



THE POSSE FOUNDATION

LEADERS of TOMORROW

2014 ANNUAL REPORT





A LETTER FROM POSSE PRESIDENT + FOUNDER AND NATIONAL BOARD CHAIR

DEAR FRIENDS,

In 2014 we celebrated The Posse Foundation's 25th anniversary. Twenty-five years of Posse has produced some incredible moments.

There was a moment when that first student said he never would have dropped out of college if he'd had his "posse" with him. There was a moment when Vanderbilt University said they'd take a chance on an untested program. There was a moment when the first Posse Scholars took that Greyhound bus from New York City to Nashville, Tennessee. And there was a moment when we all collectively realized: This is going to work.

Today, thousands of tremendously talented and inspired young people have become Posse Scholars. They have won an astounding \$806 million in scholarships from Posse's more than 50 college and university partners. They persist and graduate at a rate of 90 percent. They are becoming the leaders we so need in the world.

Posse Scholars represent the best of what America has to offer. Each year 16,000 students are nominated for fewer than 800 scholarship slots. The fewer than 5 percent who win these coveted spots as Posse Scholars are as diverse as the big cities from which they are recruited. Their dreams and aspirations are diverse as well. The qualities we see in them when they are only 17 years old—drive, keen intellect, curiosity, charm and leadership potential—will carry them into the workforce where they will become our next senators, CEOs, journalists, entrepreneurs and top scientists.

In 2014, with 10 outstanding partner colleges and universities, Posse expanded its Science Technology Engineering and Math initiative in response to a challenge from the White House to do more for underrepresented students. Over the next five years, an additional 500 students will be selected for this program. We are excited to see these young people pursue their passion for research, innovation and discovery in the sciences.

In 2014 we were thrilled when Dartmouth joined Vassar and Wesleyan in Posse's post-9/11 U.S. veterans initiative. We expect to see this program double or triple in size over the next several years.

In 2014 Posse committed to opening in the San Francisco Bay Area—our 10th location—making it possible for the Foundation to pursue its 2020 goals and ultimately serve 5,000 students per year in its high school-through-college programming.

Twenty-five years is a milestone anniversary that Posse would not have reached without your support, without your advocacy for the mission, without your belief in these Scholars. We thank you for being part of this national movement and we look forward to the next 25 years. We know we will see incredible successes as Posse Scholars take on the country's greatest challenges.

Deborah Bial, President + Founder

Jeffrey Ubben, National Board Chair

A top-down photograph showing several hands of different skin tones working together to assemble colorful LEGO bricks on a dark, textured surface. The hands are positioned around the center, with some holding bricks and others reaching in. The background is a dark, speckled carpet or mat. The overall scene conveys a sense of teamwork and shared activity.

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CONCEPT

The Posse Foundation, founded in 1989, identifies public high school students with extraordinary academic and leadership potential who may be overlooked by traditional college selection processes. The Foundation extends to these students the opportunity to pursue personal and academic excellence by placing them in supportive, multicultural teams—Posses—of 10 students. The Foundation's partner colleges and universities award Posse Scholars four-year, full-tuition leadership scholarships.

MISSION

The Posse model works for both students and college campuses and is rooted in the belief that a small, diverse group of talented students—a Posse—carefully selected and trained, can serve as a catalyst for increased individual and community development.

As the United States becomes an increasingly multicultural society, Posse believes that the leaders of this new century should reflect the country's rich demographic mix, and that the key to a promising future for our nation rests on the ability of strong leaders from diverse backgrounds to develop consensus solutions to complex social problems. One of the primary aims of the Posse Program is to train these leaders of tomorrow.

THREE GOALS

1. To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds.
2. To help these institutions build more interactive campus environments so that they can become more welcoming institutions for students from all backgrounds.
3. To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce.







**THE POSSE FOUNDATION
ACHIEVES ITS GOALS THROUGH
FIVE PROGRAM COMPONENTS:**

1. RECRUITMENT
2. PRE-COLLEGIATE TRAINING PROGRAM
3. CAMPUS PROGRAM
4. CAREER PROGRAM
5. POSSE ACCESS

FIVE PROGRAM COMPONENTS



1. RECRUITMENT

From September to December each year, Posse conducts the Dynamic Assessment Process (DAP), a unique evaluation method designed to identify young leaders who might be missed by traditional admissions criteria but who can excel at selective colleges and universities. Using nontraditional forums to evaluate potential, DAP offers students an opportunity to demonstrate their intrinsic leadership abilities, their skill at working in a team setting, and their motivation and desire to succeed. DAP has proven to be an extremely effective tool for identifying outstanding young leaders. Through a three-part process, including large-group and individual interviews, Posse staff and partner college and university administrators ultimately select a diverse group of 10 students for each institution, thus forming a Posse.



2. PRE-COLLEGIATE TRAINING PROGRAM

From January to August of their senior year in high school, Posse Scholars meet weekly with staff trainers and their Posse peers for two-hour workshops. The Pre-Collegiate Training Program consists of workshops that address four areas: 1) team building and group support, 2) cross-cultural communication, 3) leadership and becoming an active agent of change on campus, and 4) academic excellence. The goal of the Pre-Collegiate Training Program is to prepare Scholars for leadership roles on campus and for the high-level academic expectations of their colleges.



3. CAMPUS PROGRAM

The Campus Program works to ensure the retention of Posse Scholars and to increase the impact of Posse on campus. Posse staff members visit each college and university four times a year for meetings with Posse Scholars, campus liaisons and mentors. During a Posse's first two years on campus, Scholars meet with their mentor each week as a group and every other week individually. In addition, Posse facilitates an annual weekend-long PossePlus Retreat attended by members of the larger student body, faculty and administration with the goal of discussing an important campus issue identified by Posse Scholars.



4. CAREER PROGRAM

The Career Program supports Posse Scholars as they transition from being leaders on campus to becoming leaders in the workforce. Posse plays an integral role in the professional development of these young people by providing them with the tools and opportunities necessary to secure highly competitive and career-enhancing internships and jobs. One of the ways Posse achieves this is by partnering with exceptional companies and organizations, both nationally and abroad. The Career Program has three core components: 1) The Internship Program, 2) Career Counseling Services and 3) The Alumni Network.



5. POSSE ACCESS

Posse Access is an online database designed to give Posse partner colleges and universities exclusive access to unselected student nominees to consider for regular admission. Through Posse Access, the hundreds of finalists nationwide who are not selected can opt to have their application profiles made available to each of Posse's partner institutions. By identifying candidates through the Posse Access database, partner schools benefit from Posse's holistic approach to evaluating student potential and see a much greater pool of highly qualified students.



IN ADDITION TO ITS TRADITIONAL MODEL, THE POSSE FOUNDATION

offers two specialized programs that serve post-9/11 U.S. veterans and students interested in pursuing careers in science, technology, engineering and math (STEM). Both of these initiatives represent a strategic expansion of the Posse model and further the Foundation's goal of building a diverse network of leaders for the nation.

SPECIALIZED INITIATIVES

POSSE STEM PROGRAM

The Posse STEM Program was developed to help institutions of higher education recruit dynamic students from diverse backgrounds interested in majoring in science, technology, engineering and math (STEM) fields. In addition to the traditional Posse programming, the Posse STEM model includes a two-week summer immersion program where students meet with STEM professors, conduct lab work, and take part in field trips; a STEM mentor chosen from STEM faculty, who supports the STEM Posse on campus; and research and internship opportunities with industry-leading companies and organizations.

