

# Elevate to Even+

## 2023 Impact Report

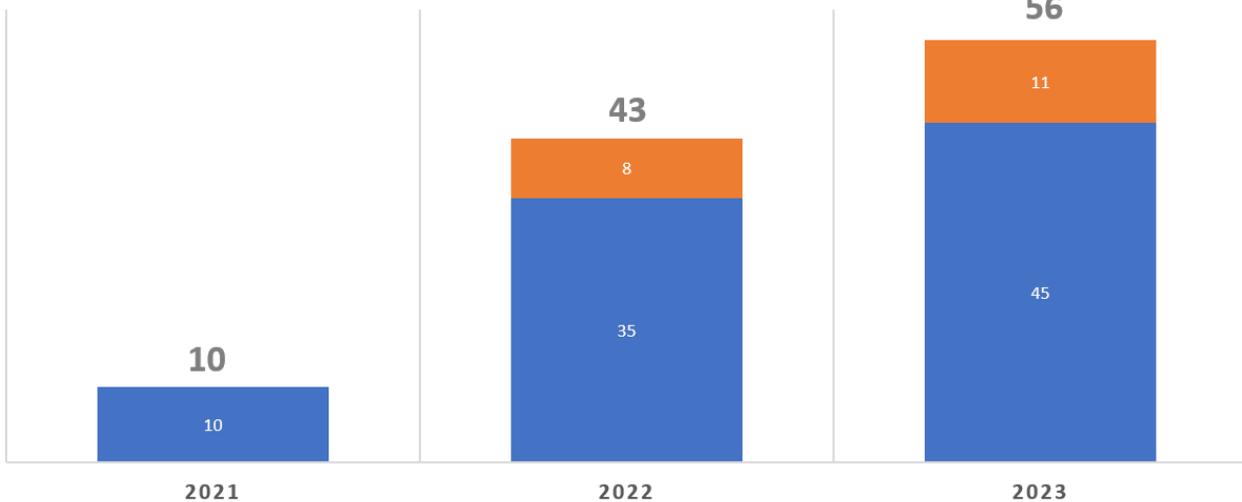


# 56

In 2023, Elevate to Even+ placed students into **56 internships**. Since our start in 2021, we have made 109 placements, each one leveling the playing field for a student from a disadvantaged background, helping them get to even and beyond.

### INTERN PLACEMENTS

■ Funded by Elevate to Even Plus   ■ Funded by Host Partner



We are incredibly grateful to all of our host partners who **created meaningful work experiences** for our 2023 cohort of interns. Forty-four different organizations, based in 10 states, hosted interns in 2023. Elevate to Even+ provided grants to 36 nonprofit host organizations, which were used to fund interns' wages. Additionally, 8 corporate hosts self-funded their interns' wages.

# 44

# \$17.50

We believe that the social capital offered through an internship should be matched with a living wage, particularly for young people who cannot afford to work in an unpaid internship. All interns funded by Elevate to Even+ earned \$17.50 per hour during their summer internships and several hosts that self-funded their interns' wages paid higher hourly rates.

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**Rockenson Charles**, a student attending Albertus Magnus College in New Haven, CT, interned with the New London Maritime Society over the summer of 2023. After returning to his studies, Rock was invited to join the organization's board of trustees. From intern to board member within one year!



# \$1.5m

*Research from NACE, the National Association of Colleges and Employers, suggests that **an internship can add at least \$1,500,000 to the lifetime earnings** of someone from a marginalized community. By providing access to formative, paid summer work experiences, Elevate to Even+ is helping to close this earnings gap.*

# 100%

All hosts are required to provide a mentor to their interns for the summer. This means **all interns receive coaching and guidance** to support their growth and development.

The vast majority of the contributions we receive go **straight into our programming;**

# 94%

94 percent of it, to be exact. In 2023, Elevate to Even+ funded \$166,124 in intern pay. We also supported three networking events, three headshot photoshoots, and swag bags for all interns. Carolyn Parelli, our sole employee, is wholly focused on our programming activities. Including program and operating expenses, \$212,355 was spent in 2023.



