2017 ANNUAL REPORT

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Youth INC’s mission is to transform the lives of NYC youth by empowering the nonprofits that serve them.

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The yellow circles represent where 72 Youth INC nonprofit partners provide programming to 150,000 youth throughout NYC.

Citizens’ Committee for Children’s Community Risk Ranking provides a composite picture of the concentration of risk to child well-being across New York City’s 59 community districts. This measure combines all six domains of child well-being—economic security, housing, health, education, youth (teen birth rate, teen idleness, youth unemployment), family and community. www.cccnewyork.org
A LETTER FROM THE EXECUTIVE DIRECTOR

Dear Youth INC Community,

2017 was an outstanding year of progress and promise for Youth INC! Our network grew to 72 organizations that collectively champion the lives of more than 150,000 young people in New York City. Our ethos of “Listen. Learn. Evolve.” continues to inform our program design to put nonprofit partners and the youth they serve at the center of our work. We then bridge the business community to the social impact sector to provide nonprofits with the coaching, capital and connections to not only survive, but thrive!

In 2017, we:

• Trained 12 nonprofit partners to raise over $1.2M in our Celebration Fundraising Program
• Transformed 12 organizations with exemplary practices in governance and succession plans
• Coached 16 partners on impact evaluation through our pioneering Metrics Program
  o We put data and best practices in the hands of those working with youth to drive growth in Social and Emotional Learning (SEL) among youth served.
  o Leading scholars have reached consensus that SEL is just as important as academic learning for success in school, career and life.
• Awarded over $300,000 in capacity building cash grants to 10 nonprofit partners
• Certified 4 nonprofits on volunteer best practices in partnership with NYC Service and Points of Light Foundation.
• Placed over 20 Board members on the Boards of our nonprofit partners with a 20x ROI!
• Engaged hundreds of corporate volunteers in skills-based and service-based volunteer opportunities, including Morgan Stanley’s Institutional Nonprofit Collaborative, Deloitte Impact Day, pro-bono PR projects with FTI!
• Grew RBC Race for the Kids to thousands of New Yorkers who came out to run, compete, volunteer and have fun – all to benefit Youth INC and NYC kids!

Our Key Performance Indicators (KPIs) demonstrate our impact. Over the course of a partnership with Youth INC, our partners experience average growth of:

• 197% in Revenue
• 36% Board Size
• 129% Youth Served
• 80% Statistically Significant growth in SEL!

We couldn’t accomplish any of this without our generous and dedicated Board of Directors and National Advisory Board or our very engaged Strategic Initiatives Committee of our Sustaining Board and Young Professionals Board. These are the leaders and future leaders of the global business community who make time to invest in the next generation of New York City so that all young people can achieve their full potential, regardless of the zip code into which they were born.

With gratitude,

REHANA FARRELL
Executive Director
OUR APPROACH

Youth INC’s venture philanthropy model uses a rigorous screening and due diligence process to find the city’s best run, grassroots youth-serving nonprofits. Once they become partners, we empower them with the content, coaching, capital and connections they need to succeed.

1500 NONPROFIT ORGANIZATIONS

CANVAS
75-100 organizations annually in a universe of 1,500 NYC youth-serving nonprofits

SELECT
the best practitioners who are ready to scale after a rigorous financial and organizational due diligence process

INVEST
in the most deserving nonprofits with $2 million in service grants and cash grants each year

ACCELERATE
the nonprofits with the greatest potential for scaling impact by providing customized support

72 NONPROFIT PARTNERS
OVER 150,000 NYC KIDS!

OUR PROGRAMS + RESULTS

Youth INC’s unique model puts organizations on a pathway to sustainability, growth and impact all at no cost to our nonprofit partners.

FUNDRAISING

Celebration is a fundraising training program that equips nonprofits with the tools to raise unrestricted funding and diversify their individual and corporate donor bases.

GOVERNANCE

Board Advancement strengthens nonprofit board performance through customized assessments and hands-on consulting from board development professionals.

The Succession Planning Program works with the Executive Director/CEO, board, and staff to develop succession policies for both emergencies and long-term planning for organizational sustainability.

IMPACT EVALUATION

The Metrics Program helps nonprofits quantify and improve their impact on kids using a scalable technology platform.

