





# Table Of Contents

---

Letter From the President	03
A New Look	04
By the Numbers	05
Launching Futures	08
Partnership In Action	09
Celebrating 25 Years of Impact	10
Work Based Learning Highlights	11
Coordinated Systems Building	14
New Ways to Engage	15
Looking Ahead	16
Thank You to Our Partners	17
Statements of Financial Position	18
Board & Leadership	19

# Letter From the President



Dear Friends,

Over the past year, Philadelphia Youth Network has been intentionally reshaping and realigning our work to better meet the moment, to better serve the young people of our city, and to better reflect the needs of Philadelphia’s evolving workforce development landscape. Today, PYN stands on the brink of a bold horizon: more focused, more strategic, and more prepared than ever to help young people achieve stable careers, economic mobility, and long-term success.

Philadelphia is rich with opportunity, and its young people bring extraordinary talent, creativity, and ambition to every stage of their development. Yet potential alone is not enough. Young people need access to learning experiences that are holistic, engaging, and sustained - experiences that begin early, evolve over time, and connect them to the skills, relationships, and opportunities that lead to meaningful, long term impact.

At the core of our work is a belief that true workforce development must prepare young people for long-term, constantly evolving careers - not just a first job or a paycheck. This year, PYN has sharpened its focus around four core priority areas designed to meet young people at every stage of their developmental journey.

Through our new model, focused on **Out-of-School Time Programs, Work-Based Learning Programs, Career Pathways Programs** and **Coordinated Systems Building**, we are developing a continuum of services that spans early career exposure, deep career immersion, and long-term, systems-level impact.

As we look ahead, we also pause to reflect with gratitude. This year marked PYN’s 25th anniversary, a milestone made possible by the dedication of our staff, the trust of our partners and funders, and, most importantly, the resilience and determination of the young people we serve. We are deeply thankful to everyone who has contributed to this legacy and celebrated alongside us.

As we move into a new year, PYN is more strategically positioned than ever before, and our expectations for ourselves and for the systems around us are higher. The work ahead calls for bold thinking, strong partnerships, and unwavering commitment. We are ready to meet it.

In Service,

Wendy-Anne Roberts-Johnson  
PRESIDENT & CEO, PHILADELPHIA YOUTH NETWORK

Read Wendy-Anne’s recent op-ed for The Philadelphia Citizen



# A New Look

Philadelphia Youth Network (PYN) is stepping into a new chapter. As we look ahead, we have refined our focus on year-round, direct-service programming that connects young people to careers aligned with their interests and strengths. This renewed clarity in who we are and how we serve called for a fresh new look.

Our new visual direction captures the magic that happens when ideas overlap and new opportunities take shape. It celebrates the collective energy of youth, partners, and communities coming together - dynamic, bold, and full of momentum.

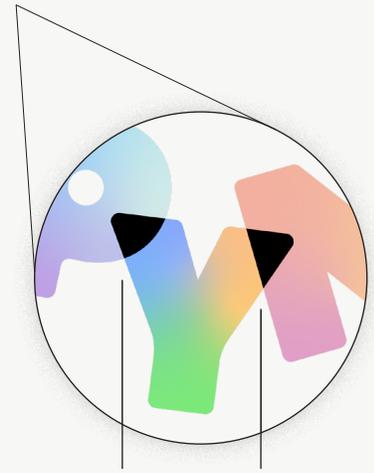
The vibrant color palette reflects the diversity of the young people we serve. The raised “Y” symbolizes collective support and how we come together as a network to uplift youth and guide them toward meaningful, sustainable careers.

Read the Full Story On Our Blog!

