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Dear Spark Friends and Supporters,

Throughout the pages of this annual report, you will find highlights of a momentous occasion for Spark - our tenth year. At a decade old, we look back with sincere appreciation and pride at the community we have built along the way. While we are looking back with fond remembrance, we are also looking ahead with a bold vision for what’s to come as we deepen our impact and increase the number of students we serve every year.

This report profiles stories from the heart of Spark - an educator from Chicago, a mentor from San Francisco, a corporate partner in Philadelphia and a student in Los Angeles. It is through individuals like this, our mentors, students, teachers and partners, that Spark’s impact is shown and felt. You will also find an outline of Spark’s long-term impact goals to help students succeed in middle school and beyond.

Most of all, in the pages of this report, you will find sincere gratitude. We are incredibly appreciative of the support we have received to further our mission and impact the communities we serve.

Spark began 10 years ago in a classroom in Redwood City with 11 students. The entrepreneurial spirit and vision of Spark’s founders Chris Balme and Melia Dicker ignited a movement for change in middle school education. This simple idea propelled Spark forward and has since carried the organization nationwide, expanding into three additional regions. Chris and Melia saw what, unfortunately, we continue to see all too often today. Students in the classroom, particularly lower-income students in under-resourced schools, struggle to make the connections between their education and their future.

With support from individuals, corporations, foundations and others, Spark is moving the needle for young people at a critical point in their lives by equipping them with mindsets and skills for success in high school and beyond. Since our humble beginnings all those years ago, Spark has served more than 4,000 students and has an eye to serve exponentially more in the years ahead.

As we look back over a great decade of growth, impact and change, we are energized by a promising future. On behalf of all of us here at Spark and the students we serve, thank you for making our work possible.

Jason Cascarino
Spark Chief Executive Officer

Dr. Adrian K. Haugabrook
Spark National Board Chair
Vice President, Wheelock College
Spark re-engages underserved seventh and eighth grade students, keeping them on track and ready for success in high school and beyond through workplace-based apprenticeships that uniquely combine mentoring, project-based learning, skill building and career exploration.

Spark’s program model is tailor-made for students in the middle grades.

- **Project-based learning apprenticeships** with engaging mentors in exciting workplaces
- **Rigorous curriculum and activities that develop success skills and growth mindsets**
- **Tools, coaching and support for a highly prepared transition into high school**

**Helping Students in Under-Resourced Communities**

Spark focuses on students from low-income, under-resourced communities who display early warning signs of disengagement which ultimately contribute to students dropping out.

- **NEARLY 90%** of Spark students are low-income
- **MORE THAN 80%** of Spark students self-identify as African American/Black or Hispanic/Latino
OUR REACH
Serving More Students Annually, Nationwide

Spark San Francisco Bay Area
- Students served at launch: 11
- Students served 2014-15: 260

“My life is different now because of Spark and that includes school... It makes me try harder.”
- Kalin, Spark SF Bay Area alumnus

Spark Los Angeles
- Students served at launch: 13
- Students served 2014-15: 225

“I have a better direction in life now. I feel like I got an early start.”
- Luz, Spark Los Angeles alumna

Spark Chicago
- Students served at launch: 65
- Students served 2014-15: 287

“This is the opportunity of a lifetime. I wouldn’t have been here changing the world without this opportunity.”
- Fernando, Spark Chicago alumnus

Spark Philadelphia
- Students served at launch: 67
- Students served 2014-15: 69

“I would like to thank my mentor for teaching me about being an interior designer and being myself.”
- Ahtavia, Spark Philadelphia alumna
**IMPACT: 2014 SCHOOL YEAR**

- **85%** of Spark students were on track in overall academic mindsets
- **91%** of Spark students met or exceeded workforce skills overall, according to their mentors
- **71%** of Spark students improved school performance
- **89%** of Spark students finished 8th grade on track
- **92%** of Spark students are graduating on time or are on track to graduate on time

“Having Gil as a mentor is important to me because he has gone through what I have gone through and given me advice. Gil taught me that it is important to get good grades and behave in class... I have courage and confidence and I’m not shy anymore.”

- **Isaih**, Spark student

“We’ve seen their grades improve, we’ve seen them become more outgoing, but the most important part for us is that we are providing our students with the opportunity to engage in learning experiences outside the confines of their own communities.”

- **Sean Holiday**, Former Principal, Camino Nuevo Charter Academy Burlington

*National impact statistics do not include data from Spark Philadelphia*
In 2004, Chris Balme had an idea. As a teacher in West Philadelphia, Chris saw a wealth of potential in his seventh grade students but observed an evident disconnect between what they were learning in the classroom and their understanding of how it applied in the real world. In an attempt to find a solution and to bridge the relevance and opportunity gaps, Spark’s apprenticeship program was born; a program where kids could learn first-hand the answer to the question of “Why are we learning this?” Chris, in collaboration with Spark co-founder Melia Dicker, paired the first 11 Spark students with mentors in Redwood City in 2005.

Since its establishment in 2004 and its first program launch in 2005, Spark has demonstrated a trend of progress and growth to reach more students, engage more mentors and partner with more schools and companies nationwide.

In just 10 years, Spark has grown and improved by tailoring the program to the needs of students and educators in the middle grades, as well as mentors. The institution of “Spark Skills” like teamwork, time management and goal setting helps students build capacities for success. The development of Spark Online provides on-demand resources and training to mentors and educators. Data-sharing partnerships with school districts mean we can accurately measure our short- and long-term impact.

This is only the beginning. While Spark expands its reach to record-setting numbers, the organization also imagines a time when mentoring and career exposure are part of the middle school experience for all students!
OUR MILESTONE
Celebrating 10 Years of Apprenticeships

Chris Balme and Melia Dicker establish Spark as a nonprofit organization in the Bay Area.

2004
- 1 school, 11 students
- Spark Bay Area launches in Redwood City.
- Spark receives its first foundation gift of $10,000 from the Peninsula Community Foundation.

2005
- 2 schools, 12 students (23 total students)
- Spark’s model shifts to school year based apprenticeships.

2006
- 6 schools, 111 students (213 total students)
- Generous support from the Draper Richards Kaplan Foundation enables Spark to expand programming to serve more than twice as many students in the Bay Area.

