

# AB Looks Ahead: New Team, Same Dream

Dear Donors, Supporters and Friends,

Earlier this year, we began unveiling our 2017-2020 growth plan to our donors (summarized at right). In concert with our board, we developed this roadmap to expand the social impact of our portfolio while extending [our commitment](#) to equity, diversity and inclusion. Unfortunately, the events of the last few weeks have underscored just how necessary our collective efforts are in continuing to build a just and inclusive society.

We share here an update on our approach to realizing this brighter future. While we have added **new teammates** ([Jess](#) and [Erica](#)) and **new flavors of grantees** (alumni and “Emerging Leaders of Color”) we maintain our laser focus on unlocking human potential and promoting economic independence.

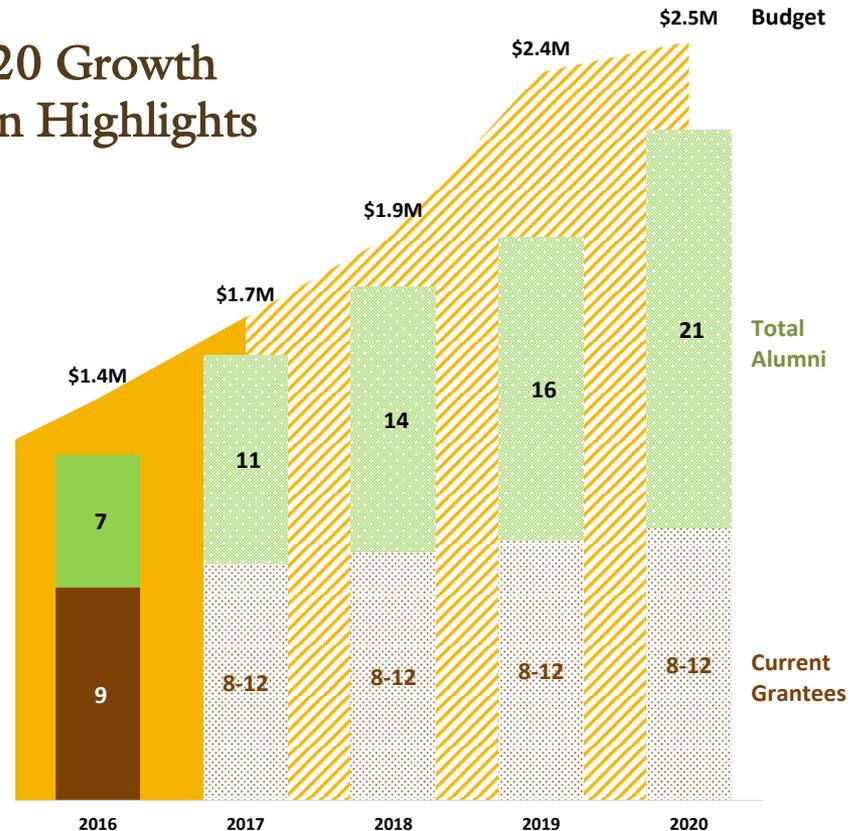
As always, we’ll endeavor to be **substantive, candid and brief**. We look forward to hearing your feedback!

Best,



Arbor Brothers finds, funds and supports the most promising early-stage education and workforce development nonprofits in the New York tri-state area.

## 2020 Growth Plan Highlights



- 1** Continue Measured Growth  
*10-15% annual fundraising increases; \$2.5M budget by 2020 (above)*
- 2** Make Senior Hire with Management Experience & Recruiting Skills  
*Erica Hamilton starts in September (p.2)*
- 3** Double Down on Alumni and Cultivate New Leadership Pools  
*Re-engage w/ alumni grantee + add Emerging Leaders of Color grants (p.3)*

# Bringing the Right Tools for the Job

Our key planning question: How might we help our grantees and alumni **sustainably scale impact** even more rapidly?

Conversations with successful “3<sup>rd</sup> stage” leaders confirmed that our portfolio would keenly benefit from a **new senior AB staff-member** with:

1. Experience building and managing large, diverse teams



2. Passion for helping grantees attract and develop top-flight talent

3. Track record of successful “next level” fundraising



**We needed a unicorn - and we found her!**

Meet [Erica Hamilton](#), new AB team member starting in September:



- NYC born and raised
- Harvard BA, NYU MPA, Wharton MBA
- 20 year career in public and private sectors, including:
  - 2012-2017 ED of City Year NY, \$13M youth service nonprofit
  - iMentor, Citi, Goldman, SEO

# Building the Pipeline

## Talent

Founders from diverse backgrounds bring a lot to the table. They are more likely to: have a nuanced understanding of the problems oppressed communities face, build trust quickly with those they serve, and remain committed to addressing thorny challenges over the long haul.

## Held Back

For many reasons, including institutional bias within the funding community, these promising leaders often face the highest barriers to entry when launching nonprofits.

## Means Opportunity

That's why we launched our **Emerging Leaders of Color** grants this summer. Strengthening these organizations should help them attract capital and drive impact even more effectively.



**FaithActs** unites faith leaders and equips their congregations to advocate for improving education in Bridgeport. We are people of faith, building power to give our children the opportunities they deserve.



*ED Jamilah Prince-Stewart*

**AB Investment**  
\$10,000 + 50 hours of consulting support focused on Theory of Change and measuring political clout



THE KNOWLEDGE HOUSE

**The Knowledge House** is building a diverse pipeline of tech talent in the Bronx. By delivering a cutting-edge curriculum, establishing common standards and linking students to employers, we are launching the next generation of digital leaders.



*ED Jerelyn Rodriguez*

**AB Investment**  
\$10,000 + 50 hours of consulting support focused on Theory of Change and mapping talent pipelines

# Reflecting Back, Looking Ahead

## We Blew It!

*(lessons learned the hard way)*

As with every young organization, we are making some mistakes as we grow. By acknowledging and reflecting upon them, we hope to avoid making similar oversights in the future.



- 1. Getting Real About Data.** Tracking outcomes is essential for demonstrating impact, and scrappy nonprofits do everything they can to stay on top of this data. Our work often involves digging into historical records and firming up this evidence base—sometimes a messy process. When we recently provided our board a case study profiling such a project, we should have better managed their expectations around the baseline level of data integrity in second-stage orgs.

To us, the takeaway should not be the extent of any historical record-keeping gaps but rather whether leadership is establishing and pursuing clear, high standards going forward. Said differently, if as grantmakers we expect leadership to be transparent and accountable for outcomes, we need to gracefully acknowledge their past imperfections.

- 2. Short-sighted Nomenclature.** Thanks to Jess and Erica, [The Sisters Brothers](#) is no longer just a great cowboy noir book.

Please feel free to contact us for any additional information:

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## Current Arbor Brothers Portfolio



## Grantees Up Close



We visited third-year AB grantee [Springboard Collaborative's](#) new NYC-based programming with a few new friends in July. Four schools this summer and more next year!

Best turnout yet for our annual grantee cookout. Those Arbor Dogs™ keep bringing 'em back!



**Upcoming Event:** Our Annual Meet the Grantees event is coming up in early November. Please let us know if you'd like information about attending!

