



annual report
2 0 1 4

every child deserves a fair chance to succeed



A Message from the Chair

Dear Friends and Supporters,

When Fair Chance celebrated its 10th anniversary in 2012, we had partnered with 60 youth-serving organizations operating in Wards 5, 6, 7 and 8 – Washington, DC’s most vulnerable communities. I became Board Chair in January of that year, and we soon developed a strategy for expanding Fair Chance’s impact and reach throughout DC and in cities beyond. Crucial to any expansion was a larger, more sustainable budget, an expanded Board of Directors, and increased staff capacity.

I am gratified that in these past three years we have partnered with organizations that serve vulnerable youth in all parts of the city. Our budget has increased to almost \$1.4 million, our governance and advisory boards have nearly doubled in size, our staff has grown in talent and expertise, and our alumni network has grown to over 85 organizations. We have enhanced our evaluation capabilities, applying them not only to our partners but also to ourselves, while building a strong alumni support program that offers pro bono services, peer support, training workshops, and networking and collaboration opportunities. Collectively, Fair Chance has helped more than 80,000 children and youth living in low-income neighborhoods throughout the city gain access to needed programs and services.



Many Languages One Voice

With our new management team largely in place and with the guidance of our new Board leadership team, Fair Chance continues to move forward. Our ability to fund-raise has grown, as we find new grants, opportunities, and are receiving larger private donations. This, in turn, has allowed us to partner with more organizations that will improve the lives of more children and youth in DC and lay a foundation for growth beyond the nation's capital.

It has been a true honor to serve as Board Chair for these past three years and I am and grateful that I can continue on the Board under Heather Peeler's leadership.

With your help, Fair Chance will grow and reach more high potential nonprofits across our city and beyond, ensuring that one day all children have a fair chance to succeed. Thank you for your support and for the honor to serve.

In service,

Bob King

Board Chair



The Year in Review...

In 2013, I joined Fair Chance as Executive Director and working within the Board's vision, we identified several critical infrastructure requirements that needed to be in place in order to realize an expanded future. In setting goals for 2014, our Board and staff identified the following priorities:

Enhance our partnership model. In 2014 we selected 10 first-year nonprofit partners and worked with eight second-year partners. As reported in the Results section of this report, we saw significant improvement in all eight organizational competencies that we address with nonprofits and a significant increase in evidence of best practices in four of the eight including fundraising, board development, program evaluation, and strategic planning. 100% of our 2014 partners rated their partnership as "Excellent."

Research our evidence of impact. This year we completed our evaluation framework, finalized survey instruments and protocol, and identified key indicators that we will regularly measure to tell a systematic and ongoing story of Fair Chance's impact. We have evidence of our impact in improving the capacity of nonprofits to implement best practices in eight areas of organizational competencies linked to nonprofit performance. We also have solid evidence that the nonprofits we work with increase the number of children they serve and their fundraising by 50% within five years of receiving a Fair Chance partnership. While this is an impressive case for Fair Chance as a force multiplier of services for children and youth in DC's poorest

...and Looking Toward the Future



WINNERS Lacrosse

communities, our aim is higher. In 2015, we are going one step further to identify a systemic way that we can collect and report on the impact our partners are having on the critical, life-changing outcomes for children in poverty. We look forward to sharing that story with you in the future.

Build the Fair Chance brand, circle of friends and investors, and internal systems and structures to support future growth. This year we strengthened our internal capacity to build a foundation for future growth. We added Denis Slutskyi, Finance and Information Manager, and Salome Odera, Program and Communications Associate, to our staff. With Denis on board and the help of our skilled staff we were able to institute a Salesforce platform and migrate our various databases and contact lists into a single customer relations management system. With the help of Salome and our team, we were fortunate to upgrade our office technology and expand our communications capacity – including an upgraded website, new collateral material, and a monthly e-newsletter. We also convened the first-ever meeting of our amazing Advisory Board, who are eager to serve as ambassadors for Fair Chance.

Next year we are excited to capitalize on our recent growth to focus on expanding our reach and deepening our impact. We could not do this without your continued generous help and support.

In Service,

A handwritten signature in dark ink, appearing to read "Gretchen Van der Veer".

Gretchen Van der Veer, PhD

Executive Director

Partners Served



“The support and encouragement from Fair Chance over the past year has been amazing... and in the midst of it all, we experienced the best year ever for our students. The organization is more stable, our impact on youth is greater, and I’ve become a more confident and savvy leader as a result of my Fair Chance partnership.

- Jonathan Williams, *Executive Director, Reach for College! 2014 Graduate*

2014 was another year of transformational change for Fair Chance and the dynamic community-based organizations that make up our partner network. We selected 10 first-year partners and provided second-year partnerships to eight nonprofits, bringing the entire Fair Chance network to 85 nonprofit partners since 2002. The result was more sustainable organizations capable of having a greater impact on the children and youth they serve. Evaluation data suggests that a partnership with Fair Chance strengthens organizations to create lasting change in the lives of children and youth.

