

The Posse Foundation

2016 ANNUAL REPORT





Dear Friends,

In 28 years 7,734 young people have become Posse Scholars. They have won an astounding \$1.1 billion in scholarships from Posse's partner colleges and universities and are graduating at rates of over 90 percent.

Posse alumni are surgeons, corporate leaders, entrepreneurs and high school principals. They are in the most prestigious graduate and professional school programs in the world. They are winning awards and fellowships—in 2016 alone there were 11 Fulbright winners. And in July of 2017, Shirley Collado, a member of the very first cohort of Posse Scholars, became the president of Ithaca College.

A Posse, as a concept in higher education, is unique because at its core is the idea that a small group, deliberately designed to move through college together, can powerfully support its individual members both academically and socially. When those members are selected because of their leadership potential we see a strategic initiative that can positively affect college campuses and ultimately change the world.

As the United States faces tremendous challenges—political, social and diplomatic—Posse alumni, equipped with degrees from the nation's finest institutions of higher education, will be there rising in the ranks of government, business, health care and education, helping to make decisions that reflect their deep understanding of a diverse population, working to build a more integrated and visionary society.

There are 7,734 Posse scholars and alumni today. But they are supported by ten times that number of donors, mentors, coaches and advocates—an army of people who believe that our future is in good hands with these young people at the helm.

Thank you so much for your involvement and support. It makes a real difference.

Warmly,

A handwritten signature in black ink that reads "Deborah Bial". The signature is fluid and cursive, with a long horizontal line extending from the end.

Deborah Bial
President + Founder



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Concept

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

Mission

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

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

Three Goals

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



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 assessment 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.

Pre-Collegiate Training Program

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

Campus Program

The Campus Program works to ensure the retention of Posse Scholars and to increase the impact of Posse on campus. Posse staff members visit each college and university four times a year for meetings with Posse Scholars, campus liaisons and mentors. During a Posse's first two years on campus, Scholars meet with their mentor each week as a group and every other week individually. In addition, Posse facilitates an annual week-end-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.

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, jobs, graduate degrees and fellowships. Posse achieves this by partnering with exceptional companies and organizations, both nationally and abroad, and by establishing affiliations with top graduate and professional schools. The Career Program has five core components: 1) Internships, 2) Career Development Workshops, 3) Career Coaching, 4) Graduate + Fellowship Programs, and 5) The Alumni Network.

Posse Access

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



5 program components



college + university partners

The Posse Foundation thanks its college and university partners. In 2016, Posse's undergraduate partners awarded \$144 million in leadership scholarships to Posse Scholars across the country.

College + University Partners

Agnes Scott College	Lehigh University
Babson College	Middlebury College**
Bard College	Mount Holyoke College
Boston University*	Northwestern University
Brandeis University*	Oberlin College
Bryn Mawr College*	Pepperdine University
Bucknell University**	Pomona College*
Carleton College	Sewanee: The University of the South
Case Western Reserve University	Smith College
Centre College	St. Olaf College
Colby College	Syracuse University
The College of Wooster	Texas A&M University*
Connecticut College	Trinity College*
Cornell University	Tulane University*
Dartmouth College	Union College
Davidson College	University of California, Berkeley
Denison University*	University of Michigan
DePauw University*	University of Notre Dame
Dickinson College*	University of Puget Sound
Franklin & Marshall College*	University of Rochester
The George Washington University	The University of Texas at Austin
Grinnell College	University of Virginia*
Hamilton College*	University of Wisconsin-Madison***
Hobart and William Smith Colleges	Vanderbilt University
Illinois Wesleyan University	Vassar College
Kalamazoo College	Wellesley College
Lafayette College*	Wesleyan University
Lawrence University	Wheaton College

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

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

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

The lists above reflect partnerships and affiliations established through July 2017.

Graduate School Affiliates

Carnegie Mellon University
Heinz College School of Public Policy & Management

Cornell University Law School

Duke University Fuqua School of Business

Johns Hopkins University Krieger School of Arts & Sciences

Northeastern University D'Amore-McKim School of Business

Northwestern University
Kellogg School of Management
Pritzker School of Law

Teachers College, Columbia University


University of Chicago Booth School of Business

University of Virginia School of Law

University of Washington
College of Education
School of Social Work

Yale University School of Forestry & Environmental Studies





The Posse Foundation supports Scholars and alumni in their pursuit of graduate and fellowship opportunities.

Since 2001, Posse Scholars and alumni have won more than 350 prestigious national fellowships and Posse currently has affiliations with 11 institutions that offer graduate school fellowship awards to Posse alumni. In 2016, Posse Scholars and alumni won 65 prestigious national fellowships, including:

Davis Projects for Peace Fellowship
Ford Foundation Predoctoral Fellowship
Fulbright U.S. Student Program
Gilman International Scholarship Program
Humanity in Action Fellowship
Luce Scholars Program
McNair Scholarship

Mellon Mays Undergraduate Fellowship
National Science Foundation Graduate Research Fellowship
Peace Corps
Watson Fellowship

graduate + fellowship programs

Posse alumna Georgia Soares was a 2016 Humanity in Action Fellow, focusing on human rights issues in Bosnia and Herzegovina.

career program partners

Posse proudly partners with outstanding companies, organizations and institutions that help Scholars and alumni transition from being leaders on campus to becoming leaders in the workforce.

20th Century Fox
826 Foundation
AAR
AB
AbbVie
Abt Associates
Acadian Asset Management
The Advertising Council
After-School All-Stars
The Allstate Corporation
Alnylam Pharmaceuticals
American Girl Place
American Honda Motor Co., Inc.
American Museum of Natural History
Ameriprise (Columbia Threadneedle)
Aon
Art Institute of Chicago
The Asia Society
The Associated Press
Bank of America Merrill Lynch
Barclays
Biogen
Bloomberg
Blue Cross Blue Shield
BMO Harris
BNP Paribas
Bonobos
Boston Healthcare for the Homeless
Boston Lawyers Group
Boston Museum of Science
Boston Teacher Residency
Breakthrough Collaborative
The Brookings Institution
Brooklyn Bridge Park Conservancy
Brooks Automation
C5 Youth Foundation
Capital Group

CBRE
CBS Television Studios
Chemonics International
Chik-Fil-A
Citizen Schools, Inc.
City Year
CME Group
College Success Foundation
Conservation Law Foundation
CoStar
Crossroads for Kids, Inc.
Crown Castle
CVS Health
DC Public Library
DC Public Schools-Urban Education Leaders
Deloitte
Deutsche Bank
Direct Energy
Discovery Communications
DLA Piper
Double H Ranch
DTCC
Edelman
Entergy Corporation
Evoke Health
Exelon Corporation
Exoneration Project
Fiat Chrysler Automobiles
Eaton Vance
Fidelity Investments
Fiduciary Trust Company
The Field Museum
Fiver Children's Foundation
Freddie Mac
The Fresh Air Fund
Friendship Public Charter Schools
Gay & Lesbian Alliance Against Defamation

The Global Good Fund
Goldman, Sachs & Co.
Goodwin Procter LLP
Google
Gordon & Rees LLP
Harlem RBI
Harlem Village Academies
Health Net
Higher Achievement
Hill Holliday
HJ Foundation
The Hole in the Wall Gang Camps
Illinois Tool Works
Infor
Institute for the Recruitment of Teachers
Institute of International Education
Jones Lang LaSalle
JPMorgan Chase & Co.
Kaiser Associates
Kirkland & Ellis LLP
HEB
Kroger
L + M Development Partners
LEK Consulting
Let's Get Ready
Liberty Mutual
Little Haiti Cultural Center
Lockton Insurance Brokers, Inc.
Looking Glass Theatre
Louisiana Public Health Institute
Massachusetts General Hospital
Match Education
Mattel
Mayer Brown LLP
Medline
Memorial Herman
MFS Investment Management

