PERSISTENCE
BATON ROUGE YOUTH COALITION • 2010-2020
LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends,

One of the many ways I have had to grow as a leader is in marking milestones, pausing to celebrate successes rather than charging past them toward new challenges. My late grandfather Sidney, who passed in April 2019, was masterful at slowing down and taking stock. He was always the first to read and compliment BRYC’s annual report and say how proud we should be of our work. I’m sad he won’t see this one, but I’m thankful for his example and damn proud on his behalf that BRYC is celebrating ten years. Be proud with me. It takes a village to raise an organization.

As much as BRYC’s decade anniversary has been a strategic planning opportunity, it has been a chance to look back and bring our history to life. We have toured the old BRYC Houses; interviewed alumni across the country and world; installed a life-sized ten-year timeline at our campus; and reintroduced long-held traditions, like storytelling on the “hot seat” and bonding over nightly dinners. We’re doing the work of remembering where we started, how we got here, and that we have a legacy to further. This shared understanding of our past and present lets us move confidently into our future.

The theme of BRYC’s anniversary is PERSISTENCE, underscoring that we are about long-term success. Our Fellows persist through college and into the workforce, and BRYC has persisted from an engine-that-could to a well-oiled operation that in 2020-2021 will be comprised of 20 staff and 350 volunteers serving 285 teens across 10 districts and more than 450 alumni nationwide. To meet this challenge, we will, among other efforts, augment considerably our ninth and 10th-grade supports; grow our capacity to serve our college students; and enlist designated volunteer mentors for all Fellows, not just our seniors. As we expand our Baton Rouge headquarters, we will also explore the viability of replicating BRYC in other cities. Ages nine and 10 are statistically when nonprofits are likeliest to close. BRYC is forging ahead, strong as ever, with plans for continued growth.

That growth is a social imperative. We live in a disgraceful reality in which 14 percent of lower-income students in the U.S. earn bachelor’s degrees. Young people who most need this powerful engine of economic mobility have the least success attaining it, and since race and class are inextricable, an alarming number of them are people of color. This is not a function of aptitude but access. Our Fellows continue to prove what’s possible when they have the tools, opportunities, and guidance that all youth need to succeed, and BRYC will not stop until we have fulfilled our vision of equity: to provide Fellows the best college-preparatory resources money can buy — for free. Ten years in, we’re just warming up. Thank you for your support!

Sincerely,
Lucas Spielfogel
MISSION
Prepare high-achieving, under-resourced high school students to enter, excel in, and graduate from college so they can become full participants in society.

VISION
Provide Fellows the best college-preparatory resources money can buy — for free.

VALUES
Hustle: Go Hard
Integrity: Be Just
Community: Maximize BRYC

FY19 FINANCIAL REPORT

REVENUE $1,125,031

- 51% Foundation
- 14% Corporate
- 2% Earned
- 33% Individual

EXPENSES $947,632

- 74% Program
- 21% Administration
- 5% Occupancy
OUR DECADE

2009-2010
Daniel Kahn, then a Belaire High teacher, recognizes even his highest-achieving students would struggle to realize college success because they lacked key resources. He incorporates “ACME Youth,” renamed “Baton Rouge Youth Coalition,” in April 2008, facilitating college prep, social consciousness, and financial literacy workshops after school through 2008-2009. Dan leaves Belaire in May 2009 to run BRYC full-time, enlisting Christopher Tyson as founding board chair. BRYC offers twice-weekly, after-school programs with 15 seniors at the Belfair Teen Center throughout 2009-2010, contracting The Princeton Review to conduct ACT courses and recruiting volunteer “College Mentors” to support seniors with college applications. BRYC’s holistic approach takes shape as Fellows bond through critical dialogue and personal storytelling. Fourteen of 15 Fellows matriculate to four-year colleges, some earning double-digit ACT gains.

2010-2011
BRYC adds a cohort, now serving 30 juniors and seniors and offering four nights of after-school programming. Dan hires the organization’s second full-salaried employee, Youth and Family Advocate Darlene Shaffer, to focus on Fellows’ personal wellbeing and Guardians’ participation in special projects, such as nightly Fellow dinners and BRYC-wide events. BRYC outgrows the Belfair Teen Center and in October 2010 begins renting the first “BRYC House” at 850 North Street, a charming, peach-colored, Spanish Town bungalow that lends to what Fellows are already calling “the BRYC Family.” On BRYC’s first out-of-state college tour to Atlanta, Fellows visit various schools, like Morehouse College, where three members of the Class of 2011, including BRYC’s first Gates Scholar, will later matriculate (and have since graduated). All 17 Senior Fellows enroll in four-year colleges.