STORY OF SUCCESS: CITY KIDS WILDERNESS PROJECT

Fair Chance’s work with 2014 graduating partner City Kids Wilderness Project included a strong focus on evaluation. Executive Director Eloise Russo shares that, “the role of Executive Director can be an isolated one, and being a Fair Chance partner gave me the support and resources I needed to be successful in my role and in moving City Kids forward. This level of support and access to outside expertise is highly unique for a small community based organization, and I know that it made a tremendous difference in the trajectory of our organization.” With her Capacity Building Specialist by her side, Eloise created program logic models, a theory of change and a new evaluation system for measuring and tracking the impact of her organization. As a result, City Kids is now systematically measuring the impact of their work and using the results of the new evaluation system to review and make programmatic changes to strengthen their progress towards key youth development outcomes. They found that in the past three years, 96% of their high school aged youth have graduated and 82% had either enrolled in college or other formal training programs, like vocational training or the military. The partnership also focused on strengthening the City Kids board and launching committees, crafting a new strategic plan with financial projections to guide the organization for the next several years, and exploring new ways to fundraise and increase visibility. Eloise reports that, “this important work and organizational growth would not have been possible without the intensive infusion of energy, expertise, and resources that Fair Chance provided.”



Healthy Babies Project, Inc.

Partners Served

STORY OF SUCCESS: HEALTHY BABIES PROJECT, INC.

Healthy Babies Project, Inc. (HBP), a new partner in 2014, connects high-risk underserved pregnant DC teen mothers and families to health care, social services, transitional housing and educational opportunities. HBP's one-on-one support to women means their babies have a greater chance of surviving and thriving. "Thankfully, I got connected to Healthy Babies Project during my pregnancy," says eighteen-year-old Vanessa, who dropped out of high school and was homeless. She enrolled in the Teen Parent Empowerment Program for baby care and parenting classes and HBP helped Vanessa find child care so she could complete her GED and attend college classes. Today Vanessa and her baby are residents of HBP's Perennial Transitional House.

"We are grateful that Fair Chance chose to work with us so we can fulfill our destiny to work with at-risk pregnant teen mothers like Vanessa," says HBP Executive Director, Regine Elie. Fair Chance worked with HBP to strengthen their infrastructure with practical tools to structure internal processes, including organizational development, budgetary planning, board expectations, and protocols for new personnel. Regine reports that, "Fair Chance armed us with hope so we can continue to help young, at-risk mothers move from despair and poverty to healthy, future-filled lives."

STORY OF SUCCESS: DC GREENS

New partner DC Greens uses the power of partnerships to support food education, food access and food policy in the District. They provide critical resources to professionals across the city that work with children, from pediatricians to classroom teachers with the goal of building a healthy food system in the nation's capital. Over the past year, demand for DC Greens' programs has increased exponentially. They have gone from partnering with one health clinic, to partnering with four clinics; they started the year doing cooking demonstrations in 29 classrooms, and ended the year working with 70 classrooms in all



Fair Chance 2014 Graduates with Gretchen Van der Veer and DC Councilmember Yvette Alexander

wards of the city. This kind of growth is mirrored in every branch of their program areas. DC Greens Executive Director Lauren Shweder Biel shares that, “at the end of the day, all of this growth is supported by the work we’ve done with Fair Chance.” In 2014, Fair Chance provided DC Greens with the support and resources to increase board engagement and execute strategic planning. Additionally, DC Greens streamlined their organizational processes, including annual budgeting, opportunity assessments, and board recruitment and orientation. “Fair Chance has been like a trellis for us: helping to support our growth, while gently containing our exuberance. By showing us how to prune, they have helped to create the ideal conditions for a bountiful yield,” says Lauren. With Fair Chance’s expertise and assistance DC Greens increased their revenue by 58%, which they were able to invest directly into program expansion.

2014 NONPROFIT PARTNERS

Below is the list of all the nonprofits Fair Chance worked with in 2014 with graduating organizations bolded (and their Executive Directors pictured above):

- **City Kids Wilderness Project**
- College Tribe
- **Courtney’s House**
- **Crittenton Services of Greater Washington**
- DC Family and Youth Initiative
- DC Greens
- **Family Matters Empowerment Center**
- **Generation Hope**
- Healthy Babies Project, Inc.
- HIPS
- **Horizons Greater Washington**
- **Jubilee JumpStart**
- Many Languages One Voice
- Public Allies Washington, DC
- **Reach for College!**
- School Justice Project
- **Teaching for Change**
- WINNERS Lacrosse
- **The Women’s Collective**
- YoKid



Executive Director Networking Event

Alumni Network Services

In 2014, Fair Chance developed innovative new programming to engage alumni and partners and to facilitate peer learning and exchange. Programming included:

- Two Executive Director Learning Community sessions focused on human resources, policies, practices, and ways to scale human capital with a total of 24 ED participants;
- A “Netbuilding Event” at Roofer’s Union that brought together 20 current and alumni executive directors and Fair Chance staff to build new connections; and
- Two workshop-style learning opportunities, including one on organizational transitions and another on leadership transition and succession planning.