PROGRAM PARTNERS

- BRANDEIS UNIVERSITY (Posse New York)
- BRYN MAWR COLLEGE (Posse Boston)
- DAVIDSON COLLEGE (Posse Miami)
- FRANKLIN & MARSHALL COLLEGE (Posse Miami)
- MIDDLEBURY COLLEGE (Posse Los Angeles)
- POMONA COLLEGE (Posse Miami)
- SMITH COLLEGE (Posse New York)
- TEXAS A&M UNIVERSITY (Posse Houston)
- UNIVERSITY OF MICHIGAN (Posse Chicago)
- UNIVERSITY OF WISCONSIN-MADISON (Posse New York)



POSSE VETERANS PROGRAM

The Posse Veterans Program identifies and supports veterans of the U.S. Armed Forces who have tremendous leadership and academic potential. Posse looks for veterans interested in pursuing bachelor's degrees at top colleges and universities. By creating cohorts of veterans, preparing them for the college experience, and supporting them through graduation, the Posse Veterans Program ensures veterans' success in college and, ultimately, the workforce.

PROGRAM PARTNERS

- DARTMOUTH COLLEGE
- VASSAR COLLEGE
- WESLEYAN UNIVERSITY



**THE POSSE FOUNDATION
THANKS ITS COLLEGE AND
UNIVERSITY PARTNERS.**

This year Posse's undergraduate partners awarded \$118 million in leadership scholarships to Posse Scholars across the country.

COLLEGE + UNIVERSITY PARTNERS

COLLEGE + UNIVERSITY PARTNERS

AGNES SCOTT COLLEGE

BABSON COLLEGE

BARD COLLEGE*

BOSTON UNIVERSITY

BRANDEIS UNIVERSITY*

BRYN MAWR COLLEGE*

BUCKNELL UNIVERSITY**

CARLETON COLLEGE

CENTRE COLLEGE

COLBY COLLEGE

THE COLLEGE OF WOOSTER

CONNECTICUT COLLEGE

CORNELL UNIVERSITY

DARTMOUTH COLLEGE

DAVIDSON COLLEGE

DENISON UNIVERSITY*

DEPAUW UNIVERSITY*

DICKINSON COLLEGE*

FRANKLIN & MARSHALL COLLEGE*

GRINNELL COLLEGE*

HAMILTON COLLEGE*

HOBART AND WILLIAM SMITH COLLEGES

KALAMAZOO COLLEGE

LAFAYETTE COLLEGE*

LAWRENCE UNIVERSITY

MIDDLEBURY COLLEGE**

MOUNT HOLYOKE COLLEGE

NORTHWESTERN UNIVERSITY

OBERLIN COLLEGE

PEPPERDINE UNIVERSITY

POMONA COLLEGE*

SEWANEE: THE UNIVERSITY OF THE SOUTH

SMITH COLLEGE

ST. OLAF COLLEGE

SYRACUSE UNIVERSITY

TEXAS A&M UNIVERSITY*

TRINITY COLLEGE*

TULANE UNIVERSITY*

UNION COLLEGE

UNIVERSITY OF CALIFORNIA, BERKELEY

UNIVERSITY OF CALIFORNIA, LOS ANGELES

UNIVERSITY OF MICHIGAN

UNIVERSITY OF PENNSYLVANIA

UNIVERSITY OF PUGET SOUND

UNIVERSITY OF ROCHESTER

UNIVERSITY OF SOUTHERN CALIFORNIA

THE UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF VIRGINIA

UNIVERSITY OF WISCONSIN-MADISON***

VANDERBILT UNIVERSITY

VASSAR COLLEGE

WESLEYAN UNIVERSITY

WHEATON COLLEGE

* Dual-city partners recruit Possees from two different program sites each year, awarding 20 Posse Scholarships annually.

** Tri-city partners recruit Possees from three different program sites each year, awarding 30 Posse Scholarships annually.

*** Quad-city partners recruit Possees from four different program sites each year, awarding 40 Posse Scholarships annually.

GRADUATE SCHOOL AFFILIATES

CARNEGIE MELLON UNIVERSITY

Heinz College School of Information Systems & Management
Heinz College School of Public Policy & Management

JOHNS HOPKINS UNIVERSITY

Krieger School of Arts & Sciences

NORTHEASTERN UNIVERSITY

D'Amore-McKim School of Business

NORTHWESTERN UNIVERSITY

Kellogg School of Management
School of Law

UNIVERSITY OF WASHINGTON

College of Education
Evans School of Public Policy and Governance
School of Social Work

YALE UNIVERSITY

School of Forestry & Environmental Studies

CAREER PROGRAM PARTNERS

THE POSSE FOUNDATION THANKS ITS CAREER PROGRAM PARTNERS.

These outstanding companies, organizations and institutions help Scholars and alumni transition from being leaders on campus to becoming leaders in the workforce.

826 Foundation
Abt Associates
Acadian Asset Management
After-School All-Stars
The Allstate Corporation
American Girl Place
American Liver Foundation,
Greater LA Division
American Museum of Natural History
Ameriprise
Aon
Asia Society
The Associated Press
Baird
Bank of America Merrill Lynch
Bingham McCutchen
Biogen
Bloomberg L.P.
Blue Cross Blue Shield
Boston Healthcare for the Homeless Program
Boston Lawyers Group
Boston Museum of Science
Boston Teacher Residency
Breakthrough Collaborative
Brooklyn Bridge Park Conservancy
Buckeye Partners L.P.
Burger King
C5 Youth Foundation
CBS Television Studios
Chicago Public Schools
Citizen Schools, Inc.
The City of Atlanta
City Year
Clinton Global Initiative
Conservation Law Foundation
Cool Culture
CoSTAR
Creative Artists Agency
Crossroads for Kids, Inc.
Crown Castle
CVS Health
DC Public Library
DC Public Schools-Urban Education Leaders
Deloitte
Demos and the American Prospect
Deutsche Bank

DirectTV
Discovery Communications
DLA Piper
Double H Ranch
Office of Senator Richard J. Durbin
Edelman
Entergy Corporation
Exelon
Exoneration Project
Fiat Chrysler Automobiles
Fidelity Investments
Fiduciary Trust Company
The Field Museum
Fiver Children's Foundation
Freddie Mac
The Fresh Air Fund
Friendship Public Charter School
Gay & Lesbian Alliance Against Defamation
The Global Good Fund
Golden Apple Foundation
Goldman, Sachs & Co.
Goodwin Procter LLP
Google
Harlem RBI
Harlem United Community AIDS Center
Harlem Village Academies
Harvard Business School Summer Venture
in Management Program
Higher Achievement
Hill Holliday
The Hole in the Wall Gang Camps
Home Box Office
Humanity In Action
Illinois Tool Works
Infor
Institute for Contemporary Art
Institute for the Recruitment of Teachers
Institute of International Education
J. Walter Thompson
Jones Lang LaSalle
JPMorgan Chase & Co.
Kaiser Associates
Kirkland & Ellis LLP
KPMG
Kroger
L + M Development Partners

