THE FUTURE
of wonderful people
Am I
Spark is a youth empowerment organization that inspires middle school youth with real-world opportunities. Through one-on-one, hands-on apprenticeships, Spark helps students become confident, motivated and more engaged in school. As students explore the opportunities and challenges of a work environment alongside a positive adult role-model, they discover the relevance of school and are motivated to set positive goals for themselves.

Spark was founded in 2004 by Chris Balme and Melia Dicker. Balme and Dicker envisioned a program that would enable students to become active participants in the learning process, be able to pursue a personal interest, and see the relevance of their education. They believe every community has tremendous untapped resources in the form of local adults who are willing to share their skills with interested students. Spark is the product of this vision and aspires to strengthen the community in two ways: by helping youth become motivated learners and connected community members, and by encouraging adults to nurture the next generation through mentoring and volunteerism.
Dear Friends,

Together, we’ve done something amazing this past year. With the support of teachers, parents, volunteers, and our terrific staff and Board, we’ve taken our impact to an entirely new level. Spark entered 2008 having successfully matched students with 60 apprenticeships in Redwood City. By year’s end, we more than doubled that capacity, launched our San Francisco pilot programs, and won the Draper Richards Fellowship — one of the top awards for non-profits in the country. We’ve also begun preparations to bring Spark’s middle school apprenticeship model to new cities.

This amazing growth has shown me that Spark has the ability to build high-impact programs in thousands of communities across the nation. Our programs that have the unique ability to engage students like Jorge, who helped sick animals through a veterinary medicine apprenticeship, and connect them to Apprentice Teachers like Gigi, who has shared her culinary arts passion with several students. By connecting young people with dreams to adults with knowledge and experience, Spark helps our future leaders become passionate, self-motivated, and lifelong learners.

Looking ahead, we are optimistic and excited about the potential to create impact on a broader level. Spark’s programs demonstrate that apprenticeships can create incredible opportunities and educational relevance for youth by turning community workplaces into effective, hands-on learning spaces. After four years of developing and refining this model, we hope to share it widely in the coming years. Interest has poured in from across the United States, and Spark’s new consulting initiative will help schools and non-profits adapt Spark’s apprenticeship model to engage youth in their individual communities.

Together, we can inspire in thousands of youth a life-long passion for learning and a new appreciation for what they are capable of, and recruit thousands of adults to guide them. I look forward to working with you in this endeavor, and thank you for your support of Spark.

Warmly,

Chris Balme
Executive Director
“Working with children and cooking is something I have always wanted to do, but didn’t know if it was really my niche. Through Spark, not only did I get the chance to help Pilar (my apprentice) realize her dream of becoming a pastry chef, but I also got to realize my own! Making everything from basic Buttercreams to chocolate cakes was a blast and completely worth every second.”

Rachel Richanbach, Manager/Exec. Pastry Chef at Sibby's Cupcakes, speaks about working with her student apprentice Pilar in Fall 2008.

Program

Spark inspires youth to become self-motivated learners by giving them the opportunity to explore their “dream job” with a trained Apprentice Teacher in the community. As students work closely with a positive adult role model and explore the opportunities and challenges of a work environment, they gain a critical appreciation for the relevance of school and are motivated to set ambitious goals for themselves. The apprenticeship experience is fully integrated with a workshop-based leadership curriculum, which emphasizes the connection between apprenticeships and school and promotes team-building, self-awareness, and knowledge of the community, all critical skills for ensuring success in school and in life. To complement the career workshops, students participate in interactive tours of local companies and nonprofits like Google and TechShop, learning how these organizations operate and the steps they can take to pursue a career in that industry. Finally, students get to know their community better by taking part in “Community Quests,” where they become more familiar with local resources through interviews with local businesses and community members.

