



ANNUAL Impact Report

FY2024



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.





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Letter from CEO

As I reflect on the past year, I take great pride in our progress and outcomes. 2024 was particularly special as we celebrated our 30th anniversary. The National Center on Charitable Statistics reveals that approximately 30% of nonprofits fail to exist after 10 years; therefore, it is no small feat that we are celebrating 30 years of life-changing work. As we celebrate our accomplishments, I would be remiss if I did not acknowledge the passing of our founder and chief visionary, Alan Kirshner. His vision of combining college access, workforce development, and social and cultural capital continues to be key ingredients in our secret sauce.

Since our founding in 1994, we have been dedicated to transforming lives through education, and our impact continues to grow. Over the past three decades, we have empowered over a thousand students, forged meaningful partnerships, and championed initiatives that drive lasting change in our communities. Over the past year, we have achieved significant milestones that underscore our dedication to these values. This includes the Class of 2024 earning a record-breaking nearly 18 million dollars in scholarships. 100% of our seniors matriculated to college, 100% were accepted into at least one of their top five choice colleges, and nearly 75% are attending a selective or competitive college or university. I am most proud of the fact that our students are not only matriculating to college with lower amounts of student loan debt since the launch of our Wealth Building Initiative (over 50% have less than \$35,000 projected student loan debt at graduation), but our students are graduating. Partnership for the Future's graduation rate is 7x the national average of 11% for first-generation, low-income students.

As the President and CEO of Partnership for the Future, I will continue my unwavering commitment to bridging the opportunity gap for our students, and we remain fiercely intentional in our commitment to ensuring our students can thrive in college and in life. Thank you to our volunteers, partners, donors, and staff for your dedication to this important work. Together, we can create a future where education serves as a powerful catalyst for ensuring all students have the opportunity to dream big and the doors of opportunity are opened for generations to come.

In Gratitude,

Dionne W. Henderson

Dionne W. Henderson

President and CEO

Partnership for the Future



Our Scholars



651

STUDENTS SERVED
IN FY24



3.85

AVG. HIGH SCHOOL
GPA (INCOMING
STUDENTS)



