

2021 FIVER ANNUAL REPORT

FORWARD TOGETHER





DEAR FIVER FRIENDS,

As you might recall, Fiver is the name of a courageous and visionary rabbit in the late Richard Adams' work of fiction, *Watership Down*. Within our organization, the word "Fiver" has multiple meanings.

We refer to our youth affectionately as "Fivers." We describe actions as "Fiverly" when they exemplify self-confidence, creativity, or compassion. F.I.V.E.R. is also an acronym for Friend, Individual, Valuable Team Player, Environmentalist and Risk-Taker—our core values.

One of our graduates, Kiera, redefined the F.I.V.E.R acronym in her graduation speech as she spoke directly to her younger peers:

Fiver to me means family, intrepidness, vacation, experiences and being a risk-taker. We create our own F.I.V.E.R every time that we come back. It is now up to you to create your own F.I.V.E.R.

- ▶ I encourage you to create a family here. These people will never leave your side.
- ▶ Be fearless. There is only one you, so be the best.
- ▶ Find a safe space; we all need one.
- ▶ Don't hold yourself back. We need experiences to make mistakes and grow from them.
- ▶ Take risks. Being here today is a risk we all took to better of ourselves so please, don't stop now!

In this report, you will read about youth and alumni, like Kiera, who immersed themselves in Fiver culture and experiences and emerged with new strengths and tools.

We hope you will continue to join us in this journey to help young people face life's challenges and seize its opportunities.

Sincerely,

Christie Ko
Executive Director

James Roper
Board Chairman

ABOUT FIVER

HISTORY

Fiver takes its name from Richard Adam's celebrated work of fiction *Watership Down*. The novel focuses on the survival, leadership, and courage of a group of rabbits, led by the visionary rabbit Fiver, who set out to find a better way of life. Inspired by this story, Founder and Chairman of the Board, Tom Tucker, established the Foundation in 1998 and opened doors to kids in 2000. What began as a summer camp has evolved into a comprehensive, award-winning, youth development organization.

MISSION

Through a one-of-a-kind ten-year commitment, Fiver provides transformational experiences and builds nurturing relationships with youth from systemically under-resourced communities in New York so that they can create their own positive futures.



DIVERSITY, EQUITY & INCLUSION

2021 has been an incredible year for us as Fiver has continued to make progress towards accomplishing our strategic goal of investing in our people to evolve as an equitable organization.

Thanks to the generous support of our partner, Central New York Community Foundation, Fiver worked with Delphi Consultants to execute a Diversity, Equity and Inclusion (DEI) Assessment of the organization. Our Board Chair, James Roper said, "This thorough analysis of how Fiver works resulted in new findings and learnings that the entire board is committed to implementing over the next couple of years."

As a result of this assessment, Fiver has begun to implement improvements that aim to make a positive impact on the entire Fiver community of supporters, staff, governing leadership, and the youth and families we serve. We have established a DEI Task Force, where board members have taken the results of the assessment and worked with our consultant to create actionable next steps. Board members have already begun to work with Fiver's senior leadership team to develop a similar approach at the staff level.

Recognizing that it was important to share our DEI efforts with our stakeholders, Fiver participated in

BNY Mellon's Pro-Bono Accelerator. During this half-day session, Fiver staff and board members worked with BNY Mellon employees to create a communications strategy to share our DEI efforts with our external partners. We are so grateful to the team from BNY Mellon for their expertise, and plan to incorporate these learnings into our future communications plan.

Most recently, our board revised the organization's Diversity, Equity and Inclusion principles to Integrated into our values are these key points:

- Acknowledging the history of the land upon which we live and work to honor the struggle of those who came before us
- Using a race equity lens when developing programs and practices in all departments
- Recruiting staff and board members that represent diverse backgrounds so that we listen and learn from varied experiences
- Encouraging the use of pronouns for staff, youth and volunteers so we do not make assumptions about gender identity.

This is just a small list of principles that will be shared with all board members and staff, and soon will be shared with our larger community.

Board Vice Chair Michèle Brazil shared, "While we know that there is still more work to be done, we are excited for Fiver's future and the steps that we are taking to ensure that we continue to be a safe and brave space not just for our youth and families, but for the entire community of alumni, volunteers, and staff."