2007
- 4 schools, 79 students (102 total students)
- Spark hires its first full-time staff member.

2008
- 17 schools, 233 students (446 total students)
- Spark serves 200+ students in the Bay Area.

2009

“I like that [Spark] sends a message to our team… It’s part of who we are as a company.”
- Jake Stein, Spark mentor

“I want to thank my mentors for everything. It was life changing.”
- Jessica, Spark alumna

“This organization is one of the most well thought-out and well intentioned partnerships I’ve encountered as an educator.”
- Rickie Yudin, School principal

“This is one of the most enjoyable projects I’ve done in recent memory!”
- Bruce Brownstein, Spark mentor
16 schools, 201 students (647 total students)

Spark Los Angeles launches.

Spark Chicago receives pilot funding.

Spark’s fundraising exceeds $1 million.

20 schools, 603 students (1,672 total students)

Spark prepares to expand to the East Coast and hires an Executive Director.

27 schools, 1,250 students (4,590 projected total students)

Spark launches a digital platform, Spark Online.

Jason Cascarino joins Spark as CEO, and Co-Founder Chris Balme joins Spark’s National Board of Directors.

Spark Los Angeles hosts first city-wide Discovery Night, a student project showcase.

15 schools, 804 students (2,476 total students)

Spark Philadelphia launches.

Spark is awarded the 2012 Make It Better Philanthropy Award for “Most Inspiring Mission.”

20 schools, 864 students (3,340 total students)

Spark is featured on the TODAY Show and NBC Nightly News.

30 schools, 864 students (3,340 total students)

Spark prepares to expand to the East Coast and hires an Executive Director.

17 schools, 422 students (1,069 total students)

Spark Chicago launches.

Spark is featured on the TODAY Show and NBC Nightly News.

2014

15 schools, 804 students (2,476 total students)

Spark Philadelphia launches.

Spark is awarded the 2012 Make It Better Philanthropy Award for “Most Inspiring Mission.”

2015

27 schools, 1,250 students (4,590 projected total students)

Spark launches a digital platform, Spark Online.

Spark awarded largest grant to date to support the development of high school transition and ninth grade programming.

Spark exceeds $3.5 million in funds raised.

― Aleidys, Spark alumna

“My child has gone from a ‘whatever’ attitude to a stated goal of Stanford University, with a plan of how to get there.”
- Karen, mother of a Spark student

“I saw so many ‘sparked’ students! ...their mentors made such a difference.”
- Sue Riemann, educator

“It’s a great opportunity to find common ground between generations and share knowledge.”
- Dan Roiter, Spark mentor

“Spark... helped me build professional skills and gave me the opportunity to experience a real life career.”
- Aleidys, Spark alumna
SPARK SAN FRANCISCO BAY AREA IMPACT
Our Founding Region

2014 School Year

260 Students Served
435 Mentors Involved
12 School Partners
• Bret Harte Middle School
• Ernest Ingold Boys & Girls Club of San Francisco
• Frick Middle School
• Garfield Community School
• Hoover Community School
• James Denman Middle School
• James Lick Middle School
• Magic Zone at the Ella Hutch Community Center
• Roosevelt Elementary School
• San Francisco Community School
• Theodore Roosevelt Middle School
• Westlake Middle School

2015 School Year

256 Students Served
590 Mentors Involved
11 School Partners
• Ascend Elementary School
• Bayview Association for Youth
• 100% College Prep Institute
• Bret Harte Middle School
• Dr. Martin Luther King Jr. Middle School
• Garfield Community School
• Herbert Hoover Middle School
• James Denman Middle School
• Roosevelt Elementary School
• San Francisco Community School
• Theodore Roosevelt Middle School
• Westlake Middle School

Our Impact

93% of Spark students met or exceeded workforce skills overall according to their mentors
93% of Spark students finished 8th grade on track
95% of Spark students graduated on time or were on track to graduate on time

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As a 15-year-old Latina immigrant, Yanhia was very unsure about her future. She graduated from high school with a lack of direction regarding educational paths and career opportunities. Yanhia spent 10 years in college taking and dropping classes without earning a degree. In 2007, after finally receiving her degree, Yanhia made a promise to herself to never let anyone go down this path. “It was clear to me that having educational and career paths was very important for young people,” said Yanhia. “I promised myself that if there was any way I could help others like me, especially the new generation of immigrants, I would do it.”

Yanhia was first introduced to Spark while working at Visa in the San Francisco Bay Area. Her first mentee, Litzi, was an eighth grader interested in professions that help children. Together, they formulated a plan for Litzi to become a pediatrician, which she presented as her Spark project at Discovery Night. Yanhia remembers, “At the time of Litzi’s presentation I could see something in her, she was a little bit wiser. I walked away with the thought that she knew what was out there. If she chooses something else, it will not be out of ignorance.”
Ten years ago, as an eighth grader in Redwood City, CA, Sonya was one of 11 students who formed the inaugural student cohort of the brand-new mentoring program for at-risk middle school youth: Spark. Through Spark, Sonya had the opportunity to complete two personalized, hands-on apprenticeships with mentors at local workplaces. After spending her first Spark session learning about careers in healthcare, Sonya explored another side of the social service field with Carolyn, a case manager at HIP Housing in San Mateo.

Today, Sonya is drawing on the exposure, skill set and positive outlook she gained in 8th grade to pursue her own career in social work. After earning a full scholarship to Stanford and graduating with a B.A. in Psychology, Sonya is enrolled in a master’s program at the University of Chicago’s School of Social Service Administration. “I didn’t understand how social work was going to play a role in my life 10 years ago,” Sonya says. “Now I understand that it is my job to help create these opportunities for all under-resourced youth.”
2014 School Year

- **225 Students Served**
- **427 Mentors Involved**
- **6 School Partners**
  - Bethune Middle School
  - Camino Nuevo Charter Academy Burlington
  - Camino Nuevo Charter Academy Harvard
  - John Adams Middle School
  - Le Conte Middle School
  - Stevenson Middle School

2015 School Year

- **261 Students Served**
- **588 Mentors Involved**
- **7 School Partners**
  - Bethune Middle School
  - Camino Nuevo Charter Academy Burlington
  - Camino Nuevo Charter Academy Harvard
  - John Adams Middle School
  - Le Conte Middle School
  - Stevenson Middle School