77%

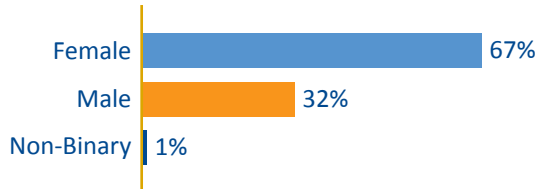
FIRST-GENERATION
COLLEGE STUDENTS



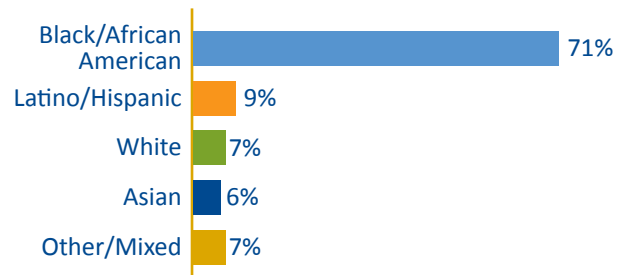
\$52,937

AVERAGE FAMILY
INCOME

Gender

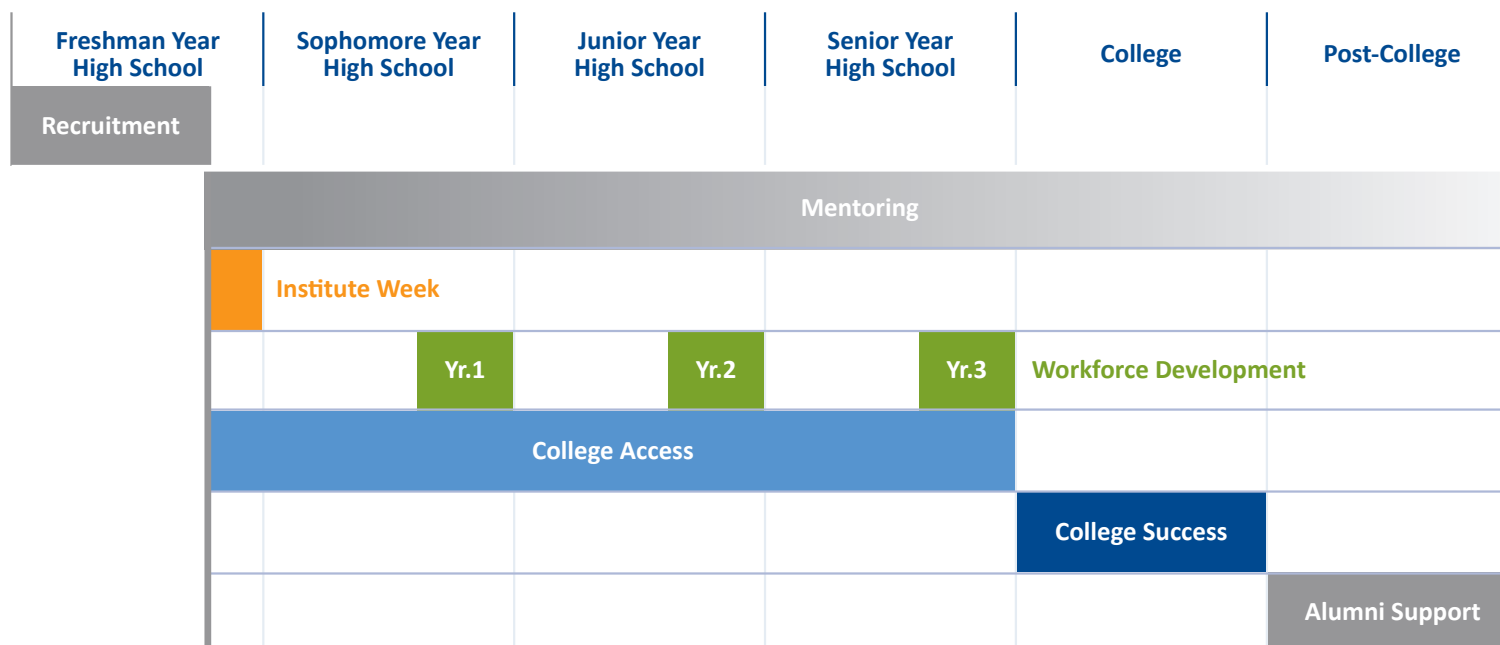


Race/Ethnicity



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.

- | | | |
|-------------------------------|---|--------------------------------------|
| Altria | LeadingAge Virginia | St. Joseph Villa |
| Art for the Journey | Lewis Ginter Botanical Gardens | St. Luke's Legacy Center |
| Bank of America | Markel Corporation | Start 1 Spark |
| Big Brothers Big Sisters | Maymont Foundation | Storefront for Community Design |
| Black History Museum RVA | McGuireWoods | The Federal Reserve Bank of Richmond |
| CarMax | Podium RVA | The First Tee Richmond |
| Capital One | Randolph-Macon College | Virginia 529 |
| Children's Museum of Richmond | Richmond International Film Festival (RIFF) | Virginia Housing |
| Dominion Energy | Richmond Metropolitan Transportation Authority (RMTA) | Visual Arts Center |
| Goochland Cares | Richmond SPCA | VPM Media |
| Greater Richmond Fit4Kids | RVA Kids First Collective | Wells Fargo |
| Greater Richmond SCAN | RVA Rapid Transit | Westminster Canterbury |
| Henrico County | Science Museum of Virginia | |
| Jackson Foundation | St. James Children Center | |
| JMI | | |

Workforce Development Results



College Access Results

Enrollment Results

16%

Top 100 Schools

73%

Competitive Schools

Financial Aid

\$18,011,419

Total Scholarships Offered
to Class of 2024

\$111,615

PFF Exclusive Scholarships
awarded to Class of 2024



Class of 2024 Highlights

3 Valedictorians
2 Salutatorians
21 Full-Ride Scholarships
39% of students were ranked in
the top 10% of their graduating class

Colleges with the highest number of incoming PFF freshmen





College Success Results

Freshman to
Sophomore Retention

100%

Class of 2023

College Graduation

66%

Within four-years

77%

Within six-years

Six-year graduation
rate for low-income,
first-generation
students is 11%



School Systems Served

PFF Regional Reach



Regional

486 year-round student participants

165 students and parents also participated in community events.

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

- 1 Richmond Public Schools**
Launched in 1994

161 Scholars

- 4 Chesterfield County Public Schools**
Launched in 2019

23 Scholars

- 2 Henrico County Public Schools**
Launched in 2004

246 Scholars

- 5 CodeRVA Regional High School**
Launched in 2020

19 Scholars

- 3 Goochland County Public Schools**
Launched in 2017

27 Scholars



Fostering Tomorrow's Leaders

Your Support Sparks Impactful Journeys



Emerald Rutherford

Open High School
Class of 2024

100% of financial need
met by school

College Attending (Fall 2024):
University of Virginia

PFF Summer Internship Host:
Capital One

PFF taught me the power and importance of relationship building. During my time here, I have formed valuable friendships with students who I have been able to get to know and grow with. I started my work experience as an intern at Capital One. I learned about several lines of business and met so many people with a passion for their jobs. Capital One introduced me to one of my first mentors, Cindy Garcia.



