



# ANNUAL REPORT

The title "ANNUAL REPORT" is centered in a large, bold, dark teal font. The word "ANNUAL" is on the top line and "REPORT" is on the bottom line. The text is overlaid on a white background. To the left of the text, there is a photograph of two students, a young man and a young woman, sitting at a desk and looking at a laptop. To the right of the text, there is a photograph of a young girl sitting at a desk, looking at a laptop screen that shows a video call with a woman.

THERE FOR STUDENTS, WHEREVER SCHOOL IS



# Table of Contents

- 3 Welcome Letter
- 4 Rebranding BPIE
- 6 Launching ILS
- 8 Impact Report
- 10 BPIE in the Media
- 13 Supporters
- 14 Financials





# Dear friends,

FY21 saw some of the biggest changes Boston Partners in Education has made in the fifteen years I've been with this organization. Some were necessary to adapt and thrive in a new and unusual school environment. Others were the result of years of research and planning finally coming together. At the heart of every change we made, however, was our core tenet - to be there for our Boston Public Schools students, wherever or however school happens.

School year 20-21 started unlike any year previous, with students and teachers all working together online. We knew we had to be there, too, and we were able to pivot our programs quickly and effectively to meet student needs. In addition to matching academic mentors into virtual classrooms, we developed a new program, Independent Learning Support, in order to provide help and guidance outside of

classrooms. Students needed connection and academic support, regardless of context.

At times, making these changes could be challenging. We needed to rethink everything about our approach, from safety to how to build rapport with students, and we had to be sure that our solutions met the shifting needs of students and teachers. Our tenacity paid off, though, with a record number of schools served and an increase in the number of 1:1 matches we made.

At the same time as we were figuring out a new way to provide our services, we were launching an organizational rebrand, our first in over twenty years. The rebrand was done in partnership with student artists and mentors from Artists for Humanity, allowing us to have critical student input into the ultimate look and feel of our brand. The project, which started in FY 20, was a

cornerstone of our strategic plan to increase awareness of our programs. We wanted a logo and brand identity that maintained our important academic foundation, while acknowledging the critical work our volunteers also do in supporting the social and emotional growth of children in the classroom. The pandemic slowed down those efforts, but did not stop them, and we are so excited to share the new brand with you all.

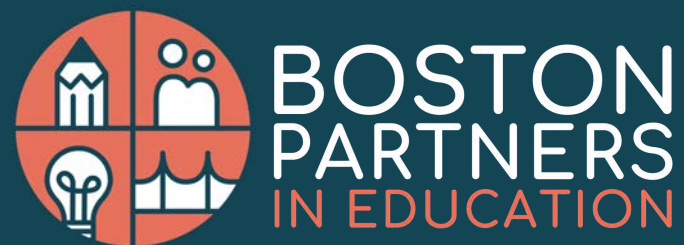
As we progress through a new year, the need to shift and change has not diminished; the ongoing pandemic and its effects have kept us all on our toes as we try to balance student, teacher, and mentor safety with the need for community, connection, and focused learning environments. BPIE is proud to be part of the solution, and we thank you for helping us to stay nimble, dynamic, and relevant in the years to come.

Sincerely,



Erin M. McGrath, Executive Director





In FY21, Boston Partners in Education was proud to announce the launch of a new brand that emphasizes the link between community support and student growth. Our first visual identity shift in nearly 30 years – the brand refresh intends to reposition the organization as a source of both academic AND social-emotional support for students.

For us, a rebrand is much more than an updated look – it's an exercise in re-evaluating our values and mission, all of which were challenged by the pandemic. This work is part of a multi-year plan to deepen engagement with BPS students and their families, and recruit more mentors from our core neighborhoods. A shift to online learning this year allowed us to connect directly with students, parents, and families in ways we hadn't before. Continuing to build these relationships directly within the community will be an integral part of our future.

In designing the new brand, we partnered with Artists For Humanity, a fellow nonprofit in Boston that employs student artists from BPS and pairs them with mentors on design projects. For many years, students at Artists For Humanity have been matched with mentors from BPIE for academic support.

