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# Annual Report 2022-2023



“ Tutoring is not just about imparting knowledge; it's the spark that ignites confidence, the bridge that connects understanding, and the catalyst that propels students toward their limitless potential. ”





## Dear Friends,

As we stepped into a new school year, Tutoring Chicago reaffirmed its unwavering commitment to our mission of providing tutoring to students, with no cost to their families. We remain dedicated to providing consistent, personalized, and equitable academic support to empower the future of Chicago's youth.

At the heart of our mission lies a profound respect for the value of education. Since the inception of our journey, our focus has been on the holistic development of our students, both within and beyond the classroom. Recognizing that education serves as a catalyst for systemic change and a lifetime of opportunities, we believe that supporting our students, volunteers, donors, and partners contributes to positive transformation in the city of Chicago.

Now in our 58th year of community service, we have grown and strengthened our impact. By developing even more effective programming to supplement the school day, we continue to adapt to the evolving needs of our students. Throughout the challenges of a post pandemic world, the flexibility and dedication of our volunteers, students, families, and staff have allowed us to be innovative in reaching and affecting the lives of over 1,000 students each week.

A guiding principle for Tutoring Chicago is to prepare our students 'beyond tomorrow morning.' While academic excellence and daily preparedness are crucial, our broader focus is on cultivating attributes, foundational skill sets, and mindsets that foster success both inside and outside the classroom. Our commitment to authentic one-to-one relationships, rich developmental opportunities, and a strong emphasis on social-emotional learning is evident in every aspect of our work.

However, this mission is not accomplished in isolation. Our network of over 1,000 remarkable volunteer tutors stand alongside us, offering unwavering support to their students each week. These dedicated tutors invest hours to understand the unique needs of their students, providing attention, compassion, and trust, coupled with our high-quality, customized curriculum. It is a testament to the significance we place on these relationships that over half of our tutor-student pairs have worked together for more than two years.

We are more committed than ever to ensuring that Chicago's students receive the support and resources they rightfully deserve. On behalf of our incredible Board of Directors, Tutoring Associate Board and staff, we express our deepest gratitude to you for joining us on this journey.

Sandy Marek  
Executive Director



# About Tutoring Chicago

**OUR MISSION** is to deliver the power of education through one-to-one tutoring.

**OUR VISION** is brighter futures for all of Chicago's children.

## **OUR VALUES**

**Education is empowering.**

We believe that through one-to-one relationships with supportive tutors, students facing economic barriers can access brighter futures. Our mission, programs and delivery are centered in these values.

We believe that all children regardless of economics, race, cultural background, gender identity or neighborhood are valuable, capable of greatness and have the right to the following:

- A diverse representation of supportive adults who know them as individuals, value their needs and aspirations, and expose pathways for their success
- Abundant exposure to knowledge, effective instruction, high quality resources and critical technology
- A secure sense of belonging and community that contributes to a healthy growth mindset
- Accessible learning environments where role models are plentiful and a positive relationship with learning is encouraged





# Our commitments



Tutoring Chicago is committed to being a safe, inclusive and equitable learning space for all. This is our responsibility as an organization and as citizens to create an environment not clouded by racism and other systemic inequities.

The safety and health of our students, volunteers and neighbors is paramount to healing and growing as a community. We are committed to sharing resources, ideas and support towards our long-standing vision of brighter futures for all of Chicago's children.

These commitments include greater representation of diversity among our volunteers, staff and boards; authentic community engagement that positively impacts neighborhood residents; and improved efforts to continue educating ourselves.



# Our programs



## **SMART**

The SMART program for 1st through 5th graders focuses on five areas of student achievement: Social Emotional Learning, Mathematics, Accountability, Reading, and Technology. Within the context of building trusting relationships with our volunteers, SMART students focus on homework review, executive functioning skills, and developmental experiences that combine learning and reflection.



## **LITERACY INTENSIVE TUTORING (LIT)**

The Literacy Intensive Tutoring (LIT) program for 1st through 5th graders provides literacy intervention for individual students. The program is designed for struggling readers as determined by school assessments and parent/teacher feedback to help students effectively close the literacy gap and reach their full potential. Students receive one-to-one, customized reading intervention each week with high quality resources and learning tools, including leveled readers, phonics development, high-frequency word recognition, reading novels to develop comprehension, and writing.



