THE **POSSE** FOUNDATION, INC.

Graduation annual report 2012



Introduction

college is hard work, and a college degree remains one of the most powerful tools for increasing one's earning potential, social status and even health. Equally important, the college experience prepares students to engage their world thoughtfully, arming

vary greatly from one student to the next. will recount their surprise at how effortless the transition seemed. By the end of four years, they will have laid the groundwork legacies of leadership on campus, having benefits of a first-rate education thanks support from Posse's 44 partner colleges

Each year, The Posse Foundation relies on the generosity of its institutional partners, corporate and individual donors, and community of volunteers to make progress on its goal to develop the next generation of leaders. And each year, the Foundation's belief in the promise of Posse Scholars-in cities from New York to Los Angeles—is validated at graduation ceremonies across the country.

Posse Scholars continue to persist and graduate at a rate of 90 percent and enter the workforce well positioned to succeed.

Of Posse alumni who have been out of college for two or more years, 41 percent are currently attending or have already completed a graduate program. Posse alumni are also civically engaged, with 80 percent volunteering in the past year alone. Perhaps most significant, 57 percent of Posse alumni believe they are now in a higher socio-economic bracket than the one in which they grew up. As one graduate put it, "Posse has changed not only my life, but my entire family's trajectory."

Posse graduates embody the Foundation's hope for a better future and a stronger nation. This year's Annual Report highlights the Class of 2012 and offers a glimpse into what graduation means to Posse Scholars and their families.

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Dear Friends,

This year, close to 15,000 young people from urban public schools across the country competed for a chance at a Posse Scholarship. In the end, 647 new Scholars won four-year, full-tuition awards from Posse's partner colleges and universities. These young people epitomize our country's greatest strengths–diversity, resourcefulness and determination.

In 1989, Vanderbilt University was the first school to adopt the Posse model, and, since then, the list of partners has grown to include 44 top-ranked institutions of higher education in the United States.

In 2012 alone, Posse established new partnerships with Agnes Scott College, Cornell University, Hobart and William Smith Colleges, Northwestern University, Texas A&M University (which signed on to recruit Posses from two cities), The University of Texas at Austin and Vassar College.

In addition, Bryn Mawr College doubled the number of students it takes each year, bringing the number of Posse partner institutions that take more than one Posse annually to 17. All of Posse's partners are dedicating scholarship dollars, faculty time and university resources to ensure that the Posse program is successful on their campuses. They are incredible partners with visionary leaders, and we are lucky to have them on board.

Posse's new science, technology, engineering and math (STEM) initiative has been growing and the results have been outstanding. At Brandeis University, where the program was piloted, close to 100 percent of the STEM Posse Scholars on campus are persisting and in good academic standing, and the program has been adopted by four more institutions: Bryn Mawr College (which will take an all-women's STEM Posse), Franklin & Marshall College, Texas A&M University and the University of Wisconsin-Madison.

In 2009, Posse established the Civic Engagement initiative to support Scholars interested in exploring careers in social justice and public service.

Thanks to a \$500,000 multi-year grant from the New World Foundation, Civic Engagement Scholars are able to gain support from a program that builds community awareness and reinforces social responsibility. Through internships at leading social justice organizations, students gain invaluable work experience in the public sector. It is an initiative that is further empowering Scholars to become effective agents of change on their campuses and in the world. We are also proud that The Posse Foundation has expanded to serve the educational aspirations of our country's post-9/11 military veterans.

Last fall, 11 former servicemen and servicewomen were selected as members of the inaugural Veterans Posse.

They will matriculate in the fall of 2013 at Vassar College, the first institution to partner with the Foundation on this initiative.

The members of this first class of veterans have served in Afghanistan and Iraq as specialists in the Army, machine gunners in the Marine Corps, and engine mechanics in the Air Force, to name a few. They are soldiers like John Eubanks, a recipient of The Purple Heart; David Carrell, a decorated Iraq War veteran; Anuradha Datta, one of the Army's few female heavy-wheel vehicle operators; and Eduardo De La Torre, a medic who risked his life saving a fellow soldier. The Posse Foundation is proud to count these brave men and women among the students we serve.

By the year 2020, The Posse Foundation expects to have close to 6,000 alumni in the workforce.

This network of incredibly talented men and women will represent the nation's diverse population. The members of this network will have their Posse training behind them and the advantages of a stellar college education. As these men and women become doctors, attorneys, principals and business leaders, as they run for office, write editorials, help develop policy and give back to their communities, they will represent a wide range of voices and backgrounds. They will sit at the tables where decisions are made and-because of their own backgrounds and experiences-better understand how to support and serve all Americans. It is an exciting thing to watch.

To all those who support this organization, who believe in these young people, and who understand how critical their leadership will be, we thank you.

Warmly,

Debara Bal

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Deborah Bial, President + Founder

Jeffrey Ubben, Chair

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 colleges and universities award Posse Scholars four-year, full-tuition leadership scholarships.

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.



Three Goals

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



Posse

Posse Scholau

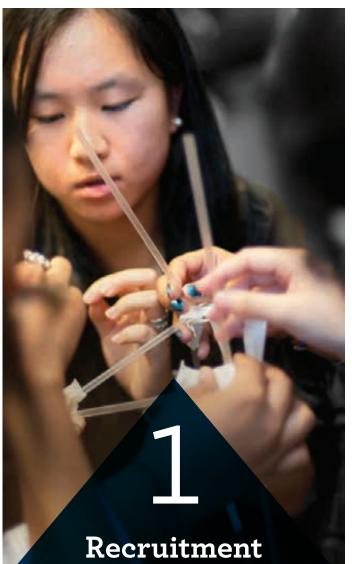
To help these institutions build more interactive campus environments so they can become more welcoming for people from all backgrounds. 3

To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce.

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





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.

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.

Pre-Collegiate

Training Program

Campus Program

Paramount Spictu **Career Program**

Posse Access

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

College + University Partners

THE POSSE FOUNDATION WOULD LIKE TO THANK its college and university partners. This year, Posse partners awarded more than \$90 million in leadership scholarships to Posse Scholars across the country.