It is critical that our brand reflects the students and communities we support – and we decided the best way to do that was to go directly to students themselves. We're proud to say that we're a mentoring organization whose foundation has literally been built through mentorship – and as we look to the future, we'll have our students to thank for that vision.

# INTRODUCING THE NEW AND IMPROVED BPIE!

## SUPPORTING EDUCATION

An affirmation of BPIE's history – over 50 years of partnering with the BPS to ensure that students have the tools they need to reach their full potential

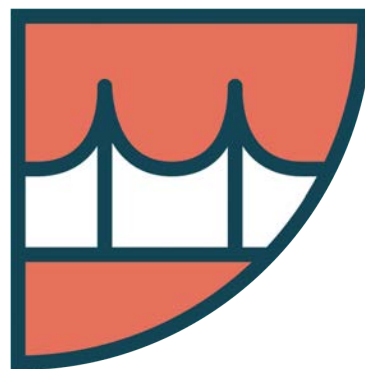


## BUILDING MENTORSHIP

A rotated letter 'B' creates the foundation for our mentorship mark. It's both a reference to the city of Boston, and a symbol that successful mentorship isn't defined by 'A's'

## SPARKING REALIZATION

A celebration of those "ah-ha!" moments between students and mentors – when something clicks and a student realizes they've grasped a new concept. We call those "lightbulb moments."



## CONNECTING COMMUNITY

Above all, we're connectors. We build a bridge from classroom to community to help close the opportunity and achievement gaps that exist in our public schools.





# Alondra Bobadilla

In 2020-21, Alondra Bobadilla was a senior at Fenway High School and a mentee in Boston Partners in Education's mentoring programs. But she is better known as Boston's first-ever Youth Poet Laureate. Alondra's mission is to promote the arts in Boston, particularly by connecting young people to each other through poetry. Like so many of our youth who have stepped up and spoken out this year, Alondra has used her platform to promote positive change in the community. She says, "I want my voice to be a mouthpiece for other people's narratives that are largely ignored in civic conversations."

Last May, we were honored to be joined by Alondra at the 2021 Virtual Gala, where she shared an original piece called "We Pass The Torch Anyways," and spoke about what mentoring means to her: "The difference, oftentimes, between a young person who continues an activity and one who doesn't is access, resources, information, mentorship."

[Hear More](#)





# Supporting Independent Learning, Together

An important innovation for BPIE in school year 2021 was the creation of Independent Learning Support (ILS), a new online mentoring program where volunteers meet with students at times they aren't working directly with their teachers. As we prepared to support students and teachers during the district-wide shift to remote learning, it became clear we would need to bring our core mentoring programs outside the "classroom" for the first time. For students, this was a chance to work on schoolwork, but also to fight the isolation and loneliness of being away from all of their social outlets.

ILS officially launched in November 2020, giving BPS students in grades 5-12 the ability to self-identify for our programs, and request mentor support whenever they needed it most. This model was groundbreaking for us in two key ways.

1. In this model, mentoring sessions are not bound by school hours, meaning students and mentors can meet after school or on weekends.

This provides student-mentor matches with more flexibility to review classwork, work on projects, and build skills in the student's area of need.

2. This model provides students and families with more agency in their own learning. Traditionally, the process for identifying students for our mentoring programs has relied exclusively on teacher nominations. In ILS, students 18+ can request a BPIE mentor on their own, while families can submit a nomination for students under the age of 18 to receive tutoring and mentoring support

In the program's 2020-21 pilot run, we made 100 ILS matches. We've since heard from families and students that it's helping them with their grades and keeping them more connected and in touch with their community.

Moving forward, our plan is to turn ILS into a permanent program. Thanks to the support of generous donors in the 2020-21 school year, we were able to continue offering ILS in the new school year – this time with a full-time BPIE staff member dedicated to running the program. Even as teachers and students return to in-person classrooms, ILS offers a unique opportunity for young people to share what they want to work on. And it allows us to ensure that students will have someone to turn to for additional support whenever they need it, and wherever they are learning.





