

IMPACT REPORT

2022-2023



more than
bootstraps

We know higher education changes lives. For first-generation, low-income students, it often changes their entire family's trajectory.

Without experience with the mysterious world of higher education, however, it's hard for first-gen students to start that journey into higher ed and even harder to stay the course. Over my 30 years of teaching at New Jersey City University, I've watched so many of my ambitious, talented students thrown off track.

Together with colleagues in K-12 and higher education, I founded More Than Bootstraps. Each of us knew our students had the untapped potential to empower each other to succeed.

Each summer, our College Student Leaders gather to train and prepare to bond with and mentor their younger peers. During the academic year, they use the curriculum as their guide, drawing from its focus on 1) knowledge of college and financial aid; 2) professional development, communication skills, and confidence building; and 3) communication with families.

In 2022-2023, Year 3, we added a wellness component, capitalizing on the ongoing support of our social work interns. We also added a Program Resource Fellow role, giving a former Leader a key role in the program's administration and ongoing development.

At the midpoint of our fourth year, our model has delivered impressive results. All the students who have stayed with More Than Bootstraps have graduated from high school and college (and within four years). Our students are applying to and attending a greater range of schools, recognizing their options and choices amid the opaque world of college financial aid. Four of our former High School Fellows are now College Student Leaders within MTB.

With financial support in the form of monthly stipends and time to be part of a community of success, our students have opened doors for themselves in internships, fellowships, scholarships, and college admissions. As each student has succeeded, they have lifted each other up.

Our success has garnered recognition from organizations like the Center for Hispanic Policy, Research and Development (which more than doubled our grant funding from 2022-2023 to 2023-2024) and from an anonymous family foundation that pledged \$20,000 per year for 2023, 2024, and 2025.

Thank you for your generosity, from \$20.24 pledges to support the class of 2024 to gifts on the Nov. 8th First-Generation Student Day to donations on Giving Tuesday. Your generosity allows our students the time to form the community they need so that they don't have to try to pull themselves up by their bootstraps.



Audrey Fisch

PRESIDENT

A handwritten signature in black ink, appearing to be 'A', followed by a long horizontal line.

#DreamHigher2024

There was a point in my life where I had felt so drained that continuing my education became questionable. I didn't know if that was the right path for me or how I would do it given the lack of information or guidance to make my college journey possible. I didn't know whether to continue studying after high school or not, even though that was my family's goal.

Studying virtually during my sophomore year was overwhelming. I remember having various breakdowns due to the multitasking I would have to do. Not only was I working on my own stuff, but I also had to help out with the virtual learning of my younger siblings at that time – one who was in a special school for impaired hearing and special needs and the other one who was just finishing her final year as a pre-K student.

I joined MTB towards the end of my sophomore year. If I'm being completely honest, I decided to join given the stipend that was presented. I remember thinking "Who wouldn't want a free stipend?" especially one that was given to you for your academic process. Imagine getting paid for receiving help and learning along the way. That had to be the best decision I could have ever made. As the program took form, the stipend was the least of my interests. Learning how to better myself as a student and how to network with people as well as bond with students similar to me and my background became such an inspiration.

As a student, I've learned to take advantage of resources out there to help us in our academic process, develop new techniques and tricks to have better preparation for whatever task we are set, and set goals to reach and measure our success. I have learned to communicate with professors and companies, schools and administrations, partners and peers. I have learned that it's okay to ask for a helping hand and that no question is too big or too small to mention.

This program helped me realize that we are not alone in our journey.



Yessenia Garcia

HIGH SCHOOL FELLOW, 2021-2023
COLLEGE STUDENT LEADER, 2023-CURRENT
MONTCLAIR UNIVERSITY, '27



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WHAT IS "MTB"?

Please note: Throughout this document we use the acronym MTB instead of spelling out More Than Bootstraps.

Introduction



FELLOWS CELINE, ROSELYN, YESSENIA, AND JASMIN LED A PRESENTATION FOR PASSAIC SOPHOMORES ABOUT MORE THAN BOOTSTRAPS.

More Than Bootstraps (MTB) is a young nonprofit, founded in 2018 by educators who understand the significant obstacles that first-generation students face on their journey to and through higher education.

To succeed, they need More Than Bootstraps.

Mission

More Than Bootstraps builds a community of first-generation, underrepresented students who empower each other to access and succeed in higher education.

Vision

A world in which every young person has access to and support for success in higher education.

History

More Than Bootstraps obtained its 501(c)(3) designation in 2019 and began discussions with the Passaic Public Schools, the seventh-lowest-income district in New Jersey, about a potential partnership. Passaic's student body is made up of groups underrepresented in higher education: low-income, Latinx, and first-generation. The Passaic Board of Education authorized the partnership with MTB in January 2020.

Organizational Milestones



2018
MTB formed



2019
501(c)(3) tax-exempt status approved

2020

JANUARY

MLK Day; Launch Party
Memorandum of Agreement with Passaic Public Schools Signed

AUGUST

First-Ever Leader Training

FALL

First Cohort Launch
6 Fellows: Juniors
5 Leaders

2021

MAY

Graduation Celebration
1 Leader Graduates College

SUMMER

Summer Reading Program Launch
Leader Training #2

FALL

Second Cohort
8 Fellows: Juniors
4 Fellows: Seniors
7 Leaders



MTB PRESIDENT AUDREY FISCH VISITED CONGRESS IN SPRING 2023 AS PART OF THE NATIONAL COLLEGE ATTAINMENT NETWORK ADVOCACY TRAINING AND HILL DAY.

PAID INTERNSHIPS



2023 marked the first year we offered paid summer internships to College Student Leaders.

Office of the Secretary of Higher Education (OSHE)

Two interns led 2023 Summer Program for rising high school seniors.

FutureMap

One intern led program review efforts and revised our application tracker for rising high school seniors.

2022

MAY

Graduation Celebration

4 Fellows Graduate HS
4 Leaders Graduate College

SUMMER

Summer Reading Program
Leader Training #3

FALL

Third Cohort

14 Fellows: Juniors
5 Fellows: Seniors
9 Leaders
1 Program Resource Fellow (new!)

2023

MAY

Graduation Celebration

5 Fellows Graduate HS

SUMMER

3 Paid Internships (new!)
Enhanced Summer Reading
Program with Author Visit
Leader Training #4

FALL

Fourth Cohort

17 Fellows: Juniors
11 Fellows: Seniors
14 Leaders
2 Program Resource Fellows

How Does the Program Work?