2011-2012
With the addition of a Chief Academic and Program Officer, BRYC’s full-time staff supports 40 Fellows: 27 seniors and 13 juniors and sophomores. BRYC introduces the tradition of the annual retreat, inviting all Fellows to East Feliciana for a weekend of community building and personal reflection. The BRYC House is bursting at the seams. ACT prep and College Mentor programs move to Mentorship Academy, while “Leadership Team,” BRYC’s “consciousness” program, fills the living room with passionate discussion that leads to civic action. Fellows launch a community garden and produce a video highlighting Baton Rouge’s most pressing social challenges. As 26 of 27 seniors, including BRYC’s first QuestBridge Scholar, prepare to matriculate to four-year colleges, Dan and the board prepare for succession, hiring Executive Director Designate Lucas Spielfogel in July 2012.

2012-2013
With 50 Fellows across grades 10-12, BRYC strengthens its programs, incorporating service-learning for sophomores, college essay composition for juniors, and the beginnings of elective tutoring for all. We sharpen the College Mentor Program, recognizing that long-term volunteerism — volunteers’ undertaking year-long service commitments — is core to BRYC’s model and future. So is long-term funding. A March 2013 Baton Rouge Area Foundation-sponsored luncheon enables BRYC to share its early success with local philanthropists and grow its reputation. The lunch proves a key launchingpad for financial sustainability as BRYC expands. As we finalize our move to BRYC House #2, a Victorian at 611 North Street, two Senior Fellows are named among the nation’s 1,000 Gates Scholars nationwide. Fourteen of 15 seniors matriculate to four-year colleges, one transitioning to community college.

2013-2014
BRYC serves 75 10th-through-12th-grade Fellows, who represent 10 high schools. Our program model evolves. We end our contract with The Princeton Review and begin building capacity for in-house ACT prep with two part-time instructors. A new initiative, College 101, prepares Senior Fellows for college’s unique academic, financial, and social demands. Our long-term volunteer base expands, now including tutors and a Parent Board of Directors. As BRYC grows, so does our understanding of its true value as a vast resource network stretching well beyond the BRYC House. We are increasingly linking Fellows to internships and leadership opportunities while more intentionally engaging with our alumni, who have begun securing bachelor’s degrees and full-time jobs. Twenty-six of 27 seniors, including another Gates Scholar and our first Ivy League attendee, matriculate to four-year colleges.
2014-2015
BRYC’s five full-salaried and five part-time staff members serve 105 Fellows, including our first freshman class. Volunteerism is more crucial than ever. Our Underclassmen Program Director leads a new cadre of long-term volunteers, “Freshmen Mentors,” who support ninth-graders through their high school transition. Meanwhile two of our College Mentors go so far as to become their Fellows’ legal guardians. BRYC is more deliberately keeping up with alumni, who are traveling globally, pursuing advanced degrees, working in corporate America, and teaching in underserved schools. We adopt a new mission statement and coin the term “College Fellows,” committing to support Fellows through college graduation at minimum. In June BRYC moves to 460 North 11th Street as 27 of 29 seniors prepare to matriculate to four-year colleges, with two off to community college.

2015-2016
We ignite the school year with a four-day “Leadership Retreat” at Tulane, which 125 of 160 Fellows attend. Our volunteer base grows to 60 and full-salaried staff to six. In adding a full-time ACT instructor and forging a partnership with MasteryPrep, BRYC’s test prep efforts are firmly in-house. A new program, “Academic Habits,” stresses self-regulated learning, the ability to drive one’s own learning. Our grade-specific program directors have capacity not only to lead evening sessions but respond to Fellows’ unique personal needs. We call these individuated efforts “Fellow-Specific Programming,” a precursor to today’s “Community Model.” Meanwhile BRYC gains national attention as one of 25 nonprofits invited to a Jack Kent Cooke Foundation conference on college access. Thirty-eight of 40 seniors matriculate to four-year colleges, with two starting the following spring.

2016-2017
After Baton Rouge Police officers kill Alton Sterling, three female Fellows lead a 2,000-person march on the Louisiana State Capitol in peaceful protest. The Great Flood follows. Seven trillion gallons of rainwater devastate hundreds of thousands, among them 60 BRYC families. We mobilize, gutting homes and granting $40,000 in relief aid. We persist. Eight staff and 75 volunteers, among them nine “Writing Coaches,” give their all to 195 Fellows. The BRYC House becomes home as we purchase our downtown campus and begin shaping our dream space. We add a Director of College and Alumni affairs, formalizing post-high school support. We draft our first core values and codify our core competencies, the “three Cs” — college, consciousness, community. Fifty of 51 seniors, including three QuestBridge Scholars, matriculate to four-year colleges.

