



CELEBRATINGtwentyYEARS

2009 ANNUAL REPORT



Since its founding, The Posse Foundation has experienced incredible growth and a steady broadening of its national footprint. What started in 1989 as an initiative to send five public high school students from New York City to attend Vanderbilt University in Nashville, Tennessee, has become a national movement that serves thousands of remarkable young leaders from all across the country each year. Today, Posse boasts partnerships with 38 top colleges and universities, sites in seven of the country's largest cities, more than 3,000 selected Scholars and over 1,200 Alumni.

As Posse has grown, so, too, has the impact of Posse Scholars on campuses and of Posse Alumni in the workforce. Our Scholars have built a reputation for outstanding student activism and represent a uniquely diverse pipeline of talent. As Alumni, they are succeeding in fields such as finance, fine arts, education and medicine, ensuring a brighter future for all Americans.

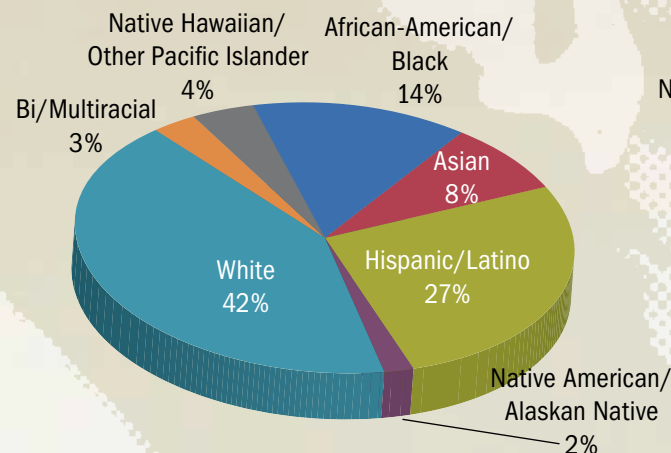
We have always known that there are many more incredibly gifted students than there are ways to identify them—which is why it is Posse's mission to cast a finer net, to help reach promising young people who are full of aptitude but too often lacking in opportunity.

This year's annual report celebrates Posse's 20th anniversary. But the journey is far from over. By the year 2020, Posse will operate sites in 10 cities, work with 80 college and university partners, and claim over 6,000 professionals in the workforce as Alumni. To get there, we will rely on the strength of our partnerships, the generosity of our supporters and the firmness of our conviction that diverse teams of driven individuals can accomplish amazing things.

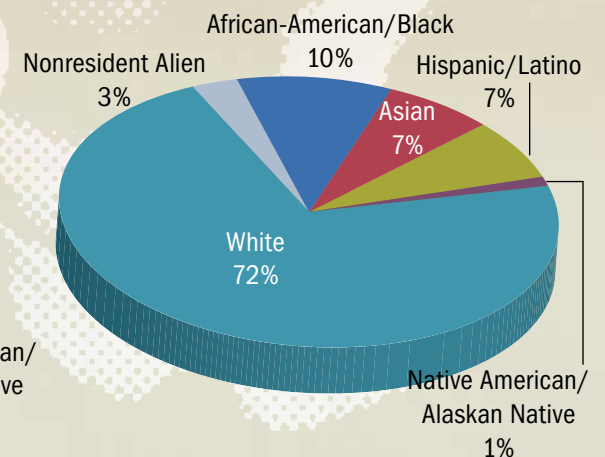
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Student profiles at four-year colleges and universities in the United States do not yet reflect the country's changing demographics.

PROJECTED U.S. POPULATION BY 2050 [BY RACE]
SOURCE: U.S. CENSUS BUREAU, 2008



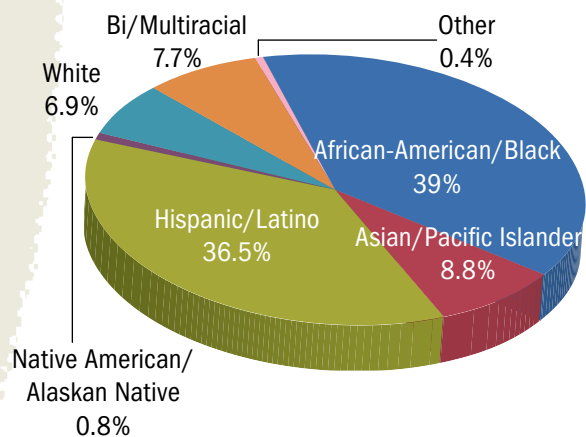
BACHELOR DEGREE RECIPIENTS [BY RACE]
SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS, 2007



how posse GOT ITS NAME

In 1989, the Posse Program began in response to a troubling pattern. Posse President and Founder Deborah Bial, who at the time had been conducting leadership training in New York City public high schools, noticed that many talented students were leaving the city for college only to return months later having dropped out. At the time, “posse” was a popular term in youth culture used to describe a group of friends who look out for one another, who back each other up. One particular student who had dropped out remarked that if he had his posse with him, he would have stayed and ultimately graduated. It seemed an incredibly simple idea. Why not send a Posse, or a team of students, together to college?

2009 POSSE SCHOLARS [BY RACE]



“The 26-hour bus trip to Nashville, Tennessee, was the beginning of a life journey, and I had no idea what to expect. I remember a cover story in the *Nashville Scene* called us an experiment. We knew that a lot was at stake—most of us were the first in our families to go to college—but there were so many unknowns. The reason I was able to succeed was because I had my Posse with me. Vanderbilt and Posse opened doors for me to dream about a future that I never thought possible. It was an experience that allowed me to know deep in my heart that my life’s work would be about diversity, leadership and access in higher education.”

SHIRLEY M. COLLADO

VANDERBILT POSSE 1 (NEW YORK) ALUMNA

DEAN OF THE COLLEGE + ASSOCIATE PROFESSOR OF PSYCHOLOGY
MIDDLEBURY COLLEGE



1989

President and Founder Deborah Bial recruits the **FIRST POSSE** from New York City Public Schools.

1990

The First Posse enrolls at **VANDERBILT UNIVERSITY** in Nashville, Tennessee.

concept

The concept of a Posse works for both students and college campuses and is rooted in the belief that a small, diverse group of talented students—a Posse—carefully selected and trained, can serve as a catalyst for increased individual and community development. As the United States becomes an increasingly multicultural society, Posse believes that the leaders of this new century should reflect the country's rich demographic mix, and that the key to a promising future for our nation rests on the ability of strong leaders from diverse backgrounds to develop consensus solutions to complex social problems. One of the primary aims of the Posse Program is to train these leaders of tomorrow.

A group of diverse students are shown in a starting crouch outdoors, with a young Black man in the foreground reaching forward. They are surrounded by green trees and foliage.

cultivating
the next
generation
of leaders



mission

Posse started because of one student who said, “I never would have dropped out of college if I had my posse with me.” The Posse Foundation, founded in 1989, identifies public high school students with extraordinary leadership and academic potential who may be overlooked by traditional college selection processes. The Foundation extends to these students the opportunity to pursue personal and academic excellence by placing them in supportive, multicultural teams—Posses—of 10 students. The Foundation’s partner universities and colleges award Posse Scholars four-year, full-tuition leadership scholarships.



THREE goals

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 people 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.



FROM POSSE'S president + founder and chair



I've known that I think the idea is ingenious — schooling a team of students together to college so they can support one another. But it is the Posse Foundation's leadership component that sets it apart from other youth organizations. Posse is not simply promoting education; it's providing a community for students who sometimes get missed by traditional

*Posse changed my life.
Thank you.*



dear friends,

One Posse Scholar told a group gathered to celebrate at Vanderbilt University's 2010 graduation, "You don't understand; I could have gone to my local community college, or I could have gone to Vanderbilt. Those were my two options." She paused and said again, "Those were my two options."

For 20 years, Posse has been finding smart, ambitious, talented students working hard in the urban public high school systems. Posse is helping to make sure that these young people are getting connected to the nation's top colleges and universities, which are often not able to sift through the countless under-resourced high schools and the thousands of high school seniors enrolled in them.

In 2009, close to 12,000 students were nominated for the program, and Posse partner colleges and universities awarded a record \$67 million in leadership scholarships to 480 winners.

The tremendous accomplishments of Posse Scholars over the past two decades tell a powerful story of achievement. These young leaders, since the beginning, have surpassed expectations, giving cause for optimism about our country's future. Our Scholars have built a strong reputation for outstanding achievement by starting and leading campus organizations, winning Fulbrights and other fellowships, and graduating at a rate of 90 percent. Posse Alumni are attending graduate schools and steadily climbing the ladders of success in a wide array of professional fields.

Over the next decade, today's 1,200 Posse Alumni will grow six times over, and by the year 2020, Posse Scholars will have won close to \$1 billion in leadership scholarships.

The journey to date has been remarkable. The Posse Foundation has developed one of the most comprehensive college access and youth leadership development initiatives in the country and has a wonderful track record of success. Sustaining exponential growth for the past decade, Posse has been able to develop more college and university partnerships, has been able to expand into seven cities and now serves more young people than ever.

In 2010, The Posse Foundation became one of only 10 organizations selected by President Obama to receive a portion of his Nobel Peace Prize Award money. The President's support was a message to the country that these young people are needed as leaders. We were thrilled.

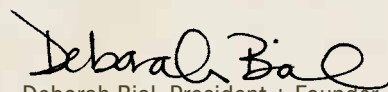
On this 20th anniversary, we especially want to acknowledge Vanderbilt University, which, in 1989, took a chance on a then untested program and gave a group of students from New York City a once-in-a-lifetime opportunity. If it weren't for that leap of faith, the options for the thousands of young people to follow could have been very different.

We want to acknowledge Michael Ainslie, who, in 1995, became The Posse Foundation's first board chair and successfully worked to establish a tremendous network of support. Without his belief, experience and love, the organization would not have thrived.

We want to acknowledge the magnanimity of people like Tim Ubben, who not only worked to open Posse Chicago, but, in 2006, contributed \$10 million to Posse's endowment, doubling its value in one fell swoop.

We are fortunate that the story of Posse is one full of generous, insightful and dedicated individuals who—inside their colleges, universities, foundations and companies—saw the potential of an idea and helped to realize it. We thank Posse's dedicated staff and board members—and we thank each and every one of you for playing such a critical role in advancing Posse's mission. Our world is clearly better for it.

