

Honoring how far
we've come, and paving
the way for a more
sustainable future.

2024 ANNUAL REPORT



Table of Contents

- Welcome Letter
- Pathfinders Update
- Testimonial: Rich and Jamal's Connection
- Transparency Report
- Testimonial: Educator Reflections
- Impact Report
- Our Supporters
- Financial Report
- Board of Directors





Dear Friends:

Thank you for being part of our community. FY24 was a rebuilding year for Boston Partners in Education - after facing a tremendous fiscal gap in FY23 and filling it thanks to your generosity - we spent FY24 learning new ways to approach our work.

With the success of the Raise Your Hand Campaign, we were able to offer our programs uninterrupted at the start of the school year, fulfilling our obligations to our school partners and Boston Public Schools families. We matched academic mentors with over 1,200 BPS students, providing them with thousands of hours of academic and social-emotional support.

One of the most exciting changes was launching Pathfinders. Pathfinders is our reimaged version of Big Cheese Reads, our career exploration program. We were able to retain what people loved most about BCR, while improving the impact of the visits through greater teacher and student voice in the matching process.

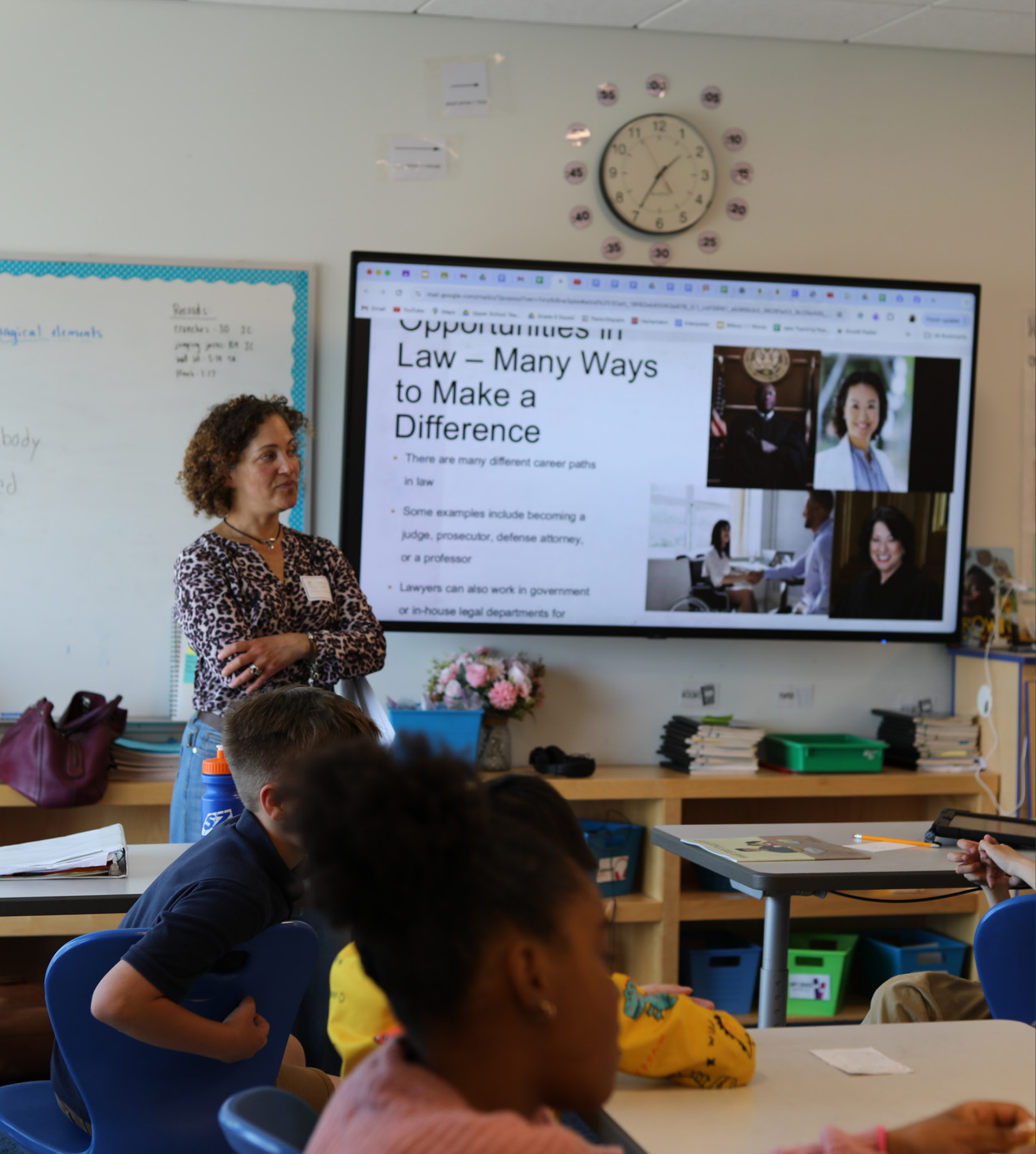
We also leveraged the momentum of the Raise Your Hand campaign to reshape our fundraising strategies. The biggest change we made was shifting our annual gala to the fall, hosting our first gala since May of 2023 this past October. While it was a little nerve-wracking to have a fiscal year without our signature event, this was an important move for several reasons. First, it made space for the Pathfinders Open, our new spring golf tournament. We spent a beautiful day at Wentworth-by-the-Sea, and look forward to an even bigger and better event this year. The shift is also strategically important because it places the gala, which is a vital fundraising effort for the organization, at the beginning of our fiscal year, rather than the end. This helps us hit the ground running and ensures that our programs can launch smoothly to serve our students as quickly as possible.