Legacy
LEK Consulting
Let's Get Ready
Liberty Mutual
Little Haiti Cultural Center
Lockton Insurance Brokers, Inc.
Looking Glass Theatre
Los Angeles Unified School District
Ethics Office
Louisiana Public Health Institute
Massachusetts General Hospital
Match Education
Mattel
Mayer Brown LLP
Media Brands
MedStar Montgomery Medical Center
MFS Investment Management
Midwest Academy
Milbank, Tweed, Hadley & McCloy LLP
Molex
Moody's Corporation
Morgan Stanley
Mount Sinai School of Medicine
The Museum of Contemporary Art
The Museum of Fine Arts, Boston
The National Conference on Citizenship
NBCUniversal
Neuberger Berman
New England Aquarium
New Haven Health System
Newman's Own Foundation
New York City Bar Association
The Nielsen Company
Noblis
Nordstrom
Northwestern Center for Talent Development
O'Melveny and Myers, LLP
OMAM
Paramount Pictures
Partnership for Public Service
PBS
Pearson
Penguin Random House
Pepco Holdings Inc.
Plymouth Rock Assurance Corporation
The Posse Foundation

Princeton-Blairstown Center
Putnam Investments
PwC
Radio One
RBS Citizens
Reebok International, Ltd.
Royal Caribbean Cruises, Ltd.
Rush University Medical Center
Sedgwick LLP
Shared Vision
Shawmut Design & Construction
Shedd Aquarium
Sony Pictures Studios
Sotheby's
State Street Corporation
Steppenwolf Theatre Company
St. Luke's-Roosevelt Hospital Center
CARES Program
Success Academies
Summer Medical and Dental Education
Program
Teach For America
Thompson Island Outward Bound
Thomson Reuters
Toll Brothers
The Travelers Companies, Inc.
The True Value Company
Transportation Alternatives
Trust for Public Land
Tufts Sackler School of Biomedical Sciences
Turner Broadcasting System
Uncommon Schools
United States Tennis Association
UniWorld Group, Inc.
U.S. Equal Employment Opportunity
Commission
Vanguard
Viacom Media Networks
Walgreens
The Walt Disney Companies
Office of Senator Elizabeth Warren
Weil, Gotshal & Manges LLP
WGBH
WorldTeach
Yahoo Inc.

THE POSSE FOUNDATION CONGRATULATES THE POSSE SCHOLARS AND ALUMNI WHO WON COMPETITIVE NATIONAL AWARDS, FELLOWSHIPS AND GRADUATE STUDY OPPORTUNITIES IN 2014.

Since 2001 Posse Scholars and alumni have won more than 190 prestigious national fellowships and Posse currently has affiliations with six institutions that offer graduate school fellowship awards to Posse alumni. Below are profiles of four of the more than 50 who won awards in 2014.

GRADUATE + FELLOWSHIP PROGRAMS



ALEXIS NIEVES

FULBRIGHT SCHOLAR
WHEATON COLLEGE
CLASS OF 2014

Alexis Nieves won a Fulbright English Teaching Assistantship to Brazil. He will teach English at one of the country's federal universities while researching Brazil's education system. A political science major with an interest in a diplomacy career, he has previously won prestigious awards from The Thomas R. Pickering Foreign Affairs Fellowship Program, the Congressional Hispanic Caucus Fellowship and the Benjamin A. Gilman International Scholarship Program.



BEZA AYALEW

CDC FELLOW
DENISON UNIVERSITY
CLASS OF 2009

Beza Ayalew was selected as a 2014 APTR public health practice and policy fellow at the Centers for Disease Control and Prevention (CDC) in Atlanta, Georgia. She holds a master's in public health from Boston University, and she was a 2009 recipient of the Fulbright Scholarship to Canada, where she researched the effectiveness of the country's healthcare system for immigrant populations. She is currently an ORISE health educator fellow at the CDC.



JOEL VARGAS

FULBRIGHT SCHOLAR
LAFAYETTE COLLEGE
CLASS OF 2014

As a Fulbright Scholar, Joel Vargas is pursuing a master's in film from the London College of Communication at the University of Arts London. In 2017, he will begin an M.F.A. program at the University of Southern California. In addition, he previously won awards from the Benjamin A. Gilman International Scholarship Program and the Beinecke Scholarship Program, as well as a Humanity in Action Fellowship.



RANA ABDELHAMID

TRUMAN SCHOLAR
MIDDLEBURY COLLEGE
CLASS OF 2015

Rana Abdelhamid, an international politics and economics major, was awarded a scholarship from the renowned Harry S. Truman Scholarship Foundation, which offers scholarships for graduate school, mentoring, and employment opportunities with the federal government or nationally focused nonprofit organizations. After graduating from college, she will pursue her graduate studies in immigration policy.

ATLANTA

YEAR ESTABLISHED: 2007

PARTNER INSTITUTIONS:

Bard College, Boston University, Brandeis University,
The College of Wooster, Texas A&M University

SCHOLARSHIP DOLLARS TO DATE: \$51 million

LOS ANGELES

YEAR ESTABLISHED: 2002

PARTNER INSTITUTIONS:

Bucknell University, Dickinson College,
Hobart and William Smith Colleges, Kalamazoo College, Middlebury College,
Northwestern University, Pepperdine University, Tulane University,
University of California, Berkeley, University of Wisconsin-Madison

SCHOLARSHIP DOLLARS TO DATE: \$114 million

BOSTON

YEAR ESTABLISHED: 1999

PARTNER INSTITUTIONS:

Bryn Mawr College, Bucknell University, Centre College,
Denison University, Hamilton College, Union College

SCHOLARSHIP DOLLARS TO DATE: \$95 million

MIAMI

YEAR ESTABLISHED: 2009

PARTNER INSTITUTIONS:

Davidson College, Franklin & Marshall College, Hamilton College,
Mount Holyoke College, Pomona College, Syracuse University

SCHOLARSHIP DOLLARS TO DATE: \$40 million

CHICAGO

YEAR ESTABLISHED: 2000

PARTNER INSTITUTIONS:

Agnes Scott College, Connecticut College, Cornell University,
Denison University, DePauw University, Middlebury College, Oberlin College,
Pomona College, St. Olaf College, Trinity College,
University of Michigan, University of Wisconsin-Madison

SCHOLARSHIP DOLLARS TO DATE: \$144 million

NEW ORLEANS

YEAR ESTABLISHED: 2011

PARTNER INSTITUTIONS:

Bard College, Grinnell College, Tulane University

SCHOLARSHIP DOLLARS TO DATE: \$15 million

D.C.