Our Impact

- **90% of Spark students were on track in overall academic mindsets**
- **90% of Spark students met or exceeded workforce skills overall according to their mentors**
- **73% of Spark students improved school performance**
- **80% of Spark students finished 8th grade on track**
- **93% of Spark students graduated on time or were on track to graduate on time**

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Nery, a seventh grader at Joseph Le Conte Middle School, was matched with Joe, a Research Technologist at the Academy of Motion Picture Arts and Sciences. Before joining Spark, Nery admits not feeling passionate about his future. After meeting with his mentor, he confidently articulated his goal to become a “movie writer.” Joe exposed Nery to many aspects of the film industry. Together, they made two short films. “The first film was based on my life and how it used to be,” said Nery. “Our second film is a comedy based on a boy that has a date with a girl and he tries his best to not get there late!” With the support of the Academy of Motion Picture Arts and Sciences and Joe’s advocacy of Nery’s talent and dedication, the director of Prodigy Camp awarded Nery a full scholarship for attendance in summer 2015. A highly selective camp, Prodigy Camp brings together the 20 most promising teen filmmakers for an intensive experience learning the entire filmmaking process, from screenwriting to cinematography, by award-winning filmmakers!

“One day I said, ‘My dream is to be a movie writer.’ [My Spark mentor] looked at me and he told me, ‘A dream is something you imagine in your head; it’s a fantasy. What you have is a goal: a goal you’re trying to reach for.’ I’ll never forget the small quote he told me.” - Nery, Spark student
Discovery Night is the capstone event for each Spark apprenticeship cycle in all four of Spark’s regions. Spark students, mentors, families, teachers and community members gather to view each student’s work and celebrate their many achievements from their 10-week apprenticeship.

In partnership with the Los Angeles Dodgers Foundation, Spark Los Angeles held the organization’s first-ever citywide Discovery Night at Dodger Stadium with more than 1,000 people in attendance and 261 projects on display. During the event, students were thrilled to present their scale models, websites, building designs and more at such an exciting and iconic venue. Students who completed apprenticeships at the Academy of Motion Picture Arts & Sciences screened their films in a special viewing room, while other students discussed their projects with former Dodgers player, Dennis Powell. This event was even featured in the Los Angeles Times. Because of the event’s wild success in highlighting the impact and uniqueness of Spark, other Spark regions now intend to replicate the model.
SPARK CHICAGO IMPACT

Our Region of Biggest Growth

2014 School Year

213 Students Served
504 Mentors Involved
9 School Partners
  • Ariel Community Academy
  • Catalyst Schools Howland Charter
  • Charles Evans Hughes Elementary School
  • Dodge Renaissance Academy
  • Irvin C. Mollison Elementary
  • Legacy Charter School
  • Morton School of Excellence
  • Namaste Charter School
  • National Teachers Academy

2015 School Year

287 Students Served
718 Mentors Involved
10 School Partners
  • Ariel Community Academy
  • Cesar E. Chavez Multicultural Academic Center
  • Dewey School of Excellence
  • Frazier International Magnet School
  • Irvin C. Mollison Elementary School
  • John Milton Gregory Elementary School
  • Legacy Charter School
  • Namaste Charter School
  • National Teachers Academy
  • Perkins Bass Elementary School

Our Impact

93% of Spark students met or exceeded workforce skills overall according to their mentors
84% of Spark students were on track in overall academic mindsets
89% of Spark students finished 8th grade on track

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The following is a speech by the principal at a Spark Chicago school on Chicago’s South side - Irvin C. Mollison Elementary. Principal Kim Henderson has been one of Spark’s strongest advocates in Chicago and joined Spark Chicago’s Executive Board of Directors in 2014.

As an elementary school principal, I see this every day. Our kids are struggling to enter high school prepared - prepared to make big decisions, take positive risks, ask for help, and other critical skills. What Spark does to forge the link between school and future possibilities is life changing. What so many of my colleagues and I realize is that there is only so much we can do within our school walls.

As a principal of a welcoming school during the historic school closings, I saw Spark as a unique way to build a stronger school community and give my scholars a chance to discover what’s possible. To see them take the Spark skills like public speaking that they learn in class and practice them in the real world is so inspiring to me.

They are able to do that thanks to mentors at invested companies. . . In fact everyone who works with Spark sees the value in giving kids a window into what’s possible, and an opportunity to experience it first hand.

The result?

Spark students are engaged in their education, on track for graduation and ready for success. It’s amazing what our scholars and mentors accomplish together!
In 2013, Spark Chicago saw an under-addressed need in the academic lives of students in the south and west side schools Spark serves. Chicago Public Schools is a choice district, meaning students are able to apply to attend various types of high schools throughout the district. However, little to no programming existed in the middle grades to help students through the process of researching the school that was the best fit for them or guiding them through the cumbersome application process. Out of this need, Spark’s High School Readiness and Transition (HSRT) initiative was created. In partnership with Chicago Public Schools, Spark Chicago has expanded its HSRT programming to three schools since 2013 with plans to scale programming to more schools and additional Spark regions in the coming years.

With a focus of preparing students for success during and after the Spark program, the HSRT Initiative includes counseling workshops to help students examine their high school options; a dynamic high school database plus resource guides with step-by-step processes for high school application and enrollment; sessions covering the social and emotional aspects of high school transition; and monthly check-ins and a peer support system between younger and older Spark alumni. This programming aims to further ensure that students are not only prepared for the high school experience but that they choose the school that is right for them.
SPARK PHILADELPHIA IMPACT
Our Newest Region

2014 School Year

109 Students Served
237 Mentors Involved
5 School Partners
  • ASPIRA Antonio Pantoja Charter School
  • Henry C. Lea School
  • John Barry Promise Academy
  • Mastery Charter School - Shoemaker Campus
  • William Dick School

2015 School Year

69 Students Served
202 Mentors Involved
3 School Partners
  • Henry C. Lea School
  • John Barry Promise Academy
  • William Dick School

Our Impact

93% of Spark students were on track in overall academic mindsets
85% of Spark students met or exceeded workforce skills overall according to their mentors
73% of Spark students improved school performance
93% of Spark students finished 8th grade on track

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In 2015, Spark Philadelphia, the youngest of Spark’s regions, served students from three Philadelphia Public Schools and increased support from both foundation and corporate supporters. One particular area of focus for the region was to develop more comprehensive corporate partnerships. One of Philadelphia’s inaugural corporate partnerships was with Pennoni, which launched in 2013. Pennoni has a proven reputation for investing in local youth development and workforce development initiatives, which aligns directly with Spark’s mission and allowed a successful, sustainable and mutually beneficial partnership to take root.

