

SUMMER SEARCH



2024

ANNUAL REPORT

Unleashing students' potential through mentoring and transformative experiences. Since 1990.

Table of CONTENTS



2024 ANNUAL REPORT

CEO's Message / 3

Mission, Vision / 4

Program Arc / 5

Impact Data / 6

Program Highlights / 9

Alumni / 16

2025 Priorities / 18

Partners and Supporters / 21

Financials / 26

SUMMER
SEARCH



CEO'S Message



As we step into 2025, I want to reflect on what 2024 meant for Summer Search—a year of being bold.

Boldness requires courage. It means asking ourselves the hard, sometimes uncomfortable questions that challenge us to grow and push our work in new directions. It means stepping into the unknown with a willingness to embrace risk because we know that staying still is not an option for an organization that serves young people striving to break cycles of generational poverty.

This past year, we had the courage to ask ourselves:

- What is working?
- What is not working?
- Who do we want to be?
- How can we show up better to support our participants?

These questions led us to a pivotal decision: to refine how we support our post-secondary students. Starting in 2025, we will begin transitioning some of the tactical, yet essential, supports like FAFSA assistance and college applications to trusted partners who specialize in those areas. This shift allows us to focus on what we do best—mentorship.

We are doubling down on helping Summer Searchers navigate their early careers, securing internships and jobs, and accessing transformative opportunities that build confidence and skills for a lifetime. This is where our participants need us most, and we are stepping up with boldness and clarity to meet that need.

As we embark on our 35th anniversary in 2025, we carry this boldness forward. For 35 years, Summer Search has been a beacon of support, mentorship, and hope for young people. Now, we have the courage to reimagine what the next 35 years will look like.

I am endlessly grateful for this community—for your trust, your belief in our mission, and your willingness to walk alongside us as we continue to evolve.

Here's to a courageous and inspiring 2025.

Ursulina Ramirez

“Let’s be bold together—confident that every decision we make is for the betterment of our participants. Let’s take risks that ensure Summer Search continues to be a transformative force for young people, while also being a place where our staff can thrive.”

Mission

Our mission is to **unleash students' potential** through mentoring and transformative experiences.



Vision

Summer Search envisions a world in which young people, regardless of circumstance, can fulfill their potential and lead their families and communities to thrive. We believe our world is better off when everyone can discover their purpose. Yet, for too many young people, our society creates unjust obstacles that unfairly block their search.

Every day we break down barriers and fight for equity for our students by connecting them to expansive opportunities and a community of support. We partner with them in their discovery that they possess not just the talent, but also the inner strength to carve their place in the world.

When all young people can cultivate the power and courage already inside them, they are unstoppable.

The Program *Arc*

Summer Search offers long-term holistic support to build purpose and financial well-being.



