Emerging Leaders is a nine-month professional development program that transforms young professionals working in the public interest into invested nonprofit leaders. Participants develop the leadership capabilities, management skills, and confidence necessary to accelerate their careers while generating tangible results and lasting value for their organizations and the nonprofit sector.

The program employs experiential learning, professional experts, and speakers to build management skills, leadership competencies, and sector-specific knowledge. The following learning tracks are woven together throughout the course of the program:

- **Self-Management and Self-Awareness**
- **Managing Others and Team Dynamics**
- **Nonprofit Management and Skill-Building**
  - **Leadership Beyond the Office**

Nonprofit professionals from any academic background are encouraged to apply.

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We encourage you to connect with us on Instagram (@princetonalumnicorps); Facebook (AlumniCorps), Twitter (@AlumniCorps), and LinkedIn (company/princeton-alumnicorps).

The work of Princeton AlumniCorps is made possible by the more than 200 volunteers, 500 donors, and 75 nonprofit partner organizations that support Princeton AlumniCorps’ mission throughout the United States.

The 2019-20 Program Leaders for Emerging Leaders are Margaret Crotty and Elizabeth Lindsey. Princeton AlumniCorps’ President and Executive Director is Kef Kasdin, and the Director of Programs and Strategy is Caryn Tomljanovich.

The Princeton AlumniCorps Emerging Leaders program is made possible by a grant from Harris Finch Foundation and generous support from individual donors.
Program Leaders

Our volunteer Program Leaders are responsible for guiding the strategic direction of the Emerging Leaders program as it relates to the broader Princeton AlumniCorps mission and to the needs of the nonprofit sector.

Margaret Crotty, New York City

Margaret Crotty has served in executive leadership roles in both the for-profit and not-for-profit sectors in the areas of education, technology, and training. She is currently the Executive Director of Partnership with Children (partnershipwithchildrennyc.org), which serves New York City’s most underserved children and works to stabilize and strengthen high-poverty public schools. In 2008, Margaret launched and ran Save the Children International’s $2 billion initiative to reduce child mortality in the developing world. Previously, she was the President and CEO of AFS-USA, which has provided intercultural exchanges for over 300,000 high school students since 1947. She also served as the VP and General Manager of a digital language education company, an independent business within the Reader’s Digest Association, where she was brought in by the CEO to transform the business. Margaret spent seven years at the global corporation EF Education, the world’s largest privately-held education company, and lived in Shanghai, Hong Kong, and Paris. She was on the founding management team of EF’s major online business and later served as President of EF’s higher education business.

Margaret has also served as the Executive Director of a workforce development agency in New York City and Washington, D.C. She has worked in Indonesia on two occasions, for McKinsey and Company and Save the Children. Margaret graduated with honors from Princeton University and earned an MBA from Harvard Business School. She serves on the boards of her Young Presidents Organization (YPO) chapter, the Glimpse Foundation, St. Mark’s School of Harlem, and the Convent of the Sacred Heart. She is a Project 55 Fellowship alum and has served as a Princeton Project 55 mentor. She is also a Special Advisor to Save the Children’s EVERY ONE Campaign. Others would describe Margaret as interested, entrepreneurial, and energetic.

Elizabeth Lindsey, Washington, D.C.

Elizabeth Lindsey is the Executive Director of Byte Back, a dynamic Washington, DC based nonprofit providing a pathway of inclusive tech training that leads to living-wage careers. Under Elizabeth’s leadership, Byte Back’s innovative training is earning national attention and support. Prior to joining Byte Back in 2015, Elizabeth served as the Chief Operating Officer of Groundswell, overseeing its evolution from a community organization into a nationally-recognized social enterprise. She earned her bachelor’s from Swarthmore College and her master’s in public affairs and urban and regional planning from Princeton University.

Elizabeth serves on the Federal Communications Commission’s Advisory Committee on Diversity and Digital Empowerment and is anmember of the Washington, DC Mayor’s Innovation & Technology Inclusion Council. She is on the Board of Directors of The Workplace DC, the Goodwill Excel Center, The Engine Room, and the National Digital Inclusion Alliance.

She competed in two WeWork Creator Awards pitch competitions, winning a total of $720,000 for Byte Back. As a recognized leader in tech, Elizabeth was selected in 2019 for Washington Business Journal’s most competitive list – 40 Under 40. Elizabeth was also named a 2019 Enterprising Woman by Tagg Magazine and a 40 under 40 Queer Woman by the Washington Blade. She was a 2017 and 2018 Washingtonian Tech Titan and won a DC Inno 50 on Fire award, DCA Live New Power Woman of DC Tech award, and the Champion of Digital Equality Award from the Multicultural Media, Telecom and Internet Council. She led a panel at SXSW in 2018 and was named a top 100 leadership speaker in Inc.
Program Facilitators

Program Facilitators serve as the lead designers and facilitators of the Emerging Leaders curriculum.

Yael C. Sivi, New York City

Yael C. Sivi is the Co-Founder and Managing Partner of Collaborative Coaching, collaborative-coaching.com.

Yael plays multiple roles across professional contexts: she serves as an executive coach for leaders, a consultant for organizations and teams, and she is a psychotherapist in part-time private practice. Across these roles, Yael’s focus is consistent: She seeks to understand the complexity of human behavior and supports human dynamics in the workplace to be more healthy and productive. Yael brings over seventeen years experience working in Fortune 1000 companies, non-profit organizations, and government agencies – with the aim of increasing the emotional intelligence, consciousness, and psychological safety of our interactions at work.

Yael has worked on numerous global and domestic assignments. Current and past clients have included American Express, Boehringer Ingelheim, Citibank, Coca-Cola, Deutsche Bank, Genentech, Goldman Sachs, JPMorgan Chase, NASA, NYSE/Euronext, New York Foundation for the Arts, Ogilvy, Partnership for Children, Securities Industry Institute, Success Academy, United Nations, US Forest Service, WL Gore, World Bank, among others.

