CELEBRATING twenty YEARS
2009 ANNUAL REPORT

THE Posse FOUNDATION, INC.
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.
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?

“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
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.
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

prezident + founder and chair

President + Founder and Chair

Posse changed my life. Thank you.

You know that I think the idea is ingenious — sending 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 training for students who sometimes get missed by traditional prep schools.

Posse prepa...
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
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.
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.

### 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

### College and University Partners

- 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

* 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.
“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
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-Urbana 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, Cosmopolous 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.
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.

**BREAKDOWN OF JOB INDUSTRIES FOR POSSE ALUMNI**

- **Healthcare and Sciences**: 15%
- **Business and Communications**: 37%
- **Education and Nonprofit**: 35%
- **Law and Government**: 7%
- **Other**: 3%
- **Arts and Entertainment**: 3%

“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
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.
“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
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.

2008
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.

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.

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

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.
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.
Denison Posse 7 (Chicago).

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, DiTalianna 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.
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.
Year established: 2004. Nominations: 1,587. Nominators: 34 high schools and 24 community-based organizations. Scholarship dollars awarded by partner colleges and 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

Langston Tingling-Clemmons, Bucknell Posse 2 Alumnus.
Posse Opens New Chapter in Atlanta

2007

BARD COLLEGE
BOSTON UNIVERSITY
THE COLLEGE OF WOOSTER

Reuben Buchanan, Boston University Posse 1 Scholar.
mi ami
C ITY 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 Peude, 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.
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.”
“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.”

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

“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.”

“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.”

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

“I’ve really enjoyed watching The Posse Foundation grow. I’m a big supporter of what you’re doing.”
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

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

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

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.

