



# Crosby Scholars

For college. For life.

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2018 Annual Report



## Dear Supporters,

First I want to say “thank you”! In 2017 we celebrated the 25th anniversary of the Crosby Scholars Program. We had a wonderful kick-off where many of you pledged to support us with a special 25th-anniversary gift. Together, we celebrated and reflected on the first twenty-five years of our organization and the 9,004 alumni that we’ve helped prepare for college. The Class of 2018 was our 25th graduating class of Crosby Scholars and our largest graduating class with 1,073 graduates. You’ll have the opportunity to read more about the organization throughout this community report, but we could not have impacted so many individuals, families and our community without you.

When I joined the Crosby Scholars Program as the Executive Director twenty-three years ago, I was excited about the opportunity to help students and parents access higher education. As a first-generation college student, I understand the importance of the life-transforming possibilities that a college education can offer. Today, in this fast-changing society and economy, I believe that access to education and the opportunity to obtain a credential, two-year degree, or four-year degree is life changing. It opens the doors of opportunity to most and more importantly to those where the doors have not always been easily accessible. Education is relevant and essential and we must share this message with our young people.

My greatest joy is to see or hear from a Crosby Scholar years after graduation. Every year, I see our graduates doing great things in many sectors. I’m excited to see Crosby alums bring their children to the program to join Crosby Scholars. I’m excited when we hire a Crosby Scholar to come and work with the organization. I was overjoyed (along with a few other feelings) recently when one of our rising seniors came to the office for her senior meeting, and I remembered being her mother’s senior advisor. I gave Brittany’s daughter a big hug when I told her that I was her mom’s senior advisor. It’s also rewarding when I hear from alumni who were just thinking of us. Recently, LeAnna sent me this email...

“I’m so excited to reach out and say hello! Crosby Scholars was on my mind and I wanted to reach out (I also just updated all of my alumni information). How are you? I see the staff and program have grown so much! That makes me really happy

to see - Crosby Scholars definitely shaped my experience and helped me so much in so many ways.

I am at Colgate University and I serve as the Director of the ALANA Cultural Center - a center that serves students of color on our campus, provides diversity-related training, and creates related initiatives. I just started this job a few months ago. I’ve been working as a licensed therapist in college counseling centers and doing suicide prevention and mental health outreach work with a diverse student lens up until now.

I am really interested in beginning to serve as a senior advisor again, but was wondering if that is possible from afar? I can do skype or video chat and can meet up in person when I visit home. I’m also interested in serving in any capacity that I can, to be honest. If you need me to do mentoring, talk about career opportunities, use my college and mental health background, or if you ever need alumni to talk about their experiences for donor opportunities - I’m here for you. This program was life changing for me and I’m trying to give back more where I can.

Additionally, if you know of any student currently back at school and struggling with a book or two, money to eat, new sheets/ residence hall things, etc., please let me know. I’m not rich by any means, but can help out with a little if there is a need.”

This is the story of just one student who benefitted from the program support and last dollar grants. Whether you gave of your time or of your resources, you have helped to create this story and thousands like it. With amazing people like you, a dedicated board of directors, a hard-working staff, along with a caring and supportive community, our next twenty-five years will not look like our first twenty-five years - it will be even better.



With warm regards,

A handwritten signature in black ink that reads "Mona W. Lovett". The signature is fluid and cursive.

**Mona Lovett**

**PRESIDENT & C.E.O.**

Crosby Scholars Community Partnership

## Dear Friends of Crosby Scholars,

It's an exciting time for our Crosby Scholars Program! Our organization exceeded its membership goal two years early as we now provide services to over 11,600 students. For this upcoming school year, we anticipate nearly 12,000 middle and high school students in our program. Parents, administrators, and community members understand the importance and benefit of the Crosby Scholars Program, thus wanting all students to partake in the year-round tuition-free services we provide to them each school year. With our tremendous growth in past years, we achieve our goal of preparing more public school students for college.

Aiding the Forsyth County School's graduation rate, 98% of our high school seniors enroll in college immediately after graduation into either a four or two-year college. Since 1993, we have assisted in helping 33,397 students prepare for higher education by requiring them to attend classes in academic skills, leadership development, college admissions, SAT/ACT preparation, and financial aid planning. Additionally, our organization believes in the power of giving back. Our students complete at least two hours of community service during the school year resulting in over 119,000 hours reported by our students in 2018.

