



# IMPACT REPORT

2023-24 SCHOOL YEAR

[harlemlacrosse.org](https://harlemlacrosse.org)







From the field to the future.



A special thanks to the New Balance Foundation, our Lead Supporter, for their ongoing and transformational partnership!





# CONTENTS

FROM THE CEO	01
OUR STORY SO FAR	02
WHAT SETS US APART	03
SCHOLARS FIRST	06
ON THE FIELD	08
BREAKING BARRIERS TO HIGHER ED	10
SOCIAL-EMOTIONAL GROWTH	14
SUSTAINABLE GROWTH	16

## OUR THEORY OF CHANGE

We expand educational access and opportunity, using everything about the sport we love to help the students we love chase their boldest dreams.

## OUR MISSION

To provide opportunities, relationships, and experiences that activate the skills and traits to put youth on a path to success as students, athletes, and citizens.



Dear Friends,

2024 marks an exciting milestone for Harlem Lacrosse as we witness the profound impact of a strategic shift that began years ago. In 2019, our Executive Board approved a bold plan focused on expanding high school participation. At the time, we had achieved significant growth, adding middle school programs and expanding into new regions. Yet, we recognized that the students who benefited most from Harlem Lacrosse were those who remained engaged through high school graduation. Our mission became clear: to ensure every student who joined us in 6th or 7th grade could continue receiving support all the way through high school.

Back then, we had just two formal high school programs and graduated fewer than 20 students each year. Our goal was ambitious: grow to 20 high school programs, ultimately supporting over 100 graduates annually. This was a very ambitious goal; in retrospect, even more ambitious than we had realized at the time. Adding high school programs while we were still catching up to the scale of our operation required a lot of our organization. First and foremost, it required a larger budget as we would need to find new sources of funding that would allow us to be bold in our efforts to support kids on their path to post-secondary success. Achieving this required not only increased funding but also investments in organizational infrastructure - from talent and data systems to program consistency and most importantly, college counseling. Perhaps the most ambitious element of the plan was it demanded retaining a large number of students beyond middle school, a challenge we were eager to embrace.

We're proud to say this vision has become a reality. As you'll see in this report, our graduates are achieving incredible things as high school and college students and beyond.



Over the next two years, we will send almost 250 students to college, as many as we sent in our first 15 years of existence.

This progress wasn't easy, and it wasn't meant to be. We chose this path because it allowed us to maximize our impact on our students, and it has brought out the very best in Harlem Lacrosse. Today, we are bigger, more consistent, and more effective than ever before, and across every function of the organization. The data in this report highlights the growth and results we've achieved together, and we hope you share in our pride.


Looking ahead, our challenge is to scale this success even further, supporting more students and empowering them to achieve their dreams. It won't be simple, but we're ready because we know what this work means for future students and are inspired by the strength and unwavering support of our incredible community. Thank you for being part of this journey. Together, we're changing lives.

With Deepest Gratitude,

A handwritten signature in black ink that reads "Mike Levin".

**MIKE LEVIN**  
CEO, HARLEM LACROSSE





"Harlem Lacrosse helps students believe that they can achieve anything they want in life."

- Harlem Lacrosse Parent

## OUR STORY SO FAR

### BY THE NUMBERS

331

Students have reached high school graduation age as HL participants

86.9%

Graduated or are currently persisting in college

98%

High school graduation rate

40➤

Have earned competitive internships

300

Have matriculated to college

250

Students will go to college as HL alumni over the next two years. This is as many as we've sent to college in total since 2011





## WHAT SETS US APART

"Coaches are supportive of students and teachers throughout the school day and after school."

- Boston School Partner

## OUR TRANSFORMATIVE MODEL

Our innovative model embeds full-time Program Directors in schools, integrating academic and college coaching, lacrosse instruction and competition, social-emotional enrichment, and mentorship into our students' lives daily and year-round. The communities we serve are under-resourced and our students face unjust educational and athletic inequities. Our mission is to provide opportunities, relationships, and experiences that activate the skills and traits to put youth on a path to success as students, athletes, and citizens. **We believe every student deserves equal opportunity to thrive on and off the field.** Our mission is to build unwavering confidence in our students, empowering them to realize their dreams. At Harlem Lacrosse, we don't just teach lacrosse – we transform lives and empower futures.

5

REGIONS: New York, Boston, Philadelphia, Baltimore, and Los Angeles (Compton)

39

Middle and high school programs

1200+

Students



"We help students figure out what the future looks like and provide opportunities to explore everything so they can achieve their dreams."

- Siena Childs, Senior Program Director



## PROGRAMMATIC DEPTH AND CONSISTENCY

Our holistic youth development model supports students from sixth grade through high school graduation and beyond and is based on [academic coaching](#), [lacrosse instruction and competition](#), [social-emotional enrichment](#), and [post-secondary pathing guidance](#).


Leveraging national infrastructure, expertise, and resources allows students in all regions to benefit from consistent, developmentally appropriate programming. Every Harlem Lacrosse student's journey is unique.

269.7  
HOURS

Average amount of academic, athletic, and social-emotional enrichment completed by each Harlem Lacrosse participant

87%

Average attendance rate at HL programming. Programming is data-based, trauma-informed, and deeply intentional

A photograph of two young women lacrosse players. The player on the left is wearing a black helmet with a silver face mask and is holding a lacrosse stick. The player on the right is wearing a black jersey with "HARLEM" written on it and is also holding a lacrosse stick. They are both smiling and looking towards the camera. In the background, there is a blue banner with "ATHLETICS" and a logo.