## **MIDDLE SCHOOL TUTORING (MST)**

The Middle School Tutoring (MST) program serves 6th, 7th, and 8th grade students. The curriculum focuses on an array of learning needs, preparing students for a transition into high school and continued success in their educational experiences. The curriculum emphasizes social emotional learning, executive functioning skills, academic coursework across the four core subjects (English, math, social studies, and science), and high school readiness, including test prep and career exploration.



## **HIGH SCHOOL TUTORING (HST)**

The High School Tutoring (HST) program provides 9th-10th grade students with one-to-one tutoring and mentoring in areas essential for success in secondary education. The curriculum covers academic course support taking advantage of high school resources, reflection and assessment. This includes support for matriculation, as well as post-secondary readiness.



# 2023-34 Programming updates

## ► **High school program expands again!**

The High School Tutoring (HST) program has undergone significant enhancements to cater to the academic needs of both 9th and 10th-grade students, offering personalized one-to-one tutoring and mentoring. Our dedicated tutors focus on fostering a supportive environment that is crucial for success in secondary education. The comprehensive curriculum spans a spectrum of academic course support, strategically utilizing the rich array of resources available within the high school setting.

The HST program is meticulously designed to not only assist students in their current academic pursuits but also to lay a robust foundation for their future endeavors. This includes targeted support for the matriculation process, ensuring that students navigate the complexities of high school and beyond.



## **Additional benefits provided to students**

The Learning Applications and Benefits (LABs) are an extension of Tutoring Chicago's programming, providing educational opportunities outside of weekly tutoring sessions to our students. This includes a continuation of skills practice at home, workshop experiences related to youth development, and free subscriptions to educational technology tools provided by Tutoring Chicago.

### **Examples of LABs include:**

- At-home learning kits and readers
- IXL Math
- Reading practice
- Phonics Hero
- Power to Believe workshop
- Educational Endeavors summer learners and test prep workshops
- Redwood Literacy (partnership LAB)
- UIC Special Education services (partnership LAB)
- Worldreader Booksmart (partnership LAB)

LABs are offered to students throughout the program year based on their tutoring program and grade level.



All tutoring provided by Tutoring Chicago comes at no cost to families, ensuring accessibility for all. When juxtaposed with the steep annual expenses associated with private tutoring for a family with two children, which could be financially prohibitive for many facing economic challenges, our commitment to free tutoring becomes even more impactful. On average, Tutoring Chicago students benefit from 48 hours of free tutoring per school year, representing a substantial financial relief for families.





# Our impact

# 1,063

students enrolled in one of our programs during the 2022-23 year. Each student is paired with their **own tutor** for the school year.



# 31,622

HOURS OF TUTORING  
BETWEEN STUDENT/TUTOR  
PAIRS THIS YEAR

# 48

HOURS OF FREE TUTORING  
OFFERED TO STUDENTS DURING  
THE SCHOOL YEAR

# 52%

Of current student/tutor  
pairs have worked together  
**for at least 2 years**



Tutoring Chicago serves students across 295 Chicagoland schools.

100% face financial barriers  
\*As defined by the United States Department of Housing and Urban Development.

“

She struggled so much with reading it affected all of her other classes. Now she is confident and can be called on to read without being nervous or embarrassed.

-Tutoring Chicago parent

”

**81%**

OF STUDENTS  
INCREASED THEIR  
STANDARDIZED MATH  
SCORES THROUGHOUT  
THE YEAR

**98%**

OF TUTORS WOULD  
RECOMMEND TUTORING  
CHICAGO

**93%**

OF TUTORS REPORTED A STRONG  
AND POSITIVE RELATIONSHIP  
WITH THEIR STUDENT

**95%**

OF PARENTS REPORTED THAT THEIR  
STUDENT IS DOING BETTER IN SCHOOL  
AS A RESULT OF TUTORING CHICAGO

**92%**

OF PARENTS REPORTED INCREASED  
CONFIDENCE IN THEIR CHILD'S READING  
SKILLS AS A RESULT OF TUTORING  
CHICAGO

**99%**

OF TEACHERS WOULD RECOMMEND  
TUTORING CHICAGO TO ANOTHER  
STUDENT

**100%**

OF PARENTS WOULD  
RECOMMEND  
TUTORING CHICAGO  
TO ANOTHER PARENT

"I show up, I care. It's  
about tutoring, but it's  
also about being a role  
model. Being a part of a  
kid's life."

-Tutoring Chicago tutor

# Thank you to our partners



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FOUNDATION, INC.



LOHENGRIN  
FOUNDATION



Twin Brook  
CAPITAL PARTNERS



*William Blair*



Zeller Realty Group\*



slalom



Chicago Children's  
Charities

Tutoring Chicago is pleased to recognize these companies and foundations for their significant contributions to Chicago's students through volunteerism, in-kind and financial support.

