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

Youth INC had a stellar 2016! We grew our network to 63 nonprofit partners serving over 300,000 young people across the five boroughs of New York City.

Youth INC exists because 1 in 3 kids lives at or below the poverty line in NYC - $32,000 for a family of four. Grassroots nonprofits are there to support them and their families. Our mission is to transform the lives of young people by empowering the nonprofits that serve them.

We are so inspired by the passionate and tireless social entrepreneurs who lead grassroots nonprofits across our city. Youth INC helps our nonprofit partners achieve sustainable growth and improve their impact.

We coached our partners to raise over $1.2 million through our Celebration Fundraising Program, revitalized the governance of their Boards, and issued over $300,000 of BridgeFund cash grants to build out critical elements of their infrastructure. Our Key Performance Indicators show on average that our partners grew their revenue by over 170%, their Boards by almost 50% and the number of youth served by 130%.

We trained over 200 corporate professionals on nonprofit board service and placed 25 of them on the boards of our nonprofit partners. We engaged hundreds of people in service and skills-based volunteer opportunities through events with RBC, Morgan Stanley, and Deloitte. Thanks to the generosity of our corporate partners, we also launched a:

- Succession Planning Program with American Express and RBC
- Best Practices Guide to positive youth development with Algorhythm and News Corp
- Volunteer Management and Youth Council initiatives in partnership with NYC Service

We measured the impact of our partners on the youth they served and found 77% of youth surveyed reported a statistically significant improvement in Social and Emotional Learning or ‘SEL’. Research has proven that improving SEL outcomes for youth changes the trajectory of their lives by improving academic performance and reducing risky behaviors. By engaging kids and building their character, they stay in school, get better grades, graduate, apply to college, matriculate and succeed in life!

Our dedicated Board of Directors and National Advisory Board Members give generously and inspire others to support our work to try to level the playing field. We are a bridge between the business community and the social impact sector. We hope you will consider joining our ranks of supporters and putting the YOU in Youth INC!

With gratitude,

Rehana

Executive Director

“I think our mission of bringing resources to many fledgling nonprofits is a great area. These groups have yet to catch the attention of big philanthropists so we’re touching groups that otherwise wouldn’t be touched, and I think that’s what attracts people about venture capital. People love to be where the action’s happening and we are allowing people to drive change at the grassroots level and not just follow someone else’s model.”

TED VIRTUE
MidOcean Partners, Youth INC National Advisory Board Member
RAISING OUR CITY

We are building a community that gives young people the greatest opportunity to reach their full potential. We invest our time, skills, and resources in strengthening powerful nonprofits serving youth in their own neighborhoods.

“My wish for the youth, not only of NYC but of the world, is for each individual to have the opportunity to reach his or her potential.”

ALEX NAVAB
Kohlberg Kravis Roberts & Co.
Youth INC National Advisory Board Co-Chair

“I founded ROW New York in 2002 as an opportunity for teenage girls, particularly in under-resourced communities, to work together and focus on strength and team-building. We started with one boat of eight girls; we now have more than 2,000 people in boats across New York City. Our 100% graduation rate compared to the 65% citywide average is a particular source of pride.”

AMANDA KRAUS
Executive Director and Founder of Row New York

“Although I did not see all of you every day after school, you did not teach me how to use the rowing machine, or tutor me in math, you made it possible for Row New York and Youth INC to do all those things for me.”

NICOLE DOYLE
Marist College Class of 2019, Dean’s List
Graduate of Row New York, Youth INC Ambassador
TRANSFORMING THE LIVES OF YOUTH...

Grassroots organizations have always been the place for young people to rest their heads and grow their minds, bodies, and capacity to thrive, despite structural inequities.

These organizations are only as good as the people who lead them combined with the support they get from their community.

Youth INC helps its nonprofit partners to develop robust fundraising capabilities, build a strong board, and establish metrics to increase and better illustrate their impact. Youth INC also issues capacity building grants that accelerate growth and drive sustainable scale.

...BY EMPOWERING THE NONPROFITS THAT SERVE THEM

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 a partner, we empower them with the content, coaching, capital and connections they need to succeed.