In addition, we were able to send five alumni executive directors to the American Express Leadership Academy in New York City led by the Center for Creative Leadership. In follow-up with participants, all reported it to be a life-changing experience.

We also continued to coordinate pro bono legal services for our partners and alumni through our partnership with Hogan Lovells. The firm provided more than 400 hours of legal services to the Fair Chance network valued at \$230,000. We also saw an increased usage of the Fair Chance Network e-Forum, with 71 partners seeking weekly assistance on a wide range of topics – from identifying reasonably-prices accounting firms to posting new positions and job announcements.

In fall 2012, Fair Chance initiated a fee-for-service leadership transition/executive selection service and in 2014 we completed one engagement for a client and contracted with another. We believe supporting successful leadership transitions is an important investment in the future sustainability and growth of our alumni and are proud we can offer these service at a low cost.

Enhanced Staff Capacity

In 2014, Fair Chance saw a wave of transformation on staff. Mona Sanders served as Acting Director of Outreach and Network Services and Co-Manager of Executive Transition Management and two new Capacity Building Specialists, Kristen Barney and Dorothy Smith, joined our team, bringing a wealth of knowledge and expertise. We also brought on our second AmeriCorps class and Anne Bowersox, Shantaé François, Ellie Park, and Somto Ugwueze, who enhanced our work in outreach, communication, network services, and evaluation. We were fortunate to shore up our administrative and human resources capacity with the promotion of Arthur Cutler to Director of Finance and Administration and addition of Denis Slutskyi and Salome Odera to our administrative team.



DC Greens



DC Greens

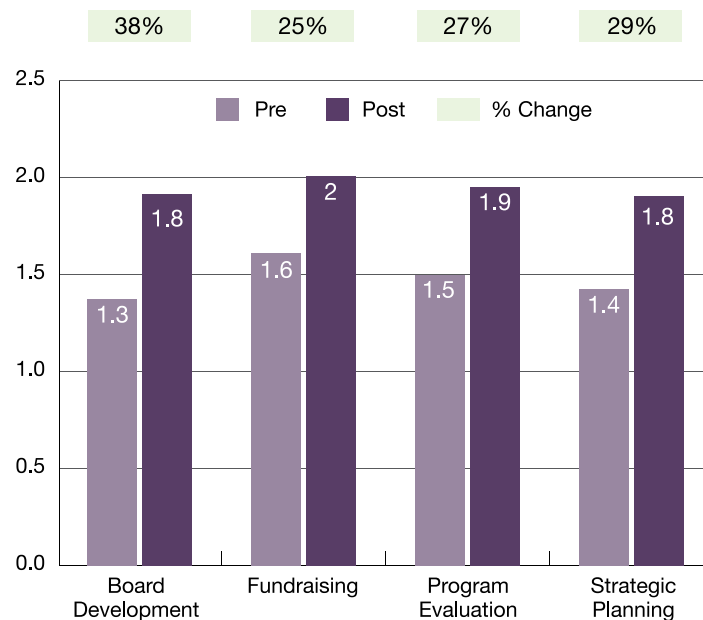
Results

We are proud of the results Fair Chance has achieved with our partners in 2014. We measure the success of nonprofit partnership by assessing, in a comprehensive way, eight areas of organizational competency and we focus in on the ones of greatest need and strategic opportunity for each partner. At the end of the first year, we use a post-partnership assessment tool to track improvements in each area.

INCREASED COMPETENCY

On average, nonprofits completing their first Fair Chance year in 2014 reported increases in their capacity to implement best practices in all eight areas, with gains of at least 25% in the four areas highlighted in the table below:

