



Advancing Skills of Leadership

2018 Annual Report





Letter from the Executive Director

In 2018, Future Leaders in Action increased the number of projects from 12 to 14 and returned to having a summer and fall fellowship. We worked with impressive and amazing fellows and new and existing partners. When we were founded in 2015, we intentionally chose the words fellows and fellowships to describe our program, but we did not externally share our reasons. Internships and fellowships are often used interchangeably, but to us there's a distinction. **So, why do we call it a fellowship and not an internship?**

Professional & Leadership Development

We incorporate professional and leadership development throughout the three-month long fellowship. It starts with a one-week training retreat, which includes networking, public speaking, and setting goals. Fellows examine and define personal values and mission statement to help guide future decisions. After the retreat, most of the fellows' time is spent working on their projects for their partners, which in and of itself provides many professional development opportunities. Fellows watch or read different resources and reflect on a weekly prompt together to have a greater understanding of their experiences, strengths, and the type of leader they want to be.

Build Experience with Youth Nonprofit

At FLIA, we focus on providing fellows experience working with youth organizations and nonprofits. We select projects that will challenge fellows while providing opportunities to gain extensive experiences by allowing fellows to work more independently and really lead the direction of the project. We felt that the word fellowship helps encompass the independence and the high level of work that the fellow completes. FLIA provides support to fellows throughout the fellowship to ensure that they feel challenged without feeling too overwhelmed.

Above All

Ultimately, the point of using fellowship is to ensure that our fellows are recognized for the level of work they complete and the professional and leadership development experiences they have during the program. We do not want the word fellowship to discourage someone from applying out of the concerns that they do not have the experience for it because it is an opportunity to grow and gain new experiences.

You, our supporters, our partners, and our fellows allow this program to continue to grow and thrive. Without you, it wouldn't be possible..

Sincerely,
Kirsten Abel

We place nonprofit enrichment

01


Partner

We partner with youth nonprofits across the country

02

Champion

We place fellows with our partners to champion a project designated by the partner



fellows in youth-oriented organizations to implement programs which cultivate their leadership skills.

03

Connect

We work closely with fellows throughout the program and connect them to a network of peers, mentors, and resources

04

Thrive

Fellows move beyond the program with continued resources and support through our alumni network

Impact at a Glance

This year, we partnered with **eight nonprofits** across the United States.

3

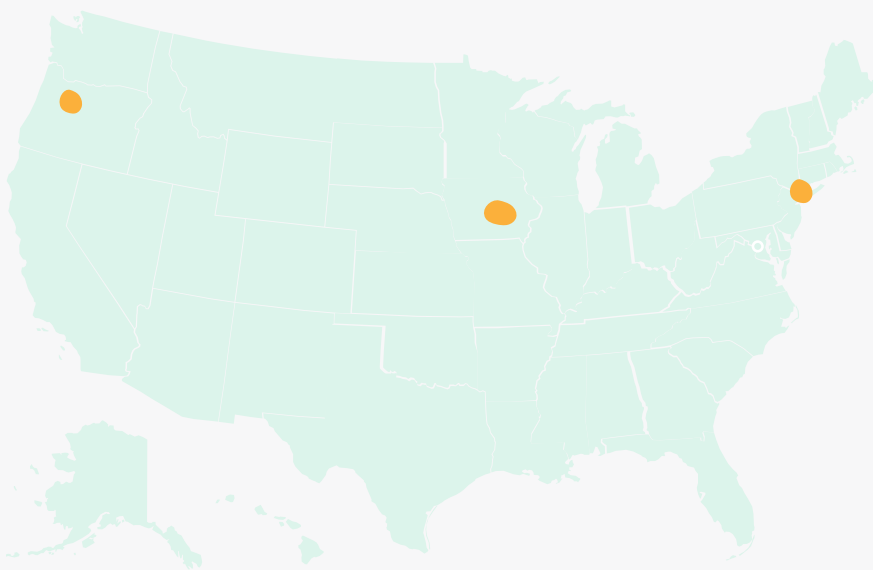
new partnerships

5

sustained partnerships

100%

of partners reported fellows introducing new ideas to their organizations



● Two partners in New York

● Two partners in Portland

● Four partners in Central Iowa

“ Clare’s work helped the organization to find gaps in our work and she developed realistic solutions to address these gaps.