While working with Rachel at Sibby's Cupcakes Pilar learned the art of cake design. After spending a semester learning the many skills required to be a successful pastry chef, to the delight of everyone in attendance, Pilar baked special Spark-themed cupcakes for Spark's Discovery Night Graduation! Pilar's apprenticeship with Rachel taught her that in order to be a good baker, she would need a strong command of chemistry and math. Although these subjects had never been Pilar’s favorites, she was motivated to do well in those classes in order to one day own her own bakery. Pilar's experience exemplifies the Spark experience: giving a young student the opportunity to explore a career they feel passionate about, and making that experience relevant to their school education.

Spark has demonstrated great success in helping youth re-engage with school, experience increased self-confidence and motivation, and develop an ability to set positive goals and advocate for themselves. Research shows that these outcomes directly contribute to success in high school. Testament to the power of the positive role model relationships, many students remain in close touch with their Apprentice Teachers after their formal apprenticeship ends, often leading to volunteer-- and even paid--work opportunities.

Spark has grown rapidly to accommodate the demand and need in Redwood City and San Francisco. Enrollment grew by approximately 54% in 2008, and Spark now operates four program sites in Redwood City as well as two in San Francisco, which will serve an estimated 225 youth in 2009. Building on our proven approach toward youth development, Spark is now launching a knowledge-transfer consulting practice to share its apprenticeship model with interested organizations throughout the United States. This work has been supported by multi-year grants from the Peery Foundation and the Draper Richards Foundation. Spark expects to impact an estimated additional 120 youth through these programs in 2009. In sum, Spark will serve 375 youth in 2009 while building the capacity to nearly double that enrollment in 2010.
**Apprenticeships:** Each student has the opportunity to pursue a personal interest at a real workplace with a volunteer Apprentice Teacher. Students have apprenticed in fields such as interior design, culinary arts and mechanical engineering, among many others, and have worked on projects ranging from designing a catapult to directing a movie. As students work closely with a positive adult role model they gain a critical appreciation for the relevance of school and are motivated to set ambitious goals for themselves.

**Leadership Training:** Spark’s leadership curriculum serves as an important supplement to the apprenticeship experience. Taught by program staff in small cohorts of 8-12, these sessions connect the dots between lessons learned in apprenticeships and students’ classes in school, underscoring for students that education is a vehicle for achieving their dreams. This component of the program also provides students with the opportunity to discover their interests and talents through personality assessments and team-building activities. Finally, “Community Quest” scavenger hunts and interactive tours of local companies like Google and TechShop encourage students to explore the resources in their community and uncover new possibilities for their future.
The San Mateo County Fire Department worked with two Spark students, Sandra and Caesar.

Sandra and fellow Spark students work on their life maps in Spark's after-school program.

A group of Spark students go on a field trip to the Tech Museum to see an IMAX film.

Students participate in an interactive metal welding workshop at the Tech Shop.

The San Mateo County Fire Department worked with two Spark students, Sandra and Caesar.
Increasing Awareness

Spark on the Web

Sponsor An Apprenticeship

Thanks to a generous grant from the Peery Foundation, Spark recently launched a one-of-a-kind Student Sponsorship platform, based on the kiva.org model. Visitors who click “Sponsor An Apprenticeship” are provided with details of individual apprenticeships and can choose to sponsor part or all of a student’s apprenticeship. Student sponsors receive real-time updates on students’ progress and have the opportunity to be personally connected to the student’s life-changing experience.

Visit www.sparkprogram.org, and click “Sponsor An Apprenticeship” to see student apprenticeships.

Find Spark in other places on the web:

- Join our Cause on Facebook by visiting http://causes.com/spark.
- Rate Spark on nonprofit rating site Great Nonprofits.org.
- Watch videos and interviews with Spark staff on our Spark YouTube page at www.youtube.com/user/SparkProgram.
- Join the “Spark Program” Group on LinkedIn.
Sugar Rush 2008

At Sugar Rush, local pastry chefs, chocolatiers, and patissiers offer dessert tastings to Spark's supporters and their guests. The money raised supports Spark's scholarship fund for students.