Take a look at how students and families participate in the MTB program.

HIGH SCHOOL JUNIOR FELLOWS

- Follow a year-long curriculum and complete tasks focused on 1) knowledge of college and financial aid; 2) professional development, communication skills, and confidence building; and 3) communication with families
- Bond and meet weekly with their College Student Leader
- Attend and participate in monthly full group meetings
- Participate in regular wellness activities

HIGH SCHOOL SENIOR FELLOWS

- Follow a year-long curriculum and complete tasks focused on 1) knowledge of college and financial aid; 2) professional development, communication skills, and confidence building; and 3) communication with families
- Meet weekly with their College Student Leader
- Attend and participate in monthly full group meetings
- Participate in regular wellness activities
- Set goals and receive support for college, scholarship, and financial aid applications

COLLEGE STUDENT LEADERS

- Attend, participate, and lead Summer Training for Leaders
- Meet weekly with their High School Fellows
- Attend, participate, and lead monthly full group meetings
- Participate in regular wellness activities
- Help recruit and interview students for MTB; lead information sessions about the organization at the Passaic Public Schools
- Meet regularly with an MTB board mentor



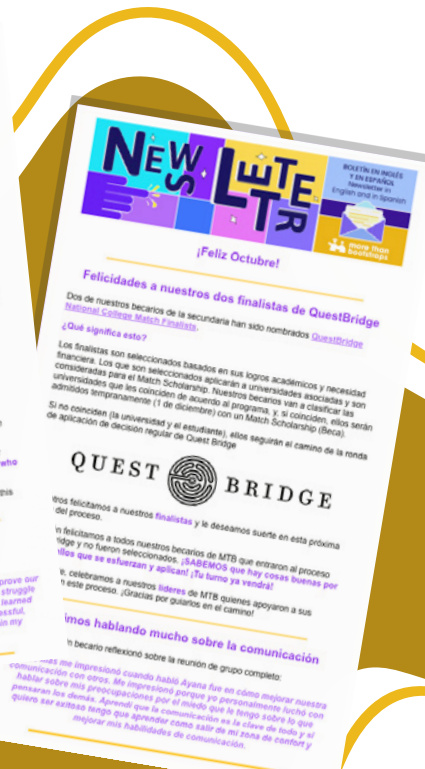


To make time for the work of MTB, all students in the program receive a monthly stipend and a laptop to allow them some space from their other work and family responsibilities and the opportunity to come together as a community of success!

FAMILIES

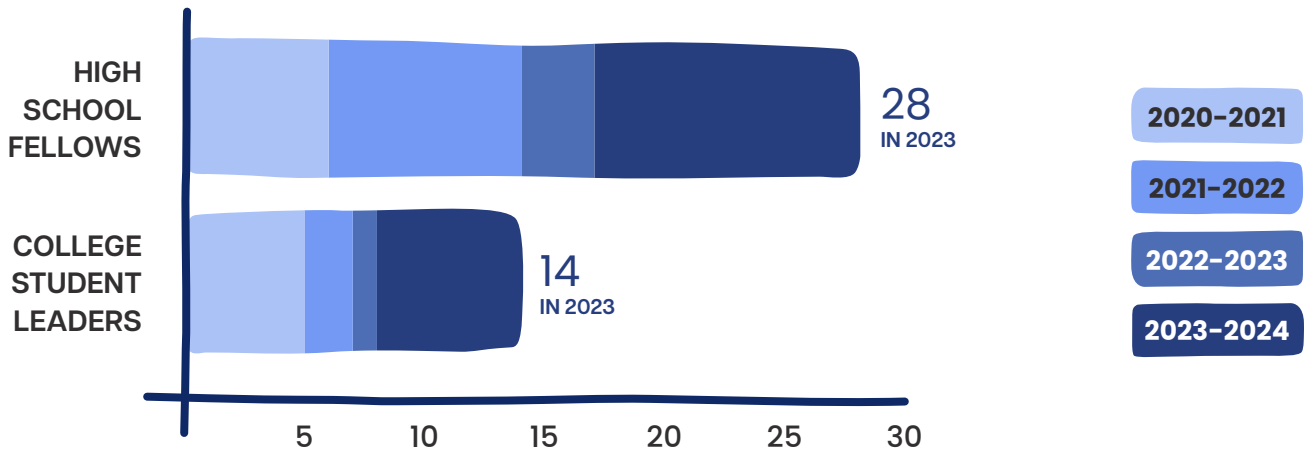
- Receive an introduction-to-MTB letter
- Speak twice a year with a social work intern or other program member about the organization and their child's progress (in Spanish or English)
- Receive an invitation to online sessions about the college search process and FAFSA, HESAA, CSS completion
- Receive a monthly MTB newsletter (Spanish and English)
- Receive an invitation to the yearly in-person graduation event

SUMMER TIME MEANS TRAINING FOR MTB LEADERS AND A WELCOME KICKOFF FOR MTB FELLOWS.



MTB Impact

STUDENTS SERVED (BY YEAR)



Ideally, students continue with MTB through junior and senior year of high school and four years of college.

Class of '22:

25%

of Fellows applied to become a mentor after graduation

Class of '23:

75%

of Fellows applied to become a mentor after graduation

FOUR

former Fellows are now College Student Leaders



COLLEGE APPLICATION RATES

MTB saw a substantial increase in the number of college applications and breadth of institutions to which our students applied, which reflects our success in helping students understand their options and choices in higher education.



MTB'S FIRST COHORT OF HIGH SCHOOL FELLOWS ('22)

100% students applied to **3 or more institutions**

However, **only 25%** applied to a **private institution**

MTB'S SECOND COHORT OF HIGH SCHOOL FELLOWS ('23)

100% students applied to **5 or more institutions**

40% students applied to **more than 10 institutions**

100% applied to a mix of **public and private institutions**

80% students applied to **at least one out-of-state institution**

60% matriculated at **private institutions**

1 matriculated at an **out-of-state institution**

100%

of Class of '22 and '23 grads
matriculated into college

of Class of '21-'23 students
graduated high school

of Class of '21-'23 students
graduated from college (and within 4 years)

Three are in graduate school; two are working.