BEFORE



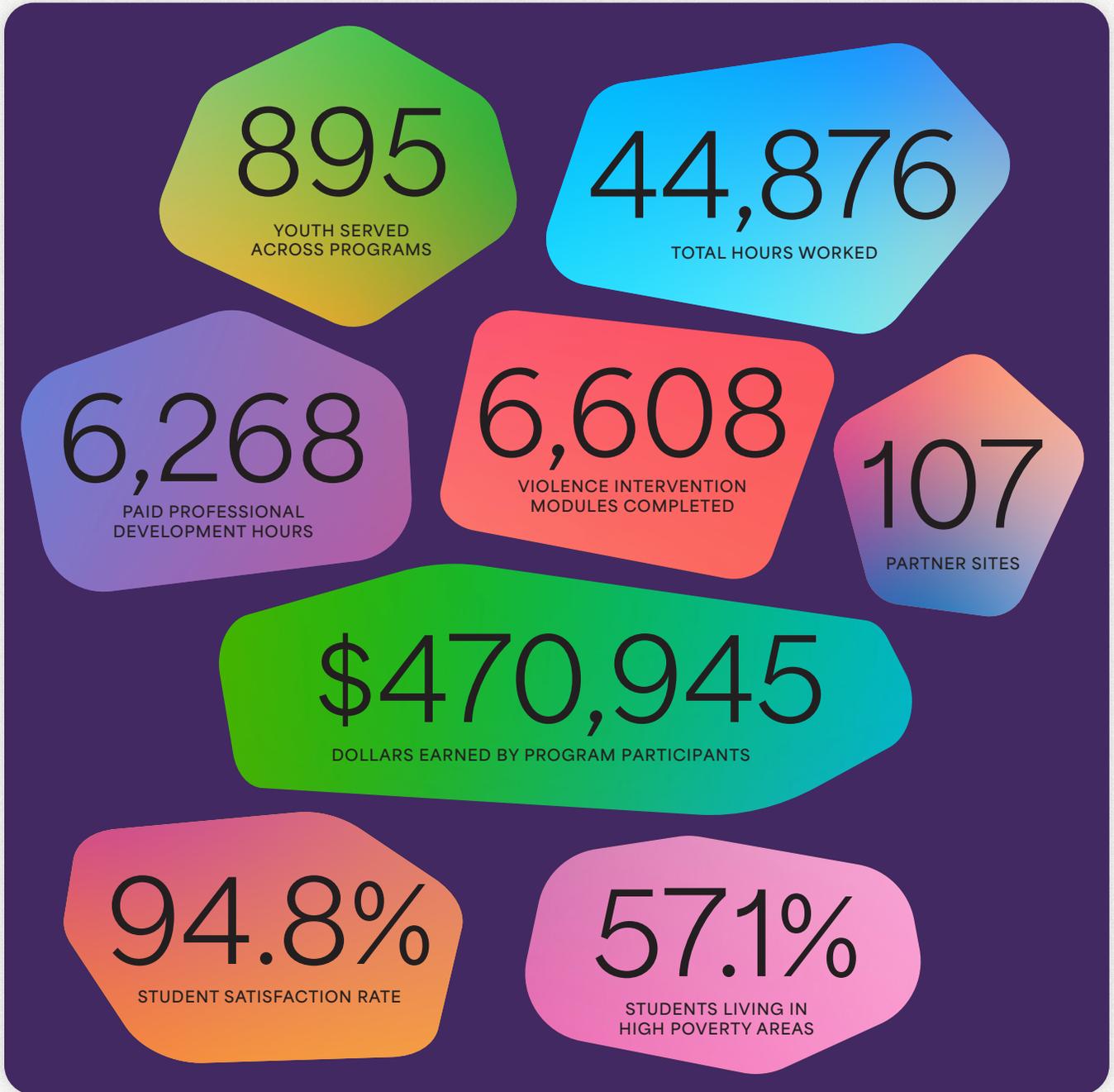
AFTER



Intersection + Collaboration



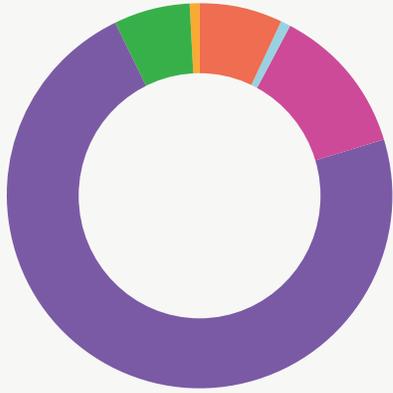
# By the Numbers: A Year of Growth & Impact



PYN's impact spans the full youth career continuum - introducing middle schoolers to new possibilities, supporting high school students through real-world experiential learning, and helping young adults take their first confident steps into the workforce.

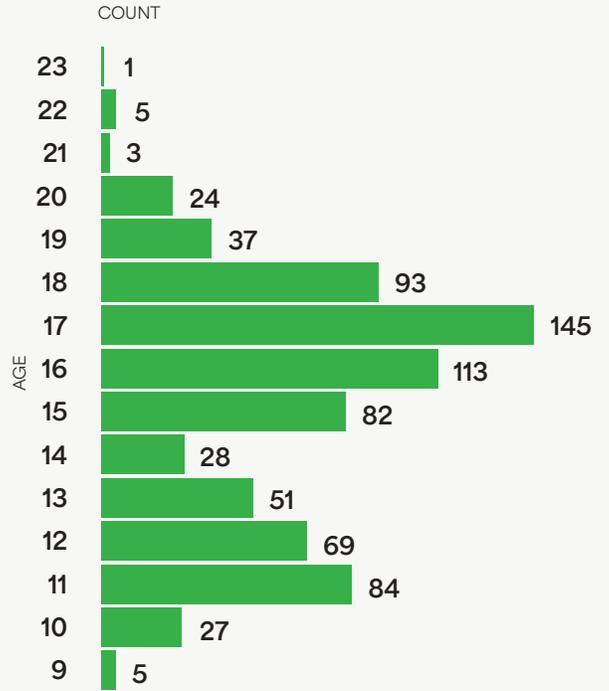
The numbers that follow highlight this continuum in action - showing who we served, where they live, the experiences they accessed, and the advancements they made through our network of programs, partners and worksites.

