



THE POSSE
scholar

2010 ANNUAL REPORT

THE **POSSE** FOUNDATION, INC.

POSITIVE

FOUNDATION



introduction

Becoming a Posse Scholar is no small feat. The journey begins with the student being nominated by her high school followed by an intensive set of interviews with Posse staff to assess leadership and academic potential, communication skills, propensity for group work and level of motivation. Only the best will receive four-year, full-tuition scholarships from one of Posse's 38 top-tier partner colleges and universities. But before a Scholar matriculates on campus, she will also complete Posse's rigorous, eight-month Pre-Collegiate Training Program consisting of two-hour weekly workshop sessions designed to sharpen her growing leadership skills.

The result of this involved process is a student uniquely prepared to make her mark on campus. And that's exactly what Posse Scholars have been doing since the program's inception in 1989. In addition to graduating at a rate of 90 percent—nearly double the national average—more than 70 percent of Posse Scholars found or become presidents of campus organizations. Over the years they have earned a reputation as student leaders who enliven classroom discussions, build bridges between disparate sections of the campus community and foster an atmosphere of integrated diversity.

There are currently more than 1,500 Posse Scholars on campuses across the country. They hail from some of our country's largest cities. As individuals, they are hot on the trail of the American Dream, pursuing their personal ambitions in majors from biology to business. As a collective, they represent a special pipeline of talented young leaders that is helping to transform our institutions of higher education and, ultimately, the workforce. This year's annual report celebrates these remarkable students who reflect the diversity and strength of our great nation.

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concept

The concept of a Posse 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.

mission

Posse started in 1989 because of one student who said, “I never would have dropped out of college if I had my posse with me.” The Posse Foundation 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 universities and colleges award Posse Scholars four-year, full-tuition leadership scholarships.

three goals

To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds



To help these institutions build more interactive campus environments so they can become more welcoming for people from all backgrounds



To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce





from POSSE's president + founder and chair

dear friends,

Margaret Mead's familiar quote couldn't more aptly apply to the Posse program: Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.

After 22 years, Posse is seeing this idea manifest itself in a powerful way. The individuals in each Posse are thoughtful and committed. They work together to support one another. They show up at each other's theatre performances, help one another with their physics homework and lean on each other in times of need. But the effect of each Posse on its campus illustrates the impact of a group of thoughtful and committed citizens—at least 40 and at a few schools up to 120 students strong, able to build, rally, influence and contribute to the larger college community.

As this annual report illustrates, our Scholars are presidents and founders of countless student organizations on campus. They are Fulbright winners, Marshall Scholars and Mellon Mays Fellows to name a few. They are beacons of hope for their families, distinctive voices in academic discourse and pillars of support for their Posse peers. More than 70 percent are assuming leadership positions on campus, and they continue to persist and graduate from college at a rate of 90 percent.

The Posse Foundation has experienced electric growth over the past decade. Posse opened in Boston in 1999; Chicago in 2000; Los Angeles in 2002; Washington D.C. in 2004; Atlanta in 2007; Miami in 2009 and will open in New Orleans in 2011. These are cities that wanted and needed this unique program—cities with thousands of wonderful young people just aching for the opportunity. Posse has grown to a program with 38 amazing partner colleges and universities that offer our students extraordinary scholarships every year.

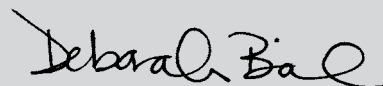
We are lucky to have thousands of dedicated supporters who believe in these students and give generously of their time, money and talent. Posse's corporate partnerships have also grown, dramatically increasing the number of internships and other career-enhancing opportunities available to our students. Posse Scholars' success is as much the result of their hard work as it is the result of the individuals, families and institutions who have mentored, sacrificed and offered life-changing opportunities. Behind every Scholar stands this larger Posse of dedicated supporters, to whom we are deeply indebted.

Posse Scholars are taking Mead's idea to an exciting place. So far, more than 3,650 young people have become Posse Scholars—that's 365 Posses. Together they represent a national network of talent and ambition. Today, Posse Alumni are leading as doctors, lawyers, scientists, social workers, businessmen, artists and teachers. They will become the critical thinkers needed to solve our society's most entrenched problems and the creative innovators capable of taking us to new, unimagined heights.

And while they pursue their myriad interests and dreams, each Posse Scholar can count on the support of the entire network. When you consider this growing web of dynamic leadership, it's easy to see why Posse is more than just a college access program—it's a movement.

We believe the world is in good hands.

Warmly,



Deborah Bial, President + Founder



Jeffrey Ubben, Chair

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



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 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 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 university four times a year for meetings with Posse Scholars, campus liaisons and mentors. Each mentor meets weekly with the Posse as a team and with individual Scholars every two weeks during the first two years in college. 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 a new 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.

college+university partners

The Posse Foundation would like to thank its college and university partners.

This year, Posse partners awarded \$72 million in leadership scholarships to Posse Scholars across the country.

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
Denison University*
DePauw University*
Dickinson College*
Franklin & Marshall College*
Grinnell College*
Hamilton College*
Kalamazoo College
Lafayette College*
Lawrence University
Middlebury College*
Mount Holyoke College
Oberlin College
Pepperdine University
Pomona College

Sewanee: The University of the South
Syracuse University**
Trinity College*
Tulane University*
Union College
University of California, Berkeley
University of California, Los Angeles
University of Illinois at Urbana-Champaign
University of Pennsylvania
University of Southern California
University of Wisconsin-Madison***
Vanderbilt University
Wheaton College

Graduate School Partnerships

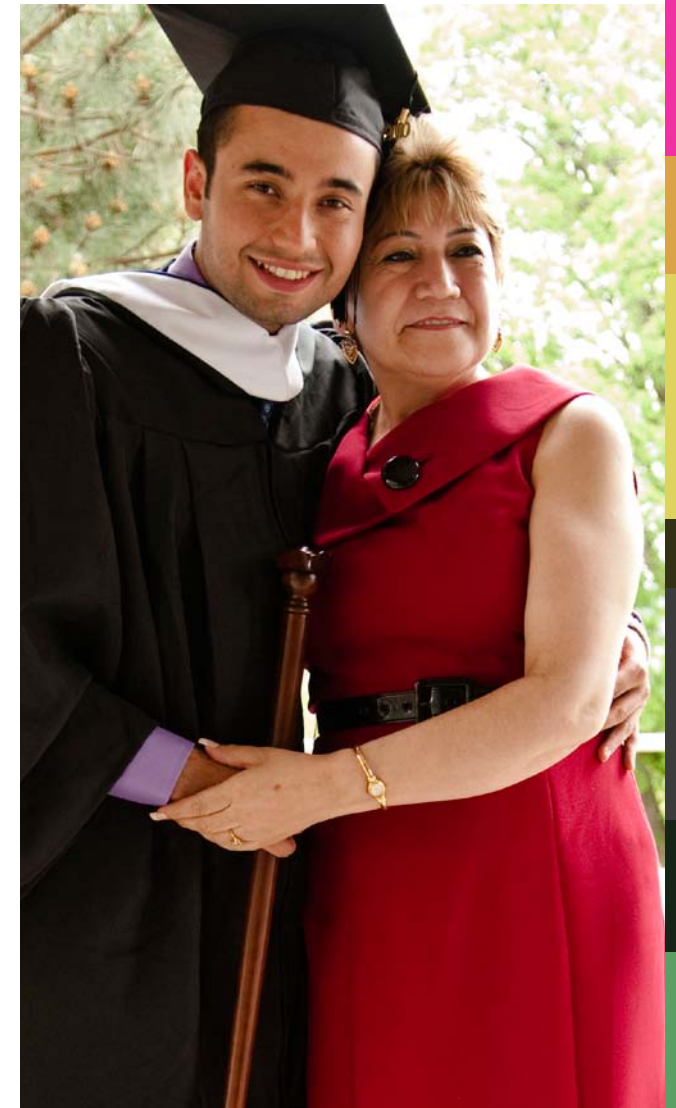
Carnegie Mellon University Heinz College School
of Public Policy & Management
Northeastern University College of Business Administration
Northwestern University Kellogg School of Management
Northwestern University School of Law
University of Washington Evans School of Public Affairs
University of Washington Information School
University of Washington School of Social Work

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

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

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

The college and university partners listed above reflect partnerships established through June 2011.



career partners

The Posse Foundation would like to thank its Career Program partners. These outstanding companies, organizations and institutions contribute to the growth and development of many Posse Scholars' careers.

826 Foundation-Boston
Academy for Urban School Leadership
The Allstate Corporation
AMB Property Corporation
American Girl
American Liver Foundation,
Greater Los Angeles Division
Ameriprise
Asia Society
The Associated Press
Bank of America
Barlow Respiratory Hospital Foundation
Bingham McCutchen LLP
Black Entertainment Television
Bloomberg L.P.
Blue Cross Blue Shield of Massachusetts
The Boston Globe
Boston Lawyers Group
Boston Museum of Science
Boston Red Sox
Breakthrough Collaborative
Brooklyn Bridge Conservancy
C5 Youth Foundation
Calvert Investments
Camp of Dreams
CARE
The Capital Group Companies
Center for Progressive Leadership
Chicago Committee for Minorities in Large Law Firms
Chicago Trading Company
Citigroup Inc.
Citizen Schools, Inc.
City of New York, Dept of Parks & Recreation
City of New York, Office of the Mayor
City Year
College Summit
Conservation Law Foundation
Creative Artists Agency

Credit Suisse
Crossroads for Kids, Inc.
DC Public Library
DC Public Schools-Urban Education Leaders
Internship Program
Deloitte
Detert
Discovery Communications
Double H Ranch
Douglas Gould and Company
Edelman
Education Pioneers
ESPN, Inc.
Exelon
Fidelity Investments
The Field Museum
Fiduciary Trust Company
FINRA
The Fiver Children's Foundation
The Fresh Air Fund
Friends of the National Zoo
Gap, Inc.
Gay & Lesbian Alliance Against Defamation
Golden Apple Foundation
Goldman, Sachs & Co.
Goodwin Procter LLP
Greenwich Country Day School
Harlem RBI
Harlem United Community AIDS Center
Harvard Business School
Health Net, Inc.
Hill, Holliday, Connors, Cosmopolus Inc.
The Hole in the Wall Gang Camps
Honda Motor Co.
Humanity In Action
Institute for Contemporary Art (ICA/Boston)
Institute for Recruitment of Teachers
Institute of International Education

