

Annual Report



Our Why

Mission

We break down barriers that prevent young, underserved individuals from achieving education and career success.

Vision

To transform communities by making college, training and career success a reality for those who face great obstacles.

Cover:

Top: Syracuse University Biology major Alek Aman walks across campus.

Middle: Mathematics & Science majors Tamara Kadhim and Ghofram Abdulmueen join Photography major Sam Yancy for a stroll at Onondaga Community College.

Bottom: Computer Science major Til Baniya and Education major Brealle Glover take a break on the Syracuse University campus.

Inside:

Left: Onondaga Community College students and Communications Studies majors Elasia Brown and Rashawn Sullivan.

Right: Utica and then-Fulton Montgomery Community College student, Giovanni Harvey, meets with New York Governor Andrew Cuomo. Today, Gio is studying Communication and Information Design at SUNY Poly where he was recently named Interim President of the Student Government Association.



About On Point for College

On Point for College is a not-for-profit education and career-attainment support program. We aid individuals in overcoming the barriers to postsecondary education by helping them access and succeed in college and training and certificate programs. We also help them leverage their skills and educations into meaningful employment opportunities.

Our services are free, comprehensive, and holistic. They include: one-on-one advising, help with program and financial aid applications, college tours, basic college and residence hall supplies, transportation to and from college, career coaching, placement in paid internship experiences, and much more. We strive to help with every step of the journey, from application through graduation and beyond.

We serve both traditional (right out of high school) and non-traditional (later in life) students. The vast



majority of our students who attend college are the first members of their families to do so. Many face additional barriers such as poverty, homelessness, aging out of foster care, refugee or immigrant status, or a history of court involvement. For most, a postsecondary education would be out of reach without access to the services that On Point for College provides.

Since 2018 we have served Cayuga, Cortland, Herkimer, Madison, Onondaga, Oneida, and Oswego Counties. We also operate in partnership with the Goddard-Riverside Options Center and the New Settlement Apartments to provide services and support to students in and from the New York City region.



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Left: Audria Payne graduates with a degree in Anthropology from SUNY at Albany.

Right: Syracuse student Rosis Sharma is majoring in Web and Mobile Computing at Rochester Institute of Technology. He spent his summer as an On Point intern at local marketing agency the digital hyve.

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Top: On Point for College's Executive Director Samuel Rowser.

Letter from Our Executive Director

Dear Friends,

After more than 20 years in operation, we are delighted to present On Point for College's first ever annual report. We invite you to explore the pages that follow and reflect on the achievements of this past year. We ask that you please remember that none of this would have been possible without the support of our dedicated team and board of directors, a cadre of tireless volunteers, and countless donors, and government, community, and business partners. For this, we are eternally grateful.

If fiscal year 2018-19 had a theme, it would have been expansion. Not only did On Point for College cross the threshold of more than 10,000 students enrolled in college and 2,600 students having earned college degrees, but we also expanded both the territory we cover and the services we offer.

Since 1999, On Point for College has worked to ensure that all young people from Syracuse have the opportunity to pursue their dreams of higher education. In 2012, we opened an office in Utica and in late 2018, with the support of New York State and the Alliance for Economic Inclusion, we expanded again to extend On Point's services to all of Cayuga, Cortland, Herkimer, Madison, Onondaga, Oneida, and Oswego Counties.

Transitioning from an organization that serves primarily urban centers to one that also covers less centralized rural communities has not been without its challenges, but our staff has risen to the task admirably. We have taken on a new team member in Oswego County and added new service sites in Cortland and Cayuga Counties. The teams from both our Syracuse and Utica offices have added hundreds of miles to their cars as they crisscross Central New York and the Mohawk Valley ensuring that every corner is covered.

It has been exciting to meet and begin to collaborate with so many new partners across each of these communities and to welcome new students who would have not previously have had the opportunity to participate in On Point for College.