William Vo

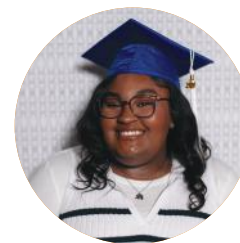
CodeRVA Regional High School,
Class of 2024

Full-Ride Scholarship

College Attending (Fall 2024):
Duke University

PFF Summer Internship Host:
Capital One

Over the years, I found myself more involved in PFF, allowing me to build relationships and leverage my talents in my Capital One internship. This showed me that it was not another honor society, but a community to bridge dreams of the underrepresented. PFF developed my emotional maturity in my everyday life, encouraging me to be proud of my humble beginnings.



Camryn Walker

Hermitage High School,
Class of 2024

College Attending (Fall 2024):
North Carolina A&T

PFF Summer Internship Host:
JMI

The first summer, I met a good group of friends, participated in Bank of America financial literacy sessions that made me realize the benefits of saving money and investing, and a Capital One Coding camp that taught me how to build a website (which came in handy when I started my business). One of the most impactful experiences during my time at PFF was my internship at JMI. This opportunity allowed me to make valuable connections and provided me with the opportunity to finally put my skills and passion for art into practice.

Corporate & Private Foundation Donors

PFF celebrates the generosity of the following corporate and private foundations who committed gifts between January 1, 2024, and December 31, 2024.

| | | |
|---|---|---|
| ACG | Dominion Energy | R.E.B Foundation* |
| AJA Foundation | Estes Foundation | Richmond Memorial Health Foundation |
| Altria | Herndon Foundation | SisterFund* |
| Atlantic Union Bank | Keiter | The Pauley Family Foundation* |
| Bank of America | Marietta McNeill Morgan & Samuel Tate Morgan, Jr. Trust | TowneBank |
| BHE GT&S | Markel Group | Tredegar |
| Bob & Anna Lou Schaberg Foundation | Meta | United Way of Greater Richmond & Petersburg |
| Capital One Financial | Moses D. Nunnally, Jr. Charitable Trust B | Wells Fargo Bank |
| CarMax | National College Attainment Network | |
| Community Foundation for a greater Richmond | | |

