introduction

Becoming a Posse Scholar is no small feat. The journey begins with the student being nominated by her high school followed by an intensive set of interviews with Posse staff to assess leadership and academic potential, communication skills, propensity for group work and level of motivation. Only the best will receive four-year, full-tuition scholarships from one of Posse’s 38 top-tier partner colleges and universities. But before a Scholar matriculates on campus, she will also complete Posse’s rigorous, eight-month Pre-Collegiate Training Program consisting of two-hour weekly workshop sessions designed to sharpen her growing leadership skills.

The result of this involved process is a student uniquely prepared to make her mark on campus. And that’s exactly what Posse Scholars have been doing since the program’s inception in 1989. In addition to graduating at a rate of 90 percent—nearly double the national average—more than 70 percent of Posse Scholars found or become presidents of campus organizations. Over the years they have earned a reputation as student leaders who enliven classroom discussions, build bridges between disparate sections of the campus community and foster an atmosphere of integrated diversity.

There are currently more than 1,500 Posse Scholars on campuses across the country. They hail from some of our country’s largest cities. As individuals, they are hot on the trail of the American Dream, pursuing their personal ambitions in majors from biology to business. As a collective, they represent a special pipeline of talented young leaders that is helping to transform our institutions of higher education and, ultimately, the workforce. This year’s annual report celebrates these remarkable students who reflect the diversity and strength of our great nation.
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.

mission

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

To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds.

To help these institutions build more interactive campus environments so they can become more welcoming for people from all backgrounds.

To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce.
from POSSÉ’s president + founder and chair
Margaret Mead’s familiar quote couldn’t more aptly apply to the Posse program: Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.

After 22 years, Posse is seeing this idea manifest itself in a powerful way. The individuals in each Posse are thoughtful and committed. They work together to support one another. They show up at each other’s theatre performances, help one another with their physics homework and lean on each other in times of need. But the effect of each Posse on its campus illustrates the impact of a group of thoughtful and committed citizens—at least 40 and at a few schools up to 120 students strong, able to build, rally, influence and contribute to the larger college community.

As this annual report illustrates, our Scholars are presidents and founders of countless student organizations on campus. They are Fulbright winners, Marshall Scholars and Mellon Mays Fellows to name a few. They are beacons of hope for their families, distinctive voices in academic discourse and pillars of support for their Posse peers. More than 70 percent are assuming leadership positions on campus, and they continue to persist and graduate from college at a rate of 90 percent.

The Posse Foundation has experienced electric growth over the past decade. Posse opened in Boston in 1999; Chicago in 2000; Los Angeles in 2002; Washington D.C. in 2004; Atlanta in 2007; Miami in 2009 and will open in New Orleans in 2011. These are cities that wanted and needed this unique program—cities with thousands of wonderful young people just aching for the opportunity. Posse has grown to a program with 38 amazing partner colleges and universities that offer our students extraordinary scholarships every year.

We are lucky to have thousands of dedicated supporters who believe in these students and give generously of their time, money and talent. Posse’s corporate partnerships have also grown, dramatically increasing the number of internships and other career-enhancing opportunities available to our students. Posse Scholars’ success is as much the result of their hard work as it is the result of the individuals, families and institutions who have mentored, sacrificed and offered life-changing opportunities. Behind every Scholar stands this larger Posse of dedicated supporters, to whom we are deeply indebted.

Posse Scholars are taking Mead’s idea to an exciting place. So far, more than 3,650 young people have become Posse Scholars—that’s 365 Posses. Together they represent a national network of talent and ambition. Today, Posse Alumni are leading as doctors, lawyers, scientists, social workers, businessmen, artists and teachers. They will become the critical thinkers needed to solve our society’s most entrenched problems and the creative innovators capable of taking us to new, unimagined heights.

And while they pursue their myriad interests and dreams, each Posse Scholar can count on the support of the entire network. When you consider this growing web of dynamic leadership, it’s easy to see why Posse is more than just a college access program—it’s a movement.

We believe the world is in good hands.

Warmly,

Deborah Bial, President + Founder

Jeffrey Ubben, Chair
The Posse Foundation 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 partner college and university administrators ultimately select a diverse group of 10 students for each institution, thus forming a Posse.

Pre-Collegiate Training Program
From January to August of their senior year in high school, Posse Scholars meet weekly with staff trainers and their Posse peers for two-hour workshops. The 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.
The Posse Foundation would like to thank its college and university partners. This year, Posse partners awarded $72 million in leadership scholarships to Posse Scholars across the country.

Babson College
Bard College*
Boston University
Brandeis University*
Bryn Mawr College
Bucknell University**
Carleton College
Centre College
Colby College
The College of Wooster
Connecticut College
Denison University*
DePauw University*
Dickinson College*
Franklin & Marshall College*
Grinnell College*
Hamilton College*
Kalamazoo College
Lafayette College*
Lawrence University
Middlebury College*
Mount Holyoke College
Oberlin College
Pepperdine University
Pomona College
Sewanee: The University of the South
Syracuse University**
Trinity College*
Tulane University*
Union College
University of California, Berkeley
University of California, Los Angeles
University of Illinois at Urbana-Champaign
University of Pennsylvania
University of Southern California
University of Wisconsin-Madison***
Vanderbilt University
Wheaton College

**Graduate School Partnerships**
Carnegie Mellon University Heinz College School of Public Policy & Management
Northeastern University College of Business Administration
Northwestern University Kellogg School of Management
Northwestern University School of Law
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 award 30 Posse Scholarships annually and recruit Posses from three different program sites each year.
***Quad-city partners award 40 Posse Scholarships annually and recruit Posses from four different program sites each year.

The college and university partners listed above reflect partnerships established through June 2011.
The Posse Foundation would like to thank its Career Program partners. These outstanding companies, organizations and institutions contribute to the growth and development of many Posse Scholars’ careers.

826 Foundation-Boston
Academy for Urban School Leadership
The Allstate Corporation
AMB Property Corporation
American Girl
American Liver Foundation, Greater Los Angeles Division
Ameriprise
Asia Society
The Associated Press
Bank of America
Barlow Respiratory Hospital Foundation
Bingham McCutchen LLP
Black Entertainment Television
Bloomberg L.P.
Blue Cross Blue Shield of Massachusetts
The Boston Globe
Boston Lawyers Group
Boston Museum of Science
Boston Red Sox
Breakthrough Collaborative
Brooklyn Bridge Conservancy
C5 Youth Foundation
Calvert Investments
Camp of Dreams
CARE
The Capital Group Companies
Center for Progressive Leadership
Chicago Committee for Minorities in Large Law Firms
Chicago Trading Company
Citigroup Inc.
Citizen Schools, Inc.
City of New York, Dept of Parks & Recreation
City of New York, Office of the Mayor
City Year
College Summit
Conservation Law Foundation
Creative Artists Agency
Credit Suisse
Crossroads for Kids, Inc.
DC Public Library
DC Public Schools-Urban Education Leaders Internship Program
Deloitte
Detert
Discovery Communications
Double H Ranch
Douglas Gould and Company
Edelman
Education Pioneers
ESPN, Inc.
Exelon
Fidelity Investments
The Field Museum
Fiduciary Trust Company
FINRA
The Fiver Children’s Foundation
The Fresh Air Fund
Friends of the National Zoo
Gap, Inc.
Gay & Lesbian Alliance Against Defamation
Golden Apple Foundation
Goldman, Sachs & Co.
Goodwin Proctor LLP
Greenwich Country Day School
Harlem RBI
Harlem United Community AIDS Center
Harvard Business School
Health Net, Inc.
Hill, Holliday, Connors, Cosmopolus Inc.
The Hole in the Wall Gang Camps
Honda Motor Co.
Humanity In Action
Institute for Contemporary Art (ICA/Boston)
Institute for Recruitment of Teachers
Institute of International Education
International Documentary Association
J. Walter Thompson
JP Morgan Chase & Co.
KIPP DC
Kirkland & Ellis LLP
KPMG LLP
Let’s Get Ready
Lockton Insurance Brokers, Inc.
Los Angeles Unified School District Ethics Office
Massachusetts General Hospital
MATCH Corps
Mattel, Inc.
MediaBrands Worldwide
Midwest Academy
Milbank, Tweed, Hadley & McCloy LLP
Moody’s Investors Service
Moran and Arnold LLP
Morgan, Brown & Joy LLP
Morgan Stanley
Mount Sinai School of Medicine
Museum of Fine Arts Boston
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.
New England Aquarium
Neuberger Berman
The Nielsen Company
Nordstrom
Northwestern Center for Talent Development
Office of Senator Richard J. Durbin
Old Mutual Asset Management
O’Melveny and Myers, LLP
The Painted Turtle Camp
Paramount Pictures
PBS
Pearson + Penguin Group (USA)
Plymouth Rock Assurance Corporation
PricewaterhouseCoopers
Princeton-Blairstown Center
Putnam Investments
Reebok International, Ltd.
Rush University Medical Center
Sedgwick Shedd Aquarium
Southern California Edison
Spencer Stuart
St. Luke’s-Roosevelt Hospital Center CARES Program
STAPLES Center Foundation
Starcom MediaVest Group
StartingBloc
State Street Corporation
Steppenwolf Theatre Company
Suffolk Construction
Teach for America
Time Warner Inc.
The Travelers Companies, Inc.
Thompson Reuters
Tufts Sackler School of Biomedical Sciences
Turner Broadcasting Systems, Inc. (CNN)
Uncommon Schools
U.S. Equal Employment Opportunity Commission
The Walt Disney Company
Well, Gotsch & Manges LLP
West Monroe Partners LLC
William Blair & Company
WorldTeach

