



# Advancing Skills of Leadership

Annual Report 2017





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# Letter from the Executive Director

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Today, it takes more skills to enter the workforce than ever before. This disproportionately impacts young people, people of color, and those from working class families the most. It is necessary to have programs that provide individuals – especially those left out of traditional leadership programs – the opportunity to develop skills that set them apart. We believe that everyone should have access to these opportunities regardless of socioeconomic conditions.

This year, we're excited to share with you examples of how our fellowship program works to provide leadership opportunities. The skills and experiences that we highlight are just a snapshot of the twelve amazing fellows that completed our program this year.

A program addition this year is a fellowship showcase presentation, which has become a highlight for me! Fellows present to stakeholders about the work that they have been doing for the past three months. Despite my unwavering confidence in each fellow, it's remarkable to see the amount that they are able to accomplish, and the growth in skills and capabilities over the fellowship. Our goal in adding this to our fellowship is to provide more formal public speaking opportunities for fellows. As a result, most fellows reported feeling an increased comfort in presenting.

Our program would not be possible without our partners, who provide critical leadership experience by having fellows work on developing, implementing or improving a youth enrichment program. One example of exceptional partner commitment that stands out to me is with YSS in Central Iowa. In 2016, FLIA fellow, Emma, developed a community-based mentoring program. In the fall of 2017, YSS decided to hire one of their following fellows, Denisha, as permanent staff at the end of her fellowship and part of her responsibilities became supporting the program Emma developed. Then, YSS's 2018 Spring fellow, Jenna, had the opportunity to become a mentor in that same program, which led to her gaining greater insights and connections for the project she worked on. This continuity benefits both our fellows and our partners in forwarding our mission.

**The work we do would not be possible without our supporters, our partners, and you.**

Sincerely,  
Kirsten Abel



***We believe that everyone should have access to leadership opportunities regardless of socioeconomic condition.***



# We place nonprofit enrichment

**01**

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## Partner


We partner with youth nonprofits across the country

**02**

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## Champion

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



**Use 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

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

**2**

new  
partnerships

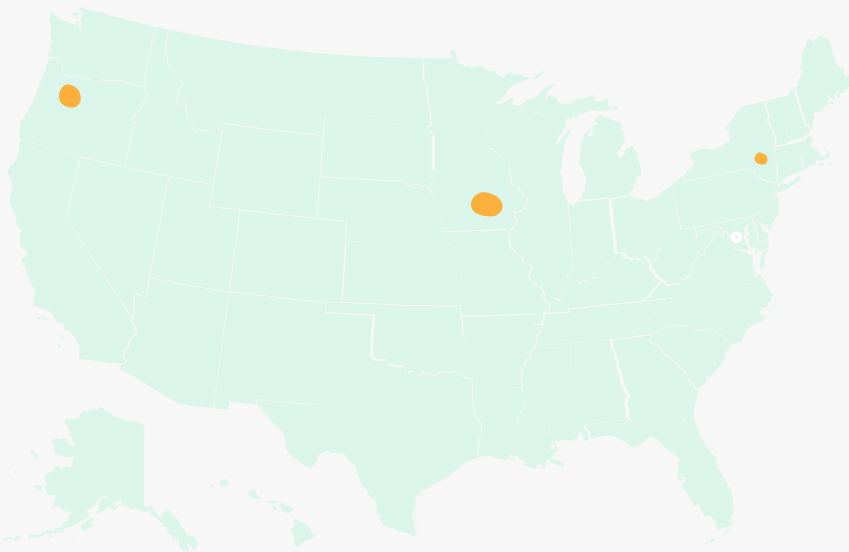
**4**

sustained  
partnerships

Our partners reported

**\$96,000**

in capacity building  
support through fellow  
work



- One partner in New York
- Two partners in Portland
- Three partners in Central Iowa

“ So impressive, as [Jenna] has really taken our initial idea and tweaked it to add significant impact! Wow.

ANDREW ALLEN, CEO OF YSS



**We placed **twelve fellows** with our partners to champion a youth program.**



**11/12** reported having been unable to take unpaid internships or growth opportunities in the past

**7/7** of those seeking employment obtained work in the social sector within one month post-fellowship

**100%** reported utilizing communication skills, time management, problem solving and project planning during the fellowship

“ I honed my facilitation skills and managed a project from start to finish. . . Stumbling across this fellowship was the best thing that could’ve happened to me at this point in my career and life.

