



2023

ANNUAL REPORT



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LETTER FROM YOUTH INC EXECUTIVE DIRECTOR



For nearly **30 years**, Youth INC has served as a trusted intermediary, providing Coaching, Connections, and Capital to enhance the sustainability, effectiveness, and impact of youth development nonprofits. Some of the most powerful and impactful work in youth development is done by small community-based organizations. The leaders of these nonprofits have the passion and expertise to do incredible work, often with limited resources.

Youth INC was founded to support them to create positive social change for young people in their communities.

Since 1994, Youth INC has helped over **200 nonprofit organizations** improve their operations, programs, and finances, allowing them to create a better future for young people across New York City. Today, Youth INC serves over **300 nonprofit leaders, staff, and board members** at over **85 community-based organizations**, collectively serving over **250,000 young people** each year. By leveraging best practices from the nonprofit, corporate, and academic sectors, Youth INC helps its Nonprofit Partners (NPPs) strengthen their organizations to achieve positive outcomes for the youth they serve.

- **COACHING**

A suite of capacity-building programs and expert support for executive leaders and youth workers in their moments of greatest opportunity and challenge.
- **CONNECTIONS**

Board placements, corporate partner introductions, peer learning, community - building, and introductions to field experts.
- **CAPITAL**

Program completion and unrestricted cash grants.



OUR MODEL

Youth INC’s mission is to transform the lives of NYC youth through our unique venture philanthropy model that empowers the nonprofits that serve them.

 **1,500**
NYC NONPROFIT ORGANIZATIONS

CANVAS

candidate organizations annually in a universe of 1,500 NYC youth development nonprofits.

SELECT

the best practitioners who are ready to scale after a rigorous financial and organizational due diligence process.

INVEST

in youth development nonprofits with service grants and cash grants.

ACCELERATE

the nonprofits with the greatest potential for scaling impact.

