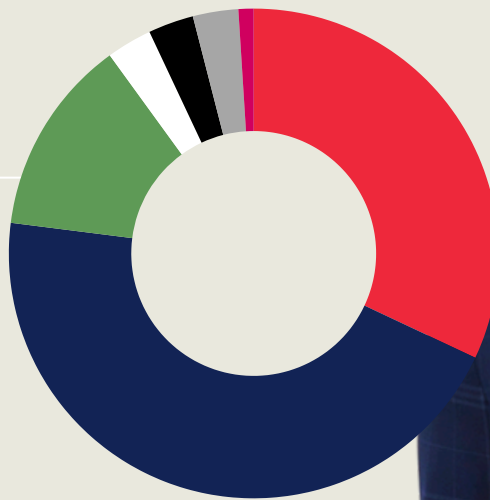
**69%**

QUALIFY FOR  
FREE OR  
REDUCED  
LUNCH

**94%**

PEOPLE OF COLOR

32%	Latinx
45%	African American
13%	Asian
3%	Multiracial
3%	White
3%	Other/Unspecified
1%	Native American/ Alaskan Native



## OUR NATIONAL IMPACT: 2023 RESULTS

**92%**

ENROLLED IN  
COLLEGE

**2.5X**

BA/BS DEGREE  
ATTAINMENT WITHIN  
150% OF TIME VS.  
PEER GROUP\*

**68%**

OF ALUMNI WHO  
ARE 7+ YEARS OUT  
OF OUR PROGRAM  
EARN MORE THAN AT  
LEAST ONE PARENT

**1667**

HIGH SCHOOL  
AND ALUMNI  
INTERNSHIPS

**245**

CORPORATE  
PARTNERS

Through our wide-reaching efforts, we are creating opportunities for thousands of young people across the country that change the trajectory of their lives. Our progress is a testament to our approach and enthusiasm of our staff, volunteers, school champions, and corporate partners to expanding experiences that prepare students to maximize their full potential and excel.