BRITTANY HARRIS,  
SPRING 2018 FELLOW WITH  
FIVER CHILDREN’S FOUNDATION

**Their fellowship work will impact over **36,330 youth.****



 = 250 youth



***“During this fellowship I have had so many opportunities to share my story, meet new people and connect with their resources.”***

CLARISSA MEJIA  
SUMMER 2017 FELLOW  
WITH YSS



# Meet the Fellows

*who we believe are the next generation of social sector leaders*

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*Summer 2017*



**Alex Adams**

Expanded program focused on helping high schoolers build skills needed to enter adulthood



**Elliott Copeland**

Led camp health awareness initiative and facilitated nutrition and fitness programs



**Hazel Flores**

Compiled bank of family engagement and community resources



**Casie Keegan**

Led camp environmental initiative and developed garden education programming



**Clarissa Mejia**

Conducted surveys to inform programming and coordinated workshops for youth at-risk of homelessness



**Joie Probst**

Measured impact of youth wellness program and enhanced program through survey-based recommendations

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## Fall 2017



**Nathaly Arias**

Established comprehensive alumni support plan and coordinated engagement events



**Jarlisa Corbett**

Expanded existing teen leadership and civic engagement recognition program



**Denisha Renovales**

Coordinated community event designed to equip youth and adults with resources for social change

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## Spring 2018



**Bayo Fagbamila Jr.**

Led and coordinated student focus groups to incorporate youth voice in existing programs



**Brittany Harris**

Wrote creative and experiential youth programs and updated existing resources



**Jenna Schuck**

Pioneered substance abuse recovery network program

***“Every day I’m here, my re  
working with youth is re***

**I love listening to all their hopes, dreams, fears, and goals in life. I’m glad I can continue to work with them and work with more youth in the future.”**

# *Reasoning for informed . . .*



CASIE KEEGAN  
SUMMER 2017 FELLOW WITH  
FIVER CHILDREN'S FOUNDATION

**“The fellowship pushed me out of my comfort zone to take on my own project.”**

ALEX ADAMS  
SUMMER 2017 FELLOW WITH BIG BROTHERS  
BIG SISTERS OF CENTRAL IOWA





# ***Our fellows gain confidence.***

When Alex began her fellowship, she doubted the impact she could make or if she was even qualified to be a fellow. During school, she spent a lot of time in science labs, but her passion began to drift towards psychology, mental health, and social work. She found her way to the fellowship and, over time, she observed colleagues in their work and engaged directly with youth and families who had experienced adversity.

By the end of her fellowship, she developed a meaningful teen transitional program and built systems that would connect future youth to resources.

These experiences made her realize that her biggest hurdle all along had been self-doubt. She was able to leverage her varied experiences and newfound confidence to obtain a full-time job.



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# 12/12

**fellows reported an increase in comfort leading a project**



# ***Our fellows build relationships.***


Going into the fellowship, Denisha knew she wanted to continue working with YSS long term if the right position came along at the right time. She understood that, despite her dislike of networking, she would have to start building relationships and learning about others within the organization. She made a point of constantly pushing herself to set up informational interviews with people outside of the department she worked in – people who were doing work that she was interested in doing or learning more about.

It got to the point where she had multiple informational interviews each month! Denisha's hard work to gain insight and build relationships paid off. As more staff at YSS became familiar with her, more of them began to advocate for her within the organization. She ended the fellowship with a full-time position lined up at YSS as Ames Elementary and Community-based Mentoring Program Facilitator, where she remains today.

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# **12/12**

**fellows reported an increase in comfort communicating**

A woman with curly hair and glasses is speaking, gesturing with her hands. She is wearing a grey blazer over a black top. The background is a warm orange color.

**“Thanks to my experience with Future Leaders in Action, I am able to continue my role as an advocate for youth with YSS.”**

**DENISHA RENOVALES  
FALL 2017 FELLOW WITH YSS**

**“I learned to use data to **drive programming.**”**

JOIE PROBST  
SUMMER 2017 FELLOW WITH  
BOYS & GIRLS CLUBS OF CENTRAL IOWA





# ***Our fellows leverage data.***

When Joie arrived at Boys & Girls Clubs of Central Iowa, one health and wellness program showed up in different ways at the organization's Clubs across the city. The program had a strong foundation, but faced challenges with messaging, resources for staff, and buy-in from youth.

As Joie spent more time at each Club getting to know and speak with staff and youth, she gained a clearer picture of the program's barriers and began to see areas for improvement. Then, she surveyed staff and youth to better understand their experiences and interests.


Joie took these findings, and created recommendations shared with Club leadership, which shaped outcomes for the next program year. The report she shared laid the groundwork for the next BGCCI fellow's project, which will begin in May.

