2019-2021 IMPACT REPORT

COVID-19 PANDEMIC EDITION
Dear Youth INC Community,

The last few years were unlike any other. The COVID-19 pandemic laid bare the inequities in our community in an inescapable way. The national reckoning with racial injustice following the murder of George Floyd was long overdue, but still exhausting for everyone to confront daily on top of the challenges of the pandemic. It was a time of unshakable loss and tragedy, but also one of innovation and resilience, forcing us to find new ways of thinking, learning, working, and living.

What did our nonprofit partners do in this time of crisis? They not only stayed the course, they leaned in. Our powerful network of 75+ nonprofit partners pivoted to virtual, made every effort to stay connected to their youth to provide the support needed to manage through this stressful and uncertain time. Our partners were the anchor in the storm for more than 200,000 young people. Our partners were not going to let a global health crisis threaten the hard-earned Social Emotional Learning gains they worked so hard to build with each of their young people. They not only provided support for young people, but also their families, delivering food and assisting with access to technology and community support. They wrapped their virtual arms around their young people to let them know that someone cared and that they mattered.

What did we do to help? We came together as a community in a way that we never had before and:

• mobilized $2 million in unrestricted COVID-19 Response & Recovery Grants, proudly shifting to a trust-based philanthropy approach in our grantmaking practices to foster greater transparency, collaboration and trust with our nonprofit partners.

• created a comprehensive array of online training modules in crisis communications, digital fundraising, virtual programming, youth protection, employment law, and much more, including critical support with the 7aPPP loan process.

• launched a Financial Analysis & Contingency Planning Program with over 150 volunteers from our corporate partners helping our nonprofits analyze and mitigate the impact of COVID-19 on their organizations.

• reimagined our signature events to continue building community in a virtual setting.

• initiated our DEIB journey questioning past practices, eschewing old assumptions and committing to a more diverse and equitable organization focused on inclusion and belonging for staff, Board and our nonprofit partners.

These are just a few of the highlights featured in our Annual Impact Report. We are proud of our pandemic response, but even more excited about our future ability to drive real and lasting change across our sector.

While the needs of our partner network and the youth they serve have never been greater, neither has their potential. Every day we have the privilege of seeing the impact of our donors’ investment, generosity, and belief in our work. The lasting change we want to see will not happen in short order. We know it will take time. That’s why Youth INC invests in our partners for the long term. We are able to do this thanks to supporters like you who believe in our mission and enable us to invest, innovate, explore and impact. Your legacy will continue to shape future generations to come.

As the team at Youth INC prepares for what comes next, we are redoubling our commitment to advance racial justice and build a more equitable New York City by using our programs, new initiatives, influence, and voice to help combat racial disparities. We don’t aim to go back to the way things were, but instead to build a new normal where everyone has an equal opportunity to thrive.

Our ability to drive positive social change starts with YOU. Thank you for being a part of our community and making this all possible.

In Partnership,

REHANA FARRELL
Executive Director
COVID-19: Meeting Disaster with Resilience

This moment in history testifies to the importance of Youth INC’s work with grassroots organizations operating in the most under-resourced neighborhoods in our city. Thanks to your support and engagement with us, we were in a position of strength when the pandemic hit.

With seed capital from Blackstone Charitable Foundation, Nuveen and PJT Partners, and a $750K donation from Jack Dorsey’s #StartSmall initiative, we launched our COVID-19 Response & Recovery Fund to issue $2M in cash grants to help our partners remain open to continue to serve their young people. Beyond access to capital, we took an expansive and holistic approach to address the myriad challenges nonprofits are facing due to the pandemic. We created a vast array of online training modules in crisis communications, digital fundraising, virtual programming, employment law, human resources, employee wellness, and much more. We also launched a Financial Analysis & Contingency Planning Program with over 150 volunteers from our corporate partners helping our nonprofits analyze and mitigate the impact of COVID-19 on their organizations.

MANY FUNDERS HAD CALLED TO ‘CHECK-IN,’ BUT YOUTH INC WAS THE ONLY ORGANIZATION PROVIDING THE SUPPORT WE NEEDED DURING THIS CRISIS.