With your support and belief in our mission, Boston Partners in Education has weathered the challenges of the last two years. We are poised to bring students more opportunities for connection, more support for their goals, and more champions for their dreams. Thank you for being part of it.

In partnership,

Erin M. McGrath
Executive Director





Pathfinders Update

After over twenty years of creating unforgettable experiences, we have successfully rebranded our signature The Big Cheese Reads initiative into Pathfinders. The Big Cheese Reads was created by Boston Partners in Education (BPiE) to offer Boston Public Schools (BPS) students an opportunity to interact with local professionals in various fields. Visits would consist of a classroom read-aloud by said professional and followed by a career-focused discussion/question session. It was also a successful fundraising strategy for BPiE - program participation was connected to sponsorship of our annual gala. However, as time went on, we began to hear from teachers and students that the initiative was not resonating in the classroom as much as it had in the past.

Our participants - readers, teachers, and students alike - felt that the program reinforced an uncomfortable hierarchy - Big Cheeses imparting their wisdom to the classroom, rather than hearing what the students' interests and needs were. The question-and-answer portion of the initiative had always been the most powerful part of the experience for everyone, so we wanted to preserve that connection while making the program more responsive to the needs of the teachers and students. We phased out the reading and created a nomination form so that we could hear from teachers directly about the needs of their classrooms. They can let us know the sorts of speakers and career pathways the class is focused on, and when the visit fits into their schedules.

In the next school year, we will continue to diversify the types of people we bring into classrooms: speakers of all genders, races, backgrounds, and career paths. In doing so, we hope to inspire BPS students and open their eyes to the infinite possibilities their futures hold.



Rich and Jamal's Connection

Twenty-five years ago, Rich Greif contacted Boston Partners in Education, hoping to connect to the Boston community in which he worked by becoming a reading mentor. Rich was matched with Jamal Jones, a student at Blackstone Elementary School. What neither Rich nor Jamal could have guessed when they first met that fall of 1999 was the profound impact the experience would have on both of them, and the lasting bond they would form.

For three years, while Jamal was in the second through fourth grade, Rich would visit the Blackstone and read with Jamal for about an hour each week. While reflecting on this time spent together, Rich described Jamal as a natural "people person" and an overall fun kid. Jamal had a strong relationship with his mother and grandmother – and Rich stayed connected to Jamal's mother, ensuring that his support was an extension and reinforcement of hers – but Rich learned that Jamal did not have any prominent adult male figures in his life. When their formal mentor-mentee relationship came to an end, Rich and Jamal continued to stay in touch; Rich and his family even attended Jamal's graduation from East Boston High School. Celebrating milestones and sharing wins is a critical aspect of any good mentoring relationship.

After graduation, Jamal began attending the University of New Hampshire, an experience which introduced new academic and interpersonal challenges. Jamal's mother and Rich teamed up to ensure that Jamal would persevere through college. Together, they encouraged Jamal to reach out to professors and assisted him in accessing help through UNH's academic support program. Surrounded by this team, Jamal succeeded in his pursuit of a four-year degree. Once again, Rich was by his side for graduation. Being able to ask for and receive help is a critical skill for success.