I want to take this opportunity to thank you for coming alongside The Crosby Scholars Community Partnership for the past 26 years and the impact that you have made in the Winston-Salem community. We now have over 9,500 alumni and are seeing the next generation of Crosby Scholars enter our program. You have supported us in many ways – from leading an academy session, volunteering as an essay reader or supporting us financially. By providing college preparation services

free to all students and awarding Last Dollar Grants to students who demonstrate financial need, we help to remove barriers to accessing higher education. Educating our youth for the jobs of the future is a priority in our community and in our state.

In 2019 and beyond, there is even more work to be done. With our tremendous growth in past years, we achieve our goal of preparing more public school students for college. As we look towards our future Crosby Scholars, we appreciate your continued partnership and dedication to education.



Best regards,

A stylized, handwritten signature in black ink.

**Anc Newman**

**BOARD CHAIR**

# The Crosby Scholars Staff



Front row (L to R seated): Brooke Masi, Hannah Campbell, Maggie DeBaugh, Jessica Fisher, Kristen Montgomery, Mona Lovett, Julia Lovett, Tara Stokes, Barbara Masi, Becky Perkinson and Kristie Mingo

Back row (L to R standing): James Jessup, Martinique Lovett, Megan Tang, Ashly Wilson, Miriam Hernandez, Diana Tapia, Amanda Mathis, Alyson Kilby, Deborah Mobley, Richard Watts, Don Symons

## Crosby Scholars Community Partnership Board of Directors 2018

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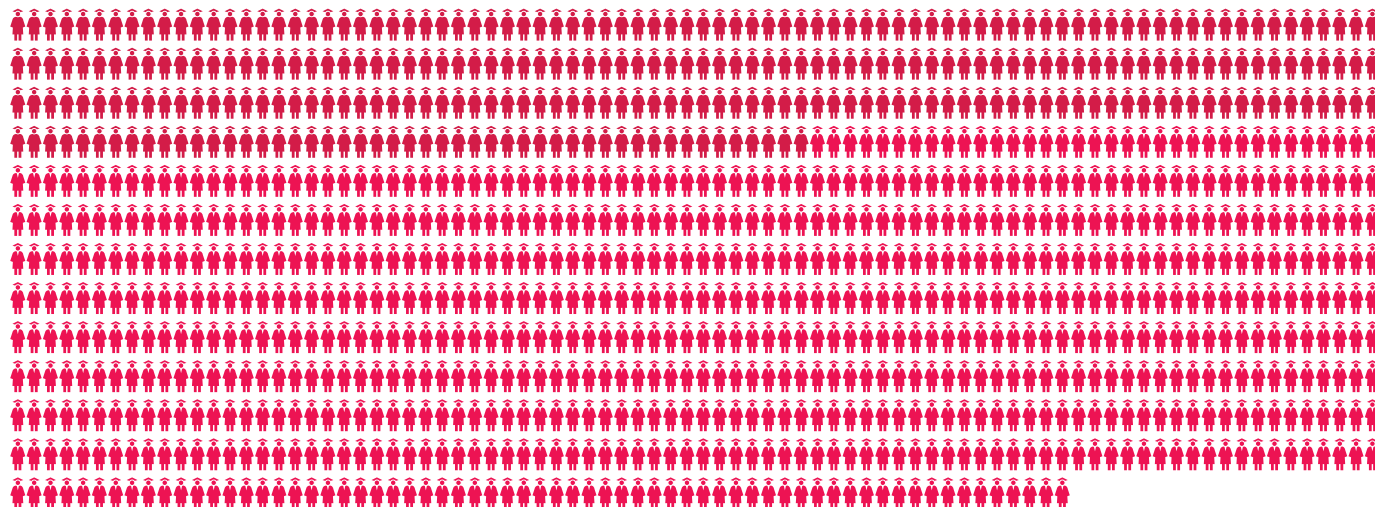
John A. Wilson



# Quick Facts

Crosby Scholars Community Partnership is a unique college access program for all 6th through 12th grade students in Forsyth County public schools. Since 1993, the program has prepared students academically, financially and personally for successful college admission and is free of charge. Our vision is to ensure that every public school student in Forsyth County has the opportunity to attend college. A second Crosby Scholars Program was established in Rowan County in 2013 and a third program was established in Iredell County in 2015.