ALUMNI NETWORK

Networking & Philanthropy

POST-SECONDARY

College, Career, and Financial Mentorship

SENIOR YEAR

Post-secondary / Career Exploration Mentorship



SUMMER EXPERIENCE #2

Adventure / Academic / Community Experience of your Choice



JUNIOR YEAR

Mentorship & Future Plan

SUMMER EXPERIENCE #1

Group Outdoor Adventure

SOPHOMORE YEAR

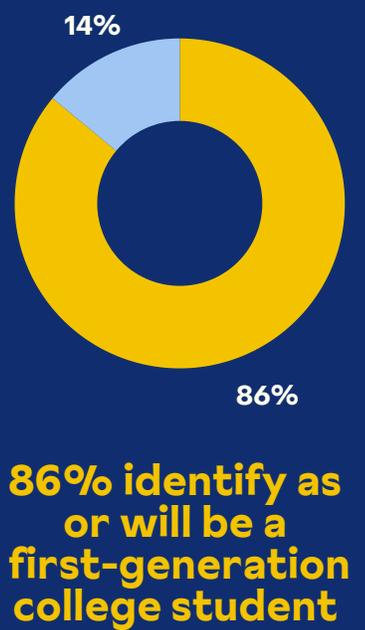
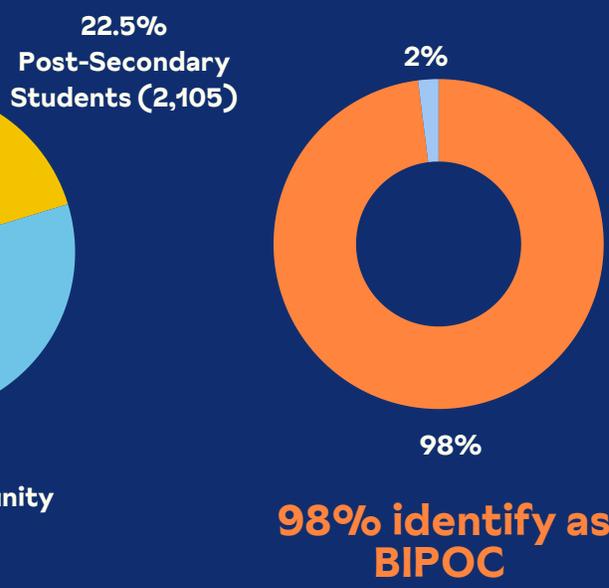
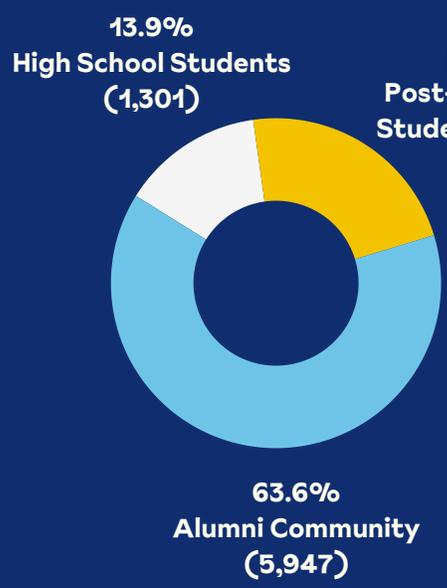
Acceptance and Mentorship





2024 Impact

MEET THE 9,353 SUMMER SEARCHERS WE SERVED IN 2024:



SUMMER SEARCHERS ARE REACHING INCREDIBLE MILESTONES:

99%

of the High School Class of 2024 graduated—more than 10% compared to the U.S. average of 87% in 2020–2021.

60%

of our students earned a Bachelor's Degree within 6 years compared to 21% of their peers from low-income communities.

"Summer Search is good at opening doors for people like me, low-income students that need a glimpse of other places of this world."

– Summer Search High School Junior

The logo for '2024 Impact' is displayed within a white, rounded, speech-bubble-like shape. The year '2024' is in a bold, green, sans-serif font, with a green hand icon integrated into the second zero. Below the year, the word 'Impact' is written in a large, dark blue, cursive script font. The background of the entire graphic is a dark blue gradient with orange and yellow curved lines.

2024
Impact





SUMMER SEARCH POST-SECONDARY PARTICIPANTS AND ALUMNI ARE SETTING THEMSELVES UP FOR FINANCIAL SUCCESS:

73%

are employed within 6 months of earning their highest degree.

<20k

The majority of Summer Searchers are graduating college with <\$20k of debt as compared to borrowers between the ages of 25 and 34 years with an average debt of \$33,260.

2024
Impact



OUR PARTNERS:

80

summer program partners supporting nearly 700 (90%) eligible Summer Searchers to challenge themselves across the country and abroad on transformational summer experiences.



**34 YEARS
AND 9,300+
YOUNG
PEOPLE**

SUMMER SEARCH

Highlights

For the past 34 years, over 9,300 young people have trusted Summer Search to be a source of mentorship, advising, and exploration as they navigate major decision points in their adolescence and young adulthood.

Summer Search is privileged to have grown in myriad ways alongside each of the young people in our program. As the world has changed, Summer Search has, too—continuously learning and evolving to meet the needs of our communities in **Philadelphia, Seattle, New York City, Boston** and the **Bay Area**.