Average Increases Based on Pre and Post Assessments

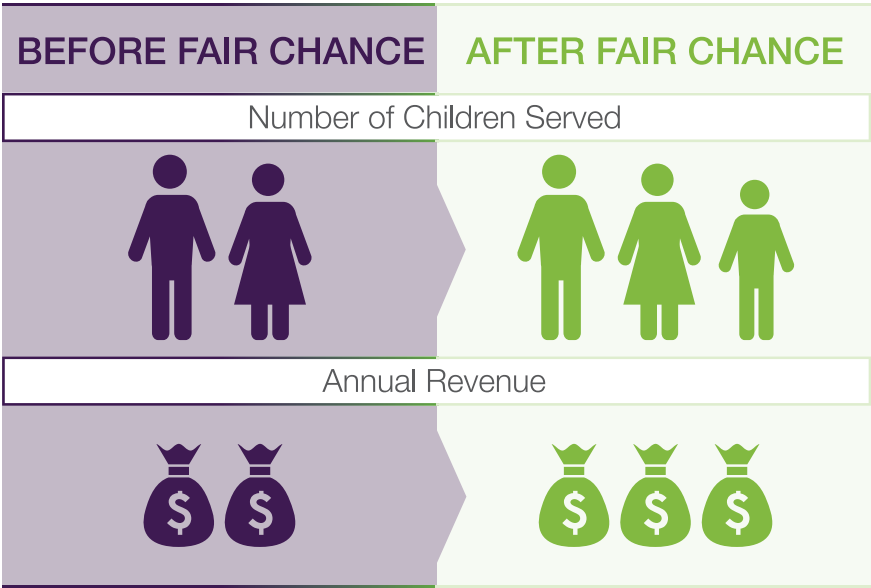


Second-year partner Teens Run DC served around 50 students when they started their Fair Chance partnership in 2012. In 2014, they served almost 150 teens and are expecting to grow to serve 500 by 2016.

From our post-engagement surveys we found partners increased their revenue by 42% after the first year. Furthermore, 100% of Executive Directors from our spring 2014 cohort rated their customized one-on-one capacity building and the quality of care with which their services were delivered as “excellent.”

GROWTH AND SUSTAINABILITY

We also measure the growth and sustainability of our expanding network of alumni partners, with an annual post-partnership and alumni survey tracking the number of children served, staff size, last fiscal year revenue and sources, and collaborations within the Fair Chance network, among other things. Our alumni surveys show that, on average, our network partners are growing: increasing the number of children they reach and their revenue by 50% within five years. In addition, over 60% reported collaborations within the Fair Chance network.



Fair Chance alumni organizations reported a **50%** median increase in revenue and number of children served within **5 years** of completing a partnership.

Growing our Community of Supporters



2014 Butterfly Bash

Fair Chance continues to build on the strength of our steadfast foundation and corporate grantors, a growing individual donor program, and successful events strategy. We are grateful to our generous supporters, our Community Champions (who give at \$2,500 or higher), Board of Directors, and Advisory Board for their incredible effort. Together, we raised the largest amount ever in our 12-year history.

EVENTS

In 2014, we expanded our Open House program, welcoming new friends to our offices for quarterly conversations about our partnerships and community. At our Graduation ceremony in March, we acknowledged Pepco and Bank of America for their generous support of our mission. In June, Jane and Esko Korhonen welcomed friends and supporters to their beautiful home for “a dinner under the stars” with fellow co-hosts Aimee Lehrman and

Megan Rupp. Later that month, we were honored to be the beneficiary of the 36th Annual Dubliner Golf Classic, which raised nearly \$50,000 for Fair Chance. We are grateful to the Coleman and Linnartz families for making this possible.

In November, our signature Butterfly Bash gala honored Carrie and David Marriott and raised \$450,000 to support our work in DC's most underserved neighborhoods. Three cheers for our more than 50 corporate and family sponsors, our hard-working Host Committee, and our 2014 co-chairs: Patrick Chauvin, Myles King, Julie Rienzo and Kaci Williams.

NEW FRIENDS

2014 saw Fair Chance strategically investing in our capacity by increasing our board and advisory board members. We also completed the first phase of a major investment in our technological backbone: a customized Salesforce database. We are indebted to our friends at Acumen Solutions for their expertise and support that made this project possible.

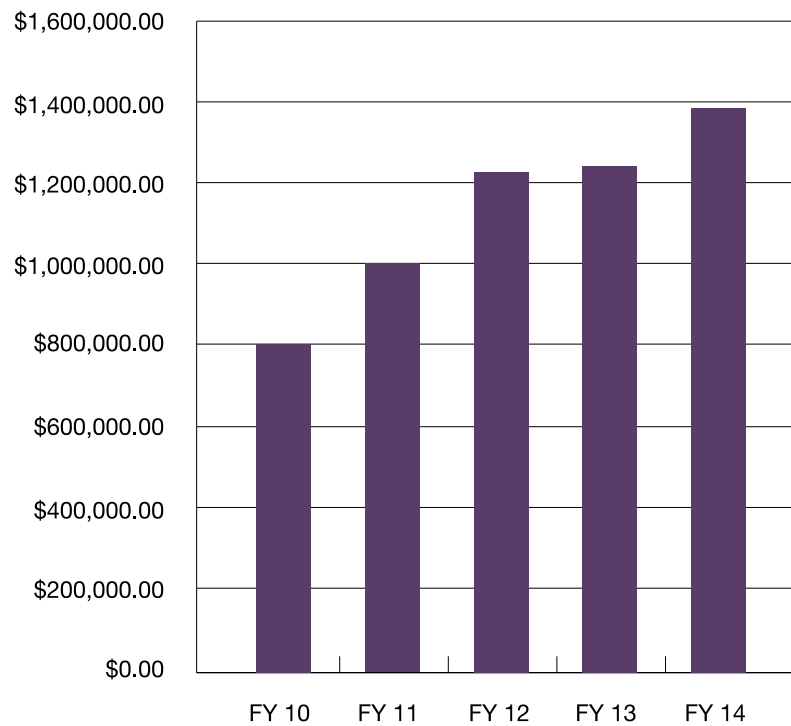
MAJOR GIFTS

Finally, we are honored to highlight our friends at the very highest levels of giving: our own outgoing Board Chair Bob King and spouse Deena Barlev, The Morris and Gwendolyn Cafritz Foundation, the MARPAT Foundation, The J. Willard and Alice S. Marriott Foundation, and the Share Fund. Their major gifts in 2014 allowed us to deepen the impact and expand the reach of Fair Chance.