Warmly,


Deborah Bial, President + Founder


Jeff Ubben, Chair

FIVE PROGRAM components

THE POSSE PROGRAM ACHIEVES ITS GOALS THROUGH FIVE PROGRAM COMPONENTS:

- 1 RECRUITMENT
- 2 PRE-COLLEGIATE TRAINING PROGRAM
- 3 CAMPUS PROGRAM
- 4 CAREER PROGRAM
- 5 POSSE ACCESS

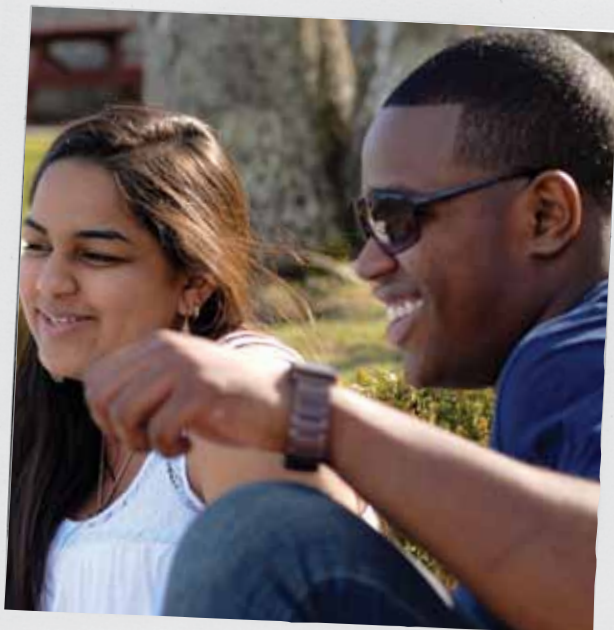
RECRUITMENT

From September to December each year, Posse conducts the Dynamic Assessment Process (DAP), a unique evaluation method designed to identify young leaders who might be missed by traditional admissions criteria but who can excel at selective colleges and universities. Using nontraditional forums to evaluate potential, DAP offers students an opportunity to demonstrate their intrinsic leadership abilities, their skill at working in a team setting, and their motivation and desire to succeed. DAP has proven to be an extremely effective tool for identifying outstanding young leaders. Through a three-part process, including large group and individual interviews, Posse staff and university partner administrators ultimately select a diverse group of 10 students for each college or university, 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 Training Program consists of workshops that address four areas: 1) team building and group support, 2) cross-cultural communication, 3) leadership and becoming an active agent of change on campus and 4) academic excellence. The goal of the Training Program is to prepare Scholars for leadership roles on campus and for the high-level academic expectations of their colleges.





CAMPUS PROGRAM

The Campus Program works to ensure the retention of Posse Scholars and to increase the impact of Posse on campus. Posse staff members visit each university four times a year for meetings with Posse Scholars, campus liaisons and mentors. Each mentor meets weekly with the Posse as a team and with individual Scholars every two weeks during the first two years in college. In addition, Posse facilitates an annual weekend-long PossePlus Retreat attended by members of the larger student body, faculty and administration with the goal of discussing an important campus issue identified by Posse Scholars.



CAREER PROGRAM

The Career Program supports Posse Scholars as they transition from being leaders on campus to becoming leaders in the workforce. Posse plays an integral role in the professional development of these young people by providing them with the tools and opportunities necessary to secure highly competitive and career-enhancing internships and jobs. One of the ways Posse achieves this is by partnering with exceptional companies and organizations, both nationally and abroad. The Career Program has three core components: 1) The Internship Program, 2) Career Counseling Services and 3) The Alumni Network.



POSSE ACCESS

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

1994

FIRST POSSEPLUS RETREAT
is held at Vanderbilt University.

2000

THE CAREER PROGRAM is established.

2008

POSSE ACCESS is established as
the fifth program component.

college+universityPARTNERS

The Posse Foundation would like to thank its college and university partners. This year, Posse partners awarded \$67 million in leadership scholarships to Posse Scholars across the country.

BABSON COLLEGE 2003

BARD COLLEGE 2008

BOSTON UNIVERSITY 2007

BRANDEIS UNIVERSITY 1997

BRYN MAWR COLLEGE 2000

BUCKNELL UNIVERSITY** 2004

CARLETON COLLEGE 2000

CENTRE COLLEGE 2005

CLAREMONT MCKENNA COLLEGE 2003

COLBY COLLEGE 2001

THE COLLEGE OF WOOSTER 2007

CONNECTICUT COLLEGE 2008

DENISON UNIVERSITY* 2000

DEPAUW UNIVERSITY* 1996

DICKINSON COLLEGE* 2000

FRANKLIN & MARSHALL COLLEGE 2004

GRINNELL COLLEGE* 2002

HAMILTON COLLEGE* 2000

KALAMAZOO COLLEGE 2008

LAFAYETTE COLLEGE* 2001

LAWRENCE UNIVERSITY 2006

MIDDLEBURY COLLEGE 1998

MOUNT HOLYOKE COLLEGE 2009

OBERLIN COLLEGE 2006

PEPPERDINE UNIVERSITY 2009

POMONA COLLEGE 2004

SEWANEE: THE UNIVERSITY OF THE SOUTH 2006

TRINITY COLLEGE* 2001

TULANE UNIVERSITY 2008

UNION COLLEGE 2005

UNIVERSITY OF CALIFORNIA, BERKELEY 2008

UNIVERSITY OF CALIFORNIA, LOS ANGELES 2009

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN 2002

UNIVERSITY OF PENNSYLVANIA 2009

UNIVERSITY OF SOUTHERN CALIFORNIA 2010

UNIVERSITY OF WISCONSIN-MADISON** 2001

VANDERBILT UNIVERSITY 1989

WHEATON COLLEGE 1999

Graduate School Partnerships

NORTHEASTERN UNIVERSITY COLLEGE OF BUSINESS ADMINISTRATION

NORTHWESTERN UNIVERSITY KELLOGG SCHOOL OF MANAGEMENT

NORTHWESTERN UNIVERSITY SCHOOL OF LAW

UNIVERSITY OF WASHINGTON COLLEGE OF EDUCATION

UNIVERSITY OF WASHINGTON EVANS SCHOOL OF PUBLIC AFFAIRS

UNIVERSITY OF WASHINGTON INFORMATION SCHOOL

UNIVERSITY OF WASHINGTON SCHOOL OF SOCIAL WORK

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

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

The university and college partners listed above reflect partnerships established through June 2010.

2000

DEPAUW UNIVERSITY becomes first dual-city partner.

2008

BRANDEIS UNIVERSITY recruits first Science Posse from New York.

UNIVERSITY OF WISCONSIN-MADISON becomes first tri-city partner.

2009

BUCKNELL UNIVERSITY + MOUNT HOLYOKE COLLEGE recruit first Civic Engagement Posses.

“There aren’t a lot of things in higher education about which you can say the results, the aim, the mission are unambiguous and it works. I think the Posse Program is the greatest single idea in higher education in the last quarter of a century.”

ROBERT A. ODEN JR.

CARLETON COLLEGE PRESIDENT



careerPARTNERS

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

Academy for Urban School Leadership
The Allstate Corporation
AMB Property Corporation
American Girl
American Liver Foundation, Greater Los Angeles Division
Asia Society
The Associated Press
Barlow Respiratory Hospital Foundation
Black Entertainment Television
Bloomberg L.P.
Blue Cross Blue Shield of Massachusetts
The Boston Globe
Boston Lawyers Group
Boston Red Sox
Breakthrough Collaborative
Camp of Dreams
The Capital Group Companies
Center for Progressive Leadership
Center for Talented Youth
Chicago Committee for Minorities in Large Law Firms
Chicago Freedom School
Chicago Trading Company
Citizen Schools, Inc.
City of New York, Department of Parks & Recreation
City of New York, Office of the Mayor
City Year
College Summit
Columbia Management Group
Conservation Law Foundation
Creative Artists Agency
Credit Suisse
Crossroads for Kids, Inc.
DC Public Library
DC Public Schools-Urban Education Leaders Internship Program
Deloitte
Discovery Communications
Double H Ranch
Douglas Gould and Company
ESPN
Fidelity Investments
The Field Museum

Fiduciary Trust Company
FINRA
The Fiver Children's Foundation
The Fresh Air Fund
Friends of the National Zoo
Gay & Lesbian Alliance Against Defamation
Golden Apple Foundation
Goldman, Sachs & Co.
Goodwin Procter LLP
Harlem RBI
Harlem United Community AIDS Center
Harvard Business School Summer Venture in Management Program
Health Net, Inc.
Hill, Holliday, Connors, Cosmopolus Inc.
The Hole in the Wall Gang Camps
Humanity In Action
Institute for Contemporary Art (ICA/Boston)
Institute for Recruitment of Teachers
Institute of International Education
International Documentary Association
Jones Lang LaSalle
JPMorgan Chase & Co.
Let's Get Ready
Lockton Insurance Brokers, Inc.
Los Angeles Unified School District Ethics Office
Marquette Associates, Inc.
Massachusetts General Hospital
Midwest Academy
Milbank, Tweed, Hadley & McCloy LLP
Moody's Investors Service
Morgan, Brown & Joy LLP
Mount Sinai School of Medicine
MTV Networks
The Museum of Contemporary Art
National Association of Security Professionals
National Basketball Association
National Trust for Historic Preservation
Nestlé Waters North America Inc.
The Nielsen Company
Nordstrom
Northwestern Center for Talent Development

Office of Council Member Tom LaBonge
Office of Senator Richard J. Durbin
O'Melveny and Myers, LLP
The Painted Turtle Camp
PBS
Pearson
Penguin Group (USA)
Plymouth Rock Assurance Corporation
PricewaterhouseCoopers
Princeton-Blairstown Center
Putnam Investments
Reebok International, Ltd.
Richard Kibbe & Orbe LLP
Rush University Medical Center
Shedd Aquarium
Southern California Edison
Spencer Stuart
St. Luke's-Roosevelt Hospital Center CARES Program
STAPLES Center Foundation
Starcom MediaVest Group
Starting Bloc
State Street Corporation
Steppenwolf Theatre Company
Story Corps
Student Conservation Association
Teach for America
Time Warner Inc.
The Travelers Companies, Inc.
Tufts Sackler School of Biomedical Sciences
Uncommon Schools
United Nations Foundation
U.S. Equal Employment Opportunity Commission
The Walt Disney Company
Weil, Gotshal & Manges LLP
White House Internship Program
William Blair & Company
World Wide Workshop
WorldTeach

The Career Program partners listed above reflect partnerships established through June 2010.

