

Eleven+

Elevate to Even Plus

2021 Impact Report



2021 interns Alexis, Stevensky, and Cyan

March 2022

Dear Friends,

It goes without saying that 2020 and 2021 were disruptive. COVID-19 and its variants have interrupted our way of life and caused millions of people to perish worldwide. It's forced us to adapt, change, and find a new way forward.

The pandemic did not, however, disrupt structural inequities in our society, it highlighted them as we saw people of color suffer disproportionately. The murder of George Floyd during this time also made many of us realize that we needed to be the source of change. It was this realization that sparked the creation of Elevate to Even Plus, which goes by Eleven+ in its day-to-day operations.

Eleven+ was born from a "light bulb" moment during a mid-2020 group conversation about race. We were talking about the inequities that exist all around us in ways that most seldom notice and how each of us can take action for change. An example was given about a nonprofit that had made a pivot away from a common model for staffing its internships with children of donors, usually for free, to instead hiring students from the communities they served. "This was a fantastic start," I thought out loud, "but most underserved students who could benefit most from internships can't access them."

Intuitively I knew that students needing money for school and living expenses would never be in a position to accept unpaid internships, regardless of the opportunities they might be offered. Research later substantiated this as a real phenomenon. According to one Harvard Business Review article¹, unpaid internships *perpetuate* inequality.

"Wouldn't it be great if someone started an organization that provided access to paid internships?" I quipped. Claas Ehlers, the CEO of the nonprofit Family Promise, responded, "That's a great idea, and I want to help you do it."

Indeed, many wanted to help and, with the support of countless others, Eleven+ has gotten up and running. It's been incredibly rewarding to see an idea resonate richly with others so that, together, we've been able to make an impressive impact so quickly. I've learned so much over the past 18-months, but I am ceaselessly amazed by the generosity of time, knowledge, relationships, and resources that continue to be shared by so many of you.

Gratefully yours,



Andrew P Walker, Founder & President

1. Harvard Business Review, "It's Time to Officially End Unpaid Internships", May 26, 2021

Year 1 Impact

Internships were awarded to ten students

To test our concept, the Board agreed to support ten internships in greater Newark in our first year. We partnered with several organizations to source talented students. Each sourcing partner agreed to identify smart, motivated students that met our eligibility criteria: students of color from low-income families that have demonstrated achievement in or out of the classroom. Seven non-profit organizations located in Newark, Summit and Saddle Brook, NJ agreed to host the interns. Due to the pandemic, several of the internships were virtual, some were in person, and at least one was performed on a hybrid basis.

By all accounts, the pilot was a tremendous success, confirming our expectation that Eleven+ is well positioned to positively impact underserved students, the nonprofit hosting organizations, and each of their respective communities.

The results



2021 intern Barry

Post internship survey responses from the students:

- All reported the experience at least met their expectations, with half indicating their expectations were “*vastly exceeded*”
- All said they had excellent relationships with their host mentors
- All were proud of their work, with 50% being *extremely* proud

“I am so appreciative that I was able to intern. I am hoping that I can intern again with them in the future. This opportunity has ignited a new passion of mine, which are nonprofit organizations. Thank you so much!”

“Overall, this experience was great! I really liked getting to explore more of my own interests within the internship.”

Bonus outcomes

One student was offered to stay on as a host-funded employee at the end of the Eleven+ internship as she pursues a Master of Social Work degree.

A second was invited back to work for the host organization during her winter break from college.



2021 intern Sydney



Non-profits benefited from summer help that didn't make a dent in their operating budgets

Post internship survey responses from host mentors:

- All agreed there was a good selection of intern candidates
- All would work with Eleven+ again next summer
- All would recommend Eleven+ to other organizations

“She truly applied herself and, I hope, learned a lot about herself during this experience.”

“Just an absolutely pleasant summer team member. He is a go-getter, and outgoing, and open.”

The intern “is a very bright and creative thinker who is comfortable advancing his own ideas. He’s going to do great things!”