**\$60K**

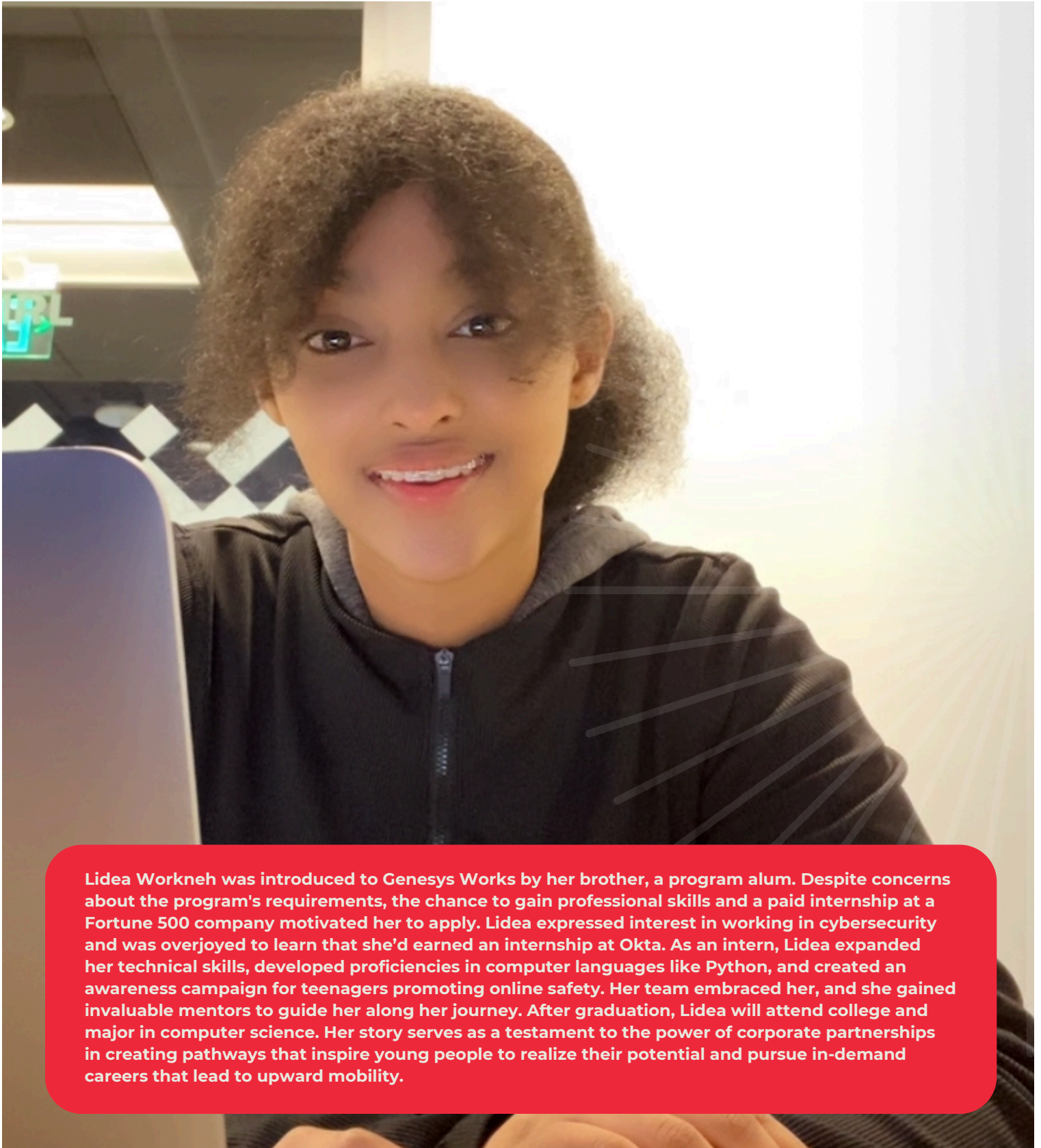
MEDIAN INCOME  
OF ALUMNI WHO  
ARE 7+ YEARS OUT  
OF OUR PROGRAM

**\$12M**

YOUNG  
PROFESSIONAL  
EARNINGS IN 2023  
(HIGH SCHOOL  
AND ALUMNI)

\*50% of Genesys Works graduates from the Class of 2016, who are low-income students, earned a BA/BS in 150% of the time, a percentage that is 2.5x the attainment rate of Class of 2016 low-income students, 20%, as reported by NSC Research Center.

## DISCOVERING THE PATHWAY TO A DREAM CAREER



Lidea Workneh was introduced to Genesys Works by her brother, a program alum. Despite concerns about the program's requirements, the chance to gain professional skills and a paid internship at a Fortune 500 company motivated her to apply. Lidea expressed interest in working in cybersecurity and was overjoyed to learn that she'd earned an internship at Okta. As an intern, Lidea expanded her technical skills, developed proficiencies in computer languages like Python, and created an awareness campaign for teenagers promoting online safety. Her team embraced her, and she gained invaluable mentors to guide her along her journey. After graduation, Lidea will attend college and major in computer science. Her story serves as a testament to the power of corporate partnerships in creating pathways that inspire young people to realize their potential and pursue in-demand careers that lead to upward mobility.

## A DECADE OF CREATING PATHWAYS THAT INSPIRE THRIVING CAREERS



For over a decade, Genesys Works has partnered with TransUnion to nurture a diverse and skilled workforce in the tech industry. As champions of equitable access to economic opportunity, we've created pathways that level the playing field for students from underserved communities, offering them the chance to maximize their potential, build social capital, and pursue fulfilling careers. "I've loved the friendly atmosphere and the hands-on training that I receive daily," said Worlase Adevor, IT Assistant Intern. "I've improved my Excel skills and learned to decommission laptops and set up functional workspaces with monitors and peripherals. I'm grateful to have this opportunity as it prepares me for the corporate world while I learn skills that will benefit me in my future career path." TransUnion has hosted more than 200 Genesys Works interns and invested over \$2 million into our program, which has yielded approximately \$40 million to communities. "As a flagship corporate partner, we are lucky to have been in on the early years and see the impact this program has made on the lives of so many students, while simultaneously adding tremendous value to our team," said Lisa Olmstead, EVP, Global Operations, TransUnion.

# OUR NETWORK DRIVES MEANINGFUL CHANGE

Genesys Works' experiential learning opportunities accelerate students' progress toward attaining their postsecondary goals and professional aspirations, enabling them to explore new industries, discover professions, and envision themselves thriving in the workplace. With an imperative to expand our reach and impact, in 2023, we launched our seventh site in Tulsa, Oklahoma.



**203**

SCHOOL  
PARTNERS

**1366**

HIGH SCHOOL  
INTERNSHIPS

**245**

CORPORATE  
PARTNERS

“ This program is going to provide opportunities for TPS students to explore careers that exist right here in northeast Oklahoma, while providing employers here in Tulsa with an opportunity to begin developing a talent pool before these students pursue opportunities elsewhere. It's a win-win-win for students, for employers, and for Tulsa's ongoing economic development. ”

**Mayor G.T. Bynum**  
Tulsa, Oklahoma

“ My journey has been one of resilience, growth, and transformation. It is not just my story; it is the story of other individuals who, with the right opportunities and support, can rise above any challenge. I encourage us all to embrace our journey and believe in our potential, and let the world witness the greatness within us. ”

**Shane**  
Young Professional  
Genesys Works Tulsa

# FOSTERING SUCCESS THROUGH SOCIAL EMOTIONAL LEARNING

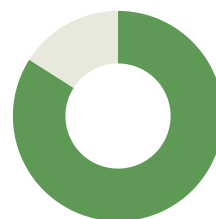
Since our inception, we've understood the importance of social-emotional learning (SEL) in helping students succeed. From improving grades to building better relationships and problem-solving skills, we're dedicated to providing experiences that encourage positive behavior. In 2023, we introduced **Hello Insight** to measure the impact of SEL on our students' growth.