Yael has been the lead facilitator for Princeton AlumniCorps’ Emerging Leaders New York program since its launch seven years ago. She loves working with emerging leaders and brings a holistic understanding of who they are, what’s important to them, as well as the specific challenges they face, as leaders and as young adults. Drawing on adult development theory and her expertise in Gestalt psychotherapy, Yael sees professional and personal growth as two sides of the same coin; this mindset deeply informs her leadership development work – with emerging and seasoned leaders alike.

Others describe Yael as warm, curious, and reflective.

Hilary Joel, Washington, D.C.

Hilary Joel is an executive coach and management consultant with over 25 years of experience across numerous industries. She is the founding principal of WJ Consulting, LLC, wjconsulting.com. Hilary has partnered with the leadership and management of scores of nonprofit organizations, businesses, and government agencies to help them advance toward their own definitions of professional and organizational success more deeply, intentionally, quickly, and sustainably than they could on their own. Hilary focuses primarily on nonprofit organizations, providing one-on-one coaching, leadership development, team/retreat facilitation, and guidance in organizational effectiveness to nonprofit leaders, their teams, and their boards. She has partnered with the Executive Directors, management teams and boards of international as well as national and local social sector organizations. Before starting her own coaching and consulting firm, Hilary spent a dozen years with management consulting firms focused on corporate clients in a range of industries. Her responsibilities included strategic planning, business analysis, and implementing management best practices.

Hilary holds a BA degree in Economics from Princeton University and an MBA degree from Harvard Business School where she was a Baker Scholar. After receiving her MBA, as the Charles M. Williams Research Fellow, she co-authored 11 business school case studies on a variety of management issues. Hilary graduated from the Georgetown Leadership Coaching Program and is a Professional Certified Coach (PCC) with the International Coach Federation. She is a certified administrator of several assessment tools, such as Myers-Briggs, DiSC, The Leadership Circle(T) 360-feedback profile, and CCL’s Skillscope 360.

Hilary’s passion for a strong nonprofit sector extends into her personal and volunteer life. She is a cofounder and board member of Compass, a consortium of MBA alumni who provide pro bono management consulting to nonprofits. She also serves as Vice President of the Board of CollegeTracks, which helps low-income, first-gen-to-college high school students enter and succeed in college. Those who know Hilary well would describe her as positive, insightful, and supportive.
Program Staff

Program Staff are Princeton AlumniCorps employees who coordinate the recruitment and application process for the Emerging Leaders program. They collaborate with the Program Facilitators to design, evaluate, and amend the program each year, ensuring that it accomplishes AlumniCorps’ mission of mobilizing people, organizations, and networks for the public good.

Kef Kasdin, President and Executive Director

Kef is Executive Director of Princeton AlumniCorps. She began working with AlumniCorps as a volunteer in 2010 when she piloted and led the expansion of AlumniCorps’ ARC Innovators program, which provides opportunities for experienced professionals to do meaningful pro bono projects in the nonprofit sector. She oversaw the expansion of the program from a pilot in New Jersey to operations in New York, D.C., and New Jersey as well as a doubling of the number of ARC Innovator annual projects. Kef joined the AlumniCorps Board in 2012 and became active in all of AlumniCorps’ programming. She was instrumental in developing two strategic plans for the organization, including the most recent plan approved in February 2017. That plan recognizes AlumniCorps as a network of about 2000 program alumni, 500 organizations, and 200 volunteers. AlumniCorps seeks to mobilize that network for the public good while also enhancing and expanding current programs and launching a Bold Idea – a deep dive into a topical social issue that will provide opportunities for collaboration across the AlumniCorps network to effect key policy or other systemic changes.

In addition to her AlumniCorps responsibilities, Kef is Board Chair at Rachel’s Network, a vibrant community of women at the intersection of environmental advocacy, philanthropy, and women’s leadership. In that capacity she advises the President and works closely with the staff, board, and members on implementing Rachel’s Network’s strategic plan calling for collective action on key environmental issues as well as progress on women’s leadership. Kef has previously served on other nonprofit boards in leadership roles, including Jewish Family & Children’s Service of Greater Mercer County and Ben Franklin Technology Partners of Southeastern Pennsylvania.

Kef also created and has taught the introductory “Foundations of Entrepreneurship” course at Princeton University, where she mentored 50 Princeton undergraduates per semester, inspiring them to launch innovations that can create value and make a difference in the world. Earlier in her career, Kef held senior leadership roles at 3Com Corporation, a data networking company, including general manager of a $1 billion division. She became a technology-startup consultant in the late 1990s, a venture capitalist in 2000 and a founding general partner of Battelle Ventures, where from 2003 to 2015 she led the firm’s investments in clean energy and started several companies based on U.S. Department of Energy Lab technologies.

Kef holds a B.S.E degree in operations research from Princeton University, with a certificate in science and policy from the Woodrow Wilson School, and an MBA from the Graduate School of Business, Stanford University. Close friends would describe Kef as collaborative, empathetic, and resilient.
Caryn Tomljanovich, Director of Strategy and Programs

Caryn joined Princeton AlumniCorps in November 2013 and focuses on growing and strengthening AlumniCorps programs across the country. Prior to joining AlumniCorps she worked for both the Hunterdon Land Trust and the Hunterdon Art Museum as Director of Development. At both organizations, she was responsible for grant writing, event planning, direct appeals, and major donor strategies. She previously helped start the Upstate Institute at Colgate University working with faculty and administrators to develop the Institute’s strategic plan and structure their summer fellowship program. Her work there involved connecting students and faculty with civic engagement projects in the Central New York region, and working with nonprofits throughout the region on their strategic plans. Prior to the Upstate Institute, Caryn worked for the Partnership for Community Development where she focused on downtown and small business development in Hamilton, NY. She also spent time teaching adult micro-enterprise classes throughout the beautiful Finger Lakes region of NY and managing a microfinance revolving loan fund while at Worker Ownership Resource Center (WORC). Caryn applied her expertise to develop and teach online undergraduate and graduate level grant writing classes for Excelsior College. During her career, she has developed and helped implement strategic plans for a variety of nonprofit organizations in multiple sectors.