ANCHOR FUNDERS FOR YOUTH INC’S $2M COVID-19 RESPONSE AND RECOVERY FUND

- **Start Small (750K donation)**: Neeti and Maheshwar (200K over 2 years)
- **Blackstone (125K)** by Jennifer D. & Richard P. Schifter
- **Nuveen (125K)** by Nancy & Alan Schwartz
- **PJT (100K)** by Scotiabank
- **Stratton (100K over 2 years)** by Barbara (100K over 2 years)
- **Eurazeo**
- **Roger Ferguson & Annette Nazareth**
- **GCM Group**
- **Goldman Sachs & Co.**
- **Eric Goodison**
- **Jeffrey Greenip**
- **Christian Hoyos**
- **Kathleen McCabe & Dana LaForge**
- **Emmett McCann**
- **Robert H. McCooey, Jr.**
- **Nasdaq**
- **Heena & Dhananjay M. Pal**
- **Mike Perry**
- **Daniel Pine & Lindsey Acret**
TRUST-BASED PHILANTHROPY

Youth INC has spent the last 25 years working with hundreds of nonprofit partners pursuing impact and results for over one million New York City youth. Unsurprisingly, our work in recent years has been deeply influenced by the intersecting crises. The need to enhance equity has never been greater. By shifting our grant-making process, Youth INC was able to award unrestricted grants to each of its nonprofit partners. This funding allowed leaders to have flexibility and autonomy to directly address their communities’ most urgent needs. Youth INC is proud to be at the forefront of trust-based philanthropy.

The work with our network is long-term. Youth INC provides unrestricted funding that gives our partners the flexibility to assess and determine where grant dollars are most needed, and allows for innovation, emergent action, and sustainability. As we continue to grow our financial support, Youth INC will look at providing multi-year, unrestricted funding.

Core to Youth INC’s mission for over 25 years, our responsive, adaptive, non-monetary support bolsters leadership, capacity, and the organizational health of our entire network. This is especially critical for organizations that have historically gone without the same access to networks or level of support than their more established peers.

We continue to be humbled by Youth INC’s support of our organization. The success of Only Make Believe is due in large part to Youth INC’s commitment to supporting diverse experiences for the youth of New York City and its investment into the professional development of nonprofit organizations! Youth INC has been such a guiding force in our staff and program development and a reassuring partner during this unprecedented time.

TAMELA ALDRIDGE
Executive Director, Only Make Believe

Adapted from Trust-Based Philanthropy, Six Practices of Trust-Based Grantmaking. It’s time to address power and build equity in philanthropy. Visit trustbasedphilanthropy.org to help advance equity, shift power, and build mutually accountable relationships between funders and grantees.
It’s because of supporters like Youth INC that our organization can give students the opportunity to learn and grow in a positive, nurturing environment. Thank you for providing so much support via coaching and virtual learning opportunities over the past few months. All of these things have really helped the Fiver Children’s Foundation to be sustainable at this difficult time!

CHRISTIE KO
Executive Director, Fiver Children’s Foundation

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We are extremly grateful to staff of Youth INC for their continuous support of our work with youth and their families and serving as a resource to Ifetayo beyond just the dollars. We are all witness to a rare moment in history: a dual convergence of life changing global issues that have rocked society, but especially black people to the core. Ifetayo’s authentic values allow us to be singularly positioned to help guide and reassure through this moment, building stronger bonds based on truth and a uniquely African centered perspective. We consider Youth INC to be a #superpartner and look forward to continuing to partner and collaborate as we create a lasting and impactful change in our shared world!

NAIMA OYO
Executive Director, Ifetayo Cultural Arts Academy, Inc.

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We are so grateful for Youth INC’s consistent support over the years. We value your advocacy and partnership. It is particularly during these unparalleled times that our families rely heavily on the power of an extended community to come through in meaningful ways. Thank you. Thank you. Thank you! Literacy has never been more critical. I’m so thankful you are one of our key partners in this mission.

SHARI LEVINE
Executive Director, Literacy INC
**IMPACT**

**SINCE INCEPTION**
- 180+ nonprofits empowered
- 1M youth served
- $110M raised in support of our partners and programs

**2021 DATA**
- 83% of youth surveyed experienced statistical growth in SEL
- 200,000+ youth served annually
- 42% average increase in partner board sizes
- 190% average growth in youth served by nonprofit partners
- 157% average growth in partner revenue

**OUR MODEL**

Youth INC’s venture philanthropy model uses a rigorous screening and due diligence process to find the city’s top, grassroots, youth-development nonprofits. Once they become partners, we invest through a long-term partnership of coaching, capital, and connections they need to help them accomplish their goals.

