CITY YEAR
ANNUAL REPORT

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Contents

CITY YEAR’S IMPACT IN 2018–19 2
   Student and school outcomes
   AmeriCorps members and alumni outcomes
   Driving systemic change

EXTERNAL RESEARCH & EVALUATION 9

CHAMPION PROFILE: MELISSA WALSH 11

OUR CHAMPIONS 13
   AmeriCorps, CNCS and state service commission partners
   Our boards
   Corporations and corporate foundations
   Foundations and nonprofits
   Individuals and family foundations
   Team sponsors
   In-kind donors

OUR FINANCES 31
Dear City Year community,

City Year is committed to helping cultivate educational environments where all students have the opportunity to thrive, develop their talents and identities, and progress on their journey toward bright futures.

Recent events have provided a stark reminder of the importance of our work. School shutdowns due to COVID-19 underscore the fundamental role education plays in our communities and the disparate impact that curtailment of in-school education has in our society, and police brutality against the Black community shows once again the systemic racism that shapes our society.

City Year remains focused on advancing educational equity and guiding the next generation of civic leaders who will work across lines of difference to create positive change. Our work is driven by our deep belief that there is no educational equity without racial justice, and that we must drive change by working with our partners to transform systems that perpetuate educational and racial inequities. To this end, we partner with systemically under-resourced schools across the country to provide the direct student supports, strategies, and resources for school improvement and innovation needed to create learning environments where every student can fulfill their potential and succeed.

This annual report is a look back at our work in 2018-2019, with a focus on the impact City Year had on our students and schools, on our AmeriCorps members and alumni, and on the broader work to influence the systemic policies and practices that shape educational opportunity in our country.

We are advancing our learning and research agenda, growing our networks of education leaders to spread evidence-based approaches, working in coalitions to influence practices and policies aligned to whole child approaches and what we know about how students learn, and driving systemic change to create more culturally-responsive learning environments. We also are investing in our AmeriCorps members while creating recognition and resources for their role as student success coaches—find out more by reading our impact story on this report’s main page.

As we write this letter, we’re hopeful Congress will support the Corps Act, a bipartisan initiative that would expand the role of AmeriCorps in our nation’s recovery efforts. We’re also looking ahead to the challenges and promise of a new school year in an environment that has shifted significantly from just a few months ago. Whether in a school building or in a virtual classroom, our diverse and trained AmeriCorps members will be ready to help students reconnect with their teachers and peers, catch up from learning losses and stay on track to graduate high school prepared with the skills to thrive in school and in life.

Trusting relationships have long been at the core of City Year’s strategy to create spaces where students feel like they belong and can grow. In the midst of this crisis, this idea is gaining powerful momentum. As schools seek ways to keep students engaged and connected, help them recover from stress and trauma, and prepare them to resume learning, we must raise our voices together about the power of student success coaches to help us navigate this crisis and rebound from it stronger than before.

We are deeply grateful to work in partnership with the Corporation for National and Community Service and the AmeriCorps program, our school district partners, and the individuals, families, foundations, and corporations who generously support our work and are committed to accompanying us in this journey.

Yours in service,

Jim Balfanz (Boston ’94)
Chief Executive Officer

David Cohen
Chair, Board of Trustees
CITY YEAR’S IMPACT IN 2018–19
WHEN STUDENTS RISE, WE ALL RISE.

City Year seeks to advance educational equity and nurture the next generation of civically engaged leaders.

We know more than we ever have about how young people learn and develop. Yet too many students still don’t have access to learning environments where they can build on their strengths, achieve at high levels and fully engage in learning. Systemic failings—including lack of access to healthcare, racist housing and employment policies, and under-resourced schools and communities—have harmed students of color and students growing up in low-income households, creating inequitable educational, health and economic outcomes.

For example: Half of the students who don’t graduate from high school in the U.S. come from just 4% of school districts. City Year focuses on these districts, partnering with systemically under-resourced schools so that more students receive the support they need to succeed both in school and in life.

We bring together diverse, dedicated young adults to serve full time in schools as AmeriCorps members who partner with teachers to help students develop the skills and mindsets to thrive. Through their work in schools and communities, City Year AmeriCorps members make a difference in the lives of students and acquire valuable skills and experience that prepare them to become leaders where they live and work.

Student and school outcomes

AT A GLANCE
- 29 cities
- 349 schools
- 234,000 students
- 90% of students in City Year partner schools are students of color
- 90% are eligible for free or reduced-price lunch

PARTNERING WITH STUDENTS AND SCHOOLS
Diverse, trained teams of AmeriCorps members serve full time in schools as student success coaches —tutoring students one-on-one or in small groups, helping students stay focused in class, organizing schoolwide events and running afterschool programs. AmeriCorps members work alongside teachers to help students build on their strengths and cultivate social, emotional and academic skills, from mastering fractions to learning to work in teams.

The relationships that AmeriCorps members build with students are at the center of our Whole School Whole Child approach. Through their work with students, City Year AmeriCorps members help students develop an understanding of who they are, a sense of agency to make a difference, and critical skills that set them on a path of lifelong learning.

WHOLE CHILD LEARNING
City Year contributes to a more joyful, just and equitable vision of public schools as places of academic, social and emotional learning, exploration and risk taking, belonging and connection; where adults meet students where they are with strengths-based strategies and data; and where all students have access to positive relationships and personalized learning environments that encourage them to thrive as creative thinkers and doers, practice lifelong learning skills, and persevere through challenges.