College + University Partners

AGNES SCOTT COLLEGE 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 CORNELL UNIVERSITY DENISON UNIVERSITY* DICKINSON COLLEGE* FRANKLIN & MARSHALL COLLEGE* GRINNELL COLLEGE* HAMILTON COLLEGE* HOBART AND WILLIAM SMITH COLLEGES KALAMAZOO COLLEGE LAFAYETTE COLLEGE* LAWRENCE UNIVERSITY MIDDLEBURY COLLEGE* MOUNT HOLYOKE COLLEGE NORTHWESTERN UNIVERSITY OBERLIN COLLEGE PEPPERDINE UNIVERSITY POMONA COLLEGE SEWANEE: THE UNIVERSITY OF THE SOUTH SYRACUSE UNIVERSITY** TEXAS A&M UNIVERSITY* TRINITY COLLEGE* TULANE UNIVERSITY* UNION COLLEGE UNIVERSITY OF CALIFORNIA, BERKELEY UNIVERSITY OF CALIFORNIA, LOS ANGELES UNIVERSITY OF PENNSYLVANIA UNIVERSITY OF SOUTHERN CALIFORNIA THE UNIVERSITY OF TEXAS AT AUSTIN UNIVERSITY OF WISCONSIN-MADISON*** VANDERBILT UNIVERSITY VASSAR COLLEGE WHEATON COLLEGE

Graduate School Partnerships

CARNEGIE MELLON UNIVERSITY

Heinz College School of Information Systems & Management Heinz College School of Public Policy & Management

JOHNS HOPKINS UNIVERSITY

Krieger School of Arts & Sciences

NORTHEASTERN UNIVERSITY

College of Business Administration

NORTHWESTERN UNIVERSITY

Kellogg School of Management School of Law

UNIVERSITY OF WASHINGTON

College of Education Evans School of Public Affairs Information School School of Social Work

* Dual-city partners recruit Posses from two different program sites each year, awarding 20 Posse Scholarships annually.
** Tri-city partners recruit Posses from three different program sites each year, awarding 30 Posse Scholarships annually.
*** Quad-city partners recruit Posses from four different program sites each year, awarding 40 Posse Scholarships annually.

The list above reflects partnerships established through May 2013.

Career Partners

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 Abbott Laboratories Academy for Urban School Leadership After-School All-Stars Allscripts The Allstate Corporation American Girl Place American Liver Foundation, Greater LA Division American Museum of Natural History Ameriprise Asia Society The Associated Press Baird Bank of America Bingham McCutchen Bloomberg L.P. Blue Cross Blue Shield of Massachusetts **Boston Lawyers Group** Boston Museum of Science **Boston Teacher Residency Breakthrough Collaborative** Brooklyn Bridge Park Conservancy **Burger King** C5 Youth Foundation The Capital Group Companies Care USA **CBS** Television Studios Chicago Committee for Minorities in Large Law Firms Chicago Public Schools Citi Citizen Schools, Inc. City of New York, Office of the Mayor

City of New York, Dept of Parks & Recreation City of New York, Office of the Mayor City Year Clinton Global Initiative College Summit Conservation Law Foundation Cool Culture CoSTAR Creative Artists Agency Crispin Porter + Bogusky Crossroads for Kids, Inc. CVS Caremark DC Public Library DC Public Schools-Urban Education Leaders Deloitte Demos and the American Prospect

Discovery Communications Double H Ranch Fdelman **EF** International FPIX Exelon **Exoneration Project Fidelity Investments** Fiver Children's Foundation Freddie Mac The Fresh Air Fund Friendship Public Charter School Gads Hill Center GAP. Inc. Gay & Lesbian Alliance Against Defamation Georgia Radio Reading Service Golden Apple Foundation Goldman, Sachs & Co. Goodwin Procter LLP Google Granger Harlem RBI Harlem United Community AIDS Center Harlem Village Academy Harvard Business School Summer Venture in Management Program Health Net, Inc. Hill, Holliday, Connors, Cosmopulos Inc. The Hole in the Wall Gang Camps Home Box Office Honda Motor Company Humanity In Action Illinois Tool Works Infor Institute for Contemporary Art Institute for Recruitment of Teachers Institute of International Education J. Walter Thompson Jenner + Block LLP Jones Lang LaSalle JPMorgan Chase & Co. Kairos Kirkland & Ellis LLP **KPMG** L + M Development Partners Legacy LEK Consulting

DirectTV

Let's Get Ready Liberty Mutual Limited Brands Lockton Insurance Brokers, Inc. Los Angeles Unified School District Ethics Office Massachusetts General Hospital MATCH Corps Media Brands MedStar Montgomery Medical Center MedStar Washington Hospital Center Mercer MFS Investment Management Midwest Academy Milbank, Tweed, Hadley & McCloy LLP Molex Moody's Investors Service Morgan, Brown & Joy LLP Morgan Stanley Mount Sinai School of Medicine The Museum of Contemporary Art The Museum of Fine Arts NBC Universal **Neuberger Berman** New England Aquarium New York City Bar Association The Nielsen Company Noblis Nordstrom Northwestern Center for Talent Development Northwestern Medical Facility Foundation O'Melveny and Myers, LLP Office of Council Member Tom LaBonge Office of Senator John Kerry Office of Senator Richard J. Durbin **Old Mutual Asset Management** Paramount Pictures PBS Pearson Peer Health Exchange Penguin Group Pepco Holdings Inc. Plymouth Rock Assurance Corporation Princeton-Blairstown Center **Prudential Capital** Putnam Investments PwC Radio One Reebok International. Ltd.

Royal Caribbean Cruises, Ltd. Rvder Sedgwick LLP Shedd Aquarium Sony Pictures Studios Sotheby's Southern California Edison Spencer-Stuart **STAPLES Center Foundation** State Street Corporation Steppenwolf Theatre Company St. Luke's-Roosevelt Hospital Center CARES Program Suffolk Construction **Teach For America** Thompson Island Outward Bound Thomson Reuters Time Inc. Time Warner Inc. The Travelers Companies, Inc. The True Value Company Trust for Public Land Tufts Sacklet School of **Biomedical Sciences Turner Broadcasting System Uncommon Schools** Universal McCann **U.S. Equal Employment Opportunity Commission** Vanguard Viacom Media Networks The Walt Disney Companies Weil, Gotshal & Manges LLP West Monroe Partners WGBH WorldTeach

The list above reflects partnerships established through May 2013.





Bucknell University

Fulbright Scholar

Sarah Bunker, a recent graduate of Bucknell University, is passionate about languages and culture. The daughter of an American father and Hungarian mother who made their home in West Roxbury, Massachusetts, Sarah speaks six languages: English, German, Hungarian, Italian, Russian and Spanish. Her college experience has been marked by several horizon-expanding adventures, including time spent studying abroad in Hungary and Italy, and a semesterat-sea experience during which she all but circumnavigated the globe. Today, Sarah resides in Russia where she is teaching English as a grantee of a Fulbright English Teaching Assistantship award.

Thrilled to attend Bucknell, a school she admired for the variety of courses it offers, Sarah double majored in international relations and Italian, minored in Russian, and graduated magna cum laude and Phi Beta Kappa.