Recognizing that the challenges our students faced in ascending to the middle class did not end at graduation, On Point broadened our offerings to include career planning and support services in 2008. Since that time, we have coached our students through resumes, cover letters, and interviews; hosted networking events and job fairs; and partnered with dozens of local employers to help diversify our communities' workforce.

In the decade since we began offering these services, it has become increasingly apparent that many of our students are at a significant disadvantage when compared to their peers. In this competitive job landscape, having pre-professional internship experience has become a prerequisite for many entry-level positions. However, many of the internship opportunities that exist are unpaid which puts them out of reach for the average On Point for College student.

In winter 2017, with support from the NYS Department of State and employers across the Syracuse area, our Career Services team piloted a paid internship experience for our students. Following the initial success of this trial, in summer 2018 we launched a full-fledged paid internship program with funding from NYS, Onondaga County, and the City of Syracuse. Since the pilot, we have administered five rounds of the program, overseeing 230 unique internship experiences.

2019 marked another milestone for On Point for College; our 20th Anniversary, which we recognized at our Syracuse Celebration Dinner in April. More than 500 friends, supporters, team members, students, and graduates were on hand to join us for this momentous occasion.

Thank you again for your belief in and support of On Point for College. We look forward to continued success in 2020 and hope to have your support.

With gratitude,

Samuel D. Rowser Executive Director







Top: New students attend On Point's first Oswego County Pre-College Orientation.

Middle: On Point interns Thomas Grayer, Lyrik Jackson, Ny'Shawn Jennings, and Amina Sharif participate in the YMCA Power Scholars Program.

Bottom: Executive Director Samuel Rowser and Founder Ginny Donohue accept a NYS citation from Senator Rachel May at On Point's 20th Anniversary Celebration.





Top: On Point for College Utica student Brahim Mahamad-Abdallah graduates with his bachelor's degree in Technology from Alfred State College.

Bottom: Utica students Eh Khu Soe. Heh Nav Tha. Ehmoo Gav Walter. and Eh Shee Wah graduate from Houghton College with the support of On Point advisor, LuPway Doh (center).

College Access and Success Program Highlights

Data for Fiscal Year September 1, 2018 to August 31, 2019.

New Student Recruitment

On Point for College is a free and open-enrollment program. Most of our students are first-generation and low-income. Many face additional barriers including: homelessness, aging out of foster care, refugee status, court involvement, and more,

1,259 new students joined On Point in 2018-19



College Enrollment

Our Access Program helps students enroll in college by assisting with applications, financial aid forms, tours, new student orientation, school and dorm supplies, and more.

3.714 students total were enrolled in college and receiving support



415 students went through our New Student Orientation before beginning college

Top 5 colleges by enrollment



LE MOYNE



15 students completed the SCOPE program

Our Success Program allows us to stay connected and provide support to students through to college araduation.

584

Graduation

students graduated from college or a training program in 2018-19



Le Moyne Housing Program

5 On Point students lived at Le Moyne in 2018-19

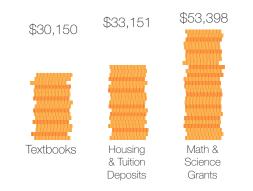


SCOPE Program

Run in partnership with SUNY EOC, the Second Chance Opportunities in Education Program (SCOPE) prepares students who are on probation, parole, or have a felony conviction for post-secondary education.

Direct Financial Support

Purchases made by On Point to equip students with required course supplies or to help remove a final barrier to college attendance:



College Tours

Round-trip transportation to and tours of campuses across New York State to help students ensure they find the right fit:

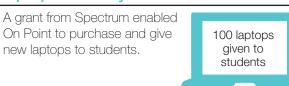
- 30 campuses visited on 52 tours
- 426 students went on tours
- Average of 2 campuses visited by each student

College Transportation

Rides to and from college for semester move in and move out, holiday breaks, placement tests, and more.

Laptop Giveaway

new laptops to students.



New County Recruitment

In 2018, a grant from NYS extended On Point's service area to include Cayuga, Cortland, Madison and Oswego Counties.