# “ILS helped me be a better parent – it felt like a burden lifted.”

A single parent raising a BPS student, Danubia began working from home during the pandemic while her daughter Aaliyah learned in the next room. To be so close in proximity but unable to jump in to help Aaliyah during the day was difficult for Danubia – but support from an ILS mentor helped them both feel more confident in her learning.

“I had to work, be a mom and the breadwinner,” said Danubia. “I couldn’t be the teacher I wanted to be. [ILS] helped me be a better parent because there was this person that could do that job. It felt like a burden lifted.”

Danubia is one of over 100 BPS parents and guardians who requested mentor support through our new Independent Learning Support (ILS) program last year. For Danubia, that meant another adult her daughter could rely on for academic support while she was at work. For others? Over 97% of families reported that an ILS mentor helped their student improve in school.

[Read More](#)





# 2020-21 Impact Report



**100%**

of families said they would recommend working with a BPIE mentor to other families



**97%**

of families said that working with a mentor helped their student improve in school



**94%**

of teachers said BPIE mentoring programs helped improve classroom participation



**91%**

of students said their mentor made them feel like they could succeed in school



**1,309 students mentored**



**575 mentor matches made**



**70 Boston Public Schools served**



**Prova Kazi**

Senior, O'Bryant School of Mathematics  
and Science

# "Boston Partners in Education doesn't provide tutors..."

"I know it sounds confusing, but let me explain.

Do you know how embarrassing it is to be a 17-year old without basic reading skills? I do. I have always struggled with reading. My ESL teacher wasn't the kindest when it came to me stumbling on simple words like 'cow' or 'though.' I never felt comfortable asking for help after that.

By the second term this year, I was struggling to get over a 60 on my tests. But there was no way I was going to let myself fail. That's when I reached out to BPIE and applied for a mentor.

I was matched with Tanya and Greg. They teach me how to read. They sit with me for an hour and a half with smiles on their faces as I figure out how to pronounce 'subconscious.' They give me motivation, they tell me, 'you can do this,' and they help me build my grade up from a 48 to an 88 by the end of the term – two points shy of an A!

BPIE doesn't provide tutors. They match kids with their Tanya and their Greg because everyone needs a Tanya and a Greg – a friend, a mentor."



# BPIE in the Media



Photo Credit: THE BOSTON GLOBE/GLOBE FREELANCE

## Thinking big means expanding tutoring systems already in place

The Boston Globe asked how the Boston Public Schools could best utilize its \$400 million in stimulus money. In this Letter to the Editor, BPIE executive director Erin McGrath suggests that "thinking big" means investing in high-dosage tutoring opportunities.

[Read More](#)



## The 2021 Virtual BPIE Gala featured on Boston 25 News

On May 7 2021, BPIE raised over \$400,000 at our 2021 Virtual Gala thanks to support from the Liberty Mutual Foundation and hundreds of donors and sponsors. Hosted by news anchor Vanessa Welch, the Gala was featured on Boston 25 News later that evening.

[Watch Here](#)



## Remote Learning Forum: The Challenges, Triumphs & Changemakers

Special guests Crystal Haynes (Boston 25 News), Jessica Tang (Boston Teachers Union), Marty Martinez (City of Boston), Alana Greene (Henderson K-12 Inclusion School), and Kelsey Welsh (Inmar Intelligence; BPIE) joined us for a panel discussion about the transition to remote learning.

[Watch Here](#)

# Multidimensional Mentoring Begins With Shared Vulnerability

The difference between a mentor and a tutor is subtle but significant – that’s what Isaac realized shortly after he began meeting with Oliver, a student at Boston Arts Academy. A BPIE volunteer for nearly two years, Isaac thought he had a pretty good idea of what to expect when he signed on to become an online mentor this past school year. What Isaac did not expect was just how impactful this experience would be for him, too.