She earned a BA in Economics from Connecticut College and a Masters in Public Policy with a focus in Community Development from Rockefeller College at SUNY Albany. She has also completed a certificate in Diversity, Equity, and Inclusion from Cornell University. Friends consider Caryn to be compassionate, tenacious and thoughtful.

Soraia Francisco, Program Associate

Soraia Francisco is a proud queer dog mama and cancer survivor. Born in Portugal, she migrated to the United States with her family, graduated from Rutgers University as a first generation college student, and then traveled to multiple U.S. cities as a two-term serving AmeriCorps member. During Soraia’s service terms, they provided relief and long term-recovery for natural disaster survivors, college readiness tutoring for underserved students, and various community oriented service projects. After their last service term, Soraia found a new home in the Pacific Northwest; there they spent four years building relationships with and serving youth as a School Outreach Coordinator for Communities In Schools. In 2016, they were diagnosed with stage three colorectal cancer and underwent treatment in Seattle. Soraia, cancer-free, resumed their graduate degree program in Human Sexuality Education; they became invested in pursuing transformative sexology as a student and emerging professional in the human sexuality field. She joined Princeton AlumniCorps in 2018 as a Program Associate and loves working with such a dedicated, justice-oriented, and fun team. Soraia is known as empathetic, outgoing, and trustworthy.
New York Emerging Leaders

New York’s Emerging Leaders cohort consists of 16 mid-career professionals who work for nonprofit organizations located in New York and New Jersey. The 2019-20 cohort will be the eighth group to participate in Princeton AlumniCorps’ Emerging Leaders program in New York. The New York cohort is facilitated by Yael Sivi (Collaborative Coaching).

Stefano Barros, Student Success Network

Stefano works at Student Success Network, a network of youth development and education nonprofits working to collectively close the opportunity gap for young people in New York City. As the Program Manager of Knowledge Sharing & Improvement, Stefano works with practitioners to elevate their practices, tools, and other resources across the network through trainings, webinars, and various other mediums. He also leads Student Success Network’s Diversity, Equity, and Inclusion initiative, working with his teammates to create space where everyone is able to grow and thrive.

Growing up in a large Cape Verdean family taught Stefano to value community building. Stefano channelled his passion for community and camaraderie in various student leadership positions while earning his B.A. at Boston College. That same devotion led him to hold several different roles at Camp Harbor View, a year-round youth leadership development camp for adolescents in Boston. After 7 years, Stefano went on to work with high school athletes at DREAM in East Harlem as a College Access Coordinator, and later as the High School Leadership & Service Coordinator. His three years at DREAM magnified the resilience of young people and the beauty of East Harlem, as well as the glaring systemic inequities that are upheld in Boston, New York City, and countless other cities in the US. The realization that these inequities manifest in different ways led Stefano to his role at Student Success Network. Here, he is dedicated to highlighting the fantastic work that practitioners do across the nonprofit sector, and pushing it forward through constant reflection and innovation. He believes continuing this work will help transform a system that creates and targets the most vulnerable into a system that encourages and rewards them. Stefano is genuine, animated, and committed.

Taryn Cheeks, United Community Schools

Taryn works for United Community Schools as the Senior Program Manager. United Community Schools (UCS) works to improve student achievement by addressing the educational, emotional, social, and health issues that can stand in the way of learning. In schools across New York City, UCS has demonstrated how this can happen by connecting the entire school to the community. At UCS Taryn serves as a member of the organization’s Leadership committee and provides support for the 4 Program Managers who manage the work of the full-time site-based staff across UCS’ 32 Community Schools. Taryn has also recently assumed the responsibility of designing the organization’s Professional Learning sessions for both site based staff and school teams comprised of various stakeholders throughout the school community.

As a successful product of the New York City public school system, Taryn has dedicated her career to working to obtain resources and results for students and families while working tirelessly to close the achievement gap that is still present within many of our New York City communities. Taryn’s work has spanned across school-based settings and non profit organizations. Throughout her work she has consistently proven to be dedicated, compassionate, and visionary.
Andrew Fair, Bronx RHIO

Andrew Fair is a data analyst and manager at the Bronx Regional Health Information Organization (RHIO), a health information exchange linking hospitals, health systems, ambulatory care centers, and other clinical services throughout and beyond the Bronx. As the Bronx RHIO’s Data Analytics Manager, Andrew leads a small team of health informatics specialists who produce clinical data reports for clients and partners, as well as pursuing innovative analytic techniques through grant-funded opportunities and special projects.

Prior to joining the Bronx RHIO in 2017, Andrew spent the rest of his career at the New York City Department of Health and Mental Hygiene. There, he supported NYC’s dramatic reduction in smoking as a tobacco cessation analyst, helped develop and implement a web-based patient engagement platform for persons with serious mental illnesses, and analyzed electronic health record data from various provider networks for population health promotion. Andrew has a BA in Public Health from Johns Hopkins University, an ScM in Society, Human Development, and Health from the Harvard School of Public Health, and an MS in Applied Urban Science and Informatics from NYU’s Center for Urban Science + Progress, or CUSP. He completed additional graduate coursework in Interactive Web Mapping at Pratt Institute. Andrew considers himself to be curious, reflective, and empathetic.

Jackie Foster, Whitney Museum of American Art

Jackie is the senior digital content manager at the Whitney Museum of American Art, which collects, presents, and interprets art of the United States in the broadest geographic, historical and interdisciplinary contexts. Dedicated to the idea of embracing the artists among us, the Whitney fosters the work of living artists at critical moments in their careers, and engages a diverse public through direct interaction with artists. Jackie believes in the power of art—as an end in itself, and as a way to help people imagine a different and better future. Her work at the Whitney centers on democratizing and demystifying art to empower everyone—from artists to on-site visitors to Internet users—to create their own stories, and to provide a platform for those stories.