2017-2018
BRYC’s 16-person staff serves 201 Fellows and 214 College Fellows and Alumni (CF/As). We launch the Community Model, a Fellow support framework that divides the greater “BRYC Community” into smaller “communities” supported by “Community Advocates.” Fellows are self-advocating. They attend therapy with an on-staff counselor and book appointments with tutors who, along with staff, begin promoting the “PMAB” model of self-regulated learning. Seniors benefit from BRYC’s first writing-focused staff member, while CF/As increase their BRYC engagement. The great majority are persisting through four-year college, and several are donating or volunteering. We codify new values: Hustle, Integrity, Community. We know who we are. Seventy-eight of 83 seniors, including BRYC’s first class of four-year Fellows, matriculate to four-year colleges, the remainder attending two-year schools.

2018-2019
BRYC serves 184 Fellows and 296 CF/As. After regretfully skipping the “Community Retreat” in 2017-2018, we host our largest one with 135 Fellows at Northwestern State University and rename our communities after gemstones. Our Freshman Coordinator revamps our 9th-grade model, enlisting our youngest Fellows as mentors to elementary-schoolers and reincorporating Freshmen Mentors with astonishing success. We coin the term “VIPs” for our beloved volunteers and solidify a vision statement for equity: to provide the best college-preparatory resources money can buy — for free. In Charlotte a former BRYC staff member launches the Carolina Youth Coalition, a sister organization in our image. Sixty-seven of 76 seniors, including our first Torch Scholar, matriculate to four-year colleges, while seven head to community college and two to technical schools.

2019-2020
BRYC’s 15-person staff serves 230 Fellows across nine school districts and 372 CF/As nationwide. Our more-than-160 VIPs, 25 of them CF/As, remain mission-critical. We reintroduce nightly dinners after a six-year hiatus and launch the “BRYC Bus,” serving Fellows from eight schools and counting. We’re certain PMAB is crucial, and we infuse every program with its tenets. We transform our space, centralizing staff in one building and programs the other. Executive Director Lucas Spielfogel authors The College Playbook, a college process manual which MasteryPrep publishes and sells nationwide. When COVID-19 strikes, we move all services online in seven days. CF/As are grown folks: teachers, engineers, consultants, principals, graduate students, parents, spouses, and BRYC employees. We’ve persisted for 10 years.
OUR MODEL: CONCEPTUALLY

The BRYC model follows Resiliency Theory, an adolescent development framework focused on maximizing three environmental “protective factors” that foster the natural resiliency in youth:

**High Expectations:** Structure and rigor balanced by a belief in youth’s innate resilience, strengths, and assets as opposed to their deficits.

**Meaningful Participation:** Opportunities for youth to take on responsibilities, make decisions, have voices and be heard, and contribute their talents to a community.

**Caring Relationships:** Relationships with youth that convey compassion, understanding, respect, and interest, and establish safety and trust. (Benard, 1991).

These protective factors inform how BRYC’s core competencies—college, consciousness, community—come to life as a “college-preparatory community,” a village of programs, participatory opportunities, and people that we wrap around our Fellows at no cost.

THE THREE Cs

The layered Cs in BRYC’s ten-year anniversary logo represent our core competencies. They are listed below alongside the mechanisms through which they broadly exist at BRYC.

**College: Programs**
Helping Fellows grow as learners and enter and complete college.

**Consciousness: Participation**
Helping Fellows self-advocate and be active in their communities.

**Community: People**
Fostering a loving, vibrant community in which Fellows access valuable resources.
OUR MODEL: OPERATIONALLY

Besides three summer camps — for rising ninth-graders, 12th-graders, and college freshmen — BRYC’s core activities take place throughout the school year in the evenings. Fellows come to BRYC one assigned day per week for three hours of grade-specific programming, but many come outside of these hours for elective services like tutoring and counseling.

<table>
<thead>
<tr>
<th>Evening Schedule</th>
<th>3:00-5:30PM</th>
<th>5:30-6:45PM</th>
<th>6:45-7:15PM</th>
<th>7:15-8:30PM</th>
<th>8:30-8:45PM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Snacks, HW, Chilling</td>
<td>Mandatory Program #1</td>
<td>BRYC-Sponsored Dinner</td>
<td>Mandatory Program #2</td>
<td>Guardian Pickup</td>
</tr>
</tbody>
</table>

The three program domains below comprise BRYC’s eight-year continuum of services. These services would not be possible without long-term volunteers, adults who support our Fellows all school year. In 2020-2021, BRYC will have 350 long-term volunteers.