“I thought that my support would be pretty one dimensional going into it,” admits Isaac. “I thought, he gives me a draft of a paper, I see if the topic makes sense and if he has an argument that’s fluid – but it’s grown to be so much more than that.” After a benchmark paper about social justice brought the pair closer, their relationship soon began to evolve. When they weren’t covering classwork, they would bond over music and art. A talented visual artist, Oliver even began showing Isaac the work he was creating.

Isaac believes that approaching the match from a point of shared vulnerability helped create the dynamic relationship. Both he and Oliver had to overcome obstacles in their teenage years, so Isaac drew from his experiences to find common ground. “I’ve also been a student who struggled with learning differences in the beginning,” said Isaac. “We both have an understanding of why these issues matter.”

Whether overcoming language barriers or simply coping with being an outgoing student during a quarantine, Oliver learned he could count on Isaac for any kind of support.



[Read More](#)





## ***Shark* | NINJA**

SharkNinja approached us in FY21 looking to deepen their involvement with the local community and its public schools. With the generous support of our new partners, we kicked off a project together to expand academic mentoring in target neighborhoods of Boston, including East Boston. Support from SharkNinja also helped us spread the word about our programs to BPS schools and families so they were better aware of this resource for their students. This was especially timely given the launch of our new ILS program and the opportunity to directly reach families in ways we weren't able to previously.

Our ongoing work in East Boston is part of a larger need to get more young people matched with caring adults right now. The next phase of the work that's beginning thanks to SharkNinja's contribution focuses on adding resources for Spanish language translation, recruiting more multilingual mentors, and continuing to expand our training and cultural competency for staff and mentors.





# Our Supporters

## \$50,000 - \$99,999

\*Joseph & MaryLynn  
Antonellis  
\*Keith Block & Suzanne Kelley  
\*Salesforce  
SharkNinja

## \$20,000 - \$49,999

Cummings Foundation  
\*Liberty Mutual Insurance  
PwC Charitable Foundation  
\*State Street Foundation, Inc.

## \$10,000 - \$19,999

\*Abt Associates, Inc.  
\*Accenture  
Sunny Bajaj  
\*Boston Scientific Foundation  
Daniel Brownell & Kelley Laurel  
\*Bushrod H. Campbell and  
Adah F. Hall Charity Fund  
Capgemini  
\*Cognizant  
Crow Holdings  
\*DMI  
DXC  
EIS Group  
\*Alok Kapoor  
\*KPMG LLP  
\*Mass Mentoring Partnership  
\*Procter & Gamble Fund  
Ira Shaw  
SID Global Solutions

## \$5,000 - \$9,999

Analog Devices  
\*Anonymous  
\*AT&T  
Bridgehaven Foundation  
\*Darren & Carrie Donovan  
\*Ned Dubilo & Grace Zimmerman  
\*Eastern Bank Charitable Foundation  
\*Scott & Alexandra Steinert-Evoy  
Genelle Faulkner  
\*Hemenway & Barnes, LLP  
\*John Hancock  
\*LABUR  
Landmark Partners  
Ann Groves Manson  
\*Randy Peeler  
People's United Community  
Foundation of Eastern MA  
Quantiphi, Inc.  
John & Dorothy Remondi  
\*Ropes & Gray LLP  
\*StoneTurn Group, LLP  
\*The Dubilo Hill Group - Graystone  
Consulting Morgan Stanley  
\*The HYM Investment Group, LLC  
\*Tiny Tiger Foundation  
Trianz  
\*Verizon Foundation  
\*Kevin Wasielewski  
\*Westfield Capital Management

## \$2,500 - \$4,999

Dominic Barakat  
\*Brown Brothers Harriman & Co.