FORTUNE 500 CEOs

Out of the 500 CEOs

5 are BLACK

7 are LATINO

7 are ASIAN

15 are WOMEN

Currently, 45 percent of Posse Alumni with two or more years of professional experience have or are pursuing graduate degrees in a variety of fields.



“Posse is a program that works. The statistics are the best evidence of this. Like Goldman Sachs, The Posse Foundation values education, team work and leadership. So our partnership with Posse is a natural fit. We look forward to our future with this tremendous organization.”

LLOYD BLANKFEIN

CHAIRMAN + CEO, GOLDMAN, SACHS & CO.

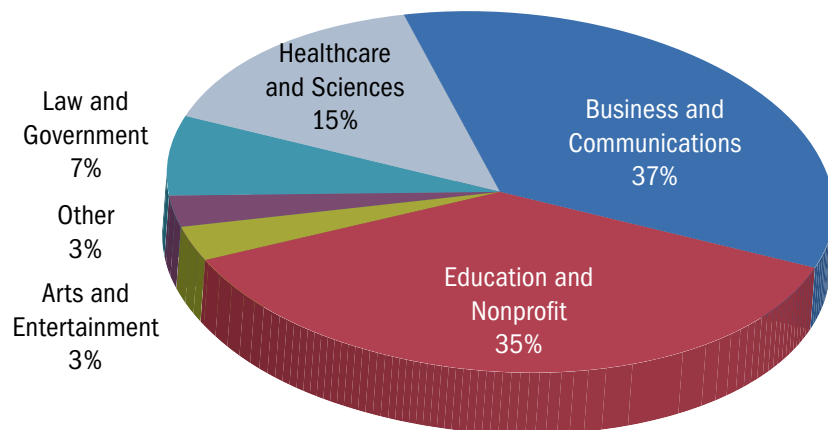


“The Posse Foundation is so important because they’ve actually done a lot of the hard work for us. Posse has been able to attract really bright people and give them an opportunity to grow as a team and excel.”

SAMUEL DIPIAZZA JR.

CEO, PRICEWATERHOUSECOOPERS INTERNATIONAL

BREAKDOWN OF JOB INDUSTRIES FOR POSSE ALUMNI



“The future of MTV Networks really depends on finding new, young, diverse and talented voices who will lead us to the next great idea and the next great place. I know that the Posse interns will continue to help us get there.”

JUDY MCGRATH

CHAIRMAN + CEO, MTV NETWORKS

alumniNETWORK

2007 | AINSLIE ALUMNI ACHIEVEMENT AWARD

The Ainslie Alumni Achievement Award and the \$1 million Ainslie Fund are established as a tribute to the accomplishments and dedication of Posse Chair Emeritus Michael Ainslie. The annual award—which includes a \$10,000 prize—recognizes a Posse Alumna/us who, like Michael, has achieved success and given back to the world.

2008 | PNAAC LAUNCH

The Posse National Alumni Advisory Council (PNAAC) is established. This council consists of two representatives from each Posse site and works to engage Alumni, provide continued leadership and professional development opportunities, encourage philanthropy, and promote leadership and networking within the Alumni community.

2009 | FIRST ALUMNI CONFERENCE

In August, 150 Posse Alumni from across the country gather in New York City for the first National Alumni Leadership Conference. The event, organized by the Posse National Alumni Advisory Council (PNAAC), gives Alumni the opportunity to network, gain professional development advice and connect with Posse friends old and new. The 2009 Ainslie Alumni Achievement Award is given to Vanderbilt Posse 4 (New York) Dr. Alumna Erica Spatz, currently a Robert Wood Johnson clinical scholar at Yale University.



FIRST
GRADUATING
POSSES
BY SITE

1994

POSSE NEW YORK
Vanderbilt

2004

POSSE BOSTON
Bowdoin

2005

POSSE CHICAGO
Carleton, Denison
+ DePauw

2007

POSSE LOS ANGELES
Grinnell
Wisconsin

2009

POSSE D.C.
Bucknell
Grinnell





“I’ve never taken the traditional path. Posse taught me to take a chance, even when those avenues were not the typical way to go. Consequently, I ended up studying international medicine abroad at Ben Gurion-Columbia University in Israel. Currently I’m in the Robert Wood Johnson Clinical Scholars Program at Yale University, a program to develop leaders in health care who will make an impact in a big way. To give back as much as I can and do for Posse what Posse did for me would be the highlight of my life.”

ERICA SPATZ

VANDERBILT POSSE 4 (NEW YORK) ALUMNA

ROBERT WOOD JOHNSON CLINICAL SCHOLAR, YALE UNIVERSITY

2009 AINSLIE ALUMNI ACHIEVEMENT AWARD RECIPIENT

“If I wasn’t given the opportunity that Posse allowed I wouldn’t be standing here today. This is an exciting time in my life. I’ve converted an old bodega on the upper west side to a wine bar and I thank Posse for allowing me to really believe that taking risks is what’s necessary in order to really make things happen. Posse provided love, support and a sense of understanding that you’re always going to have the backing of people that you respect and who will not let you fail.”

CARLOS CARELA

VANDERBILT POSSE 6 (NEW YORK) ALUMNUS

FOUNDER AND OWNER, CAVA WINE BAR & GALLERY

2008 AINSLIE ALUMNI ACHIEVEMENT AWARD RECIPIENT

highlights

2007 | MACARTHUR 'GENIUS' AWARD

Posse President and Founder Deborah Bial wins a MacArthur Fellowship from The John D. and Catherine T. MacArthur Foundation. This highly coveted award, also known as “The Genius Award,” is given to talented individuals who have shown exceptional creativity, promise for important future advances based on a track record of significant accomplishment, and potential for the fellowship to facilitate subsequent creative work.



2008 | CLINTON GLOBAL INITIATIVE

Posse is invited to participate in the Clinton Global Initiative (CGI), a collaborative endeavor of global leaders launched in 2005 by former president Bill Clinton to address the world's most critical challenges. As a presenter at the 2008 CGI annual meeting, Deborah weighs in on the state of education in the United States.

2007

2008

With generous support from the Ford Foundation, in 2008, Posse launches **THE POSSE INSTITUTE** to conduct research on access, leadership, diversity and retention in higher education.

2009

From a pool of more than 12,000 nominees, **480 NEW POSSE SCHOLARS** in seven cities win more than \$67 million in four-year, full-tuition leadership scholarships from Posse's 37 elite partner colleges and universities.

2009 | CHARITY NAVIGATOR

For the sixth consecutive year, Charity Navigator, America's premier independent charity evaluator, awards Posse the prestigious four-star "exceptional" rating for sound fiscal management, a distinction only 3 percent of nonprofits receive.

:

2009 | NEW INSTITUTIONAL PARTNERS

Posse welcomes four new college and university partners: Mount Holyoke; Pepperdine University; University of California, Los Angeles and University of Pennsylvania. Existing partners Bucknell University and Hamilton College sign on to recruit Posses from additional sites.

:

2009 | POSSE GALA

The 2009 Posse Gala marks Posse's 20th anniversary, raises a record \$2.2 million and honors Vanderbilt University and Chancellor Nicholas Zeppos; leading Career partner MTV Networks and Chairman and CEO Judy McGrath; Tiffany Schiffner, Ph.D., Posse Alumna and Duke University psychology resident; and surprise honoree Tim Ubben, Posse's largest individual donor and longtime national board member.

:

2009 | POSSE MIAMI LAUNCH

With generous support from The New World Foundation in partnership with the NoVo Foundation, Posse launches its seventh site in Miami.

:

:

:

:

:

The 2009 POSSEPLUS RETREATS gather 2,300 Scholars, fellow students, administrators and faculty at Posse partner schools around the country to explore the topic of education.

From 2007 to 2009, 17 FULBRIGHT SCHOLARSHIPS are awarded to Posse Alumni.

2010

2010 | OBAMA NOBEL PRIZE

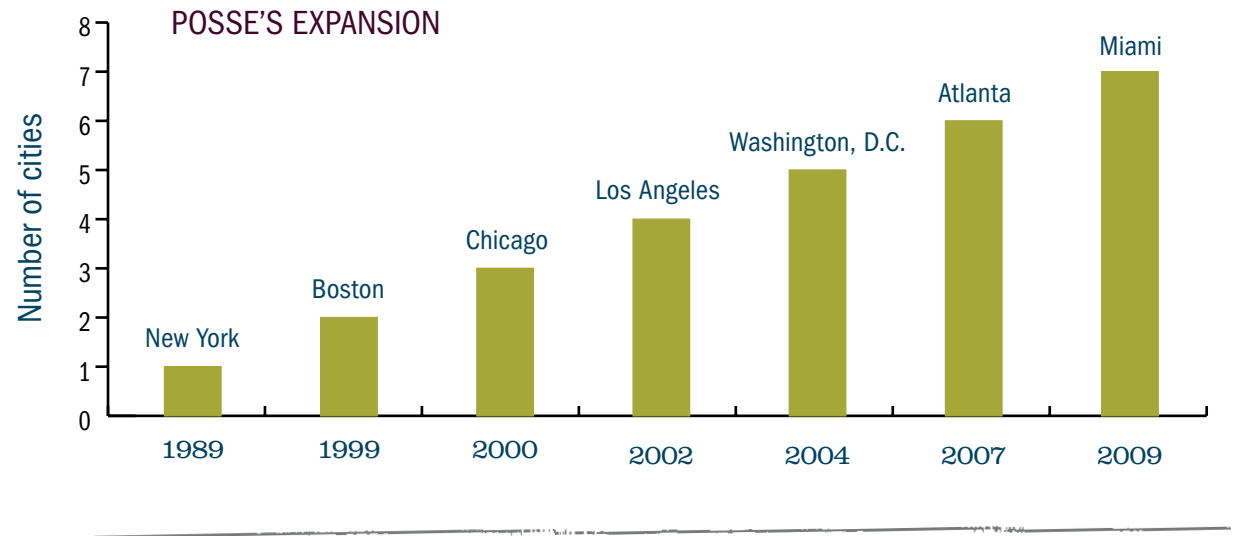
The Posse Foundation is one of only 10 organizations selected by President Obama to receive a portion of the president's \$1.4 million Nobel Peace Prize award money, which he elected to donate to charitable causes.



