



ANNUAL Impact Report

FY2023



Partnership for the Future (PFF) is a nonprofit organization located in Richmond, Virginia, dedicated to empowering high-achieving, low-income and first generation students in the community. PFF's mission is to provide these students with the tools, resources, and opportunities they need to succeed in school, careers, and life.

Through a variety of programs and initiatives, PFF connects students with caring mentors, provides them with academic and career guidance, life skills training, and access to educational resources. PFF's programs are designed to help students graduate from high school, attend and graduate college, and secure meaningful employment.





In this Report

Letter from CEO	4
Our Scholars	5
7-Year Program Overview	6
Summer Internships Sponsors	7
Our Impact College Access	8
Our Impact College Success	9
Regional Highlights	10
Student Testimonies	11
Corporate & Private Foundation Donors	12
Board of Directors	13
Financial Summary	14

Letter from CEO

As the President and CEO of Partnership for the Future (PFF), it is with great excitement that I share with you our 2023 outcomes. PFF serves almost 500 students annually of which 85% are first-generation college students and over 90% come from low to moderate-income homes. Each year 100% of our students matriculate to college and nearly 80% of our students graduate within six years shattering the national average for first-generation, low-income students which is 11%. At PFF, our work is centered around educational equity and the outcome is life-changing for our students. Our program truly illustrates what is possible when those with the least have access to the most.

In 2021, we embarked on a wealth building journey for our students which included enhancements and investments into our program model. In addition to increasing our program model from a three-year service model to a seven-year service model, we set aggressive goals to ensure we increased the percentage of students attending highly selective colleges and graduating with low to no debt. This, in addition to career planning, provides them with the best opportunity for economic mobility. Our goal is to ensure our students graduate from college with low to no debt and are able to springboard into their careers.

As a former PFF student, it is the opportunity of a lifetime to help some of the best and brightest students in the Richmond, VA area achieve their dreams of obtaining a college degree. The Class of 2023 started their PFF journey shortly after COVID completely derailed their freshman year, but they ended their PFF experience triumphantly. Nearly 70% of this year's graduates are attending highly selective and competitive colleges and universities with nearly 40% of them on full-ride scholarships or attending colleges that meet their full financial need. Despite spending over a year in virtual programming with PFF, it is clear that the community they gained through PFF played a pivotal role in their academic success. Our organization illustrates the endless possibilities when equity meets opportunity. Thank you for your continued support.

In Gratitude,

Dionne W. Henderson

Dionne W. Henderson

President and CEO

Partnership for the Future



Our Scholars



486

STUDENTS SERVED



3.96

AVG. HIGH SCHOOL
GPA (INCOMING
STUDENTS)