Spark's 2nd Annual Sugar Rush Fundraiser was a resounding success! Spark raised more than twice what was raised in 2007, and saw the return of some of the best pastry chefs in San Francisco. We also had several new exciting additions. The following restaurant participated, generously offering sweet treats to Spark supporters:

- A16
- Boulevard
- Coco-luxe Confections
- Conduit
- Cowgirl Creamery
- Delfina
- Fork & Spoon
- Kara's Cupcakes
- Michael Mina
- Michael Misher Chocolates
- Michael Recchiuti Chocolates
- Range
- SPQR
- XOX Truffles

Sugar Rush Sponsors

Aidan Collins & Dawn Rugerolli Collins
Burnham Brown Law Firm
Spark’s Consulting Initiative

In response to overwhelming demand from organizations across the United States, Spark is now launching a knowledge-transfer consulting practice. This model will enable Spark to share its apprenticeship model with school districts and other not-for-profit organizations nationwide in a cost-effective, sustainable way. Spark staff will act as “practitioner-consultants,” directly operating Bay Area programs for the majority of the year and spending a portion of their time training other organizations.

Spark recently hired a full-time Director of Consulting to oversee this exciting initiative, and we are excited about the limitless possibilities for positive social change that this growth model will provide.

Spark’s San Francisco Programs

Spark completed the first San Francisco pilot program in Fall 2008. Partnering with the SF Beacon Initiative, Western Addition Beacon Center and Richmond Village Beacon Center we worked with students at Presidio Middle School and in the Western Addition. Apprenticeships included: pastry chef, actor, lawyer, film-maker, and photographer.
Spark received one of the top awards for non-profits, the Draper Richards Fellowship, in September 2008. The foundation selects four to six organizations annually - from a global pool of hundreds - that they see as having unique potential to affect wide-reaching social change. This award will provide Spark with funding over three years and access to Draper Richards’ esteemed network of non-profit leaders, funders, and business leaders.

This award recognizes Spark’s unique apprenticeship programs, demonstrated success in the San Francisco Bay Area, and potential to create broad social change on a national level. Spark’s staff and Board of Directors are humbled by the caliber of their peers in the Draper Richards Fellows community and are inspired by the opportunity to continue to scale Spark’s impact on youth in the Bay Area and beyond.

Executive Director Chris Balme Receives the Jefferson Award

In acknowledgement of Spark’s increasing impact in the Bay Area, Executive Director Chris Balme received the regional Jefferson Award for Public Service in June 2008, in recognition of Spark’s impact on Bay Area youth.

The Jefferson Award was established in 1972 by the American Institute for Public service to serve as a Nobel Prize for outstanding public and community service.

Image from article “Sparking a Passion for Learning” by Shelah Moody, published in the San Francisco Chronicle on June 1, 2008.
Student Demographics

**Ethnic Background**
- 65% Hispanic
- 30% Caucasian
- 3% African American
- 2% Asian

**Income Level**
- 57% Below Poverty
- 28% Low-income
- 9% Middle-income
- 6% Upper-middle income
Spark volunteers are generous community members who share their skills and professional workplace with an interested young person. This connection fosters an engaging and frequently life-changing experience for both parties.

Our success and our ability to fulfill our mission depends upon the continued generosity and participation of our fellow community members. Professionals in the community generously donate their time, expertise and enthusiasm to provide students with transformative experiences; neighborhood schools provide us with much-needed space and encourage student participation in the program; and Spark parents act as chauffeurs and cheerleaders.

In 2008, Spark had the pleasure of working with over 250 Apprentice Teachers, workshop leaders, field trip hosts, event planners, and administrative volunteers. We expect to see that number almost double as the program expands in the upcoming year.

Spark volunteers are integral to the work we do. We are deeply thankful for their commitment to the program.