YEAR ESTABLISHED: 2004

PARTNER INSTITUTIONS:

Bucknell University, Grinnell College, Lafayette College,
Sewanee: The University of the South,
University of Rochester, University of Wisconsin-Madison

SCHOLARSHIP DOLLARS TO DATE: \$73 million

NEW YORK

YEAR ESTABLISHED: 1989

PARTNER INSTITUTIONS:

Babson College, Brandeis University, DePauw University, Dickinson College,
Franklin & Marshall College, Lafayette College, Lawrence University,
Middlebury College, Smith College, Trinity College,
University of Wisconsin-Madison, Vanderbilt University, Wheaton College

SCHOLARSHIP DOLLARS TO DATE: \$244 million

HOUSTON

YEAR ESTABLISHED: 2012

PARTNER INSTITUTIONS:

Bryn Mawr College, Carleton College, Colby College, Texas A&M University,
The University of Texas at Austin, University of Virginia

SCHOLARSHIP DOLLARS TO DATE: \$20 million

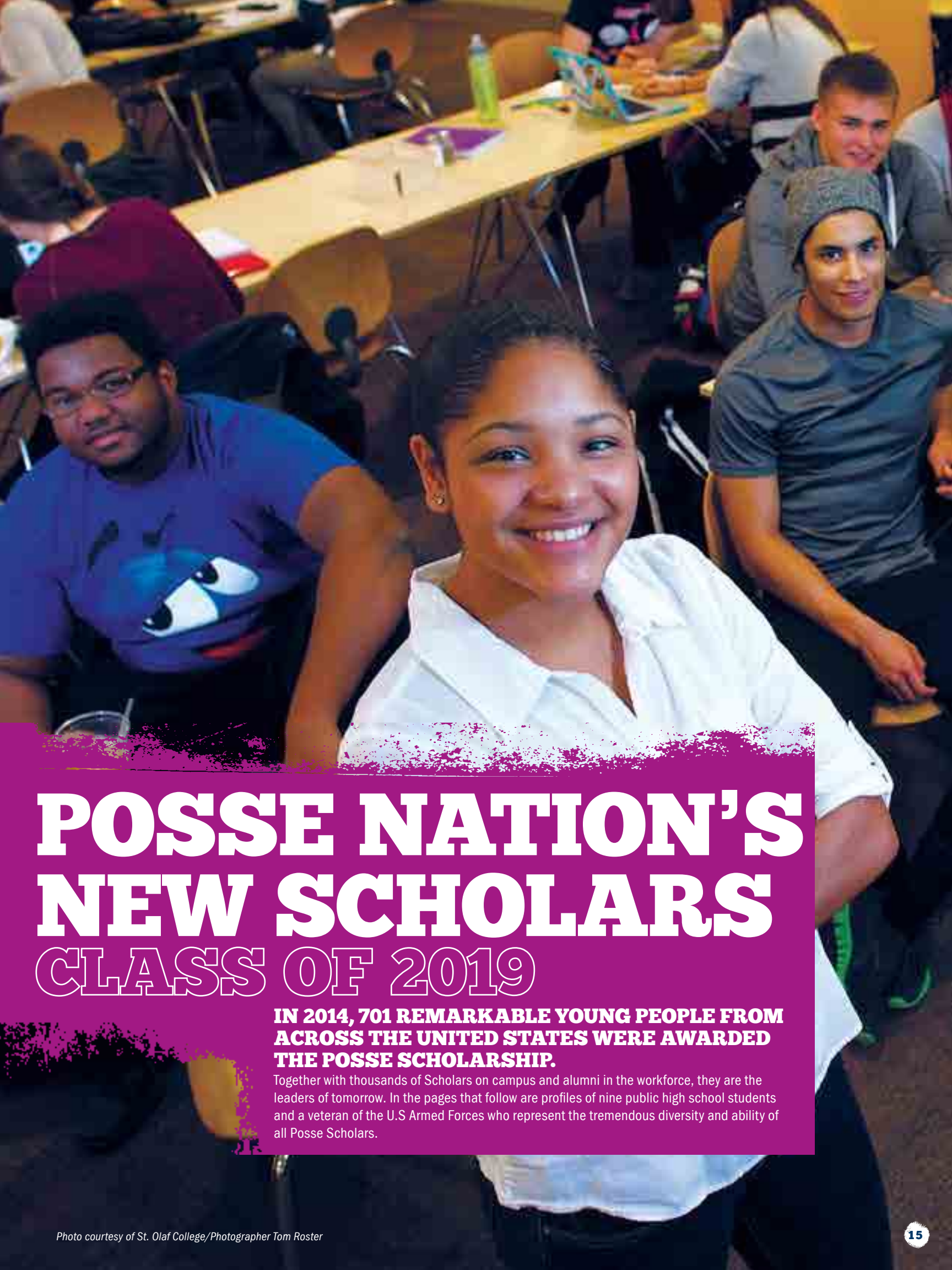
VETERANS PROGRAM

YEAR ESTABLISHED: 2012

PARTNER INSTITUTIONS:

Dartmouth College, Vassar College, Wesleyan University

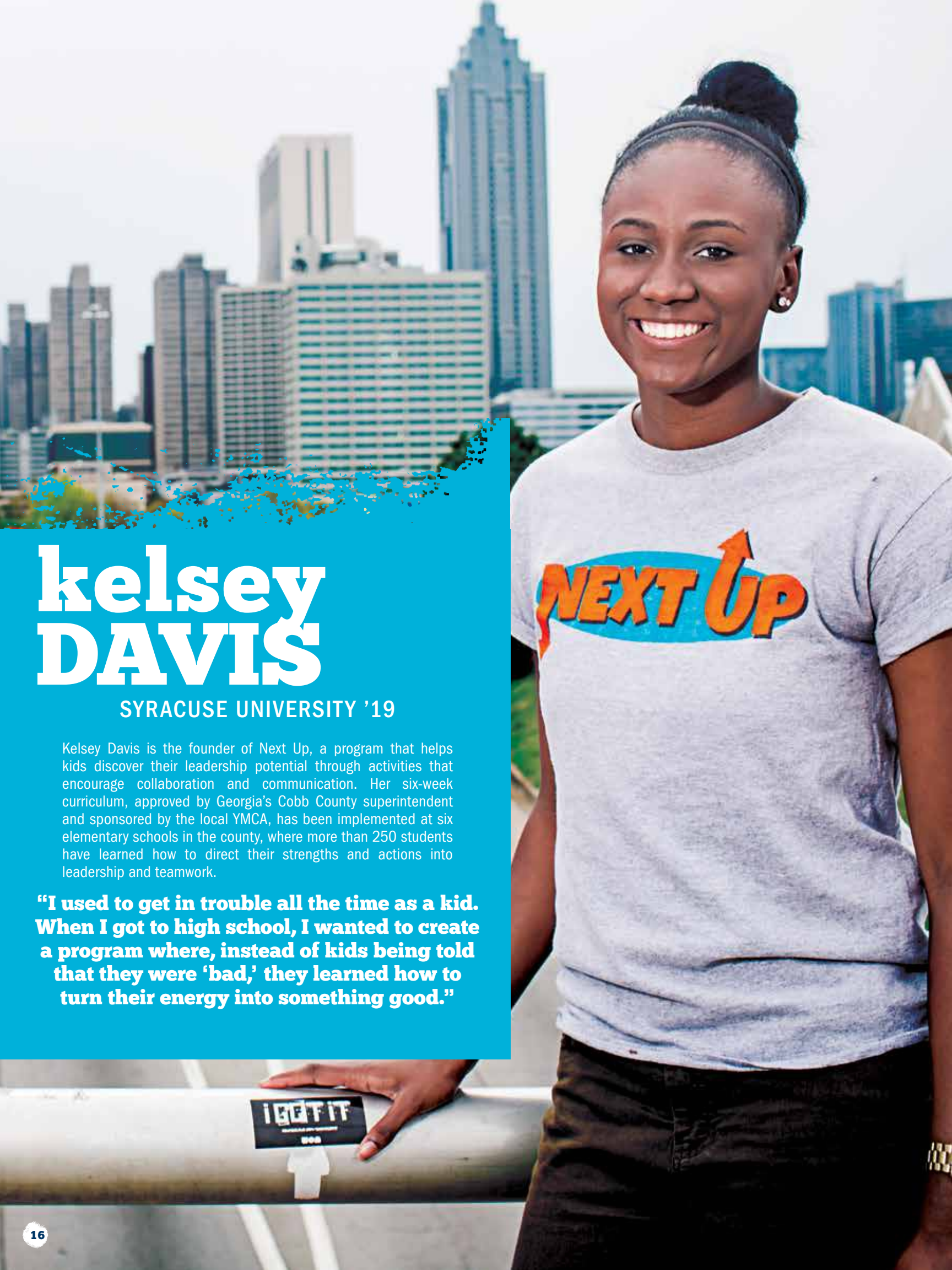
SCHOLARSHIP DOLLARS TO DATE: \$9 million



POSSE NATION'S NEW SCHOLARS CLASS OF 2019

IN 2014, 701 REMARKABLE YOUNG PEOPLE FROM ACROSS THE UNITED STATES WERE AWARDED THE POSSE SCHOLARSHIP.