## Here is what we found:



**92%**

OF GENESYS WORKS  
STUDENTS LEFT OUR  
PROGRAM WITH GOOD  
OR EXCELLENT CAREER  
KNOWLEDGE AND SKILLS.



**84%**

OF GENESYS WORKS  
YOUNG PROFESSIONALS SHOWED  
GROWTH IN SEL SKILLS LIKE  
COMMUNICATION AND CRITICAL  
THINKING, COMPARED TO 80%  
OF THEIR PEERS.

These outcomes highlight the essential skills students need for long-term success and affirm the transformative power of our early intervention model. By equipping students with these future-proof skills early on, we prepare them for personal achievement and offer them the skills to create habits and build relationships that positively influence their career decisions and contributions to society.

# THE POWER OF HIGH SCHOOL INTERNSHIPS

As we celebrate these achievements in SEL and recognize the growth and development of our Young Professionals, we're equally inspired by their unique insights on the projects, relationships, and skills that have shaped their journeys and prepare them for lifelong fulfillment and success.

"I felt a sense of belonging at work, thanks to the unwavering understanding and respect I received from my supervisor and coworkers, despite being a high school student." — **Pujan B., CenterPoint Energy, Houston**



"As a high school intern, I developed my time management skills, effectively juggling my academic responsibilities and contributing to the success of the internship program." — **Pablo A., KPMG, Chicago**

"The mentorship I received from my coworkers helped me develop task efficiency, as it challenged me to complete complex projects outside my comfort zone and provided constructive feedback." — **XiaoFeng L., Kirkland & Ellis LLP, Bay Area**



"During my internship at Target, I took Python classes, participated in get-to-know-yous, and worked on collaborative projects with fellow interns. I believe these experiences will be highly valuable in the future." — **Lisa V., Target Corporation, Twin Cities**

"Something I learned while working in the real world is that being a part of a behind the scenes team is a truly unique role. [It takes] a lot of hard work and dedication to deliver a desirable goal a client has for its customers."

— **Nesrine Allahabad, Accenture & TD Bank Group, New York City**



"This internship was a great opportunity for me to develop communication, project and time management skills needed for my future career."

— **Jada D P., Alliance for American Museums, National Capital Region**

"I want to go into fashion, and at first I didn't see how working at an energy company would get me there. I learned supply chain is important, in energy and in fashion." — **Cam Avington, Williams, Tulsa**



## SEIZING AN OPPORTUNITY CAN CHANGE YOUR TRAJECTORY



Jacob Richter's journey defies limitations. Growing up in a working-class family outside Minneapolis, he often faced academic struggles and limited access to career resources. Through Genesys Works, his trajectory changed. He excelled in Summer Training and earned an internship at 3M, where he thrived. After graduation, he started at the University of Minnesota. He stayed connected to Genesys Works and continued his growth with a second internship in Medtronic's legal department through our alumni program. The experience opened the door to interning for Senator Amy Klobuchar. Upon completion, he returned to his internship at Medtronic, where he is currently expanding his knowledge of the legal industry. Reflecting on his journey, Jacob described his experience in one word, "opportunity," and credits Genesys Works with instilling the confidence and skills to propel him toward the goals he once thought were unattainable.

# PATHWAYS THAT LEAD TO BRIGHT FUTURES

Through our transformative program, Genesys Works alumnae continue to outperform their peers.