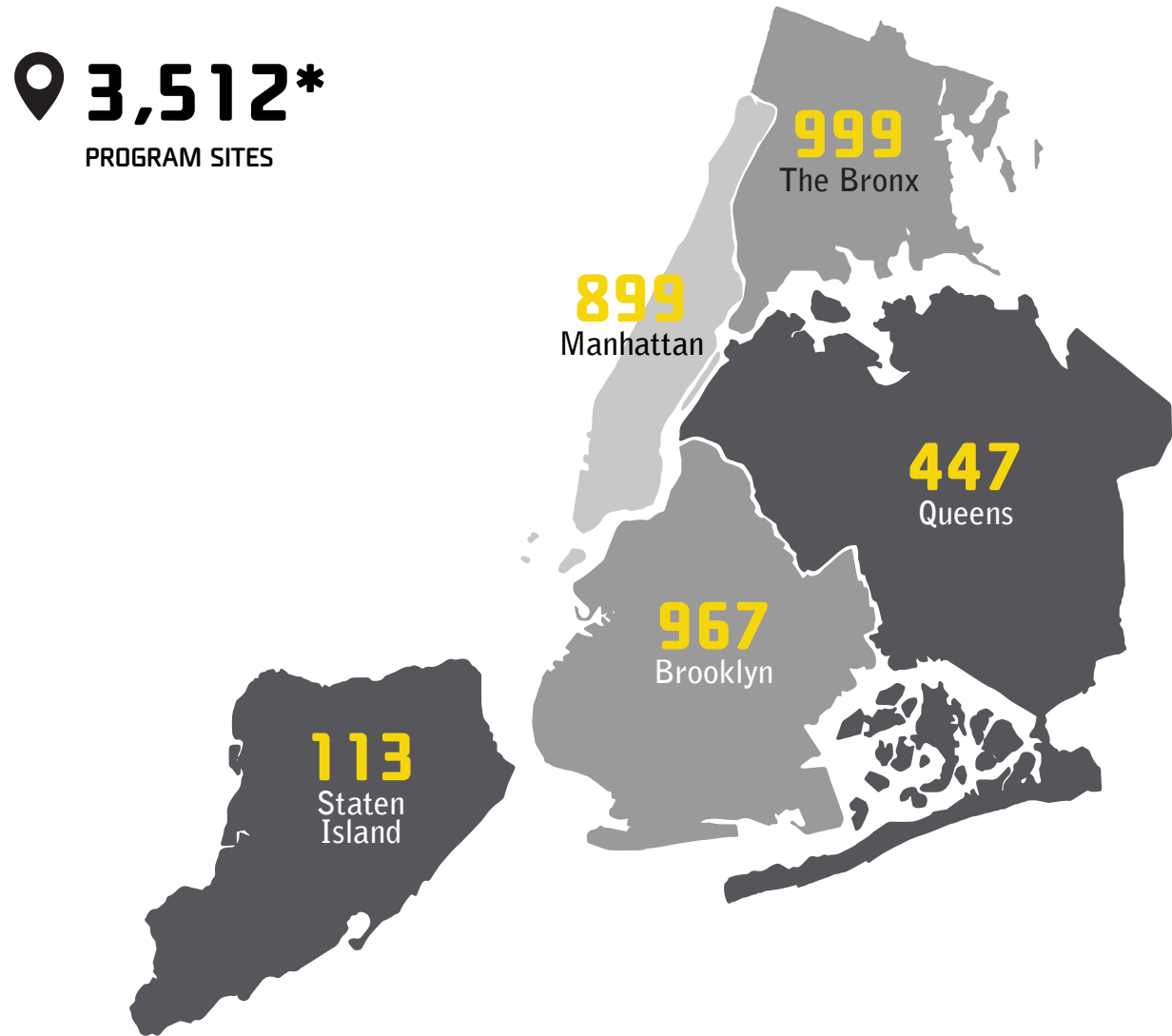
 **85+**
NONPROFIT ORGANIZATIONS SERVING 250,000 NYC YOUTH

OUR NONPROFIT PARTNERS



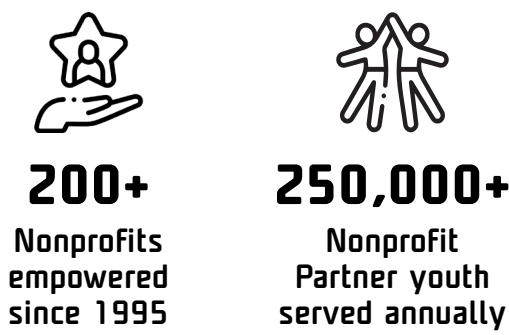
PARTNER NETWORK SITES

Youth INC partners with small and mid-sized youth development nonprofits dedicated to creating a significant impact on the lives of New York City youth. With a presence in all five boroughs, our Partner Network operates over 3,500 program sites, transforming the lives of over **250,000 young people**. Our network of Nonprofit Partners address a variety of focus areas including arts, health and wellness, family and community support, and education, all of which foster social-emotional learning.