"The program introduces children in our area to a sport they otherwise may not have access to. The program builds characters, teaches leadership skills, and increases confidence."

- Harlem Lacrosse Parent

# WE PLAY THE LONG GAME

The cornerstone of our program is the deep, lasting relationships we build with students, providing consistent engagement and unwavering support that drive meaningful, long-term academic success. An integral part of playing the long game is engagement with students daily and year-round, including summer enrichment programming. *We believe in depth over breadth, and our roadmap for each student is built on that principle.*



## Middle School

Programming provides exposure to lacrosse, focusing on skill development, teamwork, and social-emotional regulation. In the classroom, students benefit from academic coaching and collaborative behavioral interventions to support strong academic performance and on-time grade matriculation. The transition from 8th to 9th grade is a key retention point.

## High School

Advanced lacrosse instruction and access to competitive tournament play, including participation in the HL National Team takes center stage. Social-emotional skill refinement is reinforced by college campus trips and career readiness programming (in collaboration with corporate partners and mentors.) Students also benefit from summer youth employment programming.



## Graduation and College Pathing

Since our inception, 98% of HL participants have graduated high school on time. Academic coaching from grades 6-12 grows into post-secondary pathing services, ensuring each student has a plan and a path following high school graduation. We take into account fit, finances, and admissibility, working with students, families, and our growing network of post-secondary partner institutions.



## Career Trajectories

College persistence is a key indicator of long-term sustainable economic success. Our students have earned over \$95 million in scholarships and grants for their post-secondary educations, and begin their careers with little to no debt. Internship placement, career mentoring, and alumni network support create pathways for our alumni to pursue their industry, profession, or passion of choice.







# SCHOLARS FIRST

“Harlem Lacrosse helps me with school because they always remind us that we are student-athletes, meaning STUDENT comes first.”

- Harlem Lacrosse Student

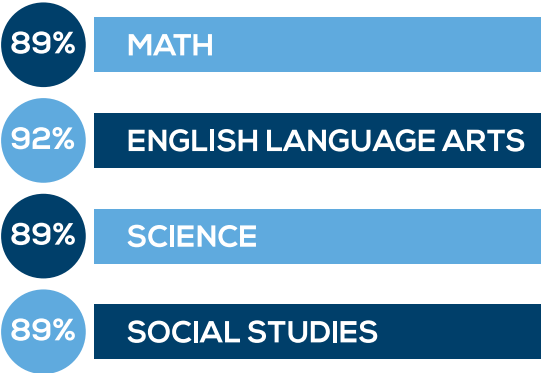
## SUSTAINED ACADEMIC GROWTH

At Harlem Lacrosse, we are committed to the academic success of our students, recognizing that their achievements in the classroom are just as important as their accomplishments on the field. *We believe academic success is built on a foundation of strong support systems and access to resources and opportunities; we know that academic and athletic excellence go hand in hand.* Our staff builds deep relationships rooted in trust with students, families, and school partners. This collaborative approach enables academic coaching, mentorship, and personalized intervention.



Students with a below 70% GPA in the year prior, improved by their GPA by an average of 15%

### Passing rates of core classes





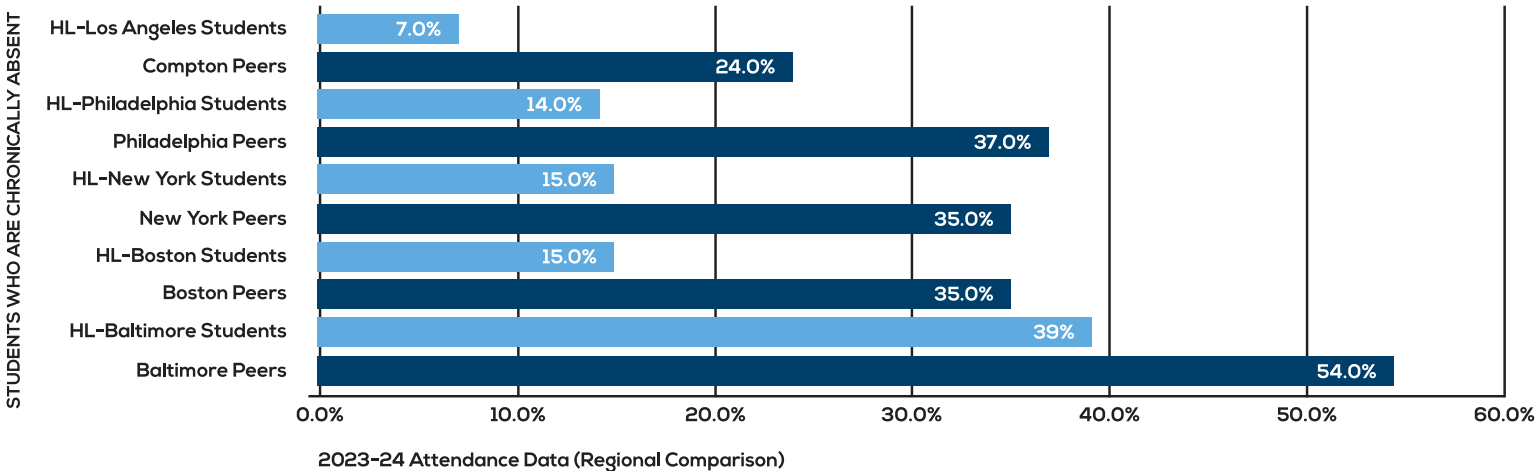
# SHOWING UP MATTERS

Consistent school attendance is a key indicator of on-time matriculation and is directly linked to improved academic performance, increased engagement, and, ultimately, on-time graduation. **Chronic absenteeism (missing 10 percent or more school days) is a national issue and a pervasive one in under-resourced communities like the ones we serve.** Having a trusted adult in a student’s life who supports them as a constant presence at school is an incentive for increased attendance, and when a student is missing school - our Program Directors notice and can intervene to prevent further absenteeism.