Before joining the Whitney, Jackie worked in digital roles at Condé Nast and the Museum of Modern Art, and served as chief of staff to the Chairman of Elsevier, the world’s largest scientific, technical, medical publisher. She also taught English in Nan, Thailand as a Princeton in Asia fellow. Jackie earned her A.B. from Princeton University and an M.St. in the History of Art and Visual Culture from the University of Oxford. She is optimistic, resourceful, and assiduous.

Alisa France, The Opportunity Network

As the Program Manager of College Success at The Opportunity Network (OppNet), Alisa leads the College Success team in overseeing programming and support mechanisms. The team ensures that Fellows successfully transition to college, navigate to graduation and post-graduate pursuits, and finally, build connections to the alumni community. Her scope of work includes budget management, data analysis, program & curriculum development, facilitation, and creating systems of one-on-one counseling.

Since joining OppNet full-time, Alisa has served in many capacities, supporting the full program team in multiple aspects of programming, from recruitment to session instruction. Prior to OppNet, she served as a dual-department intern at the National Education Association and the Government Affairs Assistant at Destination D.C., Washington, D.C.’s convention and visitors’ bureau. Alisa holds a M.A. in Education Policy from Teachers College, Columbia University, and B.A. in Political Science from Howard University. Through her experiences, Alisa became extremely involved in her community, learned the importance of community involvement in the education and development of students of color and studied family and community engagement policies, particularly in underserved communities. With a background and passion for the arts, Alisa is a story-teller, maximizer, and creator.
Leticia John, Planned Parenthood Federation of America

Leticia works at Planned Parenthood Federation of America (PPFA), a reproductive health care organization that helps deliver care, education, and information to millions of women, men, and young people worldwide. At PPFA, she leads the stewardship and engagement program for mid-level donors who give between $1,000 and $24,999, creating contact strategies, developing impact communications, planning events etc. to increase donor and revenue retention.

Before coming to PPFA she earned her B.A. from Northeastern University and her MPA from New York University’s Wagner School. Leticia has diverse experiences in both the nonprofit and for-profit sectors, working with academic institutions, philanthropic consulting firms, national and international healthcare organizations, and government agencies. She enjoys developing meaningful partnerships and creating mutually beneficial solutions that promote and improve access to economic, educational, social, and health-care equities. As a fundraiser, Leticia is able to create narratives and unique donor experiences for nonprofit organizations to engage and connect with philanthropists and social investors. Among her peers and colleagues, Leticia is known for being organized, cheerful and determined.

Asif Khan, DoSomething.org

Asif Khan is a development and tech professional focused on gender equality, tech for education, and economic development. He is currently leading the Campaigns team at DoSomething.org, the world’s largest youth-focused tech company.

Asif has previously worked for the United Nations Foundation in New York and Washington. He also managed the US Partnerships portfolio for the French aid agency Action Contre La Faim, and North America (East Coast) & Middle East partnerships at the global education non-profit Room to Read. He recently managed partnerships and fundraising for Games for Change and led the development of XR (Immersive Realities) for Change. Prior to switching careers and joining the nonprofit sector, Asif worked in corporate finance and investment management at The Jordan Company and AllianceBernstein in New York.

He has fieldwork experience with the National Commission for Human Development (NCHD), working in Northern Pakistan, and has studied and worked in England, Spain, Turkey, and Argentina. Asif has a Bachelors in Political Science from the University of Massachusetts, Amherst and a Masters in International Relations & Development from the University of Warwick in England. He is fluent in English, Spanish, Urdu & Turkish. Asif was one of 50 top professionals in emerging technologies chosen to go to Israel with the Schusterman Foundation’s REALITY initiative. He is involved with organizations like New York Cares, Women’s Entrepreneurship Day (WED), S.H.E. Summit, and Easter Seals, and is an active member of REALITY & Nexus Global. Asif is loyal, innovative, and outgoing.

Rachel Jackson, Transparentem

Rachel Jackson is Vice President of Operations at Transparentem, a non-profit focused on investigating and eradicating human rights and environmental abuses in manufacturing supply chains. Rachel joined Transparentem as its first employee in 2015, and has since worked to grow the organization to over two dozen staff globally.

Prior to her work at Transparentem, she was an Associate at Bennett Midland, a management consulting firm that works with public agencies, nonprofits, and other civic organizations. Previously, Rachel worked as a Senior Research Specialist at Innovations for Successful Societies, a Princeton University Woodrow Wilson School for International and Public Affairs research program that chronicles government innovation in challenging contexts. There, she focused on election violence, police reform, and deforestation and worked in sub-Saharan Africa, Latin America, and Southeast Asia. Rachel began her career as a reporter for legal news website Main Justice covering U.S. and international anti-corruption enforcement. She graduated magna cum laude from Princeton University. Those who know her would describe her as perceptive, compassionate, and industrious.

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Gary Linnen, PeerForward

Gary Z. Linnen has more than eighteen years’ experience in education, youth development and test preparation. As the Managing Director of Program Operations & Innovation at PeerForward, he currently oversees programmatic operations to drive the training, mobilization, and execution of youth-led teams in addressing challenges in their high school communities. Gary also serves as a Mayoral Appointee to the governing board of the New York City Department of Education and the Board of Education Retirement System for more than three years. Prior to joining PeerForward, Gary worked at The Princeton Review, where he managed its test-prep and tutoring programs for thousands of students throughout NYC and Long Island. Gary is a graduate of Cornell University with a Bachelor of Arts degree in Government. He’d describe himself as innovative, collaborative, and solution-oriented.