International Documentary Association
J. Walter Thompson
JPMorgan Chase & Co.
KIPP DC
Kirkland & Ellis LLP
KPMG LLP
Let's Get Ready
Lockton Insurance Brokers, Inc.
Los Angeles Unified School District Ethics Office
Massachusetts General Hospital
MATCH Corps
Mattel, Inc.
MediaBrands Worldwide
Midwest Academy
Milbank, Tweed, Hadley & McCloy LLP
Moody's Investors Service
Moran and Arnold LLP
Morgan, Brown & Joy LLP
Morgan Stanley
Mount Sinai School of Medicine
Museum of Fine Arts Boston
MTV Networks
The Museum of Contemporary Art
National Association of Security Professionals
National Basketball Association
National Trust for Historic Preservation
Nestlé Waters North America Inc.
New England Aquarium
Neuberger Berman
The Nielsen Company
Nordstrom
Northwestern Center for Talent Development
Office of Senator Richard J. Durbin
Old Mutual Asset Management
O'Melveny and Myers, LLP
The Painted Turtle Camp
Paramount Pictures
PBS

Pearson + Penguin Group (USA)
Plymouth Rock Assurance Corporation
PricewaterhouseCoopers
Princeton-Blairstown Center
Putnam Investments
Reebok International, Ltd.
Rush University Medical Center
Sedgwick Shedd Aquarium
Southern California Edison
Spencer Stuart
St. Luke's-Roosevelt Hospital Center
CARES Program
STAPLES Center Foundation
Starcom MediaVest Group
Starting Bloc
State Street Corporation
Steppenwolf Theatre Company
Suffolk Construction
Teach for America
Time Warner Inc.
The Travelers Companies, Inc.
Thompson Reuters
Tufts Sackler School of Biomedical Sciences
Turner Broadcasting Systems, Inc. (CNN)
Uncommon Schools
U.S. Equal Employment Opportunity Commission
The Walt Disney Company
Weil, Gotshal & Manges LLP
West Monroe Partners LLC
William Blair & Company
WorldTeach

The Career Program partners listed above reflect partnerships established through May 2011.

2010 highlights

On March 11, The Posse Foundation becomes one of only 10 organizations selected by **President Barack Obama** to receive a portion of his \$1.4 million Nobel Peace Prize grant, which he elected to donate to charitable causes.



- The **University of Southern California signs on** to recruit students from New York City. In addition, longstanding partners University of Wisconsin-Madison (UW-Madison) and Brandeis University expand their partnerships to recruit students from additional sites, with UW-Madison becoming Posse's first quad-city partner.
- On invitation from Michelle Obama, **The Posse Foundation visits the White House** in March and again in September to conduct workshops for students participating in the first lady's mentoring program—a yearlong initiative that aims to broaden the horizons of D.C.-area teenage girls.
- In October, **Joseph Stiglitz, winner of the Nobel Prize in Economic Sciences, is the featured speaker at Posse's Presidents' Conference** on Higher Education and the Economy, which is moderated by University of Wisconsin-Madison Chancellor Carolyn "Biddy" Martin and hosted by The Blackstone Group in New York City.
- From a pool of more than 12,000 nominees, **480 new Posse Scholars** across the country win \$67.2 million in four-year, full-tuition leadership scholarships from Posse's partner colleges and universities.
- More than 600 guests gather in New York City on May 26 for the annual **Posse Gala, An Evening of Stars**, which **raises \$2.1 million** and honors Bucknell University President Brian Mitchell, Miami-Dade County Public Schools Superintendent Alberto Carvalho, The Travelers Companies with CEO Jay Fishman and Wheaton Alumnus Derron Wallace, a Marshall Scholar in educational policy and research at the University of Cambridge.
- This year's **recipient of the Ainslie Alumni Achievement Award is Posse Alumnus Loubens Theork**, a graduate of Hamilton College who founded a scholarship program for Haitian youths that funds the education of 25 students each year. The Ainslie Alumni Achievement Award is presented to a Posse Alumna or Alumnus who best exemplifies community leadership. The winner also receives a \$10,000 no-strings-attached grant.
- Nearly **3,000 participants come together** at different sites around the country to explore the subject of race **at this year's PossePlus Retreats** entitled, "Do We Still Need to Talk about Race?"



Loubens Theork,
(back row, center)
with siblings.



atlanta

CITY REPORT

partners: BARD COLLEGE • BOSTON UNIVERSITY
BRANDEIS UNIVERSITY • THE COLLEGE OF WOOSTER
SYRACUSE UNIVERSITY

year established: 2007

nominations: 724

nominators: 25 high schools and 31 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$5.7 million

advisory board highlight: Suzanne Patterson, vice president, corporate controller and chief accounting officer at Coca-Cola Enterprise Inc. joined Atlanta's advisory board.

student highlight: Boston University Posse 3 Scholar Aditya Rudra was accepted into BU's competitive School of Management Honors Program in his freshman year, earning a perfect 4.0 GPA.

event highlight: Atlanta's Power of 10 event honored Equifax Chairman and CEO Richard F. Smith and raised \$186,000.

career program highlights: Atlanta welcomed new Career partners Turner Broadcasting Systems, Inc. and The Travelers Companies, Inc., which each offered summer internships to two Posse Atlanta Scholars. Atlanta also hosted four successful Career events, including a Turner Job Shadow Day, a panel on fellowship opportunities such as Fulbright and Teach for America, an alternative careers panel and a half-day career conference hosted by Ernst & Young.

< Aditya Rudra (back row, right) with fellow Boston University Posse 3 Scholars.



boston

CITY REPORT

partners: BRYN MAWR COLLEGE • BUCKNELL UNIVERSITY
CENTRE COLLEGE • DENISON UNIVERSITY
HAMILTON COLLEGE • UNION COLLEGE

year established: 1999

nominations: 1,344

nominators: 87 high schools and 80 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$8.5 million

advisory board highlight: Boston welcomed new advisory board chair Paul Selian, executive vice president and chief investment officer for State Street Corporation, and new member Timothy Codrington, portfolio manager, international equities at Putnam Investments.

student highlight: Liana Donahue, Bryn Mawr Posse 8, won a Mellon Mays Fellowship and spent a semester in South Africa, where she designed and facilitated a seven-part anger management program for 30 teenage boys who were accused of violent crimes.

event highlight: Boston's second annual Power of 10 event welcomed more than 250 attendees, including special guest Massachusetts Governor Deval Patrick and First Lady Diane Patrick, the evening's honoree.

career program highlights: Posse Boston helped secure internships for 75 Scholars and recruited five new Career partners: 826 Foundation, Bank of America, Boston Museum of Science, MATCH Charter Public School and Old Mutual Asset Management.

< Liana Donahue, Bryn Mawr Posse 8, with some of the young men who participated in the anger management program she designed in South Africa.



chicago

CITY REPORT

partners: CARLETON COLLEGE • CONNECTICUT COLLEGE
DENISON UNIVERSITY • DEPAUW UNIVERSITY
OBERLIN COLLEGE • MIDDLEBURY COLLEGE
POMONA COLLEGE • TRINITY COLLEGE
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
UNIVERSITY OF WISCONSIN-MADISON

year established: 2000

nominations: 2,373

nominators: 197 high schools and 40 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$11.9 million

advisory board highlight: Erich Tengelsen, founding partner of Chicago Trading Company, and Hon. Amy J. St. Eve, a U.S. District Court federal judge, both joined the Posse Chicago Advisory Board.

student highlight: Pomona Posse 2 Scholar Patricia Nguyen was awarded a Fulbright Scholarship to teach in the Mekong Delta region of Vietnam, where she also volunteered with ADAPT Vietnam, an anti-human trafficking organization.

event highlight: Posse Chicago's 2010 Golf Outing and Power of 10 events were the most successful in their history, raising a combined \$425,000 and drawing local sports stars including former White Sox MLB All-Star Carlos May and former San Antonio Spurs NBA All-Star Michael Finley.

career program highlights: Posse Chicago welcomed four new Career partners: Edelman, Exelon, Museum of Contemporary Art and West Monroe Partners LLC.

< Patricia Nguyen (center, kneeling) in Ho Chi Minh City, Vietnam, with some of the young women she worked with at ADAPT, an anti-trafficking program.



d.c.

CITY REPORT

partners: BUCKNELL UNIVERSITY • GRINNELL COLLEGE
LAFAYETTE COLLEGE • PEPPERDINE UNIVERSITY
SEWANEE: THE UNIVERSITY OF THE SOUTH
UNIVERSITY OF WISCONSIN-MADISON

year established: 2004

nominations: 1,670

nominators: 100 high schools and 59 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$8.6 million

advisory board highlight: The Posse D.C. Advisory Board helped the chapter increase its revenue by 62 percent and welcomed five new members representing ACS, a Xerox Company; Arnold and Porter LLP; Healthy Companies International; Kirkland and Ellis LLP and PwC.

student highlight: Lafayette Posse 3 Scholar Michael Trejo was one of only four Lafayette students selected to participate in a clean water and sanitation research trip to Honduras sponsored by Engineers Without Borders and the National Science Foundation.

career program highlights: Career partner DC Public Libraries hired seven Posse D.C. Scholars to design and lead academic, career and leadership workshops for over 100 D.C. high school students. More than 125 people attended D.C.'s Internship Celebration to honor the hundreds of local Scholars who participated in summer internships.

< Lafayette Posse 3 Scholar Michael Trejo (top, second from left, and below) during a clean water and sanitation research trip to Honduras.



los angeles

CITY REPORT

partners: BUCKNELL UNIVERSITY • DICKINSON COLLEGE
GRINNELL COLLEGE • KALAMAZOO COLLEGE
SYRACUSE UNIVERSITY • TULANE UNIVERSITY
UNIVERSITY OF CALIFORNIA, BERKELEY
UNIVERSITY OF CALIFORNIA, LOS ANGELES
UNIVERSITY OF WISCONSIN-MADISON

year established: 2002

nominations: 2,292

nominators: 132 high schools and 44 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$12.3 million

advisory board highlight: Los Angeles welcomed three new advisory board members who represent Metro-Goldwyn-Mayer Pictures Inc., Imperial Capital and Disney Studios.

student highlight: Dickinson Posse 3 Scholar Juan Carlos Flores was elected Student Senate president, becoming the first Posse Scholar, the first Hispanic-American and the first Muslim student to do so at Dickinson.

event highlight: Los Angeles' inaugural Power of 10 event welcomed more than 100 guests and raised over \$160,000.

career program highlights: More than 70 Los Angeles Scholars benefited from summer work experiences thanks to Posse LA's Career partners. Los Angeles also welcomed nine new Career partners: Honda Motor Co., Mattel, Southern California Edison, Sedgwick, Detert, Moran and Arnold LLP, Bingham McCutchen LLP, Paramount Pictures and Education Pioneers.