Year over year, OUR students are missing less school, and last year, chronically absent students attended six more days of school than the year prior.

Harlem Lacrosse students aren’t just meeting expectations—they’re exceeding them, demonstrating that with the right resources, guidance, and commitment, every student can thrive academically and graduate on time. From improving GPAs to increased college readiness, our “scholars first” approach is producing compelling outcomes.

## REGIONAL CHRONIC ABSENTEEISM



“Harlem Lacrosse helps to keep students engaged and wanting to come to school to learn.”

- Harlem Lacrosse School Partner





## ON THE FIELD

"The best thing about Harlem Lacrosse is being able to see the diversity in the lacrosse community grow around me."

- Harlem Lacrosse Student

## LACROSSE EMPOWERS

Lacrosse anchors the foundation of our mission and is a catalyst for transformation. On a personal level, it fosters physical fitness, emotional resilience, and meaningful connections. Physical fitness is a pivotal marker in a lacrosse player's success and our model provides daily opportunities to build and maintain health and fitness. On a broader scale, it unites communities, resources, and shared passion. [At Harlem Lacrosse, we believe this sport is a powerful force for increasing equity for our students and that increased equity and diversity improve the sport at large.](#)

Our collaborative data project with the Boston Children's Hospital fit kit program, funded by the New Balance Foundation, also showed marked improvements in our students' Healthy Fitness Zone scores.

# 90%

Percentage of students that increased their PACER score  
(a national fitness test that measures aerobic capacity)





# HARLEM LACROSSE NATIONAL TEAM

We're building champions - on and off the field. Through a commitment to skill development, discipline, and teamwork, our boys' and girls' National Teams have become a source of pride, uniting top players from all five Harlem Lacrosse regions. These teams exemplify the athletic excellence, determination, and growth our program inspires. More than just mastering the game, our students gain resilience, learn to navigate challenges, and embrace the life lessons that come from both victories and setbacks. By elevating their dedication to lacrosse, we're equipping them with the discipline, teamwork, and leadership skills they'll carry far beyond the field.

96

Players on our four national teams (48 boys, 48 girls, representing all five HL regions)

85%

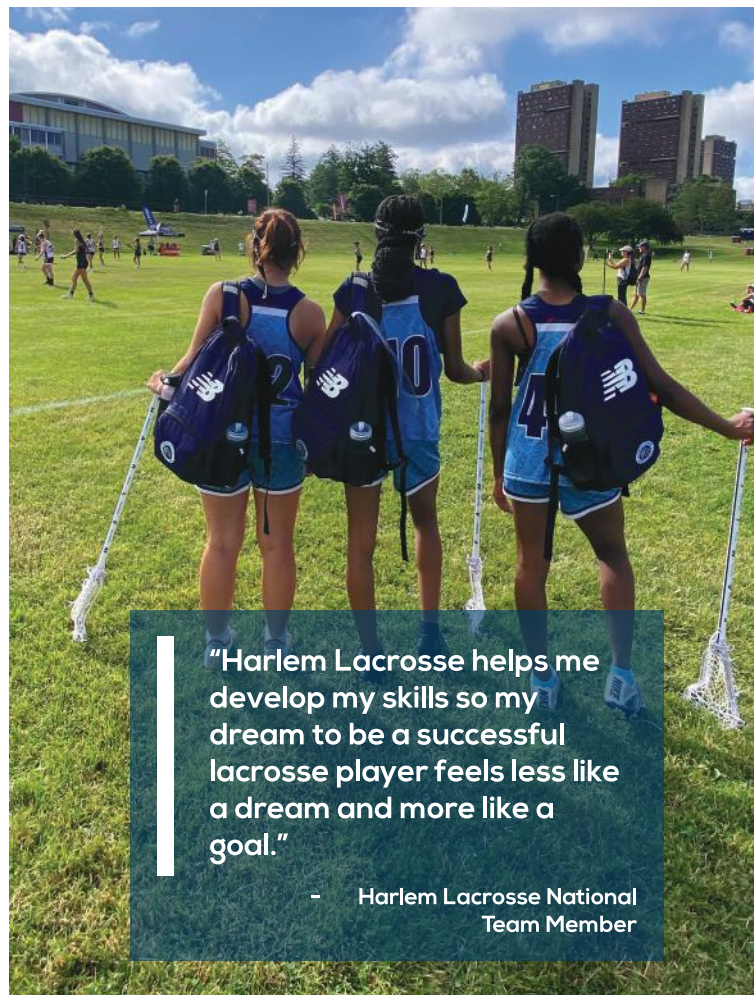
Of seniors from the 2023-24 National Team playing Lacrosse in college

