Last year, we celebrated PYN’s 20th Anniversary. Commemorating this milestone accelerated our momentum toward our vision of alleviating poverty and inequity through education and employment. At our anniversary event in March, we celebrated the organization’s impact, partnership and progress with so many of our stakeholders. We highlighted the success of our young people and shared participant stories through Snapshots. We are overcome with gratitude and humbled by the progress we have made with your support.

Our story began in February 1999, when PYN was formally incorporated as a 501(c)(3), housed within the School District of Philadelphia. That summer, PYN implemented the first educationally enriched summer jobs program in Philadelphia for more than 5,000 youth. Since then, it has evolved tremendously and today, we are still serving young people and working with youth-serving systems to achieve greater outcomes. Together, we have provided more than 210,000 education and employment opportunities for young people since our inception.

In the last year, we have reinforced the system we built by strengthening our partnerships, creating new services, and driving continuous improvement. Our approach to innovation has been tested and we’ve shared best practices from our pilot programs locally and nationally. We’ve consulted and collaborated with other communities, both sharing our expertise and bringing what we have learned back to Philadelphia. We are excited to build a stronger youth workforce system, strengthen the skills of service providers, and ensure more young people excel as they prepare for future success.

When we provide opportunities to young people, we equip them to succeed in tomorrow’s workforce. We see the potential in our young people, who are creative, resilient and resourceful. Many of the youth we serve experience challenges every day, but the fortitude they demonstrate is far greater than the barriers they overcome. We believe their future is worth every investment made, and their success creates the momentum needed to ensure our city is thriving civically and economically.

Please join PYN’s work and become an accelerating force that ensures every young Philadelphian has the opportunity and tools to achieve their dreams. In doing so, we can create a brighter, more prosperous future for our city and its future leaders like Ninawone Zarwie and so many others. Read her story and experience the momentum created by the work we do together.

In service,

Chekemma J. Fulmore-Townsend
President & CEO, PYN

Jeffrey N. Brown
Board Chair, PYN
My dream is to become a doctor and with these skills I want to pay it forward and visit Africa to help people with basic medical needs. In 2008, I came to America as a refugee from Côte d’Ivoire, or in English, the Ivory Coast of Africa due to the country’s civil war. Growing up in a third world country, I experienced extreme poverty. At my compound, we were often hungry and malnourished which caused many health complications and even death due to illnesses that I now know are treatable with medications, or preventable with vaccines. Before I left the Ivory Coast when I was seven, I only knew my ABC’s and counting—because there wasn’t a formal education system.

When I came to Southwest Philadelphia, I could barely speak English. It’s with the support of two caring adults—the first two in a line of many more I would eventually meet—that my siblings and I learned English. To this day, I’m so grateful for my neighbor and my ESOL teacher. I worked really hard to catch up to my peers and be at a proficient level and that drive to thrive continues to this day. Every morning I woke up to take a trolley, a subway and a bus to get to work. While that was difficult, I also learned that when you love a job so much, it doesn’t always feel like work. I gained so many skills ranging from interviewing and how to be professional, to doing administrative work and shadowing therapists to get hands-on experience.

I’ve been able to witness amazing surgeries that save lives and the beautiful side of medicine which has inspired me.

Currently, I’m a senior on track to graduate in 2020 with the goal to be pre-med major. I have been blessed with so many opportunities. I am thankful for the people who saw the potential in me and have taken the time to invest in helping me on my path to success. I know I will make you all proud as I prepare for my future.

I hope that every young person has opportunities like I did to not only change their life, but to go forward and help change lives.

Ninawone Zarwie
PYN Summer Jobs Participant
2017, 2018, 2019
The Potential We See

OUR YOUNG PEOPLE ARE FULL OF TALENT

Our city is brimming with talent, passion and drive. We see it every day in the young people we serve. Philadelphia’s youth and young adults strive for success, and given the right opportunity, they can be changemakers. Allow us to paint a picture for you.

- **Young people want to work**
  
  Each year, PYN has more than 16,000 young people who apply for employment opportunities in the summer alone.