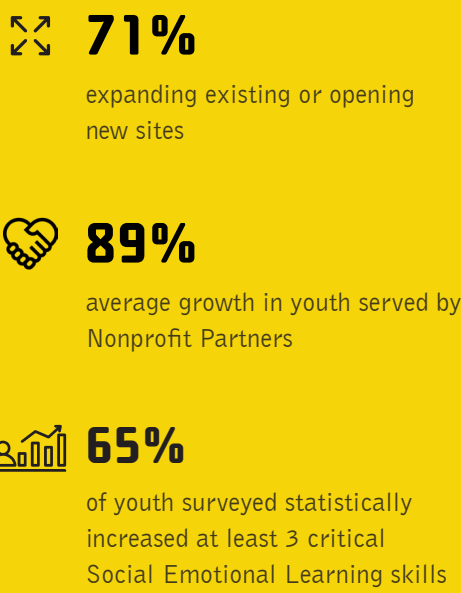


***127 SITES OUTSIDE OF THE FIVE BOROUGHS**

IMPACT



PARTNER OUTCOMES






COACHING, CONNECTIONS, CAPITAL


Youth INC provides comprehensive support to small and mid-sized youth development organizations through three key avenues: Coaching, Connections, and Capital. Our coaching programs meet nonprofits where they are, focusing on building organizational sustainability and impact. Through connections, Youth INC fosters networks between nonprofits, the broader youth development field, and cross-sector partnerships. Capital support offers funding for growth and infrastructure. By combining professional development, strategic partnerships, and financial resources, this multi-faceted approach helps strengthen these organizations, enabling them to drive transformative growth in young people, foster collaboration, and elevate awareness and investment in youth development.

Over the course of our partnership, Nonprofit Partners have experienced an average



130%

increase in budget growth



29%

increase in board size

COACHING

At Youth INC, we utilize a variety of capacity-building programs specifically designed to strengthen the sustainability and impact of our Nonprofit Partners. These programs are tailored to address the unique needs and challenges faced by each organization, ensuring they are equipped with the tools, knowledge, and resources necessary to thrive.

PROGRAMS

Youth INC’s research based programs utilize data to evaluate the needs of our Nonprofit Partners. Our core programs are designed to enhance operational practices, skills, and behaviors, prioritizing organizational sustainability and success. With this approach, we are able to provide the support and resources necessary for our Nonprofit Partners to expand their capacity as they continue to transform the lives of NYC youth.

TRAINING AND COACHING

2,200+

HOURS OF TRAINING
IN GOVERNANCE, LEADERSHIP,
STRATEGY, IMPACT EVALUATION, &
OPERATIONS

800+

HOURS OF COACHING
TO APPLY NEW PRACTICES

470

NONPROFIT PARTNER STAFF
& BOARD MEMBERS
RECEIVED COACHING OR TRAINING

We reached a record 96% of Nonprofit Partners to help them improve their Governance, Leadership, Strategy, Impact Evaluation and Operational Effectiveness through our coaching and training.

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LEADERSHIP DEVELOPMENT

LEGACY LEADERSHIP

The Legacy Leadership program enhances senior leadership capacity by focusing on development, team dynamics, inclusivity, and organizational culture and structure. Additionally, it assists in establishing effective succession plans. Throughout this program, we collaborate with the executive director and a senior leader to create tools and strategies, developing a continuity plan to set and achieve goals.



3x

LEGACY LEADERSHIP PARTICIPATION



9

COMPLETED SUCCESSION PLANS




100%

SATISFIED WITH EXPERIENCE

RISE ACADEMY FOR LEADERS OF COLOR

Rise Academy for Leaders of Color is an award-winning program created in collaboration with the Center for Nonprofit Leadership at Adelphi University’s Leading in Community. This program offers an immersive experience for emerging leaders of color, integrating individual leadership development, organizational and community leadership, executive coaching by AIIR Consulting, mental and emotional health management, capital investment, and a mentorship program.



As a result of Rise Academy, I have a new perception of myself as a leader, which really has opened my eyes to identifying places where I am not valued. I am knowledgeable in areas I can improve upon constantly as a leader.

GRACE AZCONA
Community Engagement Coordinator,
Bloomington School of Music

IMPACT EVALUATION

METRICS

The Metrics program trains organizational leaders to uses data to measure success, and influence program design, and implement organizational change.

The program applies positive youth development (PYD) theory and practice to help organizations cultivate an organizational culture that supports staff in implementing impactful programs and a sustainable data collection process for continual learning. Organizations are able to evaluate how their programs effectively incorporate research-based practices to influence youth development.

A commitment to positive youth development has been proven to impact the promotion of social-emotional learning (SEL) in young people and is essential for successful programs.