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# **100%**

**fellows reported increased understanding of the needs of the partner organization and their community**





**“As an alumna [of the Fiver program] myself and having recently graduated college, I knew firsthand the questions that pop up in many students’ minds about how to handle a new type of workload, a new environment, or a new basically anything.”**

NATHALY ARIAS  
FALL 2017 FELLOW WITH  
FIVER CHILDREN’S FOUNDATION

# ***Our fellows strengthen local nonprofits.***

Nathaly started her fellowship with a unique perspective - she was a part of Fiver's alumni community working on an alumni program. Fiver wanted to strengthen the types of support they provide to their former youth program participants. Nathaly reflected on the challenges she faced after Fiver, and surveyed alumni to better understand the dimensions of their post-Fiver challenges as well. She leveraged her connections with alumni to facilitate opportunities for alumni

to collaborate with current Fiver youth. In the end, Fiver was provided thorough recommendations for an alumni program to be implemented over multiple years. Fiver staff reported that they gained a new perspective on future and existing programming, and will continue to find innovative ways and resources to assess the program and make changes as a result of Nathaly's fellowship.

# Our Partners

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**Big Brothers Big Sisters**  
of Central Iowa



**BOYS & GIRLS CLUBS**  
OF CENTRAL IOWA



**BOYS & GIRLS CLUBS**  
OF PORTLAND METROPOLITAN AREA



**FIVER**  
CHILDREN'S FOUNDATION

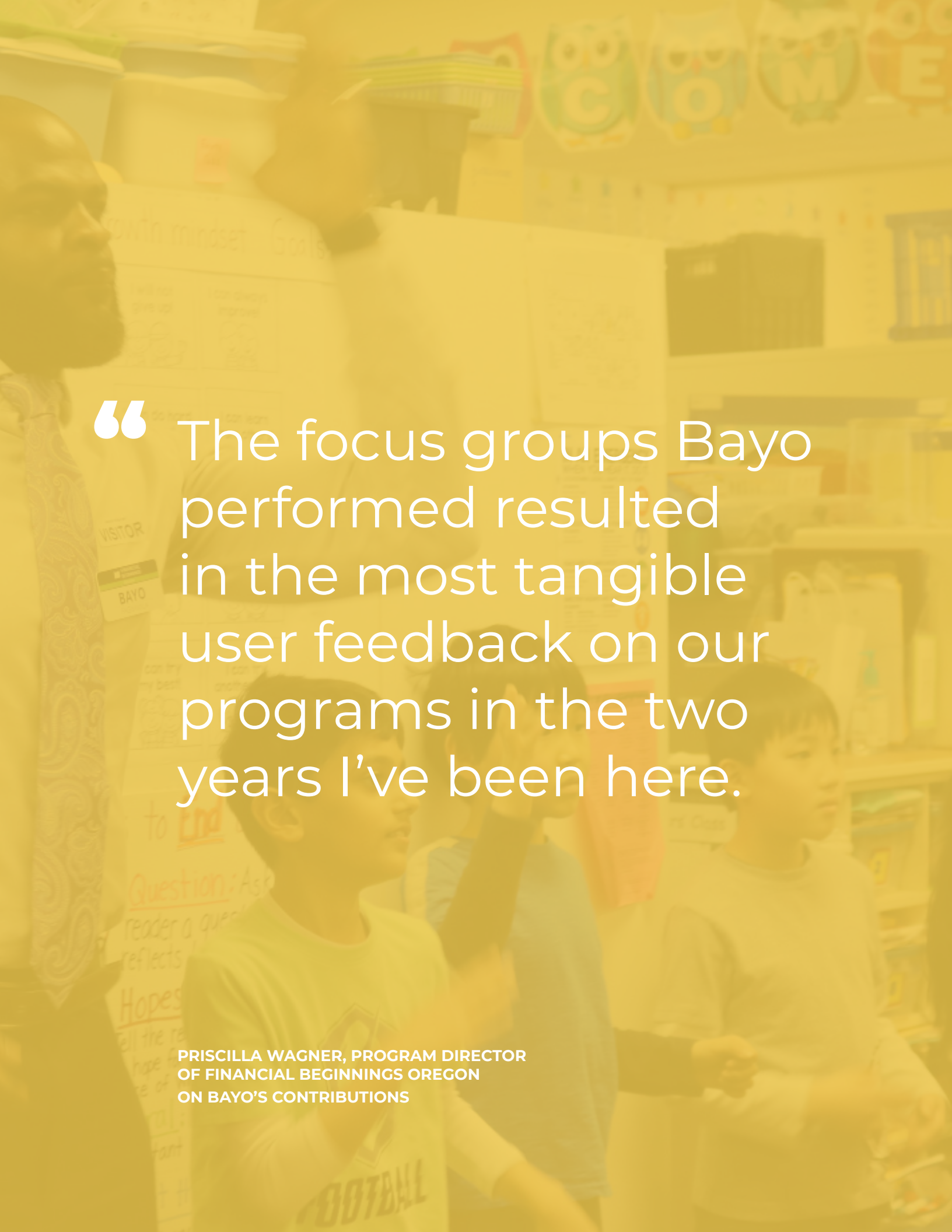


**FINANCIAL  
BEGINNINGS**

**OREGON**







“ The focus groups Bayo performed resulted in the most tangible user feedback on our programs in the two years I’ve been here.

PRISCILLA WAGNER, PROGRAM DIRECTOR  