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Garrett and Mary Moran
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David Young
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Eileen Grudzinski and Julie Bowden
Sheila Griffin
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Richard Grossmann in support of Charles Edel’s run of the Great Wall of China Marathon
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Cheryl Gulley
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Annie Hannah in support of Charles Edel's run of the Great Wall of China Marathon
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Melyna Hernandez, DePauw Posse 7 (New York) Alumna
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Sandra Herrera, Grinnell Posse 2 (Los Angeles) Alumna
Melyna Hernandez, DePauw Posse 7 (New York) Alumna
Lisa Herbert, Hamilton Posse 3 (Boston) Alumna
Natalie C. Herald
Kimberly Henderson
Natalie C. Herald
Lisa Herbert, Hamilton Posse 3 (Boston) Alumna
Ivan Hernandez, Middlebury Posse 2 (New York) Alumna
Melyna Hernandez, DePauw Posse 7 (New York) Alumna
Margarita Herrera, Carleton Posse 4 (Chicago) Alumna
Sandra Herrera, Grinnell Posse 2 (Los Angeles) Alumna
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Karen Holder
Jonathan Holloway in support of Charles Edel's run of the Great Wall of China Marathon
Wendy and Steven Holtz in honor of Stuart Kruse
Sherry Hong in support of Charles Edel's run of the Great Wall of China Marathon
Pat and Verne Hoogheem in honor of Rob and Becky Harles' wedding
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Selena Hsu in support of Charles Edel's run of the Great Wall of China Marathon
Pei Huang, Bowdoin Posse 5 (Boston) Alumna
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Elizabeth Huey in support of Dave Salge's run of the Marine Corps Marathon
Romero Huffstede, Denison Posse 4 (Chicago) Alumnus
Kelly Hughes
Katherine S. Hunter in support of Charles Edel's run of the Great Wall of China Marathon
Andrea Hurst
Sarah Ichikawa in support of Charles Edel's run of the Great Wall of China Marathon
Josephine Ilaraza, DePauw Posse 2 (New York) Alumna
Edward Imbier
Lee Imbrano in support of Dave Salge's run of the Marine Corps Marathon
Fran Incoc
Sandra A. Jacinto in support of Dave Salge's run of the Marine Corps Marathon
Amanda Jefferson
Leticia Jenkins
Naihomy Jerez, Wheaton Posse 5 (New York) Alumna
Claudine Johnson, Bryn Mawr Posse 1 (Boston) Alumna
Leena and Loch Johnson in support of Charles Edel's run of the Great Wall of China Marathon
Wes Johnson in support of Charles Edel's run of the Great Wall of China Marathon
Landon Jones, DePauw Posse 5 (Chicago) Alumnus
Nicholas Joseph
Junior Achievement of Georgia
Anna Kaczmarek
Nita Kalish-Klein and Allen Klein in honor of Charles Edel's 30th birthday
Geraldine Kambach
Jane and Erwin Kaufman
Carol and Harry Keefe
Richard Keller
James R. Kennedy
Jo Kent in support of Charles Edel's run of the Great Wall of China Marathon
Kelly and John Kent in support of Charles Edel's run of the Great Wall of China Marathon
Will Kersh
Alicia Kershaw
Kristina Kesler, DePauw Posse 1 (New York) Alumna
Key Foundation
Daniel Kilpatrick in support of Charles Edel's run of the Great Wall of China Marathon
Chong Kim
Sarah King, Carleton Posse 5 (Chicago) Alumna
Linda and Howard Kirschbaum
Andrew Klubert in support of Charles Edel's run of the Marine Corps Marathon
Frederick Klein in support of Charles Edel's run of the Great Wall of China Marathon
Leslie and George Klein
Stephanie Kleine-Altbrandt in support of Charles Edel's run of the Marine Corps Marathon
Justin Knap in support of Charles Edel's run of the Great Wall of China Marathon
Christopher Knight, Bowdoin Posse 4 (Boston) Alumnus
Bianca Kofahl
Jessica Kort in honor of Dr. Annadora V. Shirk's ongoing commitment to education