OUR FIVERS

48%
LATINX



29%
AFRICAN
AMERICAN



15%
WHITE



5%
MULTI-
RACIAL



3%
ASIAN



100% OF FIVERS
GRADUATED
HIGH
SCHOOL

91% OF FIVERS
ENROLLED IN
COLLEGE OR
THE MILITARY

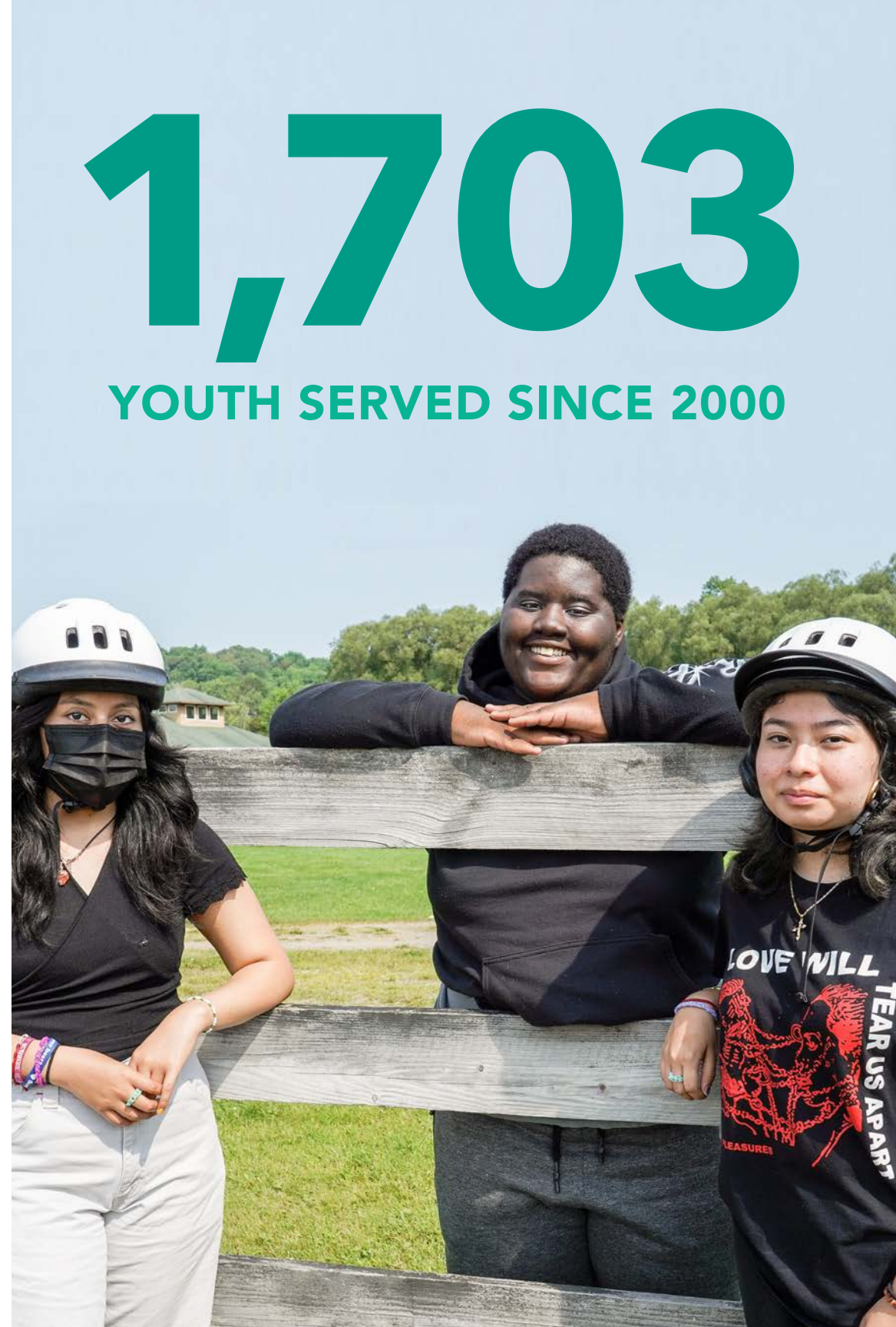
330

CHILDREN, AGES 8-18, PARTICIPATED
IN EIGHT DAYS OF CHARACTER
CULTIVATING ACTIVITIES IN PERSON
AT CAMP FIVER.