**CANVAS**
- 75-100 organizations annually in a universe of 1,500 NYC youth-serving nonprofits

**SELECT**
- the best practitioners who are ready to deepen impact after a rigorous financial and organizational due diligence process

**INVEST**
- in the most deserving nonprofits with $1 million each year in service grants and cash grants each year

**ACCELERATE**
- the nonprofits with the greatest potential for impact by providing customized support

**1,500 NONPROFIT ORGANIZATIONS**

**1,500 NONPROFIT PARTNERS**

**OVER 200,000 NYC YOUTH**
OUR CORE PROGRAMS

Youth INC puts organizations on a pathway to sustainability, growth, and impact at no cost at all to our nonprofit partners.

FUNDRAISING

For over 25 years, Celebration has equipped nonprofits with the tools to raise unrestricted funding and diversify their individual and corporate donor bases, helping 124 organizations raise almost $23 million to accomplish their missions.

NONPROFIT ROUNDTABLES

Youth INC provides opportunities for our nonprofits to connect with Rehana Farrell, Executive Director, and other Executive Directors throughout the Partner Network to brainstorm ideas and tackle tough issues.

GRANT MAKING

Bridge Fund: Capital investments for infrastructure needs which are key to further growth and development.

GOVERNANCE

Board Advancement and Board Dynamics programs strengthen nonprofit board performance through customized assessments and hands-on consulting from board development professionals.

PRO BONO SERVICE OPPORTUNITIES

Pro bono strategic insight, organizational improvement, financial analysis and marketing strategy are provided to our nonprofit partners through our corporate partnerships.

GET ON BOARD

Get on Board offers introductions to offer introductions to board prospects from the corporate sector through our matching process, board fairs, seminars, and networking events.

AGILE STRATEGY LAB

An intensive 10-week process designed to address some of the most common problems of a traditional strategic planning process. The Lab consists of small, cohort-based learning and action, allowing for a balance of invaluable co-learning and individualized attention.

LEADERSHIP

The Legacy Leadership Program works with the Executive Director/CEO, board, and staff to develop succession policies for both emergencies and long-term planning for organizational sustainability.

Rise Academy for Leaders of Color shifts the landscape for emerging BIPOC nonprofit leaders of youth development organizations. This program was developed in partnership with the Center for Nonprofit Leadership at Adelphi University in New York, participants will earn a comprehensive certificate in Organizational and Community Leadership. The 15-month immersive experience integrates personal leadership development, nonprofit management, community leadership, executive coaching led by AIIR Consulting, capital investment, organizational development, and a mentor program.

IMPACT EVALUATION

The Metrics Program helps nonprofit partners to quantify program measures and qualify their impact using a Social and Emotional Learning tool. Partners measure a core set of outcomes and build continuous enhancements into their program design, gradually improving outcomes for the young people served.

REVENUE GENERATION: PROSPERITY COLLECTIVE

Prosperity Collective, a Youth INC and RevJen Group partnership, provides specialized resources and tools, training and learning opportunities, and customized coaching to youth development nonprofits and their leaders. Through this partnership, RevJen Group brings its tested expertise and training to Youth INC’s Partner Network by providing revenue capacity-building training, ongoing peer support, and targeted board engagement. Matched with Youth INC’s holistic, responsive coaching model and authority in change management, Prosperity Collective aims to help organizations, their leaders, and ultimately, New York City youth thrive.

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PARTNER NETWORK (cont.)
HELPING YOUNG PEOPLE THRIVE

Investments in SEL produce an 11x return for every $1 invested. This means that Youth INC’s $110M+ raised since its inception has produced over $1B in impact.

For 27 years, Youth INC’s nonprofit partners have created access to opportunity to develop the critical skills required for success in life. All the leading research shows that Social and Emotional Learning (‘SEL’) is the most predictive factor in a young person’s success.

Youth INC helps democratize access to data and evidenced-based best practices to inform program design to maximize SEL gains. Over 81% of youth surveyed reported gains in at least three areas of SEL.