## 2018 Graduated 1,073 senior Crosby Scholars



■ NUMBER OF GRADUATING SENIORS WHO ARE FIRST GENERATION COLLEGE STUDENTS (397 SCHOLARS)

### The Program

Graduated 9,004 Crosby Scholars seniors since 1993

Enrolls 98% of high school seniors in a four or two year college immediately after graduation

Assisted over 33,397 students to prepare for higher education over the last 25 years

Awarded more than 7.4 million dollars since 1993

More than 64.2 million dollars in financial support has been leverage since 1993.

Requires students to attend classes in academic skills, leadership development, college admissions and SAT/ACT preparation and financial aid planning

Provides support and incentives for enrollees to remain drug and alcohol-free through participation in the *It's Our Call* Program

Encourages students to become involved in their community – last year students reported 119,000 hours of community service

### 2018 Snapshot

Graduated 1,073 senior Crosby Scholars

Awarded more than \$773,000 in Last Dollar Grants for the 2017-2018 academic year

Graduates enrolled in 129 colleges and universities throughout North Carolina and across the nation

13 Crosby Scholars students were ranked #1 in their class after the first semester.

37% were active participants in Crosby Scholars since joining the program in sixth grade

28% of our Crosby Scholar seniors were first generation college students

### How many students are we reaching?

Currently serving 11,600+ students in Forsyth County

37% of all eligible public school students in WS/FC Schools

Program enrollment has grown 30% over the last five years

Available in 22 middle schools and 20 high schools

# Impactful Programs

## EXCELENCIA *program*

The Crosby Scholars Excelencia Program educates Hispanic girls and their families about the many opportunities that exist beyond middle and high school. We want to encourage the girls to begin thinking about college and possible careers. The girls will have an opportunity to meet successful Latina women from the Winston-Salem community and learn how they overcame barriers and achieved academic and career success. They will also be working on a curriculum called “Soy Unica! Soy Latina” that helps them discover who they are and help with their self-esteem.



## SHE *project*

The Crosby Scholars Program launched the Show. Help. Employ. (SHE) Project funded by the Women’s Fund of the Winston-Salem Foundation and the Duke Energy Foundation in 2018. This project introduces seventh grade African-American and Hispanic / Latina girls to careers in Science, Technology, Engineering, and Mathematics (STEM).

Using a holistic approach, Scholars learn from women within the STEM profession as well as learning the course selections needed for STEM professions. Our Scholars are connected with professionals who work in STEM careers, provide financial literacy workshops, college tours and enrichment opportunities presented by Sci-Tech.

## **A. A. M. P. E. D.** *program*

The African-American Males Pursuing Educational Dreams program (A.A.M.P.E.D.) began during the 2016-17 academic calendar year. It delivers additional workshops specifically for African-American males to provide them with life and college success skills. Additionally, the team goes to the schools in Forsyth County and provides on-site academies, on-site community service opportunities, and works with students on a one-on-one basis to help them complete the Crosby Scholars Program. They hold drug-prevention workshops, take college tours, visit the International Civil Rights Center, and hold the “A.A.M.P.E.D. College

Success Camp” during the summer. African-American Males had a 19 percent increase in completing the Crosby Scholars Program for this past year compared to the 2016-2017 school year. We thank the United Way of Forsyth County for their continued support of this program.



## **UNIDOS**

A partnership with the YMCA, Insight Human Services, Winston-Salem/Forsyth County schools and the Crosby Scholars Program, Unidos target Latino middle and high school students to provide after school tutoring. Students have the opportunity to

receive homework help as well as tutoring in math and language arts. Additionally, scholars are involved in numerous hands-on enrichment activities such as videography projects, program-based learning, STEM activities, and life skills development.

## **CROSBY BIGS** *for success*

Crosby Scholars Community Partnership has teamed up with Big Brothers Big Sisters, United Way of Forsyth County and the YWCA Best Choice Center to collectively develop a mentoring program called “Crosby Bigs for Success.” This program pairs a junior or senior Crosby Scholar with a student in third through eighth grades.