Jessica Kort in support of Charles Edel's run of the Great Wall of China Marathon
Sara Kramer in honor of Richard Grudzinski and Julie Buedden's wedding
Alice and Richard Kraussack
Catherine Kobs in honor of Richard Grudzinski and Julie Buedden
Andrew T. Kugler
Hans Kullberg
Dana Kupersmith in support of Charles Edel's run of the Great Wall of China Marathon
Donaldkus
Li Huan Lai, Bryn Mawr Posse 2 (Boston) Alumna
Janki Lalani
Simone Wine and Michael Lamm in support of Charles Edel's run of the Great Wall of China Marathon
Engy Lamont, Brandeis Posse 6 (New York) Alumnus
Eddie Lange in honor of Robert Steiner's work on the Posse Leadership Council
C. Kampmann Lasater in support of Charles Edel's run of the Great Wall of China Marathon
Miles Lasater in support of Charles Edel's run of the Great Wall of China Marathon
Catherine and James Lathrop in honor of Rob and Becky Harles
The League of Women for Community Service in honor of the Commonwealth's first lady, Diane Patrick, who delivered the keynote address at our Women's History Month celebration
Gail Lee
Zarina Lee
Emin Leic, Carleton Posse 3 (Chicago) Alumnus
Peter Lemanier, Trinity Posse 3 (New York) Alumnus
Edward J. Lesen
Danielle Levin
Joan and Murray Levin
Limor Levy, Dickinson Posse 1 (New York) Alumna
Natalie D. Levy
Gregory LiCazzi
Robyn M. Lingo in support of Dave Salge's run of the Marine Corps Marathon
Margaret Link
Douglas Linker in support of Charles Edel's run of the Great Wall of China Marathon
Shirley S. Litt in honor of Stuart Kruse
Helen Liu in support of Charles Edel's run of the Great Wall of China Marathon
Adrian Lo, Middlebury Posse 7 (New York) Alumnus
Allison Loecke in support of Dave Salge's run of the Marine Corps Marathon
Melody Meyer and John Logsdon in support of Charles Edel's run of the Great Wall of China Marathon
Sandy E. Logan in honor of Mark Albohor and Jay Goldberg's wedding, lots of mazel tov!
Erika Lopez, Wisconsin Posse 3 (Chicago) Alumna
Barbara and Thomas Lowrey
Elleene Lydon
Cindy Lys, Carleton Posse 3 (Chicago) Alumna
Alison Maclean
Larry Mah in support of Dave Salge's run of the Marine Corps Marathon
David Mahum
Pierre Maitre
Michelina Mantas
Danny Marin, Vanderbilt Posse 14 (New York) Alumnus
Ghimele Marin, Vanderbilt Posse 12 (New York) Alumna
Melina Marmarelis in support of Charles Edel's run of the Great Wall of China Marathon
Ramphs Marrero, Wisconsin Posse 2 (Chicago) Alumnus
Karen Martin-Einzer
Claudia Martinez, Brandeis Posse 6 (New York) Alumnus
Mattel Children's Foundation
Anita M. Matthews
Mark Maurer
Joseph Mauro
Jeremy May
Kate McDermott in support of Charles Edel's run of the Great Wall of China Marathon
April McBroom
Gary McClelland in support of Charles Edel's run of the Great Wall of China Marathon
Eliza and Spencer McClelland in support of Charles Edel's run of the Great Wall of China Marathon
Conor Thomas M. McCoy, DePauw Posse 6 (New York) Alumnus
Margaret McDermott, DePauw Posse 3 (Chicago) Alumna
Cynthia McIntosh
Lesley McIntosh
Carl S. McNair
April M. McNeel
Allan Joseph Medwick in support of Charles Edel's run of the Great Wall of China Marathon
Dwayne and Lisa Meeks
Liz and Scott Mendel
Loyd Mensah
Leila Meri
Clarke A. Michalak
Diego Millan, Bowdoin Posse 5 (Boston) Alumnus
Damian Miller
Rebecca Miller in honor of Marcia Alboher’s Walk for Love/Wedding
Samatha and Jason Milner
Anand Mitra
Jessica Moldovan in support of Charles Edel’s run of the Great Wall of China Marathon
Colin Montaem
Molly Moran in support of Dave Salge’s run of the Marine Corps Marathon
Veronica Moreno
Deborah L. Mariah in support of Charles Edel’s run of the Great Wall of China Marathon
Tammar Morreale in memory of baby, Joey Adams
Zainab Muszaffar, Vanderbilt Posse 8 (New York) Alumna
Kathryn Myers
Laura Myntti
Avadhoot Naik
Higor Nascimento
Jessica R. Naik
Michelle O’Connor
Raquel Nestorovski
William Padamonsky in support of Charles Edel’s run of the Great Wall of China Marathon