Partners experience 197% average increase in revenue

Partners experience 36% average increase in board size

80% of youth surveyed from Youth INC’s Partner Network made statistically significant gains in Social Emotional Learning
“One of my favorite parts about coaching boards is seeing how their increased confidence empowers them to address their latent pain points. This year, we had a founder board chair identify and begin to train her successor, a finance committee begin to drive the board’s conversation around budget instead of the founder ED, and a board chair lead the implementation of term limits to revitalize the composition of their board. It is this type of fearless leadership that we need guiding NYC’s youth development nonprofits.”

ELLIE REITER
Senior Associate Director, Youth INC

“Celebration was transformational for George Jackson Academy. We started an Associate Board of thirty caring young people to support the school and needed a way to link that board with our trustees, while also teaching the young board how to fundraise. Celebration gave us the training and confidence to take brave next steps to expand the organization, and the payoff has been enormous. We now have an entirely new class of donors and another way that past supporters can be a part of the community.”

ANDRE DELVALLE
George Jackson Academy Principal

“As South Bronx United enters the next stage in our organization’s growth, an educated, engaged board is crucial. Over the past year, the Youth INC Board Advancement Program has helped take our board to the next level through timely workshops, committee development, and one-on-one consulting sessions. We can say without hesitation that we are better prepared to realize our mission and vision.”

ANDREW SO
Executive Director, South Bronx United

“We joined the 2016 Metrics Program, we also marked our ten-year anniversary and felt we were in a strong position to review our goals and develop systems to properly collect and analyze data. We had successful program models but needed tools to communicate that success and better understand how to continue improving our programs. The Metrics Program provided us with the ability to administer student and staff surveys and analyze the results. We not only improved our ability to capture our outcomes but the capacity to truly understand the impact we have on the students we serve. We have been able to make changes to program structures and staff Professional Development opportunities to help our students gain even more from our programming. This insight is vital to ensuring our students learn they have what it takes to succeed no matter the obstacles, which is key to breaking cycles of intergenerational poverty.”

MARY-MITCHELL CAMPBELL
Founder of Artists Strive to End Poverty
# OUR NONPROFIT PARTNERS

Youth INC’s Partner Network is a community of talented and capable high impact organizations serving over 150,000 kids of promise in NYC. Members of our network share a passion for transforming the lives of kids. Through a multitude of unique missions and programs, the Youth INC Partner Network is turning the potential of our kids into the progress of our city.

## 2017 NONPROFIT PARTNERS

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<tr>
<th>826NYC</th>
<th>Opening Act</th>
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<td>826 National</td>
<td>Parent-Child Home Program</td>
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<td>Adoptive and Foster Family Coalition</td>
<td>Partnership with Children</td>
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<td>America SCORES New York</td>
<td>Play Rugby USA</td>
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<td>Artists Striving to End Poverty</td>
<td>PowerPlay NYC</td>
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<td>ASYEP</td>
<td>Roads to Success</td>
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<td>Atlas: DIY</td>
<td>Rocking the Boat</td>
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<td>Behind the Book</td>
<td>Raw New York</td>
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<td>South Bronx United</td>
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<td>Brooklyn Conservatory of Music</td>
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<tr>
<td>Brooklyn Music School</td>
<td>St. Ignatius School</td>
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<tr>
<td>CAMBA</td>
<td>Steve’s Camp at Horizon Farms</td>
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<td>Change For Kids</td>
<td>TADA! Youth Theater</td>
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<tr>
<td>Christodora: Nature, Learning, Leadership</td>
<td>The New York Center for Children</td>
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<tr>
<td>Code/Interactive</td>
<td>The New York City Urban Debate League</td>
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<td>Community of Unity</td>
<td>The Parris Foundation, Inc.</td>
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<td>Community-Word Project (CWP)</td>
<td>The West Side Commons</td>
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<td>Concrete Safaris</td>
<td>Trail Blazers</td>
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<td>Cornelia Connelly Center</td>
<td>ville Theater Experience</td>
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<td>Council For Unity</td>
<td>Willie Mae Rock Camp for Girls</td>
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<td>Creative Art Works</td>
<td>World of Money</td>
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<td>Crisco Ray Brooklyn High School</td>
<td>You Gotta Believe!</td>
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<td>Dancewave</td>
<td>Zone 126</td>
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<td>Drive Change</td>
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<td>Extreme Kids &amp; Crew</td>
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<td>Futures and Options</td>
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<td>GallopNYC</td>
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<td>George Jackson Academy, GJA</td>
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<td>Girls Write Now</td>
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<td>Global Kids</td>
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<td>Global Potential</td>
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<td>Harlem Junior Tennis &amp; Education Program</td>
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<td>Highbridge Voices</td>
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<td>Hour Children</td>
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<td>I Challenge Myself</td>
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<td>Ifetayo Cultural Arts Academy</td>
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<td>Imani House Inc.</td>
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<td>INCLUDEnyc</td>
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<td>Kids Creative</td>
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<td>Lincoln Square Neighborhood Center</td>
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<td>Literacy, Inc. (LINC)</td>
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<td>Minds Matter NYC</td>
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<td>New Heights Youth</td>
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<td>NYC FIRST</td>
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YOUTH INC 2017
TRANSFORMING YOUTH DEVELOPMENT