The Career Program partners listed above reflect partnerships established through May 2011.
2010 highlights

On March 11, The Posse Foundation becomes one of only 10 organizations selected by President Barack Obama to receive a portion of his $1.4 million Nobel Peace Prize grant, which he elected to donate to charitable causes.
The University of Southern California signs on to recruit students from New York City. In addition, longstanding partners University of Wisconsin-Madison (UW-Madison) and Brandeis University expand their partnerships to recruit students from additional sites, with UW-Madison becoming Posse’s first quad-city partner.

On invitation from Michelle Obama, The Posse Foundation visits the White House in March and again in September to conduct workshops for students participating in the first lady’s mentoring program—a yearlong initiative that aims to broaden the horizons of D.C.-area teenage girls.

In October, Joseph Stiglitz, winner of the Nobel Prize in Economic Sciences, is the featured speaker at Posse’s Presidents’ Conference on Higher Education and the Economy, which is moderated by University of Wisconsin-Madison Chancellor Carolyn “Biddy” Martin and hosted by The Blackstone Group in New York City.

From a pool of more than 12,000 nominees, 480 new Posse Scholars across the country win $67.2 million in four-year, full-tuition leadership scholarships from Posse’s partner colleges and universities.

More than 600 guests gather in New York City on May 26 for the annual Posse Gala, An Evening of Stars, which raises $2.1 million and honors Bucknell University President Brian Mitchell, Miami-Dade County Public Schools Superintendent Alberto Carvalho, The Travelers Companies with CEO Jay Fishman and Wheaton Alumnus Derron Wallace, a Marshall Scholar in educational policy and research at the University of Cambridge.

This year’s recipient of the Ainslie Alumni Achievement Award is Posse Alumnus Loubens Theork, a graduate of Hamilton College who founded a scholarship program for Haitian youths that funds the education of 25 students each year. The Ainslie Alumni Achievement Award is presented to a Posse Alumna or Alumnus who best exemplifies community leadership. The winner also receives a $10,000 no-strings-attached grant.

Nearly 3,000 participants come together at different sites around the country to explore the subject of race at this year’s PossePlus Retreats entitled, “Do We Still Need to Talk about Race?”

Loubens Theork, (back row, center) with siblings.
partners: BARD COLLEGE ● BOSTON UNIVERSITY
BRANDEIS UNIVERSITY ● THE COLLEGE OF WOOSTER
SYRACUSE UNIVERSITY

year established: 2007

nominations: 724

nominators: 25 high schools and 31 community-based organizations

scholarship dollars awarded by partner colleges + universities: $5.7 million

advisory board highlight: Suzanne Patterson, vice president, corporate controller and chief accounting officer at Coca-Cola Enterprise Inc. joined Atlanta’s advisory board.

student highlight: Boston University Posse 3 Scholar Aditya Rudra was accepted into BU’s competitive School of Management Honors Program in his freshman year, earning a perfect 4.0 GPA.

event highlight: Atlanta’s Power of 10 event honored Equifax Chairman and CEO Richard F. Smith and raised $186,000.

career program highlights: Atlanta welcomed new Career partners Turner Broadcasting Systems, Inc. and The Travelers Companies, Inc., which each offered summer internships to two Posse Atlanta Scholars. Atlanta also hosted four successful Career events, including a Turner Job Shadow Day, a panel on fellowship opportunities such as Fulbright and Teach for America, an alternative careers panel and a half-day career conference hosted by Ernst & Young.
partners: BRYN MAWR COLLEGE ● BUCKNELL UNIVERSITY CENTRE COLLEGE ● DENISON UNIVERSITY HAMILTON COLLEGE ● UNION COLLEGE

year established: 1999

nominations: 1,344

nominators: 87 high schools and 80 community-based organizations

scholarship dollars awarded by partner colleges + universities: $8.5 million

advisory board highlight: Boston welcomed new advisory board chair Paul Selian, executive vice president and chief investment officer for State Street Corporation, and new member Timothy Codrington, portfolio manager, international equities at Putnam Investments.

student highlight: Liana Donahue, Bryn Mawr Posse 8, won a Mellon Mays Fellowship and spent a semester in South Africa, where she designed and facilitated a seven-part anger management program for 30 teenage boys who were accused of violent crimes.

event highlight: Boston’s second annual Power of 10 event welcomed more than 250 attendees, including special guest Massachusetts Governor Deval Patrick and First Lady Diane Patrick, the evening’s honoree.

career program highlights: Posse Boston helped secure internships for 75 Scholars and recruited five new Career partners: 826 Foundation, Bank of America, Boston Museum of Science, MATCH Charter Public School and Old Mutual Asset Management.

< Liana Donahue, Bryn Mawr Posse 8, with some of the young men who participated in the anger management program she designed in South Africa.
partners: CARLETON COLLEGE ● CONNECTICUT COLLEGE
DENISON UNIVERSITY ● DEPAUW UNIVERSITY
OBERLIN COLLEGE ● MIDDLEBURY COLLEGE
POMONA COLLEGE ● TRINITY COLLEGE
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
UNIVERSITY OF WISCONSIN-MADISON

year established: 2000

nominations: 2,373

nominators: 197 high schools and 40 community-based organizations

scholarship dollars awarded by partner colleges + universities: $11.9 million

advisory board highlight: Erich Tengelsen, founding partner of Chicago Trading Company, and Hon. Amy J. St. Eve, a U.S. District Court federal judge, both joined the Posse Chicago Advisory Board.

student highlight: Pomona Posse 2 Scholar Patricia Nguyen was awarded a Fulbright Scholarship to teach in the Mekong Delta region of Vietnam, where she also volunteered with ADAPT Vietnam, an anti-human trafficking organization.

event highlight: Posse Chicago’s 2010 Golf Outing and Power of 10 events were the most successful in their history, raising a combined $425,000 and drawing local sports stars including former White Sox MLB All-Star Carlos May and former San Antonio Spurs NBA All-Star Michael Finley.

career program highlights: Posse Chicago welcomed four new Career partners: Edelman, Exelon, Museum of Contemporary Art and West Monroe Partners LLC.