< Juan Carlos Flores (front row, center) with fellow members of the Dickinson College Student Senate.



miami

CITY REPORT

partners: FRANKLIN & MARSHALL COLLEGE
HAMILTON COLLEGE • MOUNT HOLYOKE COLLEGE
SYRACUSE UNIVERSITY • UNIVERSITY OF PENNSYLVANIA

year established: 2009

nominations: 943

nominators: 47 high schools and 29 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$4.4 million

advisory board highlight: Miami welcomed five new advisory board members who represent Royal Caribbean Cruises, Bank of America Merrill Lynch, KPMG, Burger King and international law firm Greenberg Traurig.

student highlight: In her first year, University of Pennsylvania Posse 1 Scholar Odette Ponce founded Penn Sirens, an all women's vocal ensemble, and recruited a vocal cast that has already begun staging performances on campus.

event highlight: Miami's first Power of 10 event, sponsored by Royal Caribbean Cruises, Greenberg Traurig and The Betsy Hotel, raised over \$40,000.



new york

CITY REPORT

partners: BABSON COLLEGE • BRANDEIS UNIVERSITY
COLBY COLLEGE • DEPAUW UNIVERSITY
DICKINSON COLLEGE • FRANKLIN & MARSHALL COLLEGE
LAFAYETTE COLLEGE • LAWRENCE UNIVERSITY
MIDDLEBURY COLLEGE • TRINITY COLLEGE
UNIVERSITY OF SOUTHERN CALIFORNIA
UNIVERSITY OF WISCONSIN-MADISON
VANDERBILT UNIVERSITY • WHEATON COLLEGE

year established: 1989

nominations: 3,008

nominators: 322 high schools and 99 community-based organizations

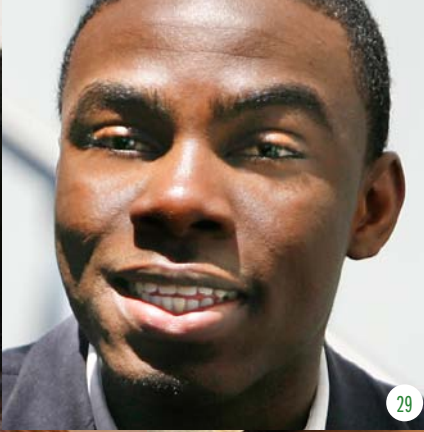
scholarship dollars awarded by partner colleges + universities: \$20.7 million

advisory board highlight: New York welcomed two new advisory board members representing MTV Networks and PwC.

student highlight: Two New York Scholars were awarded Fulbright Scholarships to conduct research abroad. Antonio Mendez, Colby Posse 1, traveled to Andorra and Jeannie Guzman, Trinity Posse 4, to Colombia.

event highlight: New York's inaugural Power of 10 event welcomed 130 guests and raised over \$50,000.

career program highlights: Nearly 300 guests attended the Posse New York Internship Celebration hosted by Career partner Travelers and CEO Jay Fishman, who made a surprise announcement of five full-time job offers to graduating Scholars. Posse New York added 10 new Career partners: American Girl Place, Bank of America, Brooklyn Bridge Conservancy, Citi, College Summit, ESPN Inc., Greenwich Country Day School, Morgan Stanley, The Nielsen Company and Thomson Reuters.



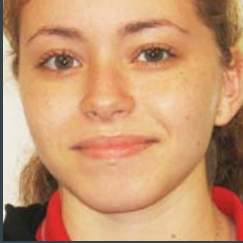
meet
the
scholars





Christian Loggins
GRINNELL COLLEGE

Co-President of Stonewall Coalition, which aims to reduce homophobia on campus; Student Development Representative, Office of Alumni Relations.



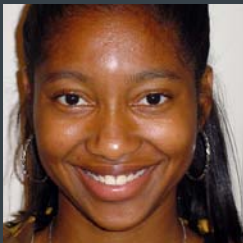
Katie Cooper
FRANKLIN & MARSHALL COLLEGE

Co-Founder and Manager, Friday Nights at Jazzmens; Bible Study Leader, Intersarsity Christian Fellowship; Tutor, The Writing Center.



Christina Huang
BUCKNELL UNIVERSITY

President, Student Art Association; Art Editor, *Fire and Ice* Literary Magazine; Founder of Hold My Hand, a campaign to support LGBT rights on campus; Resident Assistant.



Cherie Malone
BUCKNELL UNIVERSITY

Chair of Committee on Diversity, Student Government; Co-Chair of the Community Service Committee of the Black Student Union; Resident Assistant; Volunteer, Red Cross; Member, Gospel Choir and Intersarsity Christian Fellowship. Lead Actor in campus performance of *For Colored Girls*.

Taneeea Byrd BUCKNELL UNIVERSITY

Taneeea Byrd, a senior at Bucknell University, is president of the Pre-Law Society, secretary of the Black Student Union and president and founder of the NAACP chapter on campus.

Taneeea grew up in Washington, D.C., the oldest of five siblings and the first in her family to go to college. She was recently selected as a Teach for America corps member and this fall will begin teaching English at her former high school—Friendship Collegiate Academy in D.C.

“I smile every time I think about the fact that I will be able to share my experiences and accomplishments with my students, having been in their shoes just four years ago,” she says. “Teaching at my high school is the ultimate way for me to pay it forward. It’s possible to give every student that extra push that will propel them to greatness.”

An English and women’s and gender studies major, Taneeea is also a writer for the law journal and the college newspaper, *The Bucknellian*. She was awarded the 2009 Bucknell Prize for Women and the Samuel Lewis Ziegler Prize in 2008, both for excellence in English.

During the summer following her freshman year, Taneeea studied abroad in Ireland and later returned to the United Kingdom to spend her junior year in London.

A staunch women’s advocate, Taneeea has worked at the Women’s Resource Center and The Griot Institute for Africana Studies at Bucknell. She has also held internships and volunteered with United South End Settlements, United States Senator Robert Casey of Pennsylvania, the American Bar Association and Susquehanna Valley Women in Transition.





Raymond Queliz MIDDLEBURY COLLEGE

A senior majoring in philosophy and a regular on the dean's list, Raymond Queliz will begin studying law at New York Law School in the fall. When he does, he will leave behind an impressive legacy of achievement at Middlebury College.

He is currently the president of Kappa Delta Rho fraternity and student chair of the Middlebury Community Council, which oversees non-academic student life on campus. As Council chair he helps monitor the pledge processes of fraternities and sororities to ensure that they are within campus guidelines and works to create a more engaging and inclusive campus community. Under his leadership, the Council paved the way for gender-neutral housing and helped create the Hebrew Interest House.

"Every person has something to contribute to campus life, so it's important to make a space where everyone feels included," Raymond says.

In addition, Raymond is one of the founding members of the Mock Trial Club, where students compete against teams from other schools in the region. He is also treasurer of Distinguished Men of Color, an organization that supports minority males at Middlebury.

"You learn so much about yourself at Middlebury because of the rigorous liberal arts curriculum you find here," says Raymond. "More than just educating you, it teaches you how to believe in yourself."

Cortez Hicks DENISON UNIVERSITY

President, National Pan Hellenic Council; Founder of Hip-Hop Dance class.



David Brade DENISON UNIVERSITY

Co-Founder of Brothers to Brothers, a mentoring program that pairs boys from the local area with young men of color on campus.



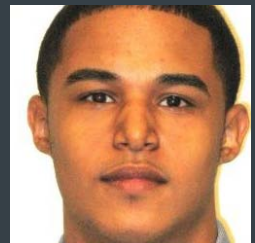
Angel Garcia BRANDEIS UNIVERSITY

Student Leader, Asian Baptist Student Koinonia Bible Study Group; Resident Advisor; Mentor, Student Support Services Program.



Edwin Torres COLBY COLLEGE

Founder and President of Gentlemen of Quality Club, a men's leadership and mentoring program.





Abdi Ali
DENISON UNIVERSITY

Senator, Denison Campus Governance Association; Executive Board Member, The Muslim Student Association; Board Member, Religious Life Advisory Board; Resident Assistant.



Kerlyne Jean
BRYN MAWR COLLEGE

Co-President of The Sisterhood, an affinity group for Black women on campus; Dormitory President.



Alexis Roe
BARD COLLEGE

Co-President, Black Student Organization.



Michael Bethoney
HAMILTON COLLEGE

Founder and President, Students Against Sexual Assault; Co-Founder, The Social Justice Initiative; Member of the Harassment and Sexual Misconduct Board, serving alongside administration, faculty, staff and fellow students.

Eni Adedokun
BOSTON UNIVERSITY

Eni Adedokun is a junior at Boston University (BU) studying biomedical engineering. Through funding from the Undergraduate Research Opportunities Program, she has worked this past year as a research assistant with BU's Department of Mechanical Engineering, creating technology to enhance the quality of ultrasounds.

The middle of three sisters from Grayson, Georgia, Eni is the program chair and vice president-elect of the Minority Engineers Society, a campus-based chapter of the National Society of Black Engineers. In this role, she has developed various events including several aimed at increasing interest in the STEM fields among high school students.

Eni also serves as a dean's host for the College of Engineering, helping to plan events and open houses and providing tours to new and prospective students. She has studied abroad at Tecnológico de Monterrey in Guadalajara, Mexico, and plans to pursue graduate studies in neuroscience.

"At BU there are so many people and so many things to do, and as a freshman I wanted to be involved in everything. It seemed like the world was constantly spinning," she says. "Now, as a junior, the world hasn't stopped spinning, but now I'm spinning with it. I've acclimated myself really well to the environment. I'm confident with my academic and professional work and have a great group of friends. It's been amazing, exciting and eye opening."



Christopher Vinales LAFAYETTE COLLEGE

Christopher Vinales is a sophomore at Lafayette College and president of the Gay Straight Alliance (GSA). During his senior year in high school, he became the founder and president of his school's first GSA, which subsequently led to his coming out, primarily as a source of support for others.

"Being the voice of the GSA empowers me to let people know that the cause affects me personally," says Christopher. "I'm hoping that we have an impact on campus. I want the message to get across that we want to promote tolerance and acceptance."