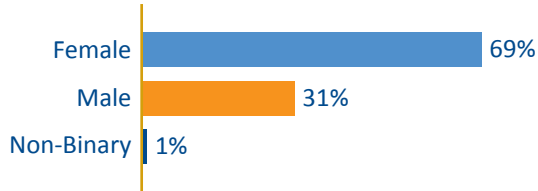
85%

FIRST-GENERATION
COLLEGE STUDENTS

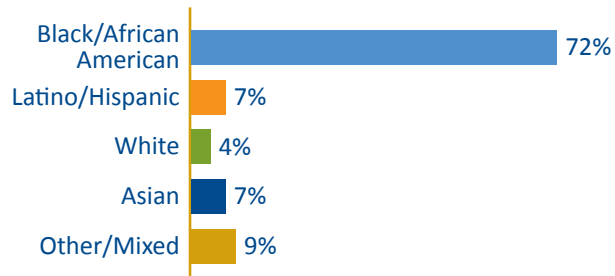
\$50,812

AVERAGE FAMILY
INCOME

Gender

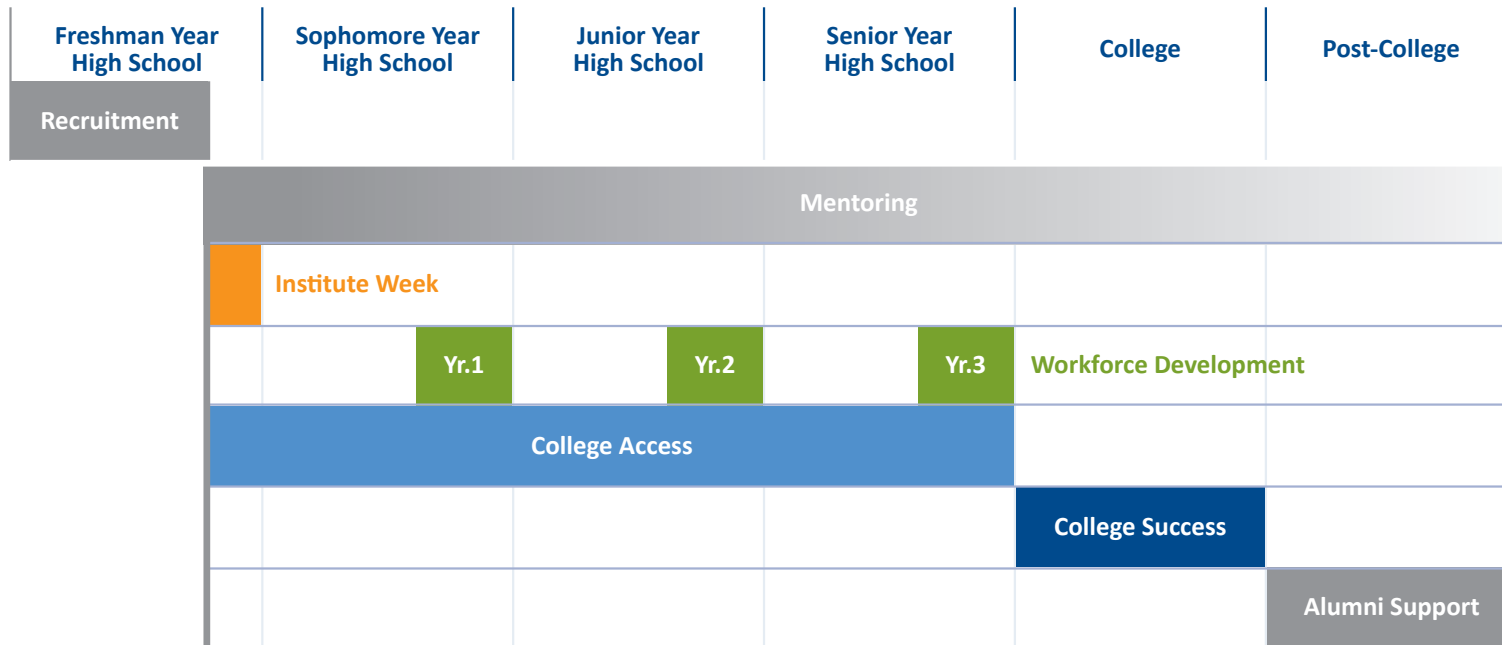


Race/Ethnicity



7-Year Program

Developed over 30 years, our comprehensive, data-informed model works. Our program supports high-achieving students with limited financial resources get into top colleges and graduate at 6–7 times the rate of students from similar backgrounds.



Institute Week

The first summer targets rising tenth graders. Students participate in PFF’s Development Stage Program. This program is designed to provide students with the understanding of community building through volunteerism and business skills development.

Workforce Development

Our paid Workforce Development program prepares students for successful professional careers through our internal Career Immersion Program to explore different career tracks, external internships to gain practical experience, and various career preparation workshops to learn professional skills.

College Access

Our College Access programming includes workshops focused on preparing our students to be exceptional candidates for their college of choice. We cover a breadth of topics including choosing the right college, time management, test prep for the SATs, financial aid, and securing scholarships.

College Success

Our College Success program includes support for our students while they are away at their respective universities. We assist them with various topics including course selection, internship/externship preparation, FAFSA assistance, and cultural support.

Alumni Support

Our Alumni Support program is designed to assist our alumni with everything from career transitions to homeownership. We also provide alumni with volunteer opportunities to give back and support our students.

Summer Internships Sponsors

Thank you to our summer internship hosts and sponsors for preparing our students to succeed in college and career.

