



Lion's Pride Mentoring Inc

# FY23 ANNUAL REPORT



# FY23 YEAR IN REVIEW



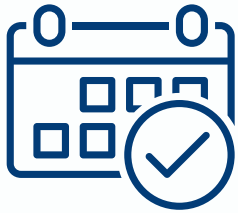
The 2022-2023 school year provided many new opportunities for Lion's Pride Mentoring staff and students. With the spread of COVID slowing down enough for WHO to declare the pandemic over, students were able to attend multiple field trips over the course of the school year. Students engaged with professionals in the Chicago community ate meals at local establishments, and learned about the history of the city they call home. Lion's Pride Mentoring staff members attended a development opportunity with [Search Institute](#) in order to facilitate the [Developmental Assets](#) training for school partners and future staff members.

Through prioritizing the focus areas from FY22, student mentors (Bigs) received quarterly development from Program Manager Brianna Kuramitsu, and campus managers were given resources to address the continued mental health crisis among teens and young adults. While relationships between Bigs and Littles (mentees) varied across pairs, the increases in development for Bigs allowed students the opportunity to learn from each other in order to bridge the gap between themselves and their Little.

While the organization saw growth in the program participant count, increasing to 115 students served in a single year, consistency across school sites arose as a challenge to address in the upcoming school year. Struggles with communication and metrics for accountability also proved to be challenges to optimal programming. As a result, program attendance suffered compared to previous years and enrollment numbers failed to meet initial projections.

Despite some of the barriers to program implementation, the organization was able to surpass the fundraising goal for FY23, thanks in part to the support of a fundraising consultant. As the organization heads into the 2023-2024 school year, ensuring program quality across sites remains the primary focus for both returning and new staff. Lion's Pride Mentoring remains committed to our mission of increasing the number of students graduating high school and plans to use the new fiscal year to work towards creating an infrastructure to sustain the organization and cultivate economic sustainability among staff and students.

# FY23 PROGRAM OVERVIEW



## GPA

**2.63** is the average GPA for ninth grade mentees.

This is an increase from our FY22 EOY average of 2.48



## RELATIONSHIPS

Littles average rating for their relationship with their Big was

**4.4 out of 5**

This was a focus area from last year and quarterly workshops for student mentors contributed to this outcome.



## FRESHMAN ON TRACK

**96%** of ninth-grade mentees are promoted to 10th grade without needing summer school

This is an increase from our FY22 average of 92%



## BIGS LEADERSHIP

**8 out of 10** Bigs agreed they feel comfortable taking on leadership roles after being in Lion's Pride.

This shows that student mentors are gaining confidence in their leadership skills as a result of programming.

# FY23 CELEBRATIONS



With delight, we celebrate the addition of **new team members** who have become integral to our organization's success. The spirit of growth and the power of a strong team has been central to our achievements, making this a truly remarkable and *transformative* period. Here's to a future filled with growth, impact, and the collective strength of our Lion's Pride team!

As we look back on an eventful year at Lion's Pride, we are thrilled to share the success and impact of our latest partnership with UChicago Charter School, Woodlawn campus (UCW). This collaboration was made possible by the unwavering commitment of Enrichment Coordinator, **Travis Davis**, and the generous support of **Todd Barnett**, Community Engagement Manager. The journey was not without its challenges, particularly when faced with time constraints. Despite busy schedules and competing commitments, the students involved in the program exhibited remarkable dedication to their roles as mentors and mentees and their dedication to making a difference in each other's lives showcased their passion for personal growth and community building. *We look forward to another year of partnership with UCW!*



To increase our career development support for students, our students were able to take field trips to the EY and Deloitte offices in Chicago. At EY, students participated in a series of mock interviews to prepare for college and job interviews in the future. At Deloitte, students participated in a workshop facilitated by Deloitte volunteers to provide insight into individuals' work styles to help understand the science behind building **stronger relationships**, increasing team performance, and creating exceptional organizations.



# FY23 STRATEGIC OUTCOMES



## FINANCES

In FY23, fundraising efforts surpassed expense growth, resulting in a surplus by the year-end. Moving into FY24, the focus will be on devising a plan to strategically invest the surplus funds.



## FUNDRAISING

The company achieved a notable 50% increase in corporate giving and collaborated with a fundraising consultant to develop a successful fundraising strategy. Looking ahead to FY24, the focus will be on donor retention, with the help of Development Manager Logan Henderson.



## HUMAN RESOURCES

The company expanded its board with two new members and intends to further increase the board size by three members in FY24, resulting in a total of 15 board members. Additionally, the implementation of employee evaluations was successful, garnering high staff satisfaction, and the company looks forward to introducing a protocol to assess board member engagement in FY24.



## MARKETING & COMMUNICATION

A set of KPIs was implemented, targeting website visits, social media interactions, and newsletter engagement. The effort resulted in notable improvements in social media account engagement and newsletter opening rate. Looking ahead, the focus for the upcoming fiscal year (FY24) will be on enhancing brand awareness through newspaper and newscast interviews.