Local Volunteer Involvement

<table>
<thead>
<tr>
<th>Year</th>
<th>Administrative &amp; Event Volunteers</th>
<th>Workshop &amp; Field Trip Volunteers</th>
<th>Apprenticeship Mentors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>10</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>2007</td>
<td>20</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>2008</td>
<td>30</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>2009</td>
<td>50</td>
<td>50</td>
<td>50</td>
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</tbody>
</table>
Financial Statement

Ordinary Income/Expense

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foundation support</td>
<td>$423,944</td>
<td>$142,386</td>
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<tr>
<td>Individual support</td>
<td>$121,229</td>
<td>$38,005</td>
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<tr>
<td>Corporate support</td>
<td>$57,221</td>
<td>$24,300</td>
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<tr>
<td>Tuition revenue</td>
<td>$9,220</td>
<td>$11,221</td>
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<tr>
<td>Interest revenue</td>
<td>$5,372</td>
<td>$2,539</td>
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<tr>
<td>Government support</td>
<td>$150</td>
<td>$1,232</td>
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<tr>
<td>Other earned revenue</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td>$617,136</td>
<td>$219,683</td>
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</table>

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expense</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel</td>
<td>$369,990</td>
<td>$132,305</td>
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<tr>
<td>Occupancy</td>
<td>$77,622</td>
<td>$25,143</td>
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<tr>
<td>Program</td>
<td>$30,962</td>
<td>$18,045</td>
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<tr>
<td>Professional fees</td>
<td>$27,072</td>
<td>$14,893</td>
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<tr>
<td>Fundraising</td>
<td>$10,782</td>
<td>$3,349</td>
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<tr>
<td>Marketing &amp; Outreach</td>
<td>$6,823</td>
<td>$1,274</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>$523,252</td>
<td>$195,010</td>
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</table>

**TOTAL NET ORDINARY EXPENSES** | $93,885 | $24,673

Other Income/Expense

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-kind income</td>
<td>$47,196</td>
<td>$19,353</td>
</tr>
<tr>
<td>In-kind expenses</td>
<td>$47,196</td>
<td>$19,353</td>
</tr>
<tr>
<td>Net other income</td>
<td>$0</td>
<td>$0</td>
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</tbody>
</table>

**NET INCOME**              | $93,885  | $24,673  |

* Net Income is carried over to the next year’s programs, and refers largely to funds raised at the end of 2008 for 2009 programs.
Income

- 68.7% Foundation
- 19.64% Individual
- 17.3% Corporate
- 1.5% Tuition
- .87% Interest

Expense

- 70.71% Personnel
- 14.83% Occupancy
- 5.17% Professional fees
- 5.917% Program Supplies
- 2.06% Fundraising
- 1.3% Marketing & Outreach
A special thank you to...

**Leader's Circle: $5,000+**
- Ruth Collins
- Fella Cederbaum
- Roy Hunt
- Fella Cederbaum
- Roy Hunt

**Dreamer’s Circle: $1,000 to $4,999**
- Stephanie Anderson
- Randi Fisher
- Kate Kelly
- Joe Martin
- Costa & Julie Sevastopoulos
- Vivek Shah
- Sally Stewart
- Paula Uccelli
- Tacy Witter & Jeff Mayer

**Advocate: $500 to $999**
- Karen Arrigo-Hill
- Amando Balbuena
- Bank of America
- Wayne Bunker
- Carmen & Alcario Castellano
- Aidan Collins
- Gayle Gaggero Gayle
- Elizabeth Gamble
- Erna Knutsen
- Eide Langley
- Alisa MacAvoy
- Rodney Prezeau
- Robert Wineland
- Trinidad Madrigal-Yankowski & Tom Yankowski

**Sponsor: $100 to $499**
- Doug Adams
- Alicia Aguirre
- Sam Allen
- Joanna Balme
- Babcock and Brown
- Emily Bentley
- China Brotsky
- Burnham & Brown
- Sheila Cepero
- Karen Clancy
- Kathryn Cross
- Sameer Dandage
- Desmond De
- Maria Diaz-Slocum
- Patrick Giamanco
- James Goodman
- Jean Holbrook
- Adam Klaus
- Jacob Kraft
- Carol Lashman
- Fong Liu
- A’laina Lyons