OF FINANCIAL BEGINNINGS OREGON  
ON BAYO'S CONTRIBUTIONS

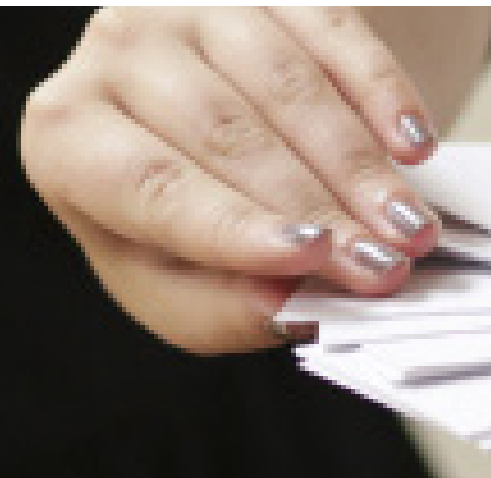
# Our Supporters

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Anonymous Donor (20)  
Bev Abel  
Drew Abel  
Greg & Andrea Abel  
Kirsten Abel  
Melissa Abel  
Mary Adams  
Andrew & Hollie Allen  
Leah Allen  
Renee Antoinette  
Jose Arias  
Nathaly Arias • •  
Lourdes Aviles  
Craig Bady  
Cathy Beck-Cross  
Deb Beenken  
Kate Benedict  
Michael Benjamin  
Mitra Best •  
Jacob Bitz  
Jim Black  
Darold Breuer  
Duane Breuer  
Theresa Breuer  
Roy & Ann Brody  
Parris Bryant II  
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Matthew Celmer  
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Emily Hecht  
Dulce Hernandez  
Eduardo Hernandez  
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Patrick Ingelmo  
Dee Keegan  
Fran Keegan  
Joe Keegan  
Onnalee Kelley •  
Leah Kenney • •  
Lydia Kerns  
George Klein  
William C. Knapp Charitable  
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Ruth Knapp  
Kyle & Sharon Krause Fund  
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Nick & Peggy Krueger  
Prameet Kumar  
Cheryl Lacey



- Board member
- Fellow

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 Nicole LeGore  
 Jamie Lewis  
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 LuLu Lo  
 Guadalupe Lopez  
 Kevin Ludwig  
 Mike & Heather MacBeath  
 Craig & Michelle Mahoney  
 Charitable Fund  
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 Julie Schuck  
 Sue Schuck  
 Uncle Vern Schuck  
 Thatcher Schulte  
 Caylee Shank  
 Suzan Shierholz  
 Tama Shor  
 Glen Silverman  
 Connor Springer  
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 Melech Thomas  
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 Maureen Tobin •  
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 Marisa Wiland