Sarah's contributions to Bucknell, however, were more than just academic. She was a member of the campus's Italian and Russian clubs and the Latino Dance Center. After a year abroad, she spent her senior year as a resident advisor, relishing the opportunity to be a peer mentor and using her interpersonal skills to successfully navigate challenging situations with her residents.

"I've learned through my studies abroad and opportunities at Bucknell that there is a way to connect all my interests," says Sarah. "If you're motivated to do something and get somewhere, you will find opportunities to make connections through your networks."

As graduation approached, Sarah applied for a Fulbright fellowship after consulting the Posse Career Program office and Bucknell's Fulbright advisor. She was the only Bucknell student to make it past the first-round interview and, in April, learned she had won a Fulbright.

"I am so excited for this opportunity," says Sarah. "Teaching English in Russia allows me to combine my love of languages with my passion for cultural exchange."

Sarah plans to return to the United States after her Fulbright experience to pursue a master's degree in international development.

"AS AN IMMIGRANT, AS A BLACK MAN, AS A MUSLIM, AS A QUEER PERSON, I'VE FACED CHALLENGES. COLLEGE EMPOWERED ME TO UNDERSTAND THESE ASPECTS OF MY EXPERIENCE AND TO USE THAT KNOWLEDGE CONSTRUCTIVELY."

Mouhamadou Diagne Carleton College

Graduate Student Harvard Divinity School

Mouhamadou Diagne is currently a graduate student in theological studies at Harvard Divinity School. But he can still recall the many late nights he struggled with middle school reading assignments. Immigrating to Chicago, Illinois, from Senegal in West Africa when he was 12 years old, Mouhamadou had to learn English and adjust to his new surroundings. Thanks to an incredible work ethic and supportive parents and teachers, soon he earned his way onto the honor roll and into a rigorous high school curriculum.

His academic success and desire to make the world a better place brought Mouhamadou to Posse and Carleton College in Minnesota where he majored in psychology and blossomed into a campus leader. His experiences at Carleton inspired a passion for teaching, social justice, human rights and diversity. "I did a human rights fellowship in the Netherlands with Humanity in Action that was all about racism, religious intolerance, sexism, homophobia," says Mouhamadou. "Human rights and social justice became part of my DNA."

Mouhamadou added a concentration in educational studies to his major after a teaching internship in Ecuador. In addition, he co-facilitated many discussion groups on religion and race through Carleton's chaplain's office, where he worked during all four years at Carleton.

While accepting his graduation stole from the Intercultural Life Center during the Multicultural Senior Celebration—an event he co-founded as a freshman—Mouhamadou reflected on his time on campus. "I wasn't afraid to be outspoken and to take action," he says. "I was willing to create programs and discussion groups and to raise issues in class that I believe helped foster a more nurturing learning environment."

Ultimately, Mouhamadou hopes to earn his doctorate and join the faculty of a university before pursuing a job in higher education administration.

Nana Owusu-Sarpong

Brandeis University

Medical Student, *Tufts University* M.B.A. Candidate, *Brandeis University* "THE HAPPIEST DAY OF MY LIFE WAS WHEN I LEARNED I HAD WON A POSSE SCHOLARSHIP. IT TOOK A HUGE BURDEN OFF MY FAMILY. THE SECOND HAPPIEST DAY WAS GETTING INTO MEDICAL SCHOOL."

During his sophomore year at Brandeis University, Ghanaian-born Nana Owusu-Sarpong was accepted to the highly selective Tufts Early Assurance Program, which guaranteed him admission to Tufts University School of Medicine upon the successful completion of his undergraduate degree. In addition to pursuing an M.D., he is currently working towards an M.B.A. from Brandeis as part of a joint-degree program.

Nana's journey to medical and business school began when he immigrated to Queens, New York, at the age of seven, together with his mother, older sister and younger brother. An early interest in science eventually led Nana to Life Sciences Secondary School, a small charter high school in Manhattan whose mission is to expose students to careers in the life sciences. "During my junior year of high school I had an internship at Mount Sinai Hospital, which sparked my interest in medicine," says Nana.

The timing could not have been better. Following his internship, a guidance counselor introduced Nana to The Posse Foundation, and he was selected to be part of the first STEM Posse—a specialized model for students studying science, technology, engineering and mathematics.

The curriculum at Brandeis was challenging and the academic environment very competitive. Nana, a biology major, was determined to work hard for the high grade point average necessary for admission to a first-rate medical school.

"I studied with kids from my Posse, especially during the first two years," says Nana. "It was a great support system." To gain additional experience in medicine, Nana earned a summer fellowship in Ghana with Unite for Sight—a nonprofit that provides eye care worldwide—and a grant for a summer research project at the Brandeis University Agar Lab.

Graduating from Brandeis was an exciting moment for Nana, who was eager to begin the next four years at Tufts School of Medicine and to work towards his M.B.A.

"I think a physician needs to be well versed in business and medicine," says Nana. "Hospital administration is integral to the process of providing medical attention to patients, and the need for leaders who are firmly grounded in both medicine and business has never been greater." "NEITHER OF MY PARENTS MADE IT PAST 6TH GRADE. SEEING MY MOM SO PROUD OF ME AT GRADUATION, REALIZING THAT HER HARD WORK HAD PAID OFF, WAS MY GREATEST REWARD. MY HOPE IS THAT MY DAD WAS WATCHING OVER US THAT DAY AND FELT EQUALLY PROUD."

Ermelinda Villagomez

Pomona College

Law Student Columbia University School of Law

Ermelinda Villagomez always planned to go to college. Her parents, who emigrated from Mexico more than 20 years ago, stressed education as the key to success. However, with deep connections to her family and to her neighborhood of Little Village in Chicago, Illinois, Ermelinda never considered leaving home to attend college out of state—that is, until she learned about Posse.

Emboldened by the strong support system Posse offers, Ermelinda competed for and won a Posse Scholarship to Pomona College in California where she majored in politics and set her sights on law school. She relied on her Posse, especially whenever she found herself the only Hispanic voice in class or one of just a few women in her economics courses.

"Everything a Posse is supposed to be, it definitely was for me," says Ermelinda. "Being able to talk to people who were having the same experiences was helpful; we could really relate to each other." At Pomona, Ermelinda's penchant for community involvement became apparent. Through Pomona's Draper Center for Community Partnerships, she mentored two local high school seniors through the college application process and delivered college outreach presentations to parents from nearby low-income communities.

Ermelinda's commitment to justice emerged following the tragic murder of her father while she was still in high school. Often feeling helpless during the four-year trial that followed, she was inspired by the attorneys who represented her family.

"Realizing the impact the attorneys had on me and my family and in getting justice for my dad, that was when I knew that this is what I want to do—advocate for people," says Ermelinda.