- **Their diverse experiences are wanted and valued in the workplace**
  
  67% of job seekers consider workplace diversity an important factor when considering employment opportunities, and more than 50% of current employees want their workplace to do more to increase diversity.  
  
  ![Image of diverse group of people]

- **When given an opportunity, they rise to the occasion – and thrive**
  
  Those who work in high school earn 20% more in the 6-9 years to follow than those who don’t.

When a young person works, they often experience the impacts right away. In addition to short term benefits, access to early employment has long term benefits as well.

- **Participants have the opportunity to practice critical skills and mindsets that will help them succeed in their career path.**
  
  63 service providers participated in program learning and development activities ensuring programs offer opportunities to practice and reflect on skills and mindsets referenced on PYN’s Career Development Framework (CDF).

- **With work experience comes payment, which offers not only an opportunity to develop financial literacy, but also supports individuals and our local economy.**
  
  ![Image of dollar sign]
  
  $92M in youth wages and incentives earned by PYN participants since 1999.

- **In the process of getting a job and working, participants meet caring adults who can not only help them navigate the world of work but can also help to open doors in the future.**
  
  More than 90% of participants reported that they developed a relationship with a caring adult.

GAINING MOMENTUM

THERE ARE 90,000 YOUNG PEOPLE IN PHILADELPHIA WHO REPRESENT OUR FUTURE WORKFORCE.

When we see one young person succeed, we think about the thousands alongside them, and the ripple effect that success can have. We are working toward full employment, so every youth and young adult who wants to work can have the opportunity to experience these benefits first-hand. If each young person who wanted an opportunity was given one, the impact would extend well beyond the individual.

Our neighborhoods and communities benefit from young talent who work with community-based organizations throughout the summer and during the year.

When businesses hire young people, they’re gaining early access to their future talent pool with millennial and Gen Z employees, while also building brand awareness and loyalty among the youth population.

When we maintain a coordinated youth workforce system, we support the immediate and emerging need to secure and retain the best talent, putting the city on the path to a prosperous economic future.

The Impact of PYN

OUR APPROACH

PYN helps fuel economic progress by providing education and employment experiences for Philadelphia’s young people. PYN’s strategic approach is unique in that we blend practice and policy to prepare young people for the future of work.

On the practice side, PYN works with over 60 local organizations with the goal of creating 20,000 education and employment opportunities for young people by 2020. PYN provides a continuum of services that guide young people from early career connections to advanced career training in a chosen industry.

On the policy side, PYN builds partnerships with local leaders and community members to develop joint solutions that ensure young people are prepared to excel in school and enter the workforce.

YOUTH SERVED BY PYN:
Participants Self-Identified:

**GENDER**
- Female: 54%
- Male: 46%

**AGE**
- 12-14: 11%
- 15-17: 50%
- 18+: 39%

**RACE**
- Black: 66%
- Hispanic/Latinx: 11%
- White: 7%
- Bi-/multi-racial: 6%
- Asian: 6%
- Did not disclose: 2%

**GEOGRAPHY**

PROGRESS TOWARD OUR GOALS

In 2017, PYN released a strategic plan, 2020 Vision, with three bold roles and goals. Since then, PYN has been making strides to accomplish the following goals by June 30, 2020. Over the last few years, we have worked to create better experiences for more young people. We have tested new strategies to meet the changing needs of those we serve. To both inform our work locally and work in communities with similar needs, we have collaborated beyond Philadelphia. Learn more about our strategic plan at pyninc.org/2020vision.

BUILDING TOWARD JUNE 30, 2020:

**SYSTEM BUILDER**
- Creator of a unified system of services and resources.
- Expand the continuum of education and employment opportunities by 30%, creating 20,000 opportunities annually.
- 92% - 18,431 opportunities provided in 2018-2019

**INNOVATION INCUBATOR**
- Facilitator of processes to develop, import and replicate new approaches.
- Improve and scale three pilots for vulnerable populations with one or more barriers to education and employment, locally and nationally.
- 100% - 8 pilots launched; 66% - 2 pilots scaled

**STRATEGIC CONSULTANT**
- Provider of resources and tools that grow capacity in communities.
- Share our best practices through replication in two states beyond Pennsylvania.
- 100% - 2 states beyond PA
Building the System

THE YOUTH WORKFORCE DEVELOPMENT SYSTEM

PYN’s efforts help young people succeed in tomorrow’s workforce and helps businesses build their talent pipeline, all while supporting our local economy. Through summer and year-round programs created by PYN in partnership with program providers, young people learn skills and mindsets along the continuum of experiences ranging from early, to intermediate and advanced. These unique opportunities allow participants to build valuable skills and networks that prepare them for a career.