< Patricia Nguyen (center, kneeling) in Ho Chi Minh City, Vietnam, with some of the young women she worked with at ADAPT, an anti-trafficking program.
partners: BUCKNELL UNIVERSITY ● GRINNELL COLLEGE
LAFAYETTE COLLEGE ● PEPPERDINE UNIVERSITY
SEWANEE: THE UNIVERSITY OF THE SOUTH
UNIVERSITY OF WISCONSIN-MADISON

year established: 2004

nominations: 1,670

nominators: 100 high schools and 59 community-based organizations

scholarship dollars awarded by partner colleges + universities: $8.6 million

advisory board highlight: The Posse D.C. Advisory Board helped the chapter increase its revenue by 62 percent and welcomed five new members representing ACS, a Xerox Company; Arnold and Porter LLP; Healthy Companies International; Kirkland and Ellis LLP and PwC.

student highlight: Lafayette Posse 3 Scholar Michael Trejo was one of only four Lafayette students selected to participate in a clean water and sanitation research trip to Honduras sponsored by Engineers Without Borders and the National Science Foundation.

career program highlights: Career partner DC Public Libraries hired seven Posse D.C. Scholars to design and lead academic, career and leadership workshops for over 100 D.C. high school students. More than 125 people attended D.C.’s Internship Celebration to honor the hundreds of local Scholars who participated in summer internships.

< Lafayette Posse 3 Scholar Michael Trejo (top, second from left, and below) during a clean water and sanitation research trip to Honduras.
partners: BUCKNELL UNIVERSITY • DICKINSON COLLEGE GRINNELL COLLEGE • KALAMAZOO COLLEGE SYRACUSE UNIVERSITY • TULANE UNIVERSITY UNIVERSITY OF CALIFORNIA, BERKELEY UNIVERSITY OF CALIFORNIA, LOS ANGELES UNIVERSITY OF WISCONSIN-MADISON

year established: 2002

nominations: 2,292

nominators: 132 high schools and 44 community-based organizations

scholarship dollars awarded by partner colleges + universities: $12.3 million

advisory board highlight: Los Angeles welcomed three new advisory board members who represent Metro-Goldwyn-Mayer Pictures Inc., Imperial Capital and Disney Studios.

student highlight: Dickinson Posse 3 Scholar Juan Carlos Flores was elected Student Senate president, becoming the first Posse Scholar, the first Hispanic-American and the first Muslim student to do so at Dickinson.

event highlight: Los Angeles’ inaugural Power of 10 event welcomed more than 100 guests and raised over $160,000.

career program highlights: More than 70 Los Angeles Scholars benefited from summer work experiences thanks to Posse LA’s Career partners. Los Angeles also welcomed nine new Career partners: Honda Motor Co., Mattel, Southern California Edison, Sedgwick, Detert, Moran and Arnold LLP, Bingham McCutchen LLP, Paramount Pictures and Education Pioneers.
partners: FRANKLIN & MARSHALL COLLEGE
HAMILTON COLLEGE ● MOUNT HOLYOKE COLLEGE
SYRACUSE UNIVERSITY ● UNIVERSITY OF PENNSYLVANIA

year established: 2009

nominations: 943

nominators: 47 high schools and 29 community-based organizations

scholarship dollars awarded by partner colleges + universities: $4.4 million

advisory board highlight: Miami welcomed five new advisory board members who represent Royal Caribbean Cruises, Bank of America Merrill Lynch, KPMG, Burger King and international law firm Greenberg Traurig.

student highlight: In her first year, University of Pennsylvania Posse 1 Scholar Odette Ponce founded Penn Sirens, an all women’s vocal ensemble, and recruited a vocal cast that has already begun staging performances on campus.

event highlight: Miami’s first Power of 10 event, sponsored by Royal Caribbean Cruises, Greenberg Traurig and The Betsy Hotel, raised over $40,000.
partners: 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
UNIVERSITY OF WISCONSIN-MADISON
VANDERBILT UNIVERSITY • WHEATON COLLEGE

year established: 1989
nominations: 3,008
nominators: 322 high schools and 99 community-based organizations
scholarship dollars awarded by partner colleges + universities: $20.7 million

advisory board highlight: New York welcomed two new advisory board members representing MTV Networks and PwC.

student highlight: Two New York Scholars were awarded Fulbright Scholarships to conduct research abroad. Antonio Mendez, Colby Posse 1, traveled to Andorra and Jeannie Guzman, Trinity Posse 4, to Colombia.

event highlight: New York’s inaugural Power of 10 event welcomed 130 guests and raised over $50,000.


< Colby Posse 1 Alumnu Antonio Mendez (left) with a fellow Fulbright Scholar in Andorra.
Taneea Byrd  
BUCKNELL UNIVERSITY

Taneea Byrd, a senior at Bucknell University, is president of the Pre-Law Society, secretary of the Black Student Union and president and founder of the NAACP chapter on campus. Taneea grew up in Washington, D.C., the oldest of five siblings and the first in her family to go to college. She was recently selected as a Teach for America corps member and this fall will begin teaching English at her former high school—Friendship Collegiate Academy in D.C.

“I smile every time I think about the fact that I will be able to share my experiences and accomplishments with my students, having been in their shoes just four years ago,” she says. “Teaching at my high school is the ultimate way for me to pay it forward. It’s possible to give every student that extra push that will propel them to greatness.”

An English and women’s and gender studies major, Taneea is also a writer for the law journal and the college newspaper, The Bucknellian. She was awarded the 2009 Bucknell Prize for Women and the Samuel Lewis Ziegler Prize in 2008, both for excellence in English.

During the summer following her freshman year, Taneea studied abroad in Ireland and later returned to the United Kingdom to spend her junior year in London.

A staunch women’s advocate, Taneea has worked at the Women’s Resource Center and The Griot Institute for Africana Studies at Bucknell. She has also held internships and volunteered with United South End Settlements, United States Senator Robert Casey of Pennsylvania, the American Bar Association and Susquehanna Valley Women in Transition.
Raymond Queliz  
**MIDDLEBURY COLLEGE**

A senior majoring in philosophy and a regular on the dean’s list, Raymond Queliz will begin studying law at New York Law School in the fall. When he does, he will leave behind an impressive legacy of achievement at Middlebury College.

He is currently the president of Kappa Delta Rho fraternity and student chair of the Middlebury Community Council, which oversees non-academic student life on campus. As Council chair he helps monitor the pledge processes of fraternities and sororities to ensure that they are within campus guidelines and works to create a more engaging and inclusive campus community. Under his leadership, the Council paved the way for gender-neutral housing and helped create the Hebrew Interest House.

“Every person has something to contribute to campus life, so it’s important to make a space where everyone feels included,” Raymond says.

In addition, Raymond is one of the founding members of the Mock Trial Club, where students compete against teams from other schools in the region. He is also treasurer of Distinguished Men of Color, an organization that supports minority males at Middlebury.

“You learn so much about yourself at Middlebury because of the rigorous liberal arts curriculum you find here,” says Raymond. “More than just educating you, it teaches you how to believe in yourself.”
Eni Adedokun
BOSTON UNIVERSITY

Eni Adedokun is a junior at Boston University (BU) studying biomedical engineering. Through funding from the Undergraduate Research Opportunities Program, she has worked this past year as a research assistant with BU’s Department of Mechanical Engineering, creating technology to enhance the quality of ultrasounds.

The middle of three sisters from Grayson, Georgia, Eni is the program chair and vice president-elect of the Minority Engineers Society, a campus-based chapter of the National Society of Black Engineers. In this role, she has developed various events including several aimed at increasing interest in the STEM fields among high school students.

Eni also serves as a dean’s host for the College of Engineering, helping to plan events and open houses and providing tours to new and prospective students. She has studied abroad at Tecnológico de Monterrey in Guadalajara, Mexico, and plans to pursue graduate studies in neuroscience.