In two years, Pennoni has served more than 10 students through Spark’s workplace-based apprenticeships. Pennoni employees have committed 240 hours as volunteer mentors to date. Spark students worked with Pennoni volunteers to design a “Smart House” featuring complex technological innovations. In May of 2015, Pennoni’s Staff Engineer Abraham El was nominated as Vice Chair of Spark Philadelphia’s Advisory Board. Abraham is admittedly inspired by anyone who makes a commitment to give back to the community and is proud to volunteer a few hours each week as a Spark mentor. One of the benefits he observes is the positive changes in students. “It’s really good for [the students] to be in a professional environment because they learn how to conduct themselves around adults,” shares Abraham.

In the spring of 2015, Pennoni matched its significant human capital commitment with a financial investment as the presenting sponsor for Spark Philadelphia’s 2015 Sugar Rush. This robust partnership of committed volunteer mentors matched with corporate investment has allowed Spark to successfully leverage this partnership model to garner additional corporate support and cultivate deeper, more sustainable corporate engagement.
In 2015, the Philadelphia region secured the most multi-year gifts of any of Spark’s regions. Spark Philadelphia welcomed the support of six new multi-year funders - the Burke Family Foundation, the Claneil Foundation, the Lenfest Foundation, Patricia Kind Family Foundation, United Way of Greater Philadelphia and Southern New Jersey and Virginia Cretella Mars Foundation.

Spark Philadelphia proudly received this level of consistent investment as a testament to the faith these funders have in Spark’s mission and the value of the program. While Spark relies on the commitment of mentors to drive the program forward, the philanthropic investment of generous donors supports Spark’s infrastructure and allows for strategic growth and broader impact.

Spark Philadelphia is grateful for the commitment of these funders and looks forward to continuing to grow the base of supporters year after year!
In 2014 and 2015, Spark invested in growing the organization’s national presence to elevate the work of thousands of mentors, partners, investors and supporters who together help keep students on track for success.

SPARK IN THE NEWS

The following media outlets and partners helped Spark to grow support for students in the middle grades.
Spark Students Went Behind the Scenes at the 2014 Oscars Celebrations

February 2014 | Eleven Spark LA students previewed the Oscars Winning Envelopes thanks to support from the Academy of Motion Picture Arts and Sciences and Marc Friedland Couture Communications!

Spark Program Alumna Joined Spark San Francisco Bay Area as a Board Member

March 2014 | Spark San Francisco Bay Area welcomed one of their program alumnae, Ashley Quintana, as its first ever alumni to join their Advisory Board.

Spark Featured on Esquire Network

December 2014 | Esquire TV features Spark in “How to Make a Man,” a show about the importance of mentoring. How to Make a Man chronicles the birth of Esquire’s The Mentoring Project, outlines the societal importance of mentoring for young men, and features footage of Spark students and mentors.

Spark CEO Presents at National GradNation Summit

April 2015 | Spark CEO Jason Cascarino and fellow panelists presented the case that investing in resources for the middle grades can re-engage students and help increase graduation rates.

Collaborating for the Expanded Learning Summit

April 2015 | Spark partnered with Citizen Schools, Higher Achievement and other leaders in the expanded learning field to host a day-long summit in Washington, DC. The Summit brought together a wide range of voices—from policy makers to practitioners—to focus on making expanded learning opportunities the new normal for all students.
Spark Participates at National GradNation Convening of Leaders

May 2015 | On May 12, Spark CEO Jason Cascarino spoke about the value of focused supports for students in seventh and eighth grades to transition well into high school at this GradNation event. The convening also showcased the release of a new national report showing 81.4% of students are graduating high school on time, and the country is on track to reach a 90% on-time graduation rate by 2020. However, important gaps remain, including in communities Spark serves.

Cornerstone OnDemand Convergence Conference Recognizes Spark

May 2015 | Spark Los Angeles Executive Director Yoon S. Choi, Ph.D. shared Spark’s mission at the May 12 Cornerstone OnDemand Convergence. The conference introduced the concept of workplace-based mentoring to hundreds of companies.

Spark Celebrates Winning Cities in US2020 STEM Mentoring Competition

May 2015 | US2020, an organization of leading education nonprofits and companies in the science, technology, engineering and math (STEM) professions, announced seven cities as the winners of a national competition to encourage mentoring in these fields. Among the winning cities, San Francisco, Chicago and Philadelphia are home to Spark programs that pair underserved middle schoolers with mentors in professional working environments who teach hands-on apprenticeships. Many of these learning experiences are in STEM-related fields.

Education Report Includes Spark Leadership

June 2015 | A report from The University of Chicago titled “Foundations for Young Adult Success” analyzes young people’s developmental needs and frameworks for success. The report features Spark’s Chief Knowledge Officer, Kelly Dwyer, who weighs in on the changes experienced during adolescence. Spark Chicago’s Executive Director, Kathleen St. Louis Caliento, also addresses the importance of forming connections between schoolwork and student’s lives.
In 2014, Spark was awarded a strategic partnership grant from the Cornerstone OnDemand Foundation to develop a new online learning portal for students, mentors, educators and staff. Named “Spark Online,” the platform is designed to help Spark reach more students, train and support more mentors, and partner with more schools and educators. Spark Online will be the centralized system driving improved program efficiency, higher quality content, greater communication and support and program growth.

This evolution of Spark’s program delivery is helping the organization achieve its ultimate goal of keeping more middle grade students engaged, on track and ready for success in high school and beyond.