GENESYS WORKS  
ALUMNI

**92%**

OF GENESYS  
WORKS CLASS OF  
2023 ENROLLED  
IN COLLEGE

**32%**

OF GENESYS WORKS  
ALUMNI WHO ARE  
COLLEGE GRADUATES  
RECEIVE A BA/BS IN STEM

**50%**

OF GENESYS WORKS  
ALUMNI PURSUING  
A 4-YEAR DEGREE  
EARN A BA/BS WITHIN  
150% OF TIME

NATIONAL  
AVERAGE

**52%**

OF LOW-INCOME  
STUDENTS ENROLLED  
IN COLLEGE\*

**8.1%**

OF COLLEGE  
GRADUATES FROM  
LOW INCOME SCHOOLS  
RECEIVE A BA/BS  
IN STEM\*\*

**20%**

OF STUDENTS  
FROM LOW INCOME  
FAMILIES PURSUING  
A 4-YEAR DEGREE  
EARN A BA/BS WITHIN  
150% OF TIME\*\*\*

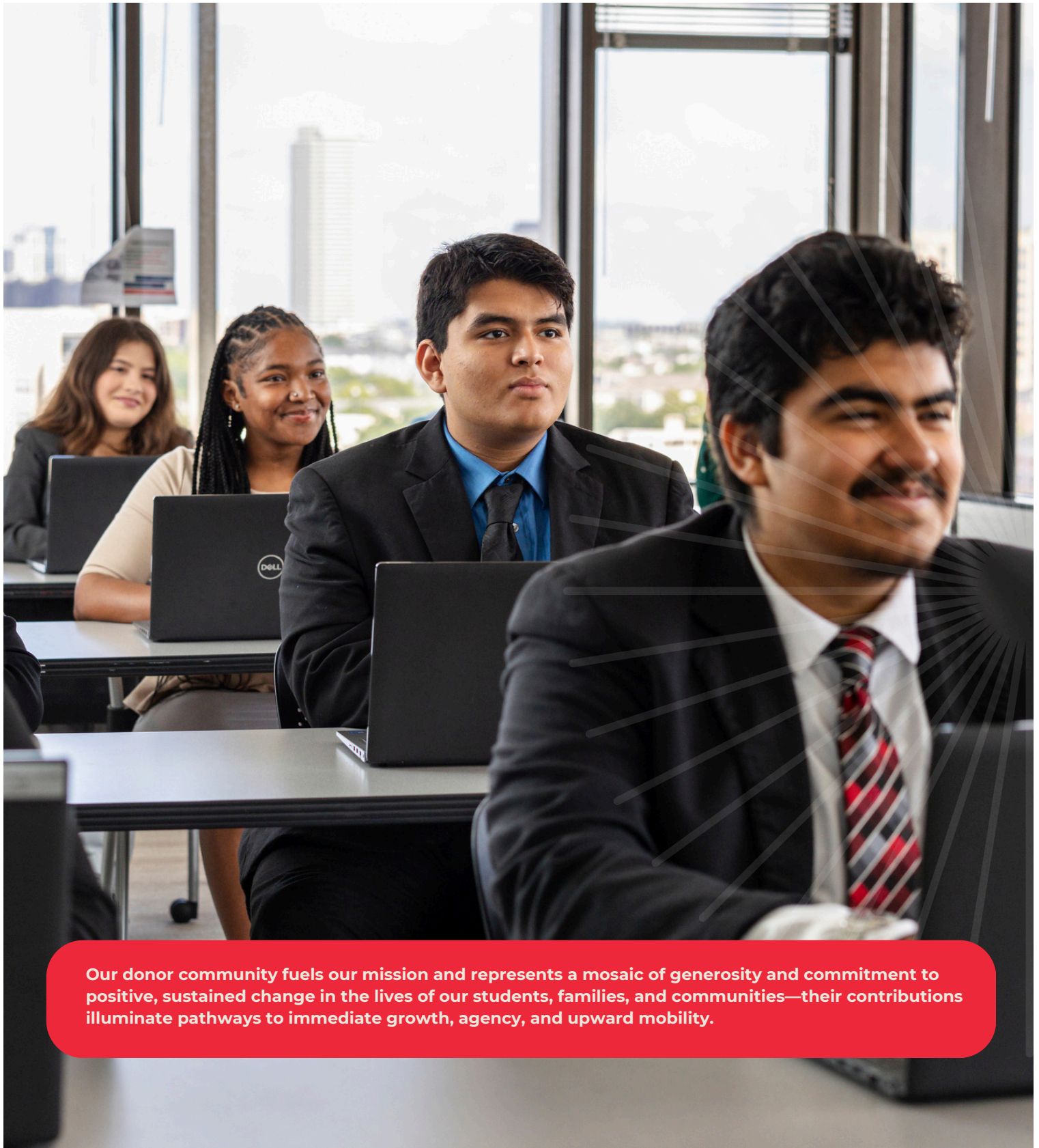


\*National Student Clearinghouse (NSC) Research Center statistics on the Class of 2022 graduates from low income high schools across the US.

\*\*NSC Research Center national statistics on the Class of 2016 low-income students' BA/BS STEM degree attainment.

\*\*\*Class of 2016 low-income students' BA/BS degree attainment rate, as reported by NSC Research Center.

## COLLECTIVE INVESTMENTS THAT CATALYZE SUSTAINED CHANGE



Our donor community fuels our mission and represents a mosaic of generosity and commitment to positive, sustained change in the lives of our students, families, and communities—their contributions illuminate pathways to immediate growth, agency, and upward mobility.

## PROMOTING FINANCIAL READINESS FOR COLLEGE

In 2023, Bank of America invested \$100,000 in our mission and partnered with us to deliver Better Money Habits® to students in our Bay Area and Tulsa sites. Better Money Habits® helps students build the skills and knowledge needed to make informed financial decisions that will set them up for long-term financial success. We share Bank of America's commitment to fostering economic mobility and financial education for students as they prepare for their future.