Miami Children's Museum
Milbank, Tweed, Hadley & McCloy LLP
Moody's Corporation
Morgan Stanley
Museum of Contemporary Art
The Museum of Fine Arts, Boston
NBCUniversal
National Grid
New England Aquarium
New York City Bar Association (Thurgood Marshall)
Newman's Own Foundation
The Nielsen Company
Noblis
Northern Trust
Northwestern Center for Talent Development
Norwegian Cruise Line
Office of Senator Elizabeth Warren
OMAM
Pandora
Paramount Pictures
Parthenon-EY
Partnership for Public Service
PBS
Penguin Random House
Perella Weinberg
Plymouth Rock Assurance Corporation
The Posse Foundation
Princeton-Blairtown Center
Propeller
Public Defender Service
Putnam Investments
PwC
Radio One
RBS Citizens
Reebok International, Ltd.
Richards Kibbe & Orbe LLP

Royal Caribbean Cruises LTD
Sedgwick LLP
Service Year Alliance
Shared Vision
Shawmut Design & Construction
Sony Pictures Entertainment
Sotheby's
St. Luke's-Roosevelt Hospital Center CARES Program
State Street Corporation
Steppenwolf Theatre
Success Academies
Summer Medical + Dental Education Program
Teach For America
Thompson Island Outward Bound
The Travelers Companies, Inc.
Trust for Public Land
Tudor, Pickering, Holt & Co.
Turner Broadcasting System
U.S. Equal Employment Opportunity Commission
Uncommon Schools
United States Tennis Association
United Talent Agency
UniWorld Group, Inc.
Viacom Media Networks
VICE
World Fuel Services
The Walt Disney Companies
Walter Reed Army Institute of Research
Weil, Gotshal & Manges LLP
Vertex Pharmaceuticals
WGBH

The list above reflects partnerships established through July 2017.



stem + veterans initiatives

“

Posse has taught me so much in so little time, both professionally and socially. It has made me a better scientist, doctor, colleague, friend and son.”

Nana O. Sarpong, Brandeis University
STEM Posse Alumnus, Orthopaedic
Surgery Resident at Columbia University
Medical Center

In addition to its traditional model, The Posse Foundation offers two specialized programs—one serving post-9/11 U.S. veterans and another for students interested in pursuing careers in science, technology, engineering and math (STEM). These initiatives further the Foundation’s goal of building a diverse network of leaders for the nation.

STEM PROGRAM PARTNERS

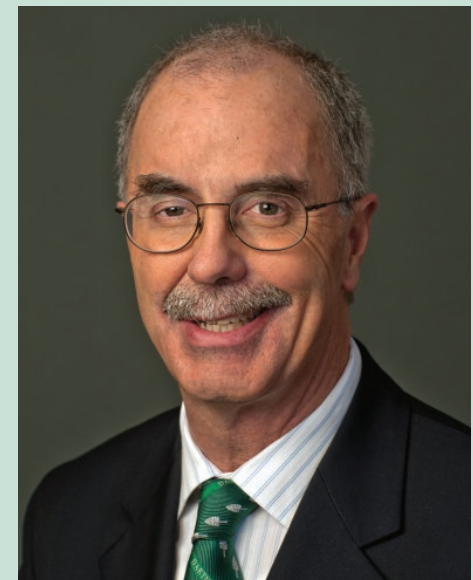
Brandeis University
Bryn Mawr College
Davidson College
Franklin & Marshall College
Middlebury College
Pomona College
Smith College
Texas A&M University
University of Michigan
University of Wisconsin-Madison
Wellesley College

VETERANS PROGRAM PARTNERS

Dartmouth College
Vassar College
Wesleyan University
University of Virginia

“At Dartmouth we have long recognized the value of having U.S. military service veterans on campus for the experience, maturity, and perspective they bring. Our partnership with Posse has allowed us to increase this presence and the positive benefits it brings to our campus. We are proud to work with Posse and proud of the students they have helped us bring to Dartmouth.”

PHILIP J. HANLON
PRESIDENT, DARTMOUTH COLLEGE



A wide-angle photograph of the Boston skyline. In the foreground, there is a dense layer of trees with autumn foliage in shades of green, yellow, and orange. Behind the trees, a variety of city buildings are visible, including several tall skyscrapers. The most prominent is a tall, blue glass skyscraper in the center. To its right is another tall building with a distinctive red and white antenna on top. The sky is a clear, bright blue with a few wispy white clouds. The overall scene is a vibrant representation of an urban landscape in autumn.

“

In the City of Boston,

we're creating pathways to success for our young people and organizations like Posse are helping our students reach their goals. For more than 15 years, Posse has been tapping into our students' potential and connecting them with the education they deserve. We're grateful to the organization for providing students with more opportunities to succeed.”

MARTIN J. WALSH, MAYOR OF BOSTON

posse

Atlanta

Year Established: 2007

Scholarship Dollars to Date: \$73.4 million

Partner Institutions:

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

Bay Area

Year Established: 2015

Scholarship Dollars to Date: \$5.8 million

Partner Institutions:

Boston University
Lehigh University
University of Puget Sound

Boston

Year Established: 1999

Scholarship Dollars to Date: \$117.8 million

Partner Institutions:

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

Chicago

Year Established: 2000

Scholarship Dollars to Date: \$188.2 million

Partner Institutions:

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

D.C.

Year Established: 2004

Scholarship Dollars to Date: \$93.1 million

Partner Institutions:

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

Houston

Year Established: 2012

Scholarship Dollars to Date: \$38.3 million

Partner Institutions:

Bryn Mawr College
Carleton College
Colby College
Texas A&M University
University of Virginia
Wellesley College

Los Angeles

Year Established: 2002

Scholarship Dollars to Date: \$148.2 million

Partner Institutions:

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

Miami

Year Established: 2009

Scholarship Dollars to Date: \$62.7 million

Partner Institutions:

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

New Orleans

Year Established: 2011

Scholarship Dollars to Date: \$26.4 million

Partner Institutions:

Case Western Reserve University
Illinois Wesleyan University
Tulane University
University of Notre Dame

New York

Year Established: 1989

Scholarship Dollars to Date: \$293 million

Partner Institutions:

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

Veterans Program

Year Established: 2012

Scholarship Dollars to Date: \$21.2 million

Partner Institutions:

Dartmouth College
University of Virginia
Vassar College
Wesleyan College

nation



Ainslie Alumni Achievement Award

Laquan Lightfoot, a Posse alumna of Lafayette College, received Posse's 2016 Ainslie Alumni Achievement Award, acknowledging her leadership as one of the youngest women of color serving as an assistant district attorney in Philadelphia.

3 New Graduate School Affiliates

Cornell Law School, University of Virginia School of Law and University of Chicago Booth School of Business became Posse graduate school affiliates, partnering to create further opportunities for Scholars with tuition grants and support.

\$1.1 billion

With the admission of the Class of 2021, partner institutions have awarded **\$1.1 BILLION IN SCHOLARSHIPS** to Scholars since Posse's founding in 1989.

2016 highlights



90%

Persistence & Graduation Rate

The Posse Alumni Network continued to grow with the college graduations of more than 450 Scholars from across the country. Posse Scholars persist and graduate at a rate of over 90 percent, forming a uniquely diverse network of future leaders.



PossePlus Retreats Explore Language & Diversity

Close to 5,000 students and staff from 50 partner colleges and universities convened for the 2016 PossePlus Retreats titled “Sticks + Stones: Language and Speech in a Diverse Society.” Participants discussed topics ranging from free speech to trigger warnings and how they connect to issues of identity and diversity.