- 90% of partner principals agree that AmeriCorps members foster a positive learning environment in their schools.¹
- Research shows that positive school environments lead to better student outcomes, and that students stay in school, are more engaged and report that they perform better academically when they feel connected to at least one adult in school, according to the Johns Hopkins Urban Health Institute.

NEW RESEARCH VALIDATES CITY YEAR’S HOLISTIC SERVICES IN SCHOOLS
A May 2020 study by the Everyone Graduates Center (EGC) at the Johns Hopkins University School of Education provides strong evidence that City Year’s holistic approach to providing school-based interventions is successful in advancing student social, emotional and academic outcomes in public schools, particularly schools that predominantly serve students of color and students from low-income families.

KEY FINDINGS OF THE STUDY INCLUDE:
- There is a statistically significant, consistent relationship between student social-emotional skills and academic outcomes—moving up one level in social-emotional skills is like gaining an entire school year of achievement growth in math or English for students in grades 3-10.
• Students who received support from City Year AmeriCorps members demonstrated improved social-emotional and academic outcomes.

• Greater impact is seen when social-emotional skills are integrated into academic interventions, such as incorporating goal-directed behavior while building math and English language arts skills.

Find out more

ENSURING MORE STUDENTS ARE ON TRACK TO HIGH SCHOOL GRADUATION

City Year AmeriCorps members work closely with students who exhibit one or more “early warning indicators” in attendance, behavior and course performance. Focusing on these research-based indicators helps ensure that students will reach 10th grade on time and on track—making students three times more likely to graduate from high school.

IMPROVING ATTENDANCE

Nationwide, 8 million students are chronically absent, defined as missing at least 10% of school per year, or the equivalent of a month of school.

Students coached by City Year improved their attendance by at least 2 percentage points, which translates to an additional 3.5 days in school, or more than 5,700 collective additional days of instruction.

LEARNING GAINS

• 87% of partner teachers agree that City Year AmeriCorps members help to improve student academic performance.²

• A 2015 study by Policy Studies Associates in 600 schools in 22 school districts showed that City Year partner elementary schools – as compared with similar non-City Year schools – were two times more likely to improve on state English assessments and up to three times more likely to improve on math proficiency rates.

ELEVATING STUDENT VOICE AND AGENCY TO SHAPE THE LEARNING EXPERIENCE

Each student experiences their school environment differently. Learning happens best when adults meet the student where they are. To help understand and elevate the student perspective City Year uses the Holistic Student Assessment (HSA), a student self-reflection tool. Students reflect on their social and emotional strengths, their sense of belonging in school and engagement in their learning, and areas they want to improve. AmeriCorps members can use this student feedback to adjust their practice and can review these student perspectives with teachers and other school staff to help inform decisions and practices at the school. When adults have a clearer picture of their students as individuals, they can then adapt their strategies to build a supportive learning environment.

In 2018-2019, as part of the second year of a pilot in Columbus, Ohio in partnership with Search Institute, more than 400 students who received coaching and support from City Year AmeriCorps members reported statistically significant positive changes in learning engagement and academic motivation measures, according to the HSA. This includes three out of four students reporting growth in reflection, critical thinking, interest in their own learning and higher levels of academic motivation and action orientation—key indicators of positive development and success.

City Year has expanded this work to seven more cities, as we continue to learn how to influence and support positive learning environments designed to meet student needs.

Read more on student voice

CREATING LEARNING NETWORKS TO BUILD COMMUNITY, PARTNERSHIP AND FOSTER CONTINUOUS IMPROVEMENT

With support from the Bill and Melinda Gates Foundation, and in partnership with Johns Hopkins University, City Year convenes a growing network of schools, called our Network for School Improvement (NSI), to create the time and space for educators to exchange and elevate promising change ideas that boost student outcomes and advance shared goals.

Results from the NSI pilot in Milwaukee, which focused on a shared aim of improving how schools attend to the social and emotional needs of their students so they can best engage in learning include:

• School improvements that significantly reduced educator reporting of behavioral incidents in four of the five initial pilot schools, including a 30% reduction at one school.

• School improvements that reduced educator use of punitive disciplinary practices, like suspensions, in three of the five pilot schools.

City Year plans to expand its NSI work and other collaborative networks, including our District Learning Network, which brings together district leaders across City Year’s partner communities to work together on shared challenges.

Read about learning networks
AmeriCorps members and alumni outcomes

**AT A GLANCE**
- 3,000 AmeriCorps members serving annually
- 32,000+ alumni
- 96% of alumni say their City Year experience helped them learn how to work across lines of difference
- 82% of alumni say their service with City Year increased the ways in which they are civically engaged

**PARTNERING WITH AMERICORPS MEMBERS AND ALUMNI**
One of City Year’s core beliefs is that diverse teams of young people who are working across lines of difference for the common good have the power to drive lasting social impact.

By tapping into the potential of young adults through national service in schools, City Year helps to develop leaders, learners, innovators and engaged citizens. The experience of working, problem-solving and celebrating wins with team members from different backgrounds shows young people the possibilities and rewards of collaboration and diversity and creates a strong sense of a shared national community.