### Race



- 7.1% White
- 0.9% Native Hawaiian and Other Pacific Islander
- 12.3% More than one race
- 72.5% Black or African American
- 6.3% Asian
- 0.8% American Indian or Alaska Native

### Participant Ages

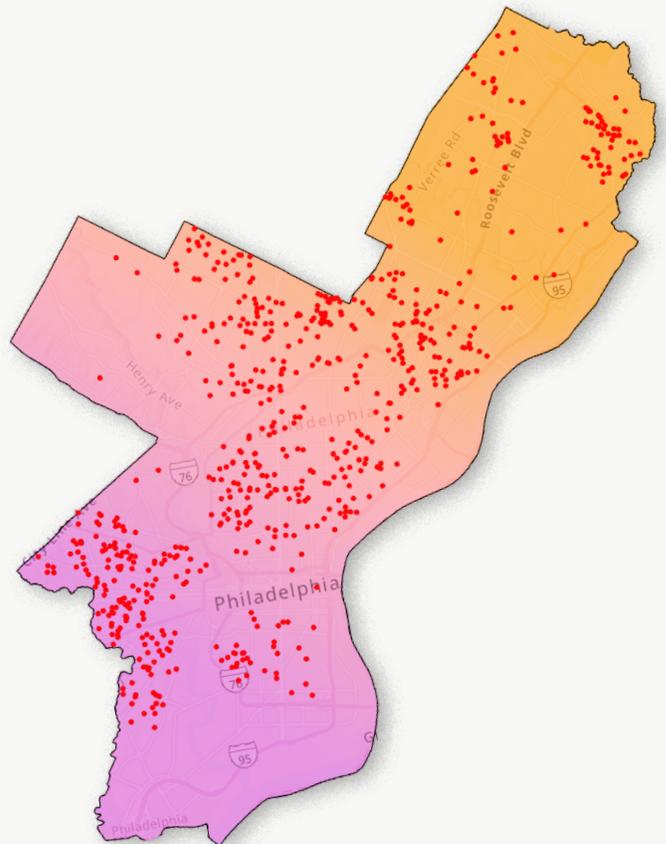


### Gender

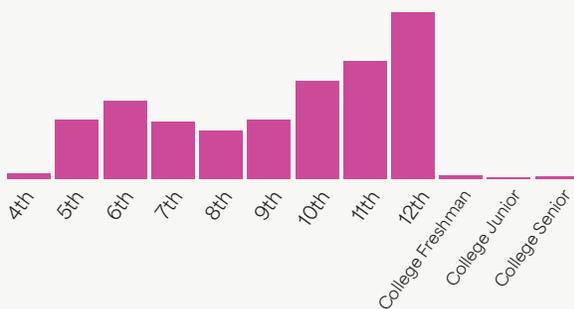


- 42.6% Female
- 40.1% Male
- 17.3% Other/Unreported

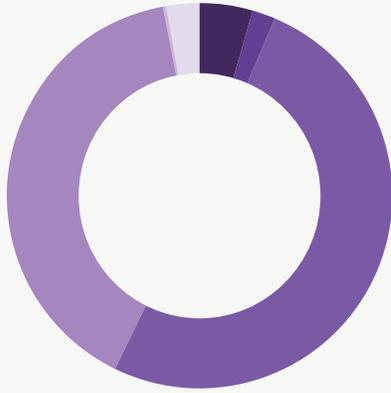
### Geographic Breakdown of Participants



### Participant Grade Range

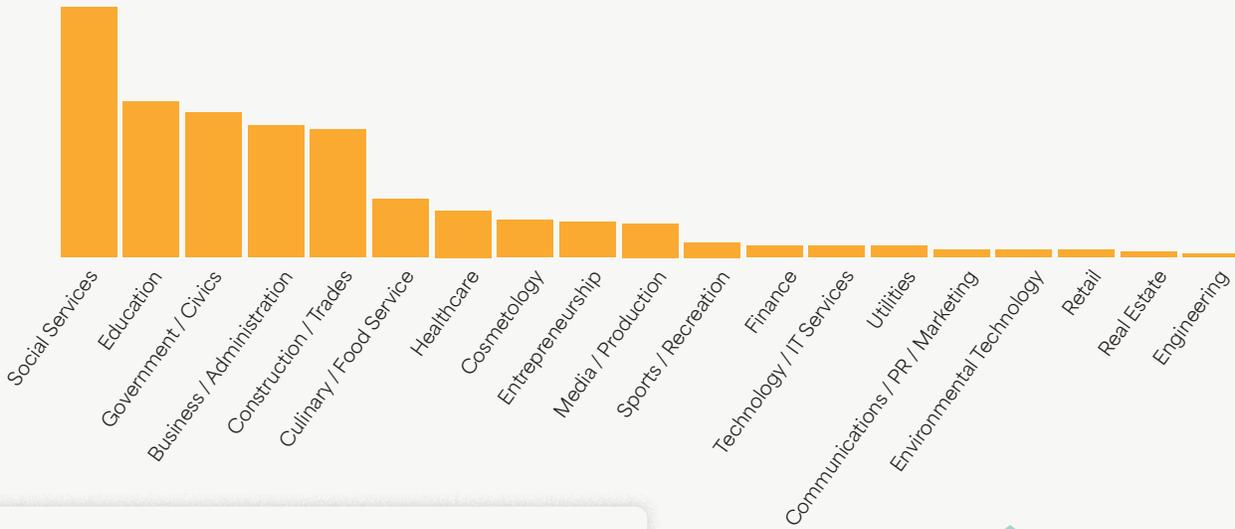


## School Status



- 4.7% Attained HS Diploma or Equivalent
- 1.8% In College or Post-secondary School
- 50.9% In High School
- 39.9% In Middle School
- 0.2% Out of School (Dropout)
- 2.6% Unknown

