



Dear Friends,

Can I share transparently with you upfront: I have spent the last few weeks grappling with what to say to you in this space.

Here's why: In the countless exchanges I've had with so many of you over the last year, I have learned you don't view this report as a typical throwaway publication clogging your mailbox. This isn't just a piece you quickly and haphazardly breeze through only to ensure your names are spelled correctly and categorized under the proper giving section. Some of you will mark it up and have notes for us to chat about when we meet for coffee soon. After carefully working through it, others will file it in your brimming "CB" folder, along with a host of other treasured archived material documenting our community's story. Mrs. Syms will request several copies to pass out to family members to show off her exceptional daughter, Sheanique, and to also help spread the word about what we do. And our star Ranken graduate gracing the cover, Ja'Von, will give me an autographed copy of the annual report...because that's just what Ja'Von does!

To our delight, we have discovered many of you take the time to deliberately pore over this piece because simply, there is an elevated sense of care for and commitment to our community and our mission that transcends the need for updated data and photos. More than a sterile "report," this piece serves as a yearly reflection on the dynamic and necessary work being done throughout CB, while simultaneously reconnecting you to the "who" of our mission (our students and families) and the "wow" behind its execution (our staff and supporters). You desire to acutely understand the hope we have for our students in this region and are invested in the forward direction of our organization. You, with the time spent engaging us, your treasure given in support, and your tenure over the years with us, have personified our resounding theme of being "All In!"

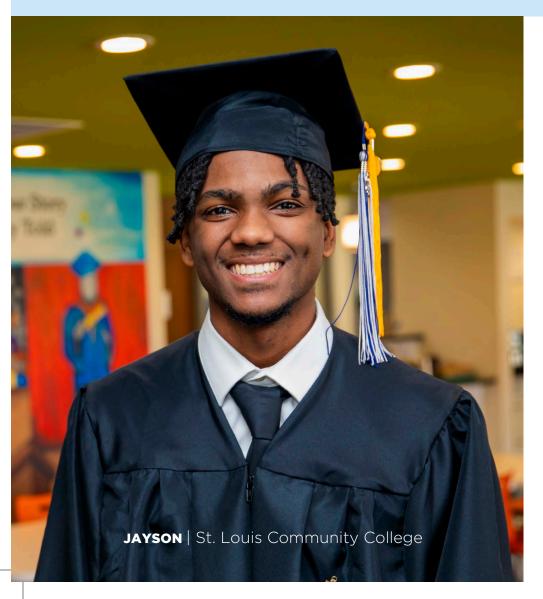
And when we have such a beautiful tapestry of love and support propelling us ahead, I desire that each word properly oozes the depth of gratitude we feel for you.

Sincerely,

Milton Mitchell, Jr. | Executive Director

All In FOR CB

ALL IN = completely committed to or very much in favor of something. At CB we are ALL IN, fully committed to empowering students to achieve their dreams of a college degree. We are dedicated to walking alongside our students, helping them overcome obstacles and celebrating their successes as if they were our own. This collective effort reflects our belief in the power of education to transform lives and we are grateful to you, our supporters, for being ALL IN with us.



Mission

Through an individualized, holistic, and multi-year commitment, CB empowers students from disadvantaged backgrounds to complete higher education and enter successful careers.

Vision

CB students will navigate barriers to higher education attainment and enter successful careers and live fulfilling lives of choice and opportunity.

North Star Goals

65% of CB students in To & Through will complete higher education with a bachelor's degree within six years of high school graduation.

40% of CB@STLCC students will complete either an associate degree or other high-quality credential or certificate within four years of starting STLCC.

CB students receiving their degrees will have *less debt* than the national average for graduates (currently \$28,950) and will be on a path to career-relevant employment.



All In FOR OUR STUDENTS

What started with two schools and 36 students in 2006 has grown into a program that served 480 St. Louis students from 43 area high schools during the 2023-24 academic year.