On campus, she was associate chair of the judiciary council, a student-run organization responsible for determining sanctions for students who violated Pomona's standards of conduct. A summer

internship at Sedgwick LLP, a Posse Career Program law firm partner, cemented her interest in law, and Ermelinda enrolled at Columbia University School of Law in the fall of 2012. She plans to return to Chicago to practice corporate law and work with The Chicago Committee on Minorities in Large Law Firms to foster racial and ethnic diversity in the Chicago legal community.

"I'm very proud that my mom lights up when she tells people I'm in law school. I'm doing it for me and also for my family," says Ermelinda. "I know that getting to the next level is part of my younger brother's mentality because he's seen both of his older sisters do it. We've set up this expectation that higher education is what you do after high school."

Jacqueline Narnor

The College of Wooster

Corps Member *Teach for America*

At The College of Wooster's 2008 commencement ceremony, President Grant Cornwell paid special tribute to graduating seniors who had distinguished themselves on campus. Seated in the audience was Jacqueline (Jacquie) Narnor, an inspired freshman from Atlanta who hoped, in that moment, to be among those worthy of recognition at her graduation three years later.

A pioneering member of Wooster's first Posse, Jacquie wasted no time getting involved in campus life. She joined the dance company, the basketball dance team and the cheerleading team. She was vice president of the African Students Association and of her sorority, Delta Phi Alpha. She co-directed plays and acted in student-run performance pieces. Jacquie also channeled her school spirit into the freshmen orientation planning committee and an internship in the admissions office. "Being committed to and involved with different parts of the campus community, I tried to build stronger relationships between groups," says Jacquie.

In May 2012, after four years of diligent work in and out of the classroom, Jacquie realized her goal of earning recognition at graduation. She was honored during commencement weekend with the William A. Galpin Award in acknowledgment of her "general excellence in college work, based on scholarship, social and religious leadership, and proficiency in vigorous physical pursuits."

After receiving her degree in sociology, Jacquie felt humbled by the amount of support and encouragement she had received along the way: her parents who petitioned the board of education every year to make sure she could attend a better school; the Youth Ensemble of Atlanta that nominated her for the Posse Scholarship; her Posse and Posse mentor who provided constant support and advice; the faculty and administration of Wooster who saw her potential and offered her a community where she could explore and grow.

"People play different roles in your life," says Jacquie. "Being with Posse, you learn to recognize what people have to offer and what role they play in your life, and you offer yourself in return."

Now, Jacquie offers her energy and talents to a fifth-grade classroom in Cleveland, Ohio, where she teaches reading, social studies and science as a corps member of Teach for America.

"IT WASN'T JUST ABOUT ME WHEN I GRADUATED. THERE WERE MANY PEOPLE WHO INVESTED IN ME BECAUSE THEY BELIEVED I COULD DO IT." "WHAT MY DAD WANTS FOR ME AND FOR MY SISTERS IS A BETTER LIFE—ONE THAT CAN ONLY BE ACHIEVED THROUGH EDUCATION."

As a high school senior in Worcester, Massachusetts, Tri Trang found himself in the enviable position of having secured both a Posse Scholarship to Union College and acceptance to Leadership in Medicine (LIM), a rigorous eight-year program that includes admission to Albany Medical College upon completion of a bachelor's degree.

"My sister called to tell me that I had been accepted to LIM," says Tri. "That's when it struck me—I'm accepted to medical school, and I haven't even graduated from high school yet!"

Born in Vietnam, Tri immigrated to the United States with his family when he was just a toddler. His father, who had been a math teacher before becoming disabled during the Vietnam War, encouraged Tri to consider becoming a doctor.

"My dad said to me, 'If you become a doctor, you have the ability to help anybody in the world at any time,'" says Tri, now a student at Albany Medical College.

Even with his path to medicine set, Tri sometimes struggled with the decision and at times found it difficult to adjust to college life. To help build community and

expand his network of support on campus, he founded UBreak, a dance club that attracted Union students from all backgrounds.

"Being so far away from home and being in such a different environment, I could have easily left college," says Tri. "My Posse mentor helped me take matters into my own hands. The biggest lesson I learned in college was how to be resourceful and proactive."

A busy senior year that included a term abroad in Vietnam and tireless work on his thesis, entitled "Analysis of Vietnam's Trade Deficit: A Gravity Approach," nearly overshadowed the special significance of graduation for Tri—until he was nominated by a professor to be the student speaker at commencement. The honor gave him the opportunity to reflect on the importance of the preceding four years.

"We leave as the seniors of Union College to become freshmen in a much larger university where lessons are taught everywhere and over seven billion people walk the campus grounds," Tri said at commencement. "We enter with the skills to surprise the world with what we're able to change." Tri Trang

Union College

Medical Student

Albany Medical College

"GETTING THE POSSE SCHOLARSHIP REALLY OPENED MY EYES TO THE POSSIBILITIES. WHEN I WAS IN HIGH SCHOOL, I THOUGHT I WOULD ATTEND A LOCAL COMMUNITY COLLEGE., TODAY, I CAN SEE MY OPTIONS MORE CLEARLY AND AM NO LONGER SELLING MYSELF SHORT."

Jossie Muñoz

Dickinson College

Graduate Student New York University Steinhardt School As the first person in her family to attend college, Jossie Muñoz felt a great sense of responsibility when she and her Posse first arrived at Dickinson College in Carlisle, Pennsylvania, in the fall of 2008. Once settled in, she immediately went to work dismantling common misconceptions about nontraditional college students.

"It was important to dispel the myths that underrepresented students can't be successful once they get to campus," says Jossie. "It was important to show that not only can I graduate, but I can make a difference on campus. I think the diversity within my Posse helped people understand that there is no one mold we all fit, except for being ambitious."

At Dickinson, Jossie double majored in American studies and Spanish, and quickly became involved with the campus events programming board as a freshman. For the next four years, she helped to coordinate performances by artists from the local community and other campus events, including a concert that raised \$17,000 for Haiti relief efforts following the devastating earthquake in 2010.

In addition to her role on the board, Jossie tutored local youth at an after-school program called Empower and mentored younger Posse Scholars, offering suggestions on how to become more involved on campus and to make the most of campus resource centers.

Now, as part of her master's program in higher education and student affairs at New York University's Steinhardt School, Jossie oversees student programs, advises students, and creates diversity programming for Marymount College in Manhattan where she works as a graduate assistant.

"I'm really interested in helping students on their educational journey, especially during the college application process and the transition from high school," says Jossie. "I want to prepare students for the challenges of college, to improve the college retention rates, particularly for students of color." "BEFORE COLLEGE, MY EXPECTATION WAS JUST TO GRADUATE. ONCE I GOT TO COLLEGE, MY EXPECTATION WAS TO DEVELOP INTO A PERSON WHO COULD BRING ABOUT CHANGE IN THE WORLD."