Daniel B. Rosenbaum
Paolo Romero, DePauw Posse 3 (New York) Alumnus
Garrett Rives, Wisconsin Posse 2 (Chicago) Alumnus
Norman and Ellen Sinel
Michael E. Testani
Kerry E. Thoerksen, Bowdoin Posse 1 (Boston) Alumnus
Britt Skierinz
Aaron Slater
Lisa Shinnatz
Derek and Lisa Smith
Steve Smith
Elizabeth Wilcox Snow and Lucian Snow
Carla Snyder in support of Charles Edel’s run of the Great Wall of China Marathon
Sonia K. Sobran
Amy Sotha 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 Sommerfield in honor of Julius Barbanel
Danielle Sommer, Bowdoin Posse 1 (Boston) Alumna
Nancy and Kunal Soni
Madora Soutter in support of Charles Edel’s run of the Great Wall of China Marathon
Elizabeth Specker in memory of Mr. Hodges
Chris Spencer
Ryan Spohn in memory of baby, Joey Adams
Amy Spurlock in support of Dave Salge’s run of the Marine Corps Marathon
Anagha Sreenswain in support of Dave Salge’s run of the Marine Corps Marathon
Paris St. Clair, Dickinson Posse 5 (New York) Alumna
Jessica Starling, Grinnell Posse 2 (Los Angeles) Alumna
Madora Soutter in support of Charles Edel’s run of the Great Wall of China Marathon
Elizabeth Starling, Grinnell Posse 2 (Los Angeles) Alumna
Madora Soutter in support of Charles Edel’s run of the Marine Corps Marathon
Elizabeth Wilcox Snow and Lucian Snow
Steve Smith
Michael E. Testani
Alex Thomas in support of Charles Edel’s run of the Great Wall of China Marathon
Denroy Thomas, Hamilton Posse 3 (Boston) Alumnus
Laura Thorn in memory of baby Joey Adams
Lyndon Thweatt
Sonya V. Tinsley
TisBest Charity Gift Cards
Margaret Tomato in memory of baby Joey Adams
Jon and Elizabeth Tomquist
Laura Torres, Grinnell Posse 1 (Los Angeles) Alumnus
Yanina and Pablo Torres, Lafayette Posse 2 (New York) Alumnus
Rita Tran, Hamilton Posse 5 (Boston) Alumnus
Teresa Tsou
Alan C. Tutzer
Alexandra T. Tyler
Tiffany Tyler, Carleton Posse 1 (Chicago) Alumnus
Samm Tyroler-Cooper in support of Charles Edel’s run of the Great Wall of China Marathon
Manuel Ugas
Jan and Jon Uhliger
Angel Valle
Amber Valverde, DePauw Posse 9 (New York) Alumnus
Susan VanGelder in support of Dave Salge’s run of the Marine Corps Marathon
Francesco Vannini
Molly Vannucci in support of Craig and Lorrie Weeks
Aixa Velez, Wisconsin Posse 3 (Chicago) Alumnus
Roopa Venkateswaran
Maxwell Victor, Bowdoin Posse 4 (Boston) Alumnus
Eric Vos
Jaanne Wagner in support of Charles Edel’s run of the Great Wall of China Marathon
Elizabeth Walczak, Hamilton Posse 1 (Boston) Alumnus
Brandon Walker, Wisconsin Posse 1 (Los Angeles) Alumnus
Devin Walker, Wisconsin Posse 1 (Los Angeles) Alumnus
Akili Wallace
PJ Wallace
Charae Warner, Trinity Posse 1 (New York) Alumnus
Chon’el Washington, Hamilton Posse 4 (Boston) Alumnus
Damian Washington, Middlebury Posse 1 (New York) Alumnus
Yazmin Watkins, Dickinson Posse 1 (Los Angeles) Alumnus
Cara J. Weatherspoon, Carleton Posse 2 (Chicago) Alumnus
Karen and Paul Wehner
Michael Weinberg and Mary Rauen
George Williams, Colby Posse 1 (New York) Alumnus
Mishika Y. Williams
Jessy Williamson in honor of Becky Macey
Barbara and Robert Wilfieff
Mark Wilton, Lehigh Posse 1 (New York) Alumnus
Thomas Witherpoon, Denison Posse 1 (Chicago) Alumnus
Litsy Witukowski in support of Charles Edel’s run of the Great Wall of China Marathon
Ted and Alyssa Wittenstein in support of Charles Edel’s run of the Great Wall of China Marathon
Stephan Wolchojian
Edward Wong in support of Charles Edel’s run of the Great Wall of China Marathon
William Wong, Vanderbilt Posse 13 (New York) Alumnus
Julie and Charlie Woo
Molly Worthen in support of Charles Edel’s run of the Great Wall of China Marathon
Dishu Wu
Shauni Wu
Puong Fei Yeh in support of Charles Edel’s run of the Great Wall of China Marathon
Vianna Zimbil
Constance and William Zimmerman
Vicki and Richard Zimny
Haytham Zohny, Franklin & Marshall Posse 1 (New York) Alumnus
Javier Zorrilla