## A *Festive & Cheerful* Holiday Season



'Tis the season of joy and generosity at Tutoring Chicago, where the holidays bring an extra special magic to both students and tutors alike.

Building on our cherished tradition, students eagerly composed their wish lists, crafting heartfelt letters to Santa or someone special. These lists, encompassing something they want, something they need, and something to read, set the stage for a remarkable outpouring of kindness.

In a heartwarming display of community spirit, donors from various corners of the city, spanning corporations, families, and individuals, came together to fulfill these heartfelt wishes. Over 2,500 gifts were joyfully delivered to our students, creating moments of wonder and excitement.

A heartfelt thank you extends to our esteemed sponsors, whose invaluable support played a pivotal role in making this festive season unforgettable. Additionally, we express our deepest gratitude to all the dedicated volunteers who contributed their time and effort to ensure the smooth distribution of these gifts.

2,500+  
gifts delivered to  
Tutoring Chicago  
students





# Financial summary

## Assets/Liabilities

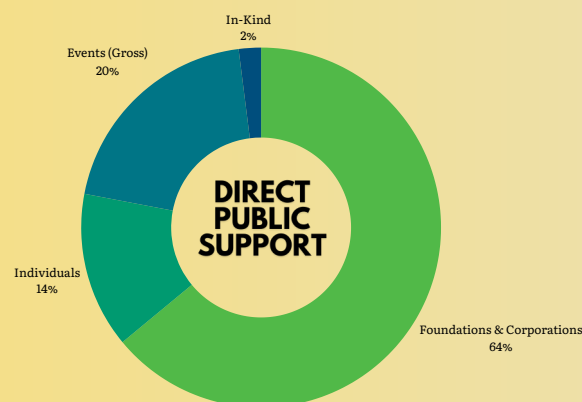
Cash/cash equivalents/investments	\$932,731
Grants and contributions receivable	\$39,566
Prepaid expenses/other assets	\$124,402
Other receivables	\$48
Property and equipment, net of accumulated depreciation	\$27,349
<b>TOTAL ASSETS</b>	<b>\$1,124,096</b>
<b>TOTAL LIABILITIES</b>	<b>\$137,684</b>

## NET ASSETS

<b>WITHOUT DONOR RESTRICTIONS</b>	<b>\$678,296</b>
<b>WITH DONOR RESTRICTIONS</b>	<b>\$270,000</b>
<b>TOTAL NET ASSETS</b>	<b>\$948,296</b>

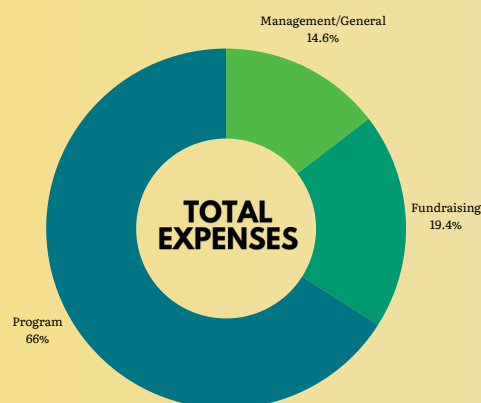
## REVENUE

Foundations and Corporations*	\$920,731
Individuals	\$205,160
Events (gross)	\$285,474
In-Kind	\$20,573
<b>Total Direct Public Support</b>	<b>\$1,431,938</b>
Investment income	\$5,210
<b>Total Earned</b>	<b>\$1,437,148</b>



## EXPENSES

Management/general	\$267,541
Fundraising	\$343,017
Program	\$1,119,793
<b>TOTAL EXPENSES</b>	<b>\$1,730,351</b>
Direct fundraising expenses	\$101,221
<b>TOTAL EXPENSES W/FUNDRAISING EVENT EXPENSES</b>	<b>\$1,831,572</b>



\*Tutoring Chicago received a significant grant to be paid out to the organization over a two-year period and applied towards fiscal years ending July 31, 2023 – 2024. Under generally accepted accounting principles (GAAP), the revenue from this grant was recorded when the commitment was made by the funder in fiscal year ending July 31, 2023. Thus, the expenses related to this grant will be incurred over the two years after the commitment was received and revenue was recognized. This mismatch of revenue and expenses is common among nonprofit organizations. The impact on the financial statements for Tutoring Chicago was a significant increase in net assets (net income) for the year in which the commitment was received and will result in decreases in net assets (net losses) for the years following as the grant funds are spent by the organization.