Together with thousands of Scholars on campus and alumni in the workforce, they are the leaders of tomorrow. In the pages that follow are profiles of nine public high school students and a veteran of the U.S Armed Forces who represent the tremendous diversity and ability of all Posse Scholars.



kelsey DAVIS

SYRACUSE UNIVERSITY '19

Kelsey Davis is the founder of Next Up, a program that helps kids discover their leadership potential through activities that encourage collaboration and communication. Her six-week curriculum, approved by Georgia's Cobb County superintendent and sponsored by the local YMCA, has been implemented at six elementary schools in the county, where more than 250 students have learned how to direct their strengths and actions into leadership and teamwork.

"I used to get in trouble all the time as a kid. When I got to high school, I wanted to create a program where, instead of kids being told that they were 'bad,' they learned how to turn their energy into something good."

IGBT IT



cesar AGUILAR

UNIVERSITY OF WISCONSIN-MADISON '19

Dedicated to improving his hometown community of Pacoima, a Los Angeles neighborhood in the San Fernando Valley, Cesar Aguilar formed Paint the 818, an anti-vandalism and beautification service for small businesses in the 818 area code. Cesar is the first in his family to attend college and determined to return to Pacoima with a degree in civil engineering to design environments that draw people together and better serve the needs of his community.

“I can’t imagine a better opportunity for me than Posse. I want to be one of the people who leads and stands up for others and represents culturally diverse Americans.”



zouhair ALMIDANI

UNIVERSITY OF ROCHESTER '19

“Back in Syria it is hard to imagine a future. My dream was to go to college; the trick was figuring out how to get there. Here, if I work hard, I can build something for myself and my family.”

As an immigrant from Syria, Zouhair Almidani came to the United States only two years ago during the civil war. He rose to the challenge of navigating a new culture in Washington, D.C. and was elected president of his high school's student government, developing a strongly held belief in the American Dream and a passion for the democratic process. With plans to study engineering, Zouhair is interested in the effect it can have on people's daily lives and how he can help improve things—such as transportation—to secure a better future for everyone.



janeya CUNNINGHAM

DEPAUW UNIVERSITY '19

Growing up on Chicago's South Side, Janeya Cunningham couldn't ignore the gun violence plaguing the city and its effects on her peers. Determined to do something about it, she organized a small peace march at her school that in just two years has grown into a community movement and is currently the subject of a short documentary, *I Am for Peace*. The film, which includes remarks from U.S. Secretary of State Arne Duncan and Academy Award winner Jennifer Hudson, shows how the lives of young people are affected by violence and what students are doing to address the problem.

"I've learned that no matter how small the voices, they can still make a huge difference. I want the peace movement to be national, and I think the documentary can inspire people in many ways."





selam NICOLA

CARLETON COLLEGE '19

“In Ethiopia, I didn’t even know what college meant. I only knew that I wanted to be something. Coming here expands your horizons. Now that I have all these opportunities, I think it’s important to help other people achieve their dreams.”

Selam Nicola, who emigrated from Ethiopia to Houston, Texas, discovered common ground with her peers and blossomed as a leader through her involvement in school clubs and community service. Motivated by her own struggles to access and understand the educational opportunities available in the United States, Selam founded the Multi-Lingual Students Association at her high school. The organization offers academic and social support to students who recently immigrated to the U.S. so that they can broaden their opportunities, graduate from high school and apply to college.



kwaku AMPONSAH

BUCKNELL UNIVERSITY '19

Kwaku Amponsah is ranked first in his class and among the first in his family to attend college. As president of the student council and captain of his high school's varsity basketball team, he takes great satisfaction in leading his teammates to achieve a common goal.

"Being captain of the basketball team taught me how to gain respect from and empathize with people. I've learned that to get the best results from each person on a team, you have to approach them in different ways—in ways that respect their individuality and uniqueness."



kristen COLON

FRANKLIN & MARSHALL COLLEGE '19

The first in her family to attend a four-year college, Kristen Colon has her sights set on earning an M.D. She will attend college as a member of a Science Technology Engineering and Math (STEM) Posse. Kristen is president of the Health Occupations Students of America chapter at her high school and she won a gold medal in community emergency response at the state competition in Florida, eventually earning third place at the national level.

“I most value the quick thinking my emergency response training requires. It is helping me to become a better learner. I cannot wait to be the person who can help someone feel better, both physically and emotionally, through the use of medicine.”



yush KUKREJA

TULANE UNIVERSITY '19

Yush Kukreja is president of the speech and debate club, co-captain of the tennis team, and president of the National Honor Society at his New Orleans high school. As a rising high school junior Yush joined a stem cell research team led by a professor at Xavier University of Louisiana. His team's research, which focused on finding a protein that would prevent stem cells from dying after transplants, won a first-place prize from the Cancer Association of Greater New Orleans.

“I really like the research component of science. The best thing about it is that even when you are not successful, you have the ability to make an advancement in the right direction. It's really exciting when you see that you've made a difference in the science world.”



edgar HERNANDEZ

UNIVERSITY OF WISCONSIN-MADISON '19

“When I was a kid in Colombia, I didn’t think college was possible. But in America we have the tools to make things better. Engineering is a way to help people. I want to learn all I can in the biomedical field to design and build devices that can help people with disabilities live an easier life.”

Motivated by the challenges faced by his older brother who is blind and their father who lost the use of his legs as a result of polio, Edgar Hernandez plans to major in biomedical engineering. Thanks to his studies at New York City’s Aviation High School, he already has a strong foundation in the basic principles of mechanical engineering and he will earn his professional aviation mechanic licenses from the Federal Aviation Administration before he matriculates at college.



isabel CASTILLO

VASSAR COLLEGE '19

“The Army helped me get to know myself better. It teaches you to be humble and disciplined and opens your mind to different cultures. I’m proud that my soldiers were confident that I would have their backs.”

Isabel Castillo served in the Army for four years, rising to the rank of sergeant in record time. While stationed in South Korea, she became president of Better Opportunities for Single Soldiers, a community outreach program that connects soldiers with service opportunities at local soup kitchens and orphanages. She was named Soldier of the Year at the brigade level in recognition of her performance in fiber optic communications, knowledge of regulations, contributions to the community, and completion of physical challenges. At Vassar she plans to study behavioral neuroscience and biomedical engineering.



POSSE AT THE WHITE HOUSE

In January, Posse President and Founder Deborah Bial announced the expansion of the Posse STEM Program at a White House Summit on college opportunity. Bard College Posse Scholar Troy Simon introduced First Lady Michelle Obama at the summit. The following week, President Obama highlighted newly selected Dickinson College Posse Scholar Estiven Rodriguez during the State of the Union address.