DeMark Bowman

Lafayette College

Graduate Student Lesley University

Raised in the Southeastern section of Washington, D.C., DeMark Bowman is the first person in his family to graduate from college—or even to take the SAT.

"Where I grew up was surrounded by drugs; it was surrounded by destruction in general," says DeMark. "My parents took us to the National Mall, museums, the zoo—whatever we could find so we wouldn't have to be in the neighborhood."

DeMark attended Lafayette College in Easton, Pennsylvania, and, from the start, felt at home on the idyllic campus. His mother, who passed away while he was still in high school, inspired his drive to succeed in college. With overlapping interests in psychology, law and logic, DeMark decided to major in philosophy.

"I realized that philosophy was going to give me a piece of everything I wanted," says DeMark. "I could take philosophy of the mind, philosophy of art and philosophy of math. But, on top of that, with philosophy, you learn how to think."

In his junior year, DeMark became president of the Brothers of Lafayette—a multicultural campus organization for men focused on intellectual, social and professional development. Under his leadership, the group increased its reach and inclusiveness, with members volunteering in the community, organizing forums to discuss social and cultural issues, and collaborating with other campus organizations dedicated to community development.

DeMark deepened his love of learning at Lafayette and brought that passion back to D.C., where he mentors teens and shares his experiences with students at the schools he attended growing up.

According to DeMark, graduation is just the first step toward realizing his dreams. His ultimate career goals are to become a lawyer and

eventually a judge. Before embarking on his legal career, however, DeMark plans to become an educator, as a way of giving back to his community. He is currently a resident with the Urban Teacher Center at Lesley University, earning a master's degree in education and a license to teach in D.C.'s high-need public schools.

"I think the possibilities are endless," says DeMark. "If I do things well enough, I can inspire someone else—and that's how you promote change."

"KNOWING THAT I'M PART OF A DISTINGUISHED GROUP OF ALUMNI WHO ARE DOING AMAZING THINGS ACROSS THE COUNTRY AND AROUND THE WORLD LETS ME KNOW THAT I CAN DO THE SAME."

Rasheed Azeez

Trinity College

Corporate Audit Analyst Bank of America As part of the first graduating class of a small high school in the Bronx, New York, Rasheed Azeez placed great value on academic rigor and teamwork. Not surprisingly, he saw the Posse program as a perfect fit.

"In a Posse, you are with a group of driven individuals working toward the same goals—graduating in four years with a bachelor's degree and, more important, changing the campus and making an impact on the people you see every day," says Rasheed.

With a Posse Scholarship to Trinity College in Hartford, Connecticut, Rasheed dedicated himself to a challenging academic path as an electrical engineering major and followed through on his commitment to strengthening the campus community.

As a sophomore, Rasheed became a student leader for Promoting Respect Inclusive Diversity in Education (P.R.I.D.E.)—a support program for incoming students from diverse backgrounds—and co-chair of Trinity's Men of Color Alliance (M.O.C.A.) during his junior and senior years. "After mentoring younger students for three years, I knew that even after I left, the initiatives would carry on," says Rasheed. "That continuity is the greatest reward; that's a reflection of your leadership."

Proud to be a Trinity graduate and ready to explore new challenges, Rasheed is beginning his career as a corporate audit analyst at Bank of America, where he interned over the summer through the Posse Career Program.

CLESIA

"I'M A TEACHER NOW IN MY HOMETOWN, AND MY STUDENTS KNOW THAT I GRADUATED FROM A GREAT COLLEGE. THEY SAY, 'MS. VERA IS WHERE WE'RE FROM, AND SHE WENT **ALL THE WAY TO PENNSYLVANIA FOR** SCHOOL.' IT'S JUST SO HUMBLING TO **BE AN EXAMPLE FOR THEM."**

> Although it has only been a year since she graduated from Dickinson College in Carlisle, Pennsylvania, Lizet Vera is already deeply invested in creating similar educational opportunities for students in her hometown. The Pasadena native returned to California after graduation as a Teach For America corps member, teaching 10th-grade Spanish in the Watts area of Los Angeles while earning a master's degree in urban education from Loyola Marymount University.

"I interact with about 120 students each week," says Lizet. "My Posse experience has opened up doors not only for me, but also for my students. I've already helped some of them apply for Posse."

The first in her family to graduate from college, Lizet credits her parents for ensuring that she and her brother had access to the best educational opportunities they could find. She grew to be an accomplished student with the grades to compete for a spot at many selective colleges and universities. However, she was planning to attend a less selective local institution like many of her friends.

"Growing up, I feel like I didn't see my potential all of the time," says Lizet. "But my counselors and teachers encouraged me to do more."

Doing more included applying for and winning a Posse Scholarship. During her first year at Dickinson, where she majored in Spanish and women's & gender studies, Lizet worked to adjust to being away from home and to the academic rigors of college.

"There were times when I thought, 'Am I going to be able to do this?'" says Lizet. "But I had my Posse. It was helpful to have that support system every step of the way."

Recognizing the value of her own support system made Lizet an incredible resource for others. Sophomore year she became a resident advisor for other second-year students. The summer

before her senior year, she tutored first and second graders in her community who were performing below grade level and spoke with parents about how to identify additional school resources.

Lizet

Dickinson College

Graduate Student Loyola Marymount University

era

Today, Lizet continues her commitment to supporting young people on their educational quests, working with high school students in the classroom, encouraging them to do more, and connecting them to the world outside Los Angeles.





- POSSE OPENS ITS NINTH CHAPTER IN HOUSTON, Texas, with Bryn Mawr College, Texas A&M University and The University of Texas at Austin as its first partner institutions.
- POSSE LAUNCHES ITS VETERANS POSSE INITIATIVE in an effort to increase the college-going and graduation rates of former military servicemen and servicewomen. Vassar College becomes the first institution to partner with the Foundation to enroll specialized Posses of veterans.
- AGNES SCOTT College, CORNELL University, HOBART AND WILLIAM SMITH Colleges, NORTHWESTERN University, TEXAS A&M University, The UNIVERSITY OF TEXAS at Austin and VASSAR College SIGN ON as new partners, with Texas A&M to recruit two Posses per year.
- **BRYN MAWR** College expands its Posse partnership **TO RECRUIT THE FIRST ALL-WOMEN'S STEM** (science, technology, engineering and math) **POSSE** from Boston.