In addition to being a training platform for multiple stakeholders, Spark Online is the new infrastructure for how the organization delivers its program knowledge-base. Spark Online guides students’ and mentors’ work together in goal-setting, project creation and skill-building; it supplies educators with a classroom curriculum; it helps students track their progress; and it streamlines information for staff. Through the generosity of the All Points North Foundation, Spark created the Spark Online Institute, a training and resource portal within the larger Spark Online platform. The Spark Online Institute is designed for students, mentors and teachers to learn more about the importance of hands-on programming that encourages creativity and problem solving.
HONORING YEARS OF SERVICE AND WELCOMING A NEW BOARD CHAIR

In 2015, Spark gained a new Board Chair as well as the organization’s first Board Chair Emeritus. Holly Depatie, Spark’s Board Chair for more than five years, transitioned to a Board Emeritus position and the organization subsequently welcomed Dr. Adrian K. Haugabrook, Vice President of Student Success and Engagement at Wheelock College, as the new National Board Chair.

Spark recognized Holly’s long-term commitment to Spark with the organization’s first annual Excellence in Board Leadership Award. Holly’s passion for helping youth and longstanding service embody Spark’s mission and values and have profoundly shaped and prepared Spark for growing impact.
Spark is grateful to be the recipient of the All Points North Foundation’s (APNF) first, multi-year commitment awarded in 2015. This three-year gift continues APNF’s commitment to and investment in Spark’s mission and benefits students, mentors and teachers through trainings and resources on Spark Online known as the Spark Online Institute. APNF generously invested in Spark’s new Middle Grades Campaign, launched in 2015, which focuses on raising awareness about the importance of investing in middle grades programming for all students.

APNF has been a strong supporter of Spark for several years. APNF was established in 2011 in Boston and prioritizes programs that improve education and teacher training at the middle grades level. With an aim to guide communities and societies upward, APNF helps students to reach a place of achievement through opportunity and access to realize their goals.

Spark’s partnership with APNF has uniquely grown and developed over the years, beginning with local support for Spark’s Chicago and Bay Area regions to key national initiatives today. Spark is grateful for the continued dedication of partners like All Points North Foundation in carrying out our mission nationwide.

In 2015, Focusing Philanthropy, one of Spark’s most generous matching donors, continued as a lead partner in Spark’s three-year Growth and Impact Fund matching campaign in support of student expansion and sustainability initiatives. Through the years, Focusing Philanthropy has supported Spark nationally as well as through special matching campaigns to inspire new and increased giving in each of Spark’s four regions. These national and regional challenge grant opportunities allow donors’ support to Spark to have an even greater impact.

Focusing Philanthropy identifies, evaluates and continuously monitors best-in-class nonprofit organizations as candidates for personal philanthropy and presents the organizations to their growing base of donors. They do this at no cost to either donor or nonprofit recipient as all Focusing Philanthropy’s costs are borne by its founders. They offer donors confidence that the funds or time they contribute are achieving the greatest possible impact. Spark is grateful and honored to be counted among Focusing Philanthropy’s selected national and international partners.
TOP FUNDERS
Spark FY14 & FY15 Donor List

These companies, foundations and individuals have made Spark’s work possible!

CORPORATE

$100,000+
Cornerstone OnDemand *
Deloitte *

$25,000+
Amgen Foundation
Google
Oliver Wyman
Tyson Foods

$10,000+
Aberdeen Asset Management
Charitable Foundation
Alcoa Foundation
Ariel Investments
Ask.com
Bayer USA Foundation
Calloway and Associates, Inc.
Capital Group
CEB
Chapman & Cutler
Charles Schwab Foundation
Cisco Systems Foundation
DeVry Foundation
GEM Realty
Genentech
HBO
KPMG
Latham & Watkins *
Morgan Stanley
PepsiCo
PG&E
United Airlines *
Vistex
West Monroe Partners

$5,000+
Academy of Motion Picture Arts and Sciences
Bain & Company*
Bank of America
Barclays
Bottlenotes LLC*
BTIG
Criterion Capital
Franklin Templeton Investments
Goldman Sachs
HFS Consultants
Hulu
Javlin Capital
Kosta Browne Winery
Newsbound
Northern Trust Company
Pennoni Associates, Inc
PwC
Sidley Austin LLP
Sony Pictures Entertainment
Subaru of America Foundation
Time Warner Cable
TJX Foundation
Warner Bros.
Western Digital Foundation

$1,000+
ABC Entertainment
Academy of Television Arts and Sciences Foundation
Asset Management Company
Back Bay Veterinary Hospital
Bel Air Investment Advisors, LLC
Bentley Mills
Caballero, LLC
Caesarstone USA
Cancer Treatment Centers of America
Charles River Associates
Children’s Hospital of Philadelphia
Coca-Cola
Comcast
CRC Insurance Services

Drinker Biddle & Reath LLP
Duane Morris LLP
First Niagara Foundation
Gensler
Heitman LLC
HMF Express, LLC
Hosa Technology
HUB International Insurance
Kaleidoscope Group *
Kirkland & Ellis LLP
KMRR Financial Strategies
Knoll, Inc.
Kraft Foods Group Foundation
L.E. Waters Construction
L.E.K. Consulting
LinkedIn
Marcum
Marsh & McLennan Companies, Inc.
McGrory Glass
McGuireWoods *
NBCUniversal
One Fine Stay
PREIT
Robert Half International Foundation
sbe Foundation
SEER Interactive
Sony Computer Entertainment of America
SurveyMonkey
Union Bank Foundation
University City Science Center
US Bancorp Foundation
VDA Associates
Walter P Moore
Woods+Dangaran
XFA

*Inclusive of in-kind support | Amounts are cumulative over 18 months
## FOUNDATION

**$250,000+**
- Brin Wojcicki Foundation
- Louis R. Lurie Foundation

**$100,000+**
- All Points North Foundation
- Focusing Philanthropy
- Johnny Carson Foundation
- Peery Foundation
- Zell Family Foundation

**$50,000+**
- The Eisner Foundation
- Finnegan Family Foundation
- May and Stanley Smith Charitable Trust
- Osa Foundation
- Pritzker Pucker Family Foundation
- The Rose Hills Foundation
- Steans Family Foundation
- Weingart Foundation

**$25,000+**
- Anonymous Foundation
- Barbara and Donald The Jonas Family Fund
- David and Lucile Packard Foundation
- The Dean Witter Foundation
- Dwight Stuart Youth Fund
- Franklin and Catherine Johnson Foundation
- Goodwin Family Memorial Trust
- Green Foundation
- Henry Mayo Newhall Foundation
- Irvin Stern Foundation
- Michael J. Connell Foundation
- Paul M. Angell Family Foundation
- Polk Bros Foundation
- Quest Foundation
- Ralph M. Parsons Foundation
- Thomas J. Long Foundation
- United Way of Greater Philadelphia and Southern New Jersey
- Virginia Cretella Mars Foundation
- Walter J. and Holly O. Thomson Foundation