The Crosby Scholars Program’s “Big” has the opportunity to inspire a young student to succeed in school and go to college. It is also a great opportunity for scholars to enhance communication skills, time management skills, and leadership skills, while giving back to the community.

# Crosby Scholars = life saver!

*-Faith Miller*

Faith Miller's three children have been Crosby Scholars since sixth grade: her two daughters are in college, and her son will graduate from high school in 2019.

"In many aspects, they not only aided in preparing my kids for college but also helped to prepare ME!" Miller posted on the Crosby Scholars' Facebook page. "There are no words that I could say to show my appreciation for this program. They put A LOT of time and effort into our children's future and without them, college prep would have been a nightmare! I have witnessed the passion and encouragement first hand, and it is truly remarkable."

Each of her children has taken a different path to their postsecondary education,

which included refocusing and switching majors to find a better fit.

Her oldest daughter KyAsia Kelley is a senior at UNC Greensboro studying Kinesiology. Her second daughter, Inaya Mack, is a junior at Appalachian State University studying Graphic Design, and she already sells her products on Etsy. Both her daughters have been on the dean's lists at their colleges, and both girls are in the Twin City Bible Church's college and career group. Her son Reginald Mack plans to enroll at Forsyth Tech after graduation.

"It's a good option, sometimes even if you know what you want to do," she says.

Miller says that the Crosby Scholars Program walked alongside her children—





and her—during the college application process. She remembers feeling overwhelmed with what would be required as her first daughter started her senior year at Mt. Tabor High School.

“It’s mostly just the structure, just providing instruction on what they need to be doing and what they should expect for college,” she explains.

She appreciates the numerous emails Crosby Scholars sends. “It’s a constant reminder of what we need to be doing. Those deadlines for college, they’re important.”

Both her daughters received the Executive Director’s award, which includes a book stipend, because they had been enrolled

in Crosby Scholars Program since sixth grade without missing any deadlines for completing requirements. They also received need-based Last Dollar Grants. The Crosby Scholars Program worked with her daughters to help them apply for other scholarships, which they received from the Winston-Salem Foundation.

“That is a tremendous blessing,” she says. “It’s a big help. We don’t make a lot of money.”

“I personally love Crosby Scholars. You are so involved in the schools. People can say all day that they help -- you guys are there all the time. It matters.”

A close-up portrait of Nigel Alson, a Black man with a grey beard and mustache, smiling warmly. He is wearing a dark suit jacket over a white shirt and a blue patterned tie. His hands are clasped together in front of his chin. He is also wearing a gold chain bracelet on his left wrist and a black leather watch on his right wrist. The background is softly blurred, showing an office setting with a desk and a chair.

*"We're very pleased to be  
partnering with Crosby Scholars  
...we're making a difference  
in our community."*

**-Nigel Alson**

The Gamma Kappa Boule' chapter of the Sigma Pi Phi fraternity, the nation's first black Greek-letter Fraternity, helps graduating seniors of color to reach their full potential through their scholarship that aligns with their "My Brother's Keeper" theme.

"When the scholarship first began, the fraternity had difficulty identifying students who would be good candidates", says Nigel Alston, a motivational speaker, trainer and columnist. Alston said partnering with the Crosby Scholars Program has been a complementary effort that has worked well. The Program had a structure in place to promote the scholarship to qualified applicants and to screen applicants.

"We're very pleased we're partnering with you, and you're partnering with us, and we're making a difference in our community," he says.

Alston explains that former President Barack Obama launched the "My Brother's Keeper" initiative to address persistent gaps faced by young men, especially young men of color.

"The Gamma Kappa Boule' chapter has a social action focus," says Alston, Sire Archon of the chapter. They also seek to support young men in their efforts, including scholarships.

The fraternity's scholarship requires an essay in which the student explains the traits that helped them overcome adversity, how a high school student can serve as his brother's keeper and if someone else had served as his "keeper."

The fraternity has awarded seven \$1,000 scholarships over the last three years: six to

high school students, and one to a current college student, with another designated for an additional college student this past summer.

The Crosby Scholars Program provides value to students on many levels, Alston says, beginning with middle school students and partnering with them through high school and into college. The Last Dollar Grants provide students with need-based scholarships of up to \$1,200 for up to four years.