Mentoring

**SUMMER SEARCH
WELCOMED 475
NEW STUDENTS
ACROSS OUR
FIVE SITES**

Deep mentoring relationships with young people is the foundation of our program.

This year, Summer Search welcomed 475 new students across our five sites, each of whom is paired with a full-time staff mentor who meets with students via phone and in-person at school. Mentoring conversations range from reflections, celebrations, and challenges occurring in students' home lives, social circles, and at school, along with broader discussions around identity, values, and their goals for the future.

Guiding these conversations for our mentors is Summer Search's own 'Depth Mentoring Framework', grounded in 34 years of experience mentoring young people alongside research from the youth development field, and utilizing the key principles of trauma sensitivity, critical consciousness, identity development, and social-emotional learning.



Depth Mentoring Institute

**TRAINED 20+
SUMMER
EXPERIENCE
PARTNER
ORGANIZATIONS**

Summer Search's Depth Mentoring Institute is an adult-focused learning and development program.

In addition to our own full-time paid mentors, Summer Search also recognizes that most young people are seeking mentorship and guidance from a wide variety of adults in their lives. Summer Search's **Depth Mentoring Institute (DMI)** is an adult-focused learning and development program which promotes knowledge dissemination, best practice creation, and experiential learning to build competencies for adults engaging with adolescents and young professionals.

Our Depth Mentoring training empowers a variety of learners who engage as mentors, youth leaders, or managers of adolescents and young adults.

In the last couple of years, Summer Search has delivered Depth Mentoring training to **20+ summer experience partner organizations** and presented at the Youth Mentoring Collaborative Symposium, National Partnership for Education Access, MENTOR Summit, and American Camp Association. Almost **30,000 young people** have been impacted by DMI, expanding our reach.

From corporate leaders and internship program managers, to youth leaders and nonprofit executives, Summer Search broadens its impact by delivering this training to non-profit, education, and corporate partners. We are eager to continue making a broader impact by delivering this training to both non-profit and corporate partners.





Jacob Ureña, a Summer Search Mentor from Boston, shared the following reflections on his session facilitation:

**READ MORE
ABOUT JACOB'S
EXPERIENCE AT
THE SYMPOSIUM.**

“One of the most meaningful moments for me was hearing the diverse perspectives in the room. As participants shared their stories, I was struck by the universality of certain themes—the importance of trust, the impact of being seen and heard, and the resilience of young people navigating complex challenges.

These conversations reinforced the idea that mentoring is not a one-size-fits-all practice. It’s deeply personal and requires a willingness to meet people where they are, with empathy and intention. I left the session feeling grateful for the opportunity to facilitate, but even more grateful for the insights and experiences others shared with me.”

Experiential Learning



This year, nearly 700 high school sophomores and juniors embarked on experiential summer learning opportunities. Examples of these travel opportunities and learning experiences included:



A 13-day kayaking and camping expedition across the expansive, 125-mile long Lake Champlain which stretches from Vermont to Canada. This trip is offered in partnership with **Kroka**.

A 7-day academic program catered to high school students seeking experiences that will help them prepare for college life and introduce them to the study of public health in Philadelphia. This trip is offered in partnership with the **Dornside School of Public Health at Drexel University**.



A 7 or 14-day arts and music camp in New Jersey, where students have the opportunity to engage in a variety of activities including theatre performance, podcasting, photography, creative writing, and environmental arts. This trip is offered in partnership with **Appel Farm**.





Experiential
Learning



“My greatest success was being able to connect with other students as soon as we touched base. It showed that we all had the ability to rely on each other.”

- Kroka Participant

“Learning about new careers and how to start a path to those careers were my greatest success during this experience because it opened my mind up to what I would want my future to be like.”

-Drexel Participant

**READ MORE ABOUT SOME OF THE EXPERIENCES
SUMMER SEARCHERS PARTICIPATED IN HERE.**

Post Secondary

**MORE THAN 4,700
INDIVIDUALS
ARE ON SUMMER
SEARCH
CONNECT**

Supporting Summer Searchers through the critical transition from high school to post-secondary education through to launching a fulfilling career.