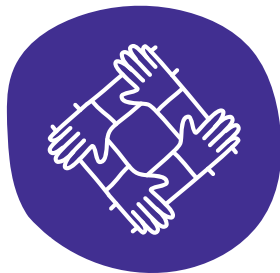


Key Components



IN SUMMER 2023, OUR RISING SENIORS AND COLLEGE STUDENT LEADERS MET AND DISCUSSED THE COSTS AND BENEFITS OF LIVING AT HOME VERSUS DORMING AND STAYING IN STATE VERSUS GOING OUT OF STATE FOR COLLEGE.

The MTB strategy for creating a scalable community of success has four components:



**Near-Peer
Mentoring**



**Financial
Assistance**



**Communication
with Families**



**Wellness and
Self-Care**

Program Differentiators

College access and success programs vary widely. MTB has four key components to our success: near-peer mentoring, financial assistance, family outreach, and wellness and self-care support.

NEAR-PEER MENTORING

MTB selects and trains college students *from* the Passaic community who understand the challenges faced by their mentees in Passaic. High school students benefit from the support of mentors (college students) from the community. At the same time, resources devoted to the college student mentors, including professional development and financial support, improve the college students' success in higher education.

FINANCIAL ASSISTANCE

MTB provides basic needs support in the form of student stipends and access to emergency assistance. Unlike traditional scholarship support, students in MTB can utilize their stipends for the range of expenses college success requires — including data plans, food, rent, commuting and travel expenses, clothing and other personal expenses, and books and course materials.

FAMILY OUTREACH

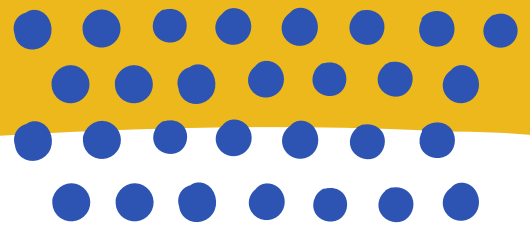
MTB offers information to families about the college and financial aid processes. More importantly, we help students communicate with their families about their options and goals so that families without knowledge of the world of higher education can support their students' ambitions.

WELLNESS AND SELF-CARE

Wellness and self-care are critical to academic and professional success. MTB recognizes the socio-emotional challenges of being first generation and offers a safe space for discussion of strategies for success.

DR. ENMANUEL MERCEDES, PRESIDENT OF THE LATINO MENTAL HEALTH ASSOCIATION OF NEW JERSEY, DELIVERED WORDS OF WISDOM TO OUR STUDENTS AND FAMILIES AT OUR 2023 GRADUATION CELEBRATION HOSTED BY PASSAIC COUNTY COMMUNITY COLLEGE.





Values

More Than Bootstraps has distinct values in relation to our selection of students, student outcomes, and program goals.

SUPPORT FOR DIVERSE STUDENTS AND THEIR POSTSECONDARY HIGHER EDUCATION OPTIONS

MTB offers students with the drive to succeed in higher education the opportunity to build strong, near-peer relationships and complete a balanced curriculum of tasks that enhance their knowledge of higher education as well as their general confidence, persistence, communication skills, and professionalism.

We serve both high-achieving students and those who have not yet achieved academically because we know that students can inspire each other and that early academic success is not the sole determinant of future success.

We recognize that first-generation, low-income students have options and choices in higher education, but we respect their right to make informed choices about their higher education paths — from community college and local public institutions to out-of-state, selective institutions — based on their individual goals and family needs.

FOCUS ON LONG-TERM SUCCESS OF STUDENTS GETTING TO AND THROUGH HIGHER EDUCATION

We focus on long-term support of students from the junior year of high school through college graduation, offering students the opportunity to grow with MTB and move from the role of High School Fellow to College Student Leader (and even Program Resource Fellow, post-graduation).





Near-Peer Mentoring

SUPPORTING EACH OTHER AND FOLLOWING IN EACH OTHERS' FOOTSTEPS

College students from the community return to guide their younger peers through the college search, application, and assimilation process.



MICHELLE
MENTOR

QuestBridge
Scholar



JAILENE
MENTEE

QuestBridge
Finalist



LISBERMA
MENTOR



ASHLEY
MENTEE

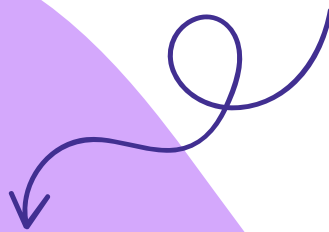
QuestBridge College Scholars

MTB boasts three current QuestBridge Scholars among our College Student Leaders (Lisberma, Melissa, and Michelle). This means that our High School Fellows are not only inspired by those from their community who have achieved success but they are being mentored by those who just went through the application process.

Jailene and Ashley have been selected as QuestBridge finalists. This highly selective program allows them to apply to the National College Match. They rank participating QuestBridge partner institutions and have an opportunity to receive a full scholarship at one of those institutions.



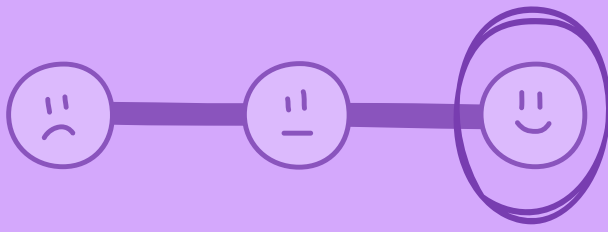
In Summer 2022, MTB sent two College Student Leaders (Lizbeth, center, and Melissa, right) to the highly prestigious New Jersey Governor's Hispanic Fellows Program. We also hosted an intern from the program (Joseph, left). This paid internship program places students from across New Jersey in internships and provides extensive networking and professional development opportunities.



In Summer 2023, following in their footsteps, Ashley (left) applied and was selected into the program. MTB also hosted an intern, Ismel (right), and MTB President Audrey Fisch (center) celebrated their success at the Governor's Hispanic Fellows Program Graduation.

ASHLEY'S GRADUATION CAP FROM THE GRADUATION CEREMONY OF THE GOVERNOR'S HISPANIC FELLOWS PROGRAM





100% of Fellows, when asked how comfortable they felt asking their mentor questions and asking for help, ranked their experiences as 5 (on a scale of 1 to 5 with 5 being the highest rating).

Student Testimonials

I loved my relationship with my mentor, not only did we form a great relationship, but she helped me a lot during my journey both outside and inside school. She was there not only as my mentor but also as a great friend. I would definitely keep in touch with her!



My relationship with my mentor Lisberma is really great. We are able to connect on a deeper level. Always helpful in the early college process. Helping me with an email to ask for an extension. Very supportive. Very positive during my grieving process. She is just amazing.