“At BU there are so many people and so many things to do, and as a freshman I wanted to be involved in everything. It seemed like the world was constantly spinning,” she says. “Now, as a junior, the world hasn’t stopped spinning, but now I’m spinning with it. I’ve acclimated myself really well to the environment. I’m confident with my academic and professional work and have a great group of friends. It’s been amazing, exciting and eye opening.”
Christopher Vinales  
**LAFAYETTE COLLEGE**

Christopher Vinales is a sophomore at Lafayette College and president of the Gay Straight Alliance (GSA). During his senior year in high school, he became the founder and president of his school’s first GSA, which subsequently led to his coming out, primarily as a source of support for others.

“Being the voice of the GSA empowers me to let people know that the cause affects me personally,” says Christopher. “I’m hoping that we have an impact on campus. I want the message to get across that we want to promote tolerance and acceptance.”

Equally passionate about issues affecting the Latino community, Christopher self-designed his Latin American and Caribbean studies major and plans to become a college professor. He is also public relations chair of the Hispanic Society of Lafayette and former vice president of the Tae Kwon Do Club, having studied and taught various martial arts for nearly 12 years.

“Martial arts taught me so many lessons about life and gave me such a unique perspective and the confidence to do so many things,” Christopher says.

Born and raised in the Bronx, New York, Christopher says one of the most rewarding experiences he’s had at Lafayette was the opportunity to travel to Ecuador on an Alternative Spring Break trip. He and other volunteers helped an indigenous tribe called the Shuar work toward continued cultural preservation and self sustainability by helping to build a school and botanical garden of medicinal plants, the beginnings of a health clinic.

“I’ve never seen a group of people so content with life,” Christopher says. “It really made me think of all the things we have in this country and yet take for granted. It’s one of the best things I’ve ever done in my life.”
Anthony Williams  
UNIVERSITY OF WISCONSIN-MADISON  
President, National Pan Hellenic Council; Scholar in the McNair Scholars Program, which prepares participants for doctoral studies through involvement in research and other scholarly activities.

Bianca Garcia  
POMONA COLLEGE  
President, Head of Communications and Publications Coordinator for Rare Diamonds, a student-led collective of women of color that promotes dialogue through artistic expressions and community work; Editor, Media Arts for Social Justice Magazine.

Boyu Zhang  
BUCKNELL UNIVERSITY  
Chair, Engineering Alumni Association; Resident Fellow, Languages and Cultures College.

DiTalliana Patterson  
DENISON UNIVERSITY  
President, Black Student Union; Scholar in McNair Scholars Program, which prepares participants for doctoral studies through involvement in research and other scholarly activities; Senior Program Coordinator, Women’s Resource Center.

Adrian Ntwatwa  
HAMILTON COLLEGE  
Adrian Ntwatwa is a junior at Hamilton College double majoring in government and math. His 3.5 cumulative GPA belies the considerable extracurricular involvements of this Posse All Star.

Adrian is president of his 2012 Class, resident advisor for his dormitory, cultural chair of the Black and Latino Student Union, co-chair of the West Indian and African Association, president of the Badminton Club and co-founder of The African Club.

Part of his responsibility as chair of the Black and Latino Student Union is overseeing To Africa and Back, one of the largest events on Hamilton’s campus that showcases the contributions of African Americans as a celebration of Black History Month.

One of his proudest accomplishments has been helping to popularize the Badminton Club at Hamilton. “I grew up playing Badminton, but when I first got to Hamilton, the club wasn’t really active,” Adrian says. “I got people interested and signed them up and now, every Saturday, all the Badminton courts are filled with students sitting on the sidelines just waiting to rotate in.”

Upon graduation, Adrian intends to pursue a joint MBA and law degree. He feels his Hamilton education has prepared him well for this challenging path.

“At Hamilton, we’re surrounded by really great professionals who are leaders in their fields,” he says. “Added to this, it’s got an incredible alumni network and career program. Basically, everything I could ask for in a college experience, everything I need is here at Hamilton.”
Karen Ferreira
POMONA COLLEGE

During her freshman year at Pomona College, Karen Ferreira and a few of her Posse peers founded a women’s collective on campus called Rare Diamonds. Now as a senior, she looks back proudly at the organization’s growth and impact on campus.

“We saw that there was a need for a space for women of color to come together to discuss certain issues like how to grow and empower each other,” says Karen. “Rare Diamonds has become a well-respected voice on campus.”

Under collaborative leadership, the group has held art and theater workshops, community-building activities and discussions on topics such as race and identity. Karen grew up on the South Side of Chicago, the youngest of five children and the only one to go to college. Her parents immigrated to the United States from Mexico in the ’70s.

Double majoring in sociology and Chicano/a studies, Karen’s college experience has been largely marked by activism and community development. She has held internships with the Center for Progressive Leadership in Washington, D.C., Mujeres Latinas En Acción in Chicago and the Pomona Legal Access Center.

On campus, Karen is also a resident assistant and member of the Student Diversity Committee. She has served as a teaching assistant and youth mentor at the Pomona Academy for Youth Success and as an educational outreach coordinator for Pomona’s Draper Center for Community Partnerships.

“My experience at the Draper Center shaped the way I organize and influenced me tremendously in becoming a stronger leader on campus,” she says.

With particular interest in education, immigration and prison reform, Karen plans to attend law school and pursue a career in public policy.
Julian Williams

DENISON UNIVERSITY

Julian Williams is a senior at Denison University and a recipient of the Ronald E. McNair Scholarship, which prepares high achieving undergraduate students for doctoral study. He is interested in studying social and cultural education.

"Even though there were many things outside of my control as a young person growing up in Chicago, school was one thing that I could control, and so I always did my best," says Julian.

An English literature and educational studies major, Julian is a tutor in the education department. As vice chief minister of the Black Student Union, he oversees a mentoring program for men of color on campus and a similar program for middle and high school students in the neighboring community.

During his sophomore year he conducted research at the University of Illinois at Chicago, focused on the availability of mentoring programs for black adolescent males. As representatives of Denison, Julian, along with three other members of his Posse, presented research at the 2009 International Journal of Arts & Sciences Conference in Gottenheim, Germany. The only undergraduate participants, Julian and his peers won the University Award for International Education.

He has worked with various writing and community centers in Philadelphia and with Citizen Action Illinois. He even started a clothing line called Highly Educated Material, with the aim of educating and empowering students outside the classroom through fashion.

"I want to encourage young people not to be passive about what they learn in life," Julian says. "Learning is active."
Sonia Mahabir  
COLBY COLLEGE

Sonia Mahabir’s long-term goal is to become a college president. A senior at Colby College, she is one of only three recipients of the Education Scholar Master’s Award, a full-tuition fellowship to pursue a master’s in higher education at the Horace H. Rackham School of Graduate Studies at the University of Michigan.

As chair of the Pugh Community Board, Colby's multicultural affairs board, Sonia has organized several events and activities to celebrate and promote diversity and inclusion on campus. Because of her efforts, in 2010 she was awarded the Lorraine Morel Award for her significant contributions to the academic and social life of the campus.

This year, as part of Colby’s competitive Senior Scholars Project, she researched and wrote a thesis that explored multiculturalism and how it contributes to the campus climate.

"Colby has challenged me and made me stronger," says Sonia. "I've learned a lot about myself."

Sonia was born in Trinidad and Tobago and came to the United States with her family at the age of 4, settling in Briarwood, Queens. Having created a specialized major that combines English and education, she serves as a research assistant for the education department. She also writes for the school newspaper, The Colby Echo, and is a specialist with the New England Consortium on Assessment and Student Learning.
Marianne Bates
UNIVERSITY OF WISCONSIN-MADISON

Marianne Bates is a sophomore at the University of Wisconsin-Madison and co-founder and finance chair of the College Entrepreneurs Organization on campus. She also serves as vice president of community service for a business fraternity, leading various campus and community activities including campus clean ups, volunteer service at food pantries and nursing homes and lending support at blood drives and events such as the Special Olympics.

“I really want to build a community of entrepreneurs here,” she says. “You can gain so much from working with others.”