"One of the key things: it's developing good habits," Alston says, and students who participate in the Crosby Scholars Program receive positive reinforcement for doing the right things.

"There's some work with it as well. You have to show up; you have to be present and engaged. I think those are positive seeds. It's a different kind of peer pressure -- to be engaged in something that's so positive. I think there's some comradery."

The Crosby Scholars Program focuses on providing students the tools needed for successful college enrollment, and programs such as the "Right Decisions Right Now," a tobacco-free camp, teach life skills, Alston notes. Students also benefit from opportunities to interact with other members of the community during their community service activities.

"The more that you're exposed to, the more well-rounded you become," he says. "It helps in terms of building character. You're providing some opportunities that wouldn't exist were it not for the Program."





# UC Berkeley graduate student Rafael Grillo Avila says Crosby Scholars helped him prepare early for college – *and to be able to afford it.*

Crosby Scholars requirements “kept me on my toes in terms of just getting involved,” Grillo says.

“It both created a sense of belonging in the community and showed me a little bit of what my strengths were. It helped me discover I should use my voice. I’m pretty good at understanding across communities. It encouraged me to use my voice to bring people together.”

Grillo was born in Costa Rica and lived in Kentucky, Mexico, and the UK before moving to North Carolina in the seventh grade, when he joined the Crosby Scholars Program. A graduate of the IB program at Parkland High School, Grillo is an Eagle Scout, and he participated in many school

activities, including Science Olympiad, Model UN, Youth & Government, and debate club, which he says reinforced for him how to think critically and objectively.

He graduated from Princeton, where he majored in politics and obtained a certificate in political economy. After working for three years, including a year in programming and two years at the Environmental Defense Fund, he’s now pursuing a Ph.D. in Jurisprudence and Social Policy at Berkeley Law School at UC Berkeley, with an intended focus in Law and Economics and a goal of pursuing a JD/PhD. He plans to work in sustainable development.



"I realized that my true interest was in public policy," he says.

Grillo appreciates that Crosby Scholars' workshops on college campuses provided information about time management and conflict resolution. What helped him the most, he said, was receiving the Michael Nachman Scholarship from the Crosby Scholars Program, which recognizes the Crosby Scholar senior with the highest GPA.

"I am very thankful I got a scholarship," he says. "I was struggling with finances. College is not cheap. I want to thank the donors for that opportunity. It really does matter, especially now as colleges get more and more expensive."

He said that the Crosby Scholars Program also held workshops to help students find additional scholarships, such as those at the Winston-Salem Foundation.

"It is possible to do what you want to do and make a living," Grillo says. "It's not immediate. You have to do a good job. One thing I wish I'd realized sooner is you should talk to as many people as possible.

It's a two-way street: if you find people you admire, you should reach out to them, set up a meeting, and learn about their life. Realize that what they're doing is achievable. It really helps to see other paths. I'm still learning the process. It's a lot about attitude and perseverance."

*"I am very  
thankful I got  
a scholarship,"*

A portrait of an elderly man with white hair and glasses, smiling. He is wearing a blue dress shirt and a blue patterned tie. The background is a plain, light-colored wall. The image is framed by a red border with black splatters at the top and bottom.

**"Crosby Scholars  
requires student  
commitment"**

**-John W. Burrell**



Retired business executive John W. Burress, III says it's been easy to support the Crosby Scholars Community Partnership for 25 years because he believes in its mission: "To assist public middle and high school students in Forsyth County in preparing themselves for successful college enrollment."

Burress was an active participant in The Crosby Pro Am golf tournament. The Crosby Scholars Program emanated from that original tournament when participants contributed some of the prize money to go to a drug prevention program in Forsyth County. The Crosby Scholars Invitational continues to support the college access program today.

"They've grown from a few hundred to more than 11,000 students," he says. "With the volunteer efforts, the kids get so much for each dollar spent. The program has expanded and developed both in number of students served and the breadth of the program. They teach these students lifetime skills, like community service and preparation for college skills."

Burress serves on the Board of Advisors for Crosby Scholars and volunteers at the Crosby Scholars Invitational, the annual fundraiser that supports need-based Last Dollar grants for Crosby Scholars to attend college. Burress notes that companies in Forsyth County support Crosby Scholars.