WHO We ARE

83% of CB students will be the first in their families to graduate from college

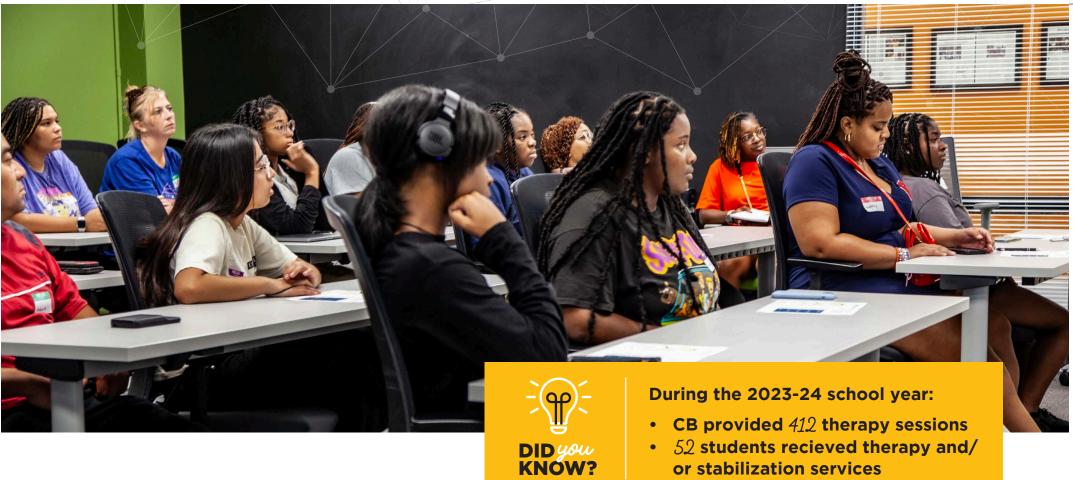
67% are economically disadvantaged (live at or below 200% of the Federal Poverty Level)

39% St. Louis City/56% St. Louis County

73% female; 25% male; 1% genderqueer/gender nonconforming; 5% trans male

74% Black; 9% bi-racial/multi-racial; 9% white; 4% Hispanic/Latinx; 2% Middle Eastern; 1% Asian

*based on student self-reports



HOLISTIC SUPPORT

Mental Health Services

CB's Mental Health Services team includes full-time mental health professionals who provide behavioral health interventions to help students manage academic pressures, form healthy relationships, and strengthen coping and resiliency skills. Ensuring robust mental health support can lead to better academic performance, enhanced well-being, and long-term success.

Student Stabilization Services

CB's Stabilization team is made up of trained social workers and mental health professionals who work to create conducive environments for students to focus on their education without the burden of unmet basic needs. In collaboration with our grade-level teams and therapists, stabilization staff work proactively and urgently to alleviate issues like homelessness, food insecurity, and unmet medical needs.

All In WHAT WE DO

TO & THROUGH

Our flagship model is a 7-9 year program. Students join the summer before 10th grade and remain with us through college graduation. This strong and long commitment is the core of the College Bound difference.

COLLEGE PREP

In 10th-12th grades, students:

- Focus on developing good study habits
- Sharpen academic tools through class and tutoring
- Receive individualized ACT prep
- Visit colleges of interest
- Attend career exploration events
- Select and apply for best-fit colleges

COLLEGE COMPLETION

Once in college, CB students receive one-on-one advising and assistance with:

- Debt management
- Course selection
- Career planning
- Networking opportunities

CB ON CAMPUS

We embrace the power of providing young adults with multiple pathways to college degrees and successful careers. Our CB on Campus programs support first-generation students at St. Louis Community College and Ranken Technical College.





FROM THE START

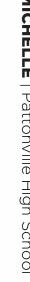
RECRUITMENT

We begin recruiting students in 9th grade - presenting in schools, staffing tables at community events, and spreading the word about our program. Once accepted, the recruitment team engages students through special events - allowing them to begin building community between staff, students, and families.