Thank you to each and every member of our community of friends, volunteers, and supporters at every level. We could not do our work without you.

Financials

Growth in Fair Chance Activity



Fair Chance Statement of Activity • January – December 2014

REVENUE		EXPENDITURES	
Contributed Support	847,444.16	Payroll-related Expenses	692,912.36
Earned Revenues	20,512.93	Personnel Expenses	9,756.94
Fundraising Events	446,199.40	Other Operating Expenses	180,585.21
Golf Tournament	51,637.57	Communication Expenses	5,475.00
Interest Income	8,798.10	Travel, Meetings & Events	161,549.58
Total Revenue	\$1,374,592.16	Consultant Expenses	268,720.47
		Misc Expenses	12,943.50
		In Kind Expenses	126,400.00
		Total Expenditures	\$1,458,343.06
		Net Revenue	-\$83,750.90

Community Champions

Community Champions are donors who give \$2500 and above.
We are grateful for their generous support.

\$50,000 AND ABOVE

Deena Barlev and Robert King	MARPAT Foundation	Share Fund
The Morris & Gwendolyn Cafritz Foundation	The J. Willard and Alice S. Marriott Foundation	

\$25,000 TO \$49,999

Children and Family Capacity-Building Initiative	Commonweal Foundation	Horning Family Fund
Children and Family Legacy Fund	Lois and Richard England Family Foundation	Jane and Esko Korhonen
		Morningstar Philanthropic Fund

\$10,000 TO \$24,999

Brown Advisory	Kimsey Foundation	Carrie and David Marriott
The Clark Charitable Foundation, Inc.	Koch Industries, Inc.	Marriott International, Inc.
EagleBank	Aimee and Robert Lehrman	Walker & Dunlop
Electronic Tenant Solutions	The Jacob & Charlotte Lehrman Family Foundation	Washington Post Charities, a McCormick Foundation fund
The Herb Block Foundation		Wilmington Trust

\$5,000 TO \$9,999

Allied Trailer Sales and Rentals	Caliber Home Loans	Federal Capital Partners
ARA Apartment Realty Advisors	Catapult Technology, Ltd.	Fernandez Foundation, Inc.
Amy and Bret Baier	L. Patrick Chauvin and Myles King	The Greenbrier Sporting Club
Brian Breheny and Pedro Lay	The Children's Charities Foundation	The Mandy & David Team, LLC
The Scott and Patrice Brickman Family Foundation	Choice Hotels International	Marin Hagen and Sylvia Bergstrom - Coldwell Banker
The Honorable and Mrs. Edward Brooke	Coldwell Banker Residential Brokerage	Amanda and Alex Marshall
Elaine Cacheris and Bruce Hiler	DARCARS	Merck
	FD Stonewater	National Retail Federation

Community Champions

The Ritz-Carlton Hotel Company, LLC
S2 Development LLC and The
Simon Family

Rob and Kathryn Stewart
Stewart Title Group
STIFEL

Nancy Taylor-Bubes and Alan Bubes
Washington Fine Properties
Kirsten Wegner and Todd Walrath

\$2,500 TO \$4,999

Catherine and David Bohigian
Capital One
Cardinal Bank
Carr Properties
Cassidy Turley
Constellation Energy
Lynn and Tobias Dengel
Robin and Marshall Durston
Farragut Capital Partners
Farragut Medical and Travel Care
Noa Gimelli and L. Headley Butler

The Greater Takoma Community
Foundation
Ellen and Paul Lazar
Linowes and Blocher LLP
Kathy and Bill Magee
McLaughlin Ryder Investments
Potomac Law Group
Premium Distributors
Sandy Spring Builders, LLC
Erin and Jim Seale
SJG Properties, LLC

Sarah and Ted Stettinius
Shannon and Bennett Coyne
Stichman
Caroline Suplizio
Tri-State Stone and Building
Supply, Inc
Weil, Gotshal & Manges LLP
Wells Fargo Bank
World Bank Community
Connections Fund