CITY REPORTS

Since opening in New York City in 1989, Posse has launched six additional sites and recruited more than 3,000 young leaders across the country. Posse's expansion to new cities would not have been possible without grants from the Department of Education Fund for the Improvement of Postsecondary Education (Posse Boston); "the Chicago Seven," a group of generous philanthropists including Tim and Sharon Ubben, Wade and Beverly Fetzer, Christine and Faris Chesley, Sue and John Cole, Robin and John Roberts, Tina and Byron Trott, and Scott and Beth Daley Ullem (Posse Chicago); The Goldman Sachs Foundation (Posse Los Angeles); The Sallie Mae Fund (Posse D.C.); The Arthur M. Blank Family Foundation (Posse Atlanta); and The New World Foundation in partnership with the NoVo Foundation (Posse Miami).

In the next 10 years, Posse will expand to three new cities, partner with 80 universities, support 4,000 Scholars on campus and recruit 1,000 new Scholars annually.



1994 | FIRST BOARD CHAIR

Posse Chair Emeritus Michael Ainslie, former president, chief executive officer and director of Sotheby's Holdings, becomes involved with Posse as a trustee at Vanderbilt University. Posse was a fledgling, grassroots organization and Michael recognized the potential of what Posse could eventually become.



"At the time, Posse was small, but the idea was simple and strong. Today, Posse's work is an important national success story. What makes it possible is the confidence of our funders, the wisdom and remarkable generosity of our board and friends, the incredible talent and devotion of the Posse staff, the strong support of Posse's partner universities, and most of all, the passion, dreams and determination of our Posse Scholars."

MICHAEL L. AINSLIE

POSSE CHAIR EMERITUS

TRUSTEE, VANDERBILT UNIVERSITY



new york

CITY REPORT

BABSON COLLEGE, BRANDEIS UNIVERSITY, COLBY COLLEGE, DEPAUW UNIVERSITY, DICKINSON COLLEGE, FRANKLIN & MARSHALL COLLEGE, LAFAYETTE COLLEGE, LAWRENCE UNIVERSITY, MIDDLEBURY COLLEGE, TRINITY COLLEGE, UNIVERSITY OF SOUTHERN CALIFORNIA, VANDERBILT UNIVERSITY, WHEATON COLLEGE



Trinity Posse 5 Scholar Ibrahim Diallo (center) with fellow African Development Coalition members and students of the Mitty Maadou Primary School in Guinea.

year established: 1989. **nominations:** 2,785. **nominators:** 385 high schools and 230 community-based organizations. **scholarship dollars awarded by partner colleges + universities:** \$17 million. **student highlight:** Ibrahim Diallo, Trinity Posse 5, and fellow members of the African Development Coalition, the student organization he founded, raised \$30,000 and traveled to Guinea to rebuild a dilapidated primary school in a small village in the West African country. The group also supplied textbooks and other classroom materials and built a water pump to provide the village with clean water. **career program highlights:** 150 Posse Scholars earned summer internships with more than 40 New York Career partners, with many partners offering 10 or more positions. MTV Networks employed 30 interns, the U.S. Equal Employment Opportunity Commission 13, Bloomberg 11, and The Travelers Companies, Inc. 10. To celebrate the Scholars' internship experiences, Travelers hosted the Posse New York Internship Celebration and Chairman and CEO Jay Fishman addressed the Scholars, offering two full-time positions on the spot. The event drew more than 300 guests. **event highlight:** Vanderbilt University, Posse's first partner institution, held a special event on October 15 to commemorate its 20-year Posse partnership, which to date has resulted in the recruitment of more than 200 Posse Scholars from New York.

1989

Getting a Posse scholarship changed everything. I can't picture where I'd be now without it. The thought of

Posse — 'model of integrated diversity'

boston

CITY REPORT

(from left) Boston Mayor Thomas Menino and Denison Posse 5 Scholar Abdulkadir Ali.



BRYN MAWR COLLEGE
BUCKNELL UNIVERSITY
CENTRE COLLEGE
DENISON UNIVERSITY
HAMILTON COLLEGE
UNION COLLEGE

year established: 1999. **nominations:** 1,506.
nominators: 87 high schools and 82 community-based organizations. **scholarship dollars awarded by partner colleges + universities:** \$8.5 million.
advisory board: Boston's advisory board welcomed four new members and a new chair, James Hoyte. **student highlight:** Denison Posse 5 Scholar Abdulkadir Ali was invited by Boston Mayor Thomas Menino to deliver the oration at Boston's Independence Day Commemorative event, a tradition dating back to 1773. Abdulkadir's oration entitled, "What Does it Mean to be an American?," put him in the company of past orators such as John Adams, Oliver Wendell Holmes and John F. Kennedy. **event highlight:** Boston increased its event revenue by 70 percent, hosting several successful fundraising events including the annual Awards Ceremony, A Celebration of Achievement event and the Power of 10, which welcomed Boston Schools Superintendent Dr. Carol Johnson and more than 130 guests. **press highlight:** Members of Bryn Mawr Posse 6 and 7 were featured in a November 2009 article about Posse by the Associated Press. The story was picked up by more than 100 media outlets including ABC News, *Boston Herald*, *The New York Times*, *USA Today* and *The Washington Post*.

Bostonia

Five
overcome. To
handle the ones
that lie ahead, it
helps that they
have each other.

It's an Honor Thing

BY CALEB DANILOFF

Posse launches
Boston Headquarters

1999

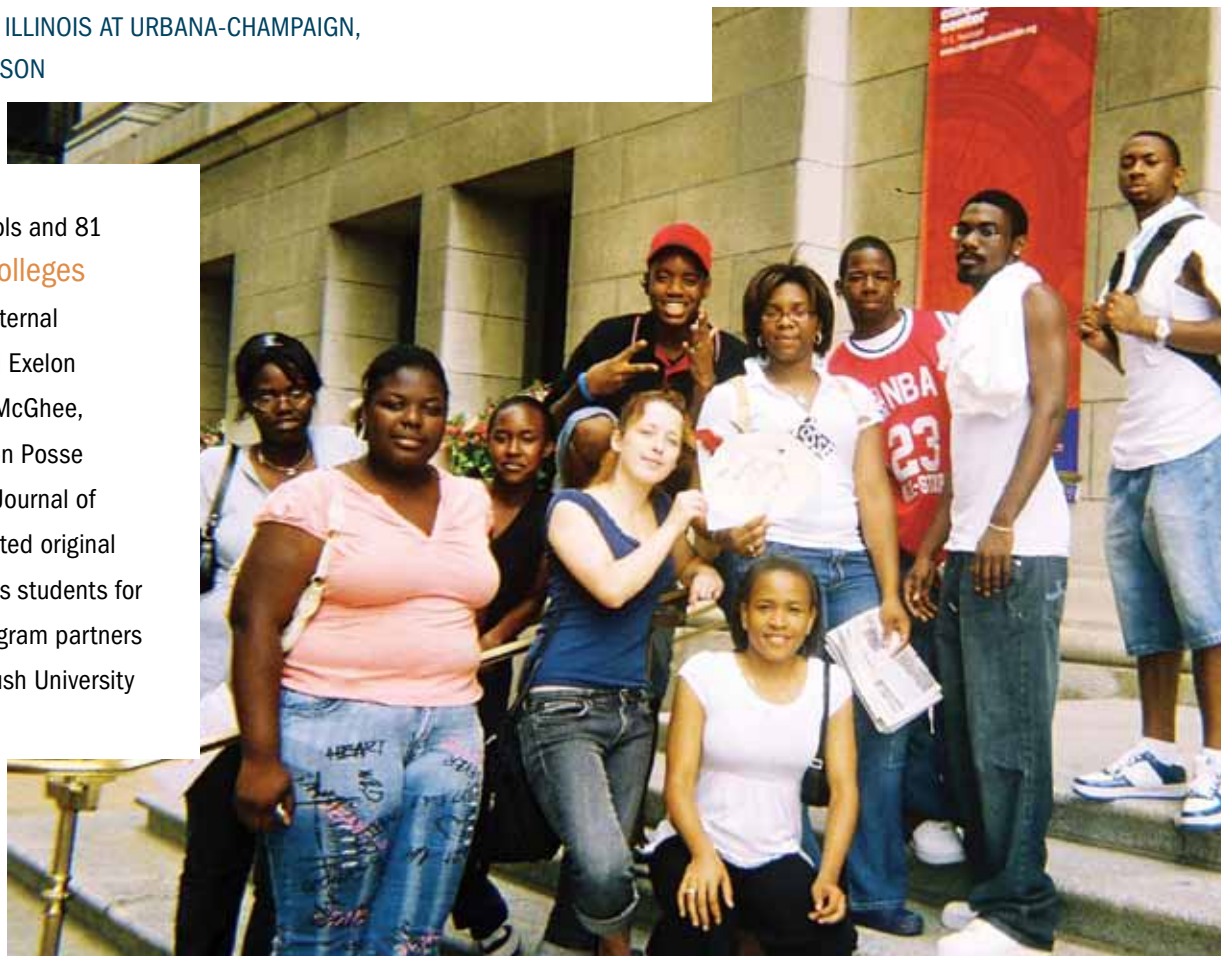
enormously impressed with the Posse Scholars from Boston,

chicago

CITY REPORT

CARLETON COLLEGE, CONNECTICUT COLLEGE, DENISON UNIVERSITY,
DEPAUW UNIVERSITY, OBERLIN COLLEGE, POMONA COLLEGE,
TRINITY COLLEGE, UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN,
UNIVERSITY OF WISCONSIN-MADISON

year established: 2000. **nominations:** 2,238. **nominators:** 168 high schools and 81 community-based organizations. **scholarship dollars awarded by partner colleges + universities:** \$12 million. **advisory board:** Kathleen Cantillon, director of external communications at Exelon Corporation, joined Posse Chicago's advisory board, and Exelon sponsored Chicago's successful Power of 10 event. **student highlight:** Jasmine McGhee, DiTallianna Patterson, Victoria Roberts and Julian Williams—all members of Denison Posse 7—won the University Award for International Education at the 2009 International Journal of Arts & Sciences Conference in Gottenheim, Germany. All four students, who presented original research, were also selected as Ronald E. McNair Scholars, a program that prepares students for doctoral study. **career program highlights:** Chicago welcomed new Career Program partners American Girl, Field Museum, National Association of Security Professionals and Rush University Medical Center.



Denison Posse 7 (Chicago).



'Posse' pursues urban students for colleges

By Frederick H. Lowe

The Posse Foundation of Chicago, which hopes to help urban youths attend small liberal arts colleges, is getting ready for its first annual roundup of high school seniors.