A Chicago native and double major in international business management and human resources, Marianne has also participated in and won case competitions in which leading companies assign a team of business students a strategic problem to solve.

She has interned with Posse Career partner Neuberger Berman, a Chicago investment management firm, and plans to eventually pursue her MBA as well as opportunities to work abroad.

“College has been a time of growth,” Marianne says. “I’ve learned a lot about my abilities and limitations and made a lot of meaningful friendships. I’m thankful that I have my Posse to support me. It’s been so beneficial and comforting knowing that I have a core group of friends.”
Daniel Acheampong, a senior, is president of the Student Union at Brandeis University.

As the former student government treasurer, the economics major once managed the school’s $1.3 million student activities budget. He is also a Roosevelt Fellow, serving as a peer mentor to help first-year students acclimate to the university.

“Brandeis is my home,” Daniel says. “It has become a place that really helped me grow. It showed me that opportunities in the world are infinite and that we should always dream without limits and work hard to realize those dreams.”

Daniel was born in Kumasi, Ghana, and came to the United States at the age of 6, settling with his family in Brooklyn, New York. During his four years at Brandeis, he has made the most of every opportunity that has come his way. In 2009, as a recipient of the World of Work Scholarship, he spent the summer in Beijing, China, teaching migrant students.

He has also held internships with Posse Career partners MTV Networks and Goldman Sachs, where, upon graduation, he will accept a full-time position as a financial analyst in private wealth management.
Kadajh Bennett  
**HAMILTON COLLEGE**  
Co-Founder of DownBeat Keys, a student band; Performer with Yodapez, an improv comedy group; Lead role in the play *Ma Rainey's Black Bottom*, which was performed on campus as well as at the Edinburgh Fringe Festival in Scotland in the summer of 2010.

Sarah Houston  
**PEPPERDINE UNIVERSITY**  
Senator, Student Government Association; Student Volunteer, Project Serve and United Friends, an organization that advocates for adults and children with cerebral palsy and other disabilities.

Kendall Holley  
**GRINNELL COLLEGE**  
Senator, Student Government Association; Athlete, Varsity Football; Member of Grinnell College’s first chapter of the NAACP, the African-Caribbean Student Union and the Feminist Action Coalition.

Kameisha Jeraye Hodge  
**LAFAYETTE COLLEGE**  
Published Author of a collection of poetry entitled *Atlas of Consciousness* as well as an article in the Georgetown Journal of Law & Modern Critical Race Perspectives; Founder of Precision Step Team; President, Association of Black Collegians and the African and Caribbean Interest Floor.

Ravi Singh  
**VANDERBILT UNIVERSITY**

Ravi Singh is president of the College Democrats and the Advocacy Council, the governing body of all political organizations at Vanderbilt University.

Currently a senior, Ravi has worked as a student assistant in the office of the provost at Vanderbilt for four years and has served as a resident advisor for two. He created his technology and society major and upon graduation will participate in the New York City Urban Fellows Program, a competitive public policy fellowship. He hopes to pursue a JD and MBA in the future.

An astute leader with diverse interests, Ravi has hosted a State of the Economy conference on campus as well as the Dewali show, an Indian cultural performance attended by nearly 1,000 students.

In 2009, Ravi won a grant from the Nichols Humanitarian Fund, which funds domestic and international volunteer projects. He traveled to Rajasthan, India, to work with the nongovernmental organization GRAVIS, which serves impoverished communities.

In 2010, he participated in Harvard’s Summer Venture Management Program and an Alternative Spring Break trip to the Big Sur Land Trust in California to work on a sustainable development project. He has also interned with the Associated Press, Bank of New York Mellon and Congressman Steve Cohen of Tennessee.

“In whatever capacity, whether it’s business, government or politics, I know that I want to advocate for marginalized communities,” says Ravi, “to ensure that they have an opportunity to succeed just as I did.”

To create opportunities for Posse Scholars at Vanderbilt to connect as early and often as possible, Ravi started a big sibling/little sibling program to pair Posse Scholars who are upperclassmen with first and second-year students.

“Being a Posse Scholar has been one of the most rewarding experiences I’ve had at Vanderbilt,” he says.
Bessena Cabe
UNION COLLEGE

At the age of 14, Bessena Cabe immigrated to the United States from Haiti. Today he is a sophomore at Union College majoring in mechanical engineering with plans to pursue a career in robotics and artificial intelligence. He is motivated by two desires: to leave the world a better place and to make his mother proud.

“My mom raised my sister and me through some very chaotic times in Haiti,” says Bessena. “Back then you had to live in the moment because you couldn’t count on tomorrow. But somehow my mom made sure we always had what we needed.”

On top of his challenging academic workload, Bessena chairs the student government committee that oversees student activity budgets and reviews proposals for new campus organizations and activities. In this capacity, he monitors student clubs to make sure they are living up to their charters and works with faculty and administration on issues related to campus life. He recently helped craft the student honor code at Union.

In addition, Bessena is the residential advisor for his dormitory and part of the leadership at Change for Schenectady, a philanthropic organization that raises money for social justice causes by encouraging individuals to donate spare change. He is also the founder of the campus volleyball club.

If his record at Union is any indication of things to come, there is no doubt that Bessena will indeed leave the world a better place and make us all, including his mother, even more proud.
Kenneth Perry
THE COLLEGE OF WOOSTER
Co-Founder and President of Brothers of Diversity, a student organization that supports students’ leadership development and academic success.

Adan Hussain
COLBY COLLEGE
Co-Founder and Moderator of The Middle East Lunch Series.

LaTreal Peterson
UNIVERSITY OF WISCONSIN-MADISON
Executive of Diversity Education, a multicultural student coalition; Member, National Society of Leadership and Success.

Laura Saenz
DENISON UNIVERSITY
Co-Founder of Sigma Lambda Gamma Sorority, the first multicultural sorority on campus.

**Apocalipsis Rosario**
**BRYN MAWR COLLEGE**

Apocalipsis Rosario grew up in Dorchester, Massachusetts, the youngest of four siblings. She will graduate this year from Bryn Mawr College with a bachelor’s degree in sociology and hopes to one day found a nonprofit to serve youth and families in urban communities.

In 2010, Apocalipsis won a prestigious Davis Projects for Peace Fellowship, with which she launched A Publication for Peace, a media arts summer program that served over 50 girls from Boston, ages 11-17.

The group attended the U.S. Social Forum in Detroit and participated in weekly discussions, workshops and social activities, culminating in a compilation of poems and drawings reflecting the participants’ personal testimonials.

“My definition of peace has a lot to do with empowering young girls and giving them the skills to develop and learn,” says Apocalipsis. “Growing up in Boston I’ve seen that solidarity among young women in the inner city can sometimes be scarce. I wanted to create a forum where they could see that they’re not that different from one another and that they can depend on each other and work together to be successful.”

At Bryn Mawr, Apocalipsis has been a member of the crew team, the customs committee, which helps incoming students transition on campus, and both the Teaching & Learning Initiative and the Empowering Learners Partnership, which pair Bryn Mawr faculty and staff with students to exchange ideas and learn new skills.

“If we all take the time to open our hearts and minds,” she says, “we could learn that we aren’t that different—and then we can truly embrace diversity.”
Erick Quintero  
UNIVERSITY OF CALIFORNIA, LOS ANGELES

A first-year student and multitalented musician, Erick Quintero has already started a mariachi band on campus—Mariachi UCLA. He plays trombone in the UCLA marching band and also plays the piano, trumpet, guitar, tuba and sister instruments the vihuela and the euphonium.

As an intended political science major with a focus on international relations, Erick plans to go to law school and pursue a career in corporate law. He serves as vice president of the music fraternity Phi Nu Alpha, organizing various volunteer performances at children’s hospitals and retirement and veteran’s homes.

Erick grew up in South Gate, California, the youngest of five children and took to music at an early age. A demonstrative leader, he was co-drum major for his high school’s marching band and music coordinator at his church.