Yes, my mentor is seriously amazing and is so great when communicating with me. She always supports me and lets me know that she is here for me.





Financial Assistance

First-generation high school and college students often have limited resources and significant financial and family responsibilities. Student stipends are critical to the success of MTB, allowing our students to devote time and energy to their professional development and college-going activities while still meeting their financial responsibilities.

One of MTB’s key values is directing resources to students to cover all the extra costs of a post-secondary education. Even a “full scholarship” at many institutions does not cover many essential costs (like technology, transportation, and books). Most public institutions don’t cover room and board, and commuting is extremely expensive and time-consuming. Because the non-tuition costs of higher education can equal or exceed the tuition costs, we know that stipends are critical to helping our students meet their basic needs.



\$75

High School Fellows
Monthly Stipend

\$400

College Student Leaders
Monthly Stipend

\$150

Rising Senior Summer
Program Stipend

\$1,000

Summer Leader
Training Stipend

Student Testimonials

It has affected my life because this has helped me become more responsible and know my limits in spending. I also began saving since my first check. Before MTB, it was hard for me to save but this has taught me that saving is good, and I was able to buy my family a small gift due to this check. It has been life-changing, it has also made me more independent.

”

I don't come from a very well off family, so receiving the stipend has helped me tremendously when we didn't have anything to eat or when my brothers wanted to go out but my mom didn't have money to give them, so I'd give them some so they can experience being a kid and have an ice cream or a bite to eat. It has also helped me pay for my essentials.

Whenever my mom did not have enough money to buy groceries I would usually chip in.

“

The regular stipend has helped me contribute to family expenses such as rent and food. It has made an impactful difference in my life.

It has allowed me to focus on MTB, school, and my family. It also releases a lot of financial stress off my shoulders.

Allowed me to reduce my work hours.



100%
of College Student Leaders

55%
of High School Fellows

indicated that the **stipend had a significant impact** on their life

It has helped me not put too much burden on my parents. With the money earned, I can buy my personal things.

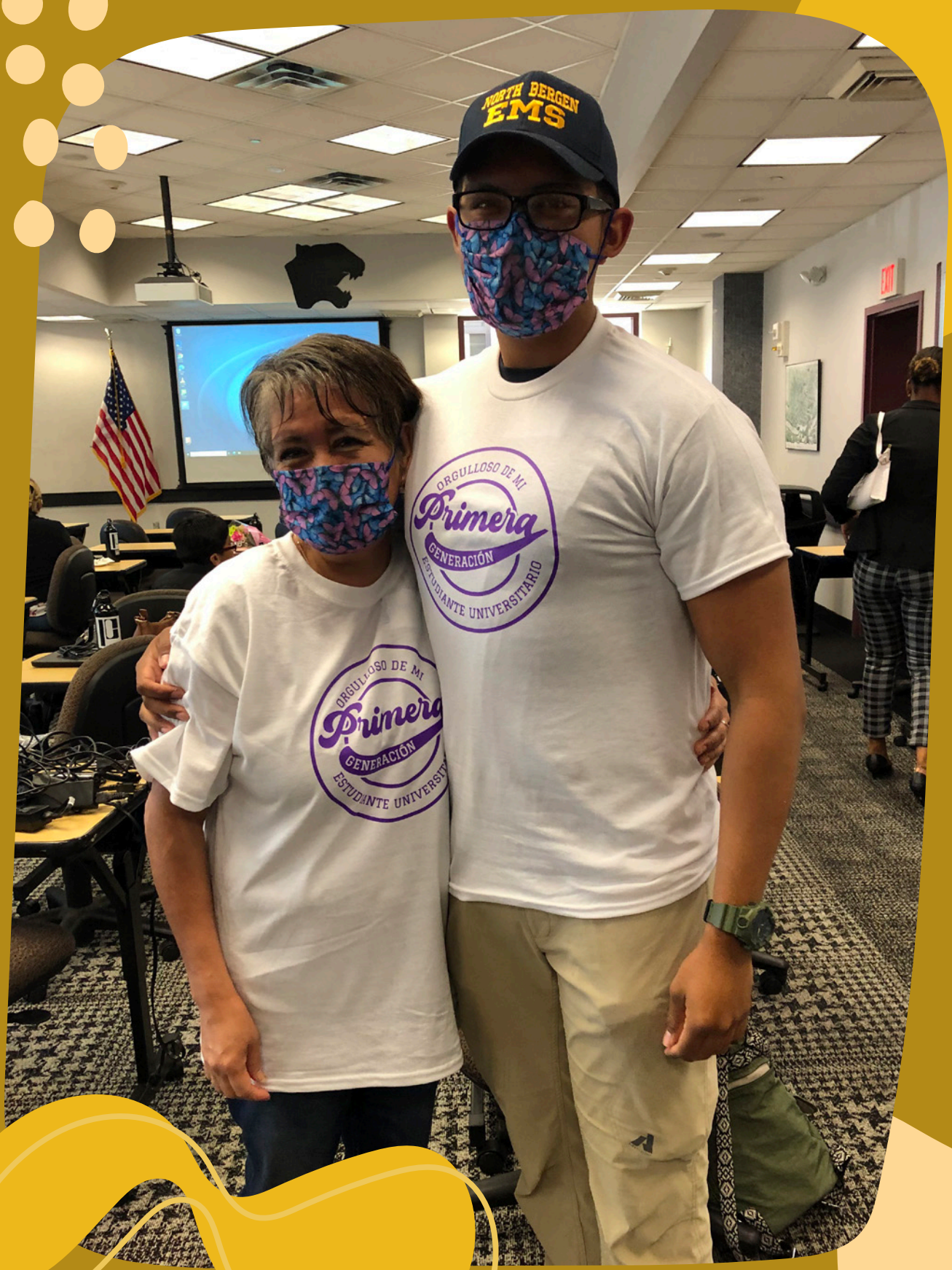
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It allows me to pay for any college-related expenses as well as gas and food.



Because most colleges do not provide laptops, we provide laptops to all our high school and college students so no student has to try to complete their coursework on a phone.





Communication with Families

MTB is a resource for family members and guardians. We help families understand the demands and potential benefits of higher education so that they can support the college-going success of the students in MTB.