This year, Summer Search underwent two key changes within our post-secondary program, deciding to **1) outsource post-secondary services to peer organizations** and **2) enhance career services and alumni support.**

Leveraging 30+ years of experience managing deep partnerships with summer experience providers, we will build a cohort of post-secondary partner organizations offering participants access to mental health services, financial education, career exploration, and academic support. We recognize that the college success space is crowded, and for good reason. However, this also means that we often compete for financial resources with other organizations and see potential in joint fundraising around formalized partnerships.

For the past few years, Summer Search's survey of post-secondary participants has indicated a consistent desire for access to internships, career exploration, networking, and job-seeking skills. We will continue to expand this support by increasing the number of internship partners—companies committed to offering meaningful, paid opportunities to our participants throughout their post-secondary and early careers.

Two steps we have already taken towards doing this are continuing to expand the CONNECT digital platform to 75% of post-secondary participants and expanded our partnerships with companies/organizations providing internships to participants across the network.



Alumni

**~80 ALUMNI
HELD STAFF OR
LEADERSHIP
POSITIONS AT
SUMMER SEARCH IN
2024**

We are immensely proud of the program alumni who have opted to make an indelible impact in the future of our program and students by serving as staff members and on our boards.

In 2024, we had alumni representation on each of our five local boards, along with our National Board of Directors.

ALUMNI BOARD MEMBERS

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"My mentors and coaches have all taught me to dream big. The career exposure is unmatched and the access to coaches have really helped shape the person I have become today. They have helped bridge the gap between what they know is possible for me and what I believe is possible for myself."

- Loi, Summer Search Bay Area Participant



"My life and educational journey...taught me a few crucial lessons. It took me years to overcome my doubts and truly believe that I belonged in college. Summer Search saw potential in me long before I could see it in myself."

- Dr. Lucy Fuentes, Summer Search Bay Area Alum



2025 Priorities

A PREVIEW OF OUR FY2025 PRIORITIES

Summer Search's strategic vision from FY25-26 will be focused on leveraging the transformative power of depth mentoring, innovative partnerships and sustainability, and data-driven success to empower young people with the skills needed for career readiness.

BELOW IS A PREVIEW OF SUMMER SEARCH'S FOUR ORGANIZATIONAL INITIATIVES:

1.

Increase Recruitment, Engagement, and Retention:

We will use data-informed, evidence-based practices and innovations to ensure young people who want to be Summer Searchers receive quality engagement supports from our Professional Mentors.

In FY25, Summer Search will increase student sophomore recruitment by 10% compared to FY24 with the addition of more than 500 new participants



2025
Priorities

2.

Enhance Learning and Evaluation:

We will create greater visibility into our operations and activities: their implementation, alignment with our values, and progress towards identified goals. We will also invest in learning supports for staff and programmatic stakeholders with particular focus on mentoring, managing, and successful partner engagement.

In FY25, Summer Search will integrate Depth Mentoring-aligned quality criteria and expectations with at least 75% of program partners to ensure alignment with our values and ensure quality programming for Summer Search participants.



3.

Implement a Sustainable Career Success Strategy:

We will develop and implement an approach to support career success for our participants. Career services programming will establish a revenue-generating model rooted in the wider application of the Depth Mentoring Institute and deeper impact for the historically marginalized communities we indirectly serve. Our new strategy will also leverage a centralized career services team, our expertise in mentoring, scalable tools and resources, and strong partnerships.

As part of the implementation of career services programming, Summer Search aims to have at least 70% of participants attaining employment aligned with their career interests and education level within six months of completing a post-secondary pathway.



2025
Priorities

4.

Increase Organizational Sustainability and Growth:

Summer Search's model requires a long-term commitment to our young people. Our commitment to maintaining a sustainable and growth-oriented financial model requires continuous evaluation of our fundraising strategies, expenses, and development of new revenue streams.