100%

Of national Team players on a post-secondary college pathway

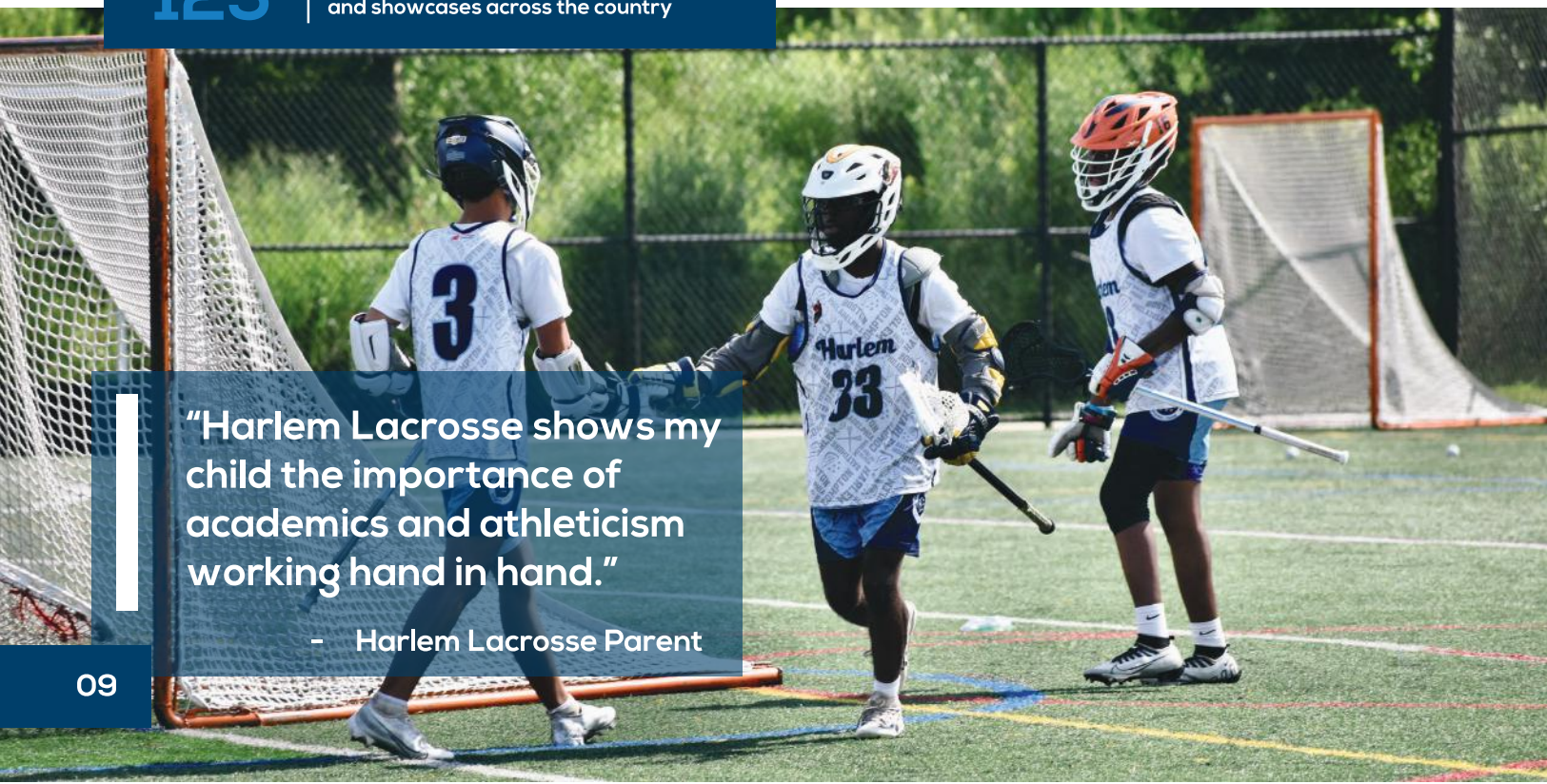
125

Girls and boys supported to attend camps and showcases across the country



"Harlem Lacrosse helps me develop my skills so my dream to be a successful lacrosse player feels less like a dream and more like a goal."

- Harlem Lacrosse National Team Member



"Harlem Lacrosse shows my child the importance of academics and athleticism working hand in hand."

- Harlem Lacrosse Parent



# BREAKING BARRIERS TO HIGHER ED



## PERSONAL PATHING

The playing field for college enrollment and persistence is not level. For students from low-income backgrounds, communities of color, and first-generation college families, the road to and through college is often uncharted and a deep challenge to navigate successfully and sustainably. Addressing the factors that impact college persistence is a key tenet of our personalized post-secondary pathing services. Each student is supported by their Program Director and a Regional Director of Pathing who take into account fit, finances, and admissibility for each student. Students receive personalized intake services, a cultivated college list, application writing assistance, financial aid application guidance, and support in reaching out to institutions and college coaches regarding enrollment. **We will send about 250 students to college in the next two years. That is as many as we have sent in our first 15 years as an organization.**