# Generational impact

## A legacy of learning with Tutoring Chicago

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In the heart of Chicago, a legacy unfolds as Collin Warren, a Chicago native turned program manager at Tutoring Chicago, reflects on his transformative journey with Tutoring Chicago and the subsequent experiences of his children, Collin Warren II and Nina Warren. Their stories weave a tapestry of generational success, showcasing the enduring impact of Tutoring Chicago over decades.

Collin celebrates the impact of Tutoring Chicago within his own personal development. The program, he notes, plays a pivotal role in fostering the confidence needed to achieve "greatness" through a network of learning camaraderie. For him, Tutoring Chicago was always more than just a support system; it was a cornerstone for staying on track in a beneficial way.



The impact of Tutoring Chicago extended far beyond the classroom for Collin and his family. Reflecting on his time as a Chicago student and later in his career, he credits the program for instilling organizational skills, a sense of accountability, and a thorough preparation for school—a foundation that has proved instrumental in the journey of his children.

As a parent, Collin turned to Tutoring Chicago for his children, Collin II and Nina, early on in their academic careers. He attributes this decision to their mother, emphasizing the belief in the African proverb, "It takes a village for a child to succeed." Tutoring Chicago provided not only an academic support system but also an outlet for his children to understand the world and develop life skills.

“  
**It takes a village  
for a child to  
succeed.**  
”

Drawing comparisons between his own time as a Chicago student and his children's experiences with Tutoring Chicago, Collin notes a noticeable shift. While the focus for tutoring during his era was primarily on homework assistance, today Tutoring Chicago places a greater emphasis on helping students progress in various aspects of everyday life beyond school, shedding light on the evolving needs of the student body. In expanding its scope to address a spectrum of challenges faced by students, Tutoring Chicago has embraced partnerships with specialized organizations, offering support in various key subjects and providing essential tools like laptops for virtual learning.



Reminiscing on memorable moments in his children's academic journeys, Collin expresses pride in their perspective on Tutoring Chicago student being a badge of honor. His children, inspired by their positive experiences, actively encouraged their friends to join the program, witnessing the transformative power of education and encouraging a culture of "paying it forward." For Collin, Tutoring Chicago is more than an educational program; it's a village that has helped shape his life and his children's lives.

In Collin's opinion, Tutoring Chicago plays a pivotal role in creating positive and empowering educational environments. Through personalized support, tailored guidance, and mentorship, the program empowers students to excel academically and develop confidence and resilience. The positive impact of Tutoring Chicago resonates through time, influencing both current educational experiences and the long-term trajectories of students' academic and personal growth.

The story of Collin and his family encapsulates the essence of Tutoring Chicago—a legacy of learning, leadership, and community support that spans generations.

**Tutoring Chicago  
changed my family's  
lives and I am  
eternally grateful.**





# Celebrity Spelling Bee

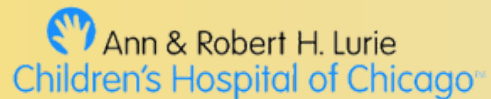
The 4th annual Celebrity Spelling Bee marked a dazzling convergence of some of Chicago's captivating personalities, igniting an atmosphere of intense competition! Blending the elements of a traditional spelling bee with the spontaneity of an improv show, the event seamlessly united celebrities, corporate supporters, and the vibrant Chicago community for an evening filled with laughter and critical funds to support Chicago children.

Guided by the comedic talents of Ryan Asher & Jeff Murdoch, five dynamic teams navigated the escalating challenge of increasingly intricate words in each successive round. Each team took the stage with dual representation—a corporate ally and a local Chicago luminary. Among this year's star-studded lineup were notable figures such as **ESPN's Sarah Spain and Cheryl Scott of ABC-7.**

As the exhilarating competition unfolded over eight rounds, Team Harris Poll, emerged triumphant, clinching the coveted bragging rights. Beyond the spirited rivalry, the evening achieved a milestone by **raising over \$85,000, directly benefiting the educational pursuits of Chicago's students.**



## Thank you to our sponsors





## The passion of volunteers

The significance of a genuine connection between a tutor and student cannot be overstated. Within the Tutoring Chicago family there have been many flourishing partnerships like the one between James, an outstanding tutor, and his dedicated student, Dilayza. The essence of their connection goes beyond the conventional roles of mentorship, manifesting in a collaboration that is not only academically enriching but also profoundly personal and supportive.