Mansi Mehta, UNICEF USA

Mansi Mehta is the Assistant Director of Global Cause Partnerships at UNICEF USA. In her current role, she works to build relationships with organizations whose mission and vision align with that of UNICEF and UNICEF USA. Primarily, Mansi manages relationships with women’s organizations based in the U.S. and oversees a team focusing on engaging with faith-based organizations, professional associations, and like-minded service organizations. Previously, Mansi worked at the Earth Institute of Columbia University on various health and education-related programs with a focus on empowering girls in sub-Saharan Africa through information, communication, and technology. She has her Master’s in Public Health and her undergraduate degrees are in Biology and Policy Studies.

Whether Mansi is working on behalf of children, reading a good book, or engaging in deep conversation with friends and colleagues, she is passionate, dedicated and energetic.

Nancy Olisma, Ascend Learning

Nancy works in human resources at Ascend Learning, the network office that supports 15 charter schools in central Brooklyn. Ascend Learning’s mission is to develop a scalable solution to the underachievement of economically disadvantaged children—a network of urban, college-preparatory, K-12 charter schools, operating with widely available human and financial resources, and posting achievement levels equal or superior to schools educating students from middle-class families. At Ascend Learning, Nancy currently works with the payroll team and the chief operating officer to ensure compliance with federal and state regulations, leave of absence coordination, workers compensation, HRIS information management, unemployment, and disability management.

Nancy is a first generation college graduate who earned a B.A from CUNY Hunter College and a M.S. from Columbia University. Her professional and athletic experiences drive her current work to ensure that adults have the resources they need, both personal and professional, to perform their job at a high level, supporting students and the overall mission of closing the achievement gap in the community where she grew up.

Whether she’s running meetings or half-marathons, Nancy is strategic, conscientious, and determined.
Maggie Raible, Basta

Maggie is the Co-Founder and Programs Lead for Basta, an organization that connects diverse first-generation college graduates with employers for first jobs. Maggie has led the development of Basta’s curriculum and program model and built the operational systems that have allowed Basta to grow to support over 200 fellows in less than 3 years.

Previously, Maggie served as a Recruitment Manager for the KIPP Foundation, where she led KIPP’s national recruitment campaign for founding school leaders and developed the team’s first ever full-day interview prep intensive for candidates. Prior to KIPP, Maggie served as the Senior Associate for Global Partnerships at Teach For All and managed the operations of a $14 million fundraising portfolio. She started her career in Recruitment and Selection at D.C. Public Schools. Maggie has a BA in Psychological and Brain Sciences from Johns Hopkins University. Those closest to Maggie would describe her as driven, thoughtful and resourceful.

Morgan Pecora-Saipe, African Parks Foundation of America

Morgan works at African Parks Foundation of America, a non-profit organization that works to promote and advance the mission of African Parks in the United States. African Parks, which is headquartered in Johannesburg, South Africa, is responsible for the rehabilitation and long-term management of national parks and protected areas in partnership with governments and local communities. Currently, African Parks has 15 parks under direct management in nine countries, protecting almost 25 million acres. As Development Manager at the foundation, Morgan works with the US-based fundraising team to promote and advance the organization’s mission, leads grant proposal development, and supports donor engagement.

Before coming to African Parks, Morgan earned her B.A. from Princeton University and Master’s from the London School of Economics, where she studied Ecology and International Development. As an undergraduate, Morgan studied abroad in Panama and Kenya; the latter served as the impetus behind her continued interest in wildlife conservation within East Africa. After graduating, she spent five years working on a variety of research and conservation projects through which she gained an interdisciplinary understanding of development challenges and their relationship to conservation. As the Research Manager for Grevy’s Zebra Trust, Morgan worked extensively across rural areas of northern Kenya to manage and evaluate programs and to engage local communities and their partners. Whether identifying zebras in northern Kenya or meeting with funding organizations in NYC, Morgan is attentive, passionate and has the ability to adapt to whatever comes her way.

John Powell, The Doe Fund

John works under The Doe Fund’s Ready, Willing and Able Program. The program is focused on providing formerly homeless and formerly incarcerated males with the tools needed to both find gainful employment and secure independent housing. At The Doe Fund, he supervises the career coaching and after care staff at three locations, one in Harlem and two in Brooklyn, providing oversight concerning the development of employment partnerships, career development, retention, and career pathways.

A few years before arriving at The Doe Fund, he worked for Henry Street Settlement under the HRA Back to Work Program, at that time the newest embodiment of Welfare to Work. While there he noticed that chronically homeless and formerly incarcerated individuals were routinely under served and under resourced. His experience there drove him to modify and re-imagine traditional workforce methods both in program design and in direct service. When facilitating a training or providing supervision to his direct reports, John is empathetic, encouraging and honest.
Tre Wells, **Partnership With Children**

Tre currently works on the data and evaluation team at Partnership with Children (PWC), a non-profit organization working to strengthen the emotional, social, and cognitive skills of vulnerable children in New York City. In this role, he is responsible for supporting program staff at 30 schools with data and evaluation supports, as well as fostering a culture of continuous improvement. Before joining PWC, Tre managed the operations of education technology programs at DREAM Charter School in East Harlem, exposing hundreds of students to robotics, engineering, and coding and supporting teachers with integrating technology in the classroom. Originally from Little Rock, Arkansas, Tre is passionate about education policy and public service. He received his M.A. in Economics from the University of Virginia and his B.S. in Mathematics from Morehouse College where he served on the executive board of the State of Georgia's Youth and College Division of National Association for the Advancement of Colored People. In his free time, he enjoys hanging out with his “little” from Big Brothers Big Sisters, playing basketball, and binge-watching the latest show on Netflix. Colleagues know Tre to be positive, witty, and determined.