Leading scholars agree that Social and Emotional Learning (SEL) is just as important as academic learning for success in school, career and life. In today’s dynamic environment, employers demand ‘21st century’ or ‘soft’ skills, such as confidence, critical thinking, communication and collaboration. These are the character traits that our 72 nonprofits seek to build in the 150,000 young people they serve and that we help measure and maximize through our pioneering Metrics Platform!

21ST CENTURY SKILLS REQUIRED FOR SUCCESS: SEL

“SEL will prepare today’s students for this evolving workplace, with consequent benefits for individuals, businesses, the economy and society.”

Google

“...and 80% of youth in our Metrics Program report experiencing statistically significant gains in Social Emotional Learning (SEL)!”

LEVERAGING DATA & BEST PRACTICES

Youth INC’s Metrics Platform is powered by Algorhythm, a leading data science company with the largest set of youth outcomes in the nation. We are setting the standard in youth development and coaching our nonprofit partners to achieve it using data and best practices, which is revolutionary!

72 NONPROFIT PARTNERS

150,000 NYC KIDS
CORPORATE PARTNER SPOTLIGHT: MORGAN STANLEY

Morgan Stanley employees are the model of engaged corporate partners, harnessing the resources at their disposal to improve the lives of children across NYC.

“Youth INC offers so many ways to have an impact. With over 72 nonprofit partners offering programming around STEM to rugby to creative writing to dance, there is really something for everyone.”

KATHLEEN MCCABE
Youth INC Board Co-President
Morgan Stanley Managing Director

“Youth INC offers our employees a broad range of ways to live out one of our core firm values – giving back. It is fulfilling to see our employees use their skills to help strengthen nonprofits that serve NYC’s kids.”

JOAN STEINBERG
Morgan Stanley Global Head of Philanthropy

MS INC - MORGAN STANLEY INSTITUTIONAL NONPROFIT COLLABORATIVE

Since 2012, the Morgan Stanley Institutional Nonprofit Collaborative has paired the firm’s young talent with Youth INC’s nonprofit partners to complete volunteer projects in financial analysis, marketing, and organizational strategic oversight.

The pro-bono consulting services of MS INC drive projects critical to the sustainability and growth of our partner nonprofits all while developing future nonprofit board leaders at Morgan Stanley.

“Getting to know the Executive Directors and the youth served by Youth INC’s nonprofit partners has been an inspiration.”