Through the system managed by PYN, businesses can invest in their future talent to actively create a top-notch talent pool right here in Philadelphia. By bridging businesses’ needs with the skills young people have, young people can learn while earning income. This infuses money back into the local economy, helping our city to thrive with immediate and lasting impacts. By connecting to a stable, coordinated system with diverse offerings across industries, businesses are a part of a proven strategy that creates multiple wins for all involved.

This unified approach to youth employment in Philadelphia is depicted through PYN’s Career Development Framework (CDF), released in 2018. This tool helps illustrate the skills youth acquire through participation in PYN’s programs which directly align to the current and future skills employers require. PYN’s CDF promotes alignment among policymakers, funders, intermediaries, educators, employers, practitioners and young people by creating common language and defining one set of skills that all new employees will need to enter and advance along a chosen career path. Since the release of the CDF, it has been adopted by partners locally and in other communities. This shift is indicative of change on a broader scale not just in Philadelphia, but in communities through the country.

IN 2018-2019, THERE WERE

9,615

of these were YEAR-ROUND opportunities including:
• E³ Power Centers
• School-year career exposure
• School-year internships
• Pilot Programs
• PYN-supported Partnerships, including the WIOA Youth Portfolio

9,004

of these were SUMMER opportunities including:
• Summer career exposure,
• Summer service learning,
• Summer work experience,
• Summer internships
• Pilot/Year-Round Programs during summer, and
• PYN-supported partnerships

IN 2018 - 2019:

62
PARTNER ORGANIZATIONS

88
PROGRAMS

936
WORKSITES ACROSS PHILADELPHIA

IN SUMMER 2019:

90% of participants expressed an interest in pursuing further education or training

94% of participants were satisfied with their summer experience

$6,087,352.11 in youth wages infused back into the local economy

*Unduplicated
SYSTEM ENHANCEMENTS

Higher quality programs are known to improve the likelihood of positive youth outcomes, which is why PYN has further developed its program learning and development. Building off the 2018 pilot, PYN expanded implementation of the David P. Weikart Center for Youth Program Quality Assessment tool and collaborated with more than 60 summer and year-round program sites to conduct external assessments. Assessments were shared with providers and built the foundation for the continuous improvement process, which includes trained PYN staff to provide individualized coaching. Research demonstrates that this continuous improvement strategy improves outcomes for youth by supporting better program design and implementation and providing targeted professional development for youth practitioners. With fidelity to the Weikart model, PYN is in the early phases of implementing the coaching portion of the continuous learning process and will build this out through summer 2020.

In 2018-2019, PYN worked to advance equity and enhance quality throughout the workforce development system. To drive equitable access, PYN focused on improving supports to youth who strive for success in spite of the challenging circumstances they face. Too often, the talents of these youth are overshadowed by the realities of additional barriers to education and employment. The research shows that youth connected to the Juvenile Justice and Dependent Care systems sometimes lag behind their peers with lower high school diploma attainment and lower attachment to work. This year, PYN sought to close the gap by establishing additional supports for enrollment. Through strong partnerships with the Department of Human Services and the Juvenile Justice System, PYN served more youth than previous years in both the justice system and dependent care populations.

WORKING DIFFERENTLY WITH OUR PARTNERS

For years, PYN has brought diverse partners together to create a coordinated workforce development system centered on our young people. To achieve the goal of coordination, it is important to have common ground, like the CDF as the cornerstone of the system’s goals. To ensure that multiple systems are working synergistically, PYN has developed a suite of supports to help programs ensure the activities will produce strong workforce outcomes.