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The Boston Foundation
Catholic Law School
CB Richard Ellis
Citi
Citizen Schools Inc.
City Year Boston
Comedy Central
Cousins Properties Incorporated
Deloitte
Discovery Communications, LLC
DJ PJ
John C. Donohue
Ernst & Young LLP
Bev and Wade Fetzner
Fiduciary Trust Company
Michael Finley
The Fresman Fifteen
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Hill Holliday
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Howard University
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Jackson Oats Shaw Corporate Real Estate, LLC
Darlene and Gerald Jordan
Kickass Cupcakes
Kirkland & Ellis LLP
Margaret L. Koster and Joseph L. Koerner
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Putnam Investments
Ropes & Gray LLP
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Tufts University
Simmons College
STAPLES Center Foundation
State Street Corporation
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The Sackler School of Graduate Biomedical Sciences,
Tufts University
Simmons College
STAPLES Center Foundation
State Street Corporation
Suffolk University
The Travelers Companies, Inc.
Lynn and Mark Taylor
Thomas A. Edison Middle School
The Travelers Companies, Inc.
Mary and Richard Wagley
Erika Alvarez Werner and John Werner
William Blair & Company
The Yucaipa Companies

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
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.
AMBASSADORS ($5,000–$9,999)

Kristin Allen
BET Networks
The College Board
Anthony Collerton & Ryan Walker
Comcast Corporation
Jodie Emery
Anne and William Farrell
The Fox Group
Steven Ganeless
Grinnell College
Grubman Indursky & Shire PC
Denise and Eric Macey
Connie and Bruce Macleod
Rachel McPherson and Pat McMullan
Timothy O’Hara
Jim & Rosemary O’Neill
Peter Risali
Sara Lee Corporation
Tortora Silcox Family Foundation
Lisa and Mark Walsh
Amy and John Weinberg

FRIENDS ($1,000–$4,999)

Suzanne and Michael L. Ainslie and
The Ainslie Foundation, Inc.
Daniel and Jaime Andriano
Stefanie Lally-Andrey and James Andrey, Jr.
Pamela and Brian Barefoot
Robbie Oxnard Bent and David Bent
Jake Bisenius
Sarah Greenwood and Joe Bondi
Cleary Gottlieb Steen & Hamilton LLP
Pippa Cohen
Lise Scott and D. Ronald Daniel
Brittain and Steven Ezzes
Erik Flannigan
Eric J. Furda
Jim George
GliaxSmithKline Foundation Matching Gifts Program
Dale A. Glick
Golf Digest Magazine
David and Jennifer Graf
Natalee Graham, Brandeis Posse 1 (New York) Alumna
Lois Perelson-Gross and Stewart Gross in honor of Michael Ainslie
Jean and John Hatfield
David Hermer
Kito Huggins, Vanderbilt Posse 3 (New York) Alumnus
Nancy and Thomas Ireland
kito Huggins, Vanderbilt Posse 3 (New York) Alumnus
David Hermer
Jean and John Hatfield
Lois Perelson-Gross and Stewart Gross
David and Jennifer Graf
Natalee Graham, Brandeis Posse 1 (New York) Alumna
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Nancy and Thomas Ireland
kito Huggins, Vanderbilt Posse 3 (New York) Alumnus
David Hermer
Jean and John Hatfield
Lois Perelson-Gross and Stewart Gross
David and Jennifer Graf
Natalee Graham, Brandeis Posse 1 (New York) Alumna
Lois Perelson-Gross and Stewart Gross in honor of Michael Ainslie
Jean and John Hatfield
David Hermer
Kito Huggins, Vanderbilt Posse 3 (New York) Alumnus
Nancy and Thomas Ireland
Al and Suzanne Lord
Georges Lurcy Charitable and Educational Trust
Roxanne and Rocco Martino
James Mathews
Richard McCarty
The Edmond N. & Virginia H. Moriarty Foundation, Inc.
J. D. Moriarty
Lane Murchison
Jonathan P. and Dorothy E. Nelson
Robert Pittman
Everol Richards and Vanessa Gallo, Vanderbilt Posse 8 (New York) Alumni
Candace and Ethan Riegelhaupt
Carole Robinson
John Rohrs
Rolling Stone
Jane Rosenthal
Charles Saunders
Nancy and Norman Scher
Mike and Jane Schoenfeld
Sandra and Ronald Schutz
Frank Sesno and Kathy Sanderson
Marla E. Shatkin and Dr. Henry C. Margolis
Steven M. Silver
Katherine and Kurt Simon in honor of Brad Singer
Henry and Susan Skelsey
Marva Smalls
Dr. Erica Spatz, Vanderbilt Posse 4 (New York) Alumna
Marree and John Townsend
Vanderbilt University
Mary and Rajneesh Vig
Cindy and Craig Wadler
Elizabeth Cecil and David Wagner
Jane and Jerry Williams
Suzanne and John William
Donna Winston
Pamela and Guy Wisinski
Nancy Friedman and Michael Zinn