- Altmar-Parish-Williamstown
- Auburn
- Canastota Central Square
- CITI BOCES
- Cortland
- Fulton
- Hannibal
- Mexico
- Oneida
- Oswego
- Phoenix
 - Pulaski
- Rome Free Academy
- Sandv Creek







Top: Semaj and Symone Campbell earn their masters' degrees in Africana Studies from SUNY at Albany. Semja Syracuse University and twin sister Studies at Howard University.

Bottom: Jewel Issac, shown here with her parents, graduates as a Registered Nurse from St. Elizabeth College of

Career Services and Volunteer Program Highlights

Data for Fiscal Year September 1, 2018 to August 31, 2019.

Career Services

Helps students and graduates leverage their skills and educations to transition into meaningful careers. Offers a range of services including: resume and cover letter workshops, soft skill building, networking events, job fairs, internships, and more.

798 students were seen by the Career Services team in 2018-19, a 58% increase over the prior year

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Internship Program

Matches students with local employers for paid preprofessional internship experiences during winter and summer breaks.

121 students worked 12,000 paid internship hours in 2018-19





Left: Nyezee Goe majored in Technology Management at SUNY Oswego, where he was also a member of the men's varsity soccer team. Here he is as an On Point intern with the City of Syracuse's Department of Engineering.

Right: History, Education, and Political Science major and Le Moyne College graduate Kaitlyn Andersen spent summer 2018 as an On Point intern with ACR Health.





Local employers hosted On Point interns in 2018-19.

Volunteer Program

Volunteers assist On Point for College in a variety of ways, including:

- Driving students to/from college
- General office support
- Planning and executing On Point events
- Collecting college supplies
- Conducting mock interviews
- Helping prepare resumes and cover letters
- Offering tutoring support
- Participating in networking events

75 volunteers in 2018-19







Top: Interns Marcus Webb and Michael Huynh pose outside their summer office at CenterState CEO. Marcus recently earned a degree in Economics from Syracuse University and joined CenterState as an Economic Inclusion Fellow. Michael is studying Business Economics at SUNY at Albany.

Bottom: Emberlin Leja at work during her internship in Syracuse Mayor Ben Walsh's office. Emberlin graduated from the Maxwell School at Syracuse University with dual degrees in Sociology and Civic Engagement. Today she is working towards an MPA at Maxwell and serving as a Public Policy Fellow for the City of Syracuse.



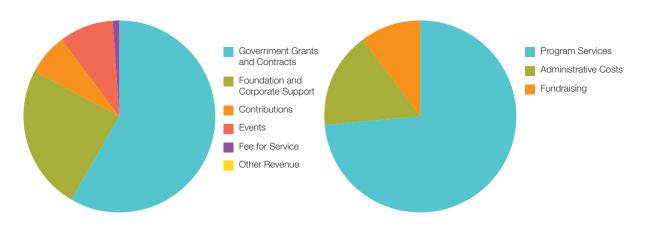


Top: Damian Parker graduates with an associate degree in Business Administration from Broome Community College.

Bottom: Syracuse student Raha Abdikarin receives a celebratory kiss from her mother after graduating with a degree in Business: Marketing from Fulton-Montgomery Community College.

On Point for College, Inc. Financial Overview

Data for Fiscal Year September 1, 2018 to August 31, 2019.



Revenues	
Government Grants and Contracts	1,542,118
Foundation and Corporate Support	639,552
Contributions	191,873
Events	234,576
Fee for Service	34,350
Other Revenue	3,836
Total Revenue	2,646,304

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	pon	000

Program Services	1,931,929
Administrative Costs	427,519
Fundraising	269,470
Total Expenses	2,628,919
Change in Net Assets	17,386

Syracuse Program Update

Syracuse oversees programs in Cayuga, Cortland, Onondaga, and Oswego Counties.

2018-2019 was another solid year for our Syracuse team. Enrollment in the program held steady with 907 new students signing up, and graduations continued to climb with 431 Syracuse students walking the stage. We expanded our services to include Cayuga, Cortland, and Oswego Counties, and added a dedicated team member and satellite location to better serve our students in Oswego County.