Posse Thanks Jeff Ubben

During Jeff Ubben’s 10 years as board chair, Posse opened four new chapters and added 47 college and university partnerships. Under his leadership, Posse increased its assets to close to \$80M and launched its STEM and veterans initiatives.

4

New College & University Partnerships

Illinois Wesleyan University and Case Western Reserve University signed on to recruit outstanding young leaders in New Orleans, while Wellesley College became a STEM partner in Houston. Boston University, a Posse partner in Atlanta since 2007, expanded to also recruit in the Bay Area.





Middlebury College Posse alumna
Rana Abdelhamid.



From left: Cornell University Scholars Mary Khalaf
and Daja Abdiel with Susan and Bart Winokur.



Event Emcee NBC News Correspondent Harry Smith
and Posse President and Founder Deborah Bial.

The Annual Gala, **AN EVENING OF STARS**, was held on May 25 at Cipriani Wall Street and featured a special performance by *The Daily Show* host **TREVOR NOAH**. Emceed by NBC News correspondent **HARRY SMITH**, the star-studded event raised \$2 million to support the Posse program.



Kalamazoo College President Emerita
Dr. Eileen B. Wilson-Oyelaran.



Deloitte CEO Cathy Engelbert (center) with Posse
alumni Kiersten Chresfield and Odinakachi Anyanwu.

2016 POSSE STAR AWARD RECIPIENTS

Rana Abdelhamid, *Middlebury College Posse alumna*

Susan and Bart Winokur

Dr. Eileen B. Wilson-Oyelaran, *Kalamazoo College President Emerita*

Deloitte, *Star accepted by CEO Cathy Engelbert*

annual gala



INNOVATORS \$100,000–\$249,999

Deloitte LLP
Kelly Granat and Susan Boland
Coltrane and Chris Lord
Karin and Philip Pead
Ali and Brad Singer
Jeff and Laurie Ubben

LEADERS \$50,000–\$99,999

Bank of America
Alastair and Jeanine Borthwick
Michele Ganeless and Peter Land
Michael Kluger and Heidi Greene
A.J. & Sean Murphy and Susie Scher & Allison Grover
Tudor, Pickering, Holt & Co.
Sharon & Timothy H. Ubben
Viacom and Comedy Central

BENEFACTORS \$25,000–\$49,999

AB
Anson & Debra Beard, Jr. and Family
Bloomberg Philanthropies
Caryl and Israel Englander
Ernst & Young LLP
Glenview Capital Management
Goldman, Sachs & Co.
Infor
Barbara and Ted Janulis
Clarissa and Steven Lefkowitz
Motorola Solutions
Bill Plapinger and Cassie Murray
Posse Bay Area Advisory Board
RBC Capital Markets
Royal Caribbean Cruises Ltd.
Glen Senk and Keith Johnson
Barton and Susan Winokur
Briana and Miguel Yelaya

PARTNERS \$15,000–\$24,999

Laura and Lucky Bhalla
Chera family's Crown Acquisition
Cleary Gottlieb Steen & Hamilton LLP
Jonathan Glickman and Christy Callahan
Innovatus Capital Partners, LLC
Eleni Pryles Kalisch
Kirkland & Ellis LLP
Morgan Stanley
OMAM
Diane and Deval L. Patrick
Posse D.C. Advisory Board
PwC
Susan and Gene Shanks
State Street Corporation
Travelers

MENTORS \$10,000–\$14,999

Michael Beckwith
Ryan Birtwell and Ashley Brown
Mark F. Dalton
Gerry Dixon
Robert and Annie Drapeau
The Martin J. Gross Family Foundation, Inc.
Priscilla and Donald K. Miller
Thomas W. Rabaut

AMBASSADORS \$5,000–\$9,999

Lisa Belzberg
David Bonnette
Sarah and Dave Cuthill
David and Teresa Korol
Jonathan and Julie Meyer
Lou and Barbara Perlmutter
Jane and Paul Shang
SL Green Realty Corporation
May and Edward T. Swan
Lynn and Mark Taylor

FRIENDS \$1,000–\$4,999

Anonymous
Suzanne and Michael Ainslie
Robbie Oxnard Bent and David Bent
Sarah Greenwood and Joe Bondi
Donella P. Brockington
Cheryl and Robert Byron
Lisa and Michael Cader
Laurie Campbell
Daniel and Suleima Cepeda
Wesley Combs and Greg Albright
Maura Dickler and Christopher Panczner
James E. Dixon
Giselle Duarte
Pamela and Martin Edell
Claire Ellis and Chad Cooper
Howard and Randee Fischer
Rhoda and Daniel Glickman
David and Jennifer Graf
Lois Perelson-Gross and Stewart Gross
Holly Hassett
Michael Byowitz and Ruth Holzer
Charles Fisher and Rebecca Irwin
Timothy M. Jones
Cara and Jeffrey Klein
Joonho Lee
Walter and Elizabeth Lohmann
James Owen Mathews
The Mark & Brenda Moore Family Foundation
Brooke Garber Neidich & Daniel Neidich
Jonathan P. and Dorothy E. Nelson
Lauren and Craig Nossel
Izabel and Anthony Olson
Tracey and Chaka Patterson
Permanens Capital
Megan Ring
The Rosemont Foundation
Frank Sesno and Kathy Sanderson
Skadden, Arps, Slate, Meagher & Flom LLP
Mr. and Mrs. Marcus L. Smith
Elizabeth Ketels and Patrick Sullivan
Diane Swonk and John Trinta
Terese Sydonna, LLC
Lydia W. Thomas
University of Puget Sound
Warner Bros. Entertainment Inc.
Lindsay and James Wilcox
Mr. and Mrs. Russell E. Wolff
Nancy Friedman and Michael Zinn

SUPPORTERS \$1–\$999

Victoria and Hank Bjorklund
Dillon L. Cope, Posse Alumnus
Michele Cardella and Stuart Gold
Natalee Graham, Posse Alumna
Dr. and Mrs. Edward Grossman
Alexander Hill, Posse Alumnus
Gabrielle Horowitz-Prisco, Posse Alumna
Evelyn Kalish
Adrian A. Lievano, Posse Alumnus
Carl V. Manalo, Posse Alumnus
Conor Thomas M. McCoy, Posse Alumnus
Oluwadamilare T. Oyefeso, Posse Alumnus
Chia Chou Pan, Posse Alumnus
Mario Pelaez and Einah Pelaez, Posse Alumna
Anthony and Dorothy Petsoulakis
Bradley Ray
Hedy Roma and Antonio Gonzalez
Dr. Erica Spatz, Posse Alumna
Serge Suchkov and Mary Salcedo
Derron Wallace, Posse Alumnus
Becky Yang, Posse Alumna

SPECIAL THANKS

Comedy Central

POSSE THANKS TIM UBBEN FOR LEADING THE BOARD IN 2016



“

As I tell everyone,
Posse is my varsity
nonprofit.

Posse is extremely effective at finding potential leaders in urban environments, providing a support system for them in college and graduating Scholars ready to unlock their potential for uncommon success. Posse has expanded its reach as an organization, now offering STEM Posses and military veterans Posses in addition to its traditional program. Posse is a dynamically led nonprofit with a committed board. Posse serves a noble purpose extremely well.”