African American Nonprofit Leaders Network
 Altria
 Art for the Journey
 Auxo Medical
 Bank of America
 Big Brothers Big Sisters
 Black History Museum
 Boys & Girls Clubs of Metro Richmond
 CarMax
 Capital One
 Chesterfield Education Foundation
 Children’s Museum of Richmond
 Dominion Energy+
 Erie Insurance
 Families Forward Virginia
 Goochland Cares
 Greater Richmond Fit4Kids
 Greater Richmond SCAN

Henrico County
 Henrico Education Foundation
 Jackson Memorial Foundation
 James River Park Systems
 JMI
 Lewis Ginter Botanical Gardens
 Markel Corporation
 Maymont Foundation
 The Major’s Office, City of Richmond
 McGuireWoods
 Podium RVA
 Randolph-Macon College
 Richmond Ambulance Authority
 Richmond Kickers
 Richmond Metropolitan Transportation Authority
 Richmond Times Dispatch
 RVA Kids First Collective

RVA Rapid Transit
 Science Museum of Virginia
 Sportable
 St. James Children’s Center
 St. Joseph Villa
 St. Luke Legacy Center
 Storefront Richmond
 SwimRVA
 The Federal Reserve Bank of Richmond
 The First Tee Greater Richmond
 Venture Richmond
 Virginia Housing
 Virginia 529
 Virginia PTA
 Visual Arts Center
 VPM
 Wells Fargo
 Westminster Canterbury

Workforce Development Results

2023 Participation

83

Career Immersion Participants (Internal Program)

94

Interns (at Internship Host Site)

Internship Host Satisfaction (2023)

95%

% of Survey Respondents with Good or Better Experience Hosting out of 94 PFF Students

College Access Results

Enrollment Results

19%

Top 100 Schools

66%

Highly Competitive Schools

Financial Aid

\$13,120,123

Total Scholarships Offered to Class of 2023

\$103,492

PFF Scholarships awarded to Class of 2023



Class of 2023 Highlights

- 2 Valedictorians
- 11 Full-Ride Scholarships
- 15 Scholars were ranked top 10% of their graduating class