**Friend: $1 to $99**
- Melena apprenticed with actress Jenny Ward of Playward.
- Jeff Marshall
- Andrew W. DeFrancis
- Sophia Li
- Patricia McGraw
- Carolyn Moore
- Liz Olson
- Bill Parsons
- Wade Pellizzer
- Sally Piehl
- Monique Renta
- Stephanie Russell
- Jonathan Scharfman
- Nello Sevastopoulos
- Jo-Anne Sockolov
- Pat Gemma
- Lucy Ghelfi
- James Goldberg
- Lashonda Griffin
- Katie Griffin
- Ben & Lela Gutierrez
- Milo Hanke
- Ted Hannig
- Tim Harwood
- Eric Hausner
- Jim Heerwagen
- Toni Heineman
- Mary Hofstedt
- Sharon Hofstedt
- Naomi Hunter
- Kathleen Hurney
- Nori Jabba
- Linda Jiminez
- Neil Joglekar
- Sheila Joglekar
- Kim Jones
- Kat Kern
- Bryan Ketroses
- Julie & Conner Kidd
- Barbara Kimport
- Brenda Kittredge
- Jill Kronick
- Jared Lautman
- Angela Lee
- Jeffrey Lee
- Linda Lenore
- Rachel Levine
- Marina Pol Longo
- Catherine Marquardt
- Joyanne McClamroch
- Danielle Merida
- Heather Murtagh
- Kisen Nathu
- Rachel Norton
- Amanda Oudin
- Elaine Park
- Nadia Pelegouzva
- Sherrill Peterson
- Susie Peyton
- Tony Pham
- Megan Prentiss
- Lisa Racki
- Joanna Samuels
- Lara Sassen
- Natalie Seid
- Bruce Shelton
- Brian Shire
- Paul Silberschatz
- Andrew Singleterry
- Joan Smith
- Denise Soga
- Wendy Sokol
- Don Stannard Friel
- Linda Stevenin
- Jacqueline Stewart
- Rebecca Tabb
- Leah Uberseder
- Caroline Venza
- Marie Violet
- Simon Vivian
- Don Vo
- Gail Wade
- Laura Walters
- Rebecca Wightman
- Janet Yang
- Rick Yang
- Janice Zevallos-Delaisla
## Spark’s Corporate & Foundation Donors

### $100,000+
- Draper Richards Foundation
- S.H. Cowell Foundation

### $50,000-$99,000
- Peery Foundation

### $25,000-$49,999
- Franklin & Catherine Johnson Foundation
- Silicon Valley Community Foundation
- GGS Foundation

### $10,000-$25,000
- Atkinson Foundation
- Bothin Foundation
- Crescent Porter Hale Foundation
- Dean Witter Foundation
- Dale & Helen Mersereau Fund
- John & Marcia Goldman Foundation
- Kimball Foundation
- May & Stanley Smith Charitable Trust
- Miranda Lux Foundation
- Morris Stulsaft Foundation
- Lisa & Douglas Goldman Foundation

### $5,000-$9,999
- Applied Materials
- Charter Oak Foundation
- Genentech
- Raymond & Joanne Lin Foundation
- Ruth M. Collins Fund
- SanDisk Corporate Fund
- Westly Foundation

### $1,000-$4,999
- All Stars Helping Kids - Helping Hand Fund
- Autodesk, Inc.
- C.M. Capital Foundation
- Enterprise Rent-a-Car Foundation
- Gap Foundation, Gap Giving Program
- Microsoft Matching Gifts Program
- Morrison & Foerster Foundation
- Pacific Gas and Electric Company
- Spansion Employee Giving Program

### Up to $999
- Bay & Paul Foundations
- Gregory Family Fund
- PS Print

### In-Kind Donations
- Acme Bread
- Alex Sotelo
- Andalu
- Armstrong Papers
- Asian Art Museum
- Banana Republic
- Beach House Inn
- Best Buy
- Bi-Rite Creamery
- Bi-Rite Market
- Blue Chair Jams
- Boulevard
- Burke Williams Spa
- Chef’s Warehouse