JEFF HOLZSCHUH (3rd from left)
Youth INC National Advisory Board Member, Morgan Stanley Managing Director and Chair of the Institutional Securities Group

EMPLOYEE ENGAGEMENT THROUGH MS INC

11 CYCLES

CONTRIBUTING 6,520 HOURS

OVER $1.6MM OF PRO-BONO WORK

175 MORGAN STANLEY VOLUNTEERS
2017 SIGNATURE EVENTS

**January 12**
Partner Network Kickoff

**May 5**
Chips for Change Young Professionals Gala

**June 7**
State of the Market Conference Featiring Michael Bloomberg and David Rubenstein

**September 16**
RBC Race for the Kids

**October 20-27**
Trading Week for Kids hosted by Canaccord Genuity featuring Dan Loeb

**November 9**
Celebration to Benefit New York Kids honoring Amy & Evan Wildstein and Melissa Francis & Wray Thorn
**National Advisory Board**

- Stephen K. Orr: Co-Chair & Founder, Orr Associates, Inc. (OAI)
- James E. Duffy: Former President, ABC Television Network
- Blair Fleming: RBC Capital Markets
- Richard J. Hendrix: FBR Capital Markets
- Jeffrey R. Holzschuh: Morgan Stanley

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- Dhana Janey M. Pai: Vice President, P. Schoenfeld Asset Management
- Evan Wildstein: Vice President, Kahlberg & Company
- Geoffrey W. Levin: Secretary, Sidley Austin
- Kathleen Metinko: Treasurer, Deloitte

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- Cate Ambrose: LAVCA
- Paul Aversano: Alvarez & Marsal
- Sanford A. Cockrell III: Deloitte

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- Paul J. Taubman: PJT Partners
- Ted Virtue: MidOcean Partners
- Jonathan G. Weiss: Wells Fargo Securities
- Barbera Marcin: Gabell Asset Management
- Emmett McCann: Qatine Capital Management
- Robert McCooey: Nasdaq

**Sustaining Board and Young Professionals Board**

**Sustaining Board**

- David Bensinger: Bensinger Technology
- Robert L. Berner III: RLBI Capital
- Daniel W. Blood: FBR Capital Markets Corporation
- Jeffrey L. Blumin: Citizens Capital Markets
- John Campbell: Citi
- James Clayton: Goldman, Sachs & Co.
- Joseph F. Coughlin: Corporate Risk Solutions
- Mark Dimilia: Morgan Stanley

**Young Professionals Board**

- Ross Ayha: Benefit Street Partners
- Zachary Bahor: Tarsus Capital
- Tariq Barma: Michigan State University
- Brock Bell: JP Morgan Chase & Co.
- Nikhil Boade: American Industrial Partners
- Erin Campbell: TFS Capital
- ToBI Coker: Morgan Stanley
- Matthew Delconte: Cour Square Capital Partners
- Mattie Dinge: Apax Partners
- Andrew Ehrlickman: Brookfield Asset Management
- Carly Galante: Ralph Lauren
- Joseph Gasparr: Credit Suisse
- Dara Hessel: Neuberger Berman

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## AUDITED FINANCIAL RESULTS
### 2015-2017

### STATEMENT OF ACTIVITIES

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<td>(UNRESTRICTED)</td>
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<td>Grants, Contributions, and Special Events, net</td>
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<td>7,761,855</td>
<td>7,805,020</td>
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<td>1,174,706</td>
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<td>8,936,561</td>
<td>8,633,356</td>
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<td>Capacity-Building Programs</td>
<td>3,800,316</td>
<td>3,751,654</td>
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<td>6,674,260</td>
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<td>3,316,768</td>
<td>883,832</td>
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<td>Fundraising</td>
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<td>1,182,244</td>
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<td>9,173,272</td>
<td>8,574,615</td>
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<td>371,382</td>
<td>(236,711)</td>
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<td>ORGANIZATIONAL OVERHEAD</td>
<td>25.5%</td>
<td>27.2%</td>
<td>17.5%</td>
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### STATEMENT OF FINANCIAL POSITION

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<td>Cash and Investments</td>
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<td>Accounts Receivable &amp; Other Assets</td>
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<td>1,516,365</td>
<td>1,112,535</td>
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<td><strong>TOTAL ASSETS</strong></td>
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<td>3,879,559</td>
<td>3,674,199</td>
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<td><strong>LIABILITIES &amp; NET ASSETS</strong></td>
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<td>Accounts Payable and Other Liabilities</td>
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<td>Unrestricted Net Assets</td>
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<td>Temporarily Restricted Net Assets</td>
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<td><strong>TOTAL NET ASSETS</strong></td>
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<td>3,006,667</td>
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<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
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<td>3,879,559</td>
<td>3,674,199</td>
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</tbody>
</table>