Rileigh Wilkins  
 Irwin & Pauline Wolfson  
 Otilia Zamora





## Staff

### **Co-founder and Executive Director**

Kirsten Abel

### **Program Support and Communications Manager**

Kayla McClanahan

## Board of Directors

Maureen Tobin, Chair

Mitra Best, Vice Chair

Julie Hess, Treasurer

Onnalee Kelley, Secretary

Lance Ozier

Sophia Ahmad

*Of counsel at Whitfield & Eddy Law*

*New Ventures Partner and Innovation Leader at PwC*

*Senior Financial Analyst at Comcast*

*Business Manager for Chairman at Berkshire Hathaway Energy*

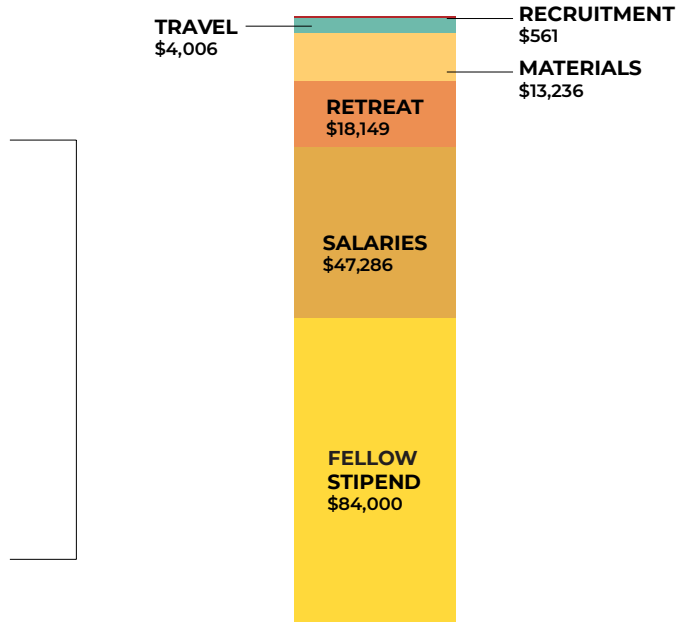
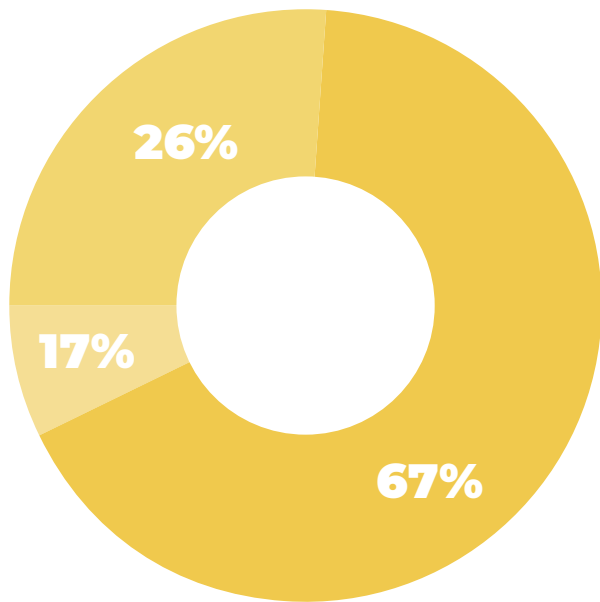
*Independent Educational Consultant*

*Senior Director of Development at Mercy Medical Center Foundation*

# Financial Snapshot

(April 1, 2017-March 31, 2018)

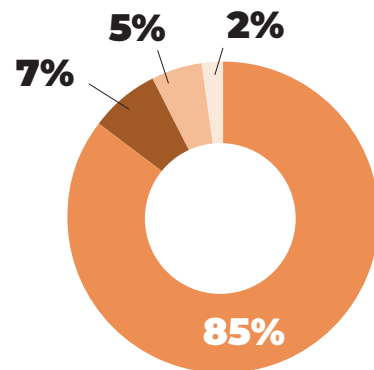
## Expenses



<span style="display: inline-block; width: 15px; height: 15px; background-color: #d4c03d; margin-right: 5px;"></span> PROGRAMS	\$167,239
<span style="display: inline-block; width: 15px; height: 15px; background-color: #e6d98c; margin-right: 5px;"></span> OPERATIONAL SUPPORT	\$65,455
<span style="display: inline-block; width: 15px; height: 15px; background-color: #f0e699; margin-right: 5px;"></span> FUNDRAISING	\$17,467

## Revenue

<span style="display: inline-block; width: 15px; height: 15px; background-color: #e67e22; margin-right: 5px;"></span> FOUNDATIONS	\$222,250
<span style="display: inline-block; width: 15px; height: 15px; background-color: #8e6c3d; margin-right: 5px;"></span> SPECIAL EVENTS	\$19,043
<span style="display: inline-block; width: 15px; height: 15px; background-color: #d4c03d; margin-right: 5px;"></span> INDIVIDUALS	\$13,214
<span style="display: inline-block; width: 15px; height: 15px; background-color: #f0e699; margin-right: 5px;"></span> FELLOW CAMPAIGNS	\$5,627



A woman with dark hair, wearing a white button-down shirt, is looking down at a document she is holding. The background is a kitchen with white cabinets and a countertop with various items. The text is overlaid on the image.

# ***Build skills. Shape leader***

*For more information on how to get involved, contact Kirsten Abel at [kirsten@futureleadersinaction.org](mailto: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.

**'S.**

**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](http://www.futureleadersinaction.org)



*Photos featured throughout this report are credited to Kari Shuck, Doug Cody, and Andi Petkus.*