The foundation at 330 S. Wells will award at least 20 and possibly

assistance to pay room and board. The selection process will begin as high school guidance counselors, teachers, coaches, churches, synagogues and other community-based organizations submit the names of student nominees to the Posse Foundation by Oct. 16, Williams says.

Next, Posse Foundation mem-



POSSE



2000

Posse Chicago's inception in

Superintendent Arne Duncan says,
"Let's make Chicago
the Posse capitol of the world."

los angeles

CITY REPORT

year established: 2002. **nominations:** 2,596.

nominators: 185 high schools and 102 community-based organizations. **scholarship dollars awarded by**

partner colleges + universities: \$12 million.

advisory board: Los Angeles welcomed four new advisory board members who represent various fields including finance and education. **student highlight:** Valeria Carranza, Dickinson Posse 1, was selected as a Center for Progressive Leadership fellow and interned at the White

House in the Office of Presidential Correspondence. **career program highlights:** Los Angeles Career Program partners supported a variety of career events including a law school panel with Goodwin Procter and a mock interview session with City Year, Disney and The Travelers Companies, Inc. Career partners Health Net, Inc. and MTV Networks extended full-time offers to Los Angeles Alumni and Southern California Edison became a new Career Program partner. **press highlight:** Posse Los Angeles was featured in *The Huffington Post* in a story about the site's partnership with Bucknell University.

BUCKNELL UNIVERSITY

CLAREMONT MCKENNA COLLEGE

DICKINSON COLLEGE

GRINNELL COLLEGE

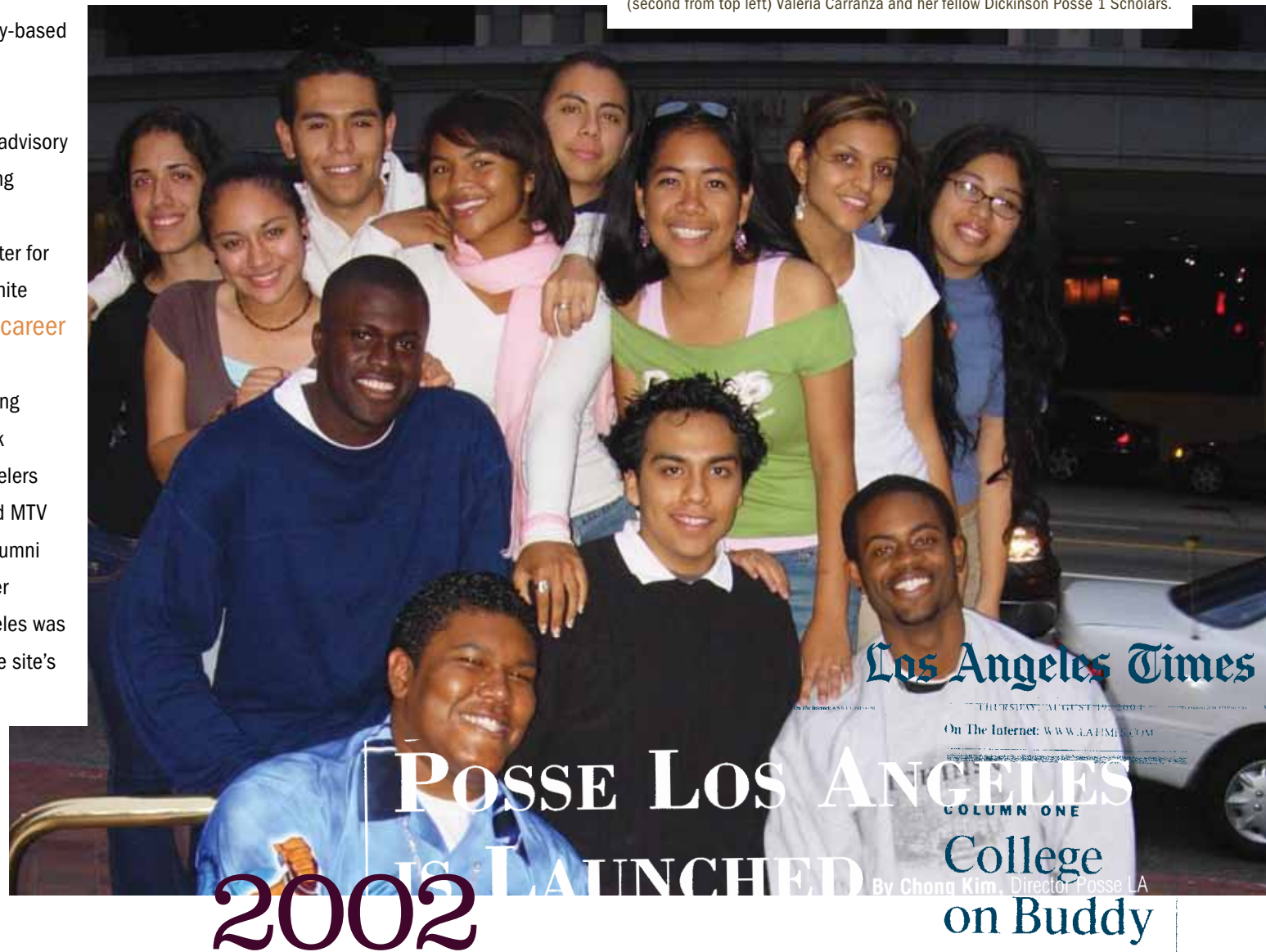
KALAMAZOO COLLEGE

TULANE UNIVERSITY

UNIVERSITY OF CALIFORNIA, BERKELEY

UNIVERSITY OF CALIFORNIA, LOS ANGELES

UNIVERSITY OF WISCONSIN-MADISON



(second from top left) Valeria Carranza and her fellow Dickinson Posse 1 Scholars.

year established: 2004. **nominations:** 1,587. **nominators:** 34 high schools and 24 community-based organizations. **scholarship dollars awarded by partner colleges + universities:** \$8.5 million. **advisory board:** D.C. welcomed three new advisory board members and doubled individual board giving. **student highlight:** Langston Tingling-Clemmons, Bucknell Posse 2, was elected president of the Student Government Association and, during his tenure, showed tremendous commitment to community service by organizing weekly service trips to soup kitchens and establishing a new mentoring program. **career program highlights:** Black Entertainment Television, Discovery Communications, D.C. Public Library, D.C. Public Schools Urban Educational Leadership Internship Program and FINRA became new Career Program partners. **event highlight:** Posse D.C. graduated its first two Posses: Bucknell Posse 1 and Grinnell Posse 1. Both graduating Posses were recognized at special Posse Graduation Celebrations as well as at the larger college commencements.

BUCKNELL UNIVERSITY

GRINNELL COLLEGE

LAFAYETTE COLLEGE

PEPPERDINE UNIVERSITY

SEWANEE: THE UNIVERSITY OF THE SOUTH

UNIVERSITY OF WISCONSIN-MADISON

THE SALLIE MAE FUND FINANCES
THE OPENING OF POSSE'S FIFTH SITE
2004

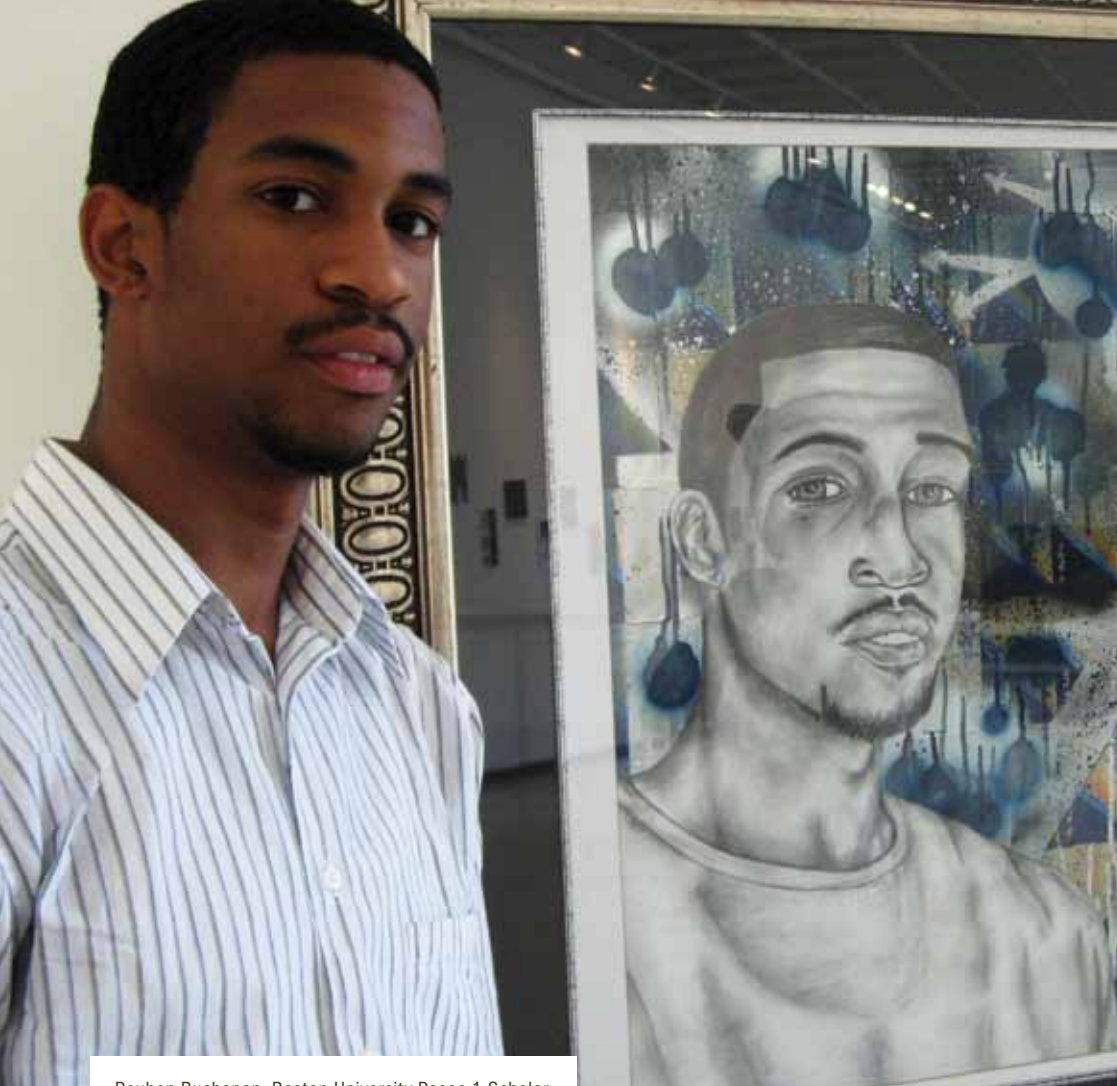
POSSE D.C.'S
FIRST ANNUAL AWARDS CEREMONY



Langston Tingling-Clemmons, Bucknell Posse 2 Alumnus.

atlanta

CITY REPORT



Reuben Buchanan, Boston University Posse 1 Scholar.

year established: 2007. **nominations:** 700. **nominators:** 27 high schools and 20 community-based organizations. **scholarship dollars awarded by partner colleges + universities:** \$4.5 million. **advisory board:** Posse Atlanta welcomed two new advisory board members. **student highlight:** Boston University Posse 1 Scholar Reuben Buchanan had his original artwork, a self portrait, displayed at the U.S. Capitol after winning the Fifth Congressional District of Georgia High School Art Competition. **event highlight:** Atlanta's first Power of 10 event on October 7 attracted over 100 guests and raised \$130,000. **press highlight:** In May, Boston University Posse 2 Scholar Danielle Galloway was featured in an article in *The Atlanta Journal-Constitution*.