UBBENS INCREASE GIVING TO \$50 MILLION

Longstanding Posse board member Tim Ubben and his son, Posse Board Chair Jeff Ubben, increased their total giving to \$50 million in honor of The Posse Foundation's 25th anniversary.



POSSE MILESTONE ANNIVERSARIES

Posse New York, Posse Boston, Posse D.C. and Posse Miami celebrated their respective 25th, 15th, 10th and 5th anniversaries.

2014 HIGHLIGHTS



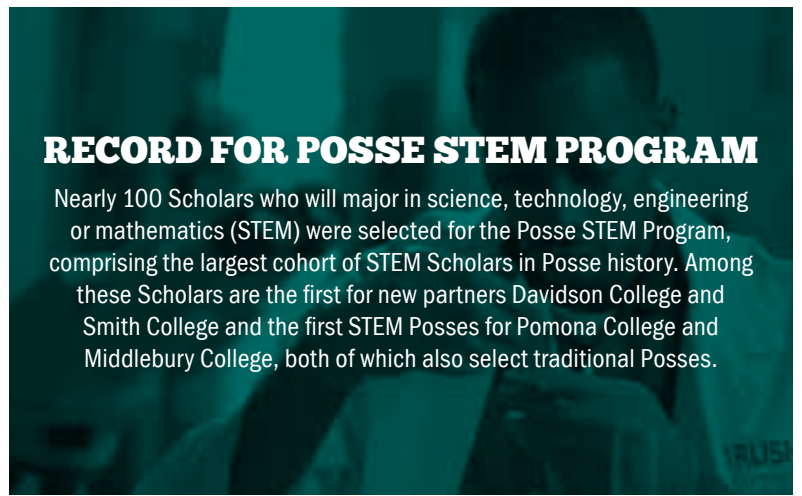
DEBORAH BIAL GIVES MOUNT HOLYOKE COMMENCEMENT ADDRESS

Posse President and Founder Deborah Bial delivered the commencement address at Mount Holyoke College. Her message to the graduates, which included Scholars from the college's first Posse, was, "Be brave. Have the courage to stand up for what you care about, what you believe in."



VETERANS PROGRAM EXPANDS

In response to a challenge from President Obama and the First Lady, Posse announced its plan to grow the Posse Veterans Program to include a total of 12 top colleges and universities. Dartmouth College signed on as the newest partner, joining Vassar College and Wesleyan University.



RECORD FOR POSSE STEM PROGRAM

Nearly 100 Scholars who will major in science, technology, engineering or mathematics (STEM) were selected for the Posse STEM Program, comprising the largest cohort of STEM Scholars in Posse history. Among these Scholars are the first for new partners Davidson College and Smith College and the first STEM Posse for Pomona College and Middlebury College, both of which also select traditional Possees.



POSSEPLUS RETREATS

More than 4,500 participants at 44 colleges and universities attended the 2014 PossePlus Retreats entitled "Revolt? Rethink? Reform?" to explore the history and future of civic engagement in the United States.



SCHOLARS WIN \$118 MILLION IN SCHOLARSHIPS

Selected from an extremely competitive pool of more than 16,000 high school students, 701 new Scholars won \$118 million in four-year, full-tuition scholarships from Posse's partner colleges and universities.



90 PERCENT PERSISTENCE AND GRADUATION RATE

In May, more than 400 Posse Scholars graduated from Posse partner institutions, joining an elite network of more than 2,600 Posse alumni as the next generation of leaders in a broad range of professional fields.



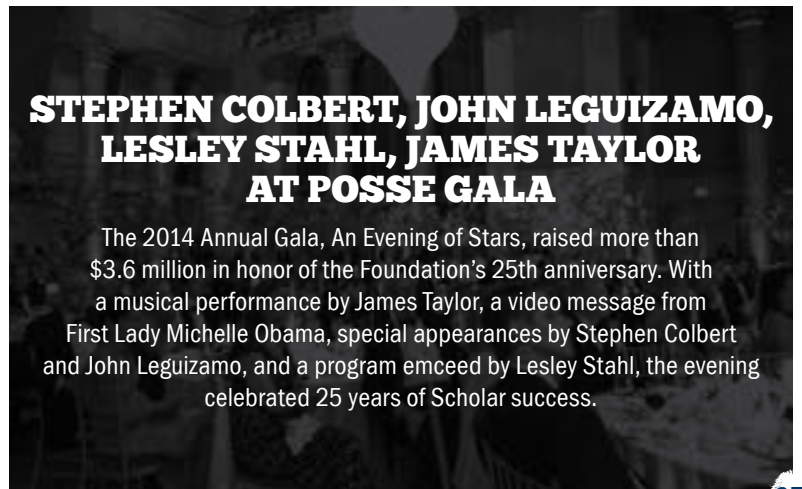
AINSLIE ALUMNI ACHIEVEMENT AWARD

Wheaton College Posse alumnus Ryan Letada won the 2014 Ainslie Alumni Achievement Award in recognition of his contributions to the global community as CEO and co-founder of NextDayBetter, an organization that connects diaspora communities to create positive social change.



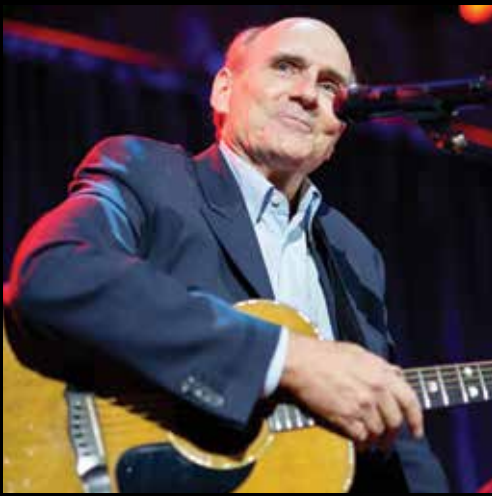
SCHOLARS AND ALUMNI WIN PRESTIGIOUS FELLOWSHIPS

Posse Scholars and alumni won 51 highly coveted fellowships for independent study, graduate-level research, international service and teaching assistantships.



STEPHEN COLBERT, JOHN LEGUIZAMO, LESLEY STAHL, JAMES TAYLOR AT POSSE GALA

The 2014 Annual Gala, An Evening of Stars, raised more than \$3.6 million in honor of the Foundation's 25th anniversary. With a musical performance by James Taylor, a video message from First Lady Michelle Obama, special appearances by Stephen Colbert and John Leguizamo, and a program emceed by Lesley Stahl, the evening celebrated 25 years of Scholar success.



CLOCKWISE FROM TOP LEFT

Award-winning musician James Taylor; Posse Board Chair Jeff Ubben, Posse President and Founder Deborah Bial, Posse Board member Tim Ubben; 60 Minutes Correspondent Lesley Stahl; Vanderbilt University Board of Trust Chairman Mark Dalton, The Colbert Report host Stephen Colbert; actor John Leguizamo.

POSSE'S ANNUAL GALA

ON MAY 21, THE POSSE FOUNDATION HELD AN ELEGANT BLACK-TIE GALA IN CELEBRATION OF ITS 25TH ANNIVERSARY.