FIVER CHILDREN’S FOUNDATION

We placed **thirteen fellows with our partners to champion fourteen youth programs.**



12/13

reported having been unable to take unpaid internships or growth opportunities in the past

8/8

of those seeking employment obtained work in the social sector within one month post-fellowship

100%

reported feeling more empowered in the workplace after the fellowship

“ Watching my supervisors and learning from trial and error at the [sports] clinic gave me skills to lead people in a better way.

JOSHUA YEAGER
SUMMER 2018 FELLOW WITH BOYS & GIRLS CLUBS OF CENTRAL IOWA

Their fellowship work will impact over **11,100 youth.**



Our Partners



Big Brothers Big Sisters
of Central Iowa



BOYS & GIRLS CLUBS
OF CENTRAL IOWA



BOYS & GIRLS CLUBS
OF PORTLAND METROPOLITAN AREA



FIVER
CHILDREN'S FOUNDATION



krco


ROW
NEW YORK
PULLING TOGETHER
TO PUSH AHEAD





“ Through our partnership with FLIA, the Fiver Children’s Foundation has been able to complete a number of projects to advance our youth development mission. Our fellows have been hard-working, innovative and reliable and our overall partnership with FLIA has been immensely beneficial.

**CHRISTIE KO, EXECUTIVE DIRECTOR
OF FIVER CHILDREN’S FOUNDATION**

A man with dark hair and a beard, wearing a light pink button-down shirt and grey trousers, stands on a balcony. He is smiling and looking towards the right. The balcony has a metal railing. In the background, there is a cityscape with buildings and trees, seen through large windows. A woman in a patterned dress is partially visible on the right side of the frame.

“I’ve seen the most amount of growth in taking initiative and getting things done as opposed to waiting for directions.”

LAKNATH GUNITHILAKE
FALL 2018 FELLOW WITH
ROW NEW YORK



Meet the 2018 Fellows

who we believe are the next generation of social sector leaders



Asalia Arauz

She/Her/Hers

Boys & Girls Clubs of Portland

Expanded existing teen leadership and civic engagement recognition program



Paola Cabrera

She/Her/Hers

IRCO

Developed and facilitated Global Cooking Classes and enhanced Hunger Relief Program



Clare Connaughton

She/Her/Hers

Fiver Children's Foundation

Streamlined outreach efforts to increase youth attendance to programs



Erick Cooper, Jr.

He/Him/His

Fiver Children's Foundation

Updated and led high school prep program to help rising 8th graders understand New York City high school selection process



Teilor Garner

She/Her/Hers

Fiver Children's Foundation

Updated and led college access program at Camp Fiver to help youth with their college application process



Laknath Gunathilake

He/Him/His
Rox New York

Developed Data Handbook and analyzed key data points regarding youth participation



Brianne Potts

She/Her/Hers
Iowa Department of Human Rights

Enhanced youth programs that foster civic engagement, advocacy and leadership



Gabriella Ruggiero

She/Her/Hers
Big Brothers Big Sisters of Central Iowa

Developed curriculum for a workplace mentoring program



Rachel Shelton

She/Her/Hers
Boys & Girls Clubs of Portland

Developed, administered and analyzed a Social Emotional Learning assessment; Developed online database of community resources for families to use



Lavanyaa Shralan

She/Her/Hers
YSS

Collaborated with Iowa State University to create a Collegiate Recovery Community



Alessandra Tantawi

She/Her/Hers
Rox New York

Created high school prep workshops to help youth navigate NYC high school selection process



Kendra Woodstead

She/Her/Hers
YSS


Worked on YSS University, an extensive training program.