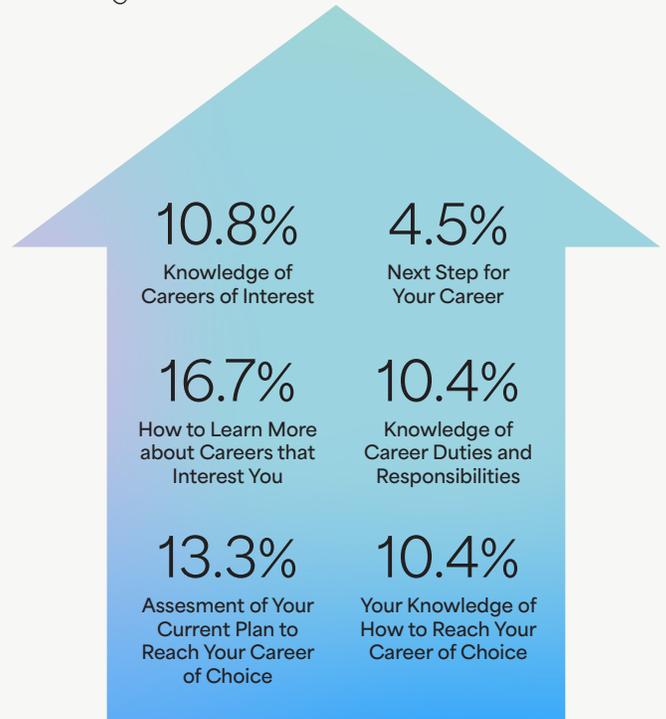
## Distribution of Placements by Industry Sector



### Highlights from Participant Survey Data

In Program Year 2025, participant survey data demonstrated strong and consistent gains across key indicators of career readiness. Youth improved in 11 of 12 measured competencies, with notable growth in career knowledge and planning. On core career awareness measures (10-point scale), participants achieved an average increase of nearly 10%, with some indicators rising by as much as 16-17% over the course of the program.

Across all 12 measures, youth demonstrated an average increase of approximately 7%, reflecting meaningful progress in career clarity, confidence, and professional skill development throughout the program year.



# Launching Futures

## PYN's OST Program Fosters Careers in STEM



Out-of-School Time

PYN prepares our next generation of science, technology, engineering, and math professionals through early exposure.

This work is possible through our Career-Connected Learning Afterschool Program which offers after-school/out-of-school enrichment activities. Through our various OST programming, we provide after-school enrichment activities that offer financial literacy instruction and project-based career exposure and awareness.



**“There’s no such thing as exposing youth to careers too early,” said Theresa Tham, PYN’s OST program director. “Our youth cannot strive for these high-level careers if they don’t know what they entail or see a pathway to get there. And that’s where we come in.”**

### NASA

In Spring 2025, PYN connected middle school students with NASA through a virtual learning experience that offered a firsthand look at the agency’s mission and research. Students engaged directly with NASA subject matter experts as part of the NASA STEM Gateway initiative.

These virtual connections are designed to deepen students’ understanding of the real world challenges engineers and scientists tackle every day, while inspiring curiosity and interest in STEM careers. The experience reflects a broader effort to educate, expose, and encourage young learners to envision futures in STEM.

### A Trip to Penn’s School of Engineering and Applied Science

PYN took a cohort of students from Warren G. Harding Middle School on a field trip during the spring of 2025 to the University of Pennsylvania’s School of Engineering and Applied Science. While there, they were able to engage in hands-on activities and meet STEM professionals. The young people involved in our Career Connected Learning Afterschool Program get invaluable access to mentors, academic support, industry tours, and field trips.



Learn More About PYN’s Efforts Showcasing STEM Careers

# Partnership In Action

## YouthBuild Philadelphia & WorkReady VIP

Workforce development programs rely on strong partnerships to integrate learning, expand access to opportunity, and equip young people with the skills needed for longterm career advancement. This year's collaboration between YouthBuild Philadelphia and PYN's WorkReady Violence Intervention and Prevention (VIP) program exemplifies this approach by combining classroom instruction, career readiness training, and paid, hands-on work experience.



YouthBuild Philadelphia, one of the city's leading vocational preparatory schools, provided a supportive academic environment grounded in leadership development and vocational preparation. PYN strengthened this foundation through its targeted career readiness curriculum, which includes Positive Action programming and evidence-based violence intervention and prevention strategies. By integrating VIP principles into professional skill-building, participants not only developed technical and workplace competencies but also learned conflict resolution, communication, and problem-solving skills essential for success in the workforce.

Classroom learning was reinforced through paid, project-based work at the North Philadelphia Peace Park, where participants earned more than \$1,300 while contributing to the construction of a new community stage and completing industry-critical OSHA safety certifications. The worksite experience allowed young adults to apply lessons from the classroom in real time, developing practical skills in construction, electrical work, and plumbing. Daily interaction with trades professionals provided mentorship, industry exposure, and a tangible understanding of workplace expectations and opportunities - all within a framework that reinforces safe, respectful, and positive engagement in the community.



Building Safer Futures Through Work: WorkReady VIP

# Celebrating 25 Years of Impact!



On May 1st, 2025, PYN proudly celebrated its 25th anniversary by honoring its legacy, celebrating young people, and imagining the future at an unforgettable event at Center for DesignPhiladelphia. About 150 people came together for the special celebration including elected officials, community leaders, partners, youth advocates and supporters.