**HELPING AMERICORPS MEMBERS GROW AND DEVELOP**
City Year AmeriCorps members are inspiring young adults who share a commitment to a cause greater than themselves. While our corps members come from all walks of life, they bring to their service experience similar characteristics: they are deeply empathetic, they are good at building relationships, and they bring a “growth mindset” — the belief that abilities can be developed through dedication and hard work.

During their year of service, AmeriCorps members receive training in critical skills such as leadership, teamwork, data analysis, classroom management, academic interventions and social and emotional supports. City Year also helps to prepare corps members for future workforce success through career development and coaching.

**CITY YEAR AMERICORPS MEMBERS:**
- Participate in 300 hours of training throughout their service year that is designed to help them be more effective with students, and develop personally and professionally
- Are eligible for exclusive scholarships and graduate school supports, including new City Year partnerships with universities.
- Receive a substantial education award at the completion of service they can use toward student loan debt or future study.
- Have opportunities to expand their horizons through program offerings, networking opportunities to connect and build relationships with corporate and community partners and alumni, and professional development training that will help in their next career step.

“When I pledged to serve as a City Year AmeriCorps member, I pledged to be a community leader for life. My commitment to helping students succeed didn’t end when I no longer put on the red jacket every day.” – Kevin Dua (Boston ’10, ’11), award-winning public school teacher

**DEVELOPING LEADERS FOR LIFE**
City Year alumni, now 32,000 members strong, are taking on leadership roles in schools and communities, making significant contributions as professionals and collaborators who can mobilize diverse groups to tackle complex challenges across a range of fields. City Year alumni report being better prepared to work effectively with individuals from diverse backgrounds and demonstrate increased civic engagement, including voting, volunteerism and other community involvement.

Career fields of over 5,000 survey responses

- 47% Education/education nonprofit
- 15% Government/other nonprofit
- 10% Medicine/health/social services
- 10% Business/law/tech
- 11% Other
- 6% Enrolled as students
“My City Year service helped me realize what my goal was and solidify my desire to help others through medicine.”
– Dr. Jason Campbell (Washington, D.C. ’12), resident physician, department of anesthesiology at Oregon Health and Science University

BUILDING TEACHER PATHWAYS
Thousands of City Year AmeriCorps alumni are contributing to a more diverse, prepared and committed talent pool for teaching positions and the education sector overall.

47% OF CITY YEAR ALUMNI CURRENTLY WORK IN EDUCATION:
• 16% classroom teachers
• 16% K-12 administration, higher education and school counseling
• 15% education nonprofits

Read the alumni survey
Driving systemic change

In addition to our work to support students and schools while developing our AmeriCorps members as leaders, City Year seeks to advance educational equity by contributing to systems-level changes in policies and practice that address the root causes of inequitable educational outcomes in the districts we serve—for example how lack of access to educational opportunities leads to differences in graduation rates. City Year is also increasingly engaging in national education policy and practice coalitions, convenings and thought leadership opportunities to share insights from our experience in national service and supporting students in systemically under-resourced schools.

PARTNERSHIPS TO ADVANCE PERSONALIZED LEARNING AND INNOVATION

Building on our history of creating spaces for personalized learning with the students we serve, City Year has advanced and innovated with our network of partners, including through:

- Development of a competency-based, integrated social-emotional and academic development learning model with a design partner school in Denver, Colorado.
- Creation of personalized learning tools for adults in partnership with nonprofit organizations focused on universal design, including microcredentials that can be used for teacher training and holistic development, and on-track indicator intervention.
- Design and implementation of a City Year teacher residency program that focuses on whole-child development in partnership with major teacher training programs across the country.
- Sharing our findings at national conferences and convenings that focus on personalized learning, including the Aurora Institute (formerly known as iNACOL) and through practitioner guides that provide tools for practitioners and the field.

ADVANCING THE ROLE OF STUDENT SUCCESS COACHES

Student success coaches (SSCs) are AmeriCorps members who serve full time in diverse teams in schools designated by federal education law as high-need and/or low-performing. SCCs provide near-peer, research-based supports to students and supplemental capacity in classrooms. They also collaborate with teachers to personalize learning environments, while developing skills they need for civic and workforce success after their year of service.

City Year AmeriCorps members serve as SSCs in our partner schools. In a recently released guide for practitioners and policymakers sharing what City Year is learning about the power of integrating social, emotional and academic development in public schools, we include a policy recommendation to expand opportunities for AmeriCorps members to serve as SSCs in systemically under-resourced schools. SSCs can support educators in helping to foster learning environments in which students can develop and strengthen social, emotional and academic skills and mindsets that are important in school and in life.

While City Year cannot serve in every school, many more schools could benefit from having SSCs in their schools and communities. Expanding access to SSCs would be a major step toward creating more equitable learning conditions for millions of students and achieving positive educational, economic and social outcomes that benefit all of us.

WHAT CITY YEAR IS LEARNING ABOUT THE POWER OF INTEGRATING SOCIAL, EMOTIONAL AND ACADEMIC DEVELOPMENT IN PUBLIC SCHOOLS: A GUIDE FOR PRACTITIONERS AND POLICYMAKERS (2020)

The purpose of this guide is to provide practitioners and policymakers with practices, tools and recommendations for integrating social, emotional and academic approaches to support improved student and school outcomes. Through this guide, City Year hopes to share some lessons learned from more than a decade of partnering with educators, schools and communities to support student success in schools that serve communities affected by systemic inequities, along with research and evaluation of our work—including a recent study conducted by the Everyone Graduates Center at Johns Hopkins University on City Year’s approach to strengthening students’ social, emotional and academic development.