Joshua Yeager

He/Him/His
Boys & Girls Clubs of Central Iowa

Developed and implemented a sports clinic and worked on health program



“I’ve grown into a more confident version of myself and this fellowship helped me feel capable of doing what I didn’t think I could before.”

**KENDRA WOODSTEAD
FALL 2018 FELLOW WITH YSS**

13/13

fellows reported an increase in comfort leading a project



Our fellows gain confidence.

At the start of Kendra's fellowship, she experienced self-doubt and anxiety. She found herself feeling uneasy, second-guessing the praise she received from others and nervous about making mistakes, but her experience as a fellow helped her transform those thoughts by honing in on her skills and showing her that she is a powerhouse. She found her perspective changing from uncertainty to assurance and clarity.

Throughout the remainder of the fellowship, she developed her own guide to feeling like a force of nature which helped her face different challenges by understanding that each challenge has meaning and will push her towards a bigger picture. After her fellowship, she continued working with YSS and some of her responsibilities included YSS University, which was the focus of her project.

Kendra's Guide to Feeling Like a Force of Nature

1. Keep trying. Rejection may feel like a closed door, but it can often redirect you to an open one.

2. Believe people when they tell you that you did well. It may be uncomfortable at first, but positive feedback can be so encouraging and motivating if you let it be.

3. Let yourself feel proud of your work. When you've put a lot of time and effort into something, it's natural to care about it and feel proud. Bonus points if you can accept it when other people tell you they're proud of you.

4. Take advantage of your momentum. Use your energy, excitement, and sense of accomplishment to fuel you. Push forward, reflect, improve, and grow. Seek challenges and watch yourself crush them.

5. Remind yourself you are still worthwhile even when you make mistakes. You can do incredible things and even when they turn out to be a dud, that doesn't mean you are.

You are a force of nature.



Our fellows problem solved.

When Teilor first applied for the summer fellowship with Fiver she was excited about the opportunity but more than that she knew she needed this opportunity. Teilor is the type of person who wants to know what, when, and how something is going happen - something that is not always possible in her field of work with mental health. Taking this opportunity effectively took her out of her comfort zone. Teilor's project involved creating and facilitating

a curriculum focusing on college access for teenagers at Camp Fiver - which involves a high level of unpredictability. She regularly addressed problems from building rapport with teenagers she just met to what to do when the internet wasn't working. After Teilor finished her fellowship, she started working as an intern mental health counselor with the Lesbian, Gay, Bisexual, and Transgender Community Center where she also faced

unpredictability. Throughout her time at Fiver Teilor learned to lean into the unpredictability and trust herself. This came in handy when she traveled to South Africa to co-facilitated mental health workshops when each day she had to revise her pre-planned workshops based on how the participants responded. Due to her time at FLIA and Fiver, Teilor feels more confident in her ability to be successful in her future endeavors.

12/13

fellows rated themselves as strong problem solvers at the end of the fellowship



“When I find myself getting stuck, I think back to my time with FLIA and Fiver ... you were learning to trust yourself in the process ”

A woman with short dark hair, wearing glasses and a white floral patterned blouse, is speaking. She is gesturing with her hands as she talks. The background is dark and textured.