Colleges with the highest number of incoming PFF freshmen





College Success Results

Freshman to
Sophomore Retention

91%

Class of 2022

College Graduation

66%

Within 6 years

77%

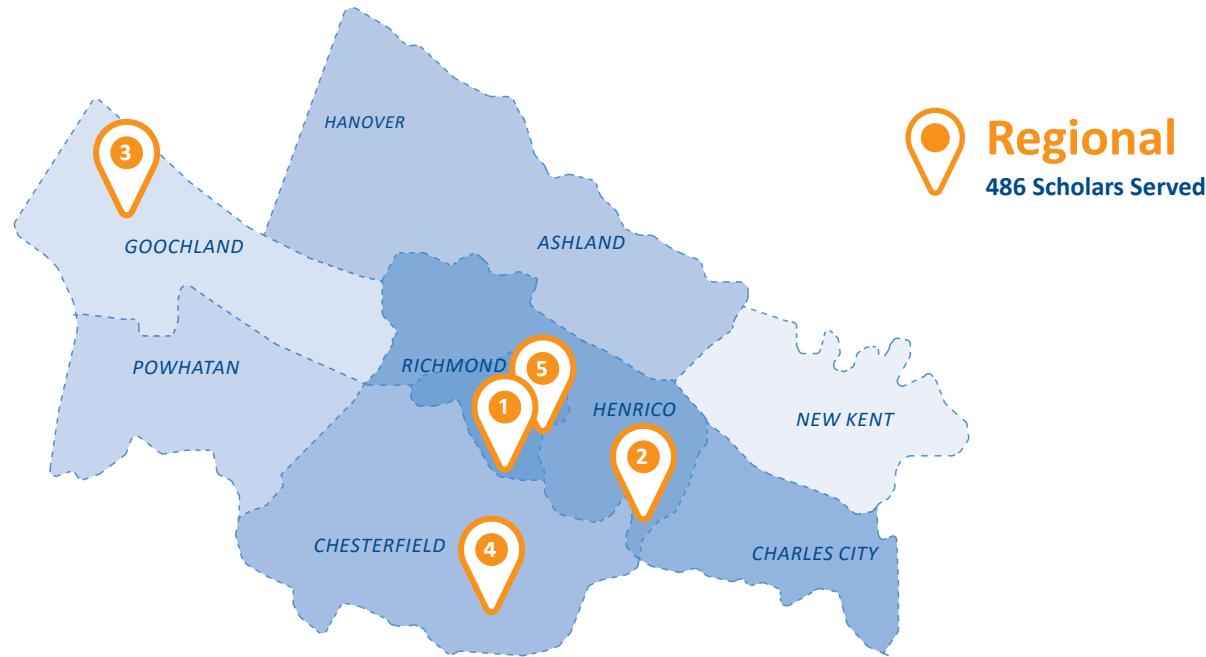
Within 6 years

*National Graduation rate for
similar students is 11%*



School Systems Served

PFF Regional Reach



We celebrate the more than 1,000 students that have participated in our program.

1 Richmond Public Schools
Launched in 1994

195 Scholars

2 Henrico County Public Schools
Launched in 2004

222 Scholars

3 Goochland County Public Schools
Launched in 2017

30 Scholars

4 Chesterfield County Public Schools
Launched in 2019

25 Scholars

5 CodeRVA Regional High School
Launched in 2020

14 Scholars



Fostering Tomorrow's Leaders

Your Support Sparks Impactful Journeys



Jonah Burton
Henrico High School,
Class of 2023
Full-Ride Scholarship

College Attending (Fall 2023):
James Madison University

PFF Summer Internship Host:
Storefront Richmond

Over the past four years, I have gained a substantial amount of knowledge and expertise.

PFF provided foundational workshops that covered topics like networking, time management, and essay writing. Furthermore, PFF afforded me the opportunity to build my resume by working as a full-time intern at Storefront Richmond for Community Design. These skills translated into a stronger work ethic and I developed the ability to handle several responsibilities.

It is impossible to strike a perfect balance but with the help of PFF, I have been able to gain the necessary tools that helped me find my sweet spot. Without PFF I would have not been able to juggle countless rehearsals, tests, performances, and projects. PFF has instilled essential values that will help me thrive next year in the Honors College at James Madison University.



Adriane Mukisa
Henrico High School,
Class of 2023
Full-Ride Scholarship

College Attending (Fall 2023):
James Madison University

PFF Summer Internship Host:
JMI

Being a member of Partnership for the Future has always made me feel prepared and always one step ahead.

My most memorable experiences are from the summer after my junior year as a Level 3 student. Each Friday was excitingly different. Some days we would go to the VCU School of Business and have college prep workshops, and other days we toured out-of-state colleges and did some sightseeing near the colleges. Those tours were by far my favorite part of the summer. I am very proud to say that I'll be attending James Madison University on a full-ride scholarship along with three other friends from PFF.

I am forever grateful to all PFF staff, guides, and advisors because if not for them, I would never have toured so many colleges, met so many alumni, or even been as prepared for applications and interviews. Being the oldest sibling in my home, PFF has helped me serve as a role model for my brother and sister and fulfill my goal of proving to them that we are more than capable of setting high standards for ourselves and surpassing them.



Saige-Lynn Stewart
Varina High School*,
Class of 2023
Valedictorian

College Attending (Fall 2023):
Virginia Commonwealth University

PFF Summer Internship Host:
Richmond Times Dispatch

I will forever be grateful for Partnership for the Future and I am thankful my mother told me about this program.

Having easy access to college tours helped me connect with colleges and helped me tremendously in my college decision. I decided to attend Virginia Commonwealth University after our college tour. The tour helped me realize this school was where I wanted to be. Seeing how creative the people there are and their willingness to help their students is something I would not have known if I was not a Partnership for the Future student.

This organization has brought me so many friendships with like-minded people and I will miss them very much next year. My favorite memory was the end of the 2022 Summer session. My friends and I played games and had a great time. I will forever be grateful for Partnership for the Future and I am thankful my mother told me about this program.