Partnerships with the City continue to strengthen. Last year, the Philadelphia Department of Human Services shifted their support of summer jobs to be a part of their comprehensive Out-of-School-Time (OST) strategy. As of April 2019, a decision was made to embed summer jobs into the High School Model of the Out-of-School-Time (OST) System. This alignment has been critical in our ongoing work to break down silos toward our dream of creating a seamless experience for young people that also will meet the needs of employers in the years to come.

PYN’s CDF not only provides an organizing framework for existing youth programs, it also allows us to measure the capacity of a continuum of youth workforce programs, and more clearly identifying gaps and growth areas. By mapping programs to the CDF continuum, it allows partners, policy makers, investors and employers to easily see opportunities to grow career pathway programs. With a clear perspective of the existing programs, it became clear that there is a need for the system to build capacity in the advanced space, which ultimately results in gainful employment and economic independence. PYN has convened providers to strategize on ways to fill this gap with additional coordinated career pathway programs. As we work to develop these programs with providers, we have been working to bring employers together to identify key industries that require similar skill building. This coordination will continue as we develop better and more career pathway options for young people in the next year.

Incubating Innovation

900+ PILOT OPPORTUNITIES PROVIDED SINCE PILOT LAUNCHES THROUGH 2018-2019

PILOTS PROGRESS
While the pilots that PYN has implemented vary greatly in scope, target population and expected outcomes, they all share the same intent: to test a strategy that may fill a gap in the system and to better support the needs of our young people. In the past three years, PYN has managed eight pilots. Through these pilots, PYN seeks to discover best practices, improve infrastructure and strive to address unmet needs throughout our youth employment system.

PLANNING
- Career Bridging
- Entrepreneurship
- Pipelines to Apprenticeship

IMPLEMENTING
- Pathways to Justice Careers
- Reimagine Retail
- Youth Connectivity

LEARNING
- The Hub at PA CareerLink® West
- Post-Secondary Bridging

SUSTAINING

LESSONS LEARNED
With testing comes lessons learned, that inform our work in a variety of ways. Though some of our pilot programming has ended, PYN is applying those lessons learned to the continuous improvement of our work.

- By implementing Pathways to Justice Careers, we learned about the unique supports and adjusted our approach to have dedicated positions that provide the needed supports.

- Lessons learned from Youth Connectivity are informing the development of materials that aim to expand digital access for more young people.

- We know that the retail industry offers the opportunity to gain transferrable skills for young people. Through the partnerships created and the technical assistance from the Aspen Institute, we are better incorporating youth voice and choice into the industry-specific strategies from Reimagine Retail. Conversations are continuing about how to incorporate youth into broader industry-specific strategies.

These pilots may have wrapped, but the learnings continue to inspire PYN toward innovation.
ACHIEVING SUSTAINABILITY

Some of the lessons learned help PYN grow effective practice and improve efficiency as we serve more young people. The Post-Secondary Bridging Pilot, which resulted in the release and distribution of a curriculum in 2018, included an intentional component around scaling, which allowed PYN to have dedicated capacity to support sustainability in a learning environment. Additionally, this pilot included a formal evaluation on a national scale.

The process of learning about sustainability through the Post-Secondary Bridging program highlighted a few indicators to consider when scaling a pilot. Scaling a pilot to achieve sustainability may entail:

- specific programmatic interventions continuing beyond the life of a pilot,
- the development and distribution of a new resource to inform the work moving forward, or
- new dedicated supports implemented to maintain a piloted effort.

The next phase of work may be managed by PYN directly, or by partners, or it may inform a broader collective strategy.

In the case of the Hub at PA CareerLink® Philadelphia at West, funded through the Summer Jobs and Beyond Grant from the U.S. Department of Labor awarded to Philadelphia Works and managed by PYN, scaling looks like a combination of these outcomes. The Hub launched in October 2016 and concluded services in December 2018. Learnings from the Hub have informed the City’s older youth career pathway strategy and the way that we look at supporting opportunity youth in our programming. Additionally, the strategy of supporting youth with dedicated staff in the adult employment system will continue as the PA CareerLink® Philadelphia system has begun to implement youth navigators in each of its four center locations.