**Our internship program offers more than a great summer job.** In addition to the networking events and headshots, each intern receives job readiness training, expectation setting conversation guides to use with their

mentors, and personal branding advice. We also offer a Role Model Speaker Series, giving our interns access to accomplished individuals from backgrounds similar to their own who share their life and career journeys, providing additional inspiration and motivation.



# 135

We raised a total of \$186,043 from **135 contributors and organizations** to support our 2023 programs, nearly doubling the number of supporters from the prior year. Included in this total was \$8,250 in program administration fees received from for-profit companies that hosted our interns. Several donors gave repeatedly with some donating monthly. Donations and grants ranged from \$10 to over \$25,000, with an average gift of \$988.

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**Leslie Ann Melendez's** internship changed her life. During the summer of 2022, she interned with New London Landmarks, recording the oral histories of local residents. Learning of her passion for film, Leslie's mentor Laura Natusch suggested she create a movie out of the videos she had made. The strength of that documentary was credited by Emerson College as a significant reason why, in 2023, **they admitted her on a full-ride scholarship.**



Elevate to Even+ partners with a network of high schools, universities, and academic success programs to source applicants for its internship opportunities. In 2023, we worked with 18 such organizations in California, Colorado, Connecticut, New Jersey, New York, and Ohio to identify **underserved students who have demonstrated achievement or potential** in some aspect of their lives. Talent partners share our job descriptions for the available positions with their students. In turn, applicants apply through our website.

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**Sacha Bleck** had been working part-time in retail while attending Cleveland State University full-time. In 2022 she started an accounting internship through Elevate to Even+ with the nonprofit Towards Employment. In 2023 she exchanged her part-time retail job for a **full-time role in her chosen career**—with Towards Employment!

97%

At the end of each summer, we survey our interns about their experience. Over 97 percent indicated their internship met or exceeded their expectations. Further, 95 percent told us their internship made them feel **better prepared for future work opportunities**, and 93 percent confirmed they learned new skills during the internship.



Here's what interns also said:

“I couldn't have asked for a better experience. I'm so grateful that I was able to do this. I hope to return next year!” – J.F.

“I absolutely loved this experience through my host and Elevate to Even+. Everyone I worked with was so amazing, and it was genuinely the best work experience I've ever had.” – J.M.

“It was the best experience I could have possibly gotten and one of the best things that I have ever been involved with. The culture, connections, mentor, relationships, and learning experience was amazing and I would do it all again.” – F.V.

# 99%

Interns weren't the only happy stakeholders in 2023. Their mentors gave the Elevate to Even+ program high

marks, too. In fact, they awarded us with a 99 percent net promoter score, virtually all of them indicating they would recommend us to others and **would enthusiastically work with us again**. Over 90 percent reported having a good to excellent experience working with their intern.

Additionally, mentors told us:

“She was a joy to work with. She was professional and willing to learn different skills and tasks throughout the summer.” – N.F-R.



“Our intern did an amazing job throughout the course of the internship.” – B.W.

“We are very grateful to have had the chance to work with our intern this summer! Thank you for all you did to make this program a reality.” -C.B.

“I think your program is great because it can teach office skills to interns who may have had little to no experience working in an office setting.” – J.G.

“She is incredible and our director already asked her to come work with us after she graduates.” – C.W.

# 2023 Donors

We are grateful for the tremendous financial support Elevate to Even+ received from the following donors. We literally could not have achieved all we did without them.

## Velocity Donors

Robert Horsley & Laura Hamilton

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

The Amato Family Fund  
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## Elevate Donors (\$1,000 - \$2,499)

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Philip & Martha White

Continued...