1,500
NONPROFIT ORGANIZATIONS

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

63
NONPROFIT PARTNERS

CRITERIA FOR YOUTH INC PARTNER SELECTION

2 OR MORE FULL TIME EMPLOYEES

$250,000 - $4 MILLION ANNUAL BUDGET

3 YEARS OR MORE AS A 501(C)3

6 OR MORE BOARD MEMBERS

Friends of the Children
Former Executive Director and Youth Representative
HELPING KIDS ACHIEVE THEIR FULL POTENTIAL

Mounting research in Social and Emotional Learning (SEL) is changing the conversation about positive youth development. A young person’s ability to set and achieve their goals, establish strong connections, work well with others, and have the agency and competencies to influence the world around them are all indicators of “successful” outcomes in life.

With support from News Corp, we commissioned Algorhythm to mine the data of more than 3,000 youth across 27 organizations utilizing an evaluation tool that measures their growth in six research-based “Social and Emotional Learning” (SEL) capacities proven to be foundational to long-term success in life.

The Youth Development Impact Learning System (YDiLS) measures:

- SEL Gains
- Improved Academic Performance
- Continued Positive Behavior
- Reduced Risk Behavior
- THRIVING YOUTH

77% of youth surveyed from Youth INC’s Partner Network made statistically significant gains in Social Emotional Learning.

FOR MORE INFORMATION ABOUT SEL, PLEASE VISIT: https://algorhythm.io/youth-development/
OUR PARTNERS

Youth INC’s Partner Network is a community of talented and capable high impact organizations serving over 300,000 young people of promise in NYC. Members of our network share a passion for transforming the lives of young people. 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.

2016 PARTNERS

826NYC
Abraham House
America SCORES New York
Apex for Youth
Artists Striving to End Poverty
Atlas: DIY, Developing Immigrant Youth
Behind the Book
Bent on Learning
The Bloomingdale Family Program
Brooklyn Conservatory of Music
Brooklyn Music School
CAMBA
C/I (formerly Camp Interactive)
Christodora: Nature, Learning, Leadership
Change for Kids
CITYarts
Community of Unity
Community-Word Project
Concrete Safaris
Cornelia Connelly Center
Creative Art Works
Cristo Rey Brooklyn High School
Council for Unity
Dancewave
Dancing Classrooms
Drive Change
Fiver Children’s Foundation
Fresh Youth Initiatives - FYI
FriendsNY
Futures and Options
GallopenYC
Girls for Gender Equity
Girls Write Now
Global Kids
Global Potential
Hands in 4 Youth
Highbridge Voices
Hip Hop 4 Life
Hour Children
Imani House
Kids Creative
Literacy Inc.
Minds Matter of NYC
Move this World
New Heights Youth
New York City Urban Debate League
Opening Act
The Parent-Child Home Program
The Parris Foundation
Partnership with Children
Play Rugby USA
Power Play NYC, Inc.
Roads to Success
Rocking the Boat
Row New York
Steve’s Camp at Horizon Farms
St. Ignatius School
Tada! Youth Theater
Trail Blazers
vBe Theater Experience
Willie Mae Rock Camp for Girls
The West Side Commons
You Gotta Believe
PARTNER SPOTLIGHT: PLAY RUGBY USA

JOINED YOUTH INC PARTNER NETWORK: 2014
BUDGET SIZE: $1,750,000
BOARD SIZE: 19
YOUTH SERVED: 5,000
FOUNDED: 2009
MISSION: Play Rugby USA strives to achieve its vision of “A Better World Through Rugby” by offering a unique program based on a positive youth development framework for boys and girls of all ages and abilities. Play Rugby USA’s flag and tackle rugby programs build a safe space to encourage team membership and identity, and promote skill building and positive habits in school, community, and health.

100% OF PLAY RUGBY USA ACADEMY PLAYERS GRADUATE HIGH SCHOOL ON TIME AND GO ON TO COLLEGE

IN INVOLVEMENT WITH YOUTH INC

RAISED OVER $188,000 THROUGH YOUTH INC FUNDRAISING PLATFORMS

PARTICIPANTS IN BOARD ADVANCEMENT CELEBRATION • GET ON BOARD METRICS • MS INC RBC RACE FOR THE KIDS

“Play Rugby USA is just one of 63 amazing non-profits serving young people across New York City that are part of the Youth INC network. We could not be more proud of our partnership to help Play Rugby achieve sustainable growth so that they can help more kids.”