100%

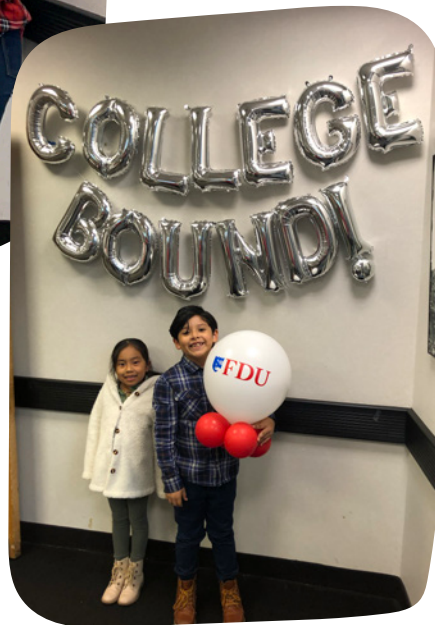
of Fellows believe MTB equipped them with the necessary information to talk to their families about college

67%

of Senior Fellows felt extremely comfortable communicating with their families about college



Roselyn and her family celebrating her acceptance to Fairleigh Dickinson University at the 2023 MTB graduation ceremony.



In 2022, sisters Marisol and Lizbeth celebrated Marisol's graduation with their family. Marisol began her higher education career at Passaic County Community College shortly after, pursuing her passion for studio art.

Marisol joined MTB in 2020 as a Fellow and Lizbeth joined in 2021 as a Leader.

Student Testimonial

The most impactful part of the program for me would have to be discussing the idea of college with my parents. College is something unfamiliar to both of us, and it is really great that we are learning together. I have much greater knowledge of the components that come along with college, and feel much more prepared than before to confront any questions/concerns that my parents may have. They are definitely more nervous than I am, but are willing to support my decisions.

“



Wellness and Self-Care

First-generation college students face enormous stress as they tackle the journey to and through higher education. During designated wellness sessions throughout each month, Program Resource Fellows, Social Work Interns, and guest speakers emphasize the importance of and strategies for wellness and self-care.

Selected topics include:

- Growing Up 1st-Gen and Mental Health
- Managing Stress and Burnout
- Goal Setting
- Intergenerational Trauma and the 1st-Gen Experience
- Time Management



LEADER LISBERMA AND FELLOW VICTOR DISCUSS GOALS FOR VICTOR'S UPCOMING SENIOR YEAR OF HIGH SCHOOL.

Student Testimonials

This session was wonderful. I learned tons from Ayana about time management and prioritization. I was particularly surprised by something that applies to me so much but I hadn't thought of before: how to actually enjoy my downtime. It sometimes becomes so easy to spend an hour or so on social media, and once the hour is done, I feel as though I didn't actually enjoy my time. Ayana reminded me that my time is valuable! Taking an hour to do my lovely yoga or to take a walk would be so much more rewarding.

“

”

One takeaway I found very helpful was to put myself first and prioritize me and not let myself get walked on. Also to have a certain time of day to myself instead of having to work all the time.



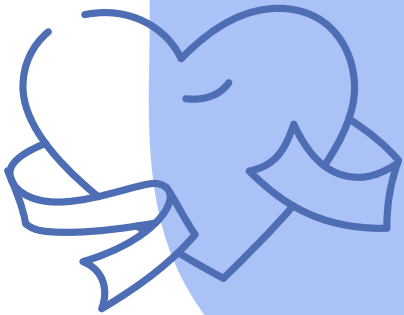
ABOVE: AS LEADERS TRAIN FOR THE YEAR AHEAD, THEY HEAR FROM FELLOWS ABOUT THE IMPACT OF THE PROGRAM AND THEIR POWER AS MENTORS.



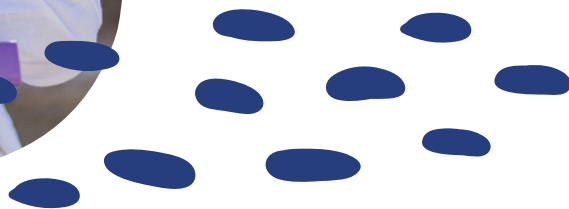
LEFT: LEADERS GATHER BACK AT HOME IN PASSAIC DURING WINTER BREAK TO REGROUP AND RECHARGE. HERE, LEADERS ARE WRITING NOTES OF ENCOURAGEMENT TO THEIR FELLOWS.

Wellness Sessions

Dr. Enmanuel Mercedes, Ph.D., delivered words of wisdom about mental health to students and families at our 2023 Graduation Ceremony. Dr. Mercedes is the President of the Latino Mental Health Association of New Jersey.



Juliana Londoño, a proud Latina and a bilingual licensed mental health therapist from Paterson, NJ., discussed Growing Up 1st-Gen and Mental Health with students in October 2023.



Students



We currently serve students in Passaic, NJ.

Junior Fellows

CLASS OF 2025

Disha

Alex

Alison

Jesus

Richard

Yasmel

Rosemary

Germallery

Kelmys

Yimardy

Yalmary

Jose

Christopher

Ashley

Ale

Anyelo

Nicole

Senior Fellows

CLASS OF 2024

Abigail

Jailene

Jasmin

Ashley

Valerie

Victor

Nelsie

Celine

Sherly

Natalie

Rachel



AS GOVERNOR'S HISPANIC FELLOWS, MTB LEADER ASHLEY AND MTB INTERN ISMEL HAD THE OPPORTUNITY TO CONNECT AT THE PROGRAM'S MANY PROFESSIONAL DEVELOPMENT AND NETWORKING SESSIONS.



Graduation Cap Contest

We held our second annual graduation cap contest in the Summer of '23. High school and college graduates submitted their inspirational caps and stories and competed in a contest by category and for the overall best cap.