* 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

President & CEO, USSTC
Altria

Javona Braxton, *Secretary*

Engagement & Inclusion HR Leader
John Deere

Jennifer “Jen” Culhane

Sr. Business Development Manager
BHE GT&S

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

Augustus Johnson IV

*Vice President of Grid
Technical Solutions*
Dominion Energy

Seth Koch

Director, Strategy
CarMax

Chip Miller, *Chair Elect*

*Director of Product Management,
Workplace Technology*
Capital One

Frank F. Mountcastle, III

Managing Director
Harris Williams

Travis Pearson

*Managing Director,
Commercial Financial Institutions*
Markel Corporation

Michael Pina

Head of College Pathways
Harlem Children’s Zone

Jim Proferes

*Global Executive
Underwriting Officer*
Markel Corporation

Fran Randall

International Tax Partner
Forvis

Brian Ronnau

Chief Product & Information Officer
Cix Health

William “Will” Wirthman, *Treasurer*

*Director of Financial Reporting &
Analysis*
Sauer Brands

Board Member Emeritus

Alan Kirshner*, *PFF Founder*

Former Executive Chairman
Markel Corporation

Dr. LaVerne Spurlock, *Founding Board Member*

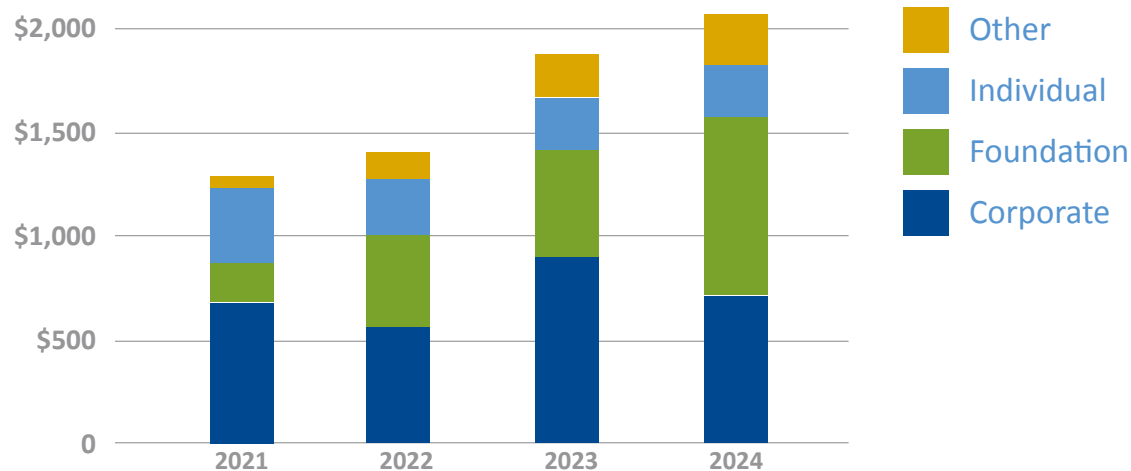
Retired Director of Counseling
Richmond City Public Schools

* Deceased

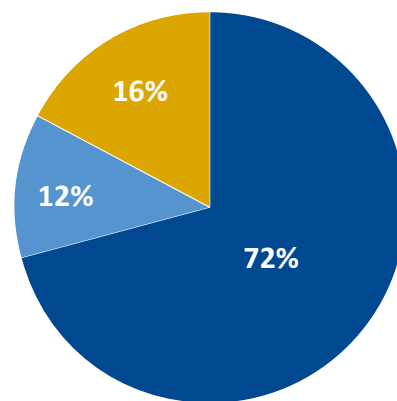
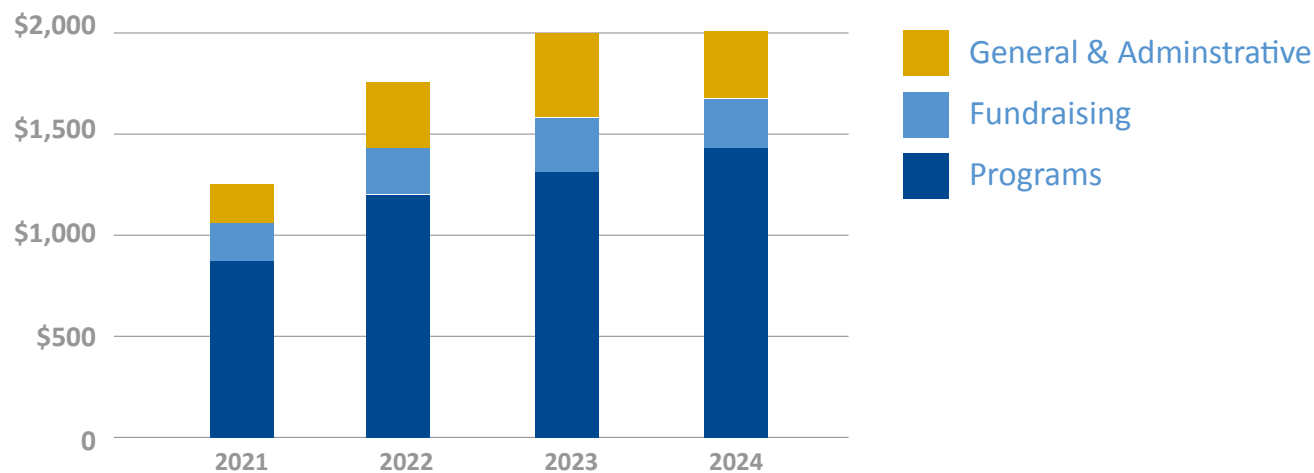
Financials

Source: Audited Financial Statements (2021–2024)
Financial Statements and Form 990s available for
review @ <https://www.partnershipforthefuture.org/about/annual-reports/>

Revenue*



Expenses*



2024 Expenses (by Class)

*All figures in thousands

Volunteers

We are deeply grateful to the incredible volunteers whose generosity of time and talent fuels our mission and inspires our students to dream big.



Key Volunteer Metrics

285

of Unique Volunteers

\$132,671

Estimated Value of Services



Partnership for the Future is certified Service Enterprise, which puts us at the top 11 percent of nonprofits nationwide in volunteer management and organizational performance.



PARTNERSHIP
FOR THE FUTURE

DECISION
DAY
Celebration

I'M GOING TO
NCAT