RICHARD SCHIFTER
TPG Capital, Youth INC Board Co-Chair

“At the age of 12, someone believed in me and gave me an opportunity to play rugby and it changed my trajectory and education. I went from being an average student to excelling in academics and sport. I want to provide that opportunity for kids who need a chance.”

MARK GRIFFIN
Executive Director of Play Rugby USA

“Life only changes when you become more committed to your dreams than you are to your comfort zone. Play Rugby constantly pushes me to reach my full potential on and off the field. For that, I will be forever grateful.”

CALAYSHA BYRD
Participant in Play Rugby USA, Marist University Class of 2019

IMPACT IN THREE YEARS

63% REVENUE GROWTH & 67% BOARD GROWTH
LEVERAGING THE RESOURCES OF THE BUSINESS COMMUNITY...

Because Youth INC was created by Wall Street professionals, our unique model positions us to support grassroots youth development organizations on a pathway to sustainability, growth and impact through:

- Content and coaching
- Connections
- Capital

We do all this at no cost to our nonprofit partners.

CONTENT AND COACHING

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.

<table>
<thead>
<tr>
<th>Partners experience</th>
<th>174% average increase in revenue</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Partners experience</th>
<th>47% average increase in board size</th>
</tr>
</thead>
</table>

METRICS
The Metrics Program helps nonprofits quantify and improve their impact on the whole child using a scalable technology platform.

| 77% of youth surveyed from Youth INC’s Partner Network made statistically significant gains in Social Emotional Learning. |

SUCCESSION PLANNING
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.

...TO DRIVE SUSTAINABILITY, GROWTH AND IMPACT

CONNECTIONS

BOARD PLACEMENTS
The Get On Board Program trains and places corporate professionals on the boards of our nonprofit partners.

| Over 240 corporate executives placed on partner boards since 2007 |

CASH GRANTS
BridgeFund provides cash grants to high-performing partner organizations that have a proven ability to leverage donor investments to build their infrastructure and scale to reach more youth.

| Partners that receive BridgeFund grants see an average increase of 109% in youth served |

“Being part of Youth INC has literally changed everything for me in the role of ED. I feel extremely supported and finally feel as an organization we are getting somewhere. I am 100% confident we are going to do even more meaningful work for our communities.”

LISA RECIO
Executive Director, Roads to Success, Youth INC Celebration Participant

77% of youth surveyed from Youth INC’s Partner Network made statistically significant gains in Social Emotional Learning.
CORPORATE PARTNER SPOTLIGHT: RBC

Royal Bank of Canada (RBC) is the model of an engaged corporate partner, investing capital and resources in a number of Youth INC initiatives throughout the year.

OVER $3 MILLION RAISED FOR NYC KIDS

ENGAGING EMPLOYEES

2,000 PARTICIPATED IN RBC RACE FOR THE KIDS

155 VOLUNTEERS PARTICIPATED IN

85 EMPLOYEES TRAINED ON NONPROFIT BOARD SERVICE

5 CORPORATE EXECUTIVES PLACED ON NONPROFIT BOARDS

SUPPORTING CAPACITY BUILDING INITIATIVES

RBC SUPPORTED A BRIDGEFUND GRANT TO TRAIL BLAZERS CAMPS FOR A COMMUNITY RELATIONSHIPS DIRECTOR

CREATING SUSTAINABLE FUNDRAISING VEHICLES

2ND ANNUAL RBC RACE FOR THE KIDS

Day of family fun and athletics in downtown Manhattan.