Equally passionate about issues affecting the Latino community, Christopher self-designed his Latin American and Caribbean studies major and plans to become a college professor. He is also public relations chair of the Hispanic Society of Lafayette and former vice president of the Tae Kwon Do Club, having studied and taught various martial arts for nearly 12 years.

"Martial arts taught me so many lessons about life and gave me such a unique perspective and the confidence to do so many things," Christopher says.

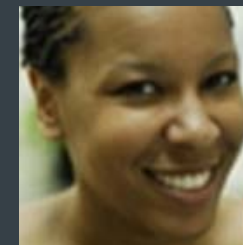
Born and raised in the Bronx, New York, Christopher says one of the most rewarding experiences he's had at Lafayette was the opportunity to travel to Ecuador on an Alternative Spring Break trip. He and other volunteers helped an indigenous tribe called the Shuar work toward continued cultural preservation and self sustainability by helping to build a school and botanical garden of medicinal plants, the beginnings of a health clinic.

"I've never seen a group of people so content with life," Christopher says. "It really made me think of all the things we have in this country and yet take for granted. It's one of the best things I've ever done in my life."



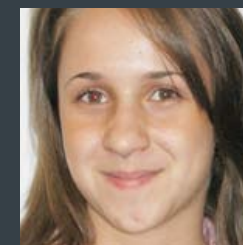
Amber Walker OBERLIN COLLEGE

Recipient of Mellon Mays Research Fellowship, a prestigious academic award for a two-year research opportunity; Student Advisor in Career Services Office; Host of campus radio show.



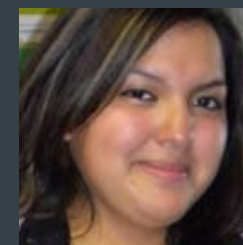
Gloriya Nedler BRANDEIS UNIVERSITY

Editor in Chief of *Women in Science*, a Pre-Health Society Science Publication; Co-President, Pre-Health Society; Ambassador, Yale University School of Medicine Summer Medical and Dental Education Program; Liaison, Autism Speaks.



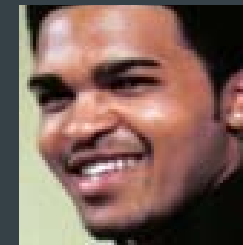
Diana Argueta DENISON UNIVERSITY

Co-Founder of Sigma Lambda Gamma Sorority, the first multi-cultural sorority on campus.



Andrew Hill DICKINSON COLLEGE

President,
African- American Society.





Anthony Williams
UNIVERSITY OF
WISCONSIN-MADISON

President, National Pan Hellenic Council; Scholar in the McNair Scholars Program, which prepares participants for doctoral studies through involvement in research and other scholarly activities.



DiTalliana Patterson
DENISON UNIVERSITY

President, Black Student Union; Scholar in McNair Scholars Program, which prepares participants for doctoral studies through involvement in research and other scholarly activities; Senior Program Coordinator, Women's Resource Center.



Boyu Zhang
BUCKNELL UNIVERSITY

Chair, Engineering Alumni Association; Resident Fellow, Languages and Cultures College.



Bianca Garcia
POMONA COLLEGE

President, Head of Communications and Publications Coordinator for Rare Diamonds, a student-led collective of women of color that promotes dialogue through artistic expressions and community work; Editor, *Media Arts for Social Justice Magazine*.

Adrian Ntwatwa HAMILTON COLLEGE

Adrian Ntwatwa is a junior at Hamilton College double majoring in government and math. His 3.5 cumulative GPA belies the considerable extracurricular involvements of this Posse AllStar.

Adrian is president of his 2012 Class, resident advisor for his dormitory, cultural chair of the Black and Latino Student Union, co-chair of the West Indian and African Association, president of the Badminton Club and co-founder of The African Club.

Part of his responsibility as chair of the Black and Latino Student Union is overseeing To Africa and Back, one of the largest events on Hamilton's campus that showcases the contributions of African Americans as a celebration of Black History Month.

One of his proudest accomplishments has been helping to popularize the Badminton Club at Hamilton. "I grew up playing Badminton, but when I first got to Hamilton, the club wasn't really active," Adrian says. "I got people interested and signed them up and now, every Saturday, all the Badminton courts are filled with students sitting on the sidelines just waiting to rotate in."

Upon graduation, Adrian intends to pursue a joint MBA and law degree. He feels his Hamilton education has prepared him well for this challenging path.

"At Hamilton, we're surrounded by really great professionals who are leaders in their fields," he says. "Added to this, it's got an incredible alumni network and career program. Basically, everything I could ask for in a college experience, everything I need is here at Hamilton."



Karen Ferreira POMONA COLLEGE

During her freshman year at Pomona College, Karen Ferreira and a few of her Posse peers founded a women's collective on campus called Rare Diamonds. Now as a senior, she looks back proudly at the organization's growth and impact on campus.

"We saw that there was a need for a space for women of color to come together to discuss certain issues like how to grow and empower each other," says Karen. "Rare Diamonds has become a well-respected voice on campus."

Under collaborative leadership, the group has held art and theater workshops, community-building activities and discussions on topics such as race and identity.

Karen grew up on the South Side of Chicago, the youngest of five children and the only one to go to college. Her parents immigrated to the United States from Mexico in the '70s.

Double majoring in sociology and Chicano/a studies, Karen's college experience has been largely marked by activism and community development. She has held internships with the Center for Progressive Leadership in Washington, D.C., Mujeres Latinas En Acción in Chicago and the Pomona Legal Access Center.

On campus, Karen is also a resident assistant and member of the Student Diversity Committee. She has served as a teaching assistant and youth mentor at the Pomona Academy for Youth Success and as an educational outreach coordinator for Pomona's Draper Center for Community Partnerships.

"My experience at the Draper Center shaped the way I organize and influenced me tremendously in becoming a stronger leader on campus," she says.

With particular interest in education, immigration and prison reform, Karen plans to attend law school and pursue a career in public policy.



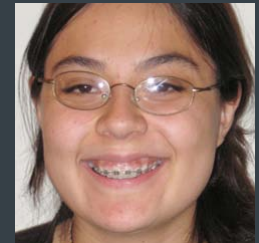
Brandon LaBord BARD COLLEGE

Co-President, Black Student Organization; Advisory Board Member, Bard Career Center; Coordinator of Tutoring for Trustee Leader Scholar Program, which aims to develop students' leadership skills through service projects.



Camila Barrios-Camacho GRINNELL COLLEGE

Founder and Steering Committee Director, Dance Marathon; Student Representative, Committee on Academic Standing; Peer Mentor, Office of Multicultural Affairs.



Harvin Vallabhaneni BOSTON UNIVERSITY

President, Freshman Engineering Class.



Bryan Coleman BUCKNELL UNIVERSITY

President, African Student Association; Captain, Foot Prints Step Team; Chair, Inter-Fraternity Council; Member, Bucknell College Business Leaders; Vice President, Multicultural Student Council; Senior Facilitator for Common Ground, a student-run organization that challenges people to think critically about issues of diversity.





Elizabeth Ko
CENTRE COLLEGE

Chair of the Finance Committee of the Student Government Association, which oversees a \$190,000 budget and distributes funds to 95 student organizations; Recipient, Bonner Scholarship; Web Blogger, "My Centre Life."



Devin Davis
OBERLIN COLLEGE

Recipient of Mellon Mays Research Fellowship, a prestigious academic award for a two-year research opportunity.



Evis Muhameti
CENTRE COLLEGE

President of iMentor, which places students as mentors at local elementary schools; Risk Manager for Delta Delta Delta Sorority, where she oversees the safety of social events; Resident Assistant; Athlete, Women's Varsity Volleyball Team.



Felipe Garcia
HAMILTON COLLEGE

Chair, Student Assembly Food Committee; Class Representative, Student Assembly; Resident Advisor.

Julian Williams DENISON UNIVERSITY

Julian Williams is a senior at Denison University and a recipient of the Ronald E. McNair Scholarship, which prepares high achieving undergraduate students for doctoral study. He is interested in studying social and cultural education.

"Even though there were many things outside of my control as a young person growing up in Chicago, school was one thing that I could control, and so I always did my best," says Julian.

An English literature and educational studies major, Julian is a tutor in the education department. As vice chief minister of the Black Student Union, he oversees a mentoring program for men of color on campus and a similar program for middle and high school students in the neighboring community.

During his sophomore year he conducted research at the University of Illinois at Chicago, focused on the availability of mentoring programs for black adolescent males. As representatives of Denison, Julian, along with three other members of his Posse, presented research at the 2009 International Journal of Arts & Sciences Conference in Gottenheim, Germany. The only undergraduate participants, Julian and his peers won the University Award for International Education.

He has worked with various writing and community centers in Philadelphia and with Citizen Action Illinois. He even started a clothing line called Highly Educated Material, with the aim of educating and empowering students outside the classroom through fashion.

"I want to encourage young people not to be passive about what they learn in life," Julian says. "Learning is active."



Sonia Mahabir COLBY COLLEGE

Sonia Mahabir's long-term goal is to become a college president. A senior at Colby College, she is one of only three recipients of the Education Scholar Master's Award, a full-tuition fellowship to pursue a master's in higher education at the Horace H. Rackham School of Graduate Studies at the University of Michigan.

As chair of the Pugh Community Board, Colby's multicultural affairs board, Sonia has organized several events and activities to celebrate and promote diversity and inclusion on campus. Because of her efforts, in 2010 she was awarded the Lorraine Morel Award for her significant contributions to the academic and social life of the campus.

This year, as part of Colby's competitive Senior Scholars Project, she researched and wrote a thesis that explored multiculturalism and how it contributes to the campus climate.

"Colby has challenged me and made me stronger," says Sonia. "I've learned a lot about myself."

Sonia was born in Trinidad and Tobago and came to the United States with her family at the age of 4, settling in Briarwood, Queens. Having created a specialized major that combines English and education, she serves as a research assistant for the education department. She also writes for the school newspaper, *The Colby Echo*, and is a specialist with the New England Consortium on Assessment and Student Learning.



Florence Dolapo Esho UNIVERSITY OF WISCONSIN-MADISON

President, African Student Association; Member, Student Government Association; Community Service Coordinator for Frederick Hall Dormitory; Board Member, Associated Students of Madison.



Andre Simon FRANKLIN & MARSHALL COLLEGE

President, Afro-Caribbean Society; Class President, Student Government; President & Founder, Franklin & Marshall College chapter of the National Honor Society; Director, Mock Trials.