94%

INCREASED CONFIDENCE

staff surveyed had increased confidence in implementing PYD-rich programs



71%

FEEL SUPPORTED

staff surveyed felt supported by their organizations to effectively deliver PYD-rich programs

Over the course of the year, 173 Nonprofit Partner Executive Directors and staffs representing 43 of our Nonprofit Partners received over 630 hours of coaching and training to deepen their practice in Positive Youth Development (PYD), enhance staff development, strengthen impact evaluation, and influence organizational change.

The impact evaluation team is incredible, insightful, and supportive. The program allows space to really take a deeper dive at your evaluation process and implementation, it also gave us space and time to create tools to better support the program team and connect the importance of evaluation to their work.

MARY LEE DINSKI
Community Engagement Coordinator,
Bloomington School of Music



STRATEGY AND OPERATIONAL EFFECTIVENESS

AGILE STRATEGY PLANNING LAB

The Agile Strategy Planning Lab is an intensive program designed to streamline the strategic planning process by focusing on its most crucial elements: establishing direction; detailing action, accountability, and feasibility; and ensuring implementation. The Agile Strategy Planning Lab features small, cohort-based learning sessions that balance collaborative learning with individualized attention.

OPERATIONS COLLECTIVE

The Operations Collective is a cohort-based professional development opportunity that equips organizations with the tools and strategies needed to build internal systems, improve process management, and address key areas such as revenue strategy, marketing and communications, and leading transformational change.



20%

PARTNER NETWORK

received operational coaching and training.



The Operations Collective was really effective and in a short period of time helped us to formulate marketing goals that will be useful as we begin our new strategic plan. It's so important for all teams to be in alignment and the coaching sessions really helped bring us all onto the same page.

NONPROFIT PARTNER

GOVERNANCE

BOARD GOVERNANCE

Program collaborates with the executive director, board chair, and committee chairs to improve board outcomes through a customized experience for each organization. By identifying and incorporating relevant practices, our strategic process advances board impact to bolster the organization.

In 2023, our Board Governance program helped 56 board members receive deep coaching and training to improve board performance with a new online board training module launched and available to over 1,000 board members of Youth INC's Partner Network.



We went into the program with a goal to shift our culture from one of 'trust in friendship' to 'trust in action', which I am very proud of.

JOSIE WHITTLESEY

Founder and Executive Director,
Drama Club

CONNECTIONS

We build social capital and networks between nonprofit organizations, the field, and the cross-sector partners that support our Nonprofit Partners, increasing their ability to achieve their missions and drive change in their communities.

GET ON BOARD

Our Get on Board program provides informational sessions on board leadership to corporate partners and facilitates connections with corporate professionals keen on serving on our Nonprofit Partner board of directors and associate boards.

Our nonprofit and corporate partners view us as trusted collaborators in engaging corporate professionals in governing and junior board service, strengthening employee engagement and enhancing community impact.

The Get On Board program placed a record **87 corporate professionals** on the boards of our Nonprofit Partners, **42% of Nonprofit Partners** gained at least one new board member, a **270% increase** compared to **2022**.

MS INC

Youth INC’s Morgan Stanley Institutional Non-Profit Collaborative (MS INC) program pairs Morgan Stanley’s junior professionals with youth development professionals from our Partner Network seeking specialized support for organizational or operational challenges. Each participating Partner works with a Morgan Stanley team as they strengthen their community efforts and collaborate on actionable solutions. These solutions may include financial advisory, marketing and fundraising analytics, strategic insight, and organizational improvement.

40 Morgan Stanley professionals provided pro-bono support and data analysis to nine Nonprofit Partner organizations.

CORPORATE VOLUNTEER ENGAGEMENT OPPORTUNITIES

Corporate professionals volunteer through skills-based and hands-on projects, contributing in various ways to strengthen organizations and the communities they serve. These professionals help enhance nonprofit capacity, management, and strategy by leveraging their expertise. Their involvement drives meaningful change and growth in the communities they support to encourage sustainable development and increased effectiveness in the nonprofit sector.