TIM UBBEN

BOARD MEMBER & FORMER BOARD CHAIR, 2016-2017

contri

ARCHITECTS

\$1 MILLION+

Jeff and Laurie Ubben

CHAMPIONS

\$500,000–\$999,999

Anonymous
Barclays Capital
Tortora Sillcox Family Foundation
Ali and Brad Singer

AGENTS OF CHANGE

\$250,000–\$499,999

Deloitte LLP
Linda Vester and Glenn Greenberg
Lone Pine Foundation

INNOVATORS

\$100,000–\$249,999

Anonymous
Lloyd G. Balfour Foundation, Bank of America, N.A., Trustee
Bank of America Charitable Foundation
The Brown Foundation, Inc.
The Capital Group Companies Charitable Foundation
Chicago Tribune Charities –
Holiday Campaign, a McCormick Foundation Fund
The Crown Family
Exelon Foundation
Kelly Granat and Susan Boland
Pamela and George F. Hamel, Jr.
Infor
Invest for Kids
Leonetti/O'Connell Family Foundation
Coltrane and Chris Lord
Leon Lowenstein Foundation
Newman's Own Foundation
Karin and Philip Pead
State Street Corporation
Malcolm W. P. Strandberg Trust
Sharon & Timothy H. Ubben and The Ubben Foundation
Tudor, Pickering, Holt & Co.
Joseph B. Whitehead Foundation
The Wyatt Foundation

LEADERS

\$50,000–\$99,999

Anonymous (2)
Altman Foundation
The Baupost Group, LLC
Alan Berro
Bloomberg
David Bonnette
Alastair and Jeanine Borthwick
The Brinson Foundation
The Morris and Gwendolyn Cafritz Foundation
Vera R. Campbell Foundation
Columbia Threadneedle Investments
Entergy Corporation
First Eagle Investment Management
The Fondren Foundation
Gap Foundation
Goldman, Sachs & Co.
Guill Family Foundation
Michael Kluger and Heidi Greene
Liberty Mutual Foundation
Linde Family Foundation
The MARPAT Foundation
MFS Investment Management
OMAM
Polk Bros. Foundation
Putnam Investments
Reuhl Family Foundation
The Rose Hills Foundation
Royal Caribbean Cruises Ltd.
Susan and Gene Shanks
Silver Giving Foundation
James C. & Norma I. Smith Foundation
The Tsunami Foundation – Anson and Debra Beard, Jr.
and Family
Viacom and Comedy Central
Wells Fargo Foundation
Briana and Miguel Zelaya

BENEFACTORS

\$25,000–\$49,999

Anonymous
AB
Albert and Margaret Alkek Foundation
Allstate Insurance Company
The Catherine & Joseph Aresty Foundation
Bank of America
Anson & Debra Beard, Jr. and Family
Biogen
Chicago Blackhawks Community Fund,
a McCormick Foundation Fund
Chicago Bulls Community Assist Fund,
a McCormick Foundation Fund
Chicago White Sox Community Fund,
a McCormick Foundation Fund

Clark Charitable Foundation
Marjorie and Scott Cowen
D & R Fund
Robert and Annie Drapeau
The Joseph Drown Foundation
The Lois and Richard England Family Foundation
Caryl and Israel Englander
Ernst & Young LLP
Colleen and Richard Fain
The Family Alliance Foundation
Beth and Rich Fentin
Bev and Wade Fetzer
Churchill and Janet Franklin
The J.B. Fuqua Foundation, Inc.
Michele Ganeless and Peter Land
Jill and Avram Glazer
Glenview Capital Management
Jonathan Glickman and Christy Callahan
Sheila Gold Foundation
H-E-B
Barbara and Ted Janulis
The Joyce Foundation
Kirkland & Ellis LLP
Clarissa and Steven Lefkowitz
Sara and Derek Lemke-von Ammon
Lynch Foundation
Deborah Messemer
Eugene and Agnes E. Meyer Foundation
Jonathan and Julie Meyer
The Moody's Foundation
Meridee Moore and Kevin King
The Mark & Brenda Moore and Family Foundation
Morgan Stanley
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Chad Blalock
Leslie Bleichner
Jonathan Bloom
George and Nancy Bodeen
Gilbert Bonafe, Posse Alumnus
Leslie Bonaventura
Daniel Bonilla, Posse Alumnus
Jaclyn Bookman
Kyle Borces, Posse Alumnus
Hilary and David Borthwick
Patrick Q. Bourke, Posse Alumnus
Elaine Bovaird
Brandeis University
Adam S. Brinson, Posse Alumnus
Ashlene P. Brown, Posse Alumna
Christian Brown
Alyssa and Ben Brubaker
Kenya Bryant, Posse Alumna
Abigail Buckler
Kim Burdeaux-Neal

Robert Burke
Walter Burke
Gail Burns-Grant
Carlos Bustamante, Posse Alumnus
Joseph M. Butler, Posse Alumnus
Daniel Butsko
Leide Cabral, Posse Alumna
Exequiel F. Caceres, Posse Alumnus
Aileen Calderon, Posse Alumna
Tamin M. Calloway, Posse Alumnus
Hector Calzada
Samantha Campagna, Posse Alumna
Fabian L. Campos
Emily Cardinas, Posse Alumna
Tania Cardona, Posse Alumna
Jacqueline Carmona, Posse Alumna
Jane and Jim Carroll
Megan C. Castellar, Posse Alumna
Mario Castro, Posse Alumnus
Edward Cavalier
Deborah M. Centeio, Posse Alumna
Ana G. Cesar, Posse Alumna
Sakeenah Chapman, Posse Alumna
Alejandra Chavez, Posse Alumna
Ernesto Chavez, Posse Alumnus
Lucy Chavez-Vargas, Posse Alumna
Jing Chen, Posse Alumna
Lawrence Y. Chen, Posse Alumnus
Leslie Chenoweth
Patrick and Sarah Chisholm
Justina Chung, Posse Alumna
Daniel Clark, Posse Alumnus
Stephanie B. Clemente, Posse Alumna
Jeffrey Clements
Marquis Clements, Posse Alumnus
Tracey Cobb
Adam Cohen, Posse Alumnus
Nicole A. Cone, Posse Alumna
Amanda Conley
Nancy Conroy, Posse Alumna
Nancy Corona, Posse Alumna
Stephanie M. Corrales, Posse Alumna
Akeem Costa, Posse Alumnus
Raymond Coti, Posse Alumnus
Carolyn Cover
Hannah Covert
CP Travels
Julia Crantz
Shariell Crosby, Posse Alumna
Kelsey Crow
Adam Curatolo, Posse Alumnus
Tiffany Curtis, Posse Alumna
Dioni L. Daley, Posse Alumna
Nadine Dalrymple
Sarah E. D'Amico, Posse Alumna
Sam R. Dane, Posse Alumnus
Michaela O. Daniel
Jessica Darnall
Jacqueline Dasilva, Posse Alumna
Elaine Davenport
Janelle L. Davis, Posse Alumna
Walt Davis
Ramon L. de la Rosa, Posse Alumnus
Sabrina A. Debrosse, Posse Alumna
Juliana Del Pozo, Posse Alumna
Lenny Del Rosario, Posse Alumnus
Larsen D. Dela Cruz, Posse Alumnus
Coline A. Delaporte, Posse Alumna

