

2018 Annual Report

L.E.A.D. Promising Youth

MISSION

L.E.A.D.'s mission is to provide tutoring and mentoring that inspires low-income students to sever the bonds of poverty and become educated, self-sufficient adults. L.E.A.D.'s hallmark is our organization's ability to establish long-term connections between tutors, students, and parent(s) early in the child's academic life. Blending tutoring, mentoring and enrichment, L.E.A.D. nourishes each participant's well-being and provides essential resources such as meals before tutoring, school supplies and winter coats that build self-esteem and helps each child dream beyond unspoken socio-economic barriers.

PROGRAM SERVICE ACCOMPLISHMENTS

L.E.A.D. entered its 26th year of providing its tutoring and mentoring program to underserved students and:

- OFFERED 32 CHILDREN living at or below poverty nearly 200 hours of TUTORING AND MENTORING on Tuesday evenings during the academic year, and through a summer immersion in July. ALSO COORDINATED ROUND-TRIP TRANSPORTATION for students to get to/from the Arden Mead Center in Webster Groves, MO.
- PROVIDED MEALS to membership prior to their tutoring/mentoring sessions, and offered meals that were balanced and included vegetables, fruit, and healthy beverage choice
- SUPPLIED membership with BASIC ESSENTIALS required for school success including
 - back-to-school outfits
 - backpacks filled with school supplies
 - winter coats and gloves, new shoes
 - Food at the holidays
- DESIGNED SUMMER TUESDAY FIELD TRIPS AS FUN LEARNING EXPERIENCES ranging from the St. Louis Art Museum, St. Louis Zoo, Magic House, The Science Center, and restaurant experience to practice manners, and more. One "Reward Day" for good behavior is also hosted to honor the efforts of the students meeting pre-directed criteria.
- COMPLETED A TECHNOLOGY PILOT AND ADDED THE PROGRAM TO L.E.A.D.'S CURRICULUM that allows families to borrow one of the organization's tablets/IPads in between tutoring and mentoring sessions so students can work on homework and/or complete online learning activities within curricula purchased by our organization. Students also receive the chance to work towards ownership of said equipment.
- ASSISTED 2 CANDIDATES FOR GRADUATION, HELPING THEM APPLY TO AND SECURE FINANCIAL AID TO ATTEND COLLEGE and also assisted prior graduates with job/college applications.
- HIRED AN ASSISTANT DIRECTOR as the first major step in our organization's leadership succession plan.
- NOMINATED 10 DESERVING STUDENTS FOR WEEK-LONG ST. LOUIS ZOO CAMP SCHOLARSHIPS AND ARRANGED FREE ROUND-TRIP TRANSPORTATION TO ENSURE OUR STUDENTS' PARTICIPATION. (THESE CAMPS TOOK PLACE IN THE WEEK LEADING UP TO L.E.A.D.'S JULY SUMMER IMMERSION PROGRAM.)

2018 L.E.A.D. BOARD OF DIRECTORS

President Dotty Pressman-Tepper is L.E.A.D.'s Founder, President and Director. She is also a Private Tutor, a job she has refined throughout a 30 year tenure. Dotty created and directed the Hosea House Tutoring and Mentoring Program in 1993, transitioning and retitling it to L.E.A.D. Promising Youth in Spring 2013. She has a B.A. in English and M.A. in Teaching from Washington University in St. Louis. She taught 8 years in the Ladue School District and is self-employed as a private tutor in SAT and ACT preparation, upper level math (Algebra I, II, Geometry, Pre Calc.) and English. She is the primary teacher for High School level instruction in Math and Language Arts.

Dr. Karen Gheesling Mullis is responsible for L.E.A.D.'s Middle School instruction and science programming. She taught molecular biology at Washington University and tutored in the Pfizer Science Outreach to Schools program, as well as Hosea House (now L.E.A.D.). Dr. Gheesling Mullis has a B.S. in Chemistry, a Ph.D. in Biochemistry, and Postdoctoral Fellowship in Biochemistry. She was employed at Pfizer for over 18 years, most currently as Director of Project Management in Oncology Clinical Development and Medical Affairs. In 2016 Karen was selected to be a PhD Venture Partner at RiverVest and President of Archer Venture Partners.

Treasurer Diane Stern (ex-officio) is L.E.A.D.'s computer teacher. She has a B.F.A. from Washington University and is an owner/partner in Reby-Stern Photography and a freelance computer consultant since 1996. Stern has expanded our students' knowledge about the computer to include research, educational gaming, and Power Point.

ADDITIONAL TRUSTEES

Craig D. Sherrill received his Bachelor of Science from Washington University in St. Louis. He is Supervisor of Distribution Control for Ameren Missouri. In addition to serving on L.E.A.D.'s board of directors, Craig carves out time to build relationships with our middle school students and is an active tutor, assisting with homework and mentoring them to success.

Joan C. Walker is a teacher in L.E.A.D.'s elementary program. She has an M.S. in Hearing and Speech. She retired after teaching for Central Institute for the Deaf, the National Technical Institute for the Deaf, The College School, and MICDS. Ms. Walker is a L.E.A.D. tutor and organizes enrichment activities like field trips and science experiments.

Dr. Alisha White graduated from University of Missouri - Columbia and completed residency and internship at Northwestern University Medical School (Chicago, Illinois). Alisha has been in practice since 2009, working as an internist with BJC Healthcare.

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2018 Financials

Total Income	\$62,004	
Total Expenses	\$65,472	
Program	\$52,303	80%*

*This is a reflection of cash expenses only and does not include the depths of in-kind hours donated by approximately 30 individuals, primarily in the area of program services.

Fundraising	\$4,937	7%
Administrative	\$8,231	13%
Net Income 2018	- \$3,468	
Account Balance:	\$39,386*	

ENDING NET ASSETS: Fixed assets \$10,130.35 (depreciated computers)

Total net assets: \$49,516

*includes funds raised specifically to support a portion of expenses associated with hiring the Assistant Director

**Assets include amortized technology, as well as funds to award graduates new technology to assist them in their transition to college, and funds raised to offset expenses related to the hiring of our agency' Assistant Director.

Expenses do not include contributions of significant time donated by volunteers.

L.E.A.D. Promising Youth – a Better Business Bureau-reviewed agency
Satisfying 23 of the BBB's 23 charitable standards for non-profit agencies