FINDINGS

Findings show that because of the Post-Secondary Bridging Program:


2. More opportunity youth enrolled in post-secondary education

3. More opportunity youth who are men of color enrolled in post-secondary education

We look forward to continuing to build out the learnings from additional pilots in the coming year.
HELPING COMMUNITIES ADVANCE

Since 2015 PYN has worked with the City of Detroit through their summer jobs program, Grow Detroit’s Young Talent (GDYT). By leveraging technology and infrastructure, providing trainings and support, and working to create constituent and workflow mapping, PYN has helped build their capacity and increased the number of opportunities by 136%. During the summer of 2019, with the help of PYN, GDYT provided 8,281 opportunities for young people. This year, PYN also supported a pilot in Detroit by partnering with two local credit unions to offer safe, youth-friendly bank accounts.

In 2018, PYN also began a partnership with Seattle’s Youth Employment Program to provide technology and training. This partnership helped them identify the need to operate more efficiently with a streamlined system of processes and a structured suite of programs for young people.

Last April, the Aspen Institute’s Spring Opportunity Youth Forum (OYF) was hosted in Philadelphia. It was a testament to our collective work that the Aspen Institute chose to highlight our city as a model to other communities. PYN was a co-host, helping to bring a local perspective. Over three days, the convening shined a spotlight on the innovative work to build more opportunities for young people every day locally and in partner communities. Through site visits, plenaries and working sessions, guests from across the country learned about strategies for all levels of the work: from our systems-level partners addressing silos, to conversations that help guide the ways we think about this population, to specific strategies for implementation.

PYN can provide support to other communities looking to enhance their youth employment strategies, services and outcomes through:
- Technology and training
- Assessing funding strategies
- Programmatic implementation
- Strategic workflow assessment and planning
- Partner and program alignment

LEARNING AND GROWING ACROSS THE U.S.

Throughout the year, PYN has both learned from and shared best practices with other communities through conferences, presentations and trainings across the United States. Our team has been able to participate as learners as well as present our experiences and the tools we have created to help enhance the youth workforce development initiatives in both Philadelphia and other communities.
Gaining Momentum in 2019

INNOVATION ACCELERATOR
PYN released the Summer Employment Programs request for proposal which announced the introduction of a new summer employment program model, Innovation Accelerator to help develop career-specific skills and engage in experiences beyond PYN’s four foundational models.

#UTURNTOGETHER
Project U-Turn partners and youth launched a social media campaign that shared youth ambassadors’ stories with their own social networks as well as partner organizations’ social networks to amplify awareness about the various re-engagement opportunities available in Philadelphia.

NEW STRATEGIES
In an effort to serve more young people and create better experiences for them, PYN has begun testing some new strategies with small populations before a broader rollout. Every year, we see an overwhelming demand in Philadelphia for employment opportunities. In an effort to reach more young people, where they are, on their own time, PYN launched Digital Career Exploration to help participants explore careers through online assessments and activities. To continue integrating and expanding financial literacy and empowerment to participants, PYN has partnered with Cities for Financial Empowerment and the City of Philadelphia Office of Community Empowerment and Opportunity to have digital and in-person financial education opportunities and help connect young people to low-cost banking products.
Providers

We thank our network of contracted providers and program partners that operated programming for young people across Philadelphia in 2018-2019.

- Allegheny West Foundation
- Asian Americans United
- ASPIRA
- Boys & Girls Clubs of Philadelphia
- Catholic Social Services
- Community College of Philadelphia
- Community College of Philadelphia - Upward Bound
- Congreso de Latinos Unidos
- CORA Services
- Council for Spanish Speaking Organizations (Concilio)
- School District of Philadelphia Career Technical Education
- De La Salle Vocational
- District 1199c Training & Upgrading Fund
- Education Works
- Educators 4 Education
- El Centro
- Episcopal Community Services
- Federation of Neighborhood Centers
- Foundations, Inc.
- Free Library of Philadelphia Foundation
- Get HYPE Philly / The Food Trust
- Harcum College - Upward Bound

Investors

We thank the businesses, foundations, organizations and individuals who supported our work in 2018-2019.