FANS ($100–$999)

Anonymous (2)
Eri Ainslie
Nurrani Ali, Lafayette Posse 1 (New York) Alumna
Lenz C. Balan, Bowdoin Posse 1 (Boston) Alumna
Claudia and Bert Bial
Frankie Cellavolo, Rice Posse 2 (New York) Alumna
Todd F. Bourell
Noreen and Kenneth Buckfire
Mr. and Mrs. James G. Carr
Sienna Nancy Chambers, Middlebury Posse 5 (New York) Alumna
Elizabeth and Jay Chandler
Lisa Kim and Eunu Chun
Shirley M. Collado, Ph.D., Vanderbilt Posse 1 (New York) Alumna
Rasheim Donaldson, Lafayette Posse 1 (New York) Alumna
Chelsea Downs, Colby Posse 1 (New York) Alumna
Kelleigh Dulany
Holly and Ed Eger
Craig Felenstein
Patricia and Peter Goldstein
Eric Greenstein, Vanderbilt Posse 6 (New York) Alumnus
Sari Granat and Timothy Greensfelder
Kirsten Hagen
Ann Craig Hanson and John Hanson
Karen Simpson and Robert E. Harvey
Miton F. Higgins, III
Alex Hill, Vanderbilt Posse 15 (New York) Alumnus
Michael Kass
Judy Kim
Anthony Kontoleon
Richard and Gabrielle Lesser
Robert B. Levy & Bette Braun
Stephanie Lofgren and Craig Stinebaugh
Maura Madden and Rufus Tureen
Martha and Arthur Mintzer
Jane and Andrew Paine
Diane and Deval L. Patrick
Leslie Payson
Anthony and Dorothy Pessoulakis
Pfizer Foundation Matching Gifts Program
Jennifer Porter
Robert O. Preyer
Rainbow Media
Melissa Reyes, DePauw Posse 3 (New York) Alumna
Mason Richards, Vanderbilt Posse (New York) Alumnus
Joan and Thomas Sandlow
Yinnette Sano, Bryn Mawr Posse 1 (Boston) Alumna
Nancy and Nelson Schaeen
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
Erik Swift
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

“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

Supporters ($1–$99)

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

In-Kind

Comedy Central

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## The Posse Foundation, Inc.