1,703

YOUTH SERVED SINCE 2000



FIVER IS DEEPENING ITS IMPACT BY INCREASING THE DEPTH AND FREQUENCY OF YOUTH ENGAGEMENT.

For alumni like **Alan Miranda '21**, the continuous support that he receives from Fiver's Alumni Program Manager, Erick Cooper Jr. '13, helps him to successfully manage all of his responsibilities and navigate challenges he may be facing. When speaking on the impact of the mentorship and support that he receives from Erick, Alan explains "We have conversations about what he did while he was in college, what I am doing in college, what I'm dealing with and whether I am stressed. These conversations help me to properly execute all of my tasks."

Alan is a rising sophomore at Syracuse University studying Aerospace Engineering with the goal of one day developing new technology to explore space and planets. No matter where his career takes him, he wants to continue to give back to the younger

generation of Fivers. Alan explains, "I have a dream of helping those that are just like me at Fiver, show them where my roots were and how long it took me to get here, what I did to get here, and that out of a lot of difficulties can sprout great future."



FIVER IS DEVELOPING FUTURE LEADERS AS A COMMITMENT TO OUR STAFF AND THE YOUNG PEOPLE WE SERVE.

Alumna **Aislee Berenice Nieves '14** is Fiver's High School Program Manager and has worked as a Cabin Counselor and Office Manager at camp. When asked why she came to work at Fiver, she explained "Fiver provided me with the tools necessary to be a successful and genuine version of myself. I am inspired to provide future generations with the same skills and compassion that Fiver instilled in me."

She also highlighted the importance of Fiver's work as an organization. "As I pursued my own career in youth development, I became more appreciative of the work that Fiver has done. From planning programs to fundraising, and keeping the campgrounds beautiful, the work does not



come easy and I am grateful for the efforts of every staff member to make this organization function in service to our youth and families."



FIVER IS ENSURING ITS LONG-TERM FINANCIAL STABILITY WITH A COMMUNITY OF FOUNDATION, CORPORATE AND INDIVIDUAL PARTNERS.

Doug Rachlin, Senior Portfolio Manager at Neuberger Berman, has been supporting Fiver for 20 years and counting, and continues to be an internal advocate at Neuberger Berman.

Doug remarked on how much the organization has grown since his initial involvement with Fiver, "We have watched Fiver evolve from an 8-week summer program to a place offering over 400 children from the ages of 8 to 18 with year-round programming and counseling." In the time since Doug has gotten involved, Fiver has developed and maintained a network of internal champions at Neuberger Berman serving the organization as board members, Fiver Advocates, and programmatic volunteers.

Fiver's partnership with Neuberger Berman continues to grow as they

have developed and hosted Investment Camp—a personal finance education program for Fiver teens—for the last seven years. The interactive program provides high school students with real-world financial education workshops and a network of volunteers to learn from. When asked about the importance of this partnership, Doug observes, "Working with my colleagues at Neuberger Berman to advance financial literacy for Fiver's high school students has been a highlight of our experience,"

We thank you, Doug and Harriet Rachlin, and the Neuberger team for your unwavering support of Fiver over the years. "Continuing to play a part in what Tom and the Fiver team have built for children over the past two decades is remarkable," Doug explains, "The best is yet to come!"



2021 HIGHLIGHTS

STRATEGIC PLAN HIGHLIGHTS

GOAL 1: INCREASE IMPACT ON YOUTH BY INCREASING FREQUENCY OF CONTACT

- Engaged in metrics work with Youth INC

GOAL 2: INVEST IN OUR PEOPLE TO EVOLVE AS AN EQUITABLE ORGANIZATION

- Completed diversity, equity and inclusion (DEI) assessment of Fiver
- Implementing DEI recommendations through board taskforce
- Fiver staff enrolled in the following leadership programs:

RISE Academy for Leaders of Color

Community Fellows Program in the Institute for Nonprofit Practice

GOAL 3: ENHANCE FIVER LONG-TERM FINANCIAL SUSTAINABILITY

- Hired a third member of fundraising team to support volunteers and focus on donor cultivation

JOB TRAINING HIGHLIGHTS (NEW CNY PARTNERSHIPS)

Job Training returned in a hybrid format serving both NYC, and for the first time, Central New York youth! Through a new partnership with The Place at Norwich in Central New York, we were able to expand the program to more youth, allowing them to remain connected though socially distant. Sixty-two teens learned about careers, participated in mock interviews, and developed resumes and cover letters.