Despite all of the years that have passed and the changes that have occurred in each of their lives, Rich and Jamal have never lost touch. Rich continues to be a guide and resource for Jamal, and Jamal supports Rich, too. They both joined us at our Boston Partners in Education Gala back in October, where they shared their story and highlighted the power of mentoring.

Whether a mentoring relationship lasts for one year or for twenty-five, the lessons in resilience, problem-solving, and community-building last a lifetime. Boston Partners in Education serves as the critical bridge between students who need extra support and community members who have volunteered as academic mentors.



Transparency Report

In FY22, we launched our first Transparency Report - a look at the demographic and geographic makeup of our volunteers, staff, and board, and how they compared to those of the Boston Public Schools students we serve. The purpose of this report was to understand how aligned - or not - our organization is with the lived experiences of our youth.

In FY24, we moved beyond demographics to reviewing our policies and practices in order to advance inclusion in all facets of our work. To the right are some of the highlights of our FY24 efforts:



HR Policies

We updated our HR policies, hiring materials, and processes to reflect more respectful identity-based language. We also included explicit questions about a commitment to diversity, equity, inclusion, and belonging (DEIB) to our interview process.



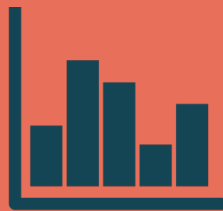
Meeting Students Needs

We updated our volunteer mentor application forms to more explicitly capture applicants' comfort and interest in working with specific student populations, including multilingual learners and students with disabilities, and updated the student nomination forms to capture more specific information about students' unique needs. We also added more questions about the accommodations that volunteers need to be successful in their matches.



Training

We updated our training materials and website to include resources to help volunteers provide support requested by teachers, families, and students, including dedicated resource sections on social-emotional learning, academic support by subject, interactive virtual tools, and standardized test preparation materials, as well as resources for meeting basic needs like food, clothing, and shelter sites.



Data

With BPS's Office of Data and Accountability, we aligned our internal demographic data labels with those of the Department of Elementary and Secondary Education (DESE) for clarity and accuracy. This provided more specific race and ethnicity categories for our volunteers to more meaningfully self-identify, while updating our race and ethnicity labels for students to align with BPS district standards, allowing us to compare our internal demographic data to that of the district.

Educator Reflections

Kelly Lewis

Blackstone Elementary School

"Emelia has helped me greatly by identifying some gaps in one of her mentee's reading/writing ability. Honestly it's not something that would have popped onto my radar for a while, simply because we focus so much on math that I don't often see their other skills in real time. Since she is working so closely with Emelia, she was able to see the student's struggles right away. It's been a huge help because I was able to loop in her ELA teacher and now she has a targeted intervention plan in that class. Teamwork!"



Mairead Mazan

Hennigan K-8 School

"Having Makayla has allowed Valery to practice her speaking and reading and she has made amazing strides in speaking. Her work with Makayla has also allowed us to pinpoint areas of need in her reading ability."



Lauren Bandklayder

Fenway High School

"Both students have shown consistent improvement in their academics as evidenced by their improving grades and increasing motivation and desire to stay on task, which they largely attribute to Aldric."

Heather King

Orchard Gardens K-8 School

"The student has a more positive outlook on the work she is doing. She is taking the time to use her reference page to help her complete her work. She is understanding the material better and is interested in trying to solve problems with new concepts she has recently learned. She has increased her focus in class. She is now using the tools to help her be successful in math."