\*Ron & Mara DePoalo  
Doors Residential Brokerage &  
Advisory  
\*John & Suzzara Durocher  
\*Scott Emerman  
Fidelity Charitable  
Timothy Fitzgerald  
\*FJN Charitable Foundation  
\*John & Mary Heveran  
Kaestle Boos Associates, Inc.  
M&T Bank  
\*Ivan Matviak & Heidi Gardner  
\*Michael & Jacqueline McKenna  
\*Stephen & Mary Neff  
\*Art & Connie Page  
\*Paul and Edith Babson Foundation  
Eric Pinstein  
\*PricewaterhouseCoopers LLP  
\*Paulina & Peter Swartz  
\*Brad Wilson

## \$1,000 - \$2,499

Anonymous (2)  
Boston Celtics Shamrock  
Foundation  
Lena Bottos  
Barry Brown  
\*Pamela Civins & Laura Koepnick  
Wilson D'Souza  
\*Bruce Daniel & Susan M. Dacey  
\*Michael Dunn & Suzanne  
Christensen Dunn  
Fusion Alliance  
\*Howard & Sheila Galligan  
\*Google, Inc.

Greg & Karen Henderson  
\*Mimi Hewlett  
Hingham Institution for Savings  
\*Holland & Knight LLP  
\*Ron & Megan Hovsepian  
\*Demos Kouvaris  
\*Joel & Sarah Lamstein  
\*Darrin Lang  
Melissa MacDonnell  
Nathan McConarty  
\*Erin McGrath  
\*Victor Milione  
Larissa Nigro  
Norman M. Shack Charitable  
Foundation Trust  
\*Ken O'Hara  
P. Alexander Rolfe  
\*Jay & Lynda Shuman  
\*Grant Simpson  
Corin Sotiriadis  
The Beveridge Family  
Foundation, Inc.  
The COOP  
\*Andrew Thorne  
Jason & Michele Wertz  
\*Jib & Beth Wilkinson

## \$500 - \$999

Anonymous  
Boston University  
\*Kathy & Mark Closson  
\*Sean Downey  
\*Sara Franks-Allen  
Gaston Electrical Co., Inc.  
Alan Greene

Stephen Hammer  
Kelly & Ed Hardebeck  
Robert Jaye  
\*Meg Jordan  
\*Paresh Joshi  
\*Katie Woodling & Andy Kall  
\*Robert & Janet Kelley  
Deborah Kuklis  
Dennis Langwell  
\*Meredith & Jim Laudisio  
\*Theo Lippeveld  
Logrocket  
\*Susana B. Lopez & Douglas A. Levin  
Jean McGeary  
\*Shaun & Beth McHugh  
\*David & Mary Ellen Morse  
Andrew & Corinne Munchbach  
Tully Nicholas  
Reed Overby  
Yolande Piazza  
Lisa Rivers  
\*Edwige Sacco  
\*David & Kristin Shapiro  
Cheryl Steinberg  
Kathleen Strand  
Subbiah Subramanian  
Lucy Sullivan  
\*Bradley Todd

## With thanks to:

\$1—\$499 donors  
2020 Rodman Ride for Kids donors  
2021 peer-to-peer fundraisers  
Isabella Besecker Bequest Society  
donors

\* Denotes loyal donors of 5+ years



# BPIE Financial Report

## ASSETS

### CURRENT ASSETS

Cash and cash equivalents	\$505,585
Accounts receivable	\$6,000
Promises to give, current portion, net	<u>\$118,855</u>

Total Current Assets \$630,440

### NONCURRENT ASSETS

Promises to give, net of current portion, net	\$225,899
Security deposit	<u>\$10,227</u>

Total Noncurrent Assets \$236,126

### FIXED ASSETS

Equipment	\$84,231
Less: accumulated depreciation	<u>(\$49,865)</u>

Net Fixed Assets \$34,366

### INTANGIBLE ASSETS

Website	\$88,330
Less: accumulated amortization	<u>(\$88,330)</u>

Net Intangible Assets —

Total Assets \$900,932

## LIABILITIES AND NET ASSETS

### LONG TERM LIABILITIES

Accrued rent	<u>\$20,476</u>
--------------	-----------------

### NET ASSETS

Without donor restrictions	\$579,124
With donor restrictions	<u>\$301,332</u>

Total Net Assets \$880,456

Total Liabilities and Net Assets \$900,932







## CHANGE IN NET ASSETS

### WITHOUT DONOR RESTRICTIONS

### WITH DONOR RESTRICTIONS

### TOTAL

#### SUPPORT AND REVENUE

Grants and contributions	\$521,495	\$252,363	\$773,858
In-kind operating support	\$22,677	—	\$22,677
Program fees	\$42,000	—	\$42,000
Gala contributions and revenue	\$460,548	—	\$460,548
Less: cost of direct benefits to donors	(\$30,614)	—	(\$30,614)
Contributions and net revenue from gala	\$429,934	—	\$429,934
Other income	\$4,491	—	\$4,491
Interest	\$147	—	\$147
Net assets released from restrictions	\$103,239	(\$103,239)	—