2021 VIRTUAL BENEFIT

Fiver's Virtual Annual Benefit raised more than \$900,000—a Fiver record! The virtual event honored Linda Beigal Schulman with the Thomas and Heather Tucker Visionary Award, and Andy Morton, Craig Schiffer (posthumously), and Ted & Mary Kellner with the Richard Adams Leadership Award.

NEW REFERRAL PROCESS TO BE IMPLEMENTED

We will be removing barriers to entry for families that are interested in being members of the Fiver community. Now, we will be welcoming youth from both our CBO partnerships, and community members interested in having their children become Fivers.

INVESTMENT CAMP AND INTERNSHIP DATA

Introducing Investment Camp in a new virtual format allowed Fiver to have a record number of participants in the program! Forty-five Fivers participated in Investment Camp in 2022 and twenty students participated in school break internships!



IMPACT100 GRANT

Fiver was awarded \$102,000 from Impact100 NYC to build the new SERVE Cabin at Camp Fiver. This building will support the learning needs of our 11th and 12th graders as they prepare for college and the world of work.



RETURN TO CAMP (SIX ONE-WEEK SESSIONS)

After eighteen months of isolation, Camp Fiver welcomed 330 campers back to their home away from home! With COVID safety protocols in place and shorter, 8-day camp sessions, Fivers were able to participate in camp favorites like horseback riding, swimming, boating, fishing, public speaking, ethics, health and literacy classes, college access, and much more.



2021 GRADUATING CLASS COLLEGE HIGHLIGHTS

100% of eligible Fiver graduates graduated high school and 91% enrolled in college to schools like Yale University, Babson College, Johns Hopkins, Vanderbilt University and many competitive SUNY and CUNY schools.



OUR FIVER FAMILY

FIVER STAFF

FULL TIME

Melissa Benjamin
Director of Development

Erick Cooper '13
Alumni Program Manager

Jesus Cortes
Middle School Program Associate

Norman Delgado-Camacho
High School College Access and Future Success Associate

Mary Lee Dinski
*Deputy Executive Director;
Camp Director*

Joe Flatley
Camp Fiver Facilities and Grounds Director

Christie Ko
Executive Director

Mabel Munoz
Senior HR & Operations Manager

Aislee Berenice Nieves '14
High School Program Manager

Neryluz Nunez
High School Program Associate

Christopher Quimi
Elementary & Middle School Program Manager

Kenya Reeves
Development Manager

PART TIME

Fabiola Benitez '19
Program Associate

Paul Contreras '17
Program Associate

Jessica Rivera
Development Associate

BOARD OF DIRECTORS

FOUNDER AND CHAIR EMERITUS
Thomas H. Tucker
Retired, Lehman Brothers

CHAIRMAN
James Roper
Pi Capital International LLC

VICE-CHAIRPERSON
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Philanthropist

TREASURER
John Cokinos
Royal Bank of Canada

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LCS Pharmaceuticals, Google

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Kan Devnani
Comtex Network

Paolo Frattaroli
Neuberger Berman

Luke Glisan
Macquarie Group

Richard Golaszewski
17 Capital

Bonni Hendrix
BNY Mellon

Aaron Isaacson
JPMorgan Chase

Jonathan Jean-Pierre
Google

Daphne Leroy
Paramount

Justin Lubeley
JPMorgan Chase

Ryland McClendon
JPMorgan Chase

Andrew Mendelson
CUNY Graduate School of Journalism

Eleine Polido
Mastercard

Jessica Rawlins
Partnership With Children

Darren Schluter
PJT Partners

Karen Toll
BlackRock

Eric Weng
Brookfield Asset Management

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Robert Cagnina
Retired, Lehman Brothers

Steven Carlson
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William Griffith
Retired, Fiver Children's Foundation

Ira Haspel
Architect, Camp Fiver

Max Haspel
The Colony Group

Marc Hellman
Retired, Lehman Brothers

John Ollquist
Exchange Place Advisors, LLC

Heather Tucker
Community Volunteer

Ovita Williams, PHD
Executive Director, CSSW Action Lab for Social Justice

Paul Williams
Co-Founder and Managing Partner, MaxMD

HONORARY MEMBER

Richard Adams (1920–2016)