In a rapidly changing world, young people must be engaged in the deep learning that will allow them to exert agency over their lives. Investment in SEL has proven to be one of the most efficacious and cost-effective interventions in youth development. At Youth INC, we work with our 75+ nonprofit partners to foster these foundational abilities in the 200,000+ youth they serve.

A young person’s desire to engage with and contribute to family, community, and society.

The ability of a young person to take others’ perspective into account, and to develop a sense of empathy and caring.

The web of relationships that young people can mobilize to help them improve their lives and achieve their goals.

A young person’s internal sense of who they are and confidence to explore the multiple facets of their identities.

A young person’s motivation and perceived mastery over their own learning, school performance, and potential to attain academic success.
“The skills I honed at Row New York help me every day,” she said. “I had a place where people cared about me, believed in me, and saw something in me that I couldn’t even imagine at the time... I am proof that Youth INC’s model works.”

NICOLE DOYLE
Former Youth INC intern

“We always say we couldn’t do this work without our caring community of supporters, which was essential to our success this year. We were thrilled to count so many new and increased donors this year. The neighborhoods in which our nonprofit partners operate will feel the ramifications of the pandemic long after the immediate crisis ends, and we are committed to help for the long haul.”

KATHLEEN MCCABE
Youth INC Board Co-President
Partner, Strategic Advisory Group, PJT Partners

“This is the most important year in our history, and there has never been a greater need for Youth INC’s services. “We stepped up to help our partners by raising $1M and issuing general operating support grants as fast as we could to help our partners keep their virtual doors open.”

TED VIRTUE
Youth INC National Advisory Board member
CEO, MidOcean Partners

“The impact of COVID-19 has been particularly pronounced in the social impact sector. Nonprofits have struggled to pivot fundraising online and support communities that are disproportionately vulnerable to the virus. An investment in Youth INC is one of the surest ways to address these challenges. The organization has demonstrated time and again an ability to evolve its programs and collaborate with its nonprofit partners to build a stronger youth development field.”

JOHN WALDRON
Youth INC National Advisory Board Member
President and COO of Goldman Sachs

“There has never been a more critical time to support our communities in need. The Blackstone Charitable Foundation is humbled to be a part of the solution and proud to invest in Youth INC as they work to provide essential support to youth-centered nonprofit organizations across New York City”.

C. C. MELVIN IKE
Youth INC Board Member and Principal of the Tactical Opportunities Group at Blackstone
American Express is a big believer in investing in community and building leaders in the nonprofit sector.

American Express was the inaugural investor to build out Youth INC’s leadership development offering in 2015 when we launched our Succession Planning Program, now called the Legacy Leadership Program.

With their support, we developed a curriculum to educate our nonprofit partners and their Boards on the key elements for success to ensure that these organizations live beyond the founder.

To date, we have helped 31 organizations plan for and execute successful founder transitions.

At American Express, we know that visionary nonprofits are always there for the community. And we are always there for them and we are proud to help contribute to their critical work. So, when Youth INC approached us to build an innovative, new program designed to help founders transition and their organizations thrive beyond their tenure, it was an easy decision. Our leadership giving focuses on developing the current and next generation of social purpose leaders in Youth INC’s powerful network. We admire how well Youth INC gets to know its nonprofit partners and how that informs their program design. We see nonprofit legacy leadership planning as a critical process that can build organizational morale, save financial resources, and build a nonprofit’s bench strength. We look forward to many years of continued partnership!

RICHARD BROWN
Former Vice President of Philanthropy, American Express

Since 2018, T. Rowe Price has generated over $660,000 in impact for New York City Youth.

T. Rowe Price’s Technology Development Center created a college and career readiness curriculum for students at St. Barnabas High School, a member of Youth INC’s Partner Network. The workshops focus on everything from resume writing to coding to leveraging social media during the job-seeking process. The partnership began in 2018 with a Mentor Day and has successfully continued in a virtual setting.

Youth INC has been an essential partner in enabling us to bring our innovation not just to our technology work but in the way our software engineers and data scientists can bring those skills to bear for the youth of NYC.