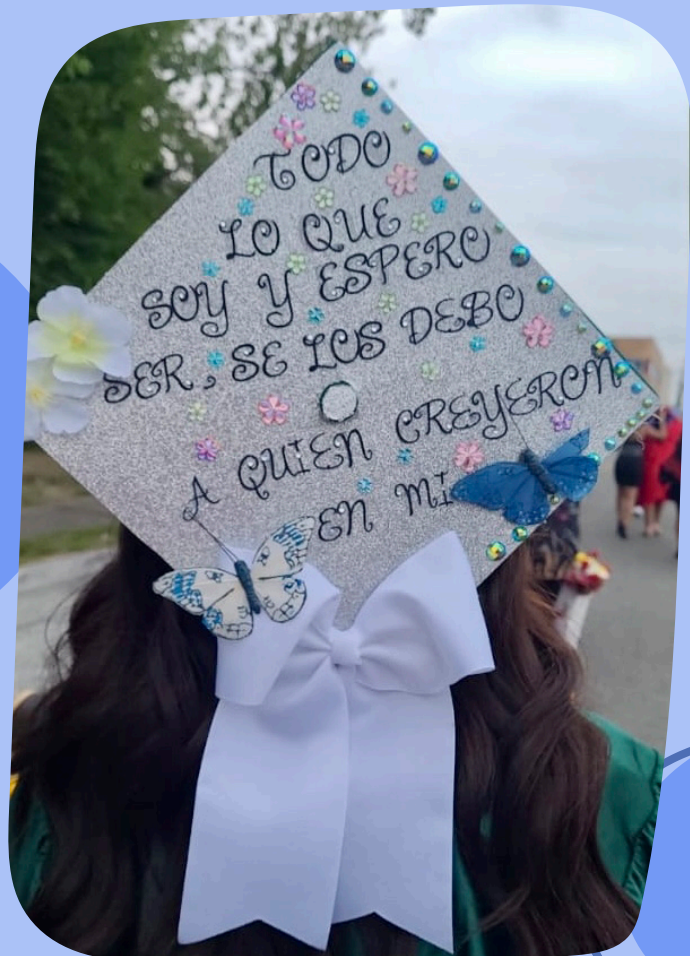
The contest was organized by MTB supporter and volunteer, Judy Summers, with design work by volunteer Junyi Miao and MTB Graphic Design Intern, Nicole Segura. We are also grateful to Wawa, who donated hot drink coupons for all our winners!

Nicole, a first-generation college student herself, takes the amazing caps and entry stories and creates an awesome, inspirational planner, which our students use to record their upcoming MTB meetings and/or their college application deadlines. As they practice their time-management and organizational skills, they are inspired by others who, like them, succeeded in education.

Roselyn, this year's winner, was a High School Fellow in MTB from 2021-2023 and now serves as a College Student Leader. She graduated from high school in 2023 and received her AA degree from Bergen County Community College that same year. Roselyn is in her first year at Fairleigh Dickinson University.

I dedicated my cap design to my family. Mostly my parents who believed and supported me every step of the way. The people who have a special space in my heart.

“



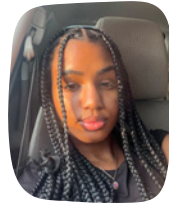
Current College Student Leaders:



MELISSA REYES
DARTMOUTH
COLLEGE



KAMILA GELL
KEAN UNIVERSITY



**EVELIN CABRERA
ACOSTA**
KEAN UNIVERSITY



**MICHELLE
CARPINTEYRO**
EMORY UNIVERSITY



**LISBERMA PERALTA
AQUINO**
VASSAR COLLEGE



LIZET COYOTL
RUTGERS
UNIVERSITY



PARTH RANA
PRINCETON
UNIVERSITY



ASHLEY DELGADO*
WILLIAM PATERSON
UNIVERSITY



ROSELYN MUÑOZ*
FAIRLEIGH DICKINSON
UNIVERSITY



JACQUELINE ARTEAGA*
WELLESLEY COLLEGE



YESSENIA GARCIA*
MONTCLAIR STATE
UNIVERSITY



MANAN RAVAL
NEW JERSEY INSTITUTE OF
TECHNOLOGY



JOCELIN CARPINTEYRO
MONTCLAIR STATE
UNIVERSITY



NEREIDA DELGADO GARCIA
MONTCLAIR STATE
UNIVERSITY

*FORMER MTB FELLOW

MTB College Student Graduates



DHRUVI RANA
2020-2021
WESLEYAN UNIVERSITY, '22



JOCELYN GONZALEZ
2020-2021
THE COLLEGE OF
NEW JERSEY, '22



JOHANA LASTOR
2020-2021
RUTGERS UNIVERSITY, '21



ROGREKA CLAYTON
2020-2022
WILLIAM PATERSON UNIVERSITY, '22



MICHELLE CONTRERAS
2021-2022
WILLIAM PATERSON UNIVERSITY, '22

Social work interns:

Sussex Trinidad (2023-2024)

Nicole Orellana (2023-2024)

Ayana Goodwin (2022-2023)

Marsha Gauntlett-Kirby (2021-2022)

Erica Taveras (2021-2022)

Mahogany Summers (2020-2021)

Yisel Gonzalez (2020-2021)

Olivia Sharp (2020-2021)

Where are graduates now?

Dhruvi graduated from Wesleyan University in 2022 and is working for a commercial real estate company in Boston, MA.



Jo is currently in her final academic year at Hofstra University and is set to graduate with her master's in mental health counseling.

Michelle graduated from William Paterson University and is currently working at a clinic, preparing for graduate work in physical therapy



Jocelyn is graduating with a master of arts in teaching and will be teaching in a special education classroom this upcoming school year.



Since graduating from William Paterson University, **Reka** has been working for the Passaic Public Schools. She began a combined MPH and MBA at Montclair State University in Fall 2023.



Supporting Students: Program Resource Fellows

In AY 2022–23, MTB launched a new position called **Program Resource Fellow**. The Program Resource Fellows help administer MTB; run orientation meetings for new HS Fellows; fill in for CSLs when CSLs are unable to meet with their mentees; and address individual and group problems with communication, family crises, or engagement. They contribute to a culture of support for the whole student (high school and college) within MTB. The Resource HS Fellows are former MTB CSLs or MTB social work interns.

Mentoring has taught me to be brave and fearless because you are often encountering the unknown. Even when you thought you knew everything about the situation, you don't, and you still have a lot to learn.

ROGREKA (REKA) CLAYTON

Reka began her journey with MTB in 2020, serving in the first cohort of College Student Leaders. In the first two years of the MTB program, she supported three High School Fellows, who are now enrolled in higher education, while completing her BS in athletic training at William Paterson University.

Reka plays an integral role in the ongoing development of MTB. This is her second year serving as a Program Resource Fellow.



AYANA GOODWIN

Ayana is a first-generation college graduate who received her BA in sociology from Kean University in 2020.

She is currently at Rutgers University pursuing an MSW with an area of emphasis in mental and behavioral health. She aspires to become a therapist, offering clinical services specifically for people of color and underrepresented groups.

Ayana is also an early childhood educator with over seven years of experience. She recently started a new position as a kindergarten teacher in the Plainfield Public Schools.

Ayana served as a social work intern with More Than Bootstraps for the 2022-2023 academic year and is excited to return as a Program Resource Fellow for 2023-2024.