Louis Wu, **Leadership Enterprise for a Diverse America**

Louis works at Leadership Enterprise for a Diverse America, a national non-profit organization dedicated to diversifying the national leadership pipeline by helping high-achieving students from under-resourced backgrounds gain admission to selective colleges across our nation. LEDA guides these students through the college application process, prepares them for the college experience, supports them while in college and positions them for leadership in the private and public sectors. As the Operations Manager at LEDA, Louis helps plan, manage, and execute the organization’s financial and business operational goals, including its flagship Aspect of Leadership Summer Institute, and the LEDA Summer Career Institute. Prior to working at LEDA, Louis worked at Success Academy Charter Schools, an education management organization operating a chain of high performing public charter schools based in New York City. He was a part of the business operations team at Success, helping oversee the business operations management of a local elementary school in Brooklyn. Through firsthand experience of seeing how incredibly powerful access to high quality education and support can be to communities of marginalized backgrounds, he remains committed to being an agent of change in making sure that there will always be a voice for the voiceless. He holds a B.S. in Economics from St. John’s. Louis is intellectually curious, compassionate, and driven.
Bess Amerman, PeerForward

Bess works at PeerForward (formerly College Summit), an educational nonprofit who leverages the positive power of peer influence to drive students to and through college. At PeerForward, Bess leads the Finance and Development teams to successfully support the organization’s program and mission. Prior to her work at PeerForward, Bess was an auditor at Cohn Reznick LLP where she specialized in the audits of several nonprofit organizations. It was her work here that exposed Bess to the passion involved in working toward a mission with a nonprofit. Bess spent her first summer at PeerForward volunteering at one of their summer workshops, a four day event on a college campus for rising high school seniors where they learn about the program and write their personal statement for their college applications. It was this transformational experience that turned a nonprofit accounting job into a passion for the mission. In the work that she does, Bess is determined, insightful, and methodical.

Katie Lu Clougherty, DC SCORES

Katie Lu works at DC SCORES, a youth development nonprofit that helps children living in poverty develop the habits and skills to succeed on the playing field, in the classroom, and in life. She currently oversees monitoring and evaluation of program data through the implementation of data collection, analysis, and reporting.

Katie Lu earned a B.A in both Public Health and Sociology at American University. During her undergrad, she worked for a local nonprofit as a health and nutrition educator for their after-school and summer leadership program. Her experiences working in the nonprofit and government sectors inspired Katie Lu to pursue a career in education and public health, which led her to DC SCORES.

You can find Katie Lu on the soccer field or buried in spreadsheets, but either way she is always resourceful, driven, and passionate.

Josie Beets, SAFE Project

Josie works at SAFE Project, a national nonprofit working through a collaborative, multi-pronged and non-partisan approach to end the nation’s catastrophic addiction epidemic. At SAFE, she serves as the Senior Director of SAFE Communities, making sure communities have the tools they need to make a positive impact.

Josie came to SAFE Project from the Federal government, where she served as Senior Advisor to the President’s Management Council and Federal CFO Council. In that role, she worked closely with leadership at the Office of Management and Budget and executives from the largest government agencies to impact government-wide management policies and programs. At the local level, she has also impacted public policy, leading the Military Spouse JD Network (MSJDN), a bar association for military spouses who are attorneys, in a campaign to secure law licensing accommodations for active duty military spouses who move every two to three years. Josie also founded MSJDN’s pro bono project, dedicated to serving the legal needs of Gold Star families.

Josie currently serves on the Board of nonprofits United Through Reading and the Military Spouse JD Network. She earned her BA from Sweet Briar College and JD at Brooklyn Law School. While in law school, she was recognized for her public interest work, including an award for criminal justice reform work in post-Katrina New Orleans, which landed her in People Magazine. She prides herself on being innovative, persistent, and reliable.
Candice Cooper, *Urban Teachers*

Candice seizes incredible opportunities to grow as a teacher and as an investor in building collaborative learning environments, most recently at Friendship PCS: Chamberlain Campus and supporting the entire 8-school network as well. In the past, she has facilitated professional development sessions, used targeted high-leverage instructional practices, and increased student growth. Candice is in education because she has a passion for guiding individuals through the learning process, in addition to an excitement for the material she presents. She is currently the Senior Assistant Director with Urban Teachers DC, an alternative teaching program that prepares, certifies, and supports new educators to be highly effective career teachers. In her day to day, Candice encourages learning by creating a safe environment that allows people to take risks and partake in stimulating conversation about concepts being presented.

During her career with Friendship Public Charter School she has held the position of Grade Level Lead, Instructional Performance Coach, and Master Teacher. She has also assisted in writing a comprehensive summer program curriculum for multiple grade levels. Candice strives for distinguished teaching, coaching, and continued professional growth every day. She wants to create an atmosphere that fosters learning, but to also be a part of a reciprocal process of constructive feedback to improve practices that best support teachers and students.

Candice has worked as an elementary educator in Las Vegas, Nevada and Washington, D.C. When she is not at work, you can find her spending time with her family and playing competitive adult softball. Candice is authentic, reliable, and passionate.

Owen Daniels, *Institute for Defense Analyses*

Owen Daniels is a research associate at the Institute for Defense Analyses, a federally funded research and development center (FFRDC) that provides analytical support to the US Department of Defense. His analytical work within the Joint Advanced Warfighting Division supports warfighters across the service branches by exploring the impact and ethics of new technologies, strategy implementation, and security issues spanning the globe.

Owen earned his degree in Politics with minors in Near Eastern Studies and Arabic Language from Princeton University. He applied these skills after graduation as a research assistant at Aviation Week magazine and later as an associate director for Middle East security issues at the Atlantic Council. Through his professional experiences, as well as his volunteer work as an Assistant Managing Editor with Young Professionals in Foreign Policy, he has strived to incorporate diverse and emerging voices into policy discussions on international affairs. Owen believes national security nonprofits are uniquely positioned to inject non-traditional thinking into policymaking, and should play an important role in developing sound policies and maintaining strong civil-military relations. His optimism, curiosity, and drive have served him well in and out of the office.