11,376
Hours Served
\$381,217 Value

309
Volunteers

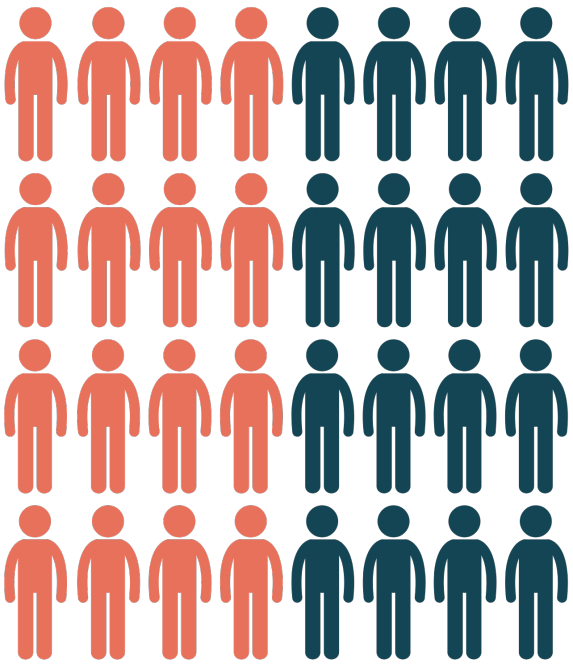


54
Schools

1,239
Students Mentored

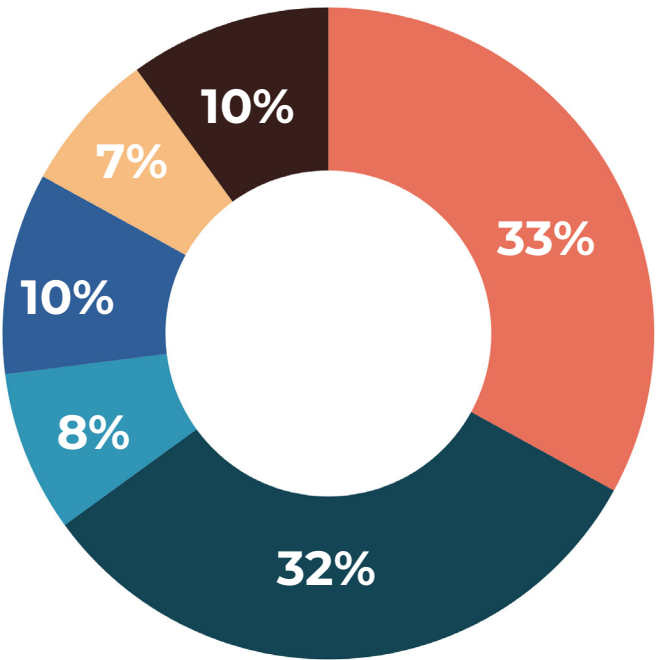
Impact Report

Volunteer Retention



50% of last year's
volunteers returned

Student Demographics



- | | |
|---------|--------------|
| Latin X | White |
| Black | Other |
| Asian | Unidentified |

Our Supporters

\$50,000+

Joseph and MaryLynn Antonellis*
Keith Block and Suzanne Kelley
Highland Partners Charitable Fund

\$20,000 - \$49,999

Analog Devices
Berkshire Partners
Cummings Foundation
Liberty Mutual Foundation
Mass Mentoring Partnership
PwC Charitable Foundation

\$10,000 - \$19,999

ALKU Foundation
Daniel Hogan Charitable Foundation
Evangeline Securities LLC
Fullwood Foundation
John* and Mary Heveran
Alok Kapoor
KPMG LLP
LABUR
Procter and Gamble Fund
Ira Shaw*
Jim and Cathy Stone

Tiny Tiger Foundation
Westfield Capital Management
Brad Wilson*
Peter and Susan Workum

\$5,000 - \$9,999

Boston Public Schools
Bridgehaven Foundation
Bushrod H. Campbell and Adah F.
Hall Charity Fund
Lesley Dickson
Eastern Bank Foundation
Gaston Electrical Co., Inc.
Greg* and Karen Henderson
Eric Kraus*
Liberty Mutual Insurance
Kevin and Leslie McCafferty
Michael* and Jacqueline McKenna
Mildred's Dream Foundation
North Bridge Wealth Management
Group - Morgan Stanley
Paul and Edith Babson Foundation
Pohanka Family Foundation
Rockland Trust Charitable Foundation
Grant Simpson*
The Hamilton Company
Charitable Foundation
Andrew Thorne*
Kevin Wasielewski
Mendie and Jordan Welu

\$2,500 - \$4,999

Boston Teachers Union
Cognizant
John and Suzzara Durocher
Scott Emerman
Endava
FJN Charitable Foundation
Darrin Lang*
Rich Middleton
North Colony Asset Management
Scott Orzell*
Richard Davoud Donchian Foundation
Salesforce.org
SSandC Inc.