More than 700 guests gathered at Cipriani Wall Street in downtown Manhattan to raise more than \$3.6 million to support the Posse program.

The gala opened with a video message from First Lady of the United States Michelle Obama, who congratulated Posse on its milestone anniversary and praised Scholars and alumni for their leadership. Special tribute was paid to Tim and Jeff Ubben for their long history of support and incredible philanthropic commitment to Posse.

SPECIAL THANKS

A true evening of stars, Posse is grateful to those who donated their time and talent to make the gala a night to remember: award-winning musician James Taylor, 60 Minutes correspondent Lesley Stahl, The Colbert Report host Stephen Colbert, and actor and comedian John Leguizamo. The highly successful fundraiser also featured Comedy Central-produced video tributes to Posse Scholars and programs.

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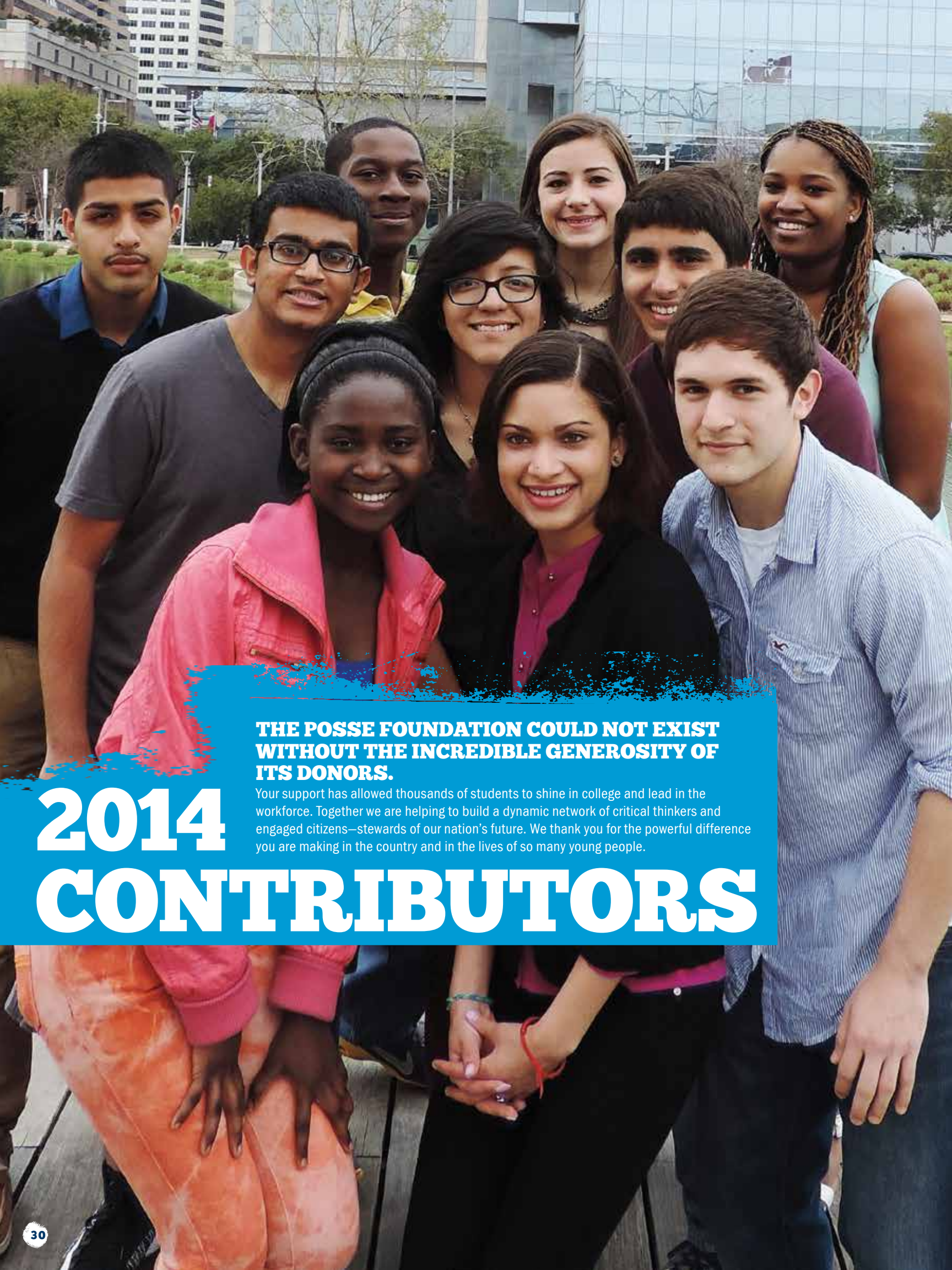
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Thank you to the Posse alumni who have pledged to make annual gifts of \$250+ in support of the annual alumni giving campaign, "Answer the Call." Your support of the Posse Scholars who follow in your footsteps demonstrates to the world that Posse matters.

Grinnell College Posse alumnus Adam Brumer (front) and Brandeis University Posse alumnus Edgar Ndjatou (back).

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FINANCIALS

THE POSSE FOUNDATION, INC.
STATEMENTS OF FINANCIAL POSITION
AS OF DECEMBER 31, 2014 AND 2013

ASSETS	2014	2013
Cash and cash equivalents	\$6,328,865	\$5,879,353
Investments	44,977,193	43,549,311
University fees receivables	2,415,000	2,274,823
Pledges and other receivables, net	30,561,929	30,563,174
Prepaid expenses and other assets	686,347	584,907
Property and equipment, net	507,087	490,044
Cash and cash equivalents - permanently restricted	2,043,550	43,550
TOTAL ASSETS	\$87,519,971	\$83,385,162
LIABILITIES		
Accounts payable and accrued expenses	\$702,037	\$432,237
Deferred rent	567,666	574,430
Deferred income	1,610,002	1,516,667
TOTAL LIABILITIES	2,879,705	2,523,334
COMMITMENTS AND CONTINGENCIES		
NET ASSETS (a) (b)		
Unrestricted	20,108,766	15,112,706
Temporarily restricted	36,824,746	38,042,368
Permanently restricted	27,706,754	27,706,754
TOTAL NET ASSETS	84,640,266	80,861,828
TOTAL LIABILITIES AND NET ASSETS	\$87,519,971	\$83,385,162

The accompanying notes are an integral part of these financial statements.