- From a pool of close to 15,000 nominees, 647 NEW POSSE SCHOLARS FROM ACROSS THE COUNTRY WIN MORE THAN \$90 MILLION in four-year, full-tuition leadership scholarships from Posse's partner colleges and universities.
- In May, HUNDREDS OF POSSE SCHOLARS GRADUATE from partner colleges and universities across the nation, bringing Posse's national alumni network to more than 1,800 members.
- PRESIDENT OBAMA ACKNOWLEDGES THE POSSE FOUNDATION'S specialized science, technology, engineering and math (STEM) program as aligned with his key educational initiatives.
- THE 2012 ANNUAL GALA, AN EVENING OF STARS, RAISES CLOSE TO \$2 MILLION to support the work of the Foundation. Emceed by 60 Minutes Correspondent Lesley Stahl, the event honors Wheaton College President Ronald Crutcher, retired Goldman Sachs partner and Posse Life Director Wade Fetzer, Moody's Corporation represented by Chairman and CEO Raymond W. McDaniel Jr., and Brown University Resident Surgeon and Posse alumnus Adnan Prsic.

- More than 3,400 participants at 37 PARTNER COLLEGES AND UNIVERSITIES COME TOGETHER FOR THE 2012 POSSEPLUS RETREATS entitled "Born this Way? Gender and Sexuality." Student responses to retreat surveys reveal a group of young people who are passionate advocates for gender equality.
- U.S. MARINE CORPS CAPTAIN CARMEN GREEN JR. WINS AINSLIE ALUMNI ACHIEVEMENT AWARD for his distinguished leadership as a Posse Scholar and as a soldier.
- Presidents and chancellors from top colleges and universities around the country convene for the **2012 PRESIDENTS' CONFERENCE ON HIGHER EDUCATION** entitled Another Bubble: The Sustainability of the Higher Education Education Model.

PARTNERS Bard College Boston University Brandeis University

The College of Wooster Syracuse University Texas A&M University

SCHOLAR HIGHLIGHT

With a focus on human rights, Bard College Posse Scholar Ben Powers studied abroad at the University of Witwatersrand in Johannesburg, South Africa, from July through November 2012. In addition, Ben recently won a competitive Public Policy and International Affairs Fellowship at the University of California, Berkeley, where he will study public policy and law.

EVENT HIGHLIGHT

Atlanta's Power of 10 event raised over \$225,000 and, in recognition of The Arthur M. Blank Family Foundation's support of Posse Atlanta, honored its president, Penelope McPhee, for her leadership.

CAREER PROGRAM HIGHLIGHT

Posse Atlanta welcomed Allscripts, Georgia Radio Reading Service and Radio One as new Career Program partners. The law firm of Alston & Bird hosted the annual Posse Internship Celebration for Atlanta's Scholar interns and supervisors.

AT LEFT: Bard Posse Scholar Ben Powers in South Africa.

Atlanta

YEAR ESTABLISHED 2007

NOMINATIONS 969

NOMINATORS 56 high schools 51 community-based organizations

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

SCHOLAR HIGHLIGHT

As president of the student government at Bucknell University, senior Adedotun Odewale directs a congress of 60 student representatives and serves as the co-chair of the Committee on Student Engagement, University Council and Lewisburg Borough Council. He has spearheaded several new initiatives during his term, including a voter registration drive that resulted in over 700 new student registrants.

EVENT HIGHLIGHT

Posse Boston had its most successful Power of 10 event to date, raising almost \$230,000 and honoring Carolyn and Peter S. Lynch of The Lynch Foundation.

CAREER PROGRAM HIGHLIGHT

In 2012, Posse Boston hosted a number of successful career events, including a graduate school panel with Posse alumni, a leadership development workshop hosted by the State Street Black Professionals Group, and a facilitationtraining event hosted by Deloitte. The office was also proud to announce a new Career Program partnership with global asset management firm MFS Investments. In addition, partner Putnam Investments hosted and sponsored the annual Internship Celebration for the sixth year in a row.

AT RIGHT: Bucknell Posse Scholar Adedotun Odewale (right) with Posse Boston Director Lamont Gordon (left).

Boston

YEAR ESTABLISHED 1999

> NOMINATIONS 1,364

NOMINATORS 80 high schools 72 community-based organizations

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

SCHOLAR HIGHLIGHT

Rose Wesche graduated from Oberlin College in May 2012 with a degree in psychology. For three consecutive years, she facilitated campus programming on sexual health and assisted in the planning of Oberlin's Safer Sex Week. She is now a Ph.D. candidate at Pennsylvania State University, studying adolescent sexual health.

EVENT HIGHLIGHT

Posse Chicago's two major annual fundraisers—the Golf Outing and Power of 10 event—jointly raised over \$515,000 and attracted 500 guests, making both events the most successful to date. The Power of 10 event honored the Mabie family of Chicago for their commitment to education.

CAREER PROGRAM HIGHLIGHT

Career Program partner Edelman hosted and sponsored the annual Internship Celebration. The event was attended by Mayor Rahm Emanuel, whose communications office hired Scholar Lilly Athamanah as an intern. In addition, Posse Chicago established nine new partnerships with local companies and organizations: Gads Hill Center, Illinois Tool Works, Jenner & Block LLP, Jones Lang LaSalle, Kirkland & Ellis LLP, Molex, Sedgwick LLP, and The True Value Company.

AT LEFT: Oberlin Posse Scholar Rose Wesche.

Chicago

YEAR ESTABLISHED 2000

> NOMINATIONS 2,488

NOMINATORS 135 high schools 116 community-based organizations,

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

SCHOLAR HIGHLIGHT

University of Wisconsin-Madison freshman Ellie Olsen interned at the Obama Organizing for America Wisconsin headquarters leading up to the national election. She met President Obama during his visit to UW-Madison and looks forward to future opportunities to serve her community and country.

EVENT HIGHLIGHT

Posse D.C.'s fifth annual Power of 10 event was the most successful in the site's history, raising over \$165,000. With more than 200 guests in attendance, the event honored native Washingtonian Gina Adams—the corporate vice president of government affairs at FedEx—for her work in the D.C. community.

CAREER PROGRAM HIGHLIGHT

Posse D.C. held several successful Career Program events for Scholars and alumni, including a panel discussion with members of the advisory board and leadership council, an introduction to basic business principles during Deloitte Impact Day, and a keynote address from guest speaker Rebecca Renard from the D.C. Public Library during the sixth annual Internship Celebration. Posse D.C. also welcomed four new Career Program partners: CoStar, Freddie Mac, Noblis and Pepco Holdings Inc.

AT RIGHT: UW-Madison Posse Scholar Ellie Olsen with President Obama.