Corporate & Private Foundation Donors

PFF celebrates the generosity of the following corporate and private foundations who committed gifts between January 1, 2023, and December 31, 2023

ACG	Dominion Energy	The Pauley Family Foundation*
AJA Foundation	Erie Insurance	PwC
Altria	Estes Foundation	R.E.B Foundation*
Atwell Foundation	Herndon Foundation	Richmond Memorial Health Foundation
Bank of America	Jackson Foundation	RVA Sports Foundation
Bob & Anna Lou Schaberg Foundation	Keiter	Tredegar
Capital One Financial	Markel Group	United Way of Greater Richmond & Petersburg
CarMax	Memorial Foundation for Children	VHDA
Community Foundation for a greater Richmond	Moses D. Nunnally, Jr. Charitable Trust B	Wells Fargo Bank

* Funds at the Community Foundation for a greater Richmond

Board of Directors

Our Board of Directors is our governing board, guiding our strategic decision-making and ensuring our financial sustainability.

Michael Brace

VP Sales—Northeast Region
Phillip Morris

Javona Braxton, Secretary

*Lead Diversity, Equity,
& Inclusion Consultant*
John Deere

Joi Dean, Board Chairman

Chief Executive Officer
Richmond Metropolitan Transit
Authority

Dionne Henderson

President & CEO
Partnership for the Future

Leonda Jiggetts

Business owner
The Sweetest Thing

Derrick Johnson

Philanthropist & Retired Executive

April Jones

Attorney
Berkshire Hathaway

Chip Miller, Chair Elect

*Director of Product Mgmt.,
Workplace Technology*
Capital One

Frank Mountcastle

Managing Director
Harris Williams

Michael Pina

Director of Admissions
University of Richmond

Jim Proferes

Global Executive
Underwriting Officer
Markel Corporation

Travis Pearson

Sr. Director Commercial
Financial Institutions
Markel Corporation

Fran Randall

Partner/Richmond Market Leader
Dixon Hughes Goodman LLC

Brian Ronnau, Treasurer

Chief Product & Information Officer
Cix Health

David Walker

Director-Rural Broadband
Dominion Energy Virginia

Austin Welder, Immediate Past Chair

Senior Vice President
Bank of America

William “Will” Wirthman

*Director of Financial Reporting
& Analysis*
Sauer Brands

Board Member Emeritus

Alan Kirshner, PFF Founder

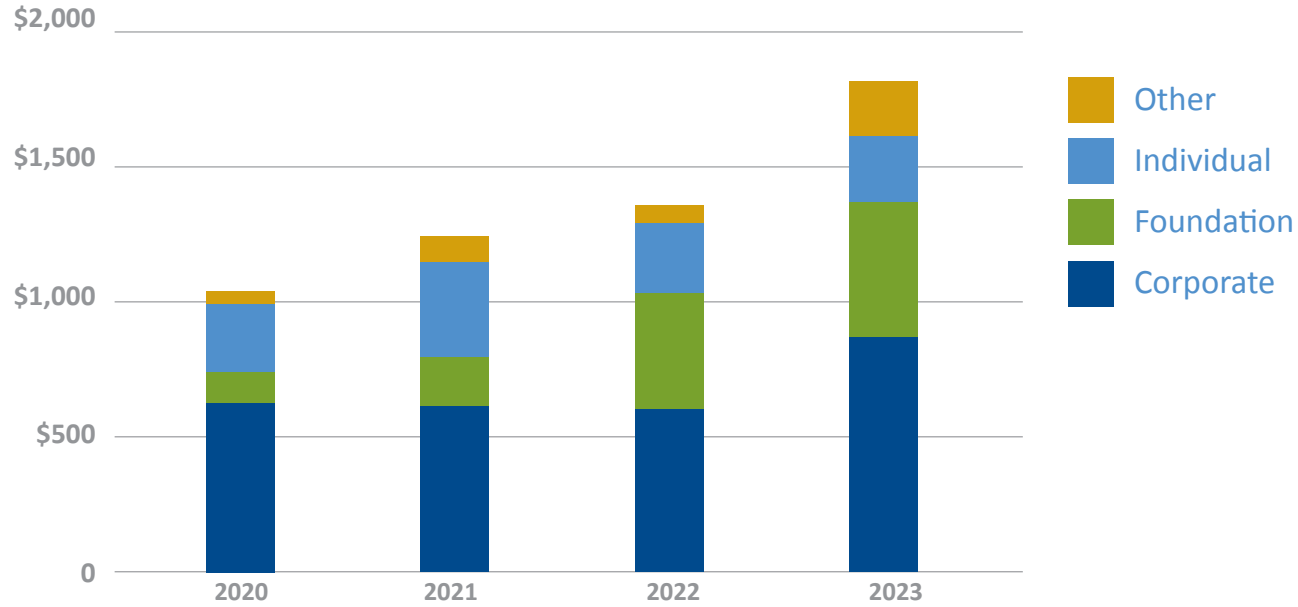
Former Executive Chairman
Markel Corporation