FINANCIALS

THE POSSE FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2014 AND 2013

	FOR THE YEAR ENDED DECEMBER 31, 2014				FOR THE YEAR ENDED DECEMBER 31, 2013			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2014	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2013
SUPPORT AND REVENUE:								
Contributions and grants	\$4,804,160	\$7,753,061	\$ -	\$12,557,221	\$3,331,463	\$16,004,777	\$ 6,400,000	\$25,736,240
University fees	2,321,666	-	-	2,321,666	2,228,333	-	-	2,228,333
Service fees	1,243,067	-	-	1,243,067	171,339	-	-	171,339
In-kind contributions	388,884	-	-	388,884	306,031	-	-	306,031
Investment income	61,365	1,344,037	-	1,405,402	686,424	5,324,513	-	6,010,937
Fundraising events, net of direct benefits to donors	4,890,522	-	-	4,890,522	3,416,561	-	-	3,416,561
Net assets released from restrictions (b)	10,314,720	(10,314,720)	-	-	10,341,669	(10,341,669)	-	-
TOTAL SUPPORT AND REVENUE	24,024,384	(1,217,622)	-	22,806,762	20,481,820	10,987,621	6,400,000	37,869,441
EXPENSES:								
Program services:								
Recruitment and training programs	14,462,643	-	-	14,462,643	11,918,570	-	-	11,918,570
Supporting services:								
Management and general	2,301,166	-	-	2,301,166	2,084,370	-	-	2,084,370
Fundraising	2,264,515	-	-	2,264,515	2,108,984	-	-	2,108,984
Total Supporting Services	4,565,681	-	-	4,565,681	4,193,354	-	-	4,193,354
TOTAL EXPENSES	19,028,324	-	-	19,028,324	16,111,924	-	-	16,111,924
CHANGE IN NET ASSETS	4,996,060	(1,217,622)	-	3,778,438	4,369,896	10,987,621	6,400,000	21,757,517
Net assets - beginning of year	15,112,706	38,042,368	27,706,754	80,861,828	10,742,810	27,054,747	21,306,754	59,104,311
NET ASSETS - END OF YEAR	\$20,108,766	\$36,824,746	\$27,706,754	\$84,640,266	\$15,112,706	\$38,042,368	\$27,706,754	\$80,861,828

The accompanying notes are an integral part of these financial statements.

FINANCIALS

THE POSSE FOUNDATION, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2014 AND 2013

	2014	2013
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$3,778,438	\$21,757,517
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	213,465	159,509
Pledge discount net of amortization	(14,858)	(399,507)
Bad debt expense	27,687	46,949
Deferred rent	(6,764)	96,130
Realized gain on securities	(464,069)	(401,179)
Unrealized loss (gain) on securities	1,731,607	(1,926,603)
Subtotal	5,265,506	19,332,816
Changes in operating assets and liabilities:		
Decrease in assets:		
University fees receivables	(140,177)	(69,947)
Pledges and other receivables, net	(2,011,584)	(11,596,682)
Prepaid expenses and other assets	(101,440)	(83,472)
Increase in liabilities:		
Accounts payable and accrued expenses	269,800	36,308
Deferred income	93,335	46,667
Net Cash Provided by Operating Activities	3,375,440	7,665,690
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(3,517,103)	(8,443,691)
Proceeds from sale of investments	821,683	1,314,375
Purchase of property and equipment	(230,508)	(350,167)
Change in restricted cash	(2,000,000)	1,028,291
Net Cash Used in Investing Activities	(4,925,928)	(6,451,192)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	2,000,000	-
Net Cash Provided by Financing Activities	2,000,000	-
NET INCREASE IN CASH AND CASH EQUIVALENTS	449,512	1,214,498
Cash and cash equivalents - beginning of year	5,879,353	4,664,855
CASH AND CASH EQUIVALENTS - END OF YEAR	\$6,328,865	\$5,879,353

The accompanying notes are an integral part of these financial statements.

NOTES TO FINANCIALS



A) BASIS OF ACCOUNTING

Posse's financial statements have been prepared on the accrual basis of accounting. Posse adheres to accounting principles generally accepted in the United States of America.

B) BASIS OF PRESENTATION:

Posse maintains its net assets under the following three classes:

Unrestricted - represents resources available for support of Posse's operations over which the Board of Directors (the "Board") has discretionary control.

Temporarily restricted - net assets resulting from contributions and other inflows of assets subject to donor-imposed stipulations that either expire by the passage of time or can be fulfilled and removed by actions of Posse pursuant to those stipulations. When such stipulations end or are fulfilled, such temporarily restricted net assets are reported in the statement of activities as net assets released from restrictions. Earnings on endowment assets are temporarily restricted until appropriated by the Board for spending.

Permanently restricted - net assets subject to donor-imposed stipulations that principal be maintained permanently by Posse.

C) ENDOWMENT NET ASSETS

The Board of Posse recognizes that New York State adopted as law the New York Prudent Management of Institutional Funds Act ("NYPMIFA") on September 17, 2010. NYPMIFA replaced the prior law which was the Uniform Management of Institutional Funds Act ("UMIFA"). In addition, NYPMIFA created a rebuttable presumption of imprudence if an organization appropriates more than 7% of a donor-restricted permanent endowment fund's fair value (averaged over a period of not less than the preceding five years) in any year. Any unappropriated earnings that would otherwise be considered unrestricted by the donor will be reflected as temporarily restricted until appropriated.

The Board has interpreted NYPMIFA as allowing Posse to appropriate for expenditure or accumulate so much of an endowment fund as Posse determines is prudent for the uses, benefits, purposes and duration for which the endowment fund is established, subject to the intent of the donor as expressed in the gift instrument. Unless stated otherwise in the gift instrument, the assets in an endowment shall be donor-restricted until appropriated for expenditure by the Board. The Board appropriated for expenditure \$929,905 and \$853,137 from the cumulative earnings on permanently restricted funds for the years ended December 31, 2014 and 2013, respectively. Therefore the remaining earnings, if any, are reported as temporarily restricted.

Posse's endowment investment policy is to invest primarily in equities and fixed income securities based on an asset allocation to satisfy its overall endowment financial and investment objectives such as to preserve the principal, protect against inflation, receive stable returns and achieve long-term growth. Posse relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). Annual spending from the endowment fund for program expenses is established by the Board of Directors prior to the beginning of each fiscal year as part of the annual budget process. Unless authorized by the Board of Directors, the appropriations from the endowment funds should not deplete the real dollar value of the endowment fund.

FOR A COPY OF THE AUDITED FINANCIAL STATEMENTS, CONTACT:

The Posse Foundation, Inc.
14 Wall Street, Suite 8A-60
New York, NY 10005



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Kaye Reyes, *Trainer*
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Kiran Thadhani, *Trainer*
Michael Williams, *Senior Trainer*

THE POSSE STORY

POSSE STARTED BECAUSE OF ONE STUDENT WHO SAID...

“I NEVER WOULD HAVE DROPPED OUT OF COLLEGE IF I HAD MY POSSE WITH ME.”

**SINCE
1989**

**6,275
SCHOLARS**

\$806,000,000
IN FOUR-YEAR,
FULL-TUITION
SCHOLARSHIPS

90%
PERSISTENCE + GRADUATION RATE

POSSE OPERATES 10 CHAPTERS

ATLANTA

BAY AREA

BOSTON

CHICAGO

D.C.

HOUSTON

LOS ANGELES

MIAMI

NEW ORLEANS

NEW YORK



53 PARTNER COLLEGES + UNIVERSITIES

3 MAJOR GOALS



- Expand the pool of candidates from which top colleges select their student bodies
- Build stronger, more interactive campus communities
- Graduate Scholars so they can become leaders in the workforce

PROGRAM COMPONENTS



- The Dynamic Assessment Process (DAP)
- 8-Month Pre-Collegiate Training Program
- 4-Year Campus Program
- Career Program
- Posse Access

SUCCESS FACTORS



- Alternative recruitment + selection model
- Cohort model
- Preparation
- Campus support and mentoring
- Career support
- Scholarships
- Strength-based model

SPECIALIZED INITIATIVES

POSSE STEM PROGRAM



POSSE VETERANS PROGRAM



THE ULTIMATE GOAL

A NEW NATIONAL LEADERSHIP NETWORK IN THE UNITED STATES THAT BETTER REPRESENTS THE DIVERSITY OF THE COUNTRY.



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