JORDAN VINARUB
Head of NYC Technology Development Center
T. Rowe Price

The virtual workshop with T. Rowe Price was very informative and fun. I had a lot of enjoyment learning about data science. I also enjoyed breaking up into groups to work on the activities, it was very interactive and fun because I was able to analyze a type of graph used in data science. This was a very fun, informative, and hands-on experience that I would be more than happy to do again.

STUDENT
Saint Barnabas High School
From our founding by Steve Orr, a former Goldman Sachs investment banker and whose mentor was John C. Whitehead a former Chairman of the firm, Goldman Sachs has played a historical role in advancing Youth INC’s mission of expanding access to opportunity so that all young people can thrive.

Drawing from its Fund for Racial Equity, Goldman Sachs continued its legacy of corporate citizenship through its recent investment in Youth INC’s Rise Academy for Leaders of Color. Rise Academy champions equitable organizations and representative leadership in the nonprofit sector by overcoming barriers that limit the advancement of people of color.

Goldman Sachs’ investment in Youth INC’s Rise Academy for Leaders of Color aligns strongly with our values and commitment to support organizations working to dismantle structural inequities. We are honored to join Youth INC in its mission to lift emerging leaders of color and help provide them with the skills needed to take on executive roles at youth development organizations across New York City.

ASAHI POMPEY
GLOBAL HEAD OF CORPORATE ENGAGEMENT AT GOLDMAN SACHS AND PRESIDENT OF THE GOLDMAN SACHS FOUNDATION
2019 SIGNATURE EVENTS

JAN 29
Partner Network Kickoff

APRIL 26
Young Professionals
Board Chips for Change

RBC Race for the Kids

SEP 21

NOV 13-25
Annual Celebration Gala

MAY 14
State of the Market

NOV 07
Nasdaq Opening Bell

State of the Field Conference
on Youth Participation.

DEC 10
2020 VIRTUAL STATE OF THE MARKET EVENTS

AUG 13
ESG INVESTING – WHY IT MATTERS MORE NOW:
A CONVERSATION WITH GEORGE WALKER AND BETTY M. HUBER

OCT 07
VERONICA MORGAN
CEO
Gallani

LEON WADLON
President and CEO
Goldman Sachs

OCT 21
THE COLOR OF CORPORATE AMERICA:
AN HONEST CONVERSATION WITH FUTURE LEADERS CURATED BY MEL IRE

OCT 30
PROTECTING ASSETS IN A HEIGHTENED CYBER RISK ENVIRONMENT:
The Evolving Nature of Cyber Threats and Cyber-Security

NOV 05
JULIE SWEET IN CONVERSATION WITH DAVID M. RUBENSTEIN

DEC 01
THE FUTURE OF NEW YORK CITY:
DANIEL DOCTOROFF IN CONVERSATION WITH RICHARD FLORIDA AND NNEKA LYNCH

JULIE SWEET
CEO
Assencio

DAVID M. RUBENSTEIN
Co-Founder and Co-Executive Chairman
The Carlyle Group

RICHARD FLORIDA
Professor
University of Toronto

NNEKA LYNCH
CEO
Xynex Projects
2021 SIGNATURE EVENTS

STATE OF THE MARKET: 5 BLIND SPOTS IN YOUR CYBER RISK MANAGEMENT STRATEGY

OCT 27

RICH ITRI
Senior Vice President, Professional Services (CIO Advisory), Eze Castle Integration (ECI)

SARAH STEPHENS
Head of Cyber, International & Cyber Divisional Leader, FINPRO UK, Marsh Specialty

DEAN WEBER
Senior Vice President, Cybersecurity and Data Privacy, AliaPartners

STATE OF THE MARKET: THE FUTURE OF TRAVEL

NOV 18

MARK FIELDS
Chief Executive Officer, Interact

GREG O'HARA
Founder and Senior Managing Director, Certares

J.B. O'HARA
Chief Executive Officer, Internova Travel Group

THOMAS WAGNER
Co-Founder, Knighthead Capital Management, LLC

MICHAEL QUALANTONE
Chief Revenue Officer, American Express Global Business Travel

SISTER TESA FITZGERALD
Founder & Executive Director Emeritus, Hour Children

ADENA FRIEDMAN
President & CEO, Nasdaq

JOHN WALDRON
President & CEO, Goldman Sachs

ANNUAL CELEBRATION GALA

NOV 8

SB HS students visit Nasdaq

Rehana Farrell, Executive Director, Youth INC, presents Adena Friedman with the John C. Whitehead Leadership Award.