LaVerne Spurlock, Founding Board Member

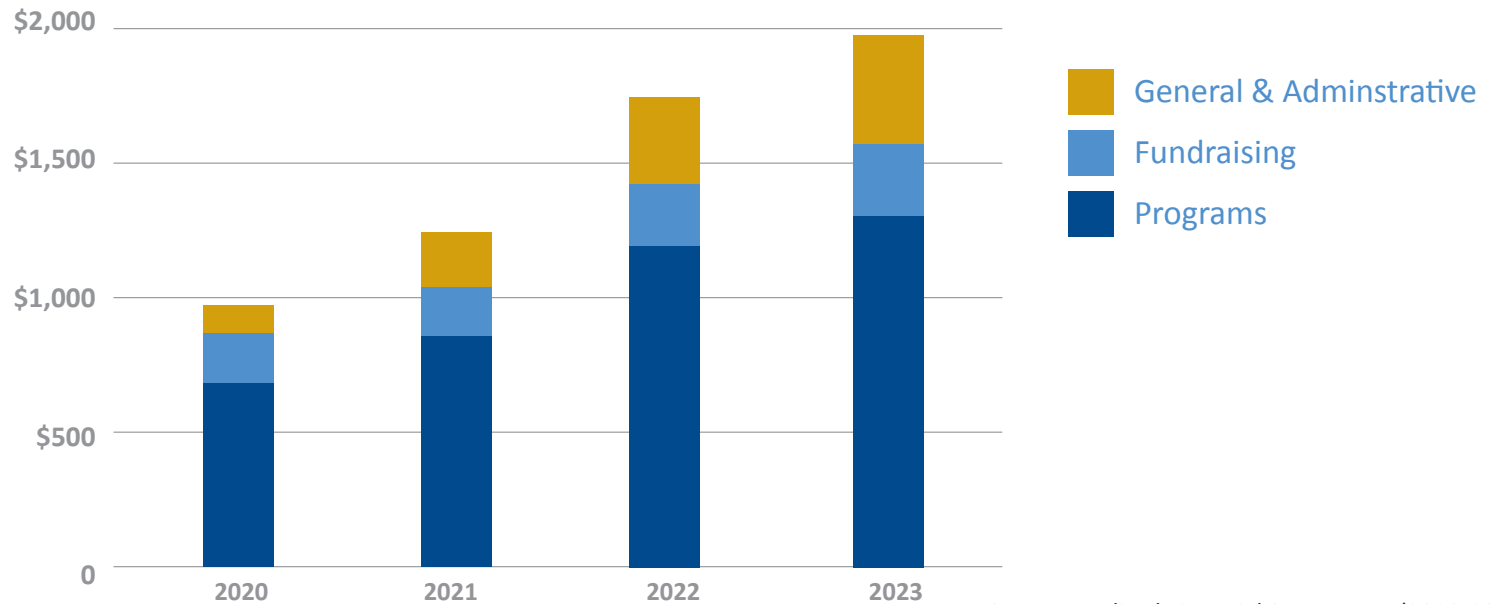
Retired Director of Counseling
Richmond City Public Schools

Financials

Revenue*



Expenses*



Source: Audited Financial Statements (2020-2023)
 *All figures in thousands



As 2023 concludes, Partnership for the Future is looking forward to celebrating 30 years of supporting students in the Greater Richmond community achieve their goal of obtaining a college degree. Over the past 30 years Partnership for the Future has grown from serving 12 high school students from Richmond Public Schools to now serving over 500 students from four local school districts. Although our program continues to evolve to meet the needs of our students and community, we remain steadfast in our commitment to close the opportunity gap for high-achieving students from under-resourced communities. Our upcoming 30th anniversary is the perfect opportunity to reflect on our life-changing work and illustrates what is possible when those with the least have access to the most.

CHARLES AND MINNIE LEWIS MEMORIAL