At the cocktail reception, young people inspired the crowd by sharing their PYN stories and personal experiences. PYN CEO Wendy-Anne Roberts-Johnson reflected on the organization’s rich history and shared its vision for the next chapter, as PYN transitions into work as a direct service provider, bringing opportunities to young people across the full age continuum. Guests enjoyed a night of networking, live entertainment, and a silent auction. Loraine Ballard Morrill, Director of News and Community Affairs at iHeartMedia, served as the event’s emcee.

**“The whole event was incredible, especially the young people who participated, as they are the reason that we do this work. Their voices, talents, and leadership inspire us all and remind us what’s possible when youth are given the opportunity to thrive,” said Roberts-Johnson.**

Lincoln Financial and Santander were the presenting sponsors of the event, which brought in more than \$70,000 to support youth workforce development. Lincoln Financial also received a PYN Leadership award to honor them for their continued support of city-wide WorkForce development initiatives.



# Work Based Learning Highlights

## Direct Service Success



**Work Based Learning**



PYN has no shortage of direct service success stories after pivoting from its historical role as an intermediary.

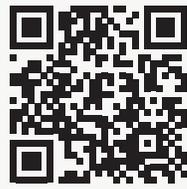
PYN's 2025 Summer Jobs Program connected more than 300 young people in paid work experiences in partnership with dozens of employers, nonprofit organizations, and community-based programs throughout the city of Philadelphia.

To ensure our PYNterns were ready to work, PYN hosted a "Summer Jobs Welcome Week," at Temple University. Throughout the week, young people received sessions and job readiness workshops intended to teach practical skills like how to write professional emails, work attire, and planning a commute.

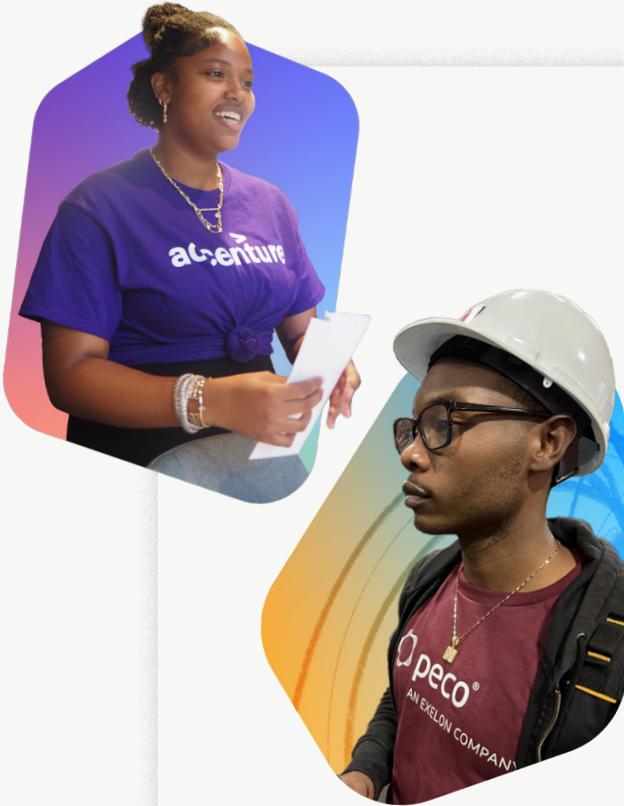
PYN's summer program offered 120 hours of paid work experience, which consisted of 90 hours on-site and 30 hours of classroom-based professional development training. Participants earned up to \$1,500 and had access to wraparound services, financial literacy, and soft skills training.

Most youth worked through PYN's WorkReady BOOST program, a dynamic, year-round career development initiative that provides internships and part-time job opportunities across the city. An additional 115 young people joined through the WorkReady VIP program, designed specifically for youth ages 14-18 living in Philadelphia's highest-priority, violence-affected ZIP codes. In addition to paid work experiences, these participants received access to violence intervention and prevention services, enhanced curriculum, trauma-informed support services, and more.

The hundreds of PYNterns worked with more than 30 companies and organizations, including various Philadelphia City Council offices, iHeartMedia, Accenture, Bank of America, PECO Philadelphia Gas Works, Philadelphia Water Department, Salvation Army, among others.



Learn More and Get Involved On Our Website



## PECO and Accenture

PECO and Accenture placed several of our “PYNterns” in various departments across the company where they gained hands-on exposure to the logistics of the energy industry. In addition to internships, the two companies treated our youth to a panel discussion featuring former interns and industry leaders. It was an educational experience that allowed our youth to learn from people who were once in their shoes. One of the panelists, Khair Washington, is now a Class B mechanic working in PECO’s Gas Plant.

## PSTV: “Lights, Camera, Interns”

PYNterns Maxwell Corcoran, Miles Shenk, and Kaiyum Owens learned how to operate industry-standard cameras, audio equipment, and live switch software, while also developing skills in video editing and content creation.

PSTV’s facility is robust, featuring multi-platform editing bays, a soundproof recording booth, a state-of-the-art television studio, and a mixed-media lounge. Its set-up allows students from public, charter, private, and parochial schools to gather hands-on media training designed to support their college and career pathways. The PYNterns’ work was also shown on TV as PSTV broadcasts 24/7 on Comcast/Xfinity Channel 52, Verizon Fios Channel 20, and online.



Corcoran, Shenk, and Owens’ Experiences Were Showcased in The Philadelphia Tribune

# Bebashi Transition to Hope

Several PYN interns spent their summer working at Bebashi, a local community hub for people who need food resources, high-quality health care, health education, and social services.