\$1,000 - \$2,499

BOND Building Construction, Inc.
Comicozi
Maureen and Tom Corcoran
Jon DiPaolo
Michael Dunn and Suzanne
Christensen Dunn
Scott Evoy and Alexandra
Steinert-Evoy
Foundant Technologies
Charles Gibson
Ron and Megan Hovsepian
Wesley Hyatt
Suzette and Dave Johnson
Andy Kall and Katie Woodling

Hope Krakoff
Joel and Sarah Lamstein
Mainline Information Systems
Nina Marlowe and Allan Wyatt
Massachusetts AFL-CIO
Ivan Matviak* and Heidi Gardner
James McGlennon
Erin McGrath
Kevin McGuire
Victor Milione
New England Patriots
Charitable Foundation
Ken O'Hara
Nico Pisello
Gary Prado
P. Alexander Rolfe
Schoewe Family Foundation
David and Kristin Shapiro
Jay* and Lynda Shuman
Mikaela Silton
Greg Simko
Michaela Soctomah*
Subbiah Subramanian*
Pauliina and Peter Swartz
The Pavement Group
The Point Boston
Town Fair Tire Foundation
Tim* and Allison West
James and Debra Wiess

\$500 - \$999

Jennifer Andrews Burke and
Adam Burke

Emily Aaronson and Selom Azuma

David Bogojevich

Lena Bottos*

Heather Brack*

Ellen Callahan

Randall and Michele Davis

Sean Downey

Foundation to Be Named Later

Kristin Francisco

Brian Granetz

Mimi Hewlett