"They believe in it, and they encourage their employees to be part of it," he says.

He appreciates that Crosby Scholars requires accountability from students. Students must sign a partnership agreement in which they promise to remain drug-free, attend college preparatory academies, and complete at least two hours of community service each year.

"These young people have skin in the game, and they have to exhibit certain forms of behavior," Burress says. "One is to promise to remain drug-free, another is to do community service. They are required to be participants, not just receivers of favors."

***"The biggest contribution to the community is it gives so many -- nearly one-third of our high school students-- an opportunity to realistically aspire to college."***

If they get involved in that Program, and they're in the 9th or 10th grade, they know if they graduate they're going to be able to go to college. They know this Program will help them find the right school and will help them identify numerous scholarship opportunities. It gets the job done for them. It delivers what they need. I've always said it's the best investment someone can make in youth programs."



# "Let your passion overcome your fear and doubt"

*-Whitney Hickman*

Whitney Renee Hickman says that Crosby Scholars helped her develop insights she needed to pursue a sustainable path to her passion for dance.

In summer 2018, Hickman had just completed her role in *Guys and Dolls* at Argyle Theatre at Babylon Village on Long Island in New York before heading to perform in *Footloose* at the Lyceum Theatre, one of Missouri's oldest professional regional theatres. Her non-stop schedule provides "the best of both worlds," she says. She lives in Brooklyn, NY, and is a personal trainer at Body Conceptions by Mahri and meets with private clients early in the morning. She has afternoons to audition and evenings to perform.

"I was blessed coming up here," she says. "It worked out really well. It's definitely been a journey."

"Growing up, my mom always took me to shows. My first Broadway show was *Lion King*, and ever since then I wanted to be on Broadway."

A 2010 graduate of Mt. Tabor High School, Hickman says Crosby Scholars emphasized that she did not have to be in a rush to decide her career and "that you should take your time to find something you love. If you have a passion, make sure you have a sustainable life as well."

That advice inspired Hickman: she competed with the UNC Greensboro dance team and graduated with a B.A in



Dance and a B.S in Kinesiology. During college, she was also a part of the North Carolina Black Repertory Company. After graduating, she was the head coach of a collegiate dance team and full-time dance teacher. In 2016, she moved to New York. Her dual degree has provided for a more consistent income that enables her to weather the uncertainty of the challenging life in theatre.

She's performing in regional theatre across the country and earning equity points to work on Broadway, and she has an agent that is helping her network. Hickman is the youngest of eight children, and her mother, who lives in Winston-Salem, goes to each of her daughter's shows.

Hickman says Crosby Scholars taught fundamentals, like discipline and time management, as well as the importance of networking.

"I just remember all of our Saturday sessions—meeting all of these professionals—I think was most helpful. I learned that I didn't have to only have one major, that you could build your own business and your own brand. Actually, I heard of people doing it, and I knew I could."

"The biggest thing is you have to let your passion overcome your fear and your doubt," she says. "It will definitely be hard and scary, but if you know what you want to pursue, it will be enough of a driving force to keep you going. I know it has been for me."





**"It's important to teach students resiliency, she says, because 'Resiliency is the reason we all pick ourselves back up.'"**

Elizabeth "B.J." McConnell has been referred to as the Grandmother of Crosby Scholars.

Professionally, McConnell was deeply immersed in drug prevention and drug education programs when her friend, the head of the DEA, asked her to take his place and be the keynote speaker at a luncheon for the Pro Am Crosby golf tournament at Bermuda Run Country Club.

There, she met Nancy Young and Paul Fulton, who was president of Sara Lee Corporation when it was the major sponsor of the Crosby National Celebrity Golf Tournament. After the luncheon, McConnell recalls Fulton saying, "BJ, if you had \$3 million a year to keep kids off drugs and to grow a good work force, what would you do?"

"I said Paul, I would grab them in about 4th grade, and promise them that if they

kept their noses clean, stayed drug free, kept a C+ average and volunteered in the community, we would get them through college or trade school," she says. "We didn't know each other. Paul went out on a limb. He said, 'Why don't you come back here and get this started?' I was so taken with the commitment and kindness of Fulton and Young."

At that time, funds from The Crosby were designated for drug prevention and eventually formed the foundation of what would become the Crosby Scholars Community Partnership.