RBC raises more than $1 MILLION per year to benefit Youth INC and several other youth-serving organizations

2ND ANNUAL TRADE FOR THE KIDS

On June 28, 2016, RBC Capital Markets’ U.S. Equities, GELP, Fixed Income & Currencies (FIC), and Central Funding businesses donated $1 MILLION of net revenue from client order flow to positively impact youth-serving charities

32 RBC clients generously donated to support Youth INC and 3 other youth-serving charities through a table tennis tournament

2ND ANNUAL PADDLE BATTLE INVITATIONAL

OVER $3 MILLION RAISED FOR NYC KIDS
2016 SIGNATURE EVENTS

**MAR 3**
Playing the Game: The Business of Sports and Helping Youth Achieve featuring NBA Commissioner Adam Silver

**APRIL 24**
Chips for Change Young Professionals Gala

**JUNE 22**
State of the Market Conference featuring Jamie Dimon and David Rubenstein

**OCT 1**
RBC Race for the Kids

**OCT 31**
Trading Week for Kids Hosted by Canaccord Genuity

**NOV 15**
Celebration to Benefit New York Kids honoring Jeffrey Holzschuh
# Financials

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2014 Audited</th>
<th>2015 Audited</th>
<th>2016 Audited</th>
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<tr>
<td>Revenue</td>
<td>5,985,509</td>
<td>8,341,433</td>
<td>9,146,960</td>
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<tr>
<td>Expenses</td>
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<tr>
<td>Program Services</td>
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<tr>
<td>Capacity-Building Programs</td>
<td>3,400,746</td>
<td>3,800,316</td>
<td>3,751,654</td>
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<td>Disbursement to nonprofits</td>
<td>986,363</td>
<td>1,654,461</td>
<td>1,914,391</td>
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<td>Grants</td>
<td>575,681</td>
<td>601,235</td>
<td>1,008,215</td>
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<td>Total Program Services</td>
<td><strong>4,962,790</strong></td>
<td><strong>6,056,012</strong></td>
<td><strong>6,656,790</strong></td>
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<td>General Administrative</td>
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<td>Fundraising</td>
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<td>TOTAL EXPENDITURES</td>
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<td><strong>8,132,178</strong></td>
<td><strong>9,173,272</strong></td>
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<td>Surplus / Deficit</td>
<td>(283,438)</td>
<td>(209,312)</td>
<td>(26,312)</td>
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<td>ORGANIZATIONAL OVERHEAD</td>
<td>20.84%</td>
<td>25.53%</td>
<td>27.24%</td>
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<tr>
<td>Assets</td>
<td></td>
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<tr>
<td>Cash and Investments</td>
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<td>3,010,312</td>
<td>3,363,194</td>
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<td>Accounts Receivable &amp; Other Assets</td>
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<td>811,456</td>
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<td>TOTAL ASSETS</td>
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<td>Liabilities</td>
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<td>Accounts Payable</td>
<td>398,078</td>
<td>788,789</td>
<td>872,892</td>
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<tr>
<td>TOTAL LIABILITIES</td>
<td><strong>398,078</strong></td>
<td><strong>788,789</strong></td>
<td><strong>872,892</strong></td>
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<td>Net Assets</td>
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<td>Unrestricted</td>
<td>2,514,886</td>
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<td>2,649,557</td>
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<tr>
<td>Temporarily Restricted</td>
<td>308,838</td>
<td>146,711</td>
<td>357,110</td>
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<td>TOTAL NET ASSETS</td>
<td><strong>2,823,724</strong></td>
<td><strong>3,032,979</strong></td>
<td><strong>3,006,667</strong></td>
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A MESSAGE FROM OUR FOUNDER

I founded Youth INC in 1994 on the principles I learned from an extraordinary visionary and friend, John C. Whitehead. We modeled the organization around the kind of mentorship John provided to so many nonprofits throughout his lifetime. There was a point in time when John sat on 30 charitable boards at once! That was the kind of generous spirit I wanted to inculcate at Youth INC. Since John’s passing in January of 2015, I remain as committed as ever to the work we began. I am inspired by Rehana’s leadership and the team she has built putting the youth at the center of all we do, while artfully curating and partnering with our corporate constituents to drive our mission forward. Our city will always need grassroots nonprofits to fill in the support gaps for underserved kids. Youth INC’s work of empowering these organizations continues to be more vital than ever.

STEPHEN K. ORR
Co-Head of Youth INC’s National Advisory Board,
Founding Partner, DAI