Students in CB's Class of 2026 attend the following schools:

Affton High School
Clayton High School
Clyde C Miller Career Academy
Central Visual & Performing Arts HS
Gateway Science Academy
Grand Center Arts Academy
Hancock High School
Hazelwood Central High School
Hazelwood East High School
Lift for Life Academy
Lindbergh Senior High
Lutheran North High School

Marquette High School
Maplewood Richmond Heights HS
McCluer High School
McCluer South Berkeley High School
McKinley Classical Leadership Academy
Orchard Farm High School
Riverview Gardens High School
University City High School
Vashon High School
Westminster Christian Academy





Our recruitment is bolstered by our long-standing partnership with **Cardinals Care**, the charitable foundation of the St. Louis Cardinals. Through a shared commitment to creating pathways to lives of opportunity and choice for St. Louis youth, CB and the Redbird Rookies have created a pipeline from kindergarten through college.

All In RELATIONSHIPS



10[™] GRADE

In year one we dive into building strong bonds between peers and coaches. Students connect through classes, check-ins, networking events, and overnight camp! We focus on building college knowledge, getting a head start on planning, developing solid academic habits and study strategies, and taking time to explore students' identities and future aspirations.

CAMP

The star of the show during the fall is sophomore camp! In October of 2023, students spent a weekend at Sherwood Forest Camp in Lesterville, MO. Designed to help students bond with each other and their CB coaches, students challenged themselves on the ropes course, learned the basics of kayaking and canoeing, and flew through the trees on the zip line. For many students, overnight camp was a new experience and the joy felt by students and staff alike was palpable.





UNIVERSITY OF MISSOURI-ST. LOUIS

BUILDING FUTURES

EARNING COLLEGE CREDIT

Held on the campus of the University of Missouri-St. Louis (UMSL), Bayer Fund College Bound Summer Institute (CBSI) allows rising 11th graders the opportunity to earn transferable college credits for free.

Students are taught by UMSL faculty and granted access to on-campus student support services, all while getting to experience college-level coursework on an actual college campus. CB staff walk alongside them, debriefing classes, reviewing assignments, and helping navigate public transportation to get to class on time.



During the summer of 2023, CB students earned 69 transferable credits and saved nearly \$37,000 in tuition.



JANEA & JALISE | Maplewood Richmond Heights
HOPE & FAITH | McCluer South Berkeley



"My first experience with CB was camp. I was nervous and unsure of what to expect and found comfort in the coaches who created icebreakers and encouraged us to try new things. Their support helped me, as a shy kid, make friends."

ANIYA Carnahan High School | St. Louis Community College

"Through CBSI I got to experience a college class, how big campuses are, how professors gave out work, and how they graded work. CBSI was a very big eye opener to how different it is compared to high school and helped to prepare me mentally and physically for my future college years."



MICHELLE | Pattonville High School



All In PREPARING FOR SUCCESS

In 11th grade, we ramp up support for our students as they take critical steps toward their college goals. Through one-on-one coaching, the 11th grade team provides personalized guidance, helping students refine college lists, prepare for the ACT, and strengthen their academic profiles.









"College Bound has offered helpful opportunities like helping me figure out the next steps of my college search and skills like how to take the ACT. CB not only cares about our future and our further education, but also our high school journey. If I did not join CB, I have no idea where I would have been in my college search."

LAMARIA | Sumner High School

2023-24 College Tour

COLLEGE VISITS

This summer, CB students and staff embarked on an annual trip to visit colleges of interest, a crucial step in making an informed decision about schools. College visits allow students to experience campus life firsthand, helping them better understand the environment, culture, and resources each school offers.





















All In FOR APPLYING

For first-generation students, the college application process can be particularly confusing. Without the guidance of family members familiar with the steps, it's difficult to navigate financial aid and confusing to sort through the associated jargon.

The support network at CB carefully guides students and families through the application process, helping them narrow down college lists, edit college essays, fill out FAFSA forms, and address financial gaps.

The recent changes to the FAFSA, though meant to simplify the process, introduced new challenges, uncertainties, and delays for students and their post-secondary plans. Despite the unprecedented challenges, our staff kept our families informed and equipped to stay on track.

CB CLASS OF 2024 STUDENTS ATTEND:

Alabama State University
Beloit College
Bradley University
East Central College
Greenville University
Howard University
Jackson State University
Lawrence University
Maryville University
Missouri State University
Rockhurst University
Saint Louis University

Southeast Missouri State Univ.
St. Charles Community College
St. Louis Community College
Tennessee State University
University of Arkansas
University of Michigan
University of Missouri
University of Missouri-St. Louis
Washington University
in St. Louis

CELEBRATING HIGH SCHOOL GRADUATES!



