McConnell returned to Winston-Salem, and she and Nancy Young spent six months developing a proposal. They organized focus groups and asked students, "If you could be anything in the world that you're interested in, what would you be?"

## The two goals identified 25 years ago remain the foundation of Crosby Scholars today:

1. To assure that every qualified public high school graduate in Forsyth County has the opportunity to pursue college or post-secondary training through counseling about financial aid, Last Dollar Grants, positive role models, and connecting to other community organizations.
2. To reduce the drop-out rate by making students aware of opportunities offered by post-secondary education and training; motivating middle and high school students to stay in school; giving students a reason to stay in school; and enhancing Winston-Salem's economic development activities.

"One of my favorite sayings is 'Kids do best what they do most.'" McConnell says. Many of us grew up all the time expecting to go to college, she notes, but "we have vast numbers of kids in this country who have not heard that."

She cites research that shows the more often a child is bonded to their school, their community, their home, their neighborhood, or their coaches, for example, the probability increases for developing strong resiliency.

"It's important to teach students resiliency, she says, because "resiliency is the reason we all pick ourselves back up."

McConnell and her husband recently made a donation to Crosby Scholars to create the "WHATEVER IT TAKES" fund, which provides grants of up to \$50 for up to four years for unexpected expenses for Crosby

college students, like broken glasses, violin strings, an extra book or a bus ride home over break.

"If you were an indigent college student on a full scholarship, that small grant could be the difference in staying or dropping out."

When McConnell returned to visit the Crosby Scholars Program in 2015, she recalls, "I was floored by how many students are Crosby Scholars. I had lost touch and was simply astonished."

She's proud of the unintended positive consequences of a luncheon at a golf tournament 25 years ago, including Crosby Scholars' commitment to school attendance and their passion for volunteerism—Crosby Scholars volunteered 119,000 hours in 2017-2018. "It's magic," she said. "I'm honored and humbled."

# "There are no secrets to success. It is the result of preparation, hard work and learning from failure."

*-Dr. Karrie Gibson Dixon*

Dr. Karrie Gibson Dixon was a member of Crosby Scholars' first graduating class after the Crosby Scholars Program began in two high schools in Forsyth County in 1992.

"We were so excited and thrilled to have the Crosby Scholars Program at our high school," said Dixon, who graduated from Carver High School. "It brought energy and let us know that college can be realistic; college can be an option."

Like most any student, Dixon has memories of pep rallies, basketball games and prom, but not every student was a Crosby Scholar, with the responsibilities in the classroom and community that the program required.

"As a Crosby Scholar, I knew I had to perform well in the classroom and plan for and prepare for the future," she said. "I also had parents and grandparents who instilled in me the value of an education."

"I lived my life every day like I was going to face a pop quiz. I wanted the best for me. My parents and grandparents wanted the best for me. And I knew what it was going to take: the drive and discipline that I felt was refined by the goals of the Crosby Scholars program."

Dixon said the program also helped parents at the high school understand how important college is and how to help their children reach their goals. She recalled receiving checks for tuition in the mail





and the insight Crosby Scholars provided into options for a path to post-secondary education.

Dixon knew she wanted a career in education. She didn't know what her future held and could not have imagined that one day she would be working "at one of the country's best systems of higher education as Vice President of Academic Student Affairs for a decade." She served as the University of North Carolina system's Vice President for Academic and Student Success from 2014 to 2018. She has been named Chancellor of Elizabeth City State University.

Dixon said one of her favorite quotes is from Colin Powell, former chairman of the Joint Chiefs of Staff and former Secretary

of State, who said, "There are no secrets to success. It is the result of preparation, hard work and learning from failure."

As a Crosby Scholar, she said she joins other Crosby Scholars as a member of "a hard-working tribe." Crosby Scholars are connected, Dixon said, because of their commitment

***"to live your life above the bar and what it takes to commit yourself to being a Scholar. Any and everything is possible. You have to believe that. There's a legacy to carry on."***

# Special Thanks To Our Donors

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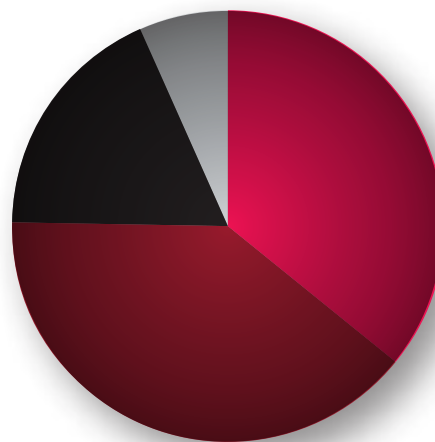
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	Ms. Kelly Minor	The Budd Group	Donations as of December 2018.