Additional impact

Two younger students received diversity scholarships to YMCA training programs:

- Camp Counselor and Lifeguard certifications – which made the students eligible for prized summer jobs

One hosting partner worked with Eleven+ to source candidates, selecting one for a host-funded fall-semester internship.

Professional headshots were organized and paid for by Eleven+ to help the students polish their LinkedIn profiles.



“I am really grateful to Eleven+ for offering the free headshots to us.”



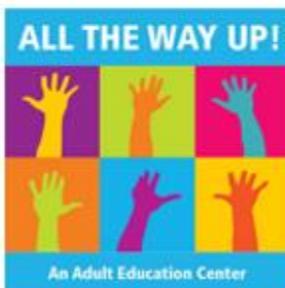
Accomplishments

Interns: 30 students applied for the ten opportunities, confirming a significant desire by students to obtain practical work experience. In addition to filling the ten internship spots, we found other opportunities to expand our impact. We funded scholarships for two younger students to obtain lifeguard and camp counselor training, helping them gain access to summer jobs. We also helped place one additional student into a fall semester internship in a host-funded opportunity.

Partnerships: Eleven+ is only as strong as its partner network. We established sustaining relationships with schools, enrichment programs, and community advocates who served as talent sources.



Additionally, we're also grateful to our outstanding nonprofit hosts who provided meaningful experiences and mentors for each intern.



Programming

In addition to facilitating and funding the summer internships, Eleven+ provided an intern networking event via Zoom to provide the students an opportunity to meet each other and share experiences. A similar call was arranged for the students' mentors to compare notes and share best practices.

We featured the students in our social media feeds, first to congratulate them for their appointments and then mid-summer to profile their experiences. It was through these interactions that we discovered several students did not have photos they wanted to share, giving rise to our professional headshot program.

Insights from interactions with students and mentors during the summer inspired future programming activities that we're incorporating into the summer of 2022. We will conduct job readiness training for all interns, facilitate an introductory call between the student and their mentor, hold in-person networking events for students, mentors, and volunteers, and introduce a role-model speaker series featuring inspirational personalities from similar backgrounds as the interns.



2021 intern Andrew on a Zoom check-in call

Board Appointments: Eleven+ has assembled an impressive Board of Trustees. Together, they are a strong group of leaders bringing good governance, diverse experiences, and valuable insight to the Boardroom:

<p>Robert Horsley Board Vice Chair Executive Leadership, Fragomen</p>	<p>Manik Singh Jassal Board Treasurer Senior Advisor to the CFO, State University of NY</p>
<p>Otua Sobukwe Board Secretary Research Associate, Wellington Management</p>	<p>Ofira Bondorowsky Vice President of Programs & Strategic Partnerships, Charity Navigator</p>
<p>Claas Ehlers CEO, Family Promise, Inc.</p>	<p>Christine Hippe-Ribaudo, LCSW Psychotherapist in private practice & Social Worker, Jersey City Public Schools</p>
<p>Beth Gottung Executive Director, Montclair Film</p>	<p>Jessica McKenzie Program Officer, Panasonic North America</p>
<p>Laura Hamilton, LCSW Therapist & Performance Optimization Coach, True Insight</p>	<p>B David Naidu Partner, K&L Gates LLP</p>



2021 Financials

Fundraising

Eleven+ raised a total of \$59,103 from 48 individuals and organizations in 2021 to support its first summer. Donations ranged from \$20 to \$20,000, with an average donation of \$1,230. A complete list of donors can be found below.

As a newly formed organization, we were ineligible for most corporate and foundation grant opportunities and, as a result, no grants were received. Eleven+ has applied for several grants in 2022.

Expenses

Eleven+ paid seven grants to the host organizations for intern wages at \$15/hour, totaling \$41,865. Additionally, it paid \$3,178 in stipends to the interns, including sign-on bonuses, completion bonuses, and transportation expenses. \$661.09 was spent on branded shirts and \$712.20 was paid to professional photographers for intern headshots. In total, \$46,416.39 was spent on grants, stipends, and program expenses.