### Statements of Financial Position

**As of December 31, 2009 and 2008**

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

The accompanying notes on Page 45 are an integral part of these financial statements.
<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Unrestricted</td>
<td>Temporarily Restricted</td>
</tr>
<tr>
<td></td>
<td>2009</td>
<td>2008</td>
</tr>
<tr>
<td>Contribution and grants</td>
<td>$2,479,561 (4,865,577)</td>
<td>5,431</td>
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<tr>
<td></td>
<td>$1,991,610</td>
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<tr>
<td>University fees</td>
<td>1,449,997</td>
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<td>1,213,333</td>
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<tr>
<td>Services fees</td>
<td>36,128</td>
<td>—</td>
</tr>
<tr>
<td></td>
<td>3,826</td>
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</tr>
<tr>
<td>In-Kind contributions</td>
<td>240,607</td>
<td>—</td>
</tr>
<tr>
<td></td>
<td>316,146</td>
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<tr>
<td>Investment income</td>
<td>5,879,945</td>
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</tr>
<tr>
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<td>6,934,509</td>
<td>—</td>
</tr>
<tr>
<td>Fund-raising events, net of direct benefits to donors</td>
<td>1,356,583</td>
<td>—</td>
</tr>
<tr>
<td></td>
<td>1,589,798</td>
<td>—</td>
</tr>
<tr>
<td>Net assets released from restrictions (a)</td>
<td>7,857,856</td>
<td>7,857,856</td>
</tr>
<tr>
<td></td>
<td>4,693,532</td>
<td>—</td>
</tr>
<tr>
<td>Total Support and Revenue</td>
<td>19,300,677 (2,992,279)</td>
<td>5,431</td>
</tr>
<tr>
<td></td>
<td>10,111,501</td>
<td>—</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>12,215,685</td>
<td>—</td>
</tr>
<tr>
<td></td>
<td>9,946,827</td>
<td>—</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>7,084,992 (2,992,279)</td>
<td>5,431</td>
</tr>
<tr>
<td></td>
<td>(1,071,792)</td>
<td>21,301,323</td>
</tr>
<tr>
<td>Net assets—beginning of year</td>
<td>$6,013,201</td>
<td>$12,020,726</td>
</tr>
<tr>
<td></td>
<td>$(1,071,792)</td>
<td>15,013,005</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash Flows From Operating Activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$4,098,145</td>
<td>$164,674</td>
</tr>
<tr>
<td>Adjustment to reconcile change in net assets to net cash (used) provided by operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>38,652</td>
<td>184,174</td>
</tr>
<tr>
<td>Amortization of pledge discount</td>
<td>(135,163)</td>
<td>107,961</td>
</tr>
<tr>
<td>Permanently restricted contributions</td>
<td>1,456,110</td>
<td></td>
</tr>
<tr>
<td>Permanently restricted contributions</td>
<td>(5,431)</td>
<td>(10,281)</td>
</tr>
<tr>
<td>Contributed securities</td>
<td>1,456,110</td>
<td></td>
</tr>
<tr>
<td>Permanently restricted contributions</td>
<td>(5,431)</td>
<td>(777,764)</td>
</tr>
<tr>
<td>Realized (gain) loss on securities</td>
<td>152,101</td>
<td>39,086</td>
</tr>
<tr>
<td>Unrealized gain on securities</td>
<td>(5,031,745)</td>
<td>8,026,404</td>
</tr>
<tr>
<td>Sub-total</td>
<td>477,308</td>
<td>7,734,254</td>
</tr>
</tbody>
</table>

| 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 | 2,579,912 |
| **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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The lists above reflect elections and appointments to the board made through June 2010.
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Joe Austin, Administrative Assistant  
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Regina Bain, Director of Training + Evaluation  
Rico Biancalfior, National Director of Training + Site Development  
Jasmine A. Burems, Accounting Associate  
Susan E. Dalelio, Regional Vice President  
Vy Deal, Grants Accountant  
Matthew Fasciano, Chief Operating Officer  
Brian Fox, Posse Institute Director  
Melanie Gesin, Development Database Manager  
Shanita Naya Gopie, Assistant to the Vice President of Development  
Hal Hilliard, Design + Publications Manager  
Helen Katz, Vice President for Development  
Katherine Kinsman, Associate Director of Development  
Chastity Lord, Regional Vice President  
Lucia Mattox, Assistant to the Chief Operating Officer  
Harry Mazarakis, Accounting Manager  
Natia McKnight, Receptionist  
Micia Mosely, Senior Training Specialist  
Richard Porter, Senior Training Specialist  
Alba Rodriguez, Senior Research Associate  
Linda M. Rodríguez, Director of Career + Alumni Programs  
Rassan Salandy, Assistant to the President  
Cheryl Tse, Assistant to the Regional Vice Presidents  
Damian Washington, Assistant to the President  