Adena Friedman and John Waldron during a fireside chat.
## FINANCIAL RESULTS
### 2019-2021

### STATEMENT OF ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tr>
<td><strong>REVENUE (UNRESTRICTED)</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Grants, Contributions, and Special Events</td>
<td>6,648,775</td>
<td>5,609,095</td>
<td>6,294,380</td>
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<tr>
<td>In-kind contributions</td>
<td>227,531</td>
<td>1,907,563</td>
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<td><strong>TOTAL REVENUE</strong></td>
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<td>7,516,658</td>
<td>7,374,127</td>
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<td><strong>EXPENSES</strong></td>
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<tr>
<td>Program Services</td>
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<tr>
<td>Capacity-Building Programs</td>
<td>4,194,939</td>
<td>3,845,591</td>
<td>3,816,803</td>
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<td>Grants</td>
<td>2,269,479</td>
<td>1,671,273</td>
<td>1,236,550</td>
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<td><strong>TOTAL PROGRAM SERVICES</strong></td>
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<td>5,516,864</td>
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<td>Management and General</td>
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<td>Fundraising</td>
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<td>918,209</td>
<td>1,152,281</td>
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<td><strong>TOTAL EXPENSES</strong></td>
<td>8,754,228</td>
<td>7,459,000</td>
<td>6,777,986</td>
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<td><strong>SURPLUS / DEFICIT</strong></td>
<td>186,078</td>
<td>26.2%</td>
<td>26.0%</td>
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### STATEMENT OF FINANCIAL POSITION

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<tr>
<th></th>
<th>2019</th>
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<th>2021</th>
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<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
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<tr>
<td>Cash and Investments</td>
<td>4,040,847</td>
<td>3,608,564</td>
<td>4,273,762</td>
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<tr>
<td>Accounts Receivable &amp; Other Assets</td>
<td>1,090,873</td>
<td>811,814</td>
<td>1,600,108</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>5,131,316</td>
<td>4,420,378</td>
<td>5,873,904</td>
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<tr>
<td><strong>LIABILITIES</strong></td>
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<tr>
<td>Accounts Payable and Other Liabilities</td>
<td>589,902</td>
<td>530,041</td>
<td>1,017,155</td>
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<td>Grants Payable</td>
<td>1,213,776</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
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<td><strong>NET ASSETS</strong></td>
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<td>Unrestricted</td>
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<td>Temporarily Restricted</td>
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<td>37,950</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>3,327,638</td>
<td>3,921,196</td>
<td>5,804,713</td>
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<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>5,131,316</td>
<td>4,420,378</td>
<td>6,056,525</td>
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<tr>
<td>Total Direct Benefits to Donors (revenue &amp; expense)</td>
<td>501,872</td>
<td>-</td>
<td>-</td>
</tr>
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</table>

### OUR TEAM
#### LEADERSHIP
- **REHANA FARRELL**
  Executive Director
- **ANGELA DORN**
  Chief Operating Officer & General Counsel
- **LAUREN ELLICKS MCCORT**
  Chief Program Officer
- **PAUL IRWIN-DUDEK**
  Chief Development & Marketing Officer

#### STAFF PARTNERS
- **KRYS TAL CASON**
  Director, Strategy & Operational Effectiveness
- **LAMARR COLES III**
  Senior Associate Director, Resource Generation
- **ALEXIS DUKE**
  Operations Coordinator
- **MARC FERNANDES**
  Director, Impact Evaluation
- **TRACIE GILSTRAP**
  Director, Partner Network Engagement
- **JHANELLE GOPIE**
  Senior Associate Director, Resource Generation
- **PAUL HOOVER**
  Senior Associate Director, Development
- **JAYNELLEN STOKES-WALTERS**
  Program Associate, Governance & Leadership