More than
TO &
THROUGH

Our program for collegians is one-on-one individualized coaching - it's like having an advisor on speed dial! Coaches guide students through the transition to college, help them identify and access on-campus resources, and provide mentorship and guidance throughout the college years.

FOR COLLEGE COMPLETION



CB students graduate at a rate FIVE TIMES that of their economically disadvantaged peers.

2023-24 IMPACT

COLLEGEND

369 bachelor's degrees awarded since our first students graduated in 2012

Average time to degree completion=

Joshua



Fontbonne University

Klierra



State University

 \nearrow



University of Mis St. Louis



Harris-Stowe State University



Lawrence University

Keonna



Southeast Missour State University

Sheanique

• 46% of CB students graduate in 4 years

33% graduate in 5 years10.5% graduate in 6 years

• 10.5% graduate in 6+ years



Southeast Missouri State University

Autum



University of Missouri-Columbia

Makaila



Jackson State University



Nevaeh

Lawrence University

All In FOR CB@STLCC

In an effort to increase graduation rates for first-generation college students at St. Louis Community College, we established a program on the campus of STLCC-Forest Park in 2017. With an office on campus and a full-time staff devoted to serving the needs of students at STLCC, the program is stronger than ever. While many CB@STLCC students are using community college as a stepping stone to a bachelor's degree, others are working towards 2-year certificates or credentials.



All In FOR CB@RANKEN



Three years ago, based largely on the success of our program at STLCC and with the generous support of Enterprise Mobility Foundation, we piloted a program on the campus of Ranken Technical College. CB@Ranken offers a supportive on-campus community, academic skill building, personalized coaching, and connection to on-campus resources.





- Since we opened our office on campus, graduation rates for first-generation CB students have steadily increased - from single digits to 39.8%!
- The needs of our CB@STLCC students are similar to those of our To & Through students but their entry point is different; they join us during their 1st year.
- We piloted CB@STLCC in 2017 and our first students graduated in 2019!
- In 2024, 15 CB@STLCC students graduated; 7 transferred to 4-year universities and 8 entered the workforce.
- Our CB@STLCC team has grown 400% since 2017.



- CB@Ranken students have multiple pathways to earn their technical degree with bachelor's, associate, and certificate program options.
- We piloted CB@Ranken in 2021 and our first student graduated in 2023!
- In 2024, 9 CB@Ranken students graduated.
- CB@Ranken has one full-time staff member, Kelly, a CB alum.

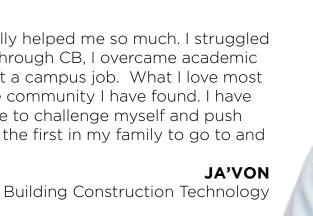


"I was happy to go to STLCC to get more support in my journey to finding what I want to do in my life. Coaches helped me learn how to use campus resources, find a study strategy that worked for me, and learn about myself. CB also helped me financially with books and application fees which made me not worry as much. College Bound is my academic family. Without them I would not be where I am today."

AA, General Transfer Studies, St. Louis Community College Attending University of Missouri-St. Louis for Social Work

"Working with (CB@STLCC Manager) Kelly helped me so much. I struggled to adapt to college and Ranken's style. Through CB, I overcame academic hurdles, set new goals for myself, and got a campus job. What I love most about my time with College Bound is the community I have found. I have made so many friends that encourage me to challenge myself and push my limits. I am proud of myself for being the first in my family to go to and complete college."

Ranken Technical College, Carpentry & Building Construction Technology







All In FOR ALUMNI

CB alums are part of a lifelong community that celebrates successes and supports through challenges. Our students carry the skills, confidence, and connections they've gained to pursue career goals and give back to our community.



N'KYAH | CB Class of 2017 | Southern Illinois University Edwardsville

What does it mean to be a CB alum?