Download

ENGAGING IN POLICY AND PRACTICE COALITIONS

THE ASPEN INSTITUTE NATIONAL COMMISSION ON SOCIAL, EMOTIONAL, AND ACADEMIC DEVELOPMENT (SEAD COMMISSION)

The SEAD Commission was created to engage and energize communities in re-envisioning learning to encompass its social, emotional, and cognitive dimensions so that all children can succeed in school, careers and life. The commission’s members were leaders from education, research, policy, business and the military, and the full team...
included a Council of Distinguished Scientists, a Council of Distinguished Educators (including City Year CEO Jim Balfanz), a Youth Commission, a Parent Advisory Panel, a Partners Collaborative, and a Funders Collaborative.

In January 2019, the commission released its final report, "From a Nation at Risk to a Nation at Hope," and accompanying recommendations. The report draws on input from more than 200 scientists, youth and parent groups, educators and policymakers, and seeks to accelerate and strengthen efforts to support the whole learner in local communities through recommendations for researchers, educators and policymakers.

THE SCIENCE OF LEARNING & DEVELOPMENT (SOLD) ALLIANCE

The SoLD Alliance is a partnership of leaders and organizations that aims to make the science of learning and development a deeply understood, widely held, and actionable key driver of equity and excellence in education systems. The alliance wants to ensure that all young people, no matter who or where they are, benefit from effective, high-quality, continuously improving learning environments that are designed to unleash and realize everyone’s potential.

As a member of the SoLD Alliance National Advisory Committee, which regularly convenes to provide guidance to the SoLD Alliance, City Year is part of a growing movement working towards systems change that is essential to making emerging lessons from the science of learning and development deeply understood, widely held, and actionable among education field leaders and the programs, organizations, and systems they lead.

VOICES FOR NATIONAL SERVICE

Voices for National Service is a coalition of national, state and local service organizations working together to build bipartisan support for national service, develop policies to expand and strengthen service opportunities for all Americans and ensure a robust federal investment in the Corporation for National and Community Service (CNCS). City Year serves as the organizational operational host for Voices for National Service, and the coalition’s work is guided by a Steering Committee of the leaders of more than 27 national service organizations and state service commissions.

In 2019, the group helped defeat a third White House effort to eliminate CNCS, which leads service and volunteering efforts including AmeriCorps, and also helped increase its federal funding.
EXTERNAL RESEARCH & EVALUATION
We seek to accelerate organizational progress and continuous improvement by leading an equity-based approach to research and evaluation that informs practice improvements, builds our evidence of impact, and advances systemic change. The goal of this work is to help ensure that City Year—and the broader educational community—can more effectively support students and adults who work in schools, from AmeriCorps members to teachers.

The studies and reports highlighted below are produced by independent research organizations and researchers. Collectively, they cover a wide range of impact and implementation of City Year’s holistic services, demonstrate evidence of City Year’s impact in areas like supporting improvements on state tests, improving students’ social-emotional skills and reducing early warning indicators, such as chronic absenteeism, and shed light on how to accelerate student success in systemically under-resourced schools.

**CONNECTING SOCIAL-EMOTIONAL DEVELOPMENT, ACADEMIC ACHIEVEMENT, AND ON-TRACK OUTCOMES**
The Everyone Graduates Center (2020)

Funded by the Bill & Melinda Gates Foundation, the Everyone Graduates Center at Johns Hopkins University conducted an analysis to understand the relationship between students’ social-emotional and academic outcomes and to explore if there is a City Year effect.


**FROM DOWNWARD SPIRAL TO VIRTUOUS CYCLE: CITY YEAR’S BREAKTHROUGH INNOVATION IN EDUCATION**
Bill Copeland and Michael E. Raynor, Deloitte LLP (2018)

In a white paper, Deloitte’s Bill Copeland and Michael E. Raynor set out to explore whether City Year’s success is replicable and how constraints might affect the integrity and effectiveness of its model. This paper presents City Year as a leading education innovation and uses a business innovation lens to examine its value and growth potential of City Year’s services.


**ANALYSIS OF THE IMPACTS OF CITY YEAR’S WHOLE SCHOOL WHOLE CHILD MODEL ON PARTNER SCHOOLS’ PERFORMANCE**

Policy Studies Associates examined the impact of City Year’s Whole School Whole Child services on City Year’s partner schools’ performance in comparison to similar schools without City Year, analyzing data from approximately 600 schools in 22 cities. The study used publicly available data that local education agencies (LEAs), State and U.S. Departments of Education use to assess school performance.


**ADDRESSING EARLY WARNING INDICATORS: INTERIM IMPACT FINDINGS FROM THE INVESTING IN INNOVATION (I3) EVALUATION OF DIPLOMAS NOW**
MDRC (2016)

This most recent report from MDRC demonstrated that schools with Diplomas Now partners saw a positive, statistically significant impact on the percentage of 6th and 9th graders exhibiting no early warning indicators as compared to similar schools without Diplomas Now.


**THE CITY YEAR EXPERIENCE: PUTTING ALUMNI ON THE PATH TO LIFELONG CIVIC ENGAGEMENT**

Policy Studies Associates conducted three interlocking studies designed to assess City Year’s impact on alumni at various intervals of time after the completion of a year of full-time community service with City Year. Together, these studies assess the ways in which alumni exhibit civic engagement and amass social capital following their participation in City Year.