"By bringing the joy of music to others I believe we can make a positive change in someone’s life," Erick says.
Viviana Mauri and Crystal Reed
Mount Holyoke College

Viviana Mauri and Crystal Reed are only freshmen at Mount Holyoke College, but they are already making their mark on campus as hosts of the popular radio show, Crystal and Vivi After Dark.

Crystal: Our radio program is a talk show and music show. We play the hottest in urban, Latin and independent music. Vivi leads the discussion about the latest headlines in arts and entertainment, while I lead the love and relationships discussion. Some topics we’ve addressed so far have been sexual addiction, first-date experiences and the Oedipus Complex. It’s truly been a wonderful learning experience. Mount Holyoke is a place where we are growing both personally and professionally.

Viviana: When you’re on air you get to talk about fun things but you also get to shine a light on important matters. One thing I was really proud we were able to do with the radio program was to talk about how celebrities and some of the artists we play were donating to Japan following the tsunami. We put together a special story with music by these artists and talked about how students could get involved.

In addition to hosting the radio program, Viviana is a senior writer for The Mount Holyoke News. She is majoring in Romance languages and culture with a concentration in Italian and plans to attend graduate school to study T.V. broadcasting. Crystal is a psychology major and hopes to one day open a treatment center for victims of sexual abuse. She is also a residential advisor, an actor in Mount Holyoke’s Project Theatre, and a dean’s list student, earning a 3.9 GPA her first semester.
Julissa Chavez is a biology major in her second year at Carleton College. Born in Chicago to Mexican immigrants, she is the first in her family to attend college.

At Carleton, Julissa is an intercultural peer leader for Carleton’s Office of Intercultural and International Life, which aims to enhance the retention of domestic students of color and international students. In this role, she serves as a mentor to four freshmen, providing academic, social and personal support for them throughout the year.

Julissa is also the recipient of a highly-coveted Carleton College Summer Science Research Fellowship, which provides mentoring and two summers of research laboratory experience. Her ultimate goal is to become a pediatrician and work to provide quality healthcare to children in underserved communities.

She is treasurer of the support group Coalition of Women of Color and secretary of the Minority Student Pre-Health Coalition, an outreach group that informs minority students about the many healthcare careers open to them. She is also an active member of the Black Student Alliance and the Latin American Student Organization.

Julissa is grateful for a first-rate education at Carleton. “Posse and Carleton have been my portals to success—to proving that I can do what I set my mind to and that all of my parents’ struggles were worth it,” she says. “Posse is that certificate that says, ‘We believe in you.’”
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Chair of Advocacy, Black Student Union; Belly Dance Instructor.

Lin Chen
SEWANEE: THE UNIVERSITY OF THE SOUTH
President, Organization for Cross-Cultural Understanding; Member, The National Honor Society in Psychology; The Alpha Epsilon Delta (a health pre-professional honor society) and The Omicron Delta Kappa (a national leadership honor society).
Leila Patterson  
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President, Association for African American Students; Resident Assistant; Dance Coordinator of X-Cell, an organization that aims to develop unity, promote excellence and educate the DePauw community through dance.

Stephanie Pujadas  
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Co-Founder, Brothers and Sisters Club.

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President and Founder, Asia Business Connect; Vice President, Colby Student Investment Association.

Isabella Dominguez  
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Student Government Representative, Bryn Mawr’s Board of Trustees; Hall Advisor; Customs Person, a resource person for first-year students at Bryn Mawr; Cohort Leader of Social Justice Partnership Program, which facilitates conversations on diversity for a small group of students and college staff.
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Co-Founder and Vice President of Essential, an organization that works to empower women through community-service projects; Chair of Communications and Greek Affairs, Black Student Union; Resident Assistant; Student Representative; Alumni Board.

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Charlie Trotter's
Anthony Choe
Cili
Citizen Schools Inc.
City Year Boston
The College Board
Comedy Central
Deloitte LLP
Discovery Communications, LLC
John C. Donohue
Joan Fabry and Mike Klein
Fidelity Investments
Finagle-A-Bagel
The Freshman Fifteen
Goldman, Sachs & Co.
Goodwin Procter LLP
Harman Center for the Arts
The Hatcher Group

Hill Holiday
Jackson Oats Shaw Corporate Real Estate, LLC
Barbara and Ted Janulis
Kickass Cupcakes
Kirkland & Ellis LLP
Dallas Madlock, DePauw Posse 3 (Chicago) Alumnus
The McGraw-Hill Companies
Barbara and Richard Metzler
The Eugene & Agnes E. Meyer Foundation
Moet Hennessy USA
Garrett and Mary Moran
The New York Times Company
Pizzeria Rico
Prairie Grass Cafe
Putnam Investments
David M. Riley
Shaws Supermarkets, Inc.
Simmons College
Southeast Tennis and Learning Center
STAPLES Center Foundation
State Street Corporation
Trader Joe's Company, Inc.
The Travelers Companies, Inc.
Sharon & Timothy H. Ubben
UM
Venable LLP
Roger and Pam Weston
WilmerHale
X Winery

Stephanie Tafur, Hamilton Posse 6 (Boston) Alumna
Shadoe G. Tarver, Franklin & Marshall Posse 2 (New York) Alumnus
Margaret Terrero, Vanderbilt Posse 16 (New York) Alumna
Daniel Theodate, Hamilton Posse 4 (Boston) Alumnus
Kency Theork, Bowdoin Posse 1 (Boston) Alumnus
Margaret Terrero, Vanderbilt Posse 16 (New York) Alumna
Daniel Theodate, Hamilton Posse 4 (Boston) Alumnus
Kency Theork, Bowdoin Posse 1 (Boston) Alumnus
Christel Thibodeau
Denroy Thomas, Hamilton Posse 3 (Boston) Alumnus
Joan L. Thomas
Cheryl M. Thompson
Kathryn and David Tofilig
Stephanie Tran, Hamilton Posse 5 (Boston) Alumna
Tanya Trumbull
Nicole Tsesmelis, Trinity Posse 1 (New York) Alumna
Karen L. Turner
Adam Ulrich, Dickinson Posse 4 (New York) Alumnus
David Underwood
Romeo Urias, Lafayette Posse 1 (D.C.) Alumnus
Jasmine R. Vallejo, Brandeis Posse 2 (New York) Alumna
Maribel Vasquez, Franklin & Marshall Posse 1 (New York) Alumna
Caitlin Vaughan
Karl H. Velde
Aleatrice and Scott Wagner
Elizabeth Walczak, Hamilton Posse 1 (Boston) Alumna
O’Brien Walker, DePauw Posse 5 (Boston) Alumnus
Elizabeth Walsh
Janice Walton-Green, Carleton Posse 6 (Chicago) Alumna
Stephanie Wander
Micaela Warton
Chun’tele Washington, Hamilton Posse 4 (Boston) Alumna
Damian Washington, Middlebury Posse 1 (New York) Alumnus
Karen and Paul Wehner
David J. WelI
Michael Weinberg and Mary Rauen
Linda and David Weingart
Betty Weiss
Gregory Welch, Wheaton Posse 6 (New York) Alumnus
Ben West
Mary Ann and Robert Wetsoska
Louise and Burt Wides
Mary Wiener and Sandy Cohen
Carol and Gene Wilder
Sally and Thomas Wille
Daina Williams, Babson Posse 3 (New York) Alumna
Ashley Wilson, Lafayette Posse 3 (New York), Alumna
Carol Wilson, Middlebury Posse 5 (New York) Alumnus
Stephan Woloflohan
Monique Wright, Wheaton Posse 4 (New York) Alumna
Jessie Yip, Hamilton Posse 1 (Boston) Alumna
Vicki and Richard Zimmy
David Zumba, Carleton Posse 6 (Chicago) Alumnus
Karen L. Zweng and Robert Phillip Sinnott

Brittany King-Pleas
KALAMAZOO COLLEGE
Chair, Student Activities Committee; Secretary, Black Student Organization

Isaiah Iboko
GRINNELL COLLEGE
Recipient, Mellon Mays Undergraduate Research Fellowship; Member, Multicultural Leadership Council

Stephanie Tran
BRYN MAWR COLLEGE
President, Judo Club; Customs Person, member of dorm leadership team that serves as a resource for first-year students

Alex Ajayi
LAWRENCE UNIVERSITY
President, Residence Life Advisor Council; Member, Judicial Board and Lawrence University Community Council
On May 26, 600 guests gathered at Pier Sixty in New York City for the 2010 Posse Gala. 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 Bucknell University President Brian Mitchell, Miami-Dade County Public Schools Superintendent Alberto Carvalho, The Travelers Companies with Chairman and CEO Jay Fishman and Wheaton Posse 4 (New York) Alumnus Derron Wallace, a Fulbright Scholar, Watson Fellow and Marshall Scholar in educational policy and research at the University of Cambridge.