Yesenia Delgado
Stephen DeMai
Annamaria Deninis
Candace dePass, Posse Alumna
Jess Devine
Wesley Dewalt
Eddy M. Diamantis, Posse Alumnus
Monica Diaz, Posse Alumna
Guadalupe Y. Diaz, Posse Alumna
Maribel Diaz, Posse Alumna
Sully Diaz, Posse Alumna
Pamela Dicient, Posse Alumna
Andrew A. Dietz, Posse Alumnus
Derek Dill
Karen Dillon, Posse Alumna
Welwitschia Diogo, Posse Alumnus
Siega Disasa
Robert Dodds
Cari Dominguez
Isabella R. Dominguez, Posse Alumna
Rasheim Donaldson, Posse Alumnus
John Dorado, Posse Alumnus
Stephanie Dorsey, Posse Alumna
Hannah L. Doruelo, Posse Alumna
Janet Duffy
John Duffy
Robert Duffy
Alfredo Duque, Posse Alumnus
David Durand, Posse Alumnus
Dashawn Ealey, Posse Alumnus
ECMC Foundation
Renee Edwards, Posse Alumna
Yasser A. El Hamoumi, Posse Alumnus
Ed and Angela Elkins
Abigail Elmore
Florence D. Esho, Posse Alumna
Michelle Espinosa, Posse Alumna
Eddie Espinoza, Posse Alumnus
Marlene Espinoza, Posse Alumna
Amanda Estevez
Jenny Estevez, Posse Alumna
Lianne R. Estrella, Posse Alumna
Kayani J. Facey, Posse Alumna
Leland M. Fanning
Leah Farmer
Gabrielle Farrell, Posse Alumna
Sahyli Febles, Posse Alumna
Mary and Richard Felix
Vanessa Ferniza, Posse Alumna
Krystal Figueroa Navarro, Posse Alumna
Rachel Fink
David First
Christian Fleming, Posse Alumnus
Ellen Fleming
Astrid Flores, Posse Alumna
Yesenia Flores, Posse Alumna
Kimberlyn B. Fong, Posse Alumna
Christina Forde
Nichole Forde, Posse Alumna
Joshua Fort
Meaghan Foster
Michael Franceconi
Michael G. Francisco, Posse Alumnus
James F. Frank, Ph.D.
Theodore Frank
Zoe Fried and Max Sirianni
Jacob E. Friesen Grant, Posse Alumnus
Jaureese J. Gaines, Posse Alumnus

SUPPORTERS CONT.

Nancy Galib and Eric Parker
Xi Gao, Posse Alumna
Bianca E. Garcia, Posse Alumna
Felipe Garcia, Posse Alumnus
Juan C. Garcia, Posse Alumnus
Osban Garcia, Posse Alumnus
Rachel D. Garcia, Posse Alumna
Joe Gaynor
Sonya Genesis
Anna George, Posse Alumna
Randy Gepp
Jesenia Gervacio, Posse Alumna
Denise Gharthey, Posse Alumna
Robyn Gibson, Posse Alumna
Mario R. Gil Jr., Posse Alumnus
Mona Gimenez, Posse Alumna
Genesis Giraldo, Posse Alumna
Anna Gohmann
Stacy Goldate
Gina S. Gonzalez, Posse Alumna
Antonio Gonzalez, Posse Alumnus
Candy A. Gonzalez, Posse Alumna
Erika Gonzalez
Laurie S. Gonzalez
Miguel Gonzalez
Jeremy Gordon, Posse Alumnus
Michael Gottfried
Samantha S. Grant, Posse Alumna
Jose F. Grateaux, Posse Alumnus
Camille Gray, Posse Alumna
JoniLee A. Green, Posse Alumna
Karyn A. Greene, Posse Alumna
Naiquan Greene, Posse Alumnus
Sheila Griffin
ZeLun Gu, Posse Alumnus
Uriel A. Guadarrama, Posse Alumnus
Roy and Eileen Guenther
Julia A. Gueron, Posse Alumna
Erin Guerra
Marta E. Guerrero, Posse Alumna
Delia A. Gutierrez, Posse Alumna
Erika Gutierrez, Posse Alumna
Klinsmann Gutierrez
Girelle Guzman, Posse Alumna
Robert Haining
Usman Y. Hameedi, Posse Alumnus
Jocelyn Hamilar
Resa Harney
Lamia Harper, Posse Alumna
Cyndy and Greg Harrington
Adrienne Harris
Angelique Harris
Elizabeth Hart
Asha Harvey, Posse Alumna
Stewart Haskins
Kimberly Hawkins
Duffy Hayes
Tamar Hellman
Margaret Lee Herbert and John C. Hendrickson
Guadalupe R. Hernandez, Posse Alumna
Melyna Hernandez, Posse Alumna
Hernan Herrera, Posse Alumnus
Margarita Herrera, Posse Alumna
Geoffrey F. and Robin Hicks, Posse Alumni
Lynn Hidalgo, Posse Alumnus
LaShawn Hill

Melinda Hilyard-Ealy
Christopher Hines
Huy Ho, Posse Alumnus
Kameisha Hodge, Posse Alumna
Elizabeth Hoffmann
Trevor Hollinger, Posse Alumnus
Rob Holshouser
Home Box Office, Inc.
Mark Hopkins
Paris Howze, Posse Alumna
April Htut, Posse Alumna
Jeanny Hu, Posse Alumna
Katherine S. Hunter
Evan and Siobhan Hunter
Informing Change
Kevin A. Iraheta, Posse Alumnus
Angie K. Isaza Loaiza, Posse Alumna
Scott J. Jaburek, Posse Alumnus
Avery Jackson, Posse Alumna
Savon Jackson, Posse Alumnus
Kirra Jarratt
Kerlyne Jean, Posse Alumna
Marietta Jelks
Sarah A. Jenness, Posse Alumna
Davante Jennings, Posse Alumnus
Paola D. Jimenez Vergara, Posse Alumna
Claire Jimenez, Posse Alumna
Miguel Jimenez, Posse Alumnus
Ryan Johann
Claudine Johnson, Posse Alumna
Erin M. Johnson, Posse Alumna
Gretchen Johnson
Henry Johnson, Jr.
Marline S. Johnson, Posse Alumna
Melanie Johnson
Candace Jones, Posse Alumna
George Jones
Jackie Benson Jones
Kala Jones, Posse Alumna
Landon Jones, Posse Alumnus
Taletha D. Jones
Cassandra Joseph, Posse Alumna
Orville E. Joseph, Posse Alumnus
Alex Jurdi
Jacqueline Kahan, Posse Alumna
Evelyn Kalish
Jennifer Kamrowski
Eric Kao
Arpi Karapetyan, Posse Alumna
Jason Karel
Christine and Richard Karger
Mahima Karki, Posse Alumnus
Adam Kay
Gabrielle I. Kelenyi, Posse Alumna
Christopher Kennedy
Dorothy Kerr
Adela Khan
Marzan A. Khan, Posse Alumnus
Joseph D. Kimbrell
Jungae Kim-Schmid
Daniel King
Rich King
Brittany King-Pleas, Posse Alumna
Tiye A. Kinlow, Posse Alumna
Jennifer Kleindienst
Tanya Knight
Amy Kong, Posse Alumna
Anne Kosseff-Jones