Ted Friedman, *KaBOOM!*

Ted Friedman, a Northern Virginia native, joined the KaBOOM! Project Management team in March of 2012. Ted led over 50 community-led playground projects across North America including 5 builds in Mexico and 2 in Canada. In May of 2016, Ted became an Associate Director of Project Management and now coaches a team of Project Managers as they lead projects across the country. Prior to joining KaBOOM! Ted served as a Peace Corps Volunteer in El Salvador from June 2009-September 2011. During his two years in El Salvador Ted spent the majority of his time working with the local elementary school on afterschool programs focused on youth development but also managed construction projects for the school and around the community. Ted is a Miami University and Gonzaga High School graduate. Ted is enthusiastic, collaborative, and committed.
Tara McNerney, Brighter Bites

Tara McNerney is the Program Director for Brighter Bites, a nonprofit that combines access to free fresh produce with nutrition education help low income children and their families improve their diets. Her passion for healthy food has formed a deep-running theme in her studies and career. At Brighter Bites she leads a team, oversees every aspect of the program’s delivery, and cultivates their partnerships with the Food Bank and elementary schools in the D.C. metro region.

Tara received her B.A. at Dartmouth College (Hanover, NH) in Environmental Studies, and moved to Sweden to get her Master’s in Strategic Leadership Toward Sustainability at the Blekinge University of Technology (Karlskrona, Sweden).

Before Brighter Bites, Tara spent five years as a teacher then school leader at a sustainability-focused public charter school. Tara built many award-winning programs for the school, including a cooking and gardening class that cultivates in students the skills and food preferences needed to support healthy lifestyles. Her favorite moments were hearing students cheer when they saw their favorite fruit or veggie on the lunch menu and knowing that her effort to expose kids to healthy food was having an impact.

Tara enjoys cooking, growing vegetables in her community garden plot, running, volleyball, and hiking. Whether she’s enjoying being active and eating good food herself, or helping others to lead healthy lifestyles as well, Tara is passionate, energetic, and dedicated to the cause.

Maryum Jordan, Lawyers’ Committee for Civil Rights Under Law

Maryum Jordan serves as counsel for the Special Litigation and Advocacy Project at the Lawyers’ Committee for Civil Rights Under Law. Through her work, Maryum supports legal and advocacy strategies in relation to cross cutting racial justice issues that fall outside the scope of the Lawyers’ Committee’s current projects such as immigration and environmental racism. She also coordinates pro bono assistance to monitor law enforcement activity at demonstrations and to provide support to arrested protesters.

Prior to joining the Lawyers’ Committee, Maryum was a Bertha Legal Fellow and Human Rights Attorney at EarthRights International (ERI). As a fellow, Maryum represented indigenous farmers and union activists in litigation against multinational corporations for committing human rights abuses in South America. Before her fellowship, Maryum worked in ERI’s Peru office for two years where she developed international legal and advocacy strategies with indigenous community leaders and grassroots organizations in Peru, Ecuador, and Bolivia.

Maryum received her J.D. in 2014 from Harvard Law School where she was actively involved in the International Human Rights Clinic, and worked on human rights issues in Cambodia, Myanmar, Spain, and South Africa. She earned her B.A. from Harvard College where she majored in Anthropology with a focus on Peruvian archaeology. Maryum is driven, compassionate, and quirky.

Catherine Hoisington, Byte Back

Catherine Hoisington is the Database Manager at Byte Back, a dynamic Washington, D.C. based nonprofit providing a pathway of inclusive tech training that leads to living-wage careers. Since fall 2017, Catherine has led Byte Back’s full integration of Salesforce, collaborating across departments to maintain the integrity of the organization’s program and donor data, and working continually to improve the database.

She earned her bachelor’s in liberal arts from St. John’s College, and later a bachelor’s in software development and security from University of Maryland University College. After completing her second bachelor’s, Catherine worked as a computer programmer, where she saw first-hand the lack of diversity in the tech sector. This led her to Byte Back, where the mission of inclusive tech training spoke to her. Catherine is inquisitive, deliberative, and compassionate.
Katie Nash, DC Central Kitchen

Katie is a Registered Dietitian and native of the Washington, D.C. area. She works at DC Central Kitchen, the nation’s first and leading community kitchen that develops and operates social ventures to break the cycle of hunger and poverty. In her role as Associate Director of School Food, she assists in leading their nationally recognized Healthy School Food program, providing locally sourced scratch-cooked meals to students in 14 schools in low-income communities of Washington, D.C. She is also responsible for developing and overseeing DC Central Kitchen’s school-based nutrition education programs that educate more than 2,000 students each year.

Before coming to DC Central Kitchen, she earned her B.S. in Dietetics from University of Maryland and completed her dietetic internship through Virginia Tech’s Dietetic Internship program. As an intern, Katie completed her food service rotation at DC Central Kitchen and was drawn to their high-quality food and holistic approach to school food service. It was during this experience that she came to recognize that a student’s willingness to try unfamiliar foods was greatly influenced by their previous exposure. As a result, she was inspired to create the Fresh Feature Friday program, a taste test model that provides students with an opportunity to try new vegetables and preparation methods and vote on their favorites. With this program, students are empowered to take ownership of their menu and staff receive valuable insight to inform the recipe and menu development process. When she’s not talking food, those closest to Katie would call her dedicated, loyal, and hard-working.

Cindy Minn, Education Forward DC

Cindy works at Education Forward DC, a grant-making organization that funds schools and school support organizations in D.C., with the goal of doubling the number of underserved students that are college and career ready. As an Analyst on the Schools and Human Capital team, Cindy evaluates potential grant-making opportunities and supports Education Forward D.C.’s schools and human capital grantees.

As a first-generation college student, having a high-quality education has been crucial to her success. Having had the privilege to attend a New York City specialized high school, Cindy firmly believes in the transformative power of education and the right of every student to have access to this type of education. Prior to joining Education Forward DC in 2018, Cindy worked at a small education consulting firm that provided strategic support to private schools. Through this experience, she came to believe that all students should have access to the kind of education a private school can provide, not only those whose parents can pay for it. This experience led her to enter the classroom as a second grade teacher in Bushwick, Brooklyn. Whether in the classroom or supporting grantees, Cindy is a determined and curious life-long learner.