**$10,000+**
- The Ahmanson Foundation
- Albert Pick, Jr. Fund
- Anonymous Foundation
- The Carol and James Collins Foundation
- Colonel Stanley R. McNeil Foundation
- Dreiseszun Family Foundation
- Field Foundation of Illinois, Inc.
- GGS Foundation
- Gochnauer Foundation
- Grace S. & W. Linton Nelson Foundation
- Hanley Foundation
- Harman Family Foundation
- Irene S. Scully Family Foundation
- Jeanne and William Barulich Family Foundation
- Kenilworth Union Church
- Lisa and Douglas Goldman Fund
- Los Angeles Dodgers Foundation
- Malott Family Foundation
- Miranda Lux Foundation
- Northern Trust Centennial Fund
- Patricia Kind Family Foundation
- Ralph and Evelyn Davis Family Foundation
- Ramsay Family Foundation
- REAM Foundation
- Rockefeller Foundation
- Roth Family Foundation
- S.H. Cowell Foundation

**$5,000+**
- Anne and Philip Glatfelter III Family Foundation
- Anonymous Foundation
- Atkinson Foundation
- Burke Family Foundation
- The California Endowment
- Change Happens Foundation
- Christopher Ludwick Foundation
- Claneil Foundation
- Donley Foundation
- Fuserna Foundation
- Hamilton Family Foundation
- Harry F. and Elaine Chaddick Foundation
- Harvey L. Miller Family Foundation
- Henry E. Niles Foundation
- Hopper-Dean Foundation
- Jack and Goldie Wolfe Miller Fund
- Lumpkin Family Foundation
- McGraw Foundation
- The Norman and Sadie Lee Foundation
- Remmel Foundation
- Scholler Foundation
- Seybert Foundation
- Sidney Stern Memorial Trust
- Suzie S. Thorn Family Foundation
- Tengelsen Family Foundation
- Western Association of Ladies for the Relief & Employment of the Poor

*Inclusive of in-kind support | Amounts are cumulative over 18 months*
TOP FUNDERS
Spark FY14 & FY15 Donor List

$1,000+
Allen Hilles Fund
Angels Baseball Foundation
California Community Foundation
Carl E. Wynn Foundation
Christian R. and Mary F. Lindback Foundation
Dolfinger-McMahon Foundation
Draper Richards Kaplan Foundation
Gene and Ruth Posner Foundation
Howell Lockhart Seiple Trust Proposal
Joseph Kennard Skilling Trust
New Frontiers Foundation
Pajero Children’s Foundation
Robert J. Daverman Foundation
Tom and William Gilbane Foundation
TomKat Fund

INDIVIDUAL

$100,000+
James Reese

$50,000+
Michael and Holly Depatie
Sarah Friar and David Riley
Hilarie Koplow McAdams and Steve McAdams
EJ and Gregory Milken

$25,000+
Angela and Alan Braverman
Nir Margalit
Milken Family Foundation
Deborah and James Ramo
Peter and Pamela Rosekrans

$10,000+
Rajit Agrawal
Matthew Barrett
Kenneth Broad
Benjamin Daverman
Laura Fisher
Holly Kim Olson and Sean Olson
Sanjeev Malaney
Robert Matteson
Lance & Hillary Milken Foundation
Robert Perrin
Joan Chu Reese and David Reese
Robert J. and Paula B. Reynolds Fund
Sho Sato
Wallack Family Foundation

$5,000+
Brittany Abass and Michael Liberty
Bari Milken-Bernstein and Fred Bernstein
Gary Byram
Amy Chen
Ginger and Alex DeAraujo
Madeleine and Dennis Durkin
James and Lisa Evans
Niyum Gandhi
Evelyn and David Hou
Dana Jacobs
William Janetschek
Christine and Jordan Kaplan
Zia Khan
Stacey Walker King and Charles King
Neil Mann
Michele McGuire
Betsy Noonen
Melissa Ryan
Katherine Sandstrom
Michael Schlesinger
Starker Family Foundation
Marta Stein
Alicia Winckler

$1,000+
Hilary Alger
Jonathan Anschell
Brad and Mia Aronson
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Christopher Balme
Kristin Bendikson
Robin and Ed Berman
Joanne Bernstein
Brad Brooks
Jake Cabala
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Erin Carlson
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Timothy Clark
Scott Clark
Gary Cohen
Brett Conrad
Marc Copland
Garen Corbett
Michael Covey
Rachelle Damminger
Hanh Dao
Duncan Darrow
F. David Leiter
George Eberle
Susan Ekins
John Evans
Nancy Field
James Fields
John Fitzgibbons
Ronnie Fowler
Carolyn Frey
Beth and Kenneth Friedman
Anjai Gandhi
Jill Garling
Elyse and Harvey Gettleson

*Inclusive of in-kind support | Amounts are cumulative over 18 months
TOP FUNDERS
Spark FY14 & FY15 Donor List

Elizabeth Gilligan
Odette Go
Kevin Goetz
Richard Goldstein
Len Goodman
Andrew Gottschalk
Katharine Hardiman
Àja Hardy
Merrilee Harris
Adrian K. Haugabrook
Stacey and Stephen Henning
Carol Henriques
Joseph Herman
Stephen Hoch and Judith Tschirgi
Karen Holst
Sandra Hunt
Katarina Hyde
Neal Jacobs
Irene Jamieson
Lizzie Kaplan
Julia Kauffman
Carl Kawaja
Sean Keene
Rebecca and David Kekst
Shelby King
Andrea Kingsley
Lindsay Klindt
Elizabeth Ko Youn and Eugene Youn
Kurt Koptish
Jonathan Ladniak
Ashley Lavin
Matthew Leonard
Ilissa and Brian Levine
Michael Levinson
Matthew Lew
Derek and Diana Lidow
Joshua Lobel
Austin Long
Nichole Lopez-Tackett