Charlotte D. Kress, Posse Alumna
Steven Krone
Pete and Cindy Kuechle
Crystal Kumtong, Posse Alumna
Anna Kung, Posse Alumna
Suzanne Kunitz
Laura and Steven Kurzrok
Marian Kusi-Mensah
Amy LaBan
Brandon F. LaBord, Posse Alumnus
Sam Lagana
Patrick Lai-Fang
Engy Lamour, Posse Alumnus
Geguel Landestoy, Posse Alumnus
Chris Lang
Deifilia Lanza
Jessica Larkin, Posse Alumna and Brian Larkin
Justin Latus
Tung Yan Lau, Posse Alumna
Paula Leca
Jessica Lee
Jonathan Lee
Rosanne Lemansky
James Lerman
Sharon Lerman
Allison and Peter LeVine
Brandon T. Lewis, Posse Alumnus
Bria J. Lewis, Posse Alumna
Deshawn S. Lewis, Posse Alumnus
Kyanna A. Lewis, Posse Alumna
Nicole Lewis
Yin Zhong Li, Posse Alumnus
Inricka P. Liburd, Posse Alumna
Marielena Lima, Posse Alumna
Bernadette Limos, Posse Alumna
Cynthia C. Lin, Posse Alumna
Danny Lin, Posse Alumnus
Chevone L. Linear, Posse Alumna
Daniel A. Linton, Posse Alumnus
Elizabeth A. Linton, Posse Alumna
Joseph Lisicky
Xue Zhi Liu, Posse Alumna
Julia Lo, Posse Alumna
Kenia Lobo, Posse Alumna
Ruth Logan
Jamie Lopez, Posse Alumna
Jonathan Lopez, Posse Alumnus
John LoPresto, Posse Alumnus
Estelle Lozano, Posse Alumna
Lauren E. Lugo, Posse Alumna
Keven Lugo, Posse Alumnus
Princess Lyles
Cindy Lys, Posse Alumna
M.J. Ma
Andrea J. MacFarlane, Posse Alumna
Elizabeth MacFarlane
Jaclyn MacFarlane
Mario Macias, Posse Alumnus
Maura Madden and Rufus Tureen
Thomas Mains
Esteniolla Maitre, Posse Alumna
Stephanie H. Maitre, Posse Alumna
Rashida Malcolm, Posse Alumna
Melida Maldonado, Posse Alumna
Jeyla Mammadova, Posse Alumna
Vincent-Paul R. Manalo, Posse Alumnus
Anika B. Manzoor, Posse Alumna
Andrew J. Manz-Siek, Posse Alumnus

Karla V. Mardueno, Posse Alumna
The Margolis Family
Danny Marin, Posse Alumnus
Emery Markles and Heather Farrell
Morgan E. Markman, Posse Alumna
Yasmin Marrero-Garcia, Posse Alumna
Geneci Marroquin, Posse Alumna
Jahmel J. Martin, Posse Alumnus
Peggy Martin
Sarah Martinez Roth, Posse Alumna and Jonathan Roth
Claudia Martinez, Posse Alumna
Sam Matchett
Anthony Mathieu, Posse Alumnus
Jeremy Mathurin, Posse Alumnus
Elizabeth Matthews
Mary Matthews
Carolyn Maughan
Stephanie Mayer, Posse Alumna
Stephanie Mayer
Molly McArdle, Posse Alumna
Alexandria McBride
Demi S. McCoy, Posse Alumna
Leo McFarland, Posse Alumnus
Terry McGuirk III
Antonio McIlwaine
Amanda McIntosh
Duke McMorris, Posse Alumnus
James Patrick McShane
Marina R. Mehrstens, Posse Alumna
Karla J. Melara, Posse Alumna
Deena M. Mele, Posse Alumna
Carlos Melville
Liz and Scott Mendel
Jonathan E. Mendez, Posse Alumnus
Roberto Mendez, Posse Alumnus
Leslie Mendoza, Posse Alumna
Nia Mensah, Posse Alumna
Joseph B. Mercado, Posse Alumnus
John Merrifield
Anil T. Methipara, Posse Alumnus
Jesse Metres, Posse Alumna
John Metz
Robert and Carolyn Meza
Kidus Mezgebu, Posse Alumnus
Monika E. Michalczewska, Posse Alumna
Emily Miles
Carol Miller
Alleyah Miner, Posse Alumna
Richard and Judy Mirel
Allessandra Mitchell
Rasheed Mitchell, Posse Alumnus
Kidus Moges, Posse Alumnus
Scarlett L. Montenegro, Posse Alumna
Mike Montgomery, Posse Alumnus
Allison Moore
Ashley Moore
Chelsa Moore, Posse Alumna
Stephanie Mora Hernandez, Posse Alumna
Jacob Moreno Coplon, Posse Alumnus
Deborah L. Moriah
Cindy Moritz
Armaad Morman
Michael J. Morris
Lisa and John Morton
Jessica B. Moulite, Posse Alumna
Cynthia Moy
Isaiah Muhammad, Posse Alumnus
Nina and Dan Murphy

Paul Murphy and Gia Partain
Siobhan M. Murray, Posse Alumna
Cori Mykoff
Nathalie Naintre
Dave Nelson
Rashid M. Nelson, Posse Alumnus
Florence New
Lisbeth Mark and Charles Newman
Gavin Newman
Thuy Thanh and Tam Nguyen
Kelechi Njoku, Posse Alumna
Melchi Noel, Posse Alumnus
Glenda M. Nunez, Posse Alumna
Alexandria R. Nunez-Bibby, Posse Alumna
Ms. Elva Ocampo
Osaruese Odeh, Posse Alumnus
Barbara Ofosu-Somuah, Posse Alumna
George Okrah, Posse Alumnus
Mary D. Oluokun, Posse Alumna
Kwadwo A. Opoku-Nsiah, Posse Alumnus
Jennifer Orme
Gioemi Orofino, Posse Alumna
Natalie Orozco
Molly O'Sullivan
Curtis Owens
Mercedes G. Owolabi, Posse Alumna
Victor Oyadiji, Posse Alumnus
Michael L. Pace, Posse Alumnus
Kristal Pacheco, Posse Alumna
Jennifer Pagan, Posse Alumna
Jessica Palacios, Posse Alumna
Peter Paquette
Jaemie L. Paraon, Posse Alumna
Manny Paredes, Posse Alumnus
Glenda Partee
Tenes J. Paul, Posse Alumnus
Ashley Peel, Posse Alumna
Chana N. Peele, Posse Alumna
Daniel A. Pena, Posse Alumnus
Sasha M. Peña, Posse Alumna
Chandrea Peng, Posse Alumna
Paolo Pepe, Posse Alumnus
Henry Pereira, Posse Alumnus
Beatrice Perez
Katherine D. Perez, Posse Alumna
Jeffrey Wentworth and Anna R. Pergolizzi-Wentworth,
Posse Alumna
Chris E. Perkins
Judith Ann Perlin
Anthony Perman
Alvaro Peters, Posse Alumnus
Donna and Scott Petersen
Marla Philpot
Gina A. Physic, Posse Alumna
Gabriella H. Pico, Posse Alumna
Shakiva Pierre, Posse Alumna
Julie Pike
Charnelle Pinkett, Posse Alumna
Dwight Porter
Matt Probst
Christopher J. Quach, Posse Alumnus
Mr. and Mrs. Thomas Quistberg
Anna G. Rajo-Miller, Posse Alumna
Nicole Ralston and Michael Hellier
Kadineyse Ramize, Posse Alumna
Meera Ramsoondar-Cuevas, Posse Alumna
Antoinette Rangel, Posse Alumna
Elias Rangel, Posse Alumnus