Financials



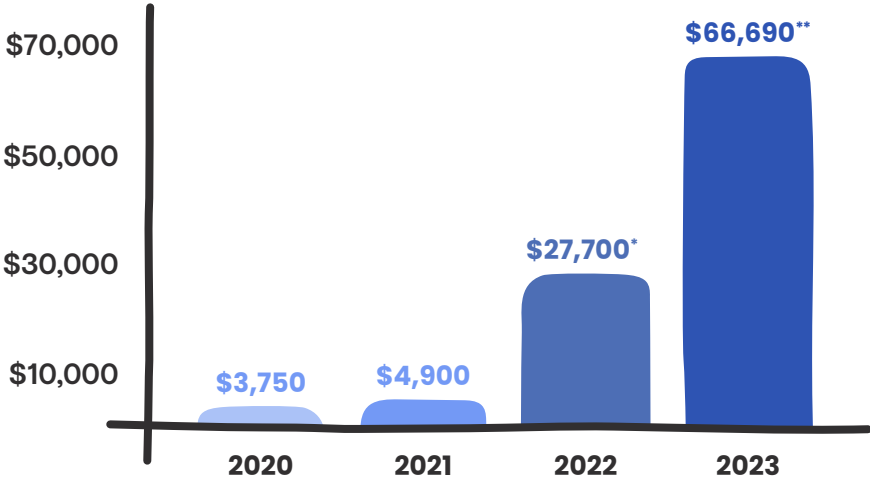
Financial Overview

ACADEMIC YEAR: JULY 1 – JUNE 30

	2020–2021	2021–2022	2022–2023
	% of budget	% of budget	% of budget
High School Fellow Stipends	14% (\$3,906)	23% (\$6,875)	15% (\$9,445)
College Student Leader Stipends and Training	71% (\$19,725)	62% (\$18,935)	66% (\$42,050)
Program Resource Fellows	N/A	N/A	7% (\$4,500)
Student and/or Family Events (food, T-shirts, supplies)	0% (\$100)	4% (\$1,140)	4% (\$2,286)
MTB Summer Reading Group (stipends, books, food)	0% (\$55)	1% (\$377)	2% (\$1,036)
Student Education / Emergency Expenses	2% (\$500)	1% (\$183)	0% (\$100)
Fundraising Expenses*	0% (\$22)	3% (\$1,032)	2% (\$1,205)
Administrative Expenses*	13% (\$3,518)	6% (\$1,958)	5% (\$3,148)
TOTAL	\$27,760	\$30,499	\$63,771

*COVERED BY BOARD OF DIRECTOR CONTRIBUTIONS

Grant and Foundation Funding



BY CALENDAR YEAR

*INCLUDES \$3,750 OF \$15,000 GRANT FROM CHPRD

**INCLUDES BALANCE OF \$15,000 GRANT AND \$9,480 OF \$31,600 GRANT FROM CHPRD



MTB continues to secure funding from foundations and state agencies. First-time supporters in 2023 include the Focus for Health Foundation, the Provident Bank Foundation, and the Independent Educational Consultants Association (IECA) Foundation. 2023 summer internships for students in MTB were funded by FutureMap and the New Jersey Office of the Secretary of Higher Education (OSHE).

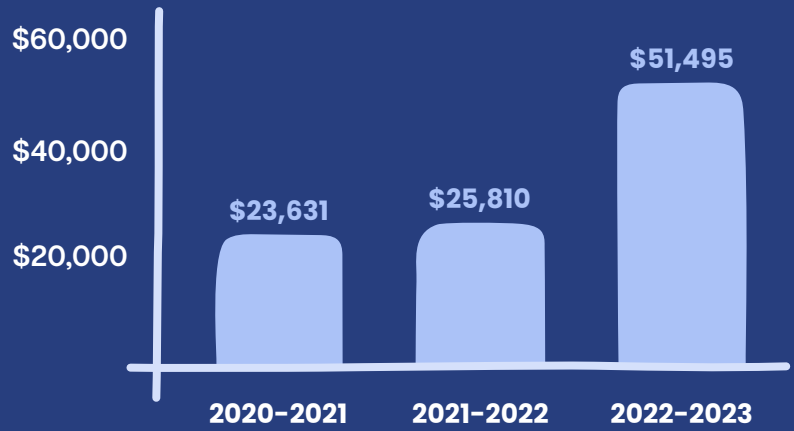
Several organizations have already provided donations over multiple years, including the Westfield Foundation, the Westfield Rotary Club, Investors Foundation, PNC Bank, and the KearnyBank Foundation.

The New Jersey Center for Hispanic Policy, Research and Development (CHPRD) has more than doubled its grant support of MTB: \$31,600 for 2023-2024, up from \$15,000 in 2022-2023.

An anonymous family foundation has recently committed to a multiple-year donation of \$20,000 per year for three years (2023, 2024, and 2025).



STUDENT STIPEND AWARDS



BY ACADEMIC YEAR

Individual Donors*



- BETWEEN \$5-\$99
- BETWEEN \$100-\$199
- BETWEEN \$200-\$499
- BETWEEN \$500-\$999
- BETWEEN \$1,000-\$4,999
- BETWEEN \$5,000-\$9,999
- MORE THAN \$10,000

*DONATIONS OVER THE LIFETIME OF MTB



MAKE A
DONATION
TO MTB

Thank You



Board of Directors



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Thank you!

Corporate and Institutional Partners:

\$30,000+

Center for Hispanic Policy, Research and Development (CHPRD),
a Division of Programs in the New Jersey Department of State

Anonymous Family Foundation

\$10,000 – 29,999

Focus for Health Foundation

\$5,000 – 9,999

Office of the Secretary of Higher Education (OSHE)

KearnyBank Foundation

Provident Bank Foundation

\$1,000 – 4,999

Investors Bank and Investors Foundation

FutureMap

IECA Foundation

Temple Emanu-El

Westfield Foundation

Westfield Rotary Club

PNC Bank

PSEG

Citizens Bank

Nonprofit and Educational Partners:

Passaic Public Schools

Passaic County Community College

Passaic Optimist Club

Catchafire

The Robert Wood Johnson Foundation

Rutgers University Graduate School of
Social Work



Thank you!