Christine Santillana, Earthjustice

Christine works at Earthjustice, the nation’s largest non-profit environmental legal organization. She serves as a lobbyist with the Policy and Legislative office’s Healthy Communities team, where she strategically advocates for legislation on toxic chemicals and waste that primarily impacts the health and livelihood of communities of color - both in the continental U.S. and Puerto Rico.

Prior to joining Earthjustice, Christine earned her B.A. from UCLA and J.D. from Howard Law School. Her varied experiences volunteering and working with advocacy organizations that focused on the systematic legal and political problems affecting the LatinX, Muslim, African American youth and immigrant communities fueled her to a new arena of work: environmental justice. These marginalized communities are on the front-line of every major environmental harm, which drives her to work with impacted communities in order to effectively advocate for/defend environmental protections for these communities at the federal level. Christine is compassionate, vibrant, and dedicated.
Molly Scalise, FRESHFARM

Molly is the Director of Communications & Outreach at FRESHFARM, a Washington, D.C.-based nonprofit that works to build community around healthy, local food. FRESHFARM operates 14 producers-only farmers markets in the D.C. area and partners with 13 D.C. Public Schools on FoodPrints, a food education program that brings school gardens, teaching kitchens, and cooking and nutrition curriculum to elementary school students. Molly leads FRESHFARM’s communications efforts, working to tell the stories of farmers of the Mid-Atlantic region and educate communities about fresh, local food and sustainable agriculture.

Prior to joining FRESHFARM, Molly participated in the six-month Farmer Training Program at the University of Vermont, where she earned a Certificate in Sustainable Farming. During the program, she worked on an organic vegetable farm and discovered her passion for strong regional food systems. She previously served for four years as the Program Manager at Rachel's Network, a national network of women philanthropists dedicated to environmental issues. She is a graduate of Georgetown University, where she majored in American Studies. When she’s not at the farmers market, Molly loves to sing with her rock band, ride her bike, and practice flying trapeze. She’s positive, adventurous, and fun-loving.

Tina Schneider, World Resources Institute

Tina is the Manager of the Forest Legality Initiative at the World Resources Institute. The Forest Legality Initiative (FLI) is a multi-stakeholder initiative promoting better forest management by increasing the trade in legal forest products. Tina coordinates and provides technical backstopping for the team’s work across projects in Peru, Central Africa, Indonesia, and China.

Tina earned a B.A. from Reed College and then spent a year in Ecuador working on cacao and coffee value chain development with smallholder farmers, and on payments for environmental services for managing watersheds with a municipal water fund. The challenges of managing natural resources for competing needs motivated Tina to focus her career on the environment. She spent two years working at Conservation International supporting civil society engagement in biodiversity conservation, and went on to complete her Master’s degree in Forestry from the Yale School of Forestry & Environmental Studies. After graduation, Tina spent two years in the Lao PDR after receiving a Fulbright scholarship to conduct research on land tenure and community forestry in the Lao PDR for the German aid agency GIZ, and then working for a number of NGOs and research institutions on illegal logging and smallholder teak and bamboo plantations. Tina remains committed to working on sustainable management and conservation of forests. Tina is dedicated, energetic, and focused.

Meghan Wrinkle, Capitol Hill Village

Meghan is the Volunteer and Programs Coordinator at Capitol Hill Village, a non-profit organization whose mission is to support seniors as they age in community. Her role includes connecting seniors to volunteer services that help them age on their own terms and stay independent in their homes. She supports dedicated volunteers as they implement a range of social and educational programs that include topics on longevity, wellness, and technology.

After earning a B.A. from University of Maryland Baltimore County, she started as an intern at Capitol Hill Village and was inspired by their neighbors helping neighbors model. Meghan was energized when she works with the committed stakeholders of the organization, who advocate for the well being and engagement of older adults. After her internship, Meghan was thrilled to become part of the staff and continue her work with the volunteers who make the Village movement possible. Meghan is diligent, resourceful, and committed.
Amanda Young, Byte Back

Amanda Young is the Recruitment & Admissions Manager at Byte Back, a dynamic Washington, D.C. based nonprofit providing a pathway of inclusive tech training that leads to living-wage careers. Since fall 2017, Amanda has revitalized Byte Back’s outreach and community presence and guided students up a pathway, from tech foundations to certifications and new careers. Prior to joining the staff, Amanda volunteered as a computer foundations instructor with Byte Back.

Amanda earned her bachelor’s in political science and psychology from American University. With a background in human resources and people operations, Amanda has previously worked at Nielsen and Kaiser Associates providing recruitment and talent management support. She continues to work with the D.C. real estate website UrbanTurf, managing client relationships and maintaining a development pipeline of residential properties in the District.

In her spare time, Amanda is actively involved in the community, recently joining D.C. Mayor Muriel Bowser’s Streetlight Advisory Panel. She has taken part in the D.C. Metropolitan Police Department’s Community Engagement Academy and volunteered with the D.C. Department of Energy and Environment’s Lead Safe and Healthy Housing initiative “Saving Lives, Futures and Money with Healthy Housing: How Do We Get There?” Amanda would describe herself as introspective, consistent, and curious.
Partner Organizations

2019 - 20 Partner Organizations

While the Emerging Leaders program is a personal development program, it is also designed to have an immediate impact on the organizations who support their staff’s participation.

African Parks Foundation of America
Ascend Learning
Basta
Brighter Bites
Bronx RHIO
Byte Back
Capitol Hill Village
DC Central Kitchen
DC Scores
DoSomething.org
Earthjustice
Education Forward DC
FRESHFARM
Institute for Defense Analyses (IDA)
KaBOOM!

Lawyers’ Committee for Civil Rights Under Law
Leadership Enterprise for a Diverse America
Partnership With Children
PeerForward
Planned Parenthood Federation of America
SAFE Project
Student Success Network
The Doe Fund
The Opportunity Network
Transparentem
UNICEF USA
United Community Schools
Urban Teachers
Whitney Museum of American Art
World Resources Institute

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