Melissa Walsh knows from experience that a supportive adult at school can change futures. When she was a teenager, a guidance counselor helped her realize she could make the right decisions, even when under pressure to make some wrong ones, and provided perspective and encouragement that kept her on track during a turbulent time. Years later, they’re still in touch.

“A single person can truly have a transformative impact on a young person’s life,” Walsh says. “Certainly in those vulnerable years, that can be critical.”

Now as she leads Corporate Responsibility & Global Philanthropy at AbbVie, an emphasis on building relationships also shapes the company’s approach to partnerships with nonprofit organizations and its strategy to ensure more students have the resources and opportunities to achieve their dreams.

“The phrase, ‘It takes a village’ is used quite a bit, but there’s no stronger example of the truth in that phrase than in the context of education,” Walsh says. “Education is a cornerstone to so much future success.”

Building strong communities, effective educational programs and sustainable healthcare systems has been part of AbbVie’s philanthropic mission since its founding in 2013. AbbVie’s investment in City Year in 2018-2019 provided new curricula and training services for City Year AmeriCorps members at more than 68 schools and expanded City Year’s math and literacy support to 45,000 students across the country.

RELATIONSHIPS AT THE CORE OF OUR WORK

City Year works with schools in communities with limited access to quality education, housing, healthcare and recreation spaces—the harmful effects of systemic racism—creating obstacles for students who are eager to achieve.

Since AbbVie announced a $10 million, five-year commitment to City Year in late 2018, the company has helped to ensure more students have the supports necessary to stay on track throughout elementary, middle and high school, and graduate ready for college and careers.

“We deeply value AbbVie’s partnership and dedication to helping every student reach their potential,” says Chris Mann, vice president of corporate partnerships at City Year. “Relationships are at the core of what we do together to create resilient and responsive school communities that become springboards to student success.”

Throughout the school year, City Year AmeriCorps members intentionally focus their time on getting to know students and letting students get to know them. Those efforts help to ground their relationship in trust and connection, which makes learning possible.

“Mentors that are part of the City Year model can build lasting relationships with young students that foster deeper connections over the long-term,” Walsh says. “And those connections can help uncover what a student is interested in, what learning gaps might exist, and how to provide that extra support to fill those gaps.”

Funding from AbbVie also has enabled City Year to expand afterschool programs in San José/Silicon Valley focused on science, technology, engineering, art and mathematics, or STEAM skills, which are sought after by employers.

“I have yet to hear a City Year corps member not highlighting the tremendous talent in each student and each child that they serve,” says Dr. Hilaria Bauer, superintendent of Alum Rock Union School District in San José. “That enthusiasm towards finding the potential and the talent in each child all the time is what makes City Year so unique.”

HOW STEAM OPENS DOORS

Opportunities to explore STEAM activities let students discover new concepts and better define their own interests, Walsh says.

“A really solid foundation in education, especially one in STEAM, can really be truly life changing for kids,” Walsh says. “One size does not fit all. The child who is interested and excited about building a robot might not be the same kid who’s interested in figuring out how to have drawn the design for that robot.”

By weaving together academic, social and emotional supports into activities, AmeriCorps members encourage students to create their own toolkits for problem-solving. For example, an AmeriCorps member might help a student break a tough math problem into steps, and help him recognize that feelings of frustration may be a sign it’s time to take a break before returning to the task, rather than giving up.

“When a young person’s social and emotional development are supported in real and meaningful ways, it can make all of the difference in the world,” Walsh says.

As AbbVie looks ahead, ensuring students have strong support networks will be more important than ever to aid recovery from the pandemic, and to one day make educational equity a reality. “We all really need to continue working together to effect real change for these students,” she says. “Our partnership with City Year exemplifies that when the village is strong, amazing things can happen and are happening.”
OUR CHAMPIONS
AmeriCorps, CNCS and state service commission partners

The Corporation for National and Community Service (CNCS) and state service commissions work together to bring AmeriCorps and other national service programs to communities across the country. We are grateful to these state service commissions that secured funding for City Year during the 2018-2019 school year:

California Volunteers Serve Colorado Volunteer Florida
Serve Illinois
Volunteer Louisiana
Massachusetts Service Alliance
Michigan Community Service Commission
Missouri Community Service Commission
Volunteer NH
Serve Ohio
Oklahoma Community Service Commission
PennSERVE
United Way Association of South Carolina
Volunteer Tennessee
OneStar Foundation
Serve DC
Serve Washington

Our boards

Our boards bring valuable expertise, leadership and insights to our work both nationally and locally.

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RETURN TO TABLE OF CONTENTS
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Centura Capital

CITY YEAR PROVIDENCE
Michael Baer
Rhode Island Infrastructure Bank

CITY YEAR SACRAMENTO
Beth Broome
UC Davis STEM Strategies

CITY YEAR SAN ANTONIO
Ann Parker

CITY YEAR SAN JOSÉ/SILICON VALLEY
Charlie Pappis
Pappis Consulting

CITY YEAR SEATTLE
Josh Chaitin
Global Strategy Group

CITY YEAR TULSA
Robert Thomas
George Kaiser Family Foundation

CITY YEAR WASHINGTON, D.C.
Garrick Francis
CSX Corporation
Corporations and corporate foundations

Our corporate partners play a critical role in City Year’s effort to create learning environments that support student achievement at systemically under-resourced schools across the country. We are proud to say that many leading businesses, including 45% of Fortune 100 companies, recognize that partnering with City Year is good for their local communities—and good for business.