Operating costs totaled \$3,208.63. Expenses included PayPal merchant fees, registration and licensing fees, legal services, and insurance.

Reserve for future program expenses

At the end of 2021, Eleven+ maintained a cash balance of \$9,478.35.

2021 Donors

Eleven+ is grateful for the tremendous financial support it received from the following donors. We literally could not have done it without you.

Chair's Circle (\$10,000 - \$24,999)

CJ & Heather Fitzgerald
Robert Horsley & Laura Hamilton

Partner Donors (\$5,000 - \$9,999)

Nora & Rob Radest

Impact Donors (\$2,500 - \$4,999)

St Paul's Episcopal Church, Chatham, NJ
Stacey Slater & Jonathan Sacks

Elevate Donors (\$1,000 - \$2,499)

Claas Ehlers & Ellen Pluta
Christine Hippe-Ribaudo
Tracy Lewis & Rick Gubbels
Worldwide ERC
Anonymous



2021 intern Khair

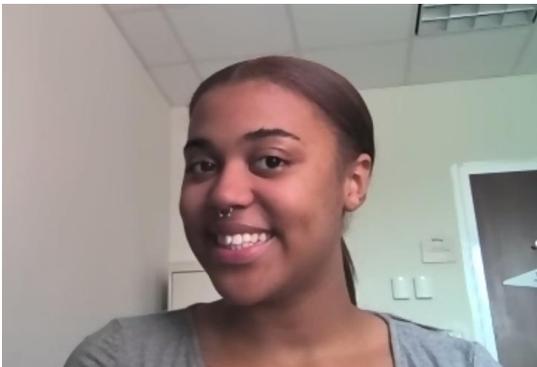




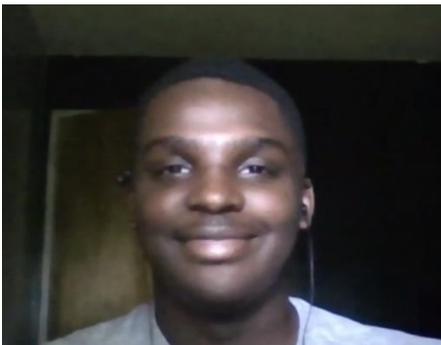
Stevensky, Cyan, and Alexis
at their headshot+ photoshoot

Champion Donors

James & Jen Berkery	Patrice Kuchulis
Doug & Elizabeth Bradley	Michelle Liebau
Karen Bratburd	Anca Maritescu
Kirk & Laura Brett	Sarah Meiring
Anita Brienza	Pam Metzger
Beverly Brown	David Naidu
Thomas Bruhn	Eric Newberg
RW3	Henrik Patel
Kath Carter	Elizabeth Prensner
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Kathy Connelly	Rose Spector
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Ben Cross	Paget Walker
Richard Fiore	Robert Walker
Kevin Franceschelli	Emily Walker
Doug Gallardo	Nina Walker
Susan Ginsberg	Kefir Weinraub
Guidepoint Global	Jon Williams
Lynn Greenberg	Janet Williams
Daniel Horner	



2021 interns Bella, Ernange, and Isaiah (clockwise from top).
Bella's and Isaiah's photos are from Zoom check-in calls.
Ernange is photographed on her Lycoming College campus.



March 2022



Eleven+

For more information, please visit our website at: www.eleven-plus.org

To inquire about partnering with Eleven+, please contact Carolyn Parelli,
Chief Program Officer at carolyn.parelli@eleven-plus.org

Financial support makes our work possible. Donations are gratefully received by PayPal or check.

Click here to donate by PayPal:



Alternatively, make checks payable to:

Elevate to Even Plus Inc
PO Box 281
Summit, NJ 07902

A preview of some of our 2022 partnerships

We're growing with your help.