**TEILOR GARNER
SUMMER 2018 FELLOW WITH
FIVER CHILDREN'S FOUNDATION**



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She/Her/Hers

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She/Her/Hers

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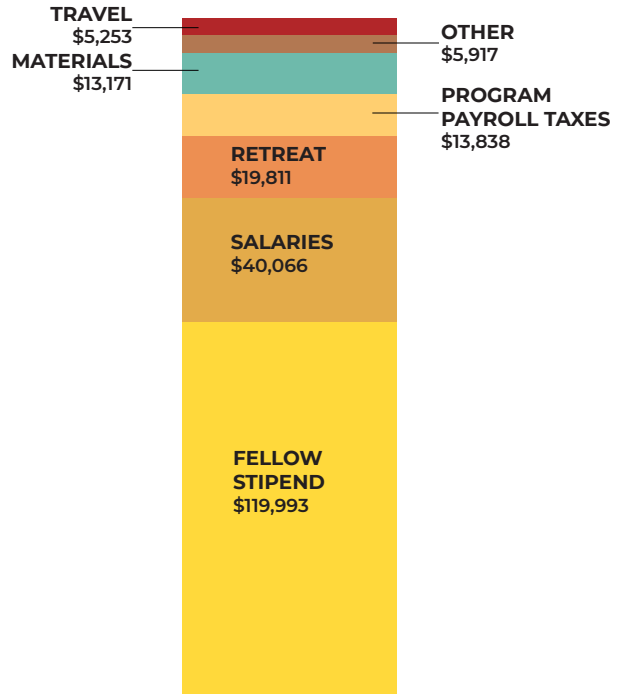
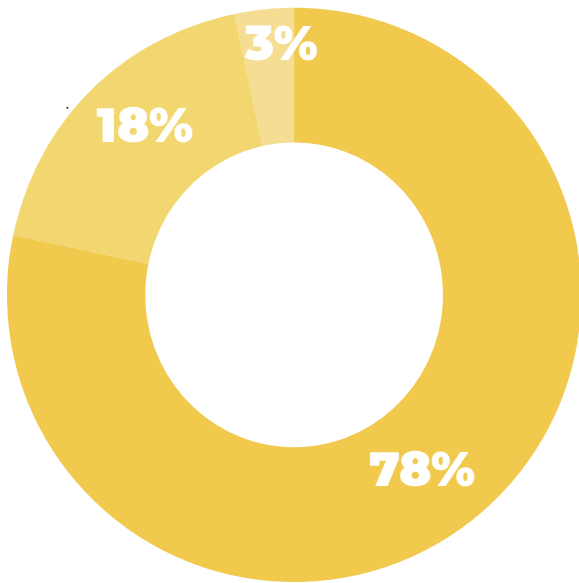
She/Her/Hers

Monitoring and Evaluation Specialist

Financial Snapshot

(April 1, 2018-March 31, 2019)