$1,000,000+
Abbvie
Bain Capital
Comcast NBCUniversal
The Red Nose Day Fund at Comic Relief USA
CSSX Transportation
New York Life

$500,000 - $999,999
AT&T
Bank of America Charitable Foundation
BNY Mellon
Celanese Foundation
Deloitte LLP
Microsoft Corporation
Quicken Loans Community Investment Fund
Santander Bank
Wells Fargo

$250,000 - $499,999
Akin Gump Strauss Hauer and Feld LLP
Alter
Aramark
The Boeing Company
FCA Foundation
General Motors Foundation
Liberty Mutual Insurance
MFS Investment Management
National Grid
Starbucks Foundation
The Wawa Foundation
Valero Energy Foundation
The Walt Disney Company

$100,000 - $249,999
The Acacia Foundation
Acosta Sales and Marketing
Amazon
Anonymous
Arconic Foundation
Bain and Company
Ballard Spahr LLP
The Baupost Group, LLC
Beaver Street Fisheries/Sea Best
Big Lots
BMO Harris Bank
Cedars-Sinai
CommunityAmerica Credit Union
Compulink Business Systems
Davis Polk and Wardwell LLP
Detroit Lions Charities
EY
Exelon Foundation
Faegre Drinker Biddle and Reath LLP
Fidelity Brokerage Services
Fidelity Investments
First Niagara Foundation
Firstrust Bank
Glenmede
Harry's
Houghton Mifflin Harcourt
HSBC
Hunt Family Foundation/Chiefs
Hyatt
Jacksonville Jaguars
JE Dunn Construction
Kaiser Permanente
Lincoln Financial Foundation
Lindsay Goldberg
Los Angeles Clippers Foundation
Los Angeles Rams
Marion and Henry Bloch Family Foundation
Miami Dolphins Foundation
Nationwide Foundation
Northrop Grumman
Northwestern Mutual Foundation
OneWest Foundation
Philadelphia Energy Solutions
PTC
Public Consulting Group, Inc.
QuikTrip Corporation
Raley's
Riot Games
Rockwell Automation
San Jose Sharks Foundation
SAP America Inc
Snap Inc
Sony
The State Street Foundation, Inc.
Synopsys Foundation
T-Mobile USA
Taco Bell Foundation
Third Federal Foundation
TowerBrook Foundation
United Airlines
Universal Orlando Foundation
Walmart
Wellington Management Foundation
Westfield Capital Management

$50,000 - $99,999
Accenture
Alliance Data
American Airlines
Anonymous
BBA Aviation USA Inc
Biogen
Brewers Community Foundation
The Cozen O'Connor Foundation Inc
DePuy Synthes Companies of Johnson and Johnson
Detroit Medical Center
Duane Morris
eBay Inc
Entergy New Orleans
Entergy Louisiana
FedEx Corporation
FIS Global
Ford Motor Company Fund
Harvard Pilgrim Health Care, Inc.
Hasbro Children's Fund
HEB Grocery Company
Hennes and Mauritz (H&M)
JPMorgan Chase and Co
Kirkland and Ellis LLP
M&I Foundation Inc
ManpowerGroup
Nationwide Children's Hospital
Northern Trust
THE PLAYERS Championship
PepsiCo Foundation
PwC
Royal Caribbean Cruises LTD
Russell Investments
Sacramento Kings Community Foundation
Schneider Electric
TIAA Bank
Twentieth Century Fox
Universal Orlando Resort

USAA Foundation
Walt Disney World
Weil Gotshal and Manges, LLP
WGN Radio Neediest Kids Fund
Wills Towers Watson
WM Wrigley Jr. Company