Bridget Hogan

Sam Hopkins

Robert and Diane Jaye

Charles Kim

Meredith and Jim Laudisio

Susana B. Lopez and Douglas
A. Levin

Jean McGeary and John Griffin

Sally Portle

Lisa Robinson and Robert Hansel

Rockland Trust Bank

Ashish Shah

Nate Sigel

Janet Smith Idzal and Joe Idzal

Cheryl Steinberg

Long Tong and Amanda Co

Patrick Welch

Committed Partner Sites

Artists for Humanity

Blackstone Elementary School

Boston Day and Evening Academy

Boston Latin Academy

Curley K-8 School

Eliot Lower School

Fenway High School

Gardner Pilot Academy

Hernández K-8 School

Mason Elementary School

Mildred Avenue School

New Mission High School

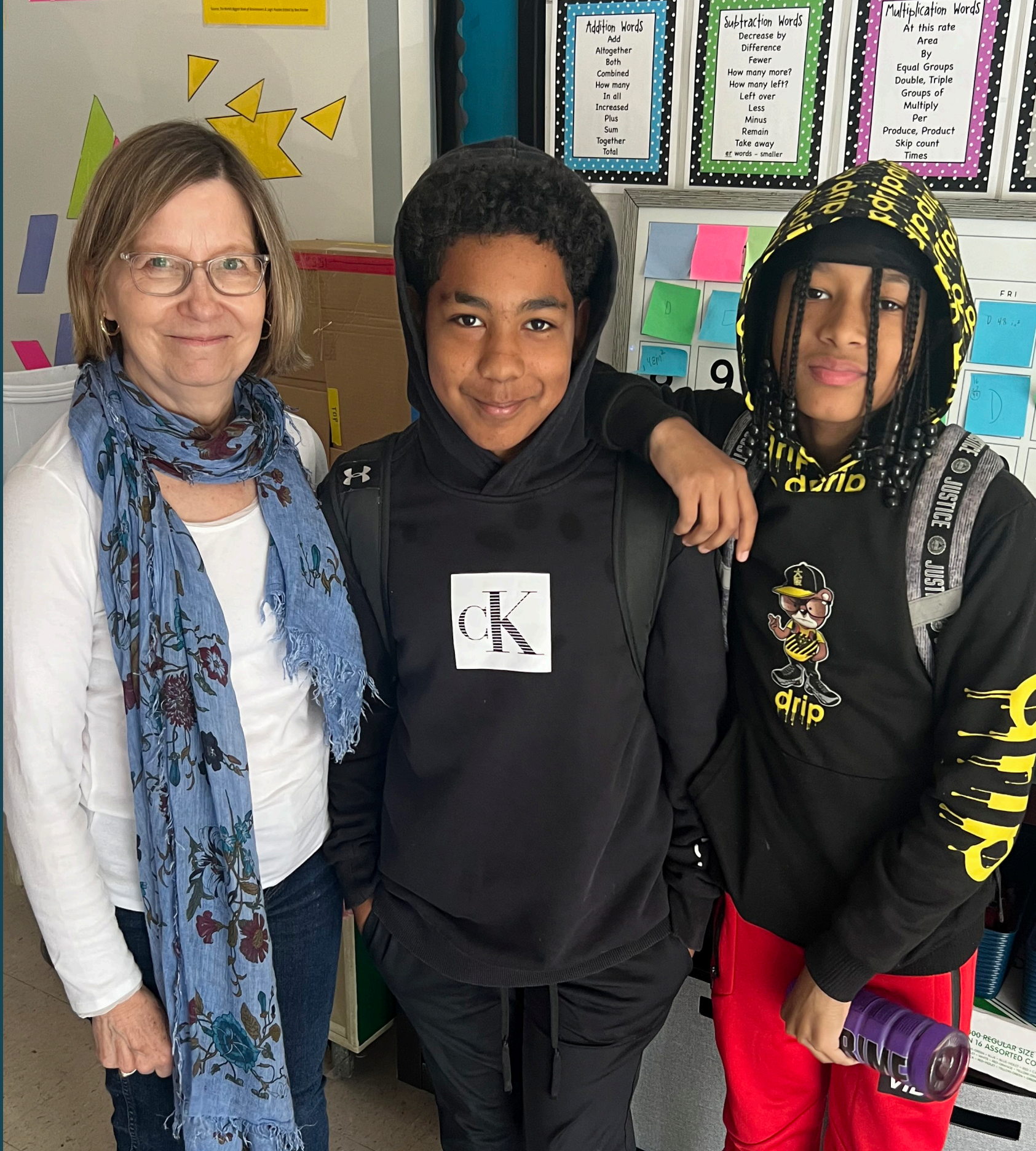
O'Bryant School of Math and Science

Quincy Elementary School

Ruth Batson Academy

Umana Academy

Winship Elementary School



Financials

2024 Financial Report

Current Assets

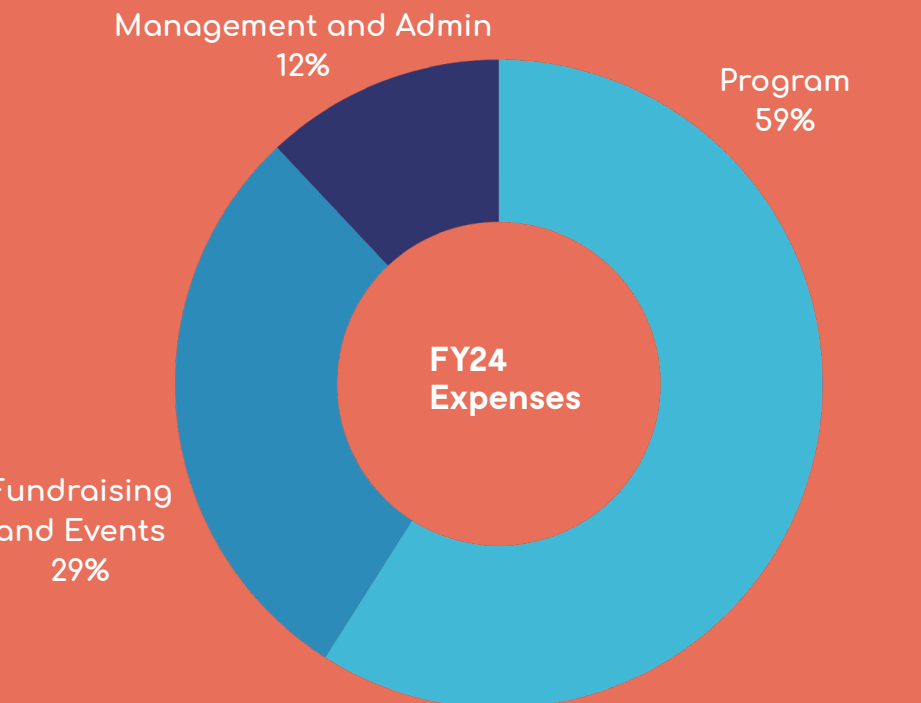
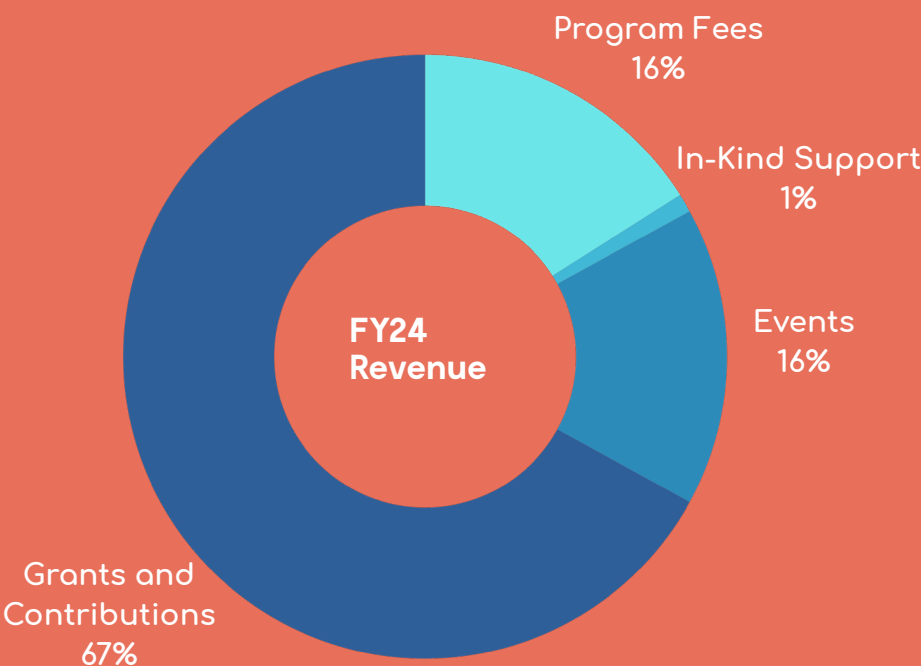
Cash and Cash Equivalents	\$164,812
Accounts receivable	\$59,858
Pledges, current portion, net	\$345,412
Prepaid expenses	\$17,747
Fundraising inventory	\$625
Total current assets	\$737,730