### Claire Squares
- Coco-Luxe Confections
- Conduit
- Cornell Hotel de France
- Cowgirl Creamery
- Crate & Barrel
- De La Paz Coffee
- Delfina
- Dog Eared Books
- Dosa
- Eye Brows to Die For
- Farina
- Fork & Spoon
- Furry Tales
- Ganache for Lips
- Gourmet Walks, SF Gourmet Chocolate Tour
- Kara’s Cupcakes
- Kat Kern
- Kika’s Treats
- Kimpton Hotels
- Luna Park
- Michael Mina
- Michael Mischer Chocolates
- Michael Recchiuti Chocolates
- Mighty Leaf Tea
- One Market
- Poco Dolce Chocolate
- Polished Lounge
- Range
- Safeway
- Salesforce Foundation
- SF 49ers
- SF Giants
- SF MOMA
- Southwest Airlines
- SPQR
- Sunset Scavenger
- TCHO
- Terra Mia Pottery
- The Gap
- Wear Gianna
- XOX Truffles
- Yoga Tree

Taylore Williams did an apprenticeship in car customization with Steve Schmalz at Performance Fabrication.
Brothers Jason and Jessie worked with Alan Griffin and crew at DPR Construction.

Spark's Volunteers

Max Allbee
Jeremy Ambrose
John Anagnostou
Lynne Angeloro
Drew Annis
Jeff Bahrami
Ian Bain
Bharti Balu
Virginia Balsama
Elisha Basseri
Nathalie Baudoin
Rosanne Bautista
Richard Becker
John Bentley
Sam Bertken
Erin Bird
Nat Brooks
Russell Brunson
Moish Brennan
Pat Boyd
Semaan Charbel
Carol Chao
Annette Coleman
Kris Conner
Bill Corbett
Jodie Corwin
Peter Daniel
Bill Davidson
Brandi Davis
Pam Decharo
Daniella DeGrassi
Stephen Dellinger
Amber Divina
Koa Duncan
Dan Dyer
Cynthia Easton
Lex Ebbink
Danielle Fairbairn
Geoffrey Faraghan
Rebecca Fisher
Richard Fell
Judy Fierstein
Gary Fishrom
Gayle “Gigi” Gaggero
Gabe Garcia
John Gary
Kelly George
Rooz Gorgin
Jackie Gouldson
Cindy Grant
Terry Grant
Kathy Grazioli
Alan Griffin
Elin Gunnarsson
Terese Halton
Joy Hassan
Carolyn Hauck
Ana Hays
John Healy
Jackie Hendries
Hiep Ho
Ashley Hortoch
Michelle Hughes
Rahman Jamaal
Annie Jenkins
Brad Johnson
Nadine Johnson
Roshni Kasad
Alissa Kaplan
Paymaneh "Bibi”Khalili
Julian Kitzmiller
David Kim
Ralph Kirberg
Majkin Klare
Dr. Bill Kline
Lynn Kujala
Sophie Larrea
Angelina Lazzara
Wendy Lee
Linda Lenore
Luis Leyva
Chad Lifman
Kara Lind
Mike Lohse
Lisette Lugo
Kathy MacDonald
Luis Madrigal
Guy Magallanes
Kiem Mai
Dominique Marais
Joe Martin
Edwin Martinez
Pamela Maxwell
Beverly May
Juan JJ Mayora
Mirissa McMurray
Paula McNally
Brian McNeal
Christina McNeill
Doris Mei
Connie Mendoza
Michael Mischer
Paul Monegas
Claire Moore
Lev Morozoff
Lynne Murphy
Monica Murphy
Stanley Ng
Laura Noss
Erin O'Briant
Joe O’Gorman
Charlie Olea
Rene Orosa
Nick Patrick
Amy Pearce
Marc Pearl
Reid Peterson
Debra Pierce
Tyler Pool
Michelle Polizine
Jamaal Rahman
Andy Raymundo
Gordon Reade
Mario Rendon
Michael & Jackie Recchisui
Becker Richard
Rachel Richenbach
Lisa Rockwell
Stacia Rodenbusch
Beatriz Rodriguez
Jose Rodriguez
Mark Rogers
Tomiko Roman
Megan Rosenhart
Alicia Ross
Eileen Ross
Tom Rossi
Megan Rosenthal
Miriam Sachs Martin
Armando Sarabia
Greg Savidge
Steve Schmalz
Michelle Schmidt
Zeke Schmidt
David Shesgreen
Grant Shellen
Bruce Shelton
Paul Shields
Zach Shipinzer
Paul Silberschatz
Adam Simpson
Court Skinner
Lex Sloan
Sam Slater
Joan Smith
Malcolm Smith
Ruby Slower-Kenon
Michelle Solomon
Laura K. Song
Maggie Souza
Rom Srinivasan
Kathleen Stahler
Doug Stillinger
Jess Sullivan
Steve Sutter
Ruthie Swanson
Dr. Bill St. Laurent
Rebecca Tabb
Celia Tanaka
Mike Taylor
Dr. Monica Thompson
Steph Thurman
Aaron Tinker
Lawrence Tran
Kristy Troup
Paul Tsang
Lisa & Dyna Tsang
Justin Velasquez
Jenna Wallace
Jenny Ward
Maria Watts
Morgan Weiss
Dane Whitaker
Jamie Williams
Paula Williams
Rebecca Wills
Jessica Wilson
Lindell Wilson
Tina Wilton
Erica Wyman
Erica Wynn
Kate Zelenova
Maddy Zinn
Board of Directors & Spark Staff