Business Foundation and Public Investors

$1,000,000+

Department of Human Services
CITY OF PHILADELPHIA

$500,000 - $999,999

- William Penn Foundation
- Bank of America • Comcast • The Lenfest Foundation • Santander Bank • United Way of Greater Philadelphia and Southern New Jersey

$50,000 - $99,999

- Detroit Employment Solutions • Drexel University • Independence Blue Cross • The Aspen Institute • Wells Fargo Foundation • Cigna Foundation • Citizens Bank

$10,000 - $49,999

- The Adecco Group • AmeriHealth Caritas • Cancer Treatment Centers of America • The Children’s Hospital of Philadelphia • Chubb • Cities for Financial Empowerment • Customers Bank • Jefferson • Jobs For the Future • H. Chase Lenfest • Lincoln Financial Foundation • M&T Charitable Foundation • PECO • Pennsylvania Department of Labor and Industry • Philadelphia Eagles • The Philadelphia Foundation • Philadelphia Gas Works • Philadelphia International Airport • Schultz Family Foundation • The University of Pennsylvania

$10,000 - $49,999

- The Adecco Group • AmeriHealth Caritas • Cancer Treatment Centers of America • The Children’s Hospital of Philadelphia • Chubb • Cities for Financial Empowerment • Customers Bank • Jefferson • Jobs For the Future • H. Chase Lenfest • Lincoln Financial Foundation • M&T Charitable Foundation • PECO • Pennsylvania Department of Labor and Industry • Philadelphia Eagles • The Philadelphia Foundation • Philadelphia Gas Works • Philadelphia International Airport • Schultz Family Foundation • The University of Pennsylvania
• JEVS Human Services  
• LULAC National Educational Services Center  
• Management and Environmental Technologies (MET)  
• Mural Arts Program  
• New Foundations  
  Charter School  
  Norris Square Neighborhood Project  
  North Light Community Center  
  One Bright Ray  
  Pennsylvania School for the Deaf  
  People for People, Inc.  
  Philadelphia Academies Inc.  
  Philadelphia Community Youth Court  
  Philadelphia Insectarium  
  Philadelphia Parks & Recreation  
  Philadelphia Parks & Recreation  
  PHMC  
  Project Home  
  Promise Corps  
  Resources for Human Development, Inc.  
  Sankofa Freedom Academy Charter School  
  SDOP - Summer Bridge  
  SEAMAAC, Inc.  
  Steppingstone Scholars, Inc.  
• Sunrise of Philadelphia  
• Temple University / ITSRG  
• Temple University -Center for Social Policy and Community Development  
• Temple-UCC  
• The Attic Youth Center  
• The Philadelphia Education Fund  
• The Trustees of the University of Pennsylvania-Agatston Urban Nutrition Initiative  
• United Communities Southeast Philadelphia  
• University of Pennsylvania - Netter Center for Community Partnerships  
• Urban Affairs Coalition  
• Valley Youth House  
• VietLead  
• Village of Arts and Humanities  
• Wesgold Fellows  
  Summer Internship  
• Workshop School  
• Youth Advocate Programs, Inc  
• Youth Empowerment Services, Inc. (YES Philly)  
• Youth Outreach Adolescent Community Awareness Program (YOACAP)