YEAR ESTABLISHED 2004

> NOMINATIONS 1,610

NOMINATORS 93 high schools 62 community-based organizations

Houston

YEAR ESTABLISHED 2012

> NOMINATIONS 585

NOMINATORS 39 high schools 35 community-based organizations

PARTNERS

Bryn Mawr College Carleton College Colby College Texas A&M University The University of Texas at Austin

SCHOLAR HIGHLIGHT

Andrea Gomez, a senior at DeBakey High School for the Health Professions, was one of the first Scholars from Houston selected to attend The University of Texas at Austin this fall. Andrea volunteers at a summer camp for people with special needs and at the Houston Medical Center in its human clinical trials department.

EVENT HIGHLIGHT

Over 150 guests attended the inaugural Posse Houston Awards Ceremony honoring the first Houston Scholars. Posse Houston thanks its supporters; the many principals, teachers and guidance counselors from the Houston Independent School District and communitybased organizations who nominated students for the first time this year; and its college and university partners who provide these prestigious awards.

AT LEFT: UT Austin Posse Scholar Andrea Gomez.

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

SCHOLAR HIGHLIGHT

In 2012, during her junior year at Kalamazoo College, Isabel Lee contributed to a published research article entitled "Effects of Gender on Recovery After Spinal Cord Injury." As a summer research assistant with the Miami Project to Cure Paralysis—one of the world's most comprehensive spinal cord injury research centers—Isabel explored different ways to define human spinal cord injury and researched new recovery strategies.

EVENT HIGHLIGHT

To commemorate its 10th anniversary, the third annual Posse Los Angeles Power of 10 event honored Goldman Sachs, which provided the initial \$1 million grant to open the chapter in 2002. The event also honored Los Angeles' first graduates—members of Grinnell College's and the University of Wisconsin-Madison's class of 2007.

CAREER PROGRAM HIGHLIGHT

CBS Television Studios came on board as a new partner, hiring five summer interns in a variety of positions. The Staples Center Foundation hosted an Internship Celebration to recognize over 60 Scholars who were placed in summer internships with Career Program partners including: DirecTV; HealthNet; Honda; Millbank, Tweed, Hadley & McCloyd; Paramount Studios; and Nielson.

AT RIGHT: Kalamazoo Posse Scholar Isabel Lee.

Los Angele

YEAR ESTABLISHED 2002

> NOMINATIONS 2,595

NOMINATORS 168 high schools 85 community-based organizations

Miami the World Global

YEAR ESTABLISHED 2009

> NOMINATIONS 1,112

NOMINATORS 54 high schools 20 community-based organizations

PARTNERS

Franklin & Marshall College Hamilton College Mount Holyoke College Syracuse University University of Pennsylvania

SCHOLAR HIGHLIGHT

Daniel Brooks, a sophomore at the University of Pennsylvania, and fellow Scholar Nathalie Figueroa founded Penn in Medical Missions (PIMM), a student group that offers Penn students the opportunity to learn about medical environments at home and abroad.

EVENT HIGHLIGHT

Posse Miami's third Power of 10 event was sponsored by Berger Singerman, Capital Group, Greenberg Traurig, KPMG, Royal Caribbean, Ver Ploeg & Lumpkin, Sabrina Ferris, Michael Peacock, Joanna & Olive Watson, and Patrick Gleber on behalf of Tobacco Road.

CAREER PROGRAM HIGHLIGHT

Posse Miami added Royal Caribbean Cruises as a new Career Program partner. The second Mount Holyoke Civic Engagement Posse interned with the following organizations: Catalyst Miami, the Florida Immigrant Coalition, Research Institute on Social and Economic Policy, Strong Women Strong Girls and WeCount!.

AT LEFT: Penn Posse Scholar Daniel Brooks.

PARTNERS Bard College Tulane University

SCHOLAR HIGHLIGHT

Oscar Tamayo, a Scholar in training from Edna Karr High School, founded a nonprofit organization called NOLALOVE to encourage his peers to break the cycle of crime and violence in New Orleans. The eight-member group won the Drew Brees Trust Your Crazy Ideas Award, which includes a \$10,000 prize. Oscar used the grant to support the school band and to reinvest in NOLALOVE.

EVENT HIGHLIGHT

Posse New Orleans held its first friendraiser in the fall. Grinnell Posse alumnus Adam Brumer—who is currently a consultant for Education First, a leading international education program—introduced guests to the Posse model and its role as one of the most comprehensive college success initiatives in the United States.

AT RIGHT: Tulane Posse Scholar Oscar Tamayo.

New Orlea

YEAR ESTABLISHED 2011

> NOMINATIONS 579

NOMINATORS 39 high schools 17 community-based organizations

Babson College Brandeis University 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 Vassar College Wheaton College

SCHOLAR HIGHLIGHT

Lindsay Powell was elected president of the Student Government Association during her senior year at Wheaton College. In addition to serving as a student liaison to the administration, the sociology major oversaw a budget of more than \$500,000 allocated for student groups and campus programming. Together with her executive board, Lindsay focused her administration on strengthening student services such as transportation, facilitating networking receptions for students and alumni, and increasing opportunities for civic and community engagement.

EVENT HIGHLIGHT

Posse New York celebrated its third annual Power of 10 event at the Viacom Media Networks office overlooking Times Square. Deloitte LLP, Kirkland & Ellis LLP and CVC Capital Partners sponsored the event.

CAREER PROGRAM HIGHLIGHT

The Career Program kicked off a new partnership with The Clinton Foundation by bringing 16 Posse Scholars to volunteer at the second annual Clinton Global Initiative America Meeting in Chicago last June. New York and Chicago Scholars and alumni were granted special access to the working group sessions of business, foundation and government leaders.

AT LEFT: Wheaton Posse Scholar Lindsay Powell.

New York

YEAR ESTABLISHED 1989

> NOMINATIONS 3,572

NOMINATORS 324 high schools 127 community-based organizations





2012 Contributors

The Posse Foundation could not exist without the incredible generosity of its donors. Your support has allowed thousands of urban students to shine in college and lead in the workforce. Together we are helping to build a dynamic network of critical thinkers and engaged citizens—stewards of our nation's future. We thank you for the powerful difference you are making in the country and in the lives of so many talented young people.

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On May 23, more than 500 guests came together at Pier Sixty in New York City for the 2012 Posse Gala, *An Evening of Stars*. Leaders in philanthropy, business, academia and entertainment gathered to honor individuals and organizations that have made extraordinary contributions in the field of education.

The honorees—recipients of the Posse Star Award—were Wheaton College President Ronald Crutcher, retired Goldman Sachs partner and Posse Life Director Wade Fetzer, Moody's Corporation represented by Chairman and CEO Raymond W. McDaniel Jr., and Brown University Resident Surgeon and Bowdoin Posse (Boston) alumnus Adnan Prsic. Emceed by *60 Minutes* correspondent Lesley Stahl with a live performance by April Smith and the Great Picture Show, the highly successful event raised close to \$2 million and helped support the launch of the new Veterans Posse initiative.