## ADVANCING EQUITABLE PATHWAYS FOR ALL

Genesys Works was selected as a grantee of the ICONIQ Impact Education & Economic Mobility Co-Lab, a \$56 million philanthropic initiative dedicated to addressing the systemic barriers that hinder access to education and economic advancement, receiving \$2.4M to advance our mission. Being selected as a grantee demonstrates the impact of our work and strengthens our ability to scale our efforts and reach even more young people in need of our support.





## THANK YOU SUPPORTERS

Thanks to the generosity of our supporters, we can offer young people access to postsecondary pathways that prepare them to achieve a career, upward mobility, and a lifetime of economic self-sufficiency. Their steadfast dedication to our mission motivates us daily, and we are excited to continue making a meaningful impact together.

### **\$1,000,000+**

Ballmer Group

ICONIQ Impact

### **\$500,000+**

Anonymous

Comcast NBC Universal

### **\$200,000+**

Anonymous (2)  
Comic Relief US

Crankstart Foundation  
WEM Foundation

### **\$100,000+**

3M  
Accenture  
Anonymous  
Bank of America Charitable Foundation  
The Beth and Ravenel Curry Foundation  
Capital One  
CD&R Foundation  
CenterPoint Energy  
Charles Hayden Foundation  
George Kaiser Family Foundation

Hess Corporation  
Insperity, Inc.  
Oakland Fund for Children and Youth  
Oakland Workforce Development Board  
PwC  
The Powell Foundation  
Richard and Dawn Rawson  
Solon E. Summerfield Foundation  
TransUnion  
U.S. Bank



## SUPPORTERS continued

### \$50,000+

---

Anonymous

Ascension St. John

Best Buy Foundation

The Brown Foundation

Capital One Foundation

The Cargill Foundation

Compass Pro Bono\*

Costco Wholesale

Edwin Gould Foundation\*

The George Foundation

Greater Texas Foundation

Greater Twin Cities United Way

Houck Family Foundation

Imagine Learning Foundation

Ira W. DeCamp Foundation

The John R. Eckel, Jr. Foundation

LinkedIn Social Impact Fund

Meta

Michael and Susan Dell Foundation

Minnesota Department of Education

Minnesota Department of Labor

& Industry

Mizuho Americas

Motorola Solutions Foundation

Okta For Good Fund, a fund of

Tides Foundation

The Richard E. & Nancy P. Marriott

Foundation

Jim & Joanne Steinback

Trellis Company

William S. Smith Charitable Trust

Workforce Solutions Houston-Galveston

York Solutions\*

### \$25,000+

---

Anonymous

AstraZeneca Foundation

Axonius

BMO

C.H. Robinson Foundation

Carlson Family Foundation

CFP Foundation

Citi Foundation

CME Group Foundation

Corebridge Financial

Deloitte

Ecolab Foundation

Evolving Solutions

Halliburton Charitable Foundation

Health Care Service Corp

Huntington National Bank

Andrea B. Ianniello

Kini Fund

Margaret E. Krendl

Scott Lebovitz

M. D. Anderson Foundation

McNeely Foundation

\*Donates that gift includes gift in kind



## SUPPORTERS continued

### **\$25,000+** continued

---

Steve Milter  
Morgan Stanley  
The Morris and Gwendolyn Cafritz  
Foundation  
Nancy and William Thompson Family  
Fund  
Elisabeth Nash  
Nicholas B. Ottaway Foundation  
Northern Trust Foundation  
Dan and Mary Jo Nottke  
Okta  
Pacific Gas and Electric Company

Marty and Liane Phillips  
The Pinkerton Foundation  
Polk Bros. Foundation  
Richard M. Schulze Family Foundation  
Daniel C. Ryan  
Saint Paul & Minnesota Foundation  
SCI  
Sequoia Union High School District  
Sundance Family Foundation  
William Stamps Farish Fund  
Williams

### **\$10,000+**

---

G. Marshall Abbey Family Fund  
Ameriprise Financial  
Andersen Corporate Foundation  
Andersen Windows & Doors  
Anonymous  
Article Group  
AT&T  
ATCS, PLC  
Baker Botts  
Barclays  
Adam Barth  
Best Buy Corporation  
The Boston Consulting Group  
Boston Scientific Foundation  
Linda and Jim Bremhorst  
BrightView Landscapes

Carolyn Burke  
Calpine  
Cory and Joseph Cancila Family  
Foundation  
Linda and David Castaneda  
CDW  
Christenson Family Charitable Fund  
CHS, Inc.  
CIBC  
Cisco  
The Clare Foundation  
The Community Foundation of Northern  
Virginia  
Josh & Jen Davidson  
Dome Construction  
Donaldson Foundation