Up to $9,999
Accenture • AECOM • Alston-Beech Foundation • AmazonSmile Foundation • Ampersand Health Management, LLC • Aria Health  
• The Barra Foundation • Bristol-Myers Squibb Foundation • Brown’s Superstores Inc. / Brown’s • The Chamber of Commerce for Greater Philadelphia • City of Seattle • Citylife Health • Coatesville Youth Initiative • Community College of Philadelphia • Cozen O’Connor Attorneys • CVS Health • Deloitte LLP • Dolfiner-McMahon Foundation • Eckert Seamans Cherin & Melott, LLC • Educational Commission for Foreign Medical Graduates • Educational Data Systems, Inc. • Equal Measure • Exelon Corporation • Federal Reserve Bank of Philadelphia • Fidelity Charitable • The Food Trust • Fox and Roach Charities • Frontstream (fka Truist) • JPMorgan Chase • KPMG LLP • Christian R. and Mary F. Lindback Foundation • Morgan Lewis & Bockius • Network for Good • Parkway Corporation • Peirce College • Pennoni Associates Inc. • Pennsylvania Convention Center • Pennsylvania Lumbermens Mutual Insurance Company • Pfizer • Philadelphia College of Osteopathic Medicine • Philadelphia Council AFL-CIO • Philadelphia Federation of Teachers Health and Welfare Fund • PK Financial Group • PricewaterhouseCoopers LLP (PwC) • Reason Research • The Rittenhouse Foundation • Saxbys • Schwab Charitable • Second Chance Foundation INC • Stoneleigh Foundation • Stradley Ronon • Subaru of America Foundation • Sugarhouse Casino • Tierney • United Way of Greater Atlanta • United Way of Greater Portland • United Way of Massachusetts Bay and Merrimack Valley • University City Science Center • Urban Affairs Coalition • Visit Philadelphia • Archie D. & Bertha H. Walker Foundation • The Wawa Foundation • Will’s Eye Health System • Zateeny Loftus, LLP

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Chief Information Officer

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Vice President, State Government Affairs, Comcast

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National Trainer, Leadership Excellence Academies

Dr. Jane Shore
Head of Research and Innovation, Revolution School

Robert Weaver
Chief Risk & Security Officer, Blank Rome LLP

As of January 1, 2020
Financials

Last year, 88% of funds supported the development, implementation and supports needed to provide opportunities to young people.

PYN blends and braids funding from local and national investors included businesses, philanthropy, individuals and multiple sources of public funding.

Statement of Financial Position

ASSETS

Current Assets
Cash $ 5,014,329
Grants and contracts receivable 4,719,113
Prepaid expenses 18,344
Other current assets 116,062
Total Current Assets 9,867,848
Property and equipment - Net 453,803
Security deposits 47,410
Total Assets $ 10,369,061

LIABILITIES AND NET ASSETS

Current Liabilities
Accounts payable, subcontractors $ 2,788,203
Accounts payable, other 325,149
Accrued expenses 771,657
Deferred revenue 2,134,207
Total Current Liabilities 6,019,226

Net Assets
Net assets without donor restrictions 3,598,100
Net assets with donor restrictions 751,735
Total Net Assets 4,349,835

Total Liabilities and Net Assets $ 10,369,061

Statements of Activities and Changes in Net Assets

Support and Revenues
Grants and contracts $ 18,400,989
Contributions 1,323,294
Other fees 268,511
Interest income 10
Total Support and Revenues 19,992,804

Net assets released from restriction 0
Total $ 19,992,804

Operating Expenses
Youth program services $ 16,601,009
Management and general 2,119,869
Fundraising 195,440
Total Operating Expenses 18,916,318

Change in net assets 1,076,486
Net assets, beginning of year 3,273,349
Net Assets, End of Year $ 4,349,835

As of June 30, 2019.

Complete copies of the Independent Auditors’ Reports and Financial Statements are available upon request: info@pyninc.org.
Help Us Sustain Momentum
There are many ways that you can make a significant impact and help PYN prepare thousands of young people to succeed in tomorrow’s workforce.

DONATE
Donations can be made via check, credit card and United Way of Greater Philadelphia and Southern New Jersey’s Donor Choice Program, visit pyninc.org/donate or email us.

PARTNER
In addition to being a contracted provider, there are other opportunities for youth-serving organizations to help us expand services for youth. Contact us to learn how we can work together.

SPONSOR
PYN also has multiple sponsorship opportunities available throughout the year. You can help us develop the future workforce by sponsoring a young person’s journey or hiring young people in your place of business.

PARTICIPATE
PYN has a variety of education and employment experiences for young people ages 12-24 in Philadelphia. Visit our website to learn more, apply or refer a young person.

COMMUNICATE
Sign up for our mailing list to receive news, announcement and event information at pyninc.org/news or email us.
Follow us @PYNinc.

To get started, contact PYN today:
info@pyninc.org | 267.502.3800