Most worked within Bebashi's hunger-relief program where the food bank is set up like a grocery store for the local community who are economically disadvantaged. Interns learn inventory skills and customer service skills through stocking, assisting customers, working the register, and answering phone calls.

6abc highlighted their experience, as well as Michele Gilmore Bey, our Director of Work-Based Learning, who was also a PYN participant during her high school years.

PYN also encouraged our interns to capture their exploration, growth, and hands-on experiences in the style of "a day in the life" videos.

By the end of the summer, PYN interns had a lot to celebrate. In early August, our talented young people attended our End of Summer Celebration to share their successes with lawmakers, program partners, and business professionals. The festivities included a celebration ceremony, networking opportunities, speeches, and slideshows featuring highlights throughout the summer. Notable guests included Pennsylvania State Representative Amen Brown, Philadelphia City Councilmember Isaiah Thomas, and Chief Human Resources Officer Kenya Pitt at Penn Presbyterian Medical Center.



See behind-the-scenes as our talented youth provide a front-row seat to their summer adventures while also boosting their resume!



## QUOTES FROM PYNTERNS

"This program has made me more persistent in working toward my current career goal rather than changing my plans."



"This opportunity has allowed me to see the behind-the-scenes for what goes on in City Council. I got to see how everything works logistically and the steps needed to be taken for bills to begin being drafted and passed."



# Coordinated Systems Building

## Advancing a Connected Workforce Ecosystem



**Coordinated Systems Building**

Program Year 2025 marked a renewed and more intentional focus on strengthening PYN’s role within the local, regional, and national workforce-development landscape. Throughout the year, and together with several partner organizations, PYN advanced a coordinated systems-building agenda designed to improve shared learning, expand cross-sector alignment, and elevate practices that support youth pathways at scale.

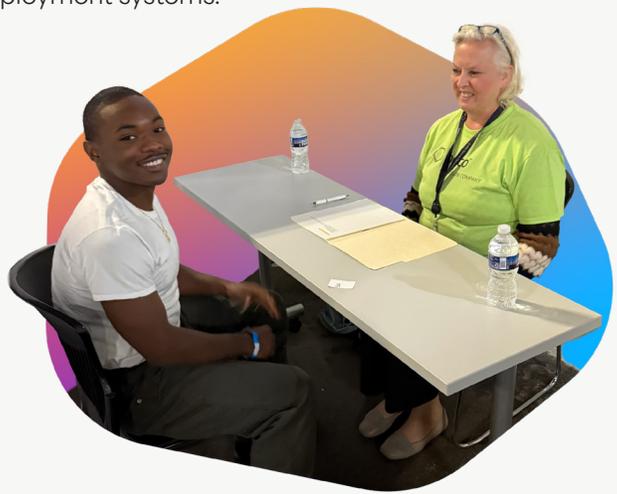
**PYN’s Coordinated Systems Building Work is rooted in the belief that sustainable progress requires not only high-quality local programming, but also collective alignment and investment in the policies, data systems, and institutional relationships that shape opportunities for young people.**

A central component of this agenda was PYN’s engagement with the Aspen Institute’s Opportunity Youth Forum (OYF). As an OYF site, PYN contributed local insights, quantitative data, and thought partnership to national conversations focused on reconnecting opportunity youth and transforming the conditions that shape access to education and employment. Over the past year, PYN collaborated with Aspen and peer sites to strengthen shared data frameworks, improve measurement consistency, and build capacity for cross-community learning.

PYN also continued its long-standing partnership with the Annie E. Casey Foundation through the Generation Work initiative. This work supports the alignment of education, training, and employer-engagement systems to create equitable, demand-

driven employment pipelines for young adults. Through Generation Work, PYN helped inform employer-readiness strategies, advance equitable hiring and supervision practices, and support regional efforts to prepare youth for high-quality employment opportunities.

Locally, PYN deepened its collaboration with the Coalition for the Attainment and Success of Every Student (CASE), a collective-impact initiative focused on improving high school completion, postsecondary persistence, and long-term career readiness for Philadelphia students. By contributing workforce insights and data, PYN helped strengthen the integration between secondary, postsecondary, and employment systems.



Learn More and Get Involved On Our Website

# New Ways to Engage Partner with PYN



The work we do at PYN cannot be done alone. We need a citywide effort from both organizations and individuals who are committed to fostering the next generation of young professionals. This is an exciting time to partner with us - we are expanding opportunities for collaboration and investment!



## Corporate Partners Program

Our recently launched Corporate Partners Program drives workforce change through corporate commitment. Partners have access to customized employee engagement opportunities, brand visibility across PYN platforms and exclusive invitations to events that highlight their leadership in this space. Our corporate partners help strengthen the talent pipeline, invest in equity, engage their team with volunteer opportunities all while gaining visibility for their CSR goals.

## GET INVOLVED WITH US!

Whether it's hosting a young person at your workplace, donating to help fund a youth work experience, or sharing your expertise to mentor a young professional, each option is a way you can help shape the future workforce. Join us!



Learn More and Get Involved On Our Website

## Rising Stars Fund

Our new individual giving program helps fuel young people's dreams. Rising Stars Donations support life-changing opportunities from paid internships, career exposure and mentorship. From the accessible Dreamers Circle (\$50-99) to the Luminary Circle (\$10,000 +) and everything in between, there are levels for everyone to help build pathways for youth to rise.