Chris and Coltrane Lord
McCaskill Family Charitable Fund
Tracey and John Mallory
Andrew F. and Ann B. Mathieson Fund
Brandon Matloff
Michele McGuire
John McKee
Harriet Meyer
Aaron Meyerson
Lorin Michaels
Sarah and Jeremy Milken
Adam Miller
Nader Morovati
Kristin Torres Mowat and Andy Mowat
Betsey Nelson
Edwin Norris
Timothy O’Hara
John Oros
Greg Otto
Jill and Joseph Piscatella
Debbie and Rick Powell
Victoria and Daniel Prendergast
Gordana Radmilovic
Alyssa Rapp
Nancy and Brad Rosenberg
Jeff Ryan
Susan Salop
William Schawbel
Jack and Karen Schroder
Jim Schroder
Vivek Shah
Jody Siegler
Jason Silletti
Roger Smith
Collin Starkweather
Jodi and Don Stine
Katherine Sun
Mark Turk
Mary Lu Tuthill
Delilah and Mark Urman
Greg Vaisberg
Todd Van Tol
Harvey Wallack
Ari Wallack
David Walther
Derik Wyckoff
Sasha Yamaguchi
Thomas Yankowski
Mark Yung

*Inclusive of in-kind support | Amounts are cumulative over 18 months
CORPORATE & VOLUNTEER SUPPORT
Investing in Employee Engagement

Hundreds of companies, organizations, government agencies and institutions make Spark’s program possible. Their employees have volunteered thousands of mentoring hours to keep hundreds of local students on track for success. By participating, these companies also increase employee engagement, productivity, and skill and leadership development. They also increase company and brand loyalty; 98% of Spark mentors are proud that their company works with Spark!

Spark is grateful for the engagement of the following organizations and their employees who have mentored Spark students in 2014 and 2015. **Bolded** listings indicate 10 or more employee volunteer mentors.

100% Entertainment Inc.
25th Street Recording
A. Eicoff & Company
A+D Architecture and Design Museum
**Aberdeen Asset Management**
Able Engineering Services
Abramson Teiger Architects
AC Martin
**Academy of Motion Picture Arts and Sciences**
Adap
Administrative Office of Court
AGI Capital
AGS
Alain Pinel Realtors
Alameda County Law Library
Alameda County Superior Court
Allen Atkins
American Fedn of State, County and Municipal Employees
Anurag Tripathi
April Rocha Photography
Ariel Investments
Arnstein & Lehr LLP
Art.com
**Ask.com**
ASPIRA Inc. of Pa
Atelier Derek Uskert
**Autodesk, Inc.**
B. Mori & Co.
Ballinger
Barbarian Gourmet
Barclays
Basenji Games
Bay Club Redwood Shores
Berkeley Playhouse
Berlitz Languages Inc.
Blackboard
Bloomberg Television
Bloomboard
Bluecadet
Bookkeeping Services
Booth Hansen
Bottlenotes LLC
Bradford Allen Realty Services
Brainy Chick, Inc.
BrightTALK
Bronzeville Animal Clinic
Bullivant Houser Bailey PC
Burwood Group, Inc.
CalTrans
Cambra Realty
Cannon Design
**Capgemini Consulting**
Capital Group
**CareerBuilder**
CareerDean
Carolyn Zaroff Art Studio
Cary G. Schiff & Associates
Castlight Health
Causes.com
CB2
**CBS Television Distribution**
CEB
Center Theatre Group
**Chapman and Cutler LLP**
Chicago Ideas Week
Chicago Park District
Children’s Hospital of Philadelphia
Christine Guibara Jewelry
Chrysalis
Cisco Systems
City of Oakland
**City of Philadelphia**
Clark Street Sports
Coldwell Banker
College money Pros
Columbia College Chicago
Columbia College Chicago, Film and Video Department
Columbia Links
**Comcast Headquarters**
ConnectSolutions
**Cornerstone OnDemand**
Cunningham Group
**Coyote Logistics**
Dan Miller Architects
Daniel DeSalva
Danielle Weintraub
Danny Dechi
Davis Elen
CORPORATE & VOLUNTEER SUPPORT
Investing in Employee Engagement

Delfina Restaurant
Deloitte
DeNA
Dentons
Designory
Dictionary.com
DLR Group
DoggyLama
DoggyLoot
Dominic Babu
DOOR
DPR Construction
DreamWorks
Drexel University College of Medicine
Drexel University
Dropbox
Duane Morris LLP
E! Entertainment Television, LLC
East Bay Analytics
eBay Inc. (PayPal)
Education Pioneers
Educents
Elite SEM
Elizabeth Fox Makeup
Embrace Health & Nutrition
EMC
Emtec
Ernie Gonzalez
Esperanza Health Center
Philadelphia Headquarters
Eventbrite
Facebook
Family Pet Animal Hospital
Fidelity National Law Group
FIG Catering
First Pacific Advisors
FitBit

Fitzgerald Architecture Planning
Design
Flexim
Fluidity Design Consultants
Footsteps Child Care, Inc.
Fortaleza Rehabilitation and Fitness Centers
Franklin Templeton Investments
Fred Barr & Organized Sound
Furnetic, Chicago Center for Veterinary Medicine
Fuzzy Math
GEM Realty Capital
Gensler
Global Merchandising Services
Goldman Sachs
Google
Gorilla Group
Graduate Theological Union
Green Zebra
Greenpeace USA
Groupon
Hair International
Hampton Creek Foods
Harrington College of Design
Havas Worldwide
HBO
Healthsource Chiropractic
Heartland Alliance for Human Needs and Rights
Hibber Yamauchi Architects
HLW International, LLP
HOK
Horopppa Labs Inc
HUGE
Hulu
IBM
IDEO
Illinois Humanities Council

Imagination Publishing
Imaginese Productions
Impact Hub
Independent
Indy Hall
INgrooves
INgrooves Music Group
Innotas
Innovation Protocol
Integral Group
Intel
International Computer Science Institute
iO, freelance
Irene Lefton
Jack London Improvement District
Jaime Lee Currier
James Grimble
Jarv.us Innovations
Jennifer Styles
JiRaffe Restaurant
Joffrey Ballet
John Adams Middle School
John Bentley’s Restaurant
kJura
Keller Williams Realty Center City
KieranTimberlake Associates
Killefer Flammang Architects
Kimpton Hotels and Restaurants
Kirkland & Ellis LLP
Knimble Clothing and Knick Knack
Knoll, Inc.
Kornberg Associates Architects
KPMG LLP
Lab 42
Lagilelei Nadeau
Latham & Watkins, LLP
Lattice Engines
CORPORATE & VOLUNTEER SUPPORT
Investing in Employee Engagement