Summer Search, with the support of our committed donors and partners, seeks to raise all current year revenue exceeding \$20 million, keep expenses below \$24 million, and raise 50% of future year's revenue.

As Summer Search embarks on this exciting new chapter, we look forward to sharing more with you in the coming year.



OUR PARTNERS AND SUPPORTERS



Thank you!

Our Strategic Partners

We are grateful to all our supporters who have contributed to Summer Search not only with financial contributions but also through donations of time, services and goods. Thank you to our supporters including volunteers, teachers, schools, community programs, staff, and families who all made our work possible throughout Fiscal Year 2024 (10/1/2023 - 09/30/2024).



KEY

~ Board

> Multi-Year Supporter or Recurring Donor

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Brooklyn Emerging Leaders Academy (BELA)
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Continued...

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Giving Program
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Frederick Douglass Academy
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FThree Foundation
Fullerton Family Foundation
Futures and Options
Bill & Melinda Gates Foundation
Geller Advisors LLC
Gelotte Hommas Drivdahl Architecture
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General Atlantic Foundation

The GIANT Company
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Goldman Sachs & Co. Matching Gift
Program
Goldman Sachs Gives
Goldman Sachs Gives Annual Giving Fund
Google Matching Gifts Program
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Foundation
Harbor Capital Advisors, Inc
Harrisburg University
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The Keith Haring Foundation
Harnish Foundation
Harris Family Foundation
Charles Hayden Foundation >
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Highland Partners Charitable Fund
Highline High School
Highspot
The Hirsch Family Foundation >
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Hodder Family Foundation
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(HIOBS)
IBM
Ichigo Foundation >
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Impact Assets
The In School & Out of School Fund, a
Community Impact Fund of Napa Valley
Community Foundation
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Instagram
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Maine Teen Camp
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Malden High School
Manhattan Early College for Advertising
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New Mission High School
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New York Knicks
New York Life
Newfront
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Northwest School
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Philadelphia Outward Bound School (POBS)
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Pilot House Associates
Pincus Family Foundation
Pine Hill Group (CFGI)
The Pinkerton Foundation
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Price Family Foundation
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Someone Else's Child
Sonoma Valley High School
Sony
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United Way of the Bay Area
United Way of the Capital Region
Unity Preparatory Charter School
University Heights High School
University of the Pacific Summer High
School Institute
Univest Corporation of Pennsylvania
The Unscripted Project
Urban Assembly Maker Academy
The Urban Assembly School for Applied
Math and Science
The Urban Assembly School for Emergency
Management
The Urban Assembly School for Law and
Justice
Validus Preparatory Academy
The van Aagtmael Charitable Fund
Vanguard Charitable Endowment Program
Vanguard Matching Gift Program
Veeva
Vertex Pharmaceuticals
Visa
VISIONS
Wachtell, Lipton, Rosen & Katz
Washington Business Week
Washington State Recreation and
Conservation Office >
WCI Corporation
Webster Bank
Wells Fargo
Whole Foods
William and Lia Poorvu Foundation
Williamson College of the Trades
Willow Creek Charitable Foundation
Windrose Advisors
Winnebago
Winter-Lehman Family Foundation
Workday, Inc.
Woven Foundation
YHB Charitable Endowment
YMCA Frost Valley
YMCA of Greater Seattle
You Are Tech
Young People's Leadership Foundation
ZS Associates

Visit summersearch.org/annualreport2024 for a full list of supporters.

Thank you!

Our Boards

This list recognizes those who served on Summer Search boards during Fiscal Year 2024 (10/1/23-09/30/24).

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Andre Cuerington
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Jeff P. Dorigan
Suzanne Eberhard
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Murphy Grant
Teke Kelley
Sasha Kovriga*
Jean E. Lee
Pam Lehrer
Bibiana Leite
Tom Mattimore
Robert B. Okun
Jeff L. Shames
Diana S. Strandberg
Graves Tompkins
Erik Toth
Amber Williams

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Sally Hambrecht
Jim Milligan
Linda Mornell
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Bobbi Silten
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Sonika Singal
Jamey T. Spencer
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Haren Nayagan
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Gavin Smith
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Gabby Slome
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Scott Thomas
Hakim R. Thompson
Graves Tompkins
Jenny Tu
Tom Wheeler
John L. White
Nina Yadava

Thank you!