$25,000 - $49,000
ABE Television Networks
Abrams Capital Management, LLC
Advent International
American Electric Power Foundation
Amazon Studios
Audemars Piguet (North America) Inc
Baker and Hostetler LLP
Banner and Witcoff Ltd
Blue Cross and Blue Shield of South Carolina
The Boston Consulting Group
Capital One Bank
CBS Television Network
Chemical Bank
Chevron Corporate Headquarters
Chicago White Sox Charities
Clifford Chance US LLP
Coastal Bridge Company
Comerica Bank
Cox Communications
CVS Health Charity Classic
DaVita
Dominion Energy Charitable Foundation
Florida Blue Foundation
Fremantle
Glenborn Partners LP
Global Upside Inc
Golden 1 Credit Union
Hallmark Corporate Foundation
HBO
Henry Crown and Company
HFF LP
Holland and Knight LLP
Huntington National Bank
Hy-Vee Inc
Ingram-White Castle Foundation
Jenner and Block LLP
Johnson Controls Foundation
KeyBank
Kroger
L Brands Foundation
Lear Corporation
Liberty Global Inc
Los Angeles Dodgers Foundation
LPL Financial Services
Macquarie Group Foundation
MadDog Technology
Mariner Wealth Advisors
Milwaukee Bucks Foundation/Milwaukee Bucks
Morgan Lewis and Bockius
Morgan Stanley
Netflix
New Balance Athletic Shoe Inc
Nordstrom
People Magazine
Polsinelli
Potawatomi Hotel and Casino
RealD
Ropes and Gray LLP
RPM International Inc
Shearman and Sterling
Sidley Austin LLP
Spotify
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<td>Wilkinson Barker Knauer LLP</td>
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<td>William Blair and Company Foundation</td>
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<td>Willkie Farr and Gallagher LLP</td>
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<td>Winston and Strawn LLP</td>
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<td>The Wonderful Company</td>
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| The Academy Group |
| ACCO Engineered Systems |
| The Adi and Jerry Greenberg Foundation |
| AKT Investments Inc |
| The Albert M Higley Co |
| All3Media America and Main Event Media |
| Allegro Realty Advisors |
| American Tower Corporation |
| Anonymous Applied Materials Foundation |
| Ascensus           |
| Ash Anos Freedman and Logan LLC |
| Baird Foundation Inc |
| BankUnited         |
| Bay Grove          |
| Blue Cross and Blue Shield of Kansas City |
| Blue Cross and Blue Shield of Oklahoma |
| BNSF Railway       |
| Brady Sullivan Properties |
| Burns and McDonnell |
| Caliber Collision Centers |
| Capitol Advisors Group LLC |
| CD Smith Construction Inc |
| The Celtic Group   |
| Chicago Bulls      |
| Circle One Group Inc |
| Citizens Bank      |
| City Furniture     |
| Cleveland Cavaliers and Quicken Loans Arena |
| Cooley LLP         |
| Credit Suisse Securities |
| Crescent Bay Advisors Inc |
| Crown Castle       |
| Davis Wright Tremaine LLP |
| DBI Beverage Inc   |
| DCP Midstream      |
| Delfino Madden O’Malley Coyle and Koelwer LLP |
| Deutsche Bank      |
| DLA Piper LLP      |
| Downstream Development Authority of the Quapaw Tribe |
| Drake and Freyer Ltd |
| Eastern Bank       |
| ECCO Select Corporation |
| The Edgeward Funds |
| Edison Electric Institute |
| Empire State Realty Observatory Trust LLC |
| Encore Electric Inc |
| Eversource         |
| First Credit Bank  |
| Florida Power and Light Company |
| Foley & Lardner LLP |
| Foster Graham Milstein and Calisher LLP |
| Fried Frank Harris Shriver and Jacobson LLP |
Frontier Airlines
General Mills Foundation
General Motors Sales Support Group
Gensler
Gibson Dunn and Crutcher
Glass Frog Solutions
Godfrey & Kahn SC
Great Range Capital
Grifols USA Inc
Groom Law Group Chartered
GTIS Partners
H & R Block
Hansen Jacobson Teller Hoberman Newman
Warren Richman Rush and Kaller LLP
Harris Ranch Beef Company
Healthy Blue
Heitman
Helmerich and Payne Inc
Hiya Inc
HMSHost
Honigman Miller Schwartz and Cohn LLP
Hormel Foods Corporation
ICM Partners
IGT
Apploff Entertainment and Ionoco Inc.
Ipswitch, Inc.
Jacobs Engineering Group
JMA Ventures LLC
Jones Day
Jones Walker LLP
The Joyce Foundation
JPMorgan Chase and Co.
JPMorgan Chase Foundation
JPMorgan Chase
JPMorgan Chase 
Jones Walker New Orleans
The Joyce Foundation
January Foundation
Kansas City Power and Light Co
Klasko Immigration Law Partners LLP
KOHLS
Korn/Ferry International
Lawler Metzger Keeney and Logan LLC
Lifespan
Lockheed Martin Corporation
Longo Toyota-Lexus/Patty & Greg Penske
Losey PLLC
Major League Soccer
March and McLennan Agency/Seitlin
Mayer Brown LLP
MB Financial Bank
McCownGordon Construction
McDermott Will and Emery Charitable Foundation
MediaLink
Morgan and Morgan
Morris Nichols Arsht and Tunnell
Morrison Mahoney LLP
Louisiana Healthcare Connections
Muckleshoot Tribe
Navigant Consulting Inc
NC Media
Nelson Mullins Riley and Scarborough
Orlando Magic
Orlando Utilities Commission
Oten Johnson Robinson Neff and Ragonetti PC
Paramount Pictures
Pepper Hamilton LLP
Perkins Coie Charitable Foundation
PBG Sacramento
Philips Edison and Company
The Pitney Bowes Foundation
Plum Markets
PNC Foundation
Preferred Meals
Profund Advisors LLC
Proskauer Rose LLP
Provest
Publix Super Markets Charities Inc
Red Chair Events Inc
REDICO
Reserve Telecommunications
Richo
Riener and Braunstein LLP
RMB Capital Management LLC
Rubenstein Communications Inc
Sacramento Association of Realtors Scholarship Foundation
Sacramento Municipal Utilities District
Salesforce
Scarcini and Holleneck LLC
Simkiss and Block
Skadden Arps Slate Meagher and Flom LLP
The Smith-Free Group LLC
Snell and Wilmer LLP
Southern California Gas Company
Spectrum Marketing Companies
St Hope Academy
Steans Weaver Miller Weissler Alhadeff and Sitterson PA
Sun Shine On You Foundation
Tango Card Inc.
Texas Automobile Dealers Association
Tony's Fine Foods
Trailer Park Inc.
UMB Bank
United Shore Financial Services
University of Central Florida
Univest Corporation
Viacom
The Vistria Group LP
Anschutz Film Group/Walden Media
Walton Street Capital LLC
Warner Bros. Entertainment
WaterStone Bank
Waterton Management LLC
Wayne State University
West Chester University
WHI Real Estate Partners LP
White and Case LLP
White/Peterman Properties Inc
Zachry Construction
Zauber PC
Ziffren Brittenham LLP