UNDERCLASSMEN TRANSITION PROGRAM: 9TH & 10TH
Goal: Start high school strong.
- Summer Pre-9th
- Freshmen Induction
- Fellows kick off high school and BRYC with a three-day summer camp.

- During 9th & 10th
- Learning Workshop
- Fellows become expert learners with support from 1-1 learning mentors.

- Summer Post-10th
- Team Workshop
- Fellows research community issues with support from research mentors.

- Freshmen Graduation
- Fellows celebrate the first of two high school finish lines.

COLLEGE ACCESS PROGRAM: 11TH & 12TH
Goal: Enter best-fit colleges affordably.
- 11th
  - Junior Learning Workshop
  - Fellows complete ACT practice alongside 1-1 ACT mentors.

- Summer Pre-12th
  - Camp S'More Points
  - Fellows prep for the July test during a month-long ACT summer camp.

- 12th
  - ACT Preparation
  - Fellows grow their scores in small, highly differentiated ACT courses.

- Senior College Workshop
  - Seniors execute the college process with support from 1-1 college mentors.

PERSISTENCE PROGRAM: POST-HIGH SCHOOL
Goal: Finish college and stay connected to BRYC.
- College ‘101
  - Fellows complete customized transition plans punctuated by a three-day camp.

- College Partnerships
  - Formally collaborating with colleges to support students we share.

- Volunteer Engagement
  - Keeping graduates connected by enlisting them as volunteers.

- Individualized Support
  - Providing direct persistence services to highest-need students.

BRYC provides ample opportunities for Fellows to take on responsibilities, have voices and be heard, and contribute to the BRYC and Baton Rouge communities.

CONSCIOUSNESS: PARTICIPATION

Community Leaders
- Elected by their peers to plan and execute BRYC events.

BRYC-Wide Gatherings
- Two annual college tours; monthly BRYC “Circles.”

Leadership Opportunities
- Connections to enrichment opportunities across country.

COMMUNITY: PEOPLE
The Community Model divides the greater BRYC Community into multi-grade “communities,” each named after a gemstone and supported by a full-time “Community Advocate.” The model allows for high-touch support; non-grade-specific peer engagement; opportunities for Fellow leadership in BRYC; and inter-community pride and competition.
OUR FELLOWS IN COLLEGE

Under-resourced, first-generation, and underrepresented students face financial, academic, and sociocultural obstacles during college that make degree completion disproportionately challenging. BRYC’s mission is to ensure Fellows enter, excel in, and graduate from college so they are well-positioned for professional success.

**PERSISTENCE DATA**  
Updated: March 2020

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>14%</td>
<td>U.S. 4-year degree completion for lower-income students</td>
<td>Alabama, Auburn, U of Alabama, U of Miami, U of Chicago</td>
</tr>
<tr>
<td>72%</td>
<td>4-year degree completion for BRYC Fellows</td>
<td>Alabama State, Auburn, Spring Hill, U of Alabama, U of Miami, U of Chicago, U of Miami, U of Chicago</td>
</tr>
<tr>
<td>80%</td>
<td>2- and 4-year combined degree completion for BRYC Fellows</td>
<td>U.S. 4-year degree completion for BRYC Fellows</td>
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</table>

**Schools Fellows have attended or currently attend**

- **Alabama**: Alabama State*, Auburn, U of Alabama*
- **California**: Pomona*, Stanford*, U of Southern California
- **Connecticut**: Wesleyan*
- **Florida**: Florida A&M*, Full Sail**, U of Miami
- **Georgia**: Clark Atlanta, Emory*, Georgia Tech, Morehouse*, Spelman*
- **Illinois**: U of Chicago
- **Iowa**: Grinnell*
- **Kansas**: Johnson County Community*
- **Kentucky**: Centre*
- **Louisiana**: ABC, Ashford^, Ashworth^, Aveda Institute, Baton Rouge Community College*, Baton Rouge School of Computers Centenary*
- **Massachusetts**: Boston College, Clark*, Northeastern, Wellesley*
- **Minnesota**: Macalaster*
- **Mississippi**: Milsaps, Mississippi State, U of Southern Mississippi*
- **New Hampshire**: Dartmouth*
- **New York**: Columbia*, Cornell*, Fashion Institute of Technology*, New York University*, St. John’s
- **North Carolina**: Guilford*, North Carolina A&T, UNC-Chapel Hill*
- **Ohio**: Baldwin Wallace, College of Wooster*
- **Rhode Island**: Brown*
- **Tennessee**: Rhodes*, Vanderbilt
- **Texas**: Grantham^, Lamar University-Beaumont, Prairie View A&M, Sam Houston State, U of Houston*
- **Virginia**: Emory and Henry, Old Dominion*, U of Virginia*
- **Washington, D.C.**: Howard*
- **Wisconsin**: U of Wisconsin-Madison**