Above (from left): Lesley Stahl, Ronald Crutcher, Wade Fetzer, Raymond W. McDaniel Jr., and Adnan Prsic.

2012 Posse's Annual Gala An Evening of Stars

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Special Thanks Comedy Central

THE POSSE FOUNDATION, INC. STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2012 AND 2011

ASSETS	2012	2011
Cash and cash equivalents	\$4,664,855	\$3,684,907
Investments	34,092,213	29,593,972
University fees receivables	2,204,876	1,925,015
Pledges and other receivables, net	18,613,934	15,879,944
Prepaid expenses and other assets	501,435	413,275
Property and equipment, net	299,386	172,060
Cash and cash equivalents - permanently restricted	1,071,841	1,071,741
TOTAL ASSETS	\$61,448,540	\$52,740,914
LIABILITIES		
Accounts payable and accrued expenses	\$395,929	\$404,753
Deferred rent	478,300	510,260
Deferred income	1,470,000	1,283,335
TOTAL LIABILITIES	2,344,229	2,198,348
COMMITMENTS		
NET ASSETS (a) (b)		
Unrestricted	10,742,810	8,564,073
Temporarily restricted	27,054,747	20,671,739
Permanently restricted	21,306,754	21,306,754
TOTAL NET ASSETS	59,104,311	50,542,566
TOTAL LIABILITIES AND NET ASSETS	\$61,448,540	\$52,740,914

The accompanying notes on page 51 are an integral part of these financial statements.

Financials

THE POSSE FOUNDATION, INC. STATEMENTS OF ACTIVITIES FOR THE YEARS ENDED DECEMBER 31, 2012 AND 2011

	FOR THE YEAR ENDED DECEMBER 31, 2012			FOR THE YEAR ENDED DECEMBER 31, 2011				
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2012	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2011
SUPPORT AND REVENUE:								
Contributions and grants	\$2,632,536	\$10,122,129	\$-	\$12,754,665	\$2,275,823	\$13,577,728	\$	- \$15,853,551
University fees	2,018,333	-	-	2,018,333	1,761,667	-		- 1,761,667
Service fees	67,658	-	-	67,658	22,532	-		- 22,532
In-kind contributions	277,848	-	-	277,848	306,238	-		- 306,238
Investment income	1,380,723	3,122,798	-	4,503,521	671,949	(634,183)		- 37,766
Fundraising events, net of direct benefits to donors	3,062,246	-	-	3,062,246	3,213,854	-		- 3,213,854
Net assets released from restrictions (a)	6,861,919	(6,861,919)	-	-	6,671,846	(6,671,846)		
TOTAL SUPPORT AND REVENUE	16,301,263	6,383,008	-	22,684,271	14,923,909	6,271,699		- 21,195,608
EXPENSES:								
Program services:								
Recruitment and training programs	10,631,345	-	-	10,631,345	9,472,018	-	-	9,472,018
Supporting services:								
Management and general	1,693,685	-	-	1,693,685	1,452,026	-	-	1,452,026
Fundraising	1,797,496	-	-	1,797,496	1,669,443	-	-	1,669,443
Total Supporting Services	3,491,181	-	-	3,491,181	3,121,469	-	-	3,121,469
TOTAL EXPENSES	14,122,526	-	-	14,122,526	12,593,487	-	-	12,593,487
CHANGE IN NET ASSETS	2,178,737	6,383,008	-	8,561,745	2,330,422	6,271,699	-	8,602,121
Net assets - beginning of year	8,564,073	20,671,739	21,306,754	50,542,566	6,233,651	14,400,040	21,306,754	41,940,445
NET ASSETS - END OF YEAR	\$10,742,810	\$27,054,747	\$21,306,754	\$59,104,311	\$8,564,073	\$20,671,739	\$21,306,754	\$50,542,566

The accompanying notes on page 51 are an integral part of these financial statements.

THE POSSE FOUNDATION, INC. STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED DECEMBER 31, 2012 AND 2011

	2012	2011
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$8,561,745	\$8,602,121
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	97,575	58,343
Amortization of pledge discount, net	348,058	(460,214)
Bad debt expense	21,607	-
Contributed securities	(1,012,901)	(405,453)
Realized gain on securities Unrealized (gain) loss on securities	(255,939) (2,819,636)	(668,880) 1,977,654
omeanzed (gam) loss on secondes	(2,010,000)	1,011,004
Subtotal	4,940,509	9,103,571
Changes in operating assets and liabilities:		
(Increase) decrease in assets:	(070,004)	
University fees and other receivables Pledges receivable	(279,861) (3,103,755)	(175,109) (7,347,212)
Prepaid expenses and other assets	(88,160)	(72,346)
Increase (decrease) in liabilities:		
Accounts payable and accrued expenses	(8,824)	63,148
Deferred rent Deferred income	(31,960) 186,665	(252) 140,001
	180,005	140,001
Net Cash Provided by Operating Activities	1,614,614	1,711,801
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(1,418,655)	(1,335,866)
Proceeds from sale of investments	1,008,890	410,951
Purchase of property and equipment	(224,901)	(125,639)
Change in restricted cash	(100)	(408,734)
Net Cash Provided by (Used in) Investing Activities	(634,766)	(1,459,288)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	100	35,503
Net Cash Provided by Financing Activities	100	35,503
NET INCREASE IN CASH AND CASH EQUIVALENTS	979,948	288,016
Cash and cash equivalents - beginning of year	3,684,907	3,396,891
CASH AND CASH EQUIVALENTS - END OF YEAR	\$4,664,855	\$3,684,907

The accompanying notes on page 51 are an integral part of these financial statements.

Financials

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. Earnings on endowment assets are temporarily restricted until appropriated by the Board for spending.

Permanently restricted - net assets subject to donor-imposed stipulations that principal be maintained permanently by Posse, 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 organization 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 NYPMIFA as allowing Posse to appropriate for expenditure or accumulate so much of an endowment fund as Posse determines is prudent for the uses, benefits, purposes and duration for which the endowment fund is established, subject to the intent of the donor as expressed in the gift instrument. Unless stated otherwise in the gift instrument, the assets in an endowment shall be donor-restricted until appropriated for expenditure by the Board. The Board appropriated for expenditure \$767,436 and \$736,979 from the cumulative earnings on permanently restricted funds for the years ending December 31, 2012 and 2011, respectively. Therefore the remaining earnings, if any, are reported as temporarily restricted.

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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