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Charisme Williams, Director  
Jacquie Forbes, Program Director  
Joshua Jeffries, Trainer  
Atira Henderson, Program Coordinator  
Shireen Milicans, Trainer  
Veronica Squires, Development Officer  

# POSSE BOSTON

Lamont Gordon, Director  
Melissa Arsenie, Program Coordinator  
Charles Allen, Career Program Manager  
Ileana Casellas-Katz, Trainer  
Nora Frias, Program Coordinator  
Augusta Irene, Trainer  
Larry Mahl, Senior Trainer  
Alethea Raybeck, Program Director  
Yinnette Sano, Senior Trainer  
Rita Tran, Assistant to the Director  
Barrie Tysko, Senior Development Officer  

# POSSE CHICAGO

Dominique Jordan-Turner, Director  
Rudy Ash, Development Officer  
Jamielyn Bailey, Program Director  
Tangela Y. Blakely, Career Program Manager  
Dominique Davis, Trainer  
Crystal Gonzales, Career Program Manager  
Jessica Harless, Senior Trainer  
Hareem Khan, Program Coordinator  
Jennifer Leet, Senior Trainer  
Mareko Prior, Senior Trainer  
Maya Shastri, Senior Trainer  
Jody M. Schostak, Assistant to the Director  
Thomas Witherspoon, Program Director  

# POSSE D.C.

S. Paloma Garcia-Lopez, Director  
Josh Christianson, Career Program Manager  
Rachel Goldman, Development Officer  
Robyn Lingo, Program Director  
May C. Naldo, Trainer  
Nina Otchere-Odouro, Trainer  
Joseph Peralta, Trainer  
LaToya Russell, Assistant to the Director  
Dave Salge, Trainer  
Latrice N. Willis, Program Coordinator  

# POSSE LOS ANGELES

Tamara Y. Craver, Director  
Lester Alemán, Senior Trainer  
Jena Brown, Assistant to the Director  
Stephanie Champion, Trainer  
Rachel Lederman, Trainer  
Faith S. Nunley, Development Officer  
Maya Ramos, Program Director  
Amanda Sanchez, Program Coordinator  
Fred Joseph Sanchez, Senior Trainer  
Ricardo Sanchez Jr., Career Program Manager  
Silvestre Vallejo, Program Director  
Devin Walker, Trainer  

# POSSE MIAMI

Larissa Ramos, Director  
Stephanie Alvarez, Program Coordinator  
Gabe Gaskin, Trainer  
George Okrah, Program Director  

# POSSE NEW YORK

Sasha A. McDowell, Director  
Olufunmilayo Adeyeye, Program Coordinator, Site 1  
Ellen W. Adnopoz, Assistant to the Director  
Priscilla Araya, Program Director, Site 3  
Brandon Deesline, Trainer, Site 1  
Lance Dronkers, Senior Trainer, Site 2  
Jenny Estevez, Program Coordinator, Site 2  
Merete Fields, Trainer, Site 2  
Antonio Mendez, Senior Trainer, Site 3  
Leslyn T. Moore, Trainer, Site 1  
Sara Nolfo, Career Program Manager  
Samantha Scullnick, Senior Trainer, Site 2  
Philip Taylor, Trainer, Site 1  
Tynesha Wright, Trainer, Site 2  
Susie Zavala, Career Program Manager  

The lists above reflect staffing through June 2010.