Noncurrent Assets

Pledges, net of current portion, net	\$183,880
Right-of-use asset, operating lease, net	\$300,067
Security deposit	\$10,227
Total noncurrent assets	\$494,174

Fixed Assets

Equivalent	\$48,688
Less: accumulated depreciation	\$41,251
Net Fixed Assets	\$7,437
Total assets	\$1,090,065



Current Liabilities

Accounts payable	\$263,286
Payroll withholdings	\$37,684
Lease liability, operating lease, current	\$436,010
Deferred revenue	\$ 13,500
Total current assets	\$147,188

Long-Term Liabilites

Cash and Cash Equivalents	\$192,526
Total current liabilities	\$339,714

Net Assets

Without donor restrictions	\$436,480
With donor restrictions	\$313,871
Total Net Assets	\$750,351
Total liabilities and net assets	\$1,090,065

Board of Directors

Joseph C. Antonellis

Vice Chairman (retired),
State Street Corporation

Lena Bottos

Strategic Projects, DEPT®

Heather Brack

Web Developer, John
Snow, Inc.

Lauren Heerlein

Head of Brand, Virtusa

Gregory Henderson

CEO, Littelfuse

John Heveran, Chair

EVP and CIO of Global Risk
Solutions (retired), Liberty
Mutual Insurance

Ivan Matviak

CEO, Smarter
Collaboration
International

Claudette Kerr

Teacher (retired), Boston
Public Schools

Eric Kraus

Principal, Kimball Road Strategies

Darrin Lang

CEO, LABUR

Michael McKenna

Chief Revenue Officer, TAG
Infosphere, Inc.

Scott Orzell

Managing Director, Accenture

Ira Shaw

Partner, Arctos

Jay Shuman, Vice Chair

Independent Consultant and
Adjunct Lecturer - Accounting,
Regis College

Grant Simpson, Treasurer

Managing Director,
Evangeline Securities LLC

Michaela Soctomah

Forensic Services - Director,
KPMG LLP

Jessica Tang

President, American Federation
of Teachers MA

Andrew Thorne, Clerk

Partner, Pricewaterhouse
Coopers LLP

Tim West

Senior Director of Marketing
and Business Development,
Gaston Electrical Co.

Jib Wilkinson

Principal, Deloitte
Consulting LLP

Brad Wilson

Managing Partner and CEO,
StoneTurn Group LLP





192 South Street, Suite 600
Boston, MA 02111
bostonpartners.org
617.451.6145