Donors

\$1,000 TO \$2,499

Frank Alafoginis	Brian King	Kathy Rock and Rick Samson
John Beaty Jr.	Andrew & Julie Klingenstein Family Fund	Tasha and Brian Rodgers
Laura and William Bennett	Landon Butler and Company	Sheri and Robert Rosenfeld
Botwinick-Wolfensohn Foundation Incorporated	Cynthia Lee and Ryan Scarborough	Megan Rupp
Mary and Jeffrey Brady	Liz and Jesse Levin	Irene Shaw
Cassedy Insurance Agency, Inc.	Stephanie and Darren Linnartz	George L. Shields Foundation, Inc.
Keith Chmiel	Marla and William Magner	Carol Ann and Scott Smallwood
Anne Chrun and David Burton	Eleanor and Bill Maguire	Sherrese Smith and Adelaja Heyliger
Melissa and Brendan Coleman	Beth and James Marshall	Alicia and Andy Sokol
Jessica and Jeffrey Drichta	Mandy and Chris Mills	Ruth and Arne Sorenson
Jane and Lucien Ellison	Morgan Stanley	JoJo and Rob Spallone
Amy Fahnestock and Kevin Miller	Murphy/Wainer Orthopedic Specialists	Thomas Suit
Feldesman Tucker Leifer Fidell LLP	Paul Nassetta	John Sutton
Anne Marie and Jeff Finnell	Stephen O'Brien	Priscilla Taylor
William Frank	Bernard Okun	Towers Watson
Pat Garvey	Cyril F. and Marie O'Neil Foundation	United Way of the National Capital Area
Laura and Kevin Hardy	Heather Peeler and Matt Yancey	Gretchen Van der Veer and Steven Beckham
Kathryn and Brian Healy	Pepco	Whispering Bells Foundation
James Humphreys	Cathy and Brian Porto	Kaci and Claiborne Williams
Matt Kane	Kate and Patrick Quinn	Ashley and Ashton Wiltshire
Shafiq Khan	Julie and Matt Rienzo	David Winter

\$500 TO \$999

Margarita Arroyave-Wessel and David Wessel	Tina Edmundson	Donna and Jon Gerstenfeld
Julia Baer-Cooper and Jeff Cooper	Elizabeth and Montgomery Engel	Jeran and John Gimigliano
Erin and Jason Bonderenko	Molly and Malloy Evans	Yardly and Burton Gray
Claire and Ben Chadwick	Erin and Jeff Fuge	Karen and Brendan Herron
Coastal Brewing Co. LLC	Susan Gallagher and Michael Williams	The Irish Inn

Donors

Sara Jacobs	Randi and Steve Orava	Elisabeth and Greg Sanchez
Anthony Kavanagh	Karen Outlaw	Laura and Christopher Scalzo
Jeffrey King	Kacey and Nick Pappas	Casey and Nicholas Seidenberg
Julie and David Lynch	Paragon Title and Escrow Company	Arlene Shapiro
Brooke Marshall and Michael Moran	Shannon and Chris Patterson	Ashley and Daniel Shiff
Alfred Mayne	Kelli and William Pedas	Mary and Doug Skorny
Maria T. Nagorski and Roberto Massarin	Tara and Craig Primis	Sally Sloan
The Norcross Wildlife Foundation, Inc.	Rosalinda and Patrick Rahe	Jane and Herb Stevens
	Margaret and Tom Rietano	

\$499 AND BELOW

Courtney Abrams	Matt Breslin	Hillary and Andrew Chassin
Alexandra and Tom Adams	Jennifer Brody	Matthew Cheney
John Allen	Michael Brooks	Shelly Chiappetta
Ryan Angier	Mary Brown	Alex Chororos
René Augustine and Mark Alarie	Melissa and Michael Brown	Jennifer and David Chow
Jodi Avergun	Jennifer and Vincent Browning	Doug Church
Susan and Joe Barloon	Jill and James Bruno	Peter Clare
Kristen Barney	Taylor Burke	Dory and Chad Clark
Christi and Michael Barnhart	Shannon and Joe Burkhardt	Joe Clarke and John Sikaitis
Sonia and Michael Barros	Liza and Caleb Burns	Alexandra and Gavin Coleman
Lynn Bergfalk	Karen Butler-Colbert and John Colbert	Colette and Kelvin Coleman
Mary and Harden Blackwell	Christopher Cacheris	Valerie and Daniel Coleman
Meghan and Bo Blair	Mary Camus	Brian Contratto
Bhavana and J.C. Boggs	Jennie and Kevin Canan	Joe and Trisha Corcoran
Ellen Bouchard	Corinne Cannon	Debra and EJ Corwin
Blair and Josh Bourne	Marion and Philip Cantor	Brian Crawford
Cindy Braak	Leslie and Tom Carr	Maureen and Tom Curley
Michelle and Joshua Brady	Janet and Walker Carter	Rita Daniels
Tanya Brennan	Kristin and John Cecchi	Meredith and Brian Davis