## Champion Donors

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| Doug Gallardo         | Cynthia Nunez               | Jie Zhang                  |
| Fidel Garcia          | Carolyn Parelli             | Sue Zwick                  |

# Nonprofit Internship Hosts

Each of the below organizations proved to be fantastic partners in support of the Elevate to Even+ interns in 2023, hosting one or more students. We are so grateful to be working with all of them.

| Host                                  | State | Interns | Host                                   | State | Interns |
|---------------------------------------|-------|---------|--|-------|---------|
| Aires*                                | PA    | 1       | MEND                                   | NJ    | 1       |
| All The Way Up Adult Education Center | NJ    | 1       | Mighty Writers                         | NJ    | 1       |
| Braven                                | NJ    | 1       | Montclair History Center               | NJ    | 1       |
| Bridge the Gap                        | CA    | 1       | Mystic Seaport                         | CT    | 2       |
| Cartus Corporation*                   | CT    | 3       | New London Community Meal Center       | CT    | 2       |
| Charity Navigator                     | NJ    | 2       | New London Homeless Hospitality Center | CT    | 2       |
| College Now Greater Cleveland         | OH    | 1       | New London Landmarks                   | Ct    | 1       |
| Destination Cleveland                 | OH    | 2       | New London Maritime Society            | CT    | 1       |
| Discovery Orchestra                   | NJ    | 1       | Pico Youth                             | CA    | 1       |
| Dress For Succes                      | NJ    | 1       | Plus Relocation*                       | MN    | 1       |
| Eleven+                               | NJ    | 1       | Project Oceanology                     | CT    | 1       |
| Equus Software*                       | TX    | 1       | Promly                                 | NJ    | 2       |
| Family Promise                        | NJ    | 1       | Reeves- Reed Arboretum                 | NJ    | 1       |
| GlassRoots                            | NJ    | 1       | SAGE Eldercare                         | NJ    | 1       |
| Go Destination*                       | IN    | 2       | St. George’s Episcopal Church          | NJ    | 1       |
| GRACE                                 | NJ    | 1       | Summit Housing Authority               | NJ    | 1       |
| Graebel Companies*                    | CO    | 1       | Summit YMCA                            | NJ    | 1       |
| HFLA                                  | OH    | 1       | The Ripple Center                      | NJ    | 1       |
| Homeless Solutions                    | NJ    | 2       | U.S. Bank*                             | MO    | 1       |
| HTTV, Inc                             | NJ    | 2       | Vivid Stage                            | NJ    | 1       |
| Hunterdon Art Museum                  | NJ    | 1       | Weichert Workforce Mobility*           | NJ    | 1       |
| Lyman Allyn Art Museum                | CT    | 2       | Yendor Theatre Co                      | NJ    | 1       |

\* These corporate hosts self-funded the interns’ wages and participated in Upward Mobility, the diversity internship program for the employee relocation industry, operated by Elevate to Even+.



## Talent Sourcing Partners

We also thank our 2023 network of institutions through which we source interns:

| Institution                   | Location          | Type                     |
|-------------------------------|-------------------|--------------------------|
| Academy 365                   | East Orange, NJ   | Academic Success Program |
| Braven                        | Newark, NJ        | Academic Success Program |
| Bridge The Gap                | Sausalito, CA     | Academic Success Program |
| Cleveland State University    | Cleveland, OH     | University               |
| Destination College           | Summit, NJ        | Academic Success Program |
| Drew University               | Madison, NJ       | University               |
| Higher Edge                   | New London, CT    | Academic Success Program |
| KIPP New Jersey               | Newark, NJ        | Charter School Network   |
| KIPP Northern California      | Oakland, CA       | Charter School Network   |
| KIPP Southern California      | Los Angeles, CA   | Charter School Network   |
| Montclair State University    | Montclair, NJ     | University               |
| Orchid Foundation             | New York City, NY | Academic Success Program |
| Pico Youth & Family           | Santa Monica, CA  | Academic Success Program |
| St Elizabeth University       | Morristown, NJ    | University               |
| St Peter's University         | Jersey City, NJ   | University               |
| The PEP Program               | Summit, NJ        | Academic Success Program |
| Uncommon Schools              | Newark, NJ        | Charter School Network   |
| University of Colorado Denver | Denver, CO        | University               |

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

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*We keep going with your help.*



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