## PROGRAM

A record-breaking 115 students were served, and all of them demonstrated an ability to indicate practices for maintaining a healthy well-being. The focus moving forward will be on establishing best practices to drive results in leadership development, career development, and mental well-being, enhancing the overall student experience.

# FY23 FOCUS AREAS



## FAMILY ENGAGEMENT

Lion's Pride values relationship-building in all aspects of our work. Due to our small number of staff, we have not had opportunities to leverage relationships with students' families over the last few years. As our organization's capacity is growing, we plan to deepen relationships with students' parents and caregivers by attending more school events (i.e. 9th-grade orientation), inviting caregivers to volunteer or attend program activities, and communicating regularly about program updates. We will be guided by relationship-building frameworks from [Search Institute](#) that view families as valuable assets to developing students' social-emotional learning and sense of belonging.

## COMMUNITY PARTNERSHIPS

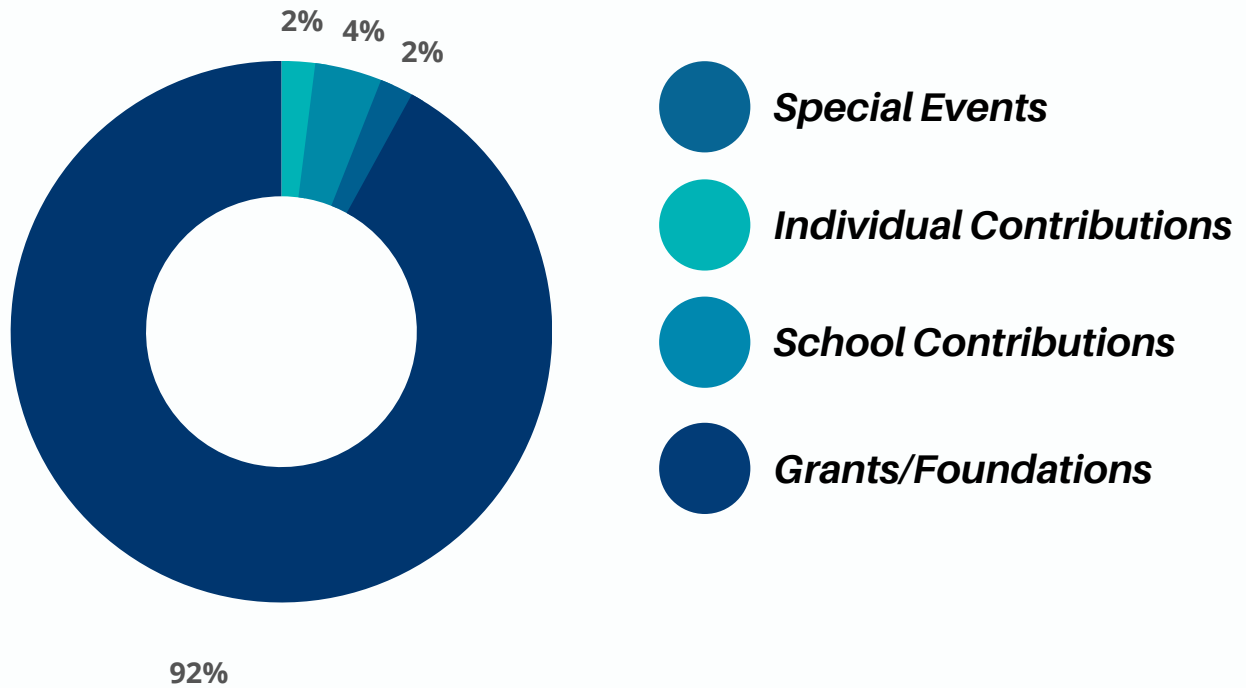
In the new fiscal year, focusing on community partnerships will be instrumental in catalyzing Lion's Pride's mission and driving transformative growth for both the organization and the communities we serve. Our Community Engagement Manager, Elexus Johnson, will be the driving force behind collaborating with local businesses, educational institutions, and other community organizations allowing Lion's Pride to leverage shared resources, knowledge, and expertise. With the hope that these partnerships will facilitate a deeper understanding of the community's needs, enabling Lion's Pride to tailor its initiatives more effectively and build meaningful connections that promote positive, long-lasting change in the lives of the youth we serve.