Since 2020, 277 seniors graduated high school as Harlem Lacrosse participants

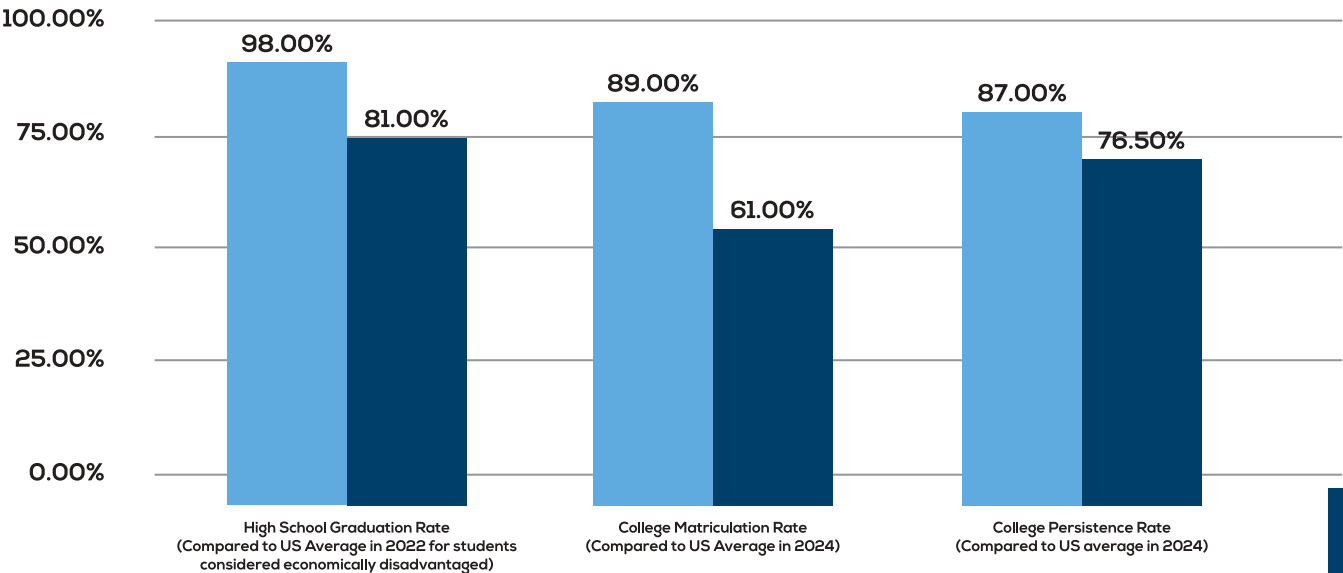
167  
(60%)

are the first in their family to attend college

142  
(51%)

are participating in collegiate athletics

HL Long Term Outcomes - ALL TIME (Students of HS graduation age + Meaningful participation)

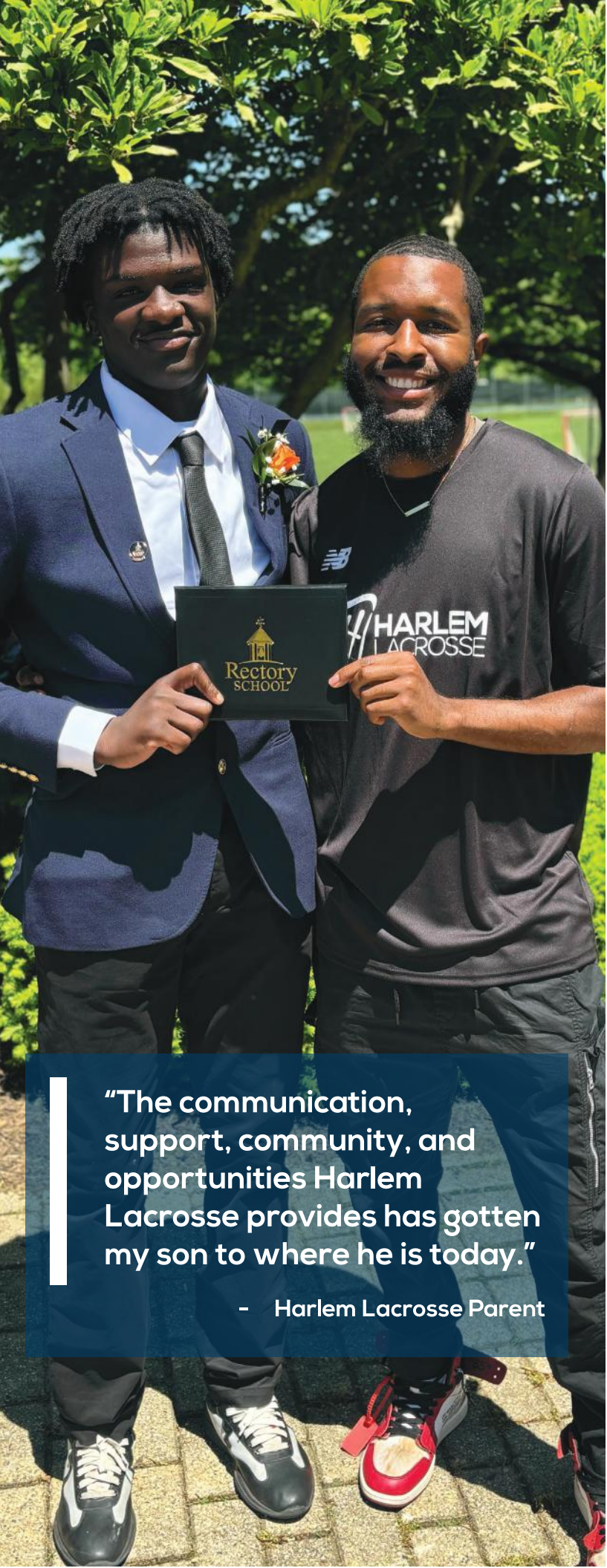




# COLLEGE SUCCESS







"The communication, support, community, and opportunities Harlem Lacrosse provides has gotten my son to where he is today."