Emceed by 60 Minutes correspondent Lesley Stahl with a special comedic performance by John Oliver of The Daily Show with Jon Stewart, the highly successful event raised $2.1 million.
## THE POSSE FOUNDATION, INC.
### STATEMENTS OF FINANCIAL POSITION
### AS OF DECEMBER 31, 2010 AND 2009

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$3,396,891</td>
<td>$2,421,512</td>
</tr>
<tr>
<td>Investments at market</td>
<td>29,572,378</td>
<td>25,464,988</td>
</tr>
<tr>
<td>University fees and other receivables</td>
<td>1,749,906</td>
<td>1,610,000</td>
</tr>
<tr>
<td>Pledges receivable, net</td>
<td>8,108,021</td>
<td>10,585,858</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>340,929</td>
<td>355,779</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>104,764</td>
<td>93,837</td>
</tr>
<tr>
<td>Cash and cash equivalents - permanently restricted</td>
<td>663,007</td>
<td>653,077</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$43,935,896</strong></td>
<td><strong>$41,185,051</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$341,605</td>
<td>$294,406</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>510,512</td>
<td>476,630</td>
</tr>
<tr>
<td>Deferred income</td>
<td>1,143,334</td>
<td>1,073,334</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>1,995,451</strong></td>
<td><strong>1,844,370</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COMMITMENTS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>NET ASSETS (a) (b)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>$6,233,651</td>
<td>$6,013,201</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>14,400,040</td>
<td>12,020,726</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>21,306,754</td>
<td>21,306,754</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>41,940,445</strong></td>
<td><strong>39,340,681</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$43,935,896</strong></td>
<td><strong>$41,185,051</strong></td>
</tr>
</tbody>
</table>

The accompanying notes on page 57 are an integral part of these financial statements.
### THE POSSE FOUNDATION, INC.
#### STATEMENTS OF ACTIVITIES
#### YEARS ENDED DECEMBER 31, 2010 AND 2009

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2010</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUPPORT AND REVENUE:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contribution and grants</td>
<td>$3,118,211</td>
<td>$2,797,164</td>
<td>-</td>
<td>$5,915,375</td>
<td>$2,479,561</td>
<td>$4,865,577</td>
<td>$5,431</td>
<td>$7,350,569</td>
</tr>
<tr>
<td>University fees</td>
<td>1,645,000</td>
<td>-</td>
<td>-</td>
<td>1,645,000</td>
<td>1,449,997</td>
<td>-</td>
<td>-</td>
<td>1,449,997</td>
</tr>
<tr>
<td>Services fees</td>
<td>2,235</td>
<td>-</td>
<td>-</td>
<td>2,235</td>
<td>36,128</td>
<td>-</td>
<td>-</td>
<td>36,128</td>
</tr>
<tr>
<td>In-Kind contributions</td>
<td>243,909</td>
<td>-</td>
<td>-</td>
<td>243,909</td>
<td>240,607</td>
<td>-</td>
<td>-</td>
<td>240,607</td>
</tr>
<tr>
<td>Investment income</td>
<td>4,111,482</td>
<td>-</td>
<td>-</td>
<td>4,111,482</td>
<td>5,879,945</td>
<td>-</td>
<td>-</td>
<td>5,879,945</td>
</tr>
<tr>
<td>Fund-raising events, net of direct benefits to donors</td>
<td>2,422,271</td>
<td>-</td>
<td>-</td>
<td>2,422,271</td>
<td>1,356,583</td>
<td>-</td>
<td>-</td>
<td>1,356,583</td>
</tr>
<tr>
<td>Net assets released from restrictions (a)</td>
<td>5,884,325</td>
<td>(5,884,325)</td>
<td>-</td>
<td>$ -</td>
<td>7,857,856</td>
<td>(7,857,856)</td>
<td>-</td>
<td>$ -</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td>17,427,433</td>
<td>(3,087,161)</td>
<td>-</td>
<td>14,340,272</td>
<td>19,300,677</td>
<td>(2,992,279)</td>
<td>5,431</td>
<td>16,313,829</td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruiting Services and training programs</td>
<td>8,900,281</td>
<td>-</td>
<td>-</td>
<td>8,900,281</td>
<td>8,268,370</td>
<td>-</td>
<td>-</td>
<td>8,268,370</td>
</tr>
<tr>
<td>Supporting Services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>1,414,865</td>
<td>-</td>
<td>-</td>
<td>1,414,865</td>
<td>2,595,655</td>
<td>-</td>
<td>-</td>
<td>2,595,655</td>
</tr>
<tr>
<td>Fundraising</td>
<td>1,425,362</td>
<td>-</td>
<td>-</td>
<td>1,425,362</td>
<td>1,351,660</td>
<td>-</td>
<td>-</td>
<td>1,351,660</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORTING SERVICES</strong></td>
<td>2,840,227</td>
<td>-</td>
<td>-</td>
<td>2,840,227</td>
<td>3,947,314</td>
<td>-</td>
<td>-</td>
<td>3,947,314</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>11,740,508</td>
<td>-</td>
<td>-</td>
<td>11,740,508</td>
<td>12,215,684</td>
<td>-</td>
<td>-</td>
<td>12,215,684</td>
</tr>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td>5,686,925</td>
<td>(3,087,161)</td>
<td>-</td>
<td>2,599,764</td>
<td>7,084,993</td>
<td>(2,992,279)</td>
<td>5,431</td>
<td>4,098,145</td>
</tr>
<tr>
<td>Change in accounting principle (c)</td>
<td>(5,466,475)</td>
<td>5,466,475</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net assets (deficit) - beginning of year</td>
<td>6,013,201</td>
<td>12,020,726</td>
<td>21,306,754</td>
<td>39,340,681</td>
<td>(1,071,792)</td>
<td>15,013,005</td>
<td>21,301,323</td>
<td>35,242,536</td>
</tr>
</tbody>
</table>
## THE POSSE FOUNDATION, INC.
### STATEMENTS OF CASH FLOWS
#### AS OF DECEMBER 31, 2010 AND 2009

**CASH FLOWS FROM OPERATING ACTIVITIES:**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>$2,599,764</td>
<td>$4,098,145</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>47,973</td>
<td>38,652</td>
</tr>
<tr>
<td>Amortization of pledge discount</td>
<td>(20,312)</td>
<td>(135,163)</td>
</tr>
<tr>
<td>Bad debt expense</td>
<td>200</td>
<td>1,456,110</td>
</tr>
<tr>
<td>Permanently restricted contributions</td>
<td>0</td>
<td>(5,431)</td>
</tr>
<tr>
<td>Contributed securities</td>
<td>(112,368)</td>
<td>(95,361)</td>
</tr>
<tr>
<td>Realized (gain) loss on securities</td>
<td>(35,081)</td>
<td>152,101</td>
</tr>
<tr>
<td>Unrealized gain on securities</td>
<td>(2,826,738)</td>
<td>(5,031,745)</td>
</tr>
<tr>
<td>Sub-total</td>
<td>(346,562)</td>
<td>477,308</td>
</tr>
<tr>
<td>Changes in operating assets and liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(increase) decrease in assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University fees and other receivables</td>
<td>(139,906)</td>
<td>(240,000)</td>
</tr>
<tr>
<td>Pledges receivable</td>
<td>2,467,523</td>
<td>1,619,906</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>14,850</td>
<td>157,764</td>
</tr>
<tr>
<td>Increase in liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>47,199</td>
<td>(25,913)</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>33,882</td>
<td>31,341</td>
</tr>
<tr>
<td>Deferred income</td>
<td>70,000</td>
<td>160,003</td>
</tr>
<tr>
<td>Net Cash Used by Operating Activities</td>
<td>2,146,986</td>
<td>2,180,409</td>
</tr>
</tbody>
</table>