#### Total Support and Revenue

\$1,123,983	\$149,124	\$1,273,107
-------------	-----------	-------------

#### EXPENSES

Accelerate	\$251,039	—	\$251,039
Aim High	\$247,896	—	\$247,896
The Big Cheese Reads	\$29,139	—	\$29,139
Motivate	\$105,312	—	\$105,312
Power Lunch	\$85,172	—	\$85,172

#### Total Program Services

\$718,558	—	\$718,558
-----------	---	-----------

Management and general	\$127,859	—	\$127,859
General fundraising	\$156,938	—	\$156,938
Gala	\$50,333	—	\$50,333

#### Total Supporting Services

\$335,130	—	\$335,130
-----------	---	-----------

#### Total Expenses

\$1,053,688	—	\$1,053,688
-------------	---	-------------

#### Change in Net Assets

(\$70,295)	\$149,124	\$219,419
------------	-----------	-----------

#### Net Assets, Beginning of Year

\$508,829	\$152,208	\$661,037
-----------	-----------	-----------

#### Net Assets End of Year

\$579,124	\$301,332	\$880,456
-----------	-----------	-----------



# Board of Directors

<b>Joseph C. Antonellis</b>	Vice Chairman (retired), State Street Corporation
<b>Lena Bottos</b>	Chief of Staff, IBM's Talent Management and Collaboration
<b>Heather Brack</b>	Web Developer, John Snow, Inc.
<b>Beth Gragg</b>	Organizational Development & Training Consultant
<b>Lauren Heerlein</b>	Senior Director of Marketing, Virtusa
<b>John Heveran</b>	SVP & CIO of Global Risk Solutions, Liberty Mutual Insurance
<b>Meg Jordan</b>	Former HR Manager, Franciscan Children's Hospital (Board Vice Chair)
<b>Alok Kapoor</b>	On Leave of Absence, Fidelity Investments
<b>Claudette Kerr</b>	Teacher (retired), Boston Public Schools
<b>Joel H. Lamstein</b>	President, John Snow, Inc. & World Education, Inc.
<b>Darrin Lang</b>	CEO, LABUR
<b>Ivan Matviak</b>	Executive Vice President, Clearwater Analytics
<b>Nathan McConarty</b>	Assistant General Counsel, Radius Health
<b>Michael McKenna</b>	Senior Client Partner, DMI (Board Chair)
<b>Tully Nicholas</b>	Manager, Editorial Strategy and Content Generation, Boston Scientific
<b>Larissa Nigro</b>	Key Account Executive, Google, Inc.
<b>Emmanuelle Renelique</b>	Owner, Awakening Excellence Adult Day Health Center
<b>Ira Shaw</b>	Managing Director, Crow Holdings Capital
<b>Jay Shuman</b>	Independent Consultant (Board Treasurer)
<b>Grant Simpson</b>	Vice President, Finance & Operations, Beautiful Destinations
<b>Michaela Soctomah</b>	Forensic Services - Director, KPMG LLP
<b>Subbiah Subramanian</b>	Head of Data Modernization and Analytics, DTCC
<b>Jessica Tang</b>	President, Boston Teachers Union
<b>Andrew Thorne</b>	Partner, PricewaterhouseCoopers LLP (Board Clerk)
<b>Jib Wilkinson</b>	Principal, Deloitte Consulting LLP
<b>Brad Wilson</b>	Partner, StoneTurn Group LLP







192 South Street, Suite 600 • Boston, MA 02111 • [bostonpartners.org](http://bostonpartners.org) • 617.451.6145