To live assertively but always with grace. With the right amount of confidence, determination, love, and community the power all lies within us. If you want it; you can and you will have it!

Favorite CB memory?

CAMP! At a young age CB gave most of us our first experience of independence and survival on our own.

Most beneficial part of the being in the CB program?

Community. People like to feel welcomed and always able to be ourselves unapologetically. It didn't matter where we came from only where we were going. CB has a family-like community and that helped to keep me engaged and "in the know." When you had a problem, personally or academically, HUGE or tiny, there was always someone at CB willing to listen or assist.

Where are you now?

When I started CB, I was a high school sophomore with a 1-year-old son who is now 10. Since, I have had another son who is now 4. I've graduated high school and college with a bachelor's degree and am now in Occupational Therapy School to pursue my dream career.



For first-generation students from low-income backgrounds, financing a college education can lead to crushing debt that can impact future choices - from career paths to personal milestones. CB provides support and resources to students that empower them to pursue their education without the burden of overwhelming debt.

Of recent CB alums:

- 48% did not borrow money for college.
- The average debt for alums who did take out loans is \$15,366 well below the national average of \$28,950.
- CB celebrated 27 graduates from 4-year institutions in 2024.

"EDUCATION IS THE MOST POWERFUL WEAPON WHICH YOU CAN USE TO CHANGE THE WORLD." - NELSON MANDELA



All In FOR CAREER CONNECTION •

In April, 25 professionals and 37 students took part in CB Career Connect, our annual networking event. Graciously hosted by Stifel, CB students spent time with professionals from various industries and organizations in St. Louis and learned about what they do and how they got there.









• STIFEL

We are grateful for our Stifel partnership! Since 2015, **Stifel** has sponsored and attended our Cap & Gown gala, participated in networking events, provided internship opportunities, and hired CB alum, Austin!

Austin is currently employed by Stifel and attended the last CB networking event as a professional!



"I enjoyed seeing the new generation of CB students sitting across from me. It felt like yesterday that I was the one on the other side grasping at every word the professional said. I've always wanted to give back to CB as without them, I wouldn't be where I am today."

AUSTIN | Service Desk Analyst, Stifel

FINANCIAL TRANSPARENCY

Statement of Activities January 1, 2023 - December 31, 2023

SUPPORT AND REVENUE

Contribution Revenue	\$1,379,192
Special Events	\$462,111
Government Funding	\$254,853
Investment Income	\$524,162
Other Income	\$1,593

Total Support & Revenue \$2,621,911

FUNCTIONAL EXPENSES

Admin	\$293,126
Programming	\$2,096,005
Fundraising	\$539,043

Total Functional Expenses \$2,928,174

Net Assets, End of year \$5,564,995

All In TO RAISE OUR CAPS

In June, supporters of CB joined us for our 17th Annual Cap & Gown. Throughout the evening we celebrated with our students and staff, and gave thanks to those in the crowd who make it all possible. Special thanks to everybody's favorite emcee, Brian Henry, our co-chairs Jill Anderson & Cheryl Perlmutter, and our sponsors.



We were fortunate to hear from a few of our incredible students:



Sheanique spoke about hoping to get a doctor's note to get out of 10th grade camp (she didn't) and then learning about building community and being present during her time at said camp. She also shared stories of perseverance, relentlessness, and realizing the importance of having a safe space to land. **CB provided a support system and helped navigate tough decisions around graduate school.**



Makaila, a graduate of Jackson State University, shared her experience with CB about delicious snacks and the **love she felt as a part of the CB family**. She spoke about the importance of mentorship, the joy she's found as a kindergarten teacher, and the gratitude she feels for those who helped her along the way.



David learned about CB through a family member but didn't think college was the path for him. **After the CB college tour, he was able to see himself on a college campus.** He spoke about the impact of COVID, the academic challenges he experienced as a dual-enrollment student at Harris-Stowe, and the importance of asking for help.



This year at Cap & Gown:

- We had 60 new donors; 120 new attendees; 53 ambassadors made up of Board members, committee members, students, alumni, and staff 21 of those were students/alums.
- CB Ambassadors welcomed guests and celebrated with them throughout the night.
- Instead of a traditional paddle raise, we asked our supporters to raise their caps and make a gift to CB that was meaningful to them.