THE PARTNER NETWORK COMPENSATION REPORT

Access to equitable compensation data is necessary for nonprofit organizations to offer competitive and fair salaries while fostering a culture of fairness and equity. By understanding industry standards, nonprofits can make informed decisions, leading to increased employee satisfaction, organizational effectiveness, and a strengthened commitment to their mission and values.

Youth INC’s Partner Network Compensation Report provides quantitative data to help youth-serving nonprofit organizations and their leaders develop effective compensation plans that attract and retain high-impact team members, inform compensation policies, employee retention strategies, and resource allocation.



EVENTS

TIMBERLAND X YOUTH INC

In collaboration with Timberland, Chris Dixon and Melvin Melchor of CNSTNT DVLPMNT hosted Youth Design Workshops nationwide, introducing young people to creative design. While in New York, Youth INC joined the collaboration and youth from our Nonprofit Partners, Kids Creative and St. Ignatius School, attended the Youth Design Workshop at UP NYC in the Bronx in celebration of the 50th anniversary of Hip Hop music.



During the event, young people were introduced to creative design, an industry where Black and Brown professionals make up less than 5%. This workshop allowed young participants to witness the power of representation in creative fields and see their designs come to life, helping to expand the creative community for the next generation.

WILLIE MAE ROCK CAMP SITE VISIT



Willie Mae Rock Camp is an organization dedicated to empowering girls and gender-expansive youth through transdisciplinary music education. This Nonprofit Partner provides a range of interdisciplinary programs focused on music technology, including summer camp, in-school music education, after-school digital mentorship, community workshops and events, and online learning.

 Willie Mae Rock Camp Site Visit



Youth INC staff, board members, and supporters gathered to participate in a highly interactive and educational site visit with Willie Mae Rock Rock Camp, led by Executive Director LaFrae Sci and the talented artists and leaders Kambaba Jasper and J Words.

From listening to the rolling waves generated by plants to creating new sounds with synthesizers, attendees were guided in using various musical instruments as tools for exploration. This impactful site visit allowed Youth INC board members and staff to interact with our Nonprofit Partner and engage in deeper learning, encouraging young people to “mess around and find out”.



BOARD FAIR

Nonprofit board service is vital to an organization’s success, combining diverse perspectives and expertise to guide strategic decisions and ensure effective governance. Board members are important for refining the vision and mission, providing oversight, and securing resources necessary for the organization’s sustainability.



Youth INC’s Annual Summer Board Fair assists in making board connections between our corporate and Nonprofit Partners by creating the opportunity for attendees to explore and align on the impact of board service in youth development organizations throughout New York City covering a variety of focus areas. Strengthening support for nonprofit boards is important for fortifying community efforts and leadership capacity.



PARTNER NETWORK TOWN HALL



Our Nonprofit Partners joined us in connection and community during our Partner Network Town Hall. Leaders gathered to learn and share their experiences with Youth INC and their aspirations for the future of the youth development sector and inform Youth INC’s upcoming strategic plan. The sessions led by our impactful programs team allowed Partners to learn about insights and best practices while smaller sessions provided the space to voice challenges, and successes, and promote best practices to drive organizational decision-making.



29TH ANNUAL CELEBRATION GALA



Youth INC’s Celebration Gala raises funds annually to support nonprofit leaders in achieving sustainable growth. Our 29th Annual Celebration Gala was an inspiring event that convened our supporters and Nonprofit Partners. Our honoree, Senator Bill Bradley was presented with Youth INC’s highest honor, The John C. Whitehead Leadership Award for his distinguished career in sports, public service, and lifelong commitment to collective action and civic engagement. The award was presented by NBA Commissioner Adam Silver, followed by a captivating fireside chat with David Ushery of NBC 4 New York. The evening was filled with memorable moments shared by Youth INC board members, partners, and leadership, making it one of our most historic galas yet.