## SUPPORTERS continued

## \$10,000+ continued

---

DTI  
The Egerter Family Foundation  
EliteOps  
Enterprise Holdings Foundation  
Finnegan Family Foundation  
First Horizon Foundation  
George and Mary Josephine Hamman Foundation  
Goldman Sachs  
Hardenbergh Foundation  
HEB Tournament of Champions Charitable Trust  
Hewlett Packard Enterprise  
Hulsebosch Hope Foundation  
iManage  
JP Morgan Chase  
Steven and Melissa Kean  
Koret Foundation  
KPMG  
Kupor Family Trust  
Lantern Partners  
The Lavin Family Foundation  
Marco Technologies  
Mardag Foundation  
Mary Beth and Vance McGinnis  
McKinsey & Co.  
Medica  
Medtronic  
Merkle Inc  
Raymond and Elaine Messer

MoloLamken LLP  
Morning Foundation  
Morris Stulsaft Foundation  
Tom Nolan  
Nordson Corporation Foundation  
Optum  
The Osa Foundation  
Peoples Gas Community Fund  
Quanta Services Inc.  
Rubrik, Inc.  
Search Institute  
Marc Shapiro  
The Sharna & Irvin Frank Foundation  
Society of Information Management  
Talent for Tomorrow Alliance  
Target Tech  
Ronald Taylor  
Texas Children's Hospital  
William Scott Tinkler  
Travelers - Community Relations  
US Bank  
Vivian L. Smith Foundation  
Walser Foundation  
Wege Foundation  
Wells Fargo  
Jason Wells and Jenny Koehler  
W. P. and H. B. White Foundation  
Xcel Energy Foundation  
Youths' Friends Association, Inc.  
Zscaler

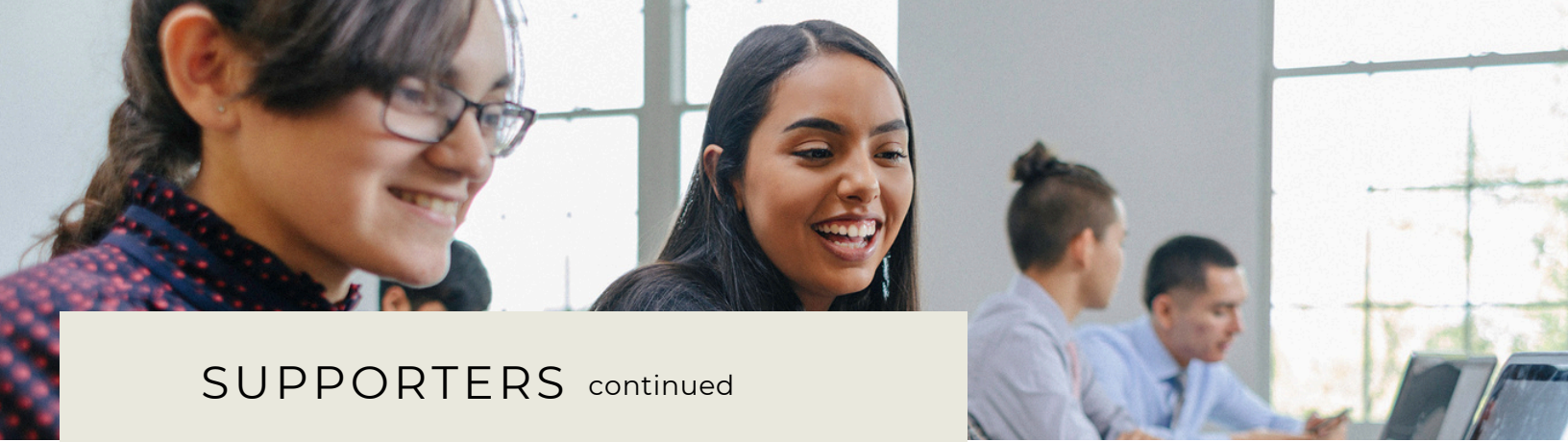


## SUPPORTERS continued

### \$5,000+

Abbott  
Albert & Ethel Herzstein Charitable  
Foundation  
Albright Foundation  
Aqua Texas  
Teddy Bekele  
Erskine Black Jr.  
Blue Cross Blue Shield Minnesota  
Boardwalk Pipeline Partners, LP  
Bremer Financial Corporation  
Tom and Kristi Butterfield  
Cadence Bank  
CALIBRE Systems, Inc.  
Cargill  
Chevron Phillips Chemical Company LLC  
Children's National Medical Center  
Ron and Jan Christenson  
CommonSpirit Health  
Crestwood Midstream Partners LP  
DocuSign  
David Drummond  
Ecolab  
Enbridge Foundation  
EPAM Systems, Inc.  
Excel SoftSources  
Exelon  
EY  
Erin Baudo Felter  
Robert Flexon  
Scott Garrett  
Kelly Geary  
General Mills