ALL THE TALENTED INDIVIDUALS WHO HAVE DEVOTED THEIR TIME AND SKILL TO HELPING US AND OUR STUDENTS (AND ANY OTHERS WE'VE FORGOTTEN!):

Frankie Rodriguez, Ryan Healy, Lisa Friscia, Scott Lindsten, Daniel Velleman, Wenzhi Tseng, Aaliyah Caitlin, Edwin Amaya, Abisola Gallagher, Angela Putman, Olivia Wheeler, Yuzu Dixon, Francesca Mahony, Jennifer Hyskell, Christina To, Tony Oliver, Jennifer Katz, Shawn Jenkins, Robert Grabel, Natasha Collins, Rathna Kalyanaraman, Reuben Herzl, Shilpa Bothra, Sydney Brusewitz, Kevin Maloney, Bob Weston, Tierra Rivera, Xavier Vargas, Donna Vallario, Gabriel Rios, Randy Convery, Rosa Vasquez Zaremba, Laura Arriaza, Franklin Tapia, Justice Stuart Rabner, Jerry Gallagher, Alejandra Valdez, Timothy DuWhite, Jessica Gonzalez, Iliana Guibert, Cat Sposato, Linzy Rosen, Mayor Hector Lora, Principal Jeannette Torres-Gomez, Christina Schratz, President Richard Helldobler, De Zheng Zhao, Mohamed Fall, Andrew McDonald, Cathy Ye, Nephele Jackson, Sean Puzzo, Kevin Sandell, President Stephen M. Rose, Andrea Garzon, Ingrid Renderos, Joseph Batista, Sasha Ortiz, Enrique Noguera, Michele McCormick, Lisa Sambula, Kurran Sihota, Ismel Martinez, Kyle Jennings, Mark Costa Wilson, Schané Flowers, Atiya Ibnat, Mitul Asawala, Dalissy Washington, Arianna Montrose, Hanna Jackson, Ciera Parks, Marcus Davis, Ashley Williams, Emera De Los Santos, Vanessa Apaza, Victor Hernandez, Belkys Pastor, Justo Pastor, Ali Toxtli, Marleina Ubel, Ashley Castiglia, Enmanuel Mercedes, Ph.D., Juliana Londono, Lee Hernandez, Joy McGann, Paula Venable, Gloria Boseman, Amanda Racanati



Technology support

- Comodo
- Revivn
- Union Innovation NJ Alliance (UNINJA)

These organizations have provided refurbished laptops and technical support to our students.



VOLUNTEERS WHO HELPED WITH THIS REPORT

Liz Kresse-Driscoll: Copyediting and proofreading

Shannon Yau: MTB branding

Nicole Segura: MTB Intern, assistance with design of report

Cassandra Crawford: Consultation for nonprofit reporting; design of report



Meet our new board members!



Dr. Susan Suarez is a high school English/language arts teacher in the Baltimore County Public Schools. In her 14 years working in urban high schools, including in Jersey City and Elizabeth, New Jersey, Dr. Suarez has emphasized critical thinking and problem-solving, focusing on the 21st-century skills needed to succeed in college and beyond.

The youngest of six children born to Cuban immigrants, Dr. Suarez was the second of her siblings to graduate from college and remains the only child in her family to earn a graduate degree.

I experienced challenges and setbacks as a first-generation college student which led to my initial departure from university. Though it took years to find support and guidance, I now hold a doctorate. Joining the MTB Board affords me the opportunity to participate in an amazing endeavor in which students find their own support and guidance through peer mentoring and network-building. Their success in higher education is not happenstance; it is developed and nurtured through shared experiences and knowledge exchange.

”

“

As an underrepresented, first-generation college graduate and the founder of GPS College Guidance, I have witnessed firsthand the transformative power of education. Joining the MTB Board gives me another opportunity to continue advocating for the voices of underrepresented students, and I am honored to contribute to their efforts in enabling students from all backgrounds to pursue college.

Ricardo Ortegón is the founder and president of GPS College Guidance, a college admissions consulting organization based in the Washington, DC area that works with students and their families navigating through the college preparation, selection, and admissions process. He has over 25 years of direct experience working in admissions, academic advising, and student success in colleges and universities throughout the country and has extensive experience guiding underrepresented, first-generation, and international students through the admissions process.

Ricardo earned his bachelor's and master's degrees in business from Texas A&M International University and his doctorate degree in higher education administration from Northeastern University.



Support Our Mission

Your support is critical to the success of students in More Than Bootstraps.

COMPANY SUPPORT

GIVE. Make a donation.

MATCH. Consider matching employees' donations or offering incentives for volunteers to make a bigger impact.

SHARE. Follow us on Facebook, Instagram, Twitter, YouTube, and LinkedIn to share our latest news, photos, and videos with your networks.

SPONSOR. Corporate sponsorships are integral to the success of our events and offer a chance to market your business while supporting a great cause. You can sponsor events like graduation, student gatherings, or the annual graduation cap contest.

INDIVIDUAL SUPPORT

GIVE. Make a donation. Many companies offer matching donations; check with yours to see if you can double your impact!

FUNDRAISE. Celebrate your birthday by suggesting donations to MTB instead of gifts. Host a bake sale or fun run event with MTB as a recipient of fees or donations.

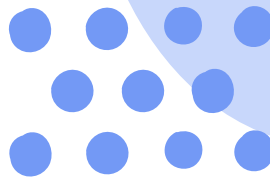
VOLUNTEER. Support the work of first-generation students by hosting awareness, fundraising, or supply drives in your community.

SHARE. Follow us on Facebook, Instagram, Twitter, YouTube, and LinkedIn to stay up-to-date on our latest news, photos, and videos and share with your friends.

WEAR OUR SHIRTS! Buy an MTB shirt from our website and show your support by wearing your heart on your sleeve.



Make a
donation
to MTB



There's nothing more awesome than when an MTB supporter opens a door to one of our students.



Kevin Maloney, Director of Communications at the Carnegie Council for Ethics in International Affairs, hosted College Student Leader Lisberma (and her college roommate) at his organization's keynote event: Global Ethics Day.

Could you host an MTB student at an event at your organization? Reach out and let us know!

THANK YOU!

GET YOUR T-SHIRT!





“

IT'S A CRUEL JEST
TO SAY TO A
BOOTLESS MAN
THAT HE OUGHT
TO LIFT HIMSELF
BY HIS OWN
BOOTSTRAPS

”

— MARTIN LUTHER KING JR.

Get in touch!

GENERAL CONTACT INFO

421 Highland Avenue
Westfield, NJ 07090
908-397-0893
info@morethanbootstraps.org

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