Rick Raymond, Posse Alumnus
 Jessica L. Redon, Posse Alumna
 Gladys Reyes, Posse Alumna
 Barbara J. Reynolds, Posse Alumna
 Tony Rice
 Bexter Richardson, Posse Alumnus
 Raquel Rico, Posse Alumna
 Courtney Riley, Posse Alumna
 Caresse Rios, Posse Alumna
 Ivelisse Rivera, Posse Alumna
 Jose Rivera, Posse Alumnus
 Porshai Z. Rivera, Posse Alumna
 William A. Robelo-Lara, Posse Alumnus
 Malcolm Robey
 Glenford A. Robinson, Posse Alumnus
 Nigel H. Robinson, Posse Alumnus
 Amareux V. Rodriguez, Posse Alumna
 Bruno Rodriguez, Posse Alumnus
 Cynthia D. Rodriguez, Posse Alumna
 Darwin Rodriguez, Posse Alumnus
 Irene Rodriguez, Posse Alumna
 Jadil Rodriguez, Posse Alumna
 Juliana Rodriguez, Posse Alumna
 Melissa D. Rodriguez, Posse Alumna
 Steven Rodriguez, Posse Alumnus
 Alexis M. Roe, Posse Alumna
 Christopher L. Rogers, Posse Alumnus
 Eric Rogers
 David Rojas, Posse Alumnus
 Jonathan M. Romero, Posse Alumnus
 Kristen Rosenfeld
 Evelyn Rosero, Posse Alumna
 AnnJanette Rosga
 Barry Ross
 Hannah L. Roth, Posse Alumna
 Marilyn Roth
 Marianne Wisner and Kendrick Royer
 Benjamin Ruano, Posse Alumnus
 Steven Rudel
 Michael Rush
 Julia Ryan, Posse Alumna
 Sophia D. Sainteus, Posse Alumna
 Tonia Salas
 Carlos Salcedo, Posse Alumnus
 Brittney Sampson
 Francillia Samuel, Posse Alumna
 Brian Samuels and Eric Frishman
 Alina San Giovanni
 Michelle Sanchez, Posse Alumna
 Rudy Sanchez, Posse Alumnus
 Tasha A. Sandoval
 Erica D. Santiago, Posse Alumna
 Esperanza Santiago
 Zaydee Santiago, Posse Alumna
 Caio Santos Rodrigues, Posse Alumnus
 John G. Santos
 Yanira M. Santos, Posse Alumna
 Ana B. Sarabia
 Sara Sason
 Tony P. Saucedo
 Milan V. Saunders, Posse Alumna
 Jasmine A. Savoy, Posse Alumna
 Rebecca Sayre
 Kathleen Schnieders
 Detlef Schrempf
 Jennifer N. Schroeder, Posse Alumna
 Andrew Schroer
 Laurie Sedlmayr-Cumming

Sandra and Sylvan Seidenman
 MacRegga Severe, Posse Alumnus
 Norman Sewell, Jr.
 Melissa Shaak
 Wally Shaffer
 Stephanie Shain
 Ulric Shannon, Posse Alumnus
 Aine M. Sheehan, Posse Alumna
 Danny Shelton, Posse Alumnus
 Andrew Shen, Posse Alumnus
 Tenzing Sherpa, Posse Alumnus
 Ronak Sheth, Posse Alumnus
 Jill Shultz
 Anna Sickler
 Viktoriya Sionov, Posse Alumna
 Kannitha Sith, Posse Alumna
 Melanie Skehar
 Ashley L. Slupski, Posse Alumna
 Whitney L. Smith, Posse Alumna
 Beretta Smith-Shomade
 Caitlin Smyke Epstein
 Ivy Solowiejczyk
 Laurence T. Sorokin
 Kiana Sosa, Posse Alumna
 Samantha A. Sosa, Posse Alumna
 Wagner N. Soto, Posse Alumnus
 Michele and Steven Spirn
 Jolanta Starr, Posse Alumna
 Jonathan Starzyk, Posse Alumnus
 Phil and Alice Stathos
 Jairus Steed, Posse Alumnus
 Dave Stefani
 Howard Stern
 Donna Stewart
 Jason St-Fleur
 Cate Stimpson
 Mr. and Mrs. James R. Stirn
 Peggi L. Sturm
 Caleb Sturup
 Florangel Suero, Posse Alumna
 Neha Surrender, Posse Alumna
 Jourdan Sutton, Posse Alumnus
 Grace and Lenard Swanson
 Amir Syed
 Shaka Tafari, Posse Alumnus
 Stephanie Tafur, Posse Alumna
 Elaine C. Tam, Posse Alumna
 Taneesha Tate-Robinson, Posse Alumna
 Ericka M. Taylor, Posse Alumna
 Philip Taylor, Posse Alumnus
 Shanece Taylor
 Tara Taylor
 Simona E. Teixeira, Posse Alumna
 Joan L. Thomas
 John Thompson
 Morolake Thompson
 Andrew S. Thorson
 Ashley M. Thurmond, Posse Alumna
 Ross Tilchin, Posse Alumnus
 TisBest Charity Gift Cards
 Frank Torres
 Laura Torres, Posse Alumna
 Rosa A. Torres, Posse Alumna
 Angelica J. Townsend, Posse Alumna
 Eric Tran, Posse Alumnus
 Michael D. Tran, Posse Alumnus
 MyKy Tran, Posse Alumna
 Rita Tran, Posse Alumna

Sandy Tran, Posse Alumna
 Stephanie Tran, Posse Alumna
 Michael Trejo, Posse Alumnus
 Victoria Tsou, Posse Alumna
 John Tsourmas
 Cindy Tully
 Karen L. Turner
 Lula Turner
 Tonya Turner
 Ruben Ulloa, Posse Alumnus
 Jenny Umana, Posse Alumna
 Marco A. Valdez, Posse Alumnus
 Eder Valle, Posse Alumnus
 Carrie and Todd VanderVeen
 Diana Vargas Flores, Posse Alumna
 David I. Vargas, Posse Alumnus
 Sajeev Vasavan
 Jaime A. Vasquez, Posse Alumnus
 Maribel Vasquez, Posse Alumna
 Bianca Vassare, Posse Alumna
 Ben Vaughn, Jr., Posse Alumnus
 Javier Vazquez, Posse Alumnus
 Jessica Velez, Posse Alumna
 Hugo E. Vergara, Posse Alumnus
 Camila Villanueva
 Rochelle S. Waite, Posse Alumna
 Brandon Walker, Posse Alumnus
 Devin Walker, Posse Alumnus
 Ronit Walker
 Taylor D. Walker, Posse Alumnus
 Karen WalkingEagle
 Astra Wallace
 Ryan Walsh
 Fengshan Wang, Posse Alumna
 Yong Hang Wang, Posse Alumnus
 Chon'tel Washington, Posse Alumna
 Jeffery L. Washington, Posse Alumnus
 Clifford Watkin
 Mariah A. Watkins, Posse Alumna
 Matt Webb
 Daniel J. Weisman, Posse Alumnus
 Donna and Steven Weisman
 Donna and Steven Weisman
 Kristin Weisser
 Frank Westman
 Claire Whitman
 Abby Whitmire
 Gwen and Bob Whitson
 Michael Wilensky
 Cheryl L. Williams
 David Williams, Posse Alumnus
 Frank H. Williams, Posse Alumnus
 Natalie A. Williams
 Barbara and Robert Wilneff
 Karyn Wilson, Posse Alumna
 Sharon Wilson
 Raymond Winkler
 Melissa Wolfish
 Julie Wolpov
 Shirley Wong
 Sara Woolery
 Monique Wright, Posse Alumna
 Ryan Wright, Posse Alumnus
 Klea Xoxi, Posse Alumna
 Neil Yarhouse
 Jessie Yip, Posse Alumna
 Ryan Yoo, Posse Alumnus
 Nadila Yusuf, Posse Alumna

Risheng Zeng, Posse Alumnus
 Melissa Zheng, Posse Alumna
 Deborah Zinn
 Haytham Zohny, Posse Alumnus
 Sandenya C. Zorokong, Posse Alumna
 Grisel Zuniga, Posse Alumna