Lisa Gershenson and John Chavez  
Mary Beth Gracy and Jason Martinez  
Grant Family  
Gunderson Dettmer Stough Villeneuve  
Franklin & Hachigian, LLP  
H.B. Fuller Foundation  
Adam Hecktman  
Gene and Lyna Janiszewski  
Jet Support Services, Inc.  
Mike Jones  
Dave Kanter  
Kirkland & Ellis LLP  
Glenn Koch  
Kratos  
Land O'Lakes Inc.  
Martin McKinley  
Michael McNamara  
Michels Inc.  
Mortenson Company  
MUFG Union Bank  
OPUS Foundation  
Manish and Krupa Patel  
Patelco Credit Union  
Persistent Systems Inc  
Project Worldwide  
RBC Capital Markets, LLC  
RSM  
ScreenMeet  
Solar Turbines  
Sterling Infrastructure, Inc.  
Stratascale  
TDECU



# SUPPORTERS continued

## \$5,000+ continued

---

Thrivent Financial  
TruStage  
UDC Foundation  
University of St. Thomas  
Vast Data Inc

The Venable Foundation  
Rich Walker  
Walter P Moore  
West Monroe Partners

## \$1,000+

---

Michael Abbey  
Marylean and William Abney  
After School Matters  
Howard Alper  
Anonymous (4)  
APi Group Inc  
Arkes Family Foundation  
Artis Family  
Ms. Crystal E. Ashby  
Will Au-Yeung  
Kristen Banks  
Allison Barmann  
Bell Bank  
Mackenzie Betrone-Harpst  
Chris Biggs  
Ola Bolton  
Box  
Bramble Berry  
Gerry Brooks  
CareFirst BCBS  
Adam Carnese  
Phillip and Angela Carrai

Jesse Carrillo  
Caterpillar Foundation  
Paul Chapman  
Francois Charette  
Haley Coller  
Vic and Marilee Conant  
Confluent  
JaNette Connell  
ConocoPhillips  
Brett Craig  
George Crawford  
Crestwood Equity Partners  
Deniz Cultu  
Dalio Philanthropies  
Marian Davenport  
Michael S. Davis  
Myra Day-Perkins  
Wendy and John Del Mixon  
Dell Technologies  
John Dille  
Scott and Amory Donohue  
Holly Dowden

## SUPPORTERS continued



## \$1,000+ continued

---

Duchossois Capital Management LLC  
Shanta Eaden  
EPIC Board Members  
Father and Son Foundation  
Ronald Feinstein  
Foley Family Foundation  
Fran Gardiner  
Jeff and Laura Giangliuli  
Joe Gothard  
John Gyann  
Halliburton Energy Services, Inc.  
Aaron Harper  
Harry S. and Isabel C. Cameron  
Foundation  
Arthur Hayden  
Arnette Heintze  
David Heiser  
Joyce and Rich Hirsch  
Intelsat  
Shachella James  
Janova Solutions Inc  
Jobs for the Future  
Bill and Casey Johnson  
Martin C.V. Johnson  
Carlton Jones  
Myrtle Jones  
Knights of Columbus, Epiphany Council  
#9759  
Alisa Kolodizner  
Anna Kruse  
The Latitude Group  
Martin Leestma and Kathryn Leestma

Adam Levy  
Ryan Libel  
Magnolia Oil & Gas Operating LLC  
Wileeta McGee  
Jerry McNabb  
Bonnie Melville and Dan Terlouw  
Michael J. DeMarco Family Foundation  
Tammy and Vassilios Mihailidis  
Jim and Sarah Monner  
Ryan Moorman  
Melissa Morgan  
Rino Morganti  
Mark Murphy  
Natixis Investment Managers  
Martel Neville  
Jerry Newton  
Kim and Peter Nicholas  
Zach Nunn  
Optiver  
Patterson Companies, Inc.  
Paul B. & Frances Lenora Terry Jr. Family  
Foundation  
Mary Lynne and Michael Perushek  
Peter D. and Carol Goldman Foundation  
Scott and Elisabeth Pharr  
Michael and Lynn Preston  
Prime Therapeutics  
Elizabeth Rafferty  
John Ratzan  
RBC Wealth Management  
Karen and Bill Richard  
Riverway Foundation



## SUPPORTERS continued

### **\$1,000+** continued

---

Room & Board  
Eden Rooney  
Susanna Sabbagh  
Salesforce.com, Inc.  
Salty Dawgs  
Mike Gross and Kate Seaver  
Jennifer Selig  
Kenneth and Nicole Shogren  
Leonard Siegal  
Clark Smith  
Lisa Smith  
Soran Foundation  
Jacob Sorensen  
Matthew E. Steinmetz  
Ted and Wendy Storlie  
Sadhvi Subramanian  
Liz Sweigart

Verinder Syal  
Tim and Jenny Thull  
Tips Consulting, Inc  
The Tom Fund  
United Health Group  
Theodore Wagenaar  
Mike Walstrom  
Hilary Ware  
Washington Nationals  
Wells Foundation  
William R Blew and Marilyn W Blew  
Foundation  
Winnebago Industries  
Wintrust Financial Group  
World Wide Technology  
Charlotte Wylie  
Zeal Capital Partners