**CASH FLOWS FROM INVESTING ACTIVITIES:**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of investments</td>
<td>(1,236,342)</td>
<td>(988,081)</td>
</tr>
<tr>
<td>Proceeds from sale of investments</td>
<td>103,139</td>
<td>646,110</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>(58,900)</td>
<td>(89,792)</td>
</tr>
<tr>
<td>Net Cash (Used) Provided by Financing Activities</td>
<td>(1,192,103)</td>
<td>(431,763)</td>
</tr>
</tbody>
</table>

**CASH FLOWS FROM FINANCING ACTIVITIES:**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collections of permanently restricted contributions</td>
<td>30,426</td>
<td>16,037</td>
</tr>
<tr>
<td>Net Cash Provided by Financing Activities</td>
<td>30,426</td>
<td>16,037</td>
</tr>
<tr>
<td>NET (DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS</td>
<td>985,309</td>
<td>1,764,683</td>
</tr>
<tr>
<td>Cash and cash equivalents- beginning of year</td>
<td>3,074,589</td>
<td>1,309,906</td>
</tr>
<tr>
<td>CASH AND CASH EQUIVALENTS-END OF YEAR</td>
<td>$4,059,898</td>
<td>$3,074,589</td>
</tr>
</tbody>
</table>
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.

c) U.S. GAAP provides guidance on the net asset classifications of donor-restricted endowment funds for not-for-profit organizations that is subject to the Uniform Prudent Management of Institutional Funds Act (“UPMIFA”). New York State enacted a version of UPMIFA on September 17, 2010. This law is commonly referred to as “NYPMIFA” (New York Prudent Management Institutional Funds Act).

The Board has interpreted New York State nonprofit law (UPMIFA prior to September 17, 2010 and NYPMIFA thereafter) as requiring the preservation of the historic dollar value of the original donor-restricted endowment gift as of the gift date, absent explicit donor stipulations to the contrary. The Board only appropriated for expenditure $661,603 from the cumulative earnings on permanently restricted funds. Therefore the remaining earnings are reported as temporarily restricted. See Note B for how Posse maintains its net assets.

For a copy of the audited financial statements, contact:
The Posse Foundation, Inc.
14 Wall Street, Suite 8A-60
New York, NY 10005
**NATIONAL BOARD OF DIRECTORS**

**CHAIR**
- Jeffrey Ubben
  Founder and Managing Partner, ValueAct Capital

**PRESIDENT + FOUNDER**
- Deborah Bial
  The Posse Foundation

**VICE CHAIR**
- Anthony J. de Nicola
  Co-President, Welsh, Carson, Anderson & Stowe

**SECRETARY**
- Philip M. Pead
  Chairman, Allscripts; Chair, Posse Atlanta Advisory Board

**TREASURER**
- Susie Scher
  Managing Director, Goldman, Sachs & Co.

- Michael Ainslie
  Posse Chair Emeritus; Trustee, Vanderbilt University

- Anson M. Beard, Jr.
  Advisory Director, Morgan Stanley

- Eric Beckman
  Ares Management LLC; Chair, Posse Los Angeles Advisory Board

- Robbie Oxnard Bent
  Private Sector

- Alastair Borthwick
  Co-Head of Global Capital Markets, Bank of America Merrill Lynch

- Anne Chwat
  General Counsel & Secretary, International Flavors & Fragrances; Chair, Posse Miami Advisory Board

- Ronald Crutcher
  President, Wheaton College

- Hon. David N. Dinkins
  Professor, School of International & Public Affairs, Columbia University; 106th Mayor, City of New York

- Martin Frederic Evans
  Presiding Partner, Debevoise & Plimpton LLP

- Richard D. Fain
  Chairman & Chief Executive Officer, Royal Caribbean Cruises Ltd.

- Harold Ford, Jr.
  Managing Director, Morgan Stanley

- Michele Ganeless
  President, Comedy Central

- Kelly Granat
  Managing Director, Lone Pine Capital; Chair, Posse New York Advisory Board

- James S. Hoyte
  Fellow, W.E.B. DuBois Institute for African and African American Research, Harvard University

- Barbara Janulis
  Private Sector

- David G. Kabiller
  Founding Principal, AQR Capital Management, LLC

- Steven M. Lefkowitz
  President, CI Capital Partners

- Eric N. Macey
  Founder and Partner, Novack and Macey LLP; Chair, Posse Chicago Advisory Board

- Bruce Macleod
  Retail Principal, Arcturus Real Estate

- Garrett Moran
  Senior Managing Director, The Blackstone Group

- Diane B. Patrick, Esq.
  Partner, Ropes & Gray LLP; First Lady of Massachusetts

- Paul J. Selian
  Executive Vice President, Chief Investment Officer, State Street Corporation; Chair, Posse Boston Advisory Board

- Frank Sesno
  Professor of Media and Public Affairs and Director of Public Policy and Media Institute, George Washington University; Special Correspondent, CNN; Chair, Posse D.C. Advisory Board

- Eugene B. Shanks, Jr.
  Corporate Director, Private Sector; Trustee, Vanderbilt University

- Brad Singer
  Senior Executive Vice President and Chief Financial Officer, Discovery Communications

- David A. Thomas
  Professor, Harvard Business School

- Timothy H. Ubben
  Founding Chairman, Posse Chicago; Retired Founder and Chairman, Lincoln Capital Management; Trustee, DePauw University
The lists above reflect elections and appointments to the board made through July 2011.
NATIONAL OFFICE
Deborah Bial, Ed.D., President + Founder
Arielle Altman, Development Officer
Harini Angara, Development Officer
Rosalie Aponte, Human Resources Coordinator
Rosanna Aybar, Chief Financial Officer/Chief Administrative Officer
Regina Bain, National Director of Training + Evaluation
Rico Blancaflor, Vice President of Strategic Projects
Susan E. Dalelio, Regional Vice President
Vy Deal, Grants Accountant
Jasmine M. Dilone, Accounting Associate
Melissa E. Smith, Senior Research Associate
Matthew Fasciano, Chief Operating Officer
Melanie Gisin, National Development Associate + Database Manager
Shanita Naya Gopie, Assistant to the Vice President of Development
Tsihai Hanson, Public Relations Associate
Bari Katz, National Training Specialist
Chastity Lord, Regional Vice President
Alexandra Mane, Associate Director of Development
Lucia Mattox, Assistant to the Chief Operating Officer
Harry Mazarakis, Accounting Manager
Micah Mosely, National Training Specialist
Richard Porter, National Training Specialist
Alba Rodriguez, Posse Institute Director
Linda M. Rodríguez, National Director of Career + Alumni Programs
Dax-Devlon Ross, National Training Specialist
Rassan Salandy, Vice President for External Affairs
Miriam E. Schwartz, National Officer for Alumni Relations
Melissa E. Smith, Senior Research Associate
Mickey Steiner, Administrative Assistant
Maxi Villar, Receptionist
Damian Washington, Assistant to the President

POSSE ATLANTA
Charisse Williams, Director
Autumn Andrews, Trainer
Camille Coleman, Assistant to the Director
Tiffany Curtis, Trainer
Jacquie Forbes, Career Program Manager
Joshua Jeffries, Senior Trainer
Shreem Millicans, Senior Trainer
Veronica Squires, Development Officer
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