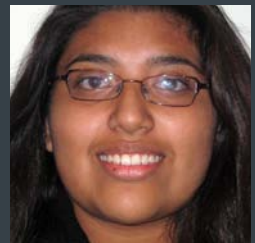
Gregory Almonord UNIVERSITY OF PENNSYLVANIA

Co-Public Relations Chair, Black Student League; Mentor, Community School Student Partnership; Member, United Minorities Council and Penn Art Club.



Guadalupe Osorio GRINNELL COLLEGE

President, Student Organization for Latinos; Vice President, Society for the Advancement of Chicanos and Native Americans in Science; Member, Grinnell Women in Science.





Megan Nesbeth
MIDDLEBURY COLLEGE

Senior Admissions Fellow for Middlebury College; Writer, Middlebury Newspaper; Tutor for immigrant workers in Vermont.



Agnes Gakpo
CENTRE COLLEGE

Development Chair of Centre Nest, a microenterprise nonprofit that helps women build businesses in developing companies by selling their crafts on campus; Secretary, Diversity Student Union.



Reco Sanders
DICKINSON COLLEGE

President of Mock Trial, a club that competes in legal debate on a national level against other colleges and universities.



Valerie Pierre
BRYN MAWR COLLEGE

Co-President of The Sisterhood, an affinity group for Black women on campus.



Marianne Bates
UNIVERSITY OF WISCONSIN-MADISON

Marianne Bates is a sophomore at the University of Wisconsin-Madison and co-founder and finance chair of the College Entrepreneurs Organization on campus. She also serves as vice president of community service for a business fraternity, leading various campus and community activities including campus clean ups, volunteer service at food pantries and nursing homes and lending support at blood drives and events such as the Special Olympics.

“I really want to build a community of entrepreneurs here,” she says. “You can gain so much from working with others.”

A Chicago native and double major in international business management and human resources, Marianne has also participated in and won case competitions in which leading companies assign a team of business students a strategic problem to solve.

She has interned with Posse Career partner Neuberger Berman, a Chicago investment management firm, and plans to eventually pursue her MBA as well as opportunities to work abroad.

“College has been a time of growth,” Marianne says. “I’ve learned a lot about my abilities and limitations and made a lot of meaningful friendships. I’m thankful that I have my Posse to support me. It’s been so beneficial and comforting knowing that I have a core group of friends.”

Daniel Acheampong BRANDEIS UNIVERSITY

Daniel Acheampong, a senior, is president of the Student Union at Brandeis University.

As the former student government treasurer, the economics major once managed the school's \$1.3 million student activities budget. He is also a Roosevelt Fellow, serving as a peer mentor to help first-year students acclimate to the university.

"Brandeis is my home," Daniel says. "It has become a place that really helped me grow. It showed me that opportunities in the world are infinite and that we should always dream without limits and work hard to realize those dreams."

Daniel was born in Kumasi, Ghana, and came to the United States at the age of 6, settling with his family in Brooklyn, New York. During his four years at Brandeis, he has made the most of every opportunity that has come his way. In 2009, as a recipient of the World of Work Scholarship, he spent the summer in Beijing, China, teaching migrant students.

He has also held internships with Posse Career partners MTV Networks and Goldman Sachs, where, upon graduation, he will accept a full-time position as a financial analyst in private wealth management.



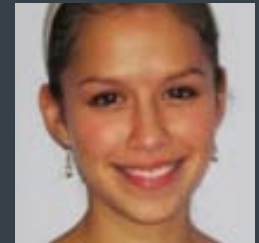
Johana Lozano GRINNELL COLLEGE

Recipient of Boren Scholarship, which provides up to \$20,000 to U.S. undergraduates to study abroad in areas of the world that are critical to U.S. interests and underrepresented in traditional study abroad programs.



Diana Arellano UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

President, College of Applied Health Sciences Student Council; President, Frontiers, an international health society; Library Assistant.



Briana Strachan LAFAYETTE COLLEGE

Co-Founder, Music Therapy for Dementia Patients Outreach Program; Multicultural Recruitment Student Coordinator; Co-Chair, Lafayette Activities Forum; Social Chair, Association of Black Collegians.



Hernan Herrera BUCKNELL UNIVERSITY

Co-Founder and Recruitment Manager, Bucknell University chapter of Society of Hispanic Professional Engineers.





Kadahj Bennett
HAMILTON COLLEGE

Co-Founder of DownBeat Keys, a student band; Performer with Yodapez, an improv comedy group; Lead role in the play *Ma Rainey's Black Bottom*, which was performed on campus as well as at the Edinburgh Fringe Festival in Scotland in the summer of 2010.



Kendall Holley
GRINNELL COLLEGE

Senator, Student Government Association; Athlete, Varsity Football; Member of Grinnell College's first chapter of the NAACP, the African-Caribbean Student Union and the Feminist Action Coalition.



Sarah Houston
PEPPERDINE UNIVERSITY

Senator, Student Government Association; Student Volunteer, Project Serve and United Friends, an organization that advocates for adults and children with cerebral palsy and other disabilities.



Kameisha Jeraj Hodge
LAFAYETTE COLLEGE

Published Author of a collection of poetry entitled *Atlas of Consciousness* as well as an article in the *Georgetown Journal of Law & Modern Critical Race Perspectives*; Founder of Precision Step Team; President, Association of Black Collegians and the African and Caribbean Interest Floor.

Ravi Singh VANDERBILT UNIVERSITY

Ravi Singh is president of the College Democrats and the Advocacy Council, the governing body of all political organizations at Vanderbilt University.

Currently a senior, Ravi has worked as a student assistant in the office of the provost at Vanderbilt for four years and has served as a resident advisor for two. He created his technology and society major and upon graduation will participate in the New York City Urban Fellows Program, a competitive public policy fellowship. He hopes to pursue a JD and MBA in the future.

An astute leader with diverse interests, Ravi has hosted a State of the Economy conference on campus as well as the Dewali show, an Indian cultural performance attended by nearly 1,000 students.

In 2009, Ravi won a grant from the Nichols Humanitarian Fund, which funds domestic and international volunteer projects. He traveled to Rajasthan, India, to work with the nongovernmental organization GRAVIS, which serves impoverished communities.

In 2010, he participated in Harvard's Summer Venture Management Program and an Alternative Spring Break trip to the Big Sur Land Trust in California to work on a sustainable development project. He has also interned with the Associated Press, Bank of New York Mellon and Congressman Steve Cohen of Tennessee.

"In whatever capacity, whether it's business, government or politics, I know that I want to advocate for marginalized communities," says Ravi, "to ensure that they have an opportunity to succeed just as I did."

To create opportunities for Posse Scholars at Vanderbilt to connect as early and often as possible, Ravi started a big sibling/little sibling program to pair Posse Scholars who are upperclassmen with first and second-year students.

"Being a Posse Scholar has been one of the most rewarding experiences I've had at Vanderbilt," he says.



Bessena Cabe UNION COLLEGE

At the age of 14, Bessena Cabe immigrated to the United States from Haiti. Today he is a sophomore at Union College majoring in mechanical engineering with plans to pursue a career in robotics and artificial intelligence. He is motivated by two desires: to leave the world a better place and to make his mother proud.

“My mom raised my sister and me through some very chaotic times in Haiti,” says Bessena. “Back then you had to live in the moment because you couldn’t count on tomorrow. But somehow my mom made sure we always had what we needed.”

On top of his challenging academic workload, Bessena chairs the student government committee that oversees student activity budgets and reviews proposals for new campus organizations and activities. In this capacity, he monitors student clubs to make sure they are living up to their charters and works with faculty and administration on issues related to campus life. He recently helped craft the student honor code at Union.

In addition, Bessena is the residential advisor for his dormitory and part of the leadership at Change for Schenectady, a philanthropic organization that raises money for social justice causes by encouraging individuals to donate spare change. He is also the founder of the campus volleyball club.

If his record at Union is any indication of things to come, there is no doubt that Bessena will indeed leave the world a better place and make us all, including his mother, even more proud.



Luis Vallejo GRINNELL COLLEGE

Founder of the Saturday School Program, a program in which students volunteer their time on Saturdays to work with elementary school students in a nearby town; State Representative for NAACP Grinnell College Chapter.



Jomaira Salas BRYN MAWR COLLEGE

Coordinator of Bryn Mawr’s partnership with the Parkway West High School in Philadelphia, where she organizes and facilitates college access programming for Parkway students.



Esmeralda Alvarez DICKINSON COLLEGE

Co-President of Sustained Dialogue, a club that aims to facilitate productive discussions about challenges facing the campus community.



Juan Garcia GRINNELL COLLEGE

Co-President, Queer People of Color; Recipient of Mellon Mays Research Fellowship, a prestigious academic award for a two-year research opportunity; Director of Concerned Black Students, which aims to expand awareness of black contributions among the larger campus community.





Kenneth Perry
THE COLLEGE OF
WOOSTER

Co-Founder and President of Brothers of Diversity, a student organization that supports students' leadership development and academic success.



Adan Hussain
COLBY COLLEGE

Co-Founder and Moderator of The Middle East Lunch Series.



LaTreal Peterson
UNIVERSITY OF
WISCONSIN-MADISON

Executive of Diversity Education, a multicultural student coalition; Member, National Society of Leadership and Success.



Laura Saenz
DENISON UNIVERSITY

Co-Founder of Sigma Lambda Gamma Sorority, the first multicultural sorority on campus.

Apocalipsis Rosario BRYN MAWR COLLEGE

Apocalipsis Rosario grew up in Dorchester, Massachusetts, the youngest of four siblings. She will graduate this year from Bryn Mawr College with a bachelor's degree in sociology and hopes to one day found a nonprofit to serve youth and families in urban communities.

In 2010, Apocalipsis won a prestigious Davis Projects for Peace Fellowship, with which she launched A Publication for Peace, a media arts summer program that served over 50 girls from Boston, ages 11-17.

The group attended the U.S. Social Forum in Detroit and participated in weekly discussions, workshops and social activities, culminating in a compilation of poems and drawings reflecting the participants' personal testaments.

"My definition of peace has a lot to do with empowering young girls and giving them the skills to develop and learn," says Apocalipsis. "Growing up in Boston I've seen that solidarity among young women in the inner city can sometimes be scarce. I wanted to create a forum where they could see that they're not that different from one another and that they can depend on each other and work together to be successful."

At Bryn Mawr, Apocalipsis has been a member of the crew team, the customs committee, which helps incoming students transition on campus, and both the Teaching & Learning Initiative and the Empowering Learners Partnership, which pair Bryn Mawr faculty and staff with students to exchange ideas and learn new skills.