BARD COLLEGE
BOSTON UNIVERSITY
THE COLLEGE OF WOOSTER

Posse Opens New Chapter in Atlanta

2007



miami

CITY REPORT

HAMILTON COLLEGE
MOUNT HOLYOKE COLLEGE
UNIVERSITY OF PENNSYLVANIA

year established: 2009. **nominations:** 800. **nominators:** 47 high schools and 18 community-based organizations. **scholarship dollars awarded by partner colleges + universities:** \$4.5 million. **advisory board:** Miami welcomed two inaugural advisory board members who are corporate and community leaders. **student highlight:** At the age of 14, Gabriela Concha-Fernandez, one of Miami's first Scholars and a member of Mount Holyoke Posse 1, founded Sí Se Puede, a nonprofit that provides clothing and toys to needy children in Bolivia, Chile and Peru. **event highlight:** On July 8, Posse was joined by Florida Department of Education Chairman T. Willard Fair, Miami-Dade County Public Schools Superintendent Alberto Carvalho and University of Pennsylvania Dean of Admissions Eric Furda to celebrate the launch of Posse Miami at a reception at the Viceroy Miami Hotel. **press highlight:** Miami received media coverage in *The Miami Herald*, which ran two stories on Posse's expansion to Miami, and in *The New York Times*.

(from left) Florida Department of Education Chairman T. Willard Fair, Miami-Dade County Public Schools Superintendent Alberto Carvalho, Penn Dean of Admissions Eric Furda, and Posse President and Founder Deborah Bial.



2009

Miami Becomes Posse's Seventh Program Site

POSSE
miami

PEOPLE ARE TALKING ABOUT posse



BARACK OBAMA ENDORSES POSSE IN A NOVEMBER 2007 INTERVIEW IN *THE CHRONICLE OF HIGHER EDUCATION*.

“One of this year’s MacArthur awardees—the ‘genius’ awards—is an innovator named Deborah Bial. She proposed a model to identify promising students from disadvantaged urban backgrounds, using an alternative set of qualities as predictors of success in college. Candidates for this program are selected using a process based on qualities such as leadership, motivation, teamwork and ability to effectively communicate. The students that are selected form a ‘posse,’ and are provided with extra supports, and end up graduating from selective colleges with a very high success rate. This shows the validity of using less-recognized skills as indicators of likely educational success.”



DEREK BOK, PRESIDENT EMERITUS AND CHAIR, THE HAUSER CENTER FOR NONPROFIT ORGANIZATIONS, HARVARD UNIVERSITY

“The American Dream doesn’t mean anything if people can be screened out of opportunities simply by the accidents of their birth. By identifying students who have what it takes—but who don’t always show up on conventional measures—and giving them the financial help they need, Posse makes a valuable contribution to the ideals of equal opportunity that we all share.”



GASTON CAPERTON, PRESIDENT, THE COLLEGE BOARD; FORMER GOVERNOR, WEST VIRGINIA

“The Posse Foundation has created a magic formula that is helping to identify and support students who would not have found their way to the top without it. Through great innovation and hard work, Posse is creating tomorrow’s leaders who will reflect the diversity of our great nation. Deborah Bial is a remarkable visionary and leader.”



KATIE COURIC, ANCHOR AND MANAGING EDITOR, CBS EVENING NEWS

“[Posse is] a unique program that proves there is such a thing as positive peer pressure.”



ARNE DUNCAN, U.S. SECRETARY OF EDUCATION

“Like the president, I’m a huge fan of Posse. You guys have done an unbelievable job and your graduation rates are through the roof and it’s a really innovative, thoughtful program.”



AL GORE, FORMER VICE PRESIDENT

"I've really enjoyed watching The Posse Foundation grow. I'm a big supporter of what you're doing."



BOB HERBERT, OP-ED COLUMNIST, *THE NEW YORK TIMES*

"Posse would be a terrific program in any era. With affirmative action under relentless assault and a college education slipping out of the grasp of many kids who are fully capable of doing college work, it is especially important now."



GARY ORFIELD, CO-FOUNDER AND CO-DIRECTOR, THE CIVIL RIGHTS PROJECT/PROYECTO DERECHOS CIVILES; PROFESSOR OF EDUCATION, LAW, POLITICAL SCIENCE AND URBAN PLANNING, UCLA

"It is vitally important to find and implement other ways to assess students of color with great potential and to support them into college. Posse is a national leader in this effort."



DEVAL PATRICK, GOVERNOR, MASSACHUSETTS

"Posse sees education as a key agent of change and sees in students the potential to make that change real. Your investment in our future continues to make an important national impact."



COLIN POWELL, FORMER SECRETARY OF STATE

"Deborah Bial, president and founder of The Posse Foundation, recognized there is no greater obligation to society than to educate the next generation."



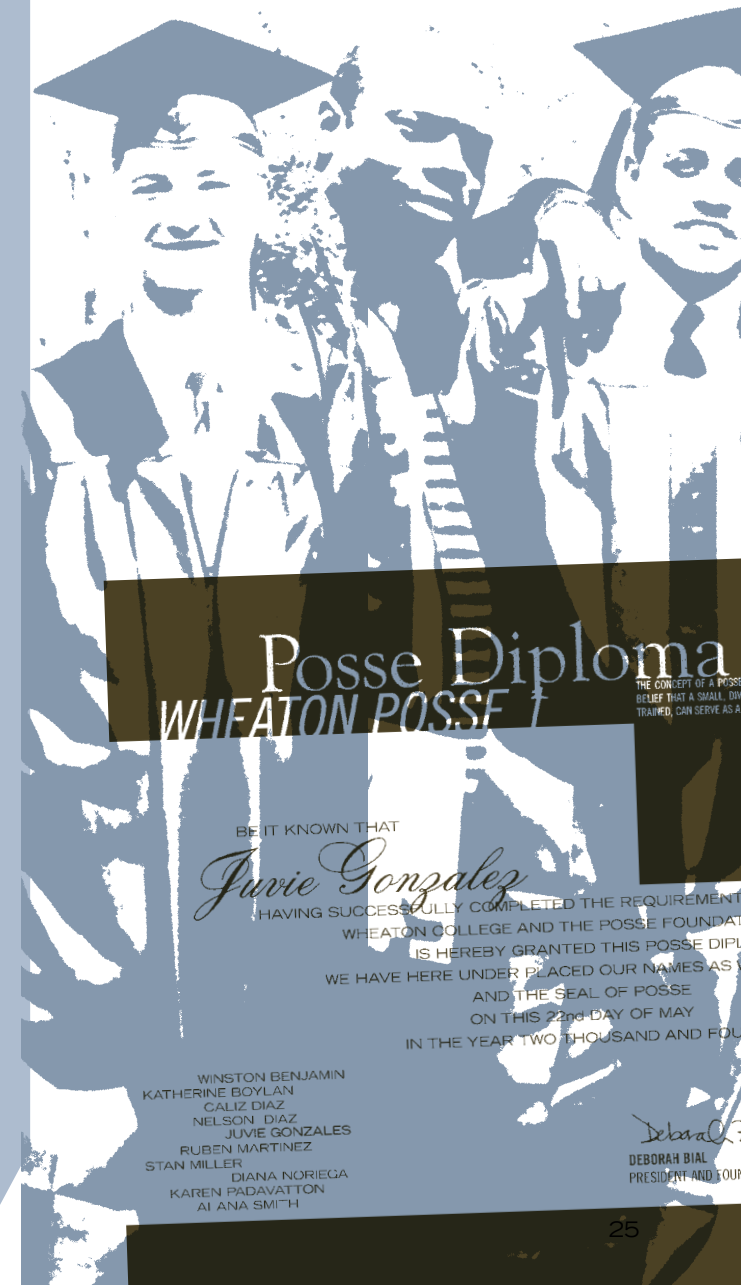
LESLEY STAHL, NEWS CORRESPONDENT, *60 MINUTES*

"The Posse Foundation works to rectify inequities in our society and to make the American dream a real possibility for so many more people."



CLAUDE STEELE, PROVOST, COLUMBIA UNIVERSITY

"Posse Scholars have experiences and developed skills that are underrepresented on college campuses. So their presence adds to the sophistication of all students' experiences on campus. [Posse is] at a 20-year anniversary here; that's a lot of expertise. I would like to see institutions of higher education take advantage of that expertise."





2006 | DOUBLING THE ENDOWMENT

Tim Ubben, founder and chairman of Lincoln Capital Management and his wife Sharon doubled Posse's endowment, pledging \$10 million, the single largest gift the Foundation has ever received. Tim is a longtime national board member and founding chairman of Posse Chicago, which he helped launch, galvanizing six other couples to join him in funding the new site.

“Posse has been an unbelievable light in my life. When you retire you look for things to do, and I found a couple organizations, one of which is Posse, my varsity nonprofit. It's been an inspiration to me for the last 10 years. Posse has occupied an important part of my life, and I can't thank Debbie and others enough for interesting me in this organization.”