IN-KIND

AB
 Agnes Scott College
 AJ Capital Partners
 Alnylam Pharmaceuticals, Inc.
 Alston & Bird LLP
 Atlanta Braves Foundation
 Bank of America Charitable Foundation
 Bank of America
 Bloomberg
 BNP Paribas
 Nora and Jack Capers
 CenterPoint Energy
 Chick-fil-A
 "ClassyFun Entertainment"
 Cleary Gottlieb Steen & Hamilton LLP
 Eli and Virginia Grace Cohen
 Comedy Central
 Deloitte LLP
 Discovery Communications, LLC
 Entergy Corporation
 Ernst & Young LLP
 Exelon
 Federal Reserve Bank of Atlanta
 Fidelity Investments
 The Ford Foundation
 Fox Rothschild LLP
 The George Washington University School of Medicine
 and Health Sciences
 Georgia Power Company
 Georgia-Pacific LLC
 Goldman, Sachs & Co.
 Goodwin Procter LLP
 Greenberg Traurig P.A.
 H-E-B
 Hogan Lovells US LLP
 Holland & Knight
 The Home Depot
 IBERIABANK
 Infor
 Jones Day
 King & Spalding LLP
 Kirkland & Ellis LLP
 Koshland Science Museum
 Liberty Mutual Group
 Mayer Brown LLP
 Barbara and Richard Metzler
 MFS Investment Management
 Moody's Corporation
 NBC Universal
 Nelson Mullins Riley & Scarborough LLP
 The New York Times Company
 Pepco Holdings
 Phelps Dunbar LLP
 Heather and Jim Pigott
 Propeller
 Proskauer Rose LLP
 Publix Super Markets, Inc.
 Putnam Investments
 PwC
 American Red Cross

Runway Incubator
 SeaFair Miami
 Simpson Thacher & Bartlett LLP
 State Street Corporation
 SunTrust Bank
 May and Edward T. Swan
 Tiffany & Co.
 Tudor, Pickering, Holt & Co.
 Turner Broadcasting System, Inc.
 Wells Fargo
 Kimberly West-Faulcon
 Zapp's Potato Chips

The Posse Foundation, Inc. Statements of Financial Position as of December 31, 2016 and 2015

ASSETS	2016	2015
Cash and cash equivalents	\$12,945,895	\$6,783,755
Investments	54,183,612	51,426,069
University fees receivables	2,590,000	2,485,000
Pledges and other receivables, net	12,442,061	21,827,392
Prepaid expenses and other assets	809,364	742,065
Property and equipment, net	286,011	433,726
Cash and cash equivalents - permanently restricted	-	-
TOTAL ASSETS	\$83,256,943	\$83,698,007
LIABILITIES		
Accounts payable and accrued expenses	\$749,994	\$596,495
Deferred rent	556,945	606,038
Deferred income	1,726,669	1,656,668
TOTAL LIABILITIES	3,033,608	2,859,201
COMMITMENTS AND CONTINGENCIES		
NET ASSETS (a) (b)		
Unrestricted	27,247,285	19,896,303
Temporarily restricted	24,269,296	32,235,749
Permanently restricted	28,706,754	28,706,754
TOTAL NET ASSETS	80,223,335	80,838,806
TOTAL LIABILITIES AND NET ASSETS	\$83,256,943	\$83,698,007

financials

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

The Posse Foundation, Inc. Statements of Activities

For the Years Ended December 31, 2016 and 2015

	FOR THE YEAR ENDED DECEMBER 31, 2016				FOR THE YEAR ENDED DECEMBER 31, 2015			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2016	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2015
SUPPORT AND REVENUE:								
Contributions and grants	\$3,269,122	\$7,701,272	-	\$10,970,394	\$5,263,206	\$4,488,593	\$1,000,000	\$10,751,799
University fees	2,520,000	-	-	2,520,000	2,438,334	-	-	2,438,334
Service fees	864,550	-	-	864,550	898,195	-	-	898,195
In-kind contributions	857,323	-	-	857,323	648,889	-	-	648,889
Investment income	433,098	2,410,757	-	2,843,855	(598,288)	(1,119,565)	-	(1,717,853)
Fundraising events, net of direct benefits to donors	3,807,894	-	-	3,807,894	3,950,593	-	-	3,950,593
Net assets released from restrictions (b)	18,078,482	(18,078,482)	-	-	7,958,025	(7,958,025)	-	-
TOTAL SUPPORT AND REVENUE	29,830,469	(7,966,453)	-	21,864,016	20,558,954	(4,588,997)	1,000,000	16,969,957
EXPENSES:								
Program services:								
Recruitment and training programs	17,127,055	-	-	17,127,055	15,966,525	-	-	15,966,525
Supporting services:								
Management and general	2,776,265	-	-	2,776,265	2,459,501	-	-	2,459,501
Fundraising	2,576,167	-	-	2,576,167	2,345,391	-	-	2,345,391
Total Supporting Services	5,352,432	-	-	5,352,432	4,804,892	-	-	4,804,892
TOTAL EXPENSES	22,479,487	-	-	22,479,487	20,771,417	-	-	20,771,417
CHANGE IN NET ASSETS	7,350,982	(7,966,453)	-	(615,471)	(212,463)	(4,588,997)	1,000,000	(3,801,460)
Net assets - beginning of year	19,896,303	32,235,749	28,706,754	80,838,806	20,108,766	36,824,746	27,706,754	84,640,266
NET ASSETS - END OF YEAR	\$27,247,285	\$24,269,296	\$28,706,754	\$80,223,335	\$19,896,303	\$32,235,749	\$28,706,754	\$80,838,806

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

The Posse Foundation, Inc. Statements of Cash Flows For the Years Ended December 31, 2016 and 2015

	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$(615,471)	\$(3,801,460)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	215,814	231,989
Pledge discount net of amortization	94,913	588,327
Bad debt expense	1,100	-
Deferred rent	(49,093)	38,372
Realized gain on securities	(659,560)	(623,080)
Unrealized gain on securities	(1,192,857)	3,102,605
Subtotal	(2,205,154)	(463,247)
Changes in operating assets and liabilities:		
Decrease (increase) in assets:		
University fees receivables	(105,000)	(70,000)
Pledges and other receivables, net	8,289,318	7,146,210
Prepaid expenses and other assets	(67,299)	(55,718)
(Decrease) increase in liabilities:		
Accounts payable and accrued expenses	153,499	(105,542)
Deferred income	70,001	46,666
Net Cash Provided by Operating Activities	6,135,365	6,498,369
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(6,277,630)	(62,314,765)
Proceeds from sale of investments	5,372,504	53,386,364
Purchase of property and equipment	(68,099)	(158,628)
Change in restricted cash	-	2,043,550
Net Cash Used in Investing Activities	(973,225)	(7,043,479)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	1,000,000	1,000,000
Net Cash Provided by Financing Activities	1,000,000	1,000,000
NET INCREASE IN CASH AND CASH EQUIVALENTS	6,162,140	454,890
Cash and cash equivalents - beginning of year	6,783,755	6,328,865
CASH AND CASH EQUIVALENTS - END OF YEAR	\$12,945,895	\$6,783,755

financials

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

For a copy of the audited financial statements, contact:

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

a) Basis of Accounting

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

b) Basis of Presentation:

Posse maintains its net assets under the following three classes:

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

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

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

c) Endowment Net Assets

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

The Board has interpreted NYPMIFA as allowing Posse to appropriate for expenditure or accumulate so much of an endowment fund as Posse determines is prudent for the uses, benefits, purposes and duration for which the endowment fund is established, subject to the intent of the donor as expressed in the gift instrument. Unless stated otherwise in the gift instrument, the assets in an endowment shall be donor-restricted until appropriated for expenditure by the Board. The Board appropriated for expenditure \$1,238,822 and \$1,048,645 from the cumulative earnings on permanently restricted funds for the years ended December 31, 2016 and 2015, respectively. Therefore the remaining earnings, if any, are reported as temporarily restricted.

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

POSSE WELCOMES BRAD SINGER AS ITS NEW BOARD CHAIR



“

Posse Scholars’ stories inspire everyone around them,

from student peers to community members at each institution they cross paths with—including the Posse board. Posse’s unique structure for partnership between top-tier colleges and universities and talented diverse students really works, producing leaders who succeed both academically and in the world at large.”

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