"If we all take the time to open our hearts and minds," she says, "we could learn that we aren't that different—and then we can truly embrace diversity."





Erick Quintero
**UNIVERSITY OF CALIFORNIA,
LOS ANGELES**

A first-year student and multitalented musician, Erick Quintero has already started a mariachi band on campus—Mariachi UCLA. He plays trombone in the UCLA marching band and also plays the piano, trumpet, guitar, tuba and sister instruments the vihuela and the euphonium.

As an intended political science major with a focus on international relations, Erick plans to go to law school and pursue a career in corporate law. He serves as vice president of the music fraternity Phi Nu Alpha, organizing various volunteer performances at children’s hospitals and retirement and veteran’s homes.

Erick grew up in South Gate, California, the youngest of five children and took to music at an early age. A demonstrative leader, he was co-drum major for his high school’s marching band and music coordinator at his church.

“By bringing the joy of music to others I believe we can make a positive change in someone’s life,” Erick says.

Jessica Johnson
UNION COLLEGE

Co-Founder, Union College chapter of the Black Law Students Association; Resident Assistant.



Ai Yamanaka
COLBY COLLEGE

President, Colby Taiko Drumming Club; Co-President, Colby Creative Writing Club.



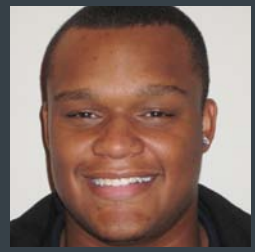
Jessica Pan
UNIVERSITY OF WISCONSIN-MADISON

Founder and President of Alpha Kappa Delta Phi, the first Asian sorority on campus.



David Opong-Wadee
GRINNELL COLLEGE

Founder of Rhythm and Groove, a student band; Host of campus radio show; Senator, Student Government; Member, Grinnell College Leadership Development Program.





Lauren Lugo
UNIVERSITY OF WISCONSIN-MADISON

Co-Chair of Educated Leading Ladies Association, an organization that advocates community outreach, social awareness, and celebrates the accomplishments of young women; Academic Chair, Sigma Lambda Gamma Sorority.



Liana Donahue
BRYN MAWR COLLEGE

Winner of Mellon Mays Fellowship, which supported her work in Capetown, South Africa, where she designed and implemented an anger management program for teenage males in juvenile detention; Tour Guide for Bryn Mawr admissions office.



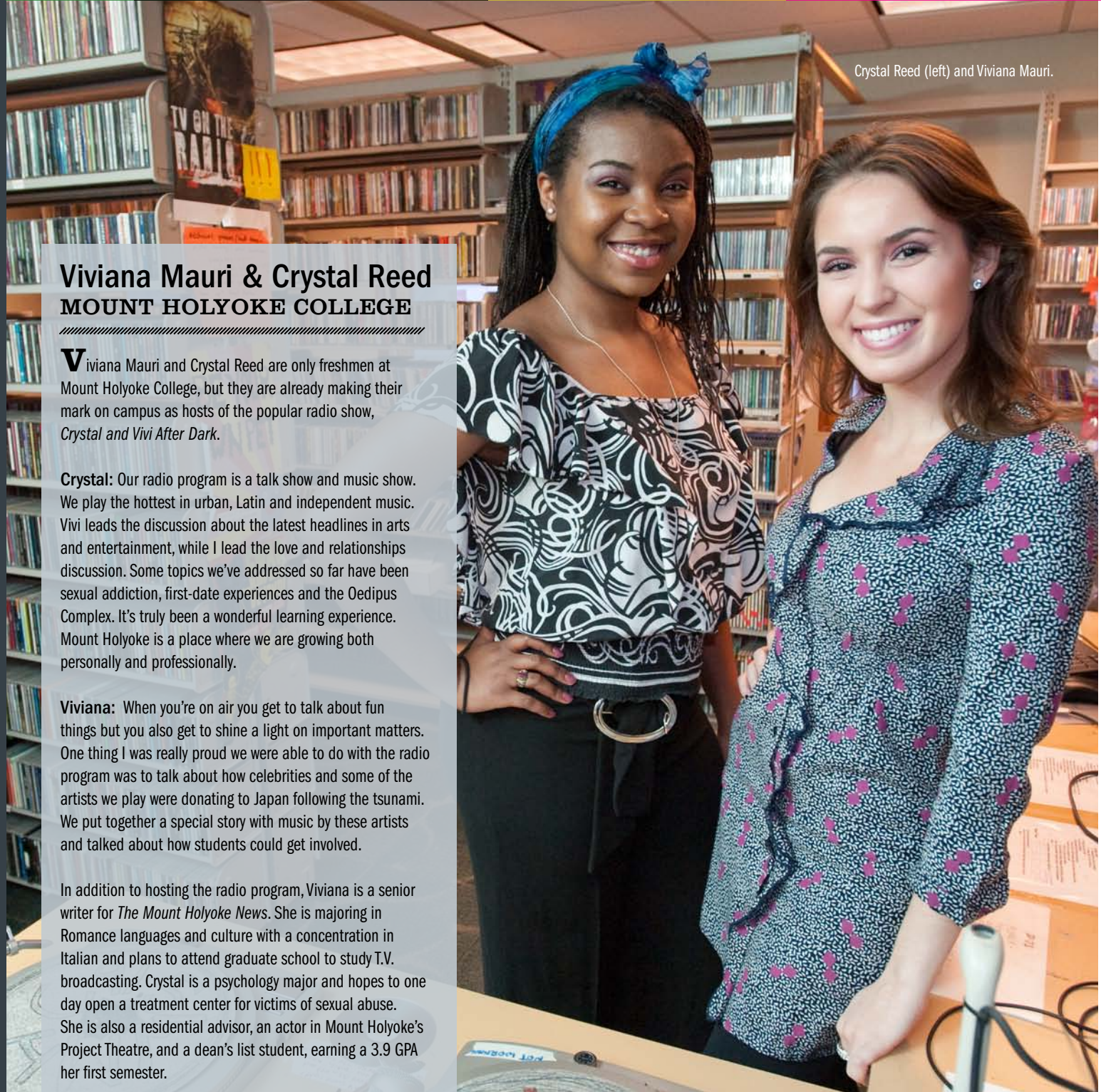
Izra Izrailov
BABSON COLLEGE

Recipient, Babson College Dean's Leadership and Achievement Award.



Leide Cabral
HAMILTON COLLEGE

Co-Founder and President of The Young People's Project at Hamilton College, which facilitates math literacy and social justice workshops for disadvantaged youth in Utica; Recipient of scholarship from the Bonner Foundation, a national organization that connects student leaders with local nonprofits.



Crystal Reed (left) and Viviana Mauri.

Viviana Mauri & Crystal Reed
MOUNT HOLYOKE COLLEGE

Viviana Mauri and Crystal Reed are only freshmen at Mount Holyoke College, but they are already making their mark on campus as hosts of the popular radio show, *Crystal and Vivi After Dark*.

Crystal: Our radio program is a talk show and music show. We play the hottest in urban, Latin and independent music. Vivi leads the discussion about the latest headlines in arts and entertainment, while I lead the love and relationships discussion. Some topics we've addressed so far have been sexual addiction, first-date experiences and the Oedipus Complex. It's truly been a wonderful learning experience. Mount Holyoke is a place where we are growing both personally and professionally.

Viviana: When you're on air you get to talk about fun things but you also get to shine a light on important matters. One thing I was really proud we were able to do with the radio program was to talk about how celebrities and some of the artists we play were donating to Japan following the tsunami. We put together a special story with music by these artists and talked about how students could get involved.

In addition to hosting the radio program, Viviana is a senior writer for *The Mount Holyoke News*. She is majoring in Romance languages and culture with a concentration in Italian and plans to attend graduate school to study T.V. broadcasting. Crystal is a psychology major and hopes to one day open a treatment center for victims of sexual abuse. She is also a residential advisor, an actor in Mount Holyoke's Project Theatre, and a dean's list student, earning a 3.9 GPA her first semester.

Julissa Chavez CARLETON COLLEGE

Julissa Chavez is a biology major in her second year at Carleton College. Born in Chicago to Mexican immigrants, she is the first in her family to attend college.

At Carleton, Julissa is an intercultural peer leader for Carleton's Office of Intercultural and International Life, which aims to enhance the retention of domestic students of color and international students. In this role, she serves as a mentor to four freshmen, providing academic, social and personal support for them throughout the year.

Julissa is also the recipient of a highly-coveted Carleton College Summer Science Research Fellowship, which provides mentoring and two summers of research laboratory experience. Her ultimate goal is to become a pediatrician and work to provide quality healthcare to children in underserved communities.

She is treasurer of the support group Coalition of Women of Color and secretary of the Minority Student Pre-Health Coalition, an outreach group that informs minority students about the many healthcare careers open to them. She is also an active member of the Black Student Alliance and the Latin American Student Organization.

Julissa is grateful for a first-rate education at Carleton. "Posse and Carleton have been my portals to success—to proving that I can do what I set my mind to and that all of my parents' struggles were worth it," she says. "Posse is that certificate that says, 'We believe in you.'"



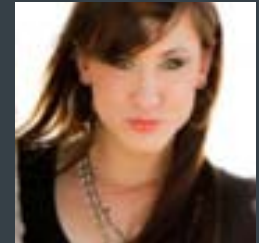
Johnny Saucedo TULANE UNIVERSITY

Co-Founder of Academic Decathlon Club, which recruits students to tutor in New Orleans high schools.



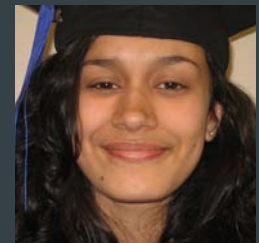
Lily Cross GRINNELL COLLEGE

Co-Leader, Queer People of Color; Host and Planner, the Grinnell College Drag Show.



Andrea McFarlane COLBY COLLEGE

President, Students Organized Against Racism.



Odette Ponce UNIVERSITY OF PENNSYLVANIA

Founder of Penn Sirens, an all women's Vocal Ensemble; Board Member of The Penn Feminist, a group dedicated to hosting discussions on equity issues; Volunteer in the After School Arts at Penn, a program that teaches youth about music, theater and dance.





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Bucknell University chapter of
Society for Professional Hispanic
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Assembly; Athlete, Swim Team;
Resident Advisor; Board Member,
HamTrek Sprint Triathlon; Class
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Affairs Board.