TIMOTHY H. UBBEN

FOUNDING CHAIRMAN, POSSE CHICAGO

NATIONAL BOARD OF DIRECTORS MEMBER

RETIRED FOUNDER + CHAIRMAN, LINCOLN CAPITAL MANAGEMENT

TRUSTEE, DEPAUW UNIVERSITY

2003

THE SALLIE MAE FUND provides the foundation for Posse's endowment campaign, pledging a \$5 million, dollar-for-dollar, matching endowment grant.

2006

THE W.K. KELLOGG FOUNDATION, which in 1990 became the first organization to fund Posse, 16 years later, gives Posse a \$3.3 million grant to support the organization's work over three years.

The Posse Foundation grows with the generosity of its donors. With your support, Posse is cultivating the next generation of leaders and helping Posse Scholars achieve their dreams. Posse Scholars and Alumni are becoming role models for future generations, diversifying the decision-making tables of our country and contributing to our communities in meaningful and innovative ways. On behalf of the more than 3,148 Scholars you have enabled Posse to serve, thank you.

ARCHITECTS (\$1,000,000+)

Garrett and Mary Moran
Laurie and Jeff Ubben

CHAMPIONS (\$500,000–\$999,999)

The Ford Foundation
The New World Foundation in partnership with the
NoVo Foundation

AGENT OF CHANGE (\$250,000–\$499,999)

CEDAR Foundation

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Gap Foundation
Lone Pine Foundation
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Sharon and Timothy H. Ubben & The Ubben Foundation
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 Thomas Ruggaber *in support of Dave Salge's run of the Marine Corps Marathon*
 Jose L. Ruiz, Illinois Posse 3 (Chicago) Alumnus
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 Kristin M. Rylko
 Ginette Saimprevil, Bowdoin Posse 1 (Boston) Alumna
 Erin Salamon
 Carlos Salcedo, Brandeis Posse 4 (New York) Alumnus
 Brian Salge *in support of Dave Salge's run of the Marine Corps Marathon*
 James M. Salge *in support of Dave Salge's run of the Marine Corps Marathon*
 Andy Morris and Lynne Salkin Morris
 Pamela and Daniel Salzman
 Maria Sand *in support of Charles Edel's run of the Great Wall of China Marathon*
 Elizabeth Sarantos *in memory of baby Joey Adams*
 Andrew Schallmoser *in memory of baby Joey Adams*
 Gabrielle Scheibe
 Elizabeth and Sidney Schenkier
 Marty Scherr and Jeanne Connelly
 Eric Schiffer
 Tiffany Schiffner
 Joey Schilling
 Julie Schneider *in support of Dave Salge's run of the Marine Corps Marathon*
 Kathleen and Rob Schnieders
 Stacy Schorr
 Lois and Jeffrey Schwartzberg *in support of Charles Edel's run of the Great Wall of China Marathon*
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 Andrew Shen, Carleton Posse 1 (Chicago) Alumnus
 Ronak Sheth, Denison Posse 3 (Chicago) Alumnus
 Yoko Shimomura *in honor of Richard Grudzinski and Julie Bowden*
 Apichai W. Shipper
 Jennifer Shulman *in honor of Joany Fabry and her amazing Aspen home. With love and thanks, Jen.*
 Heather Sibbison
 Steven H. Silber
 Daria Silvestro *in support of Dave Salge's run of the Marine Corps Marathon*
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 Ian Simon *in support of Charles Edel's run of the Great Wall of China Marathon*
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 Norman and Ellen Sinel
 Deryll Sitzes

Britt Skerianz
 Aaron Slater
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 Derek and Lisa Smith
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 Carla Snyder *in support of Charles Edel's run of the Great Wall of China Marathon*
 Sonya K. Sobrian
 Amy Sodha *in support of Charles Edel's run of the Great Wall of China Marathon*
 Dinsmore Sohn
 T. Reginald Solomon *in support of Charles Edel's run of the Great Wall of China Marathon*
 Alexandra and Todd Solomon
 Beth Somerfield *in honor of Julius Barbanel*
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 Chris Spencer
 Ryan Spohn *in memory of baby Joey Adams*
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 Kency Theork, Bowdoin Posse 1 (Boston) Alumnus

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 Ted and Alyssa Wittenstein *in support of Charles Edel's run of the Great Wall of China Marathon*
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 Edward Wong *in support of Charles Edel's run of the Great Wall of China Marathon*
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 Molly Worthen *in support of Charles Edel's run of the Great Wall of China Marathon*
 Dishu Wu
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Making the Posse Promise Permanent

In 2003, The Sallie Mae Fund offered The Posse Foundation a matching dollar-for-dollar endowment challenge of \$5 million. On May 24, 2006, Posse met this challenge and a \$10 million endowment was created.

Only two months later, The Posse Foundation received a \$10 million pledge from Tim and Sharon Ubben, doubling the size of the endowment to \$20 million. This remarkable gift and their philanthropic spirit set the stage for continued giving, guaranteeing the future of The Posse Foundation.

Endowment funds provide the necessary resources to help ensure Posse's longevity and continued growth. With the guidance of the Posse Board of Directors and the dedication and commitment of its donors, Posse continues to grow its endowment, and make its promise of educational opportunity permanent for thousands of young people.

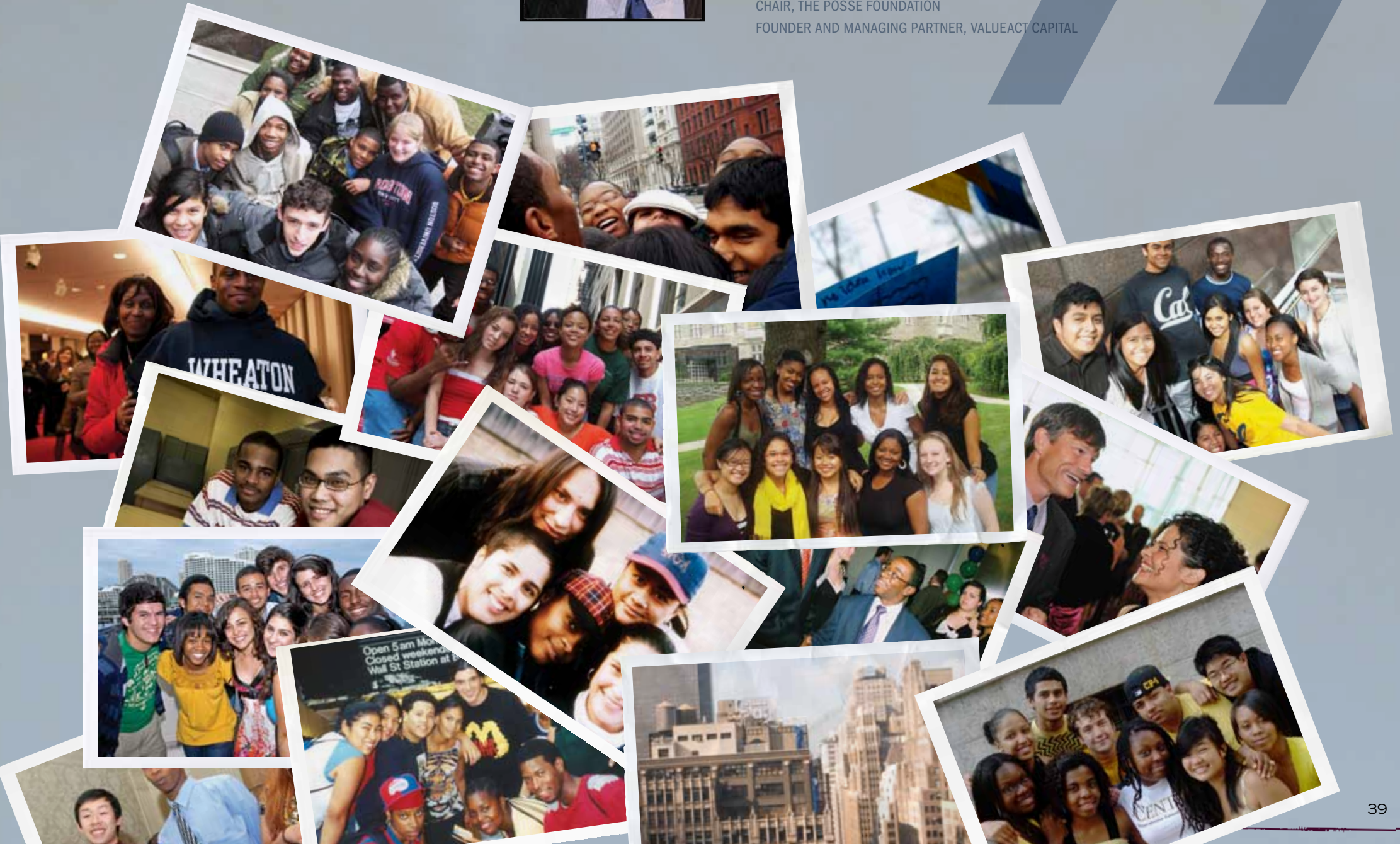


“As our institutional partners and individual supporters understand, Posse is an incredible investment opportunity. The return on this investment is a country and workforce better prepared to meet the distinct challenges of our complex society. Together we are making a positive difference that will only gain in significance as the number of Posse Alumni—our greatest asset—continues to grow.”

JEFFREY UBBEN

CHAIR, THE POSSE FOUNDATION

FOUNDER AND MANAGING PARTNER, VALUEACT CAPITAL



2009gala

On May 20, The Posse Foundation welcomed 600 guests at Pier Sixty at Chelsea Piers in New York City to celebrate its 20th anniversary. Leaders from the philanthropic, corporate, academic, and entertainment communities gathered to honor individuals and organizations that have made extraordinary contributions in the field of education. These honorees, recipients of the Posse Star Award, were

MTV Networks, represented by Chairman and CEO Judy McGrath; Tiffany Schiffner, Ph.D., DePauw Posse 2 (New York) Alumna and Duke University psychology resident; Timothy Ubben, founding chairman of Posse Chicago, and retired founder and chairman of Lincoln Capital Management, and DePauw University trustee; and Vanderbilt University, represented by Chancellor Nicholas S. Zeppos. The event was

emceed by *60 Minutes* Correspondent Lesley Stahl; *New York Times* Op-Ed Columnist Bob Herbert made special remarks; and the evening's finale was a musical performance by John Legend, six-time Grammy winning singer/songwriter. The 2009 Posse Gala broke its previous record, raising \$2.2 million.



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The New World Foundation in partnership with the NoVo Foundation

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2003

The FIRST POSSE GALA is held in New York City and honors *60 Minutes* Correspondent Lesley Stahl, Brandeis University President Dr. Jehuda Reinharz and Vanderbilt Posse 1 Alumna Shirley Collado.