- Harlem Lacrosse Parent

## INDEPENDENT SCHOOLS

Independent school attendance—whether for on-time high school matriculation or a post-graduate (PG) year - can be transformative for students in our program. For many, it serves as a critical bridge to college, allowing them to strengthen their academics and pursue defined goals.

For students from low-income, under-resourced communities like ours, this option is rarely available. Financial aid doesn't usually cover PG years, and unlike their more affluent peers, our students often don't have access to this critical opportunity. That's where Harlem Lacrosse steps in - leveraging relationships to negotiate enrollment or subsidizing costs to make it possible.

While less than 10% of our students pursue a PG year, for those who do, it's a game-changing experience that significantly impacts their college admissions, success, and persistence. This vital step levels the playing field with their more affluent peers, ensuring that opportunity - not circumstance - defines their future. **A PG year is a transformative opportunity for students to elevate their academic and athletic profiles, often influencing where and how they compete in college lacrosse.**

271

Students have gone to independent school (includes PG years)

96%

Of students who have taken a PG year have gone on to college or are currently on the path to college enrollment

75

Players currently enrolled in independent school

\$59MM

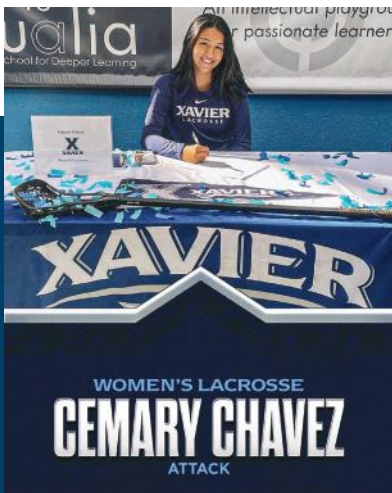
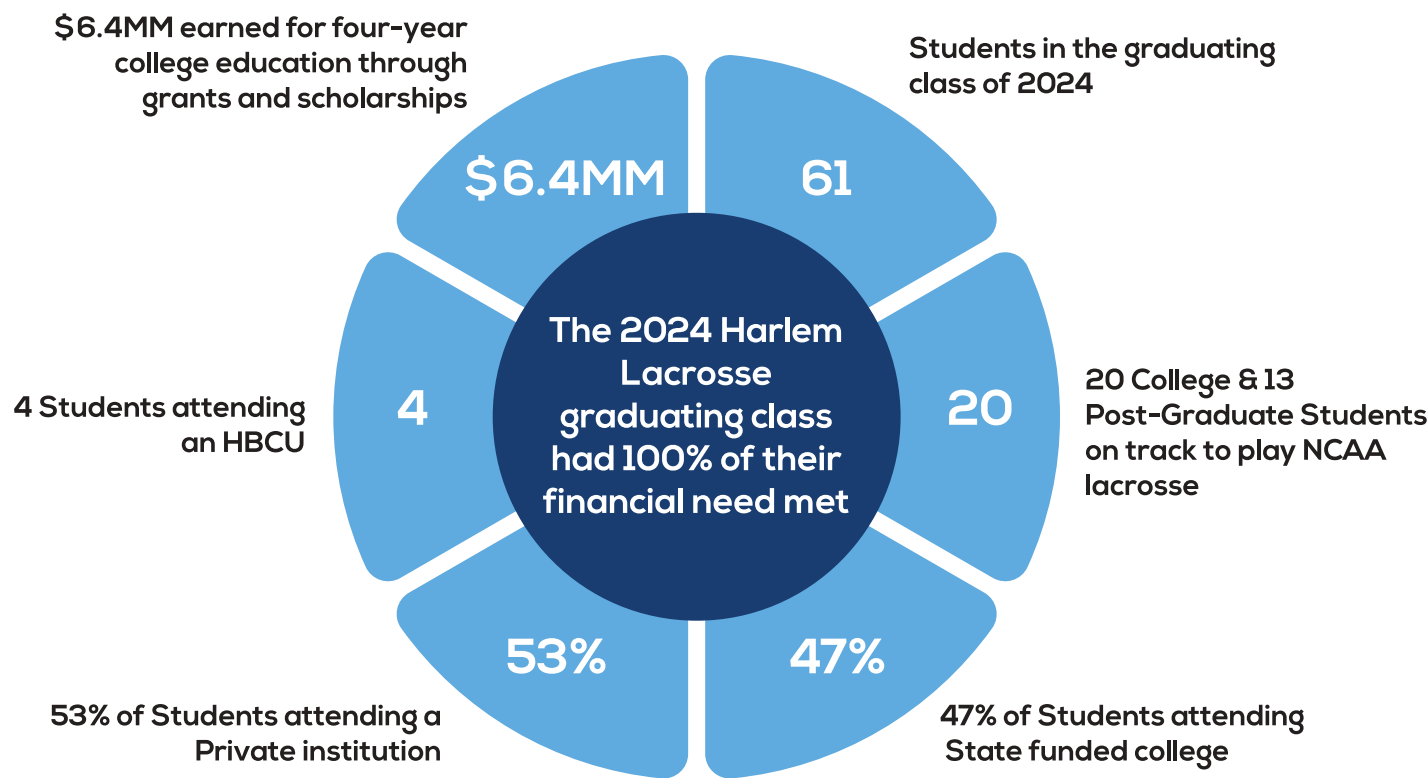
Earned in scholarships and grants since our inception