Beyond the confines of textbooks and lesson plans, James and Dilayza have forged a connection that transcends the traditional boundaries of a tutor-student relationship. One compelling indicator of their genuine rapport is the shared enthusiasm that extends even to festive occasions. During the Halloween season, they brought a touch of creativity and camaraderie to their sessions by dressing up as a pirate and a parrot. This lighthearted gesture speaks volumes about the comfort and trust that exists between them, providing an environment where learning becomes not just a task but a joyful collaborative experience.

The authenticity of a tutoring pair's connection is often reflected in shared achievements and milestones. James and Dilayza's collaborative efforts have resulted in tangible progress, showcasing the effectiveness of their partnership. Academic success is not just a solitary pursuit for Dilayza; it is a journey undertaken with the guidance and support of a tutor who is genuinely invested in her growth. The goals they set together have become stepping stones, marking the path toward a brighter educational future.





# Corporate partner

## Highlight



West Monroe Partners, through its 360 Partner initiative, has forged a meaningful partnership with Tutoring Chicago, epitomizing a commitment to community impact. The collaboration began with West Monroe's Community Impact Fund, which provided a grant to support Tutoring Chicago's mission. Over 24 employees have actively volunteered as weekly tutors, creating a direct and personal connection with the organization's goals.

The partnership extends beyond tutoring sessions, as West Monroe integrates Tutoring Chicago into its annual events. The company's Day of Service involves preparing school supplies and equipment for the upcoming academic year. Additionally, during the festive season, West Monroe fulfills students' holiday gift requests, wrapping them with care during its company Christmas party.

What stands out most about this partnership is the alignment of values and altruism between the two organizations. The partnership not only benefits the students receiving tutoring but also serves as a source of inspiration for West Monroe employees engaged in the tutoring journey.

West Monroe Partners and Tutoring Chicago's successful collaboration serves as a compelling model for other companies seeking to embark on similar community-focused journeys. The alignment of values and strategic goals, such as nurturing the next generation of leaders, forms the foundation for impactful and enduring partnerships. This partnership showcases the positive outcomes that can be achieved when companies leverage their resources and expertise to make a meaningful difference in the communities they serve.



## Tutoring Chicago's new sites

Tutoring Chicago expands its educational outreach with the introduction of two new tutoring sites, Sylvester Broome Empowerment Village (SBEV) and Salvation Army in the 2023-24 school year. These additions aim to enhance accessibility to quality education for students across diverse communities. SBEV (South Side), a hub for specialized tutoring, offers tailored support to students with unique learning needs. Meanwhile, the Salvation Army site (Near West) extends Tutoring Chicago's reach to underserved areas, providing invaluable educational resources and mentorship. Together, these new sites reflect Tutoring Chicago's commitment to fostering academic growth and inclusivity in communities, ensuring that every student has the opportunity to thrive.





# Thank you to our generous supporters

## **\$100,000 and above**

Caerus Foundation, Inc.

## **\$50,000 - \$99,999**

Wellington Management Foundation

## **\$25,000 - \$49,999**

Abra Prentice Foundation  
Joseph & Bessie Feinberg Foundation  
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## **\$15,000 - \$24,999**

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## **\$10,000 - \$14,999**

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Adam Wolocko



## \$1,000 - \$2,499

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 Shana Gearty  
 Raphael Felarca  
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Don Drake, Associate Director Development & Marketing

Doug Lyons, Associate Director of Grants & Data

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## Programs

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Tammi Adkins, Program Manager

Greer Hengesbaugh, Program Manager

Erica Nelson, Program Manager

Anne Porto, Program Manager

Valerie Price, Program Manager

Collin Warren, Program Manager

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Kora Johnson, Digital Program Coordinator

Aiyanna Ross, Westside Program Coordinator

Mariela Leon, Northside Digital Program Coordinator

Chanel Thornton, Southside Program Coordinator

Elaine Rosa, Digital Program Coordinator

Jennifer Capitani, Digital Program Coordinator

Jesus Estrada, Digital Program Coordinator

Madeleine Olson, Northside Program Coordinator

Marquita Cross, Digital Program Coordinator



**Tutoring Chicago is  
empowering minds  
and transforming  
communities.**

**-Tommy Sternberg, Chair**

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Executive Vice President, Zeller