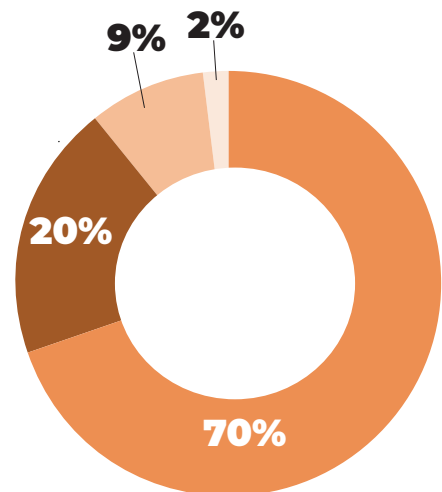
Expenses



PROGRAMS	\$218,049
OPERATIONAL SUPPORT	\$51,088
FUNDRAISING	\$8,712

Revenue

FOUNDATIONS	\$214,525
SPECIAL EVENTS	\$60,550
INDIVIDUALS	\$27,026
FELLOW CAMPAIGNS	\$5,562

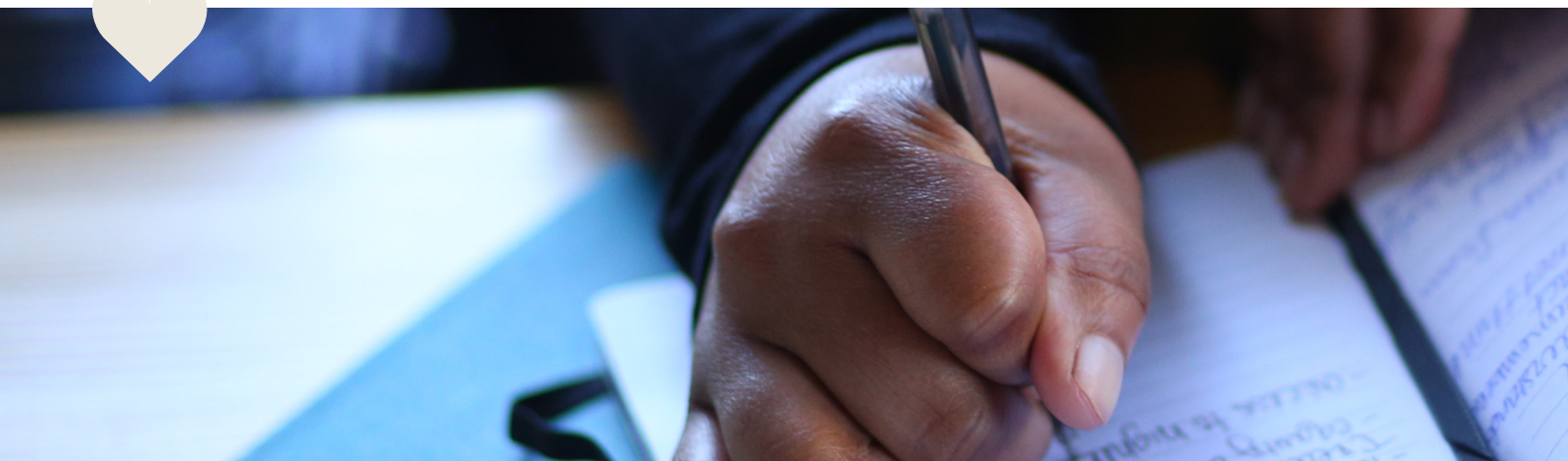


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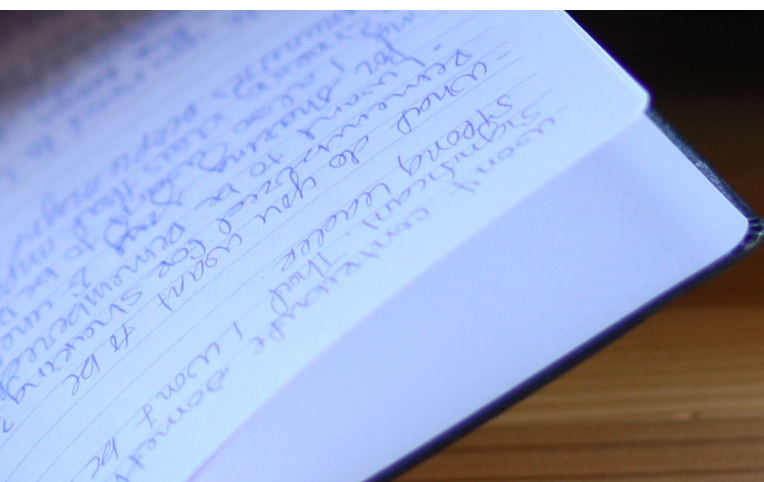


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Build skills. Shape leaders.

For more information on how to get involved, contact Kirsten Abel at kirsten@futureleadersinaction.org



Become a fellow

Work with a youth nonprofit for three months and develop critical leadership and work skills while earning a livable wage.

Partner with us

Host a fellow and receive the dedicated work of a fellow in a specific project area at no cost to your organization.

Support our mission

Invest in the next generation of social sector leaders and change-makers. Donate today through our website.

Future Leaders in Action (FLIA) is a nonprofit organization that cultivates emerging leaders and strengthens youth-focused nonprofits.

Over twelve weeks, emerging social sector leaders, known as fellows, work with a nonprofit partner in urban locations across the United States to implement youth enrichment programs that advance skills for success, promote public health, and protect the environment. Partner organizations gain the dedicated program development work of a fellow at no cost to their organization. Fellows earn a living-wage while gaining meaningful and impactful work experience in the nonprofit sector, an increased sense of confidence, and starter toolkit of skills needed for nonprofit success. For more information, visit www.futureleadersinaction.org