# Looking Ahead

## 2026 and Beyond



**As we close a milestone year, we are excited to enter a new chapter that honors our past while creating a future with a new focus.**

We have earned our place as a trusted leader in youth workforce development for more than 25 years. We have successfully begun a new era of turning ambition into action through real-world learning, meaningful work, and strong networks that expand young people’s view of what’s possible is our specialty.

In the year ahead, we are strengthening our programming and promoting long-term economic mobility by offering more year-round, direct service programming that connects youth to work experiences and careers that align with their strengths, interests, and goals.

It is intentional that this new programming spans from career awareness to advancement. Our expanded out-of-school time and year-round career-connected learning programs are already underway. Forty Opportunity Youth - young adults ages 16-24 who are not in school or working - are currently in the Professional Pathways program being connected to career pathways, credentialing opportunities and living wage jobs.

Our work is not just an educational strategy, but an economic vehicle and a civic imperative that is fueled by the support of our key partners. That’s why we are expanding our corporate engagement and partnerships. We recently held our first Building Futures: From Blueprints to Brilliance Breakfast Roundtable, featuring industry leaders discussing the skills needed to build the city’s future workforce. We plan to make this an annual event to continue the dialogue with industry leaders to ensure our programming aligns with the skills they view as essential.

Our new branding reflects this exciting time of innovation and renewed focus at PYN. We hope you join us in this work. We have many options for you to become a partner as we lift up our youth and help them own their futures. Anyone can help our city’s young people showcase their potential. Your investment is a win-win -- it provides valuable experience for youth and creates a homegrown talent pipeline in Philadelphia.

We are eager to report back next year on what we know will be another banner year for PYN.

Get In Touch [INFO@PYNINC.ORG](mailto:INFO@PYNINC.ORG)

# Thank You to Our Partners

## 2025 INVESTORS & EMPLOYERS



## 2025 PROGRAM PARTNERS

22nd Street Water Ice  
 387 Grooming  
 AECOM - Philadelphia Office  
 Accenture  
 Balancing Life & Kids  
 Bank of America  
 Bebashi - Transition to Hope  
 Belfield Recreation Center  
 Building 21 High School  
 Càphê Roasters, LLC  
 City of Philadelphia Law Department  
 CJ's Sweet Palace  
 CK2 Financial Services  
 Collective Climb - 15th & Locust Location  
 Covenant House Pennsylvania  
 Diamond Beauty Academy  
 Domain Real Estate Group  
 Drexel University  
 Dornsife Center for Neighborhood Partnerships  
 Educators 4 Education  
 ESF Dream Camp  
 Evelyn Graves Ministries Church  
 Face to Face  
 Feed Philly Now  
 Finletter Elementary School (Thomas K. Finletter School)  
 Flex Fitness 215  
 Frankford Community Development Corporation  
 Girard College  
 Gold Rock Realty  
 Greener Partners  
 Haven Café

Holsey Temple Church  
 Honest Plumbing & Heating, LLC  
 iHeartMedia Markets Group  
 Ingram's Drain & Sewer Cleaning Company  
 IZLAS Latin Cuisine  
 Job Works, Inc.  
 JSJ Food Bank  
 Keep N Touch Flowers  
 Know Your Worth Girls Inc.  
 La Salle University  
 Lightbulb Learning Center  
 Little Miss Muffins Learning Academy  
 Little Pearls Academic Center  
 Mastbaum Area Vocational Technical School -  
 Sports & Events Media  
 Mentor Leaders Produce Mentor Leaders  
 Motivated Community Resource Center  
 Nerd Street Gamers  
 North Philadelphia Peace Park  
 Nothing But Love Soul Food & Catering (IPAM)  
 Ordinarie Heroes, Inc.  
 PECO  
 Penn RSSA - Perelman School of Medicine  
 Penn Vet RSSA - School of Veterinary Medicine  
 Philadelphia Gas Works  
 Philadelphia Health Management Corporation (PHMC)  
 Philadelphia Technical Training Institute  
 Philadelphia Water Department  
 PSTV  
 Pound Cake Heaven - 53rd Street Location  
 Room By Room Renovation, LLC  
 Salvation Army

Scene-N-Action Productions Company  
 Sherry's Restaurant  
 Skyy's The Limit  
 Spectrum Success 911, Inc.  
 Sports & Events Media at Mastbaum  
 Strength & Honor, LLC (formerly Wave Nutrition)  
 TGR Foundation  
 The Drivers Cooperative  
 The Office of Councilmember Isaiah Thomas  
 The Office of Councilmember Jeffery Young, Jr.  
 The Office of Councilmember Nina Ahmad  
 The Office of State Representative Amen Brown  
 The Office of State Representative Jordan Harris  
 The Way Club  
 Thomas K. Finletter School  
 Trust Factor  
 Urban Art Gallery (Know Your Worth Girls, Inc.)  
 Urban Youth Kings & Queens  
 U.S. Squash  
 Walmart Supercenter  
 Warren G. Harding Elementary School  
 Wellness Journey  
 West Philadelphia Alumni Association  
 West Philly Café  
 Wheeler, DiUlio & Barnabei  
 Why Not Prosper  
 Your Child's World Learning Center -  
 16th Street Location  
 The Youth Outreach Adolescent Community  
 Awareness Program (YOACAP)