### **\$500+**

---

Santiago and Vanessa Abraham  
Bosun Adeoti  
Misty Allen  
Anonymous  
Colleen Ashworth  
Joe Askew  
Ivan Baca  
John S. Bank  
Jennifer Barbieri  
Saketh Budideti

Wanda Cole-Frieman  
Chris Collins  
Amanda French  
Thomas Fry  
Bo Gebbie  
Jenna Gilbert  
Google, Inc.  
Laura Gorman  
Marilynn and Ronald Grais



## SUPPORTERS continued

## **\$500+** continued

---

Aretha Green-Rupert and Harvey Rupert  
Todd Hollowell  
Monte Huber  
Scott and Cara Hull  
Ken and Tracy Janda  
Tammylynne Jonas  
Michael Jones  
Rodney Jones  
Barbara and Kyle Jordan  
Keith Juarez  
Rebecca and Brad Kalhoff  
Bevan Koch  
Matthew and Katie Kramer  
Shanon Lanasa  
Grace Lee  
Meghan MacFadden  
Antonio Marin  
Marrero Family  
Sheri Mathis  
Nicholas Mercer  
James Nagbe  
Matthew Neale  
Keith Norbie  
Daniel Oase

Randy Odinet  
Joe Osborne  
Jim Ostergaard  
Joseph Phillips  
Ryan Seeley  
Jesus Soto  
Bob and Susie Star, Morton S. Abelson  
Foundation  
The Steelberg Family Foundation  
Thomas H. and Donna M. Stone  
Peter Tannenwald  
Clifton Thomas  
Jeff Tollefson  
Dharti Tripathi  
Daniel Vazquez  
VMWare Foundation  
Selvon Waldron  
Rick Walstrom  
Creighton Warren  
Liz and Tim Welsh  
Yield Giving  
Eric Young  
Randy Zimmerman

# 2023 FINANCIAL REPORT

NATIONAL 2023 INCOME STATEMENT	
INCOME	
Contributed Income	\$13,246,779
Earned Income	\$21,956,335
<b>Total Income</b>	<b>\$35,203,114</b>
EXPENSES	
Program Services	\$26,170,039
General and Administrative	\$4,916,551
Fundraising	\$2,693,138
<b>Total Expenses</b>	<b>\$33,779,728</b>
<b>Net Income</b>	<b>\$1,423,386</b>

NATIONAL 2023 BALANCE SHEET	
ASSETS	
Current Assets	\$16,605,424
Fixed Assets	\$198,195
Other Assets	\$2,055,194
<b>Total Assets</b>	<b>\$18,858,813</b>
LIABILITIES & EQUITY	
Current Liabilities	\$1,563,673
Long-term Liabilities	\$2,472,871
Equity	\$14,822,269
<b>Total Liabilities &amp; Equity</b>	<b>\$18,858,813</b>

# BOARD OF **DIRECTORS**

We want to extend our gratitude to the members of our 2023-2024 Board of Directors whose contributions and dedication have been instrumental in shaping our organization's success. Thank you for your continued support and guidance.

- Dan Nottke, Chair, Retired CIO, Kirkland & Ellis LLP
- Richard Rawson, Chair Emeritus & Retired President, Insperity
- Marylean Abney, Partner, The Florida CFO Group
- Haley Coller, Program Graduate and Summer Associate, Collide Capital
- Tom Fry, Philanthropic Advisor, Jenesis Group
- Archie L. Jones, Jr, Investor, Advisor, and Educator
- Peggy Krendl, Managing Director, Accenture
- Roger Nicholson, SVP, Insperity
- Ann Ostrander, Senior Director, Risk Management, Kirkland & Ellis
- Meeghan Prunty, Founder/Principal, PE Strategy Partners
- Daniel Ryan, Interim Chief Executive Officer, ISS Americas Region
- Dharti Tripathi, Vice President and Chief Digital Operations Officer, GE Healthcare
- Michelle Villagran, Unifier Implementation Specialist, Westland Management Solutions
- Charlotte Wylie, Senior Vice President and Deputy Chief Security Officer, Okta



## Thank you, Richard Rawson

Your leadership has been invaluable from your early days on the Board in 2013 to your esteemed role as Chair in 2021. The establishment of the Richard G. Rawson Family Endowment, marked by a generous \$250,000 investment, epitomizes your unwavering dedication to expanding opportunities for students in underrepresented communities that lead to sustained economic mobility. Your visionary support has enriched our professional development training and provided over 40 students with internships at Insperity, motivating them to achieve their postsecondary education and career goals. Your generosity and passion are inspiring, and we extend our sincerest appreciation.

**GENESYS  
WORKS.**