 [29th Annual Celebration Gala](#)

OUR TOP SUPPORTERS

DONORS \$50K+

ACORN HILL
FOUNDATION INC



BARBARA ASCH &
JONATHAN WEISS

BARBARA MARCIN



Davis Polk

EMMETT MCCANN



KIRKLAND & ELLIS

MARSH MCLENNAN

NANCY &
ALAN SCHWARTZ

NEETI METHUKUNTA &
MAHESHWAR SAIREDDY

Paul Weiss



STRATTON & RHONDA HEATH

VAN CLEEF & ARPELS

VANGUARD CHARITABLE



\$25K+

ALLEN & COMPANY

ALLEN & OVERY, LLP

ALVAREZ & MARSAL

AMY & EVAN WILDSTEIN

ANTARES CAPITAL, L.P.

ANU AIYENGAR

APOLLO GLOBAL
MANAGEMENT, LLC

ARES MANAGEMENT

BANK OF AMERICA

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DANIEL S. EVANS

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AMERICAS FOUNDATION

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CRUTCHER LLP

GOLDMAN SACHS & CO.

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DANA LAFORGE

KEN PRINCE

THE MADISON SQUARE
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LISE STRICKLER

MIKE PERRY

MILBANK, TWEED,
HADLEY & MCCLOY LLP

MORGAN STANLEY

MORGAN STANLEY
FOUNDATION

MUNGER TOLLES &
OLSON LLP

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ASSOCIATION

NEUBERGER BERMAN
FOUNDATION

NUVEEN, A TIAA COMPANY

PARTS AUTHORITY INC
SANTANDER BANK

THE SEABURY GROUP, INC.

STEPHEN & CAROL ORR

STEVE & AMY LIPIN

TD SECURITIES

TED & DANI VIRTUE

THE TJX COS., INC.

WILLIAM Q. DERROUGH

WRAY T. THORN &
MELISSA FRANCIS

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ADAM ZOTKOW

ADENA FRIEDMAN

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ALIXPARTNERS, LLP

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BLACKSTONE GROUP

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CITI

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SKADDEN, ARPS, SLATE,
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CORPORATION

VERIZON FOUNDATION

VIVEK BANTWAL

\$5K+

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ANGELO GORDON & CO

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CLAYTON, DUBILIER &
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RAYA PRABHU

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MCCOOEY, JR.

