MISSION & MODEL

The mission of EMERGE is to empower and prepare high-performing students from underserved communities to attend and graduate from selective colleges and universities across the nation.

DISTRICT PARTNERSHIP MODEL

EMERGE partners with traditional public school districts to identify high-performing students from underserved communities to join the program. We work together to eliminate barriers and build systems to ensure more students have the information, tools, and support to apply to the nation’s top colleges and universities.

STUDENT PROFILE ELEVATION

Our goal is for every EMERGE senior to be one of the most competitive college applicants in the country. To do this, we reduce the student-to-college counselor ratio from 500:1 to 60:1 and focus on elevating the student profile. Between 10th and 12th grade, our team provides course and extracurricular advising, bi-weekly after-school sessions, SAT preparation, and support to enroll in a high impact summer opportunity.

SELECTIVE COLLEGE EXPOSURE

Every summer, sophomores and juniors in the EMERGE program participate in a week-long trip touring colleges in one of six regions across the country. In 2019, students visited the following regions: Boston, Connecticut/New York City, Washington D.C./Maryland/Virginia, Pennsylvania, Chicago/Midwest, and Southern California.

COLLEGE PERSISTENCE AND PARTNERSHIPS

EMERGE launched the college success team with three people supporting more than 850 students across 150 selective colleges and universities. The “to-through-and thrive” vision of the college success team is built on the belief that, for low-income students, getting accepted into a selective college is not enough. Our goal is for students to graduate on-time and prepared to thrive in the job market.

LETTER FROM THE EXECUTIVE DIRECTOR

The 2018-2019 academic year was a year of unprecedented growth for EMERGE. We supported 2,000 students across 52 high schools and 150 colleges, expanded to our third school district - Spring ISD, launched our college success team, doubled the size of our staff, conducted our second audit and took more than 400 high school students on six life-changing college tours.

As I reflect on our progress over the last year, I’m humbled by the village of supporters that has grown alongside the organization since 2010. From the early days of EMERGE to where we are today, one thing has always remained true - meaningful relationships fuel us. Because of our partnerships with public school districts, colleges and universities, and community supporters, we have prepared and empowered thousands of high-achieving students from Houston’s underserved communities to apply to, attend, and graduate from the nation’s most selective institutions year after year. The class of 2019 enrolled in more than 100 colleges and universities such as Harvard, Boston University, Duke, Spelman, University of Chicago, Stanford, and University of Texas at Austin.

Each year, I am inspired by the resilience and talent of students like Cecilia Garcia. Cecilia is a Spring Branch ISD graduate who is currently a freshman at Emory University studying public health and international affairs. Before joining EMERGE, she had never heard of Emory and never would have known that attending a selective college was a possibility. Cecilia said that the best part about being in EMERGE is that “it allows you to see all of the open doors in front of you and guides you every step of the way.”

More than 80% of our students earn a college degree within four years of high school graduation. Our results are on par with the completion rates of some of the wealthiest students in the country. EMERGE has made great strides in closing the college access and completion gap, and we recognize that significant challenges remain. Currently, only 13% percent of students from low income communities in Houston earn a post-secondary degree. While this startling statistic has clear economic ramifications, I can’t also help but wonder how much talent is squandered each year in our city. Imagine how many doctors, scientists, inventors, lawyers, engineers, business leaders, and teachers will never “EMERGE” to solve the problems they were born to solve. Until these statistics change, we will continue to expand our footprint to reach new students, families, and communities.

As you read through the pages of this report, I invite you to celebrate with us in our accomplishments and take a moment to reflect on the role you played in increasing opportunity and access for Houston students in the 2018-2019 academic year. We couldn’t do this work without your support and we sincerely appreciate your partnership.

Executive Director
IMPACT & RESULTS

CHRISHAWNA JOHNSON
Spring High School | Spring ISD
Boston College | Class of 2024

“EMERGE is a family outside of my own. Through the program, I grew as an individual alongside my peers who are destined to change the world.”

LUIS LEON MEDINA
Bellaire High School | Houston ISD
Yale University | Class of 2022

“I cannot begin to describe the role that EMERGE has played in getting me to this point in my life. My initial exposure to Yale was through the EMERGE summer college tour and now I am here studying Prospective Sociology and Film & Media Studies.”

JOEL MELENDEZ
Spring Woods High School | Spring Branch ISD
The University of Texas at Austin | Class of 2021

“EMERGE quite literally changed my life. Coming from an underserved community, I always believed that the things I could accomplish were limited to what people expected of me. EMERGE empowered me to become a leader in my community and believed in me when I didn’t believe in myself.”

OUR REACH

1065
1065
HIGH SCHOOL FELLOWS
859
859
COLLEGE SCHOLARS

OUR STUDENTS

90% 93%

1st
Generation
College Students

93%

Economically
Disadvantaged

OUR IMPACT

99% 93% 97% 70% 82%

Applied to at least one selective college or university
Accepted to at least one selective college or university
Matriculated to a four-year college or university
Matriculated to a selective four-year college or university
Graduated from a four-year college or university within four years
MEET YESENIA

Yesenia is a part of EMERGE’s inaugural class of students at Spring ISD. Thanks to the generous support of The Brown Foundation and Laura and John Arnold, in the spring of 2018, Spring ISD became EMERGE’s third school district partner. Yesenia graduated from Dekaney High School in the spring of 2019 and is now a freshman at DePauw University in Indiana.