## GROWING OUR TEAM

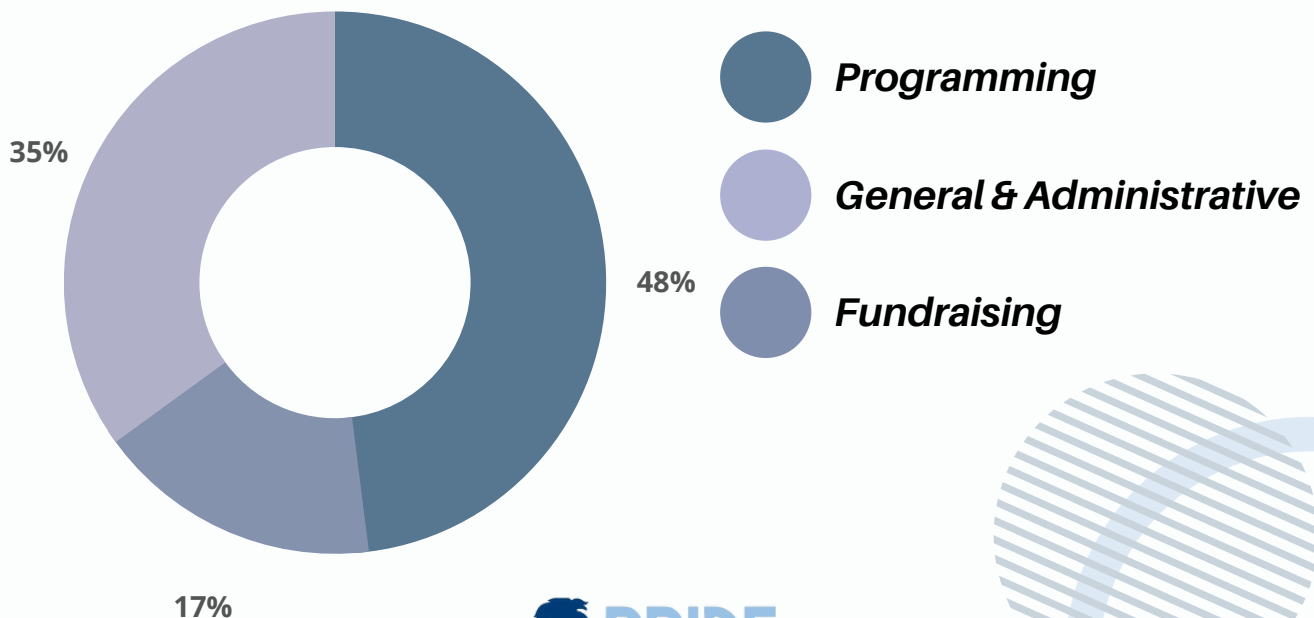
As we reflect on the year, the need to create a scaling model to meet the demands of our program has become apparent. We plan to dedicate time as a staff to strategically plan for scaling the organization in a way that is sustainable and responsive to the needs of the schools we hope to serve. Additionally, we plan to create a pay scale for current and future staff members to have predictable salaries when working for us.

# FY23 FINANCES

## INCOME BREAKDOWN



## EXPENSES BREAKDOWN



# THANK YOU DONORS

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Brittany Autry  
Troy Boyd Jr  
Matthew Calvert  
Janice Evans II  
Sean Healy  
Doug Levy  
Ceily Moore  
Laura Schaaf  
Tom Taylor  
Daniel Tollefson  
Michael Zarrilli  
Kenji Kuramitsu  
Renaë Lambrecht  
Brandon Hatton  
Alexis Butler  
Sarah Custer  
Hilario Gonzalez  
Rey King  
Patrick Lucke  
Chelsie Noble  
Wilonda Quinn  
Kyle Sparks  
Colleen Tollefson  
Richard Tollefson  
Adriana Viteri  
Abdoullaye Doucoure  
Rickie Yudin

Kurt Brasch  
Dwayne Evans  
Claudia Moreno  
Andrea Bardac  
Andrea Bell  
Christopher Blanchard  
Bryce Bowman  
Dirrick Butler  
Katie Dudek  
Derek Elmi-Burrsma  
Carla Hunter  
Gregg Hunter II  
Richard Mayo  
Olamide Bamidele  
Susan Beverly  
Kay Ferguson  
Candace Lites  
Eric Dean  
Carson Ochsenhirt  
Cooper Ochsenhirt  
Jasmine Arnold  
Khristina Dela Cruz  
John Butler  
Michael Cross  
Rachael Persin  
Peter Sakash  
Luz Maria Vargas



# SPONSORS

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STRATEGIC COMMUNICATIONS



THE CHICAGO COMMUNITY TRUST  
EQUITY • OPPORTUNITY • PROSPERITY

# INSTITUTIONAL DONORS

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A Better Chicago

UChicago Charter Schools

McCormick Foundation

Springboard Foundation

Noble Schools

Vivo Foundation

Partnership for Safe and Peaceful Communities

*\*A special thank you to our friends at Deloitte and EY for hosting our Lion's Pride community this year!*



# PRIDE BOARD MEMBERS



**Brittney Autry**  
Cent(HER)ed Collective



**Ceily Moore,**  
Program Committee Chair  
Community Youth  
Development Institute



**Troy Boyd Jr**  
Urban Prep Academies



**Melissa Platt**  
Walgreens



**Matthew Calvert,**  
Fundraising Committee Chair



**Laura Schaaf,**  
Nominations and Governance  
Committee Chair  
Promise54



**Stephon Davis**  
Salesforce



**Tom Taylor**  
Taylor Performance  
Management



**Janice Evans II**  
Uber



**Daniel Tollefson,**  
Board Chair  
The Chicago Community  
Trust



**Jeff Husserl**  
Centrum Associates



**Channel Turbides**  
Charles River Associates



**Douglas Levy**



**Mike Zarraili**  
Deloitte



**Sean Healy,**  
Co-Founder and Advisor  
KIPP New Jersey