$2,500 – $4,999

3 Arts Entertainment
A&A Auger
AAON
Adams and Reese LLP
Aetna Better Health of Louisiana
Ally Financial Inc
American Bank
Anagnost Investments Inc
ARIS Consulting
Arvest Bank
Aspirant
Avison Young
Bardis Homes
Barrett and Singal, P.C.
Barton Malow
BASF
Baton Rouge Coca-Cola Bottling Company
BBVA Compass Foundation
Beaumont Health
Benchmark Builders LLC
Beringea
BlueBay Asset Management
BlueSpruce Investments LP
Bonton Associates
Broadway Bank
Christopher B Burke Engineering Ltd
Cadmawaler Wickersham and Taft LLP
Capital One – Greater New Orleans
CareFirst BlueCross BlueShield
Cavender Auto Family
CBRE
Centric
CGI Employee Benefits Group
Citigroup Inc
Cobalt Group
Columbus Metropolitan Housing Authority
Commerce Bank
Corporate Realty Investment Company
Country Club Bank
Creative Artists Agency
Creative Planning Benefits LLC
CRL Associates
CSRS Inc
Cybergrants LLC
Documation
Dollar Bank Foundation
Dominion Foundation
Earthbound Farms
Educators Credit Union
EKSANDI
EMK Consulting Group, LLC
Enterprise Holdings Foundation
First National Bank
Fit Code Inc
L C Fulenwider Inc
Geis Companies
Glassman Media
Grange Insurance Companies
Green Bay Packers Foundation
Green Courte Partners LLC
Greene and Associates Inc
Hallmark Cards Inc
Hamilton Miller and Birthesel LLP
Harbor Capital Advisors Inc
HealthOne Hospitals
Hornberger Fuller and Garza
HP Homes Holding Detroit LLC
Hunter Pasteur Homes
Hunton and Williams
Infusion Partners LLC
The Janus Foundation
Jones Walker New Orleans
Kean Miller LLP
Kiwanis Club of Columbus
LaIram LLC
Lewis Roca Rothgerber Christie LLP
Lockton Companies
Louisiana Lottery Corporation
Macy's/Bloomindale's
Mark Motors
McGinchevich Stafford PLLC
McKinsey and Company Inc
Mercedes-Benz Financial Services
Methanex Louisiana
Moelis and Company
Nabholz Construction Corp
Naturesweet
Neutrogena
Newmark Knight Frank
Franciscan Missionaries of Our Lady University
Perkins and Will
Pershing, LLC – BNY Mellon
PNC Bank
Public Service Company of Oklahoma
Raymour and Flanigan
Ready Pac Foods – Bonduelle Group
Revesco Properties
RSM US LLP
Rubin Anders Scientific, Inc.
Security Bank
Seyfarth Shaw LLP
Southern Bancorp
Sparkhound
Spectrum Monthly Inc.
Squire Patton Boggs
Staff Development for Educators
The Studio Account
St Hope Academy
Spectrum Marketing Companies
Southern California Gas Company
St Hope Academy
Staples
Sustainable Equity
Taylor Porter Brooks and Phillips LLP
Torts
Torrence Taylor
Toys "R" Us
Tortoise Capital Advisors
Trammell Crow Company
TTCU
Turner Industries LLC
Umpqua Bank
University of Colorado Denver
University of Texas at San Antonio
Valencia College

$2,500 – $4,999

AAA Auger
AAON
Adams and Reese LLP
Aetna Better Health of Louisiana
Ally Financial Inc
American Bank
Anagnost Investments Inc
ARIS Consulting
Arvest Bank
Aspirant
Avison Young
Bardis Homes
Barrett and Singal, P.C.
Barton Malow
BASF
Baton Rouge Coca-Cola Bottling Company
BBVA Compass Foundation
Beaumont Health
Benchmark Builders LLC
Beringea
BlueBay Asset Management
BlueSpruce Investments LP
Bonton Associates
Broadway Bank
Christopher B Burke Engineering Ltd
Cadmawaler Wickersham and Taft LLP
Capital One – Greater New Orleans
CareFirst BlueCross BlueShield
Cavender Auto Family
CBRE
Centric
CGI Employee Benefits Group
Citigroup Inc
Cobalt Group
Columbus Metropolitan Housing Authority
Commerce Bank
Corporate Realty Investment Company
Country Club Bank
Creative Artists Agency
Creative Planning Benefits LLC
CRL Associates
CSRS Inc
Cybergrants LLC
Documation
Dollar Bank Foundation
Dominion Foundation
Earthbound Farms
Educators Credit Union
EKSANDI
EMK Consulting Group, LLC
Enterprise Holdings Foundation
First National Bank
Fit Code Inc
L C Fulenwider Inc
Geis Companies
Glassman Media
Grange Insurance Companies
Green Bay Packers Foundation
Green Courte Partners LLC
Greene and Associates Inc
Hallmark Cards Inc
Hamilton Miller and Birthesel LLP
Harbor Capital Advisors Inc
HealthOne Hospitals
Hornberger Fuller and Garza
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