In the 2018-2019 academic year, EMERGE served over 1,000 high school students across three Houston-area school districts (Houston ISD, Spring Branch ISD, and Spring ISD) and nearly 900 college students at more than 150 colleges and universities.

FY19 HIGHLIGHTS

1. We served nearly 2,000 students, our largest class of students to date

2. We expanded to serve our third school district, Spring ISD

3. We received great results on our audited financials for the second year in a row from Blazek & Vetterling

4. We moved into our own office space located at 11251 Northwest Fwy, Suite 300, Houston, TX 77092

5. The college success team expanded to three full-time employees to support close to 900 students

6. We sent 433 students on six college tours across the country

7. We doubled the size of our non-profit staff to 16 employees

8. CNN and the New York Times featured Micheal Brown, an EMERGE senior, who was accepted into all of the nation’s most selective colleges and universities that he applied to attend (he chose to attend Stanford)

9. Over 60% of EMERGE students participated in a summer opportunity at places like Choate, Carleton College, and Harvard University

10. We held our inaugural SQUADS event to connect rising college freshmen from EMERGE, YES Prep, and KIPP who are attending the same selective institutions
### Statement of Financial Position
as of July 31, 2019

#### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,651,384</td>
</tr>
<tr>
<td>Contributions receivable</td>
<td>$405,000</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>$9,415</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>$2,065,799</strong></td>
</tr>
</tbody>
</table>

#### Liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$25,743</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>$81,000</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>$106,743</strong></td>
</tr>
</tbody>
</table>

#### Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without donor restrictions</td>
<td>$1,170,316</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>$788,740</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>$1,959,056</strong></td>
</tr>
</tbody>
</table>

| **Total liabilities and net assets**       | **$2,065,799** |

### Statement of Financial Activities
as of July 31, 2019

#### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$1,330,004</td>
</tr>
<tr>
<td>Program service fees</td>
<td>$1,207,973</td>
</tr>
<tr>
<td>Special events</td>
<td>$365,940</td>
</tr>
<tr>
<td>Direct donor benefit cost</td>
<td>($26,197)</td>
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<tr>
<td><strong>Total revenue</strong></td>
<td><strong>$2,877,720</strong></td>
</tr>
</tbody>
</table>

#### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>$1,879,853</td>
</tr>
<tr>
<td>Management and general</td>
<td>$275,226</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$270,020</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>$2,425,099</strong></td>
</tr>
</tbody>
</table>

| Changes in net assets                      | **$452,621** |
| Net assets, beginning of year              | **$1,506,435** |
| Net assets, end of year                    | **$1,959,056** |
**FINANCIALS**

**INCOME**

- **EARNED REVENUE**
  - $1,207,973 (42%)

- **FUNDRAISING**
  - $1,669,747 (58%)

**EXPENSES**

- **MANAGEMENT & GENERAL COSTS**
  - $275,226 (11%)

- **PROGRAM SERVICE COSTS**
  - $1,879,853 (78%)

- **FUNDRAISING**
  - $270,020 (11%)

**FINANCIALS**

- **EARNED REVENUE**
  - $1,207,973 (42%)

- **FUNDRAISING**
  - $1,669,747 (58%)

**EXPENSES**

- **MANAGEMENT & GENERAL COSTS**
  - $275,226 (11%)

- **PROGRAM SERVICE COSTS**
  - $1,879,853 (78%)

**FUNDRAISING**

- $270,020 (11%)

*HISD incurs approximately $1.5 million of additional costs to operate the program within the district. With these costs included, EMERGE’s total program costs come to 86% of the total budget.

**BOARD OF DIRECTORS**

- **Denise Smith**
  - PRESIDENT
  - EXECUTIVE SEARCH CONSULTANT
  - Denise Smith Consulting

- **Pedro Caruso**
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  - MANAGING DIRECTOR
  - Accenture

- **Abdullah Khan**
  - TREASURER
  - PRINCIPAL
  - EY

- **Erin Patterson**
  - SECRETARY
  - Community Volunteer

- **David Bell**
  - ASSISTANT VICE CHANCELLOR, RETIRED
  - University of Houston

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  - FOUNDER
  - WatchHerWork

- **Katie Johnson**
  - Community Volunteer

- **Ann Kennedy**
  - Independent Performing Arts Professional

- **Judy Le**
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  - TakeRoot Leadership Consulting and Coaching

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  - CHIEF ADMINISTRATIVE OFFICER
  - Sodexo North America

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  - EMERGE Student Scholar

- **Dr. Srinivas "Vasu" Rao**
  - FOUNDER / CHIEF MEDICAL DIRECTOR
  - Texas Vein & Wellness Institute

- **Bryan Sanchez**
  - SHAREHOLDER & CHIEF INVESTMENT OFFICER
  - Lionstone Investments

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  - The Boston Consulting Group

- **Maria Zerr**
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TRISHA CORNWELL