Board List Key: *Alumni



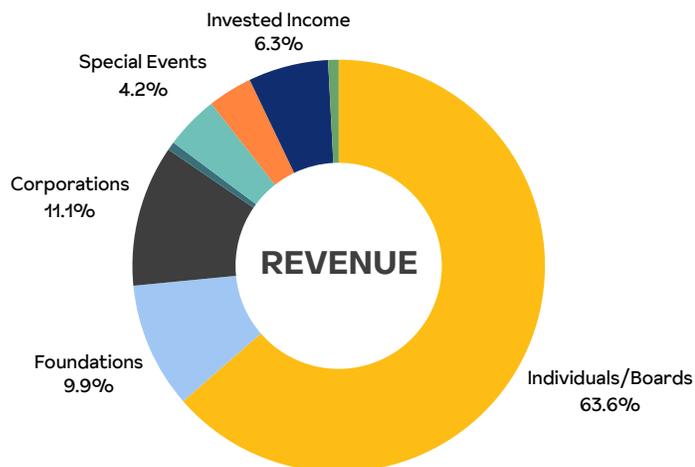
Financials*

Fiscal Year 2024
Oct. 1, 2023 to Sept. 30, 2024

Revenue

- Individuals/Boards: \$19,279,667
- Foundations: \$2,991,531
- Corporations: \$3,358,925
- Government: \$202,518
- Special Events, Net: \$1,273,428
- Contributed Gifts & Services: \$1,059,250
- Invested Income: \$1,902,020
- Other Income: \$249,863

Total Revenue: \$30,317,202



Operating Expenses

Program Services

- Staff Training & Development: \$5,630,405
- Mentoring: \$5,450,865
- Post-Secondary & Alumni Program: \$3,524,252
- Summer Program: \$2,912,206

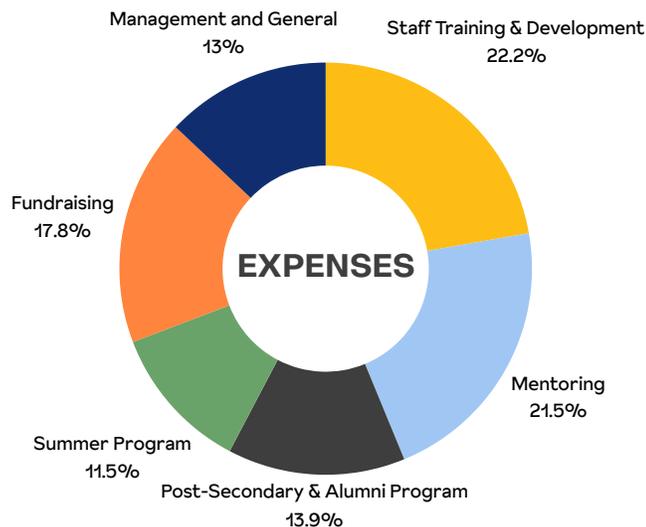
Total Program Services: \$17,517,728

Supporting Services

- Fundraising \$4,515,094
- Management and General: \$3,279,160

Total Supporting Services: \$7,794,254

Total Expenses: \$25,311,983



ASSETS

- Change in net assets without donor restrictions: \$1,797,977
- Change in net assets with donor restrictions: \$3,207,243
- Beginning net assets without donor restrictions: \$19,883,785
- Beginning net assets with donor restrictions: \$10,713,084

Net Assets at End of Year : \$35,602,089

*Pending final approval in Summer 2025



SUMMER SEARCH



Connect

National Headquarters
304 12th Street, Suite 4A
Oakland, CA 94607
Phone: 415.362.5225
E-mail: info@summersearch.org

summersearch.org