# CLASS OF 2024

The class of 2024 saw a cohort of 61 students graduate as Harlem Lacrosse students. **These students benefited from up to seven years of athletic, academic, and social-emotional enrichment supported by a trusting relationship between the student, their family, and Harlem Lacrosse.**

Outcomes for this cohort are compelling, with 100% pursuing post-secondary education and earning a collective \$1.6MM annually to aid in their persistence. These graduates join a growing and impressive Harlem Lacrosse Alumni Network that is starting to give back to the future generations of HL students.





"Harlem Lacrosse has made me more confident in how I advocate for myself and gives me the stepping stones to reach my goals."

- Harlem Lacrosse Student

## SOCIAL-EMOTIONAL GROWTH

### SUPPORTING THE WHOLE CHILD

Students who are emotionally resilient, self-aware, and capable of managing stress are better equipped to face academic challenges and build lasting, meaningful connections with teachers, peers, and mentors. Students who participate in SEL programs do better in school, academically and socially. High-quality, sequenced, active, focused, and explicit (also referred to as SAFE) programs have the strongest positive effects on students. HL SEL programming is delivered by program directors who have deep and trusting relationships with students. Our SEL-focused enrichment opportunities help our students build and flex skills related to leadership, confidence, communication, and collaboration.



94%

Hello Insight surveys show 94% of students grew in at least one social-emotional skill area





**"Harlem Lacrosse provides fantastic social-emotional and leadership development."**

- Harlem Lacrosse School Partner

## AVENUES TO CAREER EXPLORATION

Our strategic relationships with corporate partners offer Harlem Lacrosse students valuable opportunities for career development, networking, and mentorship, helping them gain insight and guidance from professionals across a broad range of industries. Members of our Women's Impact Network provide career exploration, mentorship, and support geared toward our female student-athletes. These opportunities, ranging from site visits, pitch sessions, networking events, virtual skill-building workshops, and interactive play days provide our students with opportunities to practice building their social-emotional toolbox in a safe, supportive environment stewarded by their Program Director.

Internships in a field of choice are a pivotal milestone in a young professional's career trajectory. Harlem Lacrosse supports our alumni in sourcing, applying to, and thriving in internships with our corporate partners.



**"The best thing about Harlem Lacrosse is that it helps me build relationships."**

- Harlem Lacrosse Alumnus







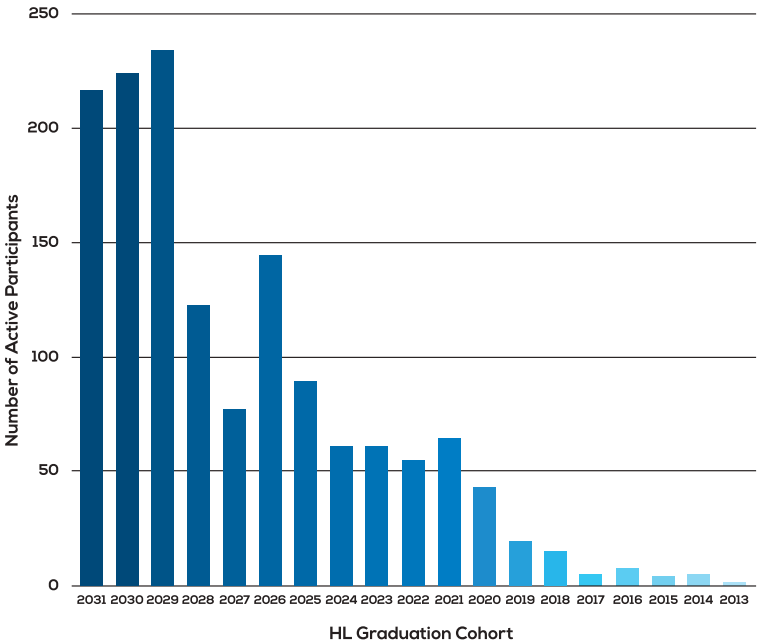
# SUSTAINABLE GROWTH

## LOOKING AHEAD

Since 2011, we have cultivated intentional sustainable growth that reinforces the consistency of our model. This approach has created a steady increase in our pipeline of students, cohorts of graduates, and the size of our budget - while allowing our programming to stay consistent in quality and delivery. We are playing the long game by emphasizing **depth over breadth**, and it's a winning game plan.



2024-25 HL Participation Pipeline



## DONOR IMPACT



“Harlem Lacrosse’s next great challenge is to sustain and scale...and I’m pleased and honored to be a small part of that.”