Donors

Bob and Amy Dean	Margaret and Carter Griffin	Mark Jacobsen
Juliette-Marie deSousa	Julie Grohovsky and Craig Hoover	Jeetendra Jodhpurkar
Bessie and Will Doffermyre	Amy and Taylor Gross	Barbara and Bo Jones
William Dolan	Rachel and Lee Gwaltney	Eugene and Dianne Juba
Martha Dominguez	Stacy Hadeka	Jason Kallivokas
Leslie and Jonathan Dunlap	Robin Halsband and Jeremy Spector	Mary Smythe and Carter Kannapell
Jocelyn Dyer and Michael Flanagan	Summer and Brennan Haltli	Megan and Matt Kenney
Abby and Matt Echols	Allyson and Jay Hauck	Jennifer and Matt Kirvan
Mindy and Roger Edwards	Shannon and David Haynes	Ashley and Edward Lamade
Tara Egan	Joseph Hennessey	Tara and Chris Lamond
Stephanie Eichberg	Brad and Conner Herman	Emily Lampkin
Robert Emma	Amanda and Austin Herndon	Darcy and Peter Langdon
Kathleen Enright	Doris Herrera-Pol	David Lazere
Garland Faist	Shannon Hill and Peter Brigham	Meg and Andrew Leahy
Claire and Jake Farver	Patti Hoey and Richard Eisenberg	Raha and Bobby Lee
Leila Finucane	Lacey and Jamie Hoffman	Deborah and Robert Levy
Colleen and Andy Fisher	Bruce Hoffmeister	Craig Lewis
Fernanda and Brian Fisher	Chloe and Austen Holderness	Benjamin Lieber
Garrett Fitzgerald	Sarah and Ryan Horner	Christina Lisi and Vincent Frillici
Pam and Ben Forman	LaMar Hortman	Connor Locke
Catherine and VW Fowlkes	Amy Howe	Christopher LoSapio
Lara Friedman	Laurel Howell	Amanda Loveland
Gina Fulbright-Powell and Christopher Powell	Julia Howell-Barros	Brooke and Rich Lowry
Elizabeth Gaines	Robert Hryniewicki	Elena and William MacCartee
Rachel and Ted Gayer	Susan and Robert Huey	Jaclyn and Kevin Madden
Jenny and Willie Gaynor	Claire and Kevin Hughes	Kara and Cabell Maddux
Suzy George and Nate Tibbits	Bart Hurlbut	Charlotte and Todd Magee
Elizabeth and Michael Gill	Christine Huve	Adam Malamut
Meghan and Justin Glasgow	Anthony Hyatt	Julie and Andrew Maner
Eric Goldstein	Sassy and Chris Jacobs	Lindsey Marshall

Donors

Seth Marshall	Megan and Todd Perkins	Ranit Schmelzer
Katherine and David Martin	Sarah Pickens	Bruce and Frazier Schulman
Christina Mattar and Brian Cooley	Christie and Roger Platt	Brett and Lisa Scola
Christopher Mayor	Stephanie and John Polis	Penelope Shapiro
Mary Mayrose	Denise and Stuart Prince	Audrey and Chris Shebby
Kate McAuliffe	David Pryor Jr.	Kim and Andrew Shiff
Lucy and Thad McBride	Lori and Anthony Puglisi	Liz and Bob Shorb
Tiffany McBride	Susan Punnett	Tomm Sibert
Jennie and Kevin McDonnell	Adam Rackliffe	Thomas Sitzler
Jim and Deardre McGuire	Ann and Chris Raffo	Marsha Slater
Denis Mitchell	Ann Rakestraw and Steven Farina	Hallie and Carl Smith
Katie and Carter Mitchell	Devi Rao and Stephen Hayes	Jill and Hayes Smith
Bridget and Shane Moore	Renee and Tyson Redpath	Katharine Smith and Jeff Pritchard
Catrin Morris	Kassie and Geoffrey Rempel	Dennis Smyth
Joseph Motherway	Wendy Reyes	Polly Snyder
Fina and Dan Mulvey	Alison and Kai Reynolds	Erin Soracco
Patrick Murphy	Allison and Jamie Riepe	Karol and Robert Soracco
Alika Nagpaul	Penny and Doug Rigler	Patricia and Robert Spallone
Kanta and Chander Nagpaul	Marianne Robb and Stephen Walsh	Kim Speiser
Melanie and James New	David Rodriguez	Erika and Matt Spence
Suzette and Matt O'Connor	Jessica and Collins Roth	Ellen and Adam Spiegel
Kali Oliver	Cathy Royal	Beth and Alan Steel
Jodi Ovca	Katie and John Russell	Alex and Kristy Sternhell
Bridget and Tim Overcash	Lynn Rykowski	Benita Stokes
Roderick Owens	Shirley Sagawa	Scott Story
Megan and John Paleologos	Emily Samose	Shannon and Lindsay Stroud
Anna Parisi-Trone and Robert Trone	Maro Sarafian and Darrell Meyer	Christine and Tim Stute
Cheryl Peckenpough	Christina and Matthew Scarlato	Michael Sullivan
Emily and Luke Pedersen	Scheidel Foundation	Mark Swartz
Jennifer and Barksdale Penick	Diane and Andrew Schiff	Lauren and Devin Talbott