# 2017 Financials



2017<sup>(1)</sup>

## REVENUE

Foundation Grants	\$459,159	
Goodwill of NWNC <sup>(2)</sup>	\$865,000	
Crosby Scholars Invitational	\$304,518	
Individual & Corporate Contributions	\$342,908	
Crosby Endowment Income	\$107,036	
United Way Contribution	\$56,903	

## EXPENSES

Last Dollar Grants & Scholarships	\$855,637	
Programming	\$940,910	
General & Administrative	\$425,044	
Fundraising	\$157,525	

	2014	2015	2016	2017	2018
Last Dollar Scholarships	\$482,455	\$555,475	\$627,180	669,737	\$773,890
Awards & Scholarships	\$74,711	\$74,628	\$90,520	\$89,720	\$108,490
Staff Members	13	15	18	21	24
Students Served	8,000	8,900	9,700	10,689	11,600
Seniors Graduated	706	742	823	936	1,073
Senior Advisors <sup>(3)</sup>	25	21	36	41	33

Notes: (1) Financial information is audited for the year ended December 31, 2017.

(2) Financial contribution from Goodwill of NWNC is per the 2012 affiliation agreement with Crosby Scholars Community Partnership.

(3) Part-time staff that advise seniors and provide guidance through the admissions process; in 2018, the Program added full-time Near Peer Advisors reducing the number of part-time Senior Advisors needed.





# Serving Community

Crosby Scholars Gayatri and Vaishnavi Chintalapati share a passion for giving back to the community, thanks to lessons ingrained by their parents Nandini and Srinivasa and their faith.

The girls joined Crosby Scholars after their mother told them about the program.

"I just showed them the opportunity: how to be tobacco-free, peer pressure, time management – everything I thought was very useful," Nandini says.

Gayatri, a junior at Atkins High School, says she knew the financial counseling would be helpful, and she enjoyed the "Right Decisions, Right Now" camp, as well as academy sessions on time management, peer pressure, motivation, and food choices.

"I feel like it would make the transition going from high school to college easier knowing that I had a mentor," she says.

Vaishnavi, a seventh grader at Meadowlark Middle School, loves Crosby Scholars because of its purpose.

***"I feel like everyone needs to go through college. They have to be able to stand on their legs. It gives everybody opportunities. A lot of people can't afford to go to college. Through Crosby Scholars, they can see the opportunity."***

Both girls volunteer at area Hindu temples and at the Indo-US Cultural Association, a non-profit that seeks to increase awareness in the Triad of the cultural heritage of India. Gayatri volunteers at both Wake Forest Baptist Medical Center and Novant Health. She also volunteers at the Food Bank of Northwest North Carolina, at Hospice and Palliative CareCenter and the Lewisville Branch of the Forsyth County Library, where she is on the Teen Advisory Board. After 9th grade, Gayatri traveled to India to visit her grandparents and volunteered at Guntur Government Hospital.

Vaishnavi is a regular volunteer at Impact Unlimited, Hospice & Palliative CareCenter's teen volunteer program, and the Lewisville library.

Both girls received Crosby Scholars awards for contributing the most community service hours, and both girls have received the gold President's Volunteer Service Award for community service for recording more than 100 hours of service.

Community service has helped Gayatri to "learn the world. It gives me a really great way to explore. I was a reserved person. My personality just completely changed. I have to interact. That's what I'm here to do. I'm here to give back to society because they're my people, and I feel like I owe them something."

Vaishnavi helps the Cookie and Craft Club at Hospice make crafts and decorate for Camp Carousel, for children and adults experiencing grief.

"I love hospice -- that's probably my most favorite place," Vaishnavi says. "I like seeing smiles on people's faces. It just brings me joy. When they're not in great shape, and you put them back together piece by piece."





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