Lauren Martinez, Director  
Performance Marketing Leader, Kimberly-  
Clark

Marc McCallister, Director  
Partner, Cavanagh Law Group

Jadey Ryndak, Director  
Founder, Vocation

Peggy Scanlan  
CEO and Founder, Dragonflyt LLC

Nicky Silva, Director  
Senior Manager, PwC

Shawn Weems, Director  
Vice President and Head of Global Digital  
Content, Merchandising, Localization, and  
Assets, Hyatt Hotels Corporation

Katherine Welsh, Director  
Principal, Chicago Public Schools

Adam Wolocko, Director  
Director, Inspire11

Dr. Hawke Yoon, Director  
Attending Surgeon, Lurie Children's Hospital;  
Assistant Professor, Feinberg School of  
Medicine

# Letter from Tommy Sternberg

## Chair, Board of Directors

Dear Friends of Tutoring Chicago,

It is with great enthusiasm and a profound sense of purpose that I step into the role of the Chair of the board for this extraordinary non-profit organization. As a longstanding member of the Tutoring Chicago community, I have witnessed firsthand the life-changing power of education in the lives of our students and the broader Chicago community. Our commitment to fostering academic success, personal growth, and a love for learning has never been more crucial. Every tutoring session, every mentorship, and every educational opportunity we provide is a beacon of hope for a brighter future. I am deeply passionate about the work we do and firmly believe that education is the cornerstone of positive change. Together, let us continue to inspire and empower the next generation, ensuring that every child in Chicago has the support they need to reach their full potential. I am honored to help lead this organization and look forward to collaborating with each of you as we embark on this journey of education, empowerment, and community building.

Tommy Sternberg  
Chair, Board of Directors



## Advisors to Tutoring Chicago

Amy Boyle  
Principal, Director of Human Resources at Victory Park  
Capital Advisors

Alfred Brown  
Retired CPS administrator and corporate executive

Gail Babitt  
Chief Executive Officer, Cedar Electronics;  
former member Tutoring Chicago Board of Directors

Isaiah Brooms, Director  
Tutoring Chicago student alumnus

Jill Christie  
President, Tuft & Associates, former Tutoring Chicago  
Executive Director and former member Tutoring Chicago  
Board Executive Committee

Bruce Heyman  
Former US Ambassador to Canada; co-founder,  
Uncharted, LLC, Co Author: The Art of Diplomacy; former  
Tutoring Chicago Board Chair 1996-1999

Will Johnson  
Chief Executive Officer, Harris Poll

John Kruper  
Senior Vice President Global Learning & Development  
Iqor

Barbara Lorschach  
Founder, Great Hearts Initiative;  
former member Tutoring Chicago Board of Directors

Micah Materre  
TV Anchor, WGN Television

Stacey Meyer  
School Board Member, former member Tutoring  
Chicago Board Executive Committee

Dennis O'Malley  
Vice Chairman, Beverly Bank & Trust Company

Tom Staunton  
Partner, Miller Shakman & Beem;  
Tutoring Chicago Board Chair 2007-2011

Andy Konchan  
CTO, Calamos Investments; former Tutoring Chicago  
Board Chair 2011-2015



# Thank you to our Tutoring Associate Board (TAB)

The TAB is a board comprised of dedicated veteran volunteers, we are grateful for their ongoing support of our mission.

Mark Joyner, President  
Kathleen Shanahan, Vice President  
Lucia Strumbras, Treasurer  
Hannah Glick, Secretary

Angele Bubna  
Anna Rodriguez  
Christina Liou  
Cole Pfeifer  
Elena Caminer  
Elizabeth Andreas  
Harrison Harada

Janese Griffin  
Jenna Sgarlata  
Jill Specks  
Jack Olmstead  
John Zawacki  
Jose Bodewig  
Kailee Kozicki  
Karley King

Kate Kaminsky  
Kobi Johnson  
Lillian Reyes  
Megan Sorey  
Quinn Anderson  
Samantha Kaplan  
Sara Zablotney  
Shannon Reaska



### **Main Office**

303 W Madison Street  
Suite 750  
Chicago, IL 60606

### **Near North**

#### **St. Vincent de Paul Center**

2145 N Halsted Street  
Chicago, IL 60614

### **Near West**

#### **Salvation Army Community Center**

1 North Ogden Ave.  
Chicago, IL 60607

### **South Side**

#### **SBEV Chicago**

5410 S. State Street  
Chicago, IL 60609

**tutoringchicago.org**

312-397-9119



Tutoring Chicago is recognized by Guidestar with a 2023 Platinum Seal of Transparency, a Charity Navigator 4-Star Charity with a Give with Confidence seal, and by the Better Business Bureau as an accredited charity.



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