Donors

Kendall and John Tamny
Patrick Tangney
Susan Tanis
Rhonda Taylor
Debra and Justin Thornton
Anna and Mark Thronson
Julia Springer Tolkán and Victor Tolkán
Stephanie Tomasso
Bob and Elena Tompkins
Kristen and Chris Tongberg
Michael and Lalie Tongour

Armin Urban
Jennifer and Dave Valeck
Kristen Verderame
Jennifer Vermillion
Claudia Vitale
Crystal and Ryan Wade
Megan Wallace
Maria and Lee Weber
Stephanie and Erik Weinberg
Susie Wertheimer
Caroline Brown Wertz

Jacqueline White
John Whitlow
Robert Wildman
Catherine Merrill Williams and Paul Williams
Deborah Winsor
Melody and Matthew Wolins
Jennifer Wong
Francis Yeatman
Liz and Tim Yost
Catherine and Kurt Zimmerman

IN-KIND

A Lasting Impression
Acumen Solutions
Argyle Country Club
The Broad Branch Market
Capitol File Magazine
Cooley Gallery
District Desserts
The Dubliner

Founding Farmers
Hogan Lovells
Marriott International, Inc.
mcgarrybowen
RCI Systems
Red Hen Design
Ridgewells Catering
The Ritz-Carlton Hotel Company, LLC

Roofers Union
SoulCycle
Swatchroom
Total Wine & More
Urban Petals
The Washington Post

Board of Directors



Robert E. King, Board Chair

World Bank Group (retired)

JoJo Spallone, Vice-Chair

Real Estate Investment

Mary Brady, Treasurer

*Economic Club of
Washington, D.C.*

Alicia Sokol, Secretary

WeeklyGreens.com

Mary Brown

*DC Promise Neighborhood
Initiative*

Patrick Chauvin

Washington Fine Properties

Kelvin Coleman

*Department of Homeland
Security*

Jeffrey Drichta

Attorney (retired)

Leila Finucane

Capital One

Adé Heyliger

Weil, Gotshal & Manges LLP

Jane Korhonen

Brown Advisory

Ellen Lazar

*Federal Deposit Insurance
Corporation (retired)*

Stephanie Linnartz

Marriott International, Inc.

Eleanor Maguire

*McLaughlin Ryder
Investments*

Amanda Marshall

Founder, Fair Chance

Heather Peeler

*Grantmakers for Effective
Organizations*

Sarah Stettinius

Landon Butler & Company, LP

Gretchen Van der Veer

Executive Director, Fair Chance

Todd Walrath

Homecare.com

Advisory Board

Laura Bennett

Fundraising Consultant

Catherine Bohigian

Charter Communications

Bhavana Boggs

Ritz-Carlton Hotel Company, LLC

Brian V. Breheny

*Skadden, Arps, Slate, Meagher
& Flom LLP*

Brendan Coleman

Walker & Dunlop

Jeffrey Cooper

Cesar Chavez Charter School

Tobias Dengel

Willow Tree Apps, Inc

Bruce Hiler

*Cadwalader, Wickersham & Taft
(retired)*

Michael Kimsey

Kimsey Foundation

Myles King

*The John F. Kennedy Center for
the Performing Arts*

Aimee Lehrman**Mandy Mills**

*The Mandy & David Team,
Compass Real Estate*

Aaron O'Neil

Electronic Tenant Solutions

Tom Rietano

Merril Lynch

Jessica Roth

Licensed Social Worker

Megan Rupp**Ashley Wiltshire**

SJG Properties

Staff



Gretchen Van der Veer

Executive Director

Kristen Barney

Capacity Building Specialist

Anne Bowersox

*Development and
Communications VISTA*

Arthur Cutler

*Director of Finance and
Administration*

Linzee Amory Feigenbaum

Development Manager

Shantaé François

*Partner Communications &
Outreach Associate, Public Ally*

Reginald Grant

*Capacity Building Specialist
and Co-Manager of Executive
Transition Management*

Anjali Nagpaul

*Capacity Building Specialist
and Program Manager*

Salome Odera

*Program and Communications
Associate*

Ellie Park

Evaluation VISTA

Mona Sanders

*Acting Director of Outreach
and Network Services and
Co-Manager of Executive
Transition Management*

Denis Slutskyi

*Finance and Information
Manager*

Dorothy Smith

*Capacity Building and
Evaluation Specialist*

Somto Ugwueze

*Community Outreach and
Network Services VISTA*





2001 S Street, NW, Suite 310
Washington, DC 20009
202.467.2420

info@fairchancedc.org
www.fairchancedc.org

@FairChanceDC
 FairChanceDC