CENTRAL NEW YORK STEERING COMMITTEE

Susan Beattie
Denise Dinski
Maggie Fitzpatrick
Hope Hanson
Jennifer Latreille
Michael Latreille
Darcie Loveless
Bruce Moseley
Debbie Rhyde

ALUMNI BOARD

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Taylor Butts '08
Camillo Duque '11
Juan Frias '12
Jasmine Ortiz '18
Noah Vazquez '14

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Gaby Bianchi
Jillian Li
Rohan Mehrota
Daniel Smith
Marshal Widom

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Nancy Hament
Jeanne Kane
David Keefe, Jr.
Mary T. Kellner
Stuart MacLelland
Merrill Miller
Sean Moran
Douglas Rachlin
David Turk

FINANCIAL STATEMENT

	FY 2022	FY 2021
UNRESTRICTED PUBLIC SUPPORT & REVENUE		
FUNDRAISING	1,135,983	937,107
CONTRIBUTIONS	1,206,735	1,013,316
INTEREST INCOME	1,309	721
UNREALIZED GAIN ON INVESTMENTS	425	(198)
LOSS ON DISPOSITION OF ASSET	0	(844)
OTHER INCOME	2,334	7,867
RELEASED FROM RESTRICTIONS	111,000	15,000
TOTAL PUBLIC SUPPORT & REVENUE	\$2,457,786	\$2,170,319
EXPENSES		
PROGRAM SERVICES	1,898,234	1,509,405
MANAGEMENT & GENERAL	95,148	93,651
FUNDRAISING	252,745	268,252
TOTAL EXPENSES	\$2,246,127	\$1,871,308
TEMPORARILY RESTRICTED		
RESTRICTED CONTRIBUTIONS	196,500	15,000
RELEASED FROM RESTRICTIONS	(111,000)	(15,000)
TOTAL TEMPORARILY RESTRICTED	85,500	0
CHANGE IN NET ASSETS	211,659	299,011
NET ASSETS, BEGINNING OF YEAR	\$3,220,333	\$2,921,322
NET ASSETS, END OF YEAR	\$3,431,992	\$3,220,333



OUR DONORS

THANK YOU!

CENTURY CLUB

CUMULATIVE CONTRIBUTIONS \$100,000 +

Robert and Amy Kauffman
Thomas and Heather Tucker
The Kellner Family
Santulli Family Fund
USDA – Food Service Program
SCOPE (Summer Camp Opportunities Promote Education)
Pinkerton Foundation
The Countess Moira Charitable Foundation
The Carl Marks Foundation, Inc
John and Rhonda Ollquist
Andrew Morton
Allianz Foundation for North America
James and Geri Roper
Paul and MaryLou Williams
The Schiffer Family
The Bill and Ann Bresnan Foundation
Robert and Ellie Cagnina
The Edith Glick Shoolman Children's Foundation
The Fred Gabler Helping Hand Camp Fund, Inc.

Mercy Center
RBC Foundation USA
Mark Wahlberg Youth Foundation, Inc.
Douglas and Harriet Rachlin
Mr. Joseph Zimmel
The Naomi and Martin Warren Family Foundation
The Mai Family Foundation
CIBC World Markets
Elliott and Kathy Jones
Pascale Sykes Foundation
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Ms. Sarah Boles
Taproot Foundation
James and Jane Stern
Impact 100 NYC
Mr. James S. Boshart

\$50,000+

Andrew Morton
Cowen Group, Inc.
Douglas and Harriet Rachlin
Impact 100 NYC
Ken Jagroo Foundation

Mercy Center
Santulli Family Fund
SCOPE (Summer Camp Opportunities Promote Education)

The Countess Moira Charitable Foundation
The Kellner Family
The Schiffer Family

\$25,000–\$49,999

BlackRock Charitable Fund
Cahill Gordon & Reindel LLP
Elliott and Kathy Jones
Neuberger Berman Foundation
Paul Hastings LLP

RBC Foundation USA
The Carl Marks Foundation, Inc
The Fred Gabler Helping Hand Camp Fund, Inc.
The Mai Family Foundation

The Naomi and Martin Warren Family Foundation
USDA – Food Service Program

\$10,000–\$24,999

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\$5,000–\$9,999

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\$500 - \$999

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