All In FOR LEADING THE WAY

For 15 years, College Bound has been incredibly fortunate to have AmeriCorps coaches on our team, bringing their passion and dedication to supporting our students. Their energy and commitment have made a real difference in helping our students navigate challenges and achieve their goals.

The 2023-24 academic year marks the final year of our partnership with AmeriCorps. As we move toward investing in more full-time staff who can make a long-term commitment to our students, we reflect on the tremendous impact our AmeriCorps service members have had. We are grateful for their invaluable contributions to our College Bound family.



BOARD OF DIRECTORS

We are grateful for our board members and all they do to support the organization-the seen and unseen-glamorous and unglamorous. From steering committees, to spearheading meaningful partnerships, to providing a listening ear to CB alum, we appreciate all the CB board does to support and grow our community!

Randy Grady, Riezman Berger, *Chair*John Murphy, Enterprise Mobility, *Vice Chair*Doreen Carmichael, Community Volunteer, *Secretary*Tim Farquhar, RubinBrown, *Treasurer*

Jill Anderson, Edward Jones
Susan Buse, Attorney
Jerry Fox, BJC Healthcare
Travis Freeman, Moneta Group
Ron Henley, Community Volunteer
Dan Mandoli, Community Volunteer
Dr. Gretchen Sander, Community Volunteer/Pediatrician
Brian Seiz, University of Health Sciences & Pharmacy in St. Louis
Patrick Smith, Ameren
Julie Stern, JBS Pilates
Kristin Thompson Poelker, Renaissance Financial
Stefani Wittenauer, Bryan Cave Leighton Paisner
Pete Zeiser. Midwest BankCentre









We extend a special thank you to our Board Chair, Randy Grady, as his incredible 10 years of service to College Bound comes to a close. We've been so lucky to have Randy's wisdom and heart in our corner and we are deeply grateful for his dedication to the CB mission.

All In OUR COMMUNITY

We are grateful for the generosity of the CB community. We are thrilled to welcome 88 new donors and humbled and overjoyed to recognize 61 donors who have supported CB annually for over a decade! The following reflects gifts received Jan. 1, 2023 -Dec. 31, 2023.

CHAMPIONS (\$100,000+)

Anonvmous ♥

Diane Briere de l'Isle & Henry Engelhardt via

the Moondance Foundation ♥

Emerson Charitable Trust ♥

Enterprise Mobility Foundation ♥ Hauck Charitable Foundation ♥

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DEANS (\$25,000-\$49,999)

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* = New donors

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Liz & Peter Zeiser

HONOR ROLL (UP TO \$99)

AmazonSmile Anonymous Jen Ayres*

Fina Azman & Tyler Merkel

Paul Baker

Reva Joan Kay & Myer Berman Linda & Doug Bolen

Taylor Branstetter*
Jared Andrew Brockmeyer

Michael & Lucy Cherba* Cisco

Jayne Cohen Emma Daues* Aurelia Deas* Denise Edwards*

Lauren Evans Gloria Feldman Amy & Nathan Fields Diane & David Freyman

Amanda Honigfort & Nick Potje
Tyler Hubbs*

Shivakumar Jyothi

Mark Kielhafner & D'Andre Braddix

Laura Kiser*
Mava Lunnemann*

Erin Milligan*

Mary Ann Moore Daniel Netwal*

Patrick Olds* Madalyn Painter

Kamille Pope* Crystal Reisig*

Andrea & Justin Ruth

Rebecca & Jason Rutherford*

Rachel Schmidt*

Lyndsie & Michael Schultz

Lori Strawbridge* Cara Stuckel Baker Nicole Sullivan-Handshy

Luke Terrell & Andrea Schmid*

Deblin Thomas*
Michael Thompson*
Rebekah Wallace*
Matt Whiting*
Sharon Wilder*

Staci Wood* Jennifer Woulfe* Arlene Zarembka &

Zuleyma Tang-Martinez

Please inform us of unintended misspellings or omissions and

accept our sincere apologies