# Statements of Financial Position

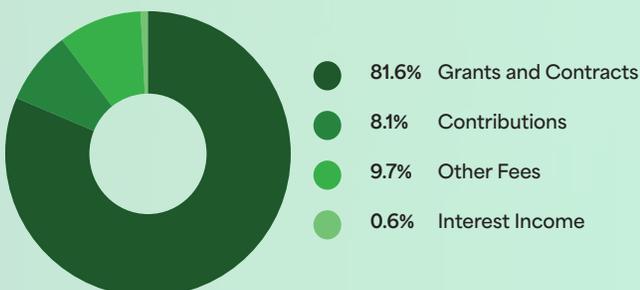
As of June 30, 2025 and 2024

2025

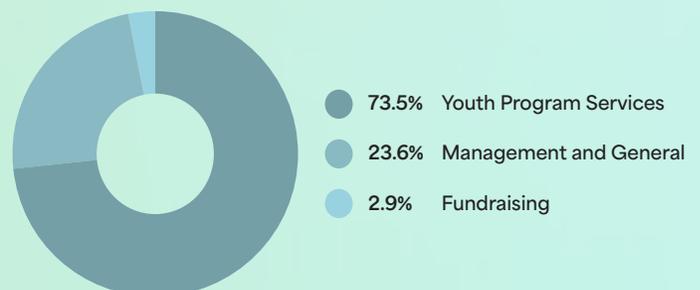
CURRENT ASSETS	2025	2024
Cash and cash equivalents	\$ 6,543,501	\$ 6,792,909
Grants and contracts receivable	553,795	4,117,218
Right of Use (ROU) asset	-	483,166
Prepaid expenses	66,112	49,746
<b>Total Current Assets</b>	<b>7,163,408</b>	<b>11,443,039</b>
<b>PROPERTY AND EQUIPMENT - NET</b>	<b>70,192</b>	<b>8,511</b>
<b>CONSTRUCTION IN PROGRESS</b>	<b>34,455</b>	<b>-</b>
<b>SECURITY DEPOSITS</b>	<b>407,410</b>	<b>47,410</b>
<b>TOTAL ASSETS</b>	<b>\$ 7,675,465</b>	<b>\$ 11,498,960</b>
<b>CURRENT LIABILITIES</b>		
Accounts payable, subcontractors	\$ 296,745	\$ 113,028
Accounts payable, other	265,209	141,171
Accrued expenses	108,378	181,609
Lease liability	-	355,989
Deferred revenue and refundable advances	75,390	2,677,922
<b>Total Current Liabilities</b>	<b>745,722</b>	<b>3,469,719</b>
Lease liability, net of current	-	139,875
<b>Total Liabilities</b>	<b>745,722</b>	<b>3,609,594</b>
<b>NET ASSETS</b>		
Net assets without donor restrictions	6,869,743	7,206,057
Net assets with donor restrictions	60,000	683,309
<b>Total Net Assets</b>	<b>6,929,743</b>	<b>7,889,366</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 7,675,465</b>	<b>\$ 11,498,960</b>

Philadelphia Youth Network

## SUPPORT AND REVENUES



## OPERATING EXPENSES



# Board & Leadership

## BOARD OF DIRECTORS

**Tracee L. Hunt**, *Board Chair*  
 Founder and CEO, Total HR Solutions, LLC

**Josh Schmidt**, *Board Treasurer*  
 Chief Legal Officer and Corporate Secretary,  
 InterDigital, Inc.

**Gerald B. Kosmin**, *Board Secretary*  
 Corporate Director of Business Development,  
 Malvern Health, Inc.

**Dr. Whitney A.E. Arjun**  
 Director of Enrollment Management and  
 Retention, Penn State University (Abington)

**David Beety**  
 Regional Vice President, PeopleShare

**Angela Moultrie**  
 Regional President, Santander Bank

**Jennifer Carroll**  
 Senior Program Officer, Human Services,  
 Connelly Foundation

**Chris Urheim**  
 Retired Business Executive and Global Marketing  
 Director, LANXESS/IFF

**Sandrine Wiedenkeller-Lichy**  
 Managing Director, Springhouse Ventures Group

**Michele Wells-Bates**  
 Workforce Development Manager, Outreach  
 and Programs, PECO

**Anthony Bevacqua**  
 Workforce Principal, Advisory Markets Leader,  
 KPMG LLP

## EXECUTIVE LEADERSHIP TEAM

**Wendy-Anne Roberts-Johnson**  
 President & CEO

**Christian Holland**  
 Executive Vice President

**Gloria Miranda**  
 Associate Vice President, Administration

**Timothy Rayer**  
 Director, Information Technology

**Dean Morris**  
 Controller

**Craig Hamilton**  
 Director of Development

THIS REPORT IS DEDICATED IN LOVING MEMORY

# Michele DePoulter

January 25, 1977 - December 7, 2025

Dedicated friend, colleague, and workforce development champion

Throughout her career, Michele focused on expanding meaningful opportunities for youth. Through her work at PYN, Michele helped to strengthen the systems, compliance practices, and monitoring standards that helped thousands of young people gain the kind of early workforce experiences that open doors to meaningful professional pathways.



You can read more about Michele and her legacy and donate to support her family at [www.pyninc.org/blog](http://www.pyninc.org/blog)

## The Future's Under Construction