**Updated: March 2020**

**Legend**

- ^ = online
- * = degree
- # = advanced degree
- + = Class of 2020 attending
Our Community

We are thankful to the team and board members, VIPs (volunteers), and partners who, between July 1, 2018 and June 30, 2019, made BRYC’s work possible through their time and effort.

Team
Taylor Anderson
Ron Janiele Bruce
Kamesha Brumfield
Koryne Cage
Laura Hawkes
Josh Howard
A’Shonte Johnson
Dani Klein
Antone LeBlanc
Michelle Myers
Lauren-Pheriche Perkins
Leigh Phillips
LaShawn Robertson
Francesca Simmons
Jalyn Smith
Bree Spielfogel
Lucas Spielfogel
Chelsea Werner

Board of Directors
Lisa Adamek
Nigel Fontenot
Kevin Knobloch
Sarah Kracke, Chair
Mikki Caesar Mathews
Chaunda Allen Mitchell
Jay Noland
Zaheer Poptani
Linda Orlansky Posner

College Mentors
Lisa Adamek
Shay Bamgbola
Asha Beasley
Michelle Bolda
Lauren Bove
Dan Bowen
Christi Brown
Scott Browne
Amanda Bullman
Sarah Carpenter
Eric Carroll
Tyler Carruth
Jemiela Castleberry
Joy Chibuzo
Chris Ciesielski
Ashley Clayton
Natalie Cooley
Jordan Corp
Brendan Csapos
Dominique Dillard
Karen Duffy
Ashley Dunbar
Katrina Dunn
Drusilla Dyer
David Eley
Madeline Frankel
Eric Franklin
Helen Frink
Devon Greenfield
SK Groll
Justin Guy
Laura Hawkes
Markita Hawkins
Shanice Holmes
David Hopkins
David Hou
Brelyn Howard
Quinatara Jones
Alex Kolb
Eugene Laphand
Gus Levy
John Lewis
Emelie Martin
Mikki Mathews
Austin Matthews
Kaitlyn Mattox
Randi McCarty
Guil Miranda & Rebecca Schutte
Michelle Myers
Juterh Nmah
Briannce Painia
Adam Parker
Lucy Perera
Lauren & David Perkins
Connor Petty
Leigh Phillips
Linda Posner
Donovan Propst
Judith Roberson
LaNecaya Russ
La’Schanten Russ
Aaron Sinclair
Lucas Spielfogel
Kim Tang
Ivyonne Variet
Laura Vinsant Sogny
Ryan Veneric
Sarah Walsh
Brittani Williams
Thomas Woodard

Tutors
Mohammed Alrob
Mellynn Baker
James Burke
Stacy Chang
Michael Cobar
Sean Dobies
Cody Hasselbring
David Jozefow
Patrick Lawler
Viет Le
Thomas McClure
Abdou Ndiaye
Camille Renard
Logan Rosevear
Rachel Stammen
Bryan Tumulty

Writing Coaches
Jessica Arner
Kourtney Baker
June Conti
J. E. DuBois
Gillian Foss
Vince Granata
Katy House
Ashley Mick

School Partners
Arlington Preparatory
Baker High
Baton Rouge Magnet High
Catholic High
Central High
Cristo Rey Baton Rouge Franciscan
Denham Springs High
Dutchtown High
East Ascension High
East Feliciana High
Episcopal High
GEO Next Generation High
Glen Oaks High
Istrouma High
Lee Magnet High
Madison Preparatory Academy
McKinley High
Mentorship Academy
MSA-East Academy
Northeast High
Port Allen High
Scotlandville Magnet High

Community Partners
100 Black Men of Baton Rouge
100 Black Women of Baton Rouge
Baton Rouge Community College
Big Buddy
City Year Baton Rouge
First United Methodist Church
Forward Arts
JiggAerobics
The Futures Fund
Louisiana Appleseed
Louisiana State University
MetroMorphosis
Opéra Louisiane
Serve Louisiana
STAR
Southern University
Starbucks
Teach for America - South LA

* Fellow or CF/A