Saba Davis
BUCKNELL UNIVERSITY

Chair of Advocacy, Black Student
Union; Belly Dance Instructor.



Lin Chen
SEWANEE: THE
UNIVERSITY OF THE
SOUTH

President, Organization for
Cross-Cultural Understanding;
Member, The National Honor
Society in Psychology, The Alpha
Epsilon Delta (a health pre-
professional honor society) and The
Omicron Delta Kappa (a national
leadership honor society).





Leila Patterson
DEPAUW UNIVERSITY

President, Association for African American Students; Resident Assistant; Dance Coordinator of X-Cell, an organization that aims to develop unity, promote excellence and educate the DePauw community through dance.



Stephanie Pujadas
BUCKNELL UNIVERSITY

Co-Founder, Brothers and Sisters Club.



Victor Chen
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President and Founder, Asia Business Connect; Vice President, Colby Student Investment Association.



Isabella Dominguez
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Mentor, The Community School Student Partnership; After-School Kindergarten Teacher at Wilson Elementary School, a West Philadelphia Public School; Member, College Republicans, the Penn Latin dance team Onda Latina, and the Cuban-American Undergraduate Student Association.

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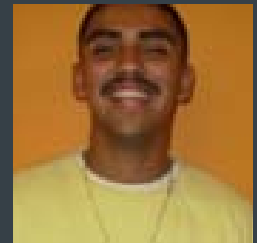
Jessica Moulite HAMILTON COLLEGE

Recipient, Hamilton College
Public Speaking Award; Member
of Black and Latino Student
Union, Inter-Cultural Women's
Empowerment Group and the
dance team Diamond Storm.
Freelance Writer for *Outloud*, an
online newszine.



Luis Aldana UNIVERSITY OF WISCONSIN-MADISON

President, Lambda Theta
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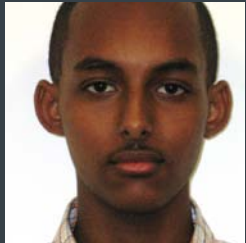
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Brandeis University chapter
of The Society for Advancing
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Americans in Science;
Co-President of AHORA!, a
Latino student organization; Peer
Mentor Student Support
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the Eli Segal Fellowship,
which aims to promote
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Vice Chair, The Community Service, Engagement and Activism Board.



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Dormitory President,
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Mei Xian Gong
LAWRENCE UNIVERSITY

Officer of Senior Class and member of the Lawrence International Club and Hip-Hop Club.



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Co-President, Black Student
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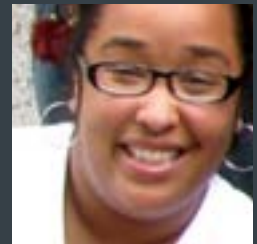
Jasmine Verreen
 THE COLLEGE OF
 WOOSTER

President, Black Student
 Alliance.



Nathalie Marte
 UNION COLLEGE

Co-Founder, Union College
 chapter of the Black Law
 Student Association; Public
 Relations Chair, Union College
 Chapter of Habitat for
 Humanity; Editor, the political
 science departmental newsletter.



Steve Flores
 DENISON UNIVERSITY

Co-President of La Fuerza Latina,
 a Latino student organization
 that aims to develop awareness
 and build community on
 campus; Member, Multicultural
 Recruitment and Scholarship
 Committee.





Nadila Yusuf
WHEATON COLLEGE

Co-President, Distinguished Women of Color Collective; Fulbright Recipient; Senior Resident Advisor; Community Organizer and Teacher, Youth and Immigration.



Stephanie Rodriguez
LAFAYETTE COLLEGE

President, Hispanic Society of Lafayette.



Ibrahim Diallo
TRINITY COLLEGE

President, Student Government Association; Founder, African Development Coalition, a network of students that works toward peace, education and development in Africa.



Hemendra Bhola
LAFAYETTE COLLEGE

Chair of Multicultural Affairs Committee and member of the Student Conduct Committee of the Student Government Association.

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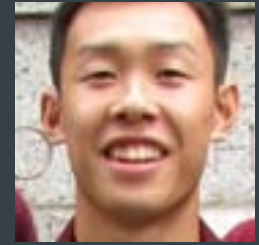
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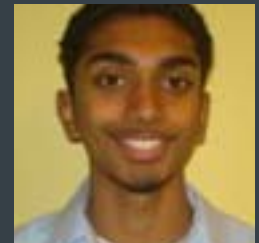
Founder of UBreak, a break dancing troupe; Student in Leadership in Medicine Program, an eight-year joint degree program through which students earn both a master's and medical degree.

Shavely Peralta
 DENISON UNIVERSITY



Vice President, Denison University Campus Governance Association; Actor, The Denison Theatre production of *For Colored Girls*; Recipient of the Presidential Medal, the highest award a Denison student can receive.

Tenes Paul
 HAMILTON COLLEGE



President and Co-Founder of South Asian Students Association, a group that focuses on increasing awareness of South Asian culture and issues on campus.

Rodline Louijeune
 BRYN MAWR COLLEGE



Student Government Representative, Bryn Mawr's Board of Trustees; Hall Advisor; Customs Person, a resource person for first-year students at Bryn Mawr; Cohort Leader of Social Justice Partnership Program, which facilitates conversations on diversity for a small group of students and college staff.



Solomon Odame
WHEATON COLLEGE

Senator, Student Government Association.



Zinzi Gonzalez
LAFAYETTE COLLEGE

President of NIA, Lafayette's multicultural women's support group.



Woodger Faugus
HAMILTON COLLEGE

Chair, West Indian and African Student Association; President, Coalition for Animal Rights.



Paoli Roman
BRYN MAWR COLLEGE

President of Mujeres, an affinity group for Latina women on campus; Officer, The Teaching and Learning Initiative, a program through which students are partnered with members of Bryn Mawr's staff to teach each other special skills.

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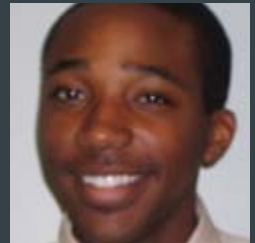
Robert Barry
 DENISON UNIVERSITY

President, Black Student Union;
 President, Alpha Phi Alpha
 Fraternity.



Ryan Jones
 DEPAUW UNIVERSITY

Co-President of United DePauw,
 a student run alliance of
 lesbian, gay, bisexual,
 transgender, queer, and allied
 students, faculty and staff on
 campus and in the surrounding
 community; Resident Advisor.



Truc Linh Nguyen
 OBERLIN COLLEGE

Chair, Vietnamese Student
 Association; Organizer and Host
 of workshops for Great Lakes
 College Association Students of
 Color Leadership Conference.



Nadine Baranshamaje
 GRINNELL COLLEGE

Recipient of Grinnell College
 grant, which she used to return
 to her native Rwanda and
 Burundi to work with refugee
 children at The Urukundo Home
 for Children; Historian, African
 Student Union.





Inricka Liburd
HAMILTON COLLEGE

President, Black and Latino Student Union.



Stefan Castellanos
POMONA COLLEGE

Co-Founder, Men's Union; Student Coordinator, Draper Center for Community Partnerships.



Nancy Galvez
UNIVERSITY OF WISCONSIN-MADISON

President, Sigma Lambda Gamma Sorority.



Rose Wesche
OBERLIN COLLEGE

Recipient of Oberlin College Research Fellowship, a competitive academic award for a two-year research project with a faculty mentor; Coordinator, Sexual Information Center; Teacher of Experimental College course on sexuality; Lead Tutor for The Ninde Program, a college prep program for Oberlin high school students.

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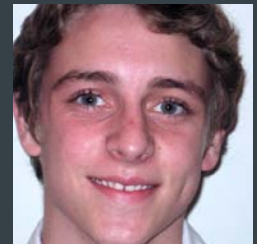
Pauline Lake-Almeida
TRINITY COLLEGE

Winner of First Lady Michelle Obama's "Let's Move!" App Design Competition, a national competition for computer science and design students.



Ian Gold
GRINNELL COLLEGE

Founder and Election Leader, NAACP Grinnell College Chapter; Host of campus radio show; Student Advisor and Social Justice Facilitator for AJUST, a student group that works to create peer education programs; Member, Multicultural Leadership Council.



Jeremy Byler
BUCKNELL UNIVERSITY

President, Bucknell University Geological Society; Representative, Student Conservation Association.



Werner Parrilla
BUCKNELL UNIVERSITY

Founder and President, Society of Hispanic Engineers; Student Representative, American Society of Civil Engineers; Project Manager for Bucknell Concrete Canoe Team; Facilitator, Bucknell Green Building Club.





Nakea Tyson
BUCKNELL UNIVERSITY

Co-Founder and Vice President of Essential, an organization that works to empower women through community-service projects; Chair of Communications and Greek Affairs, Black Student Union; Resident Assistant; Student Representative, Alumni Board.



Michel Ajan
BUCKNELL UNIVERSITY

Co-Founder and President of Aviation Club, an organization that focuses on giving students the opportunity to explore their interests in aviation and flight training; University Tour Guide.



Thafhim Siddiqua
LAFAYETTE COLLEGE

Founder, Students Against Dangerous Decisions; Committee Head, Lafayette Environment Activist Group; Board Member, Society of Environmental Engineers and Scientists; Student Researcher, Pervious Pavement Research; Tutor, America Reads.



Nadia Sasso
BUCKNELL UNIVERSITY

Co-Founder and President of Essential, an organization that works to empower women through community-service projects; Vice President and Co-Chair, Black Student Union; Facilitator and Director of Common Ground, a student-run organization that challenges people to think critically about issues of diversity.

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Jacqueline Albarran
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Priscilla Araya, Brandeis Posse 1 (New York) Alumna
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Alumna
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 Argjira Halilii, Brandeis Posse 5 (New York) Alumna

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 Candyce Jones, Grinnell Posse 4 (Los Angeles)
 Robin Joseph, Hamilton Posse 5 (Boston) Alumna
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 Karin and Dean Kaihoi
 Evelyn and Mike Kalish
 Ramatu Kallon, Bryn Mawr Posse 2 (Boston) Alumna
 Leslie Robinson and Kenneth Kates
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 Gregory Kendrick, Denison Posse 6 (Chicago) Alumnus
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 Jacklyn King
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 Bonnie Klein
 Christopher Knight, Bowdoin Posse 4 (Boston) Alumnus
 Nygel Knighton, Bucknell Posse 1 (D.C.) Alumnus
 Robyn Komar

Marcela Delgado-Peguero
 HAMILTON COLLEGE

Large Group Activities
 Coordinator, Hamilton Christian
 Fellowship; English Coach for
 Project SHINE (Students Helping
 in the Naturalization of Elders),
 a national service learning
 initiative for older immigrants
 and refugees.