LeapFrog
Leftronic
Levi Strauss & Co.
Liftopia
LinkedIn
Little Ladybug Bakery
Load Delivered Logistics
Lookout
Los Angeles Clippers
LSPR
Makena Capital Management
Mandela MarketPlace
Manifesta Salon
Marbles
MarketShare
Mazzarello Media and Arts
McCormick Tribune YMCA
McElroy Deutsch Mulvaney & Carpenter
Mega Group
Metrics that Matter from CEB
Metropolitan Veterinary Center
Miller Cooper & Co.
Modcloth
Monitise
Morningstar
Motor Design
Mozilla
MUFG Union Bank
MWH
National Center for Youth Law
National Park Service
Nicole Wilson
Northwestern Mutual
Northwestern University, Feinberg School of Medicine
Northwestern University, Kellogg School of Management
Nouvelle Bridal Boutique
Oakland Fire Department
Oakland Police Department
Office of the Cook County Public Defender Headquarters
Office of the Cook County Public Defender, S. California
OG Photography
Oliver Wyman
Olson
One Design Company
OpenDNS
Oracle - Redwood City
P’unk Avenue
Pandora
Park Tavern
Patrick J. Maloney Law Offices
Paypal
Pdi Dreamworks Skg.
Peninsula Brazilian Jiu Jitsu
Peninsula Humane Society & SPCA
Pennoni
PepsiCo
Peralta Community College District
Perennial Virant
PG&E
Phenomenon
Philadelphia Department Of Behavioral Health
Philadelphia Police Department
Pie Hole
Pinterest
Piper Jaffray
Pivotal Labs (owned by EMC)
Pizza Brain
Platine Cookies
Public Financial Management
Public Health Institute
Rachel’s Cakes
Radius
Ravishly
Red Eye Eyewear
Red Frog Events
Redwood City Police Department
Retired
RizzaRiz Photography
RJMetrics
RNL
Rockbot
Roosevelt University
Roosevelt University, Psychology Department
Rosita Newman
SAC Wireless, a Nokia Company
Salesforce.com
Salmon Cove
San Francisco Public Utilities Commission
San Francisco Schoolhouse
Sandra Perlow Studio
Santa Monica College
Santa Monica Police Department
School of the Art Institute (SAIC)
Schoolzilla
SEER Interactive
Sepia
Shannon Presson
Shazam Los Angeles
SilkRoad Technologies
site-specific architecture
So Timeless
Sony Computer Entertainment of America
Sony Pictures Entertainment
Space Systems Loral
Spice Monkey Restaurant
CORPORATE & VOLUNTEER SUPPORT
Investing in Employee Engagement

Square
St. Joseph’s University
**Stanford University**
Starcom Media
State of California Public Utilities Commission
Steelcase
Stella Oak Financial and Insurance Services
Stephanie Navarro
Stephen Loewinsohn Photography / Stephen Hughes Photography / True Photo Booth
Studio William Hefner
Sungevity
Swarm Gallery
Tamra-Marie Artistry
Teach for America
Techseven
Terstephoto
The Baby Academy
The Brothers Dowdle
The California Health Benefits Review Program
The Chicago Crusader Newspaper
**The Chicago School of Professional Psychology**
The Giant Pixel Corporation
The Nerdery
The Northern Trust Company
The Port Workspaces
The Ratkovich Company
The Thirst Project
The Village Kitchen for Good Shepherd Center
Threadless
TIAA-CREF
TinyCo
ToliverWorks Food
Tootsie’s Salad Express
Tourist Office of Spain in Chicago
Tree Frog Treks
Twilio
Twitter
**Tyson Foods**
Uber
UC Berkeley
UCSF
Udemy
Unbranded Designs
United Airlines
University City Science Center
University of Chicago, Law School
University of Illinois at Chicago, Department of Anthropology
University of Illinois at Chicago, Electronic Visualization Lab
**University of Pennsylvania**
University of Southern California
Upwardly Global
URS Corporation
US Government Accountability Office
**USC**
Vanir
VCA Engineers
**Vibes**
Viceroy Hotel Group
VISA, Inc.
VOA Associates, Inc.
Vodori, Inc.
Voith and Mactavish Architects
VUDU
Wallin Gomez Architects
**Walmart.com**
Walter P Moore
Walton Isaacson
**Warner Bros.**
We The People Media
Weddington Way
**Wells Fargo Capital Finance**
West Monroe Partners
West Philadelphia YMCA
West Valley Flying Club
Wharton
Wharton Social Impact Initiative
**WHYY**
Workpop
Workshop Collective
Yeti LLC
YouTube
ZGF Architects
## FINANCIAL REPORT

### January 2014 - June 2015

<table>
<thead>
<tr>
<th>Income</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation Support</td>
<td>$3,274,677.91</td>
</tr>
<tr>
<td>Individual Support</td>
<td>$1,021,965.12</td>
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<tr>
<td>Corporate Support</td>
<td>$559,220.64</td>
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<tr>
<td>Government Support</td>
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<tr>
<td>Spark Program Fee</td>
<td>$64,178.18</td>
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<tr>
<td>Other Income</td>
<td>$13,281.49</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>$5,111,512.82</strong></td>
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<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Personnel</td>
<td>$3,821,033.60</td>
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<td>Occupancy</td>
<td>$607,536.22</td>
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<tr>
<td>Program Expenses</td>
<td>$540,863.02</td>
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<td>Professional Service Fees</td>
<td>$31,912.58</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$5,001,345.42</strong></td>
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**Net Operating Income**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>$110,167.40</td>
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### Other Income

<table>
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<tr>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Restricted Grants Received</td>
</tr>
<tr>
<td>Restricted Grants Earned</td>
</tr>
<tr>
<td><strong>Total Other Income</strong></td>
</tr>
</tbody>
</table>

**Net Income**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$424,167.40</td>
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*Note: All numbers reflect an 18-month period, January 2014 - June 2015*