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STEVEN MOFFITT

TAUBMAN

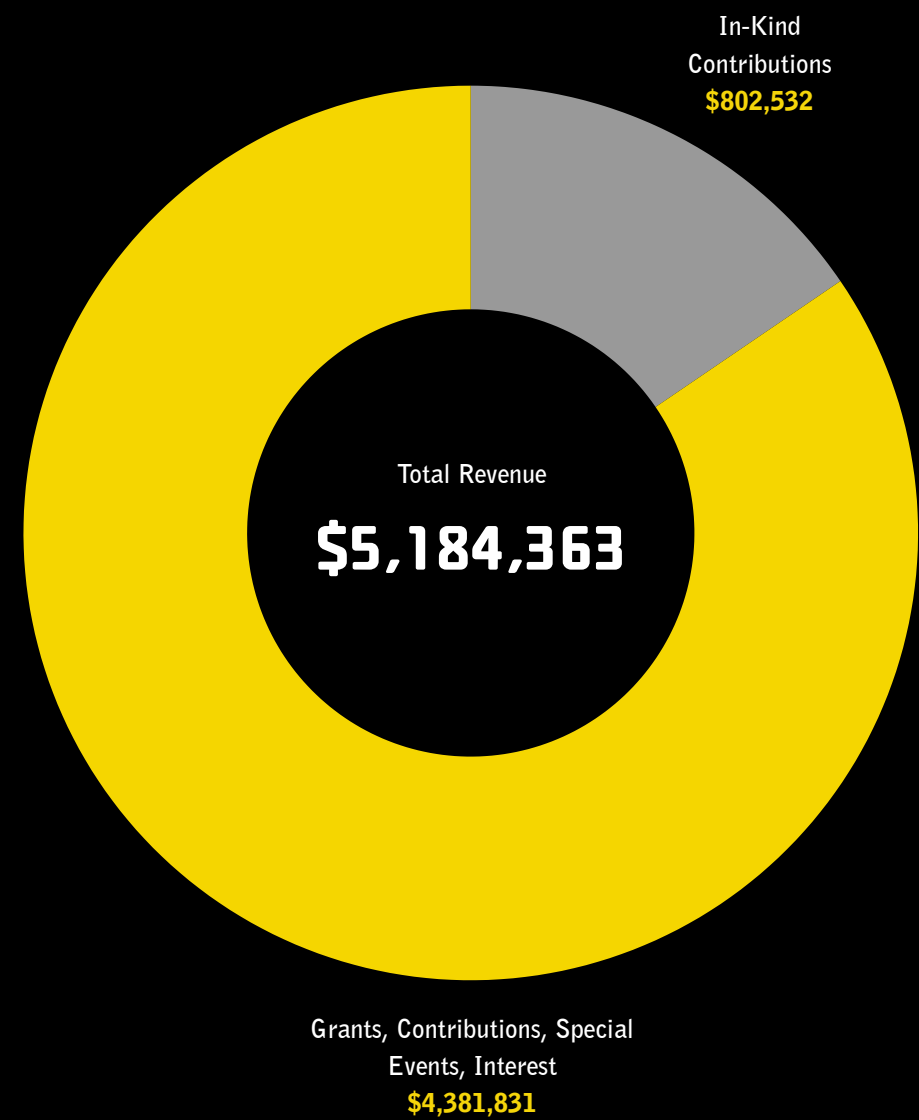
WILLKIE FARR &
GALLAGHER

UNDER \$5K

ADAM BOROD	DIRECTUS	KATRINA HUFFMAN	PETER DESMOND
ADAM REINMANN	ELIZABETH HOLDER	KEITH BRANDNER	PJT PARTNERS
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DIMIA FOGAM	KAREN MARTIN		
	KARL KNAPP		



FINANCIAL RESULTS



2023 STATEMENT OF ACTIVITIES

EXPENSES		
Program Services		
Capacity-Building Programs	\$	3,281,864
Grants	\$	116,164
Total Program Services	\$	3,398,028
Management and General	\$	1,161,109
Fundraising	\$	873,517
Total Expenses	\$	5,432,654
Surplus / Deficit	\$	248,291
Organizational Overhead		63%

ASSETS		
Cash and Investments	\$	2,827,827
Accounts Receivable and Other Assets	\$	1,583,089
Total Assets	\$	4,410,916

LIABILITIES		
Accounts Payable & Other Liabilities	\$	65,385
Grants Payable	\$	8,000
Total Liabilities	\$	73,385

NET ASSETS		
Without Restriction for Operations	\$	1,927,450
Without Restriction for Board Designated Reserve	\$	1,755,000
With Restrictions	\$	655,081
Total Net Assets	\$	4,337,531
Total Liabilities & Net Assets	\$	4,410,916



STAFF PARTNERS

- **GLORIA BENTON**
Assistant, Social & Digital Content
- **KRYSTAL CASON**
Director, Strategy & Operational Effectiveness
- **LAMARR COLES III**
Senior Associate Director, Strategy & Operational Effectiveness
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- **TRACIE GILSTRAP MARSHALL**
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- **JHANELLE GOPIE**
Senior Associate Director, Strategy & Operational Effectiveness
- **MAYCI HICKS**
Associate, Partner Network Engagement**
- **PAUL HOOVER**
Senior Associate Director, Development
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- **ELLIE REITER**
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Program Associate, Governance & Leadership***
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Coordinator, Partner Network Engagement
- **PAUL VERGARA**
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- **TAYLOR WRIGHT**
Director, Corporate & Institutional Partnerships

*Started December 2023

**Through May 2023

***Through September 2023

YOUTH INC LEADERSHIP

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