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Marva Smalls
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(New York) Alumna
Rasheim Donaldson, Lafayette Posse 1 (New York) Alumnus
Chelsea Downs, Colby Posse 1 (New York) Alumna

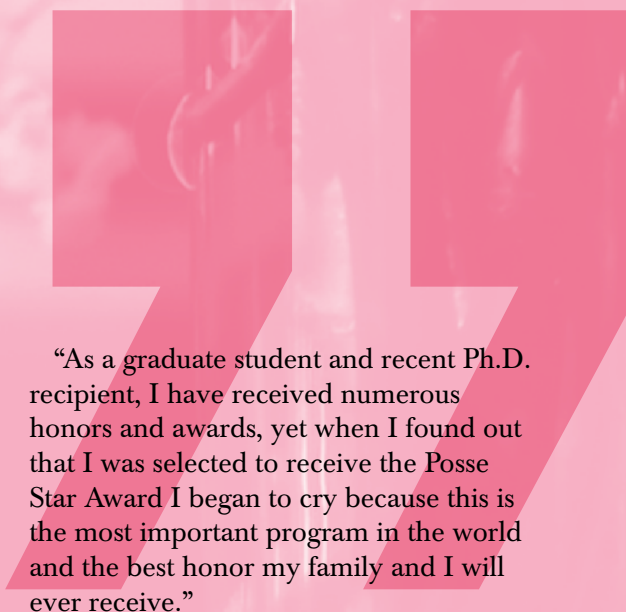
Kelleigh Dulany
Holly and Ed Eger
Craig Felenstein
Patricia and Peter Goldstein
Eric Gorenstein, Vanderbilt Posse 6 (New York) Alumnus
Sari Granat and Timothy Greensfelder
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Nancy and Nelson Schaeenen
Nancy and David Scher *in honor of Susie Scher and her
dedication to Posse*
Scott L. Scher
Sylvia Siegel and Barry Weinstein
Sabin and Beverley Streeter
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Alice J. Tenney Philanthropic Fund
Amy Tully
Lou and Dwight Walton
Carol Wilson, Middlebury Posse 5 (New York) Alumna
Paula Yepes, Middlebury Posse 1 (New York) Alumna

SUPPORTERS (\$1–\$99)

Allyson and Matthew Bergman
Carol and Harry Keefe
James Petsoulakis, Middlebury Posse 4 (New York) Alumnus

IN-KIND

Comedy Central



“As a graduate student and recent Ph.D. recipient, I have received numerous honors and awards, yet when I found out that I was selected to receive the Posse Star Award I began to cry because this is the most important program in the world and the best honor my family and I will ever receive.”

TIFFANY SCHIFFNER, PH.D.

DEPAUW POSSE 2 (NEW YORK) ALUMNA
PSYCHOLOGY RESIDENT, DUKE UNIVERSITY
2009 POSSE STAR AWARD RECIPIENT



financials

THE POSSE FOUNDATION, INC. STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2009 AND 2008

	2009	2008
Assets		
Cash and cash equivalents	\$ 2,421,512	\$ 666,829
Investments at market	25,464,988	20,148,012
University fees and other receivables	1,610,000	1,370,000
Pledges receivable, net	10,585,858	13,537,317
Prepaid expenses and other assets	355,779	513,543
Property and equipment, net	93,837	42,697
Cash and cash equivalents - permanently restricted	653,077	643,077
Total assets	\$41,185,051	\$36,921,475
Liabilities		
Accounts payable and accrued expenses	\$294,406	\$320,319
Deferred rent	476,630	445,289
Deferred income	1,073,334	913,331
Total liabilities	1,844,370	1,678,939
Commitments		
Net assets (a) (b)		
Unrestricted	6,013,201	(1,071,792)
Temporarily restricted	12,020,726	15,013,005
Permanently restricted	21,306,754	21,301,323
Total net assets	39,340,681	35,242,536
Total liabilities and net assets	\$41,185,051	\$36,921,475

The accompanying notes on Page 45 are an integral part of these financial statements.

THE POSSE FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2009 AND 2008

	2009				2008			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2009	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2008
Support and Revenue:								
Contribution and grants	\$2,479,561	\$ 4,865,577	\$ 5,431	\$ 7,350,569	\$ 1,991,610	\$11,921,016	\$ 10,281	\$ 13,922,907
University fees	1,449,997	—	—	\$ 1,449,997	1,213,333	—	—	\$ 1,213,333
Services fees	36,128	—	—	\$ 36,128	3,826	—	—	\$3,826
In-Kind contributions	240,607	—	—	\$ 240,607	316,146	—	—	\$316,146
Investment income	5,879,945	—	—	\$ 5,879,945	(6,934,509)	—	—	\$ (6,934,509)
Fund-raising events, net of direct benefits to donors	1,356,583	—	—	\$ 1,356,583	1,589,798	—	—	\$ 1,589,798
Net assets released from restrictions (a)	7,857,856	(7,857,856)	—	\$ —	4,693,532	(4,693,532)	—	\$ —
Total Support and Revenue	19,300,677	(2,992,279)	5,431	16,313,829	2,873,736	7,227,484	10,281	10,111,501
Expenses:								
Program Services:								
Recruiting Services and training programs	8,268,370	—	—	8,268,370	7,786,787	—	—	7,786,787
Supporting Services:								
Management and general	2,595,655	—	—	2,595,655	1,018,698	—	—	1,018,698
Fundraising	1,351,660	—	—	1,351,660	1,141,342	—	—	1,141,342
Total Supporting Services	3,947,315	—	—	3,947,315	2,160,040	—	—	2,160,040
Total Expenses	12,215,685	—	—	12,215,685	9,946,827	—	—	9,946,827
Change in Net Assets	7,084,992	(2,992,279)	5,431	4,098,144	(7,073,091)	7,227,484	10,281	164,674
Net assets—beginning of year	(1,071,792)	15,013,005	21,301,323	35,242,536	6,001,299	7,785,521	21,291,042	35,077,862
Net Assets—End of Year	\$6,013,201	\$12,020,726	\$21,306,754	\$39,340,680	\$(1,071,792)	\$15,013,005	\$21,301,323	\$ 35,242,536

The accompanying notes on Page 45 are an integral part of these financial statements.

THE POSSE FOUNDATION, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2009 AND 2008

Cash Flows From Operating Activities:	2009	2008
Change in net assets	\$4,098,145	\$ 164,674
Adjustment to reconcile change in net assets to net cash (used) provided by operating activities:		
Depreciation and amortization	38,652	184,174
Amortization of pledge discount	(135,163)	107,961
Permanently restricted contributions	1,456,110	
Permanently restricted contributions	(5,431)	(10,281)
Contributed securities	(95,361)	(777,764)
Realized (gain) loss on securities	152,101	39,086
Unrealized gain on securities	(5,031,745)	8,026,404
Sub-total	477,308	7,734,254
Changes in operating assets and liabilities:		
(increase) decrease in assets:		
University fees and other receivables	(240,000)	(214,778)
Pledges receivable	1,619,906	(7,902,590)
Prepaid expenses and other assets	157,764	(216,738)
Increase in liabilities:		
Accounts payable and accrued expenses	(25,913)	125,368
Deferred rent	31,341	36,104
Deferred income	160,003	133,335
Net Cash Used by Operating Activities	2,180,409	(305,045)
Cash Flows From Investing Activities		
Purchase of investments	(988,081)	(2,107,427)
Proceeds from sale of investments	646,110	744,560
Purchase of property and equipment	(89,792)	(85,940)
Net Cash (Used) Provided by Financing Activities	(431,763)	(1,448,807)
Cash Flows From Financing Activities		
Collections of permanently restricted contributions	16,037	484,635
Net Cash Provided by Financing Activities	16,037	484,635
Net (Decrease) Increase In Cash and Cash Equivalents	1,764,683	(1,269,217)
Cash and cash equivalents--beginning of year	1,309,906	2,579,123
Cash and cash equivalents--end of year	\$3,074,589	\$1,309,906

The accompanying notes on Page 45 are an integral part of these financial statements.

NOTES TO FINANCIAL STATEMENTS

(a) Net Assets

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

(b) Posse maintains its net assets under the following three classes:

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

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

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

For a copy of the audited financial statements, contact:

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

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Jeffrey Ubben Founder and Managing Partner, ValueAct Capital

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Deborah Bial The Posse Foundation

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Harold Ford, Jr.	Executive Vice Chairman, Bank of America Merrill Lynch; Professor, NYU Wagner School of Public Service
Michele Ganeless	President, Comedy Central
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Steven M. Lefkowitz	President, CI Capital Partners
Eric N. Macey	Founder and Partner, Novack and Macey LLP; Chair, Posse Chicago Advisory Board
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Garrett Moran	Senior Managing Director, The Blackstone Group
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Tynesha Wright, Trainer, Site 2
Susie Zavala, Career Program Manager

The lists above reflect staffing through June 2010.

national office

14 Wall Street
Suite 8A-60
New York, NY 10005
Tel: (212) 405-1691
Fax: (212) 405-1697
info@possefoundation.org

posse atlanta

101 Marietta Street, N.W.
Suite 1040
Atlanta, GA 30303
Tel: (404) 751-3340
Fax: (404) 751-3349
atlanta@possefoundation.org

posse boston

45 Franklin Street
3rd Floor
Boston, MA 02110
Tel: (617) 523-4478
Fax: (617) 523-4468
boston@possefoundation.org

posse chicago

111 West Jackson Boulevard
Suite 1900
Chicago, IL 60604
Tel: (312) 566-9790
Fax: (312) 566-9796
chicago@possefoundation.org

posse d.c.

1319 F Street, N.W.
Suite 604
Washington, DC 20004
Tel: (202) 347-7071
Fax: (202) 347-7480
dc@possefoundation.org

posse los angeles

900 Wilshire Boulevard
Suite 500
Los Angeles, CA 90017
Tel: (213) 239-9590
Fax: (213) 239-9440
losangeles@possefoundation.org

posse miami

1101 Brickell Avenue
Suite 1000N
Miami, FL 33131
Tel: (305) 377-3990
Fax: (305) 377-3999
miami@possefoundation.org

posse new york

14 Wall Street
Suite 8A-60
New York, NY 10005
Tel: (212) 405-1691
Fax: (212) 405-1698
newyork@possefoundation.org

visit posse on the web www.possefoundation.org

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writer: Tsihai Hanson
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