- Tom Rothman, 2024 Benefit Gala honoree



# HARLEM LACROSSE EXECUTIVE BOARD



**Chris Baldwin**  
Board Chair  
CVC Advisors, Inc.



**Maureen Dibble**  
Secretary  
Harlem Lacrosse-Boston  
Advisory Board Chair



**Paul Anthony DiCarlo**  
Treasurer  
Real Estate Private Investor  
and Developer



**Carlos Beason**  
Adweek, Harlem Lacrosse  
Alumnus



**Romina Bongiovanni**  
New Balance



**Ronda Clark-Richardson**  
Harlem Lacrosse Alumni  
Parent



**Chuck Leitner**  
Investor/Coach/  
Philanthropist



**Steve Lockshin**  
AdvicePeriod



**Ian Loring**  
Haveli Investments



**Doc O'Connor**  
Arctos Sports Partners



**Peter Ruggiero**  
Moore Capital Management



**Chris Sailer**  
Princeton University



**DeMaurice Smith**  
Former Executive  
Director, NFL Players  
Association



**Dom Starsia**  
Head Coach Brown/  
Virginia



**Sid Steinberg**  
Pierson Ferdinand LLP,  
Live Like Blaine  
Foundation



**Melinda Wright**  
Cambridge Associates



**Evan Vosburgh**  
Yale University School of  
Medicine



# HARLEM LACROSSE ADVISORY BOARDS

## NEW YORK

Michael	Allwin	Truist Securities
Garth	Appelt	Mizuho Americas
Melissa	Barrett Crandall	Goldman Sachs
Kate	Barrington	Bracewell LLP
Chris	Casazza	Take Two Interactive
Ryan	Conrad	KKR
Joseph	DeGregorio	Englewood Hospital
Daniel	Ellison	Merrill Lynch
Curt	Gallagher	Citadel
Meghan	Hely Walsh	Grace Farms
Read	Hubbard	Memill Lynch
Chuck	Leitner	Investor/Philanthropist
Henry	Millson	Becton Dickinson
James	Mulvey	Money.net
Vivian	Quaye	
Sherry	Ramsay	University of Virginia College Foundation
Dana	Reed	Nyansapo Impact Capital
Lars	Tiffany	University of Virginia
Evan	Vosburgh	Yale School of Medicine
Greg	Waldbaum	3Step Lacrosse
John	Walsh	West Passage Capital
Heather	Waters Borthwick	DLA Piper

## BOSTON

Gerry	Byrne	Harvard University Men's Lacrosse
Maureen	Dibble	
Heather	Eckert	Eckert Education Group
Matt	Friedman	Fidelity Investments
Michael	Grossman	MFS Investment Management
Char	Joslin	
Sol	Kumin	
Alain	Mathieu	Mintz
Josh	McCall	Jack Morton Worldwide
Kaye-Dee	Pena	Blue Cross Blue Shield
Jason	Pinney	Morgan Lewis
Ryan	Polley	Boston University Men's Lacrosse
Matt	Rowley	3d/3Step Lacrosse
Courtney	Shute	Tufts University Women's Lacrosse
Anthony	West	Paint B



## BALTIMORE

Eric	Borsoni	Morgan Stanley
Justine	Decker	Brown Advisory
Daniela	Eppler	Guidehouse
Colin	Fagan	Maryland Lacrosse League
Matt	Holman	First National Bank
Matt	Jackson	Greenspring Realty Partners
David	Kelly	KELLY
Rachel	Klein	KLNB
Brian	Kruger	Newmark
Ellis	Mckennie	Venable
Kareem	Montgomery	Actalent
Evan	Redwood	Google
Blake	Sheehan	Brown Advisory
Jermaine	Slade	United Healthcare
Tiffany	Snead - Rose	Family League of Baltimore
Charley	Toomey	Loyola University Men's Lacrosse

## LOS ANGELES

Romar	Dennis	PLL
Andrew	Feinberg	Klutch Sports Group
Marcellus	Fisher	PIMCO
Daniel	Goldthwait	AB Bernstein
JD	Johnson	Related Companies
Lavita	Jones	ICEF
James	Lawrence	Bandshell Media
Ralph	Ornelas	Ret. Commander - LASD
Phil	Quist	CAA
Sean	Richardson	Alex Richardson Memorial Fund
Doug	Thompson	Snell & Wilmer

## PHILADELPHIA

Mark	Aitken	Zeal Technologies
Aaron	Barnes	Newmarket Capital
Chris	Bates	Premier Lacrosse League, St. Andrew's School
John	Begier	
Reid	Blynn	Newmark
Tom	Burt	Golub Capital
Melissa	Cunniffe Bates	St. Andrew's School
Josie	Ferri Tomaino	Episcopal Academy, Philly Blast Lacrosse
Eric	Gregg	Microsoft
Colleen	Margarity Kelly	Big 4 HHH Lacrosse, William Penn Charter
Mike	Murphy	University of Pennsylvania
Pearl	Park	Johnson & Johnson
Kiernan	Seth	Lexicon Pharmaceuticals
Jill	Steinberg	Beacon Pointe Advisors, Live Like Blaine Foundation
Sid	Steinberg	Pierson Ferdinand LLP, Live Like Blaine Foundation
Alison	Williams Bruno	Advisor/Coach/Iroquois Nationals
Peter	Zabierek	Sugi Capital Management



The remarkable impact we've achieved would not have been possible without our community's unwavering support. Whether you are an individual donor, a foundation, a municipal funder, or a corporate partner, your contributions have been instrumental in our students' success.

Thank you.



**Scan the code below to learn more about  
Harlem Lacrosse, get involved,  
and support our students:**



[harlemlacrosse.org](http://harlemlacrosse.org)