#### STAFF PARTNERS
- **ELLIE REITER**
  Director, Governance & Leadership
- **EMMA RIPPEE**
  Director of Development
- **TROY RUNGE**
  Development Assistant
- **KRYS TALLE SHOY**
  Director, Marketing & Communications
- **KRYSTAL CASON**
  Director, Strategy & Operational Effectiveness
- **LAMARR COLES III**
  Senior Associate Director, Resource Generation
- **ALEXIS DUKE**
  Operations Coordinator
- **MARC FERNANDES**
  Director, Impact Evaluation
- **TRACIE GILSTRAP**
  Director, Partner Network Engagement
- **JHANELLE GOPIE**
  Senior Associate Director, Resource Generation
- **PAUL HOOVER**
  Senior Associate Director, Development
- **JAYNELLEN STOKES-WALTERS**
  Program Associate, Governance & Leadership
- **PAUL VERGARA**
  Senior Associate Director, Impact Evaluation
- **TAYLOR WRIGHT**
  Director, Corporate & Institutional Partnerships

### YOUTH INC IMPACT REPORT 2019-2021
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Middleman Partners

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JOHN WALDRON
Goldman Sachs

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Wells Fargo

YOUTH INC LEADERSHIP

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Modern Luxury

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Oak Hill Capital

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Mizuho

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Eurazeo

MAI SHIVER
AIG

HAROLD VARAH
RBC Capital Markets

MARK WHALING
Canaccord Genuity
### SUSTAINING BOARD

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### YOUNG PROFESSIONALS BOARD

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WE WILL CONTINUE TO REFLECT, LISTEN, AND LEARN.

Since inception, Youth INC has strived to provide access and opportunity to all NYC youth by supporting hundreds of nonprofit organizations dedicated to youth development. The talent and future leaders of New York City are our youth and they reflect both the promise and vulnerability of many of our communities. We are acutely aware of the systemic racism, uneven distribution of resources and inequities which result in the foreclosed opportunities and barriers our youth and families of color encounter daily.

Given these intractable challenges, Youth INC has to do more.

We will reflect, listen, and learn to better understand and acknowledge the reality of the world in which we live.

We will prioritize our own organizational growth, which we believe is a first step to broader community impact and engagement.

We will strive to ensure that all stakeholders feel valued and their specific assets and needs are taken into account in order to support them authentically and equitably.

We will do more to eradicate the systems, policies, and behaviors that perpetuate and reinforce racism, inequities, and discriminatory practices that limit opportunity and the ability of all youth, especially youth of color, to reach their full potential.

We will examine our intentions to constantly understand and challenge our biases; evaluate how systemic inequities show up in our work and in the community, while gaining insights that will affect a greater, more informed impact on our nonprofit partners and the youth they serve.

Diversity, equity, inclusion and belonging (DEIB) is not a mere slogan or an empty statement for Youth INC. These are core values and represent our aspirations as an organization. Living our commitment to DEIB and serving as champions for change require effective, timely action and accountability. DEIB will be reflected in our programs and services, our board of directors, our staff, how our resources are allocated and deployed, the partners we choose, the plans we make, and the culture we will sustain.

Based on a critical imperative to best serve our community, we will embed diversity, equity, inclusion, and belonging into every facet of our organization.

We envision these core values will manifest in many ways:

Our work with our Nonprofit Partners is based on authentic trust-based relationships, where capacity-building originates with their definitions of assets and needs rather than those identified by an external funder; and upholds and ensures respect for the agency and expertise of professionals in the sector.

Our staff bring their full-selves and lived experience into practice; a culture of inclusion and belonging and psychological safety is valued and ever-present and encourages team members to share feedback across our organizational strata to advance DEIB goals.

Our board sees knowledge and ongoing education about the systemic inequities of our world and the alignment of their role with Youth INC’s commitment to DEIB as key to their ability to govern our organization exemplarily, and thereby have the drive, tools, and ability to champion DEIB as a core part of their contribution to Youth INC.

Through integrating DEIB into the facets of our organization, we will serve as a model for trust-based philanthropy within our funding community; to push ourselves and other funders to understand that those closest to a problem are the best equipped to name it and to address it.

WE WILL MOVE FROM GRANT-MAKING TO CHANGE-MAKING; POWER-AGNOSTIC TO POWER-AWARE; AND FROM CHARITY TO JUSTICE.
TAKE ACTION

YOU CAN MAKE A DIFFERENCE IN THE LIVES OF NEW YORK CITY YOUTH.

We invite you to explore the many ways you and your organization can partner with us to make a difference.

To learn more, visit www.youthinc-usa.org