Board Members

Chris Balme: Co-Founder & Executive Director.

Dana Bennis, Board Secretary: Education Program Associate, Bay & Paul Foundations. Advisor, Calhoun School.

Anne Marie Burgoyne: Portfolio Director, Draper Richards Foundation.

Melia Dicker: Spark Co-Founder; Writer, Reschoolyourself.com.

Nir Margalit: General Counsel, AdFam.

John McKee, Board Chairman: Dean of Development & College Relations, University of California - Berkeley.


William Schawbel: CEO, Schawbel Corporation.

Advisory Board Members

San Francisco Advisory Board
Karen Arrigo-Hill: Online Marketing Manager, Bank of America.
Aditi Goel: Research Associate, Regional Education Laboratory, WestEd.
Timothy Harwood: Partner, Impact Recruiting.
Vivek Shah: Laminar Direct Capital (Member of D.E. Shaw Group).
Tom Yankowski: President & Vocational Consultant, Center for Career Evaluations.

Peninsula Advisory Board
Stephanie Anderson, Community Member.
Karen Clancy: Member, Belmont-Redwood Shores School Board.
Robert Wineland: Associate Director of Development, American Red Cross – Palo Alto.

Leadership Council
Roy Hunt: Vice President of Stores, Operations and Marketing, Gap, Inc.

Vision Council
Ranjan Parthasarathy: Manager, Sun Microsystems.
Dr. Sarah Stewart: Member and past President, Sequoia Union High School District Board. Co-Founder, EdSource. Past President of California School Boards Association.

Spark Staff

Christopher Balme
Executive Director and Co-Founder

Gail Fisher, J.D., M.S.W
Associate Director, Interim Program Director

Julie McGuire
Development Director

Jon Spack
Director of Consulting

Abraham Abullarade
Program Coordinator

Jen Bloomer
Program Manager

Von Diaz
Development Manager

Katie Griffin
Grants Manager

Joyce Kinney
Office Manager

Katie Krummeck
Program Development and Evaluation Manager

Lupita Rodriguez
Program Coordinator

Jose Vadi
Program Coordinator

Nathalie Wade
Community Outreach Manager

Maria Watts
Program Assistant