Kimberly Sargeant
 BARD COLLEGE

Founder, Bard Fashion Club.



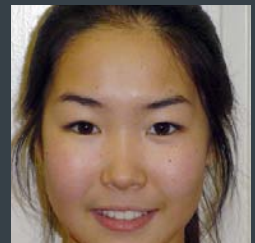
Marcel Baugh
 THE COLLEGE OF
 WOOSTER

Co-Founder, Brothers of Diversity.



Yanjinsuren Tseveensuren
 BUCKNELL UNIVERSITY

Founder and President of Knit
 Together for Peace; Vice President
 of Finance, Students for Asian
 Awareness; Vice President, Society
 of Women Engineers; Counselor for
 Building on Foundations, a student
 organization created to introduce
 opportunities for volunteer and
 community service, leadership,
 and personal development;
 Dancer, Net 2 Dance Company.





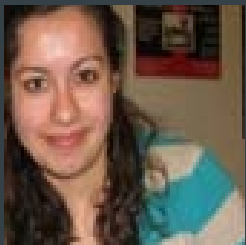
Sierra M. Hayes
SEWANEE: THE
UNIVERSITY OF THE SOUTH

Co-Host of college radio show; Vice President, Sewanee Praise Choir; Designer, The Sewanee African-American Alliance Fashion Show.



Mae Daipera
TULANE UNIVERSITY

Co-Founder of Academic Decathlon Club, which recruits students to tutor in New Orleans high schools.



Carolina Vallejo
DICKINSON COLLEGE

Co-President of Sustained Dialogue, a club that aims to facilitate productive discussions about challenges facing the campus community.



Theodosia Goddard
SEWANEE: THE
UNIVERSITY OF THE SOUTH

Founder and President, African-Caribbean Student Association; Mentor and Grant Writer for Grandparents Raising Grandchildren, a nonprofit in the surrounding county; Writing Therapy Instructor for The Blue Monarch Home for Women, a transitional housing program for women who have been physically or emotionally abused.

Linda and Benn Konner
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Michelle and Josh Krellenstein
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Janki Lalani
Laurine Lamour, Hamilton Posse 1 (Boston) Alumna
Rita B. Landells
Suzy Lane
Brent Lanoue
Emily Larson
Tung Yan Lau, Vanderbilt Posse 14 (New York) Alumna
LaToiya La Vita Shaw, Bryn Mawr Posse 2 (Boston) Alumna
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Marilee C. Sanders
Yinnette Sano, Bryn Mawr Posse 1 (Boston) Alumna
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Zaydee Santiago, Trinity Posse 3 (New York) Alumna
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Tenzing Sherpa, Middlebury Posse 8 (New York) Alumnus
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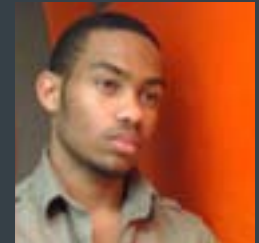
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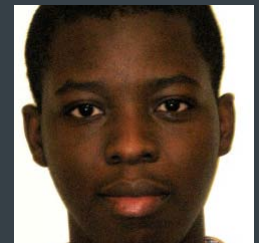
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2010

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On May 26, 600 guests gathered at Pier Sixty in New York City for the 2010 Posse Gala. Leaders from the philanthropic, corporate, academic and entertainment communities gathered to honor individuals and organizations that have made extraordinary contributions in the field of education. These honorees—recipients of the Posse Star Award—were Bucknell University President Brian Mitchell, Miami-Dade County Public Schools Superintendent Alberto Carvalho, The Travelers Companies with Chairman and CEO Jay Fishman and Wheaton Posse 4 (New York) Alumnus Derron Wallace, a Fulbright Scholar, Watson Fellow and Marshall Scholar in educational policy and research at the University of Cambridge.

Emceed by *60 Minutes* correspondent Lesley Stahl with a special comedic performance by John Oliver of *The Daily Show with Jon Stewart*, the highly successful event raised \$2.1 million.

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THE POSSE FOUNDATION, INC.
 STATEMENTS OF FINANCIAL POSITION
 AS OF DECEMBER 31, 2010 AND 2009

financials



ASSETS

	2010	2009
Cash and cash equivalents	\$ 3,396,891	\$ 2,421,512
Investments at market	29,572,378	25,464,988
University fees and other receivables	1,749,906	1,610,000
Pledges receivable, net	8,108,021	10,585,858
Prepaid expenses and other assets	340,929	355,779
Property and equipment, net	104,764	93,837
Cash and cash equivalents - permanently restricted	663,007	653,077
TOTAL ASSETS	\$43,935,896	\$41,185,051

LIABILITIES

Accounts payable and accrued expenses	\$341,605	\$294,406
Deferred rent	510,512	476,630
Deferred income	1,143,334	1,073,334
TOTAL LIABILITIES	1,995,451	1,844,370

COMMITMENTS

NET ASSETS (a) (b)

Unrestricted	\$6,233,651	\$6,013,201
Temporarily restricted	14,400,040	12,020,726
Permanently restricted	21,306,754	21,306,754
TOTAL NET ASSETS	41,940,445	39,340,681
TOTAL LIABILITIES AND NET ASSETS	\$ 43,935,896	\$ 41,185,051

the accompanying notes on page 57 are an integral part of these financial statements

THE POSSE FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
YEARS ENDED DECEMBER 31, 2010 AND 2009

	Year Ended December 31, 2010				Year Ended December 31, 2009			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2010	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2009
SUPPORT AND REVENUE:								
Contribution and grants	\$3,118,211	\$2,797,164	\$-	\$5,915,375	\$2,479,561	\$4,865,577	\$5,431	\$7,350,569
University fees	1,645,000	-	-	1,645,000	1,449,997	-	-	1,449,997
Services fees	2,235	-	-	2,235	36,128	-	-	36,128
In-Kind contributions	243,909	-	-	243,909	240,607	-	-	240,607
Investment income	4,111,482	-	-	4,111,482	5,879,945	-	-	5,879,945
Fund-raising events, net of direct benefits to donors	2,422,271	-	-	2,422,271	1,356,583	-	-	1,356,583
Net assets released from restrictions (a)	5,884,325	(5,884,325)	-	\$ -	7,857,856	(7,857,856)	-	\$ -
TOTAL SUPPORT AND REVENUE	17,427,433	(3,087,161)	-	14,340,272	19,300,677	(2,992,279)	5,431	16,313,829
Expenses:								
Program Services:								
Recruiting Services and training programs	8,900,281	-	-	8,900,281	8,268,370	-	-	8,268,370
Supporting Services:								
Management and general	1,414,865	-	-	1,414,865	2,595,655	-	-	2,595,655
Fundraising	1,425,362	-	-	1,425,362	1,351,660	-	-	1,351,660
Total Supporting Services	2,840,227	-	-	2,840,227	3,947,314	-	-	3,947,314
TOTAL EXPENSES	11,740,508	-	-	11,740,508	12,215,684	-	-	12,215,684
CHANGE IN NET ASSETS	5,686,925	(3,087,161)	-	2,599,764	7,084,993	(2,992,279)	5,431	4,098,145
Change in accounting principle (c)	(5,466,475)	5,466,475						
Net assets (deficit) - beginning of year	6,013,201	12,020,726	21,306,754	39,340,681	(1,071,792)	15,013,005	21,301,323	35,242,536
NET ASSETS - END OF YEAR	\$6,233,651	\$14,400,040	\$21,306,754	\$41,940,445	\$6,013,201	\$12,020,726	\$21,306,754	\$39,340,681

THE POSSE FOUNDATION, INC.
STATEMENTS OF CASH FLOWS
AS OF DECEMBER 31, 2010 AND 2009

	2010	2009
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$2,599,764	\$4,098,145
Adjustment to reconcile change in net assets to net cash (used) provided by operating activities:		
Depreciation and amortization	47,973	38,652
Amortization of pledge discount	(20,312)	(135,163)
Bad debt expense	200	1,456,110
Permanently restricted contributions	0	(5,431)
Contributed securities	(112,368)	(95,361)
Realized (gain) loss on securities	(35,081)	152,101
Unrealized gain on securities	(2,826,738)	(5,031,745)
Sub-total	(346,562)	477,308
Changes in operating assets and liabilities:		
(increase) decrease in assets:		
University fees and other receivables	(139,906)	(240,000)
Pledges receivable	2,467,523	1,619,906
Prepaid expenses and other assets	14,850	157,764
Increase in liabilities:		
Accounts payable and accrued expenses	47,199	(25,913)
Deferred rent	33,882	31,341
Deferred income	70,000	160,003
Net Cash Used by Operating Activities	2,146,986	2,180,409
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(1,236,342)	(988,081)
Proceeds from sale of investments	103,139	646,110
Purchase of property and equipment	(58,900)	(89,792)
Net Cash (Used) Provided by Financing Activities	(1,192,103)	(431,763)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	30,426	16,037
Net Cash Provided by Financing Activities	30,426	16,037
NET (DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS	985,309	1,764,683
Cash and cash equivalents- beginning of year	3,074,589	1,309,906
CASH AND CASH EQUIVALENTS-END OF YEAR	\$4,059,898	\$3,074,589

NOTES TO FINANCIAL STATEMENTS

a) Net Assets

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) 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.

Permanently restricted: net assets subject to donor-imposed stipulations that principal be maintained permanently by Posse, but the earnings of which are available and accounted for in unrestricted operations.

c) U.S. GAAP provides guidance on the net asset classifications of donor-restricted endowment funds for not-for-profit organizations that is subject to the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"). New York State enacted a version of UPMIFA on September 17, 2010. This law is commonly referred to as "NYPMIFA" (New York Prudent Management Institutional Funds Act).

The Board has interpreted New York State nonprofit law (UPMIFA prior to September 17, 2010 and NYPMIFA thereafter) as requiring the preservation of the historic dollar value of the original donor-restricted endowment gift as of the gift date, absent explicit donor stipulations to the contrary. The Board only appropriated for expenditure \$661,603 from the cumulative earnings on permanently restricted funds. Therefore the remaining earnings are reported as temporarily restricted. See Note B for how Posse maintains its net assets.

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New York, NY 10005

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