On the Career Services front, our team hosted or co-hosted 25 events and provided support services to nearly 800 students, stop-outs, and graduates, a 58% increase over the prior year! Finally, in its first full year, our paid pre-professional internship program provided 121 students with over 12,000 hours of career-level work experience with 53 local employers. Lastly, in 2019, with support from the Corporation for National and Community Service and The Central New York Community Foundation, we were able to hire our first fulltime Volunteer Coordinator. On Point for College has relied on support from volunteers since our founding in 1999. The creation of this role will allow On Point to significantly expand our recruitment and utilization of volunteers, while working towards our goal of adding an additional 100 volunteers to our roster by September 2020.

Individuals interested in getting involved with On Point can reach out at opfc.cc/volunteer.







Top: Graduation is a family affair for Mykellia McShan, pictured here with her husband and sons. My-kellia recently completed her bachelor's degree in Accounting from Le Moyne College.

Left: Some of On Point's earliest volunteers and students.

Right: Longtime volunteer John Palmer brings students and sisters Hanan and Samiya Muse to Clarkson University in 2019. Hanan is studying Political Science and Samiya is majoring in Psychology.



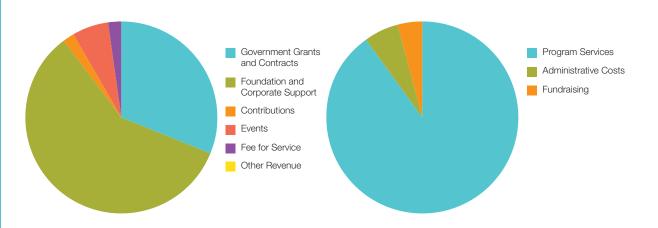


Top: On Point for College Utica student Ehdoh "Ed" Ezekisoe completes his associate degree in Law Enforcement at Century College in Minnesota. He now works as a police officer in St. Paul.

Bottom: Utica student Hilda Jordan completed her degree in Philosophy and African American Studies from Harvard University. She now works as a research fellow at her alma mater.

On Point for College Utica Financial Overview

Data for Fiscal Year September 1, 2018 to August 31, 2019.



Revenues	
Government Grants and Contracts	108,806
Foundation and Corporate Support	203,078
Contributions	7,236
Events	21,660
Fee for Service	8,000
Other Revenue	0
Total Revenue	348,780

Expenses	
Program Services	329,942
Administrative Costs	22,862
Fundraising	13,163
Total Expenses	365,966
Change in Net Assets	-17,187

Utica Program Update

Utica oversees programs in Herkimer, Madison, and Oneida Counties.

2018-2019 was an exciting year for On Point for College's Utica office. The team saw a nearly 40% increase in number of students who completed our new student pre-college orientation program in one year. The 198 students who participated in orientation received a full day of training covering what to expect once they arrived on campus; what services and assistance On Point could provide to them; and tips for how to be successful in college. The students also received a backpack full of school supplies to get them started, while students living on campus received an additional set of basic dorm room supplies.

On Point's Utica office was also the proud recipient of a Bank of America "Neighborhood Champions" grant in 2018-2019. This grant has enabled the expansion of On Point's Career Services program to our Utica office. It will allow the team to dedicate additional resources to developing career-readiness across multiple points in students' higher educational journeys-including after graduation. New students will complete career aptitude assessment tools to guide their decisions about colleges and majors. They will receive help with searches for summer jobs or part-time employment during the school year. Students will be able to participate in workshops and networking events to build their skills. Students can also receive assistance with their job searches after graduation.

Clearly, no year at On Point for College Utica would be a success without the continued support and generosity of our partners. While we are grateful to all of those who have helped to make 2018-2019 a success, we would like to extend a special thanks to the following individuals and organizations: The Community Foundation of Herkimer & Oneida Counties, the Rob Esche 'Save of the Day' Foundation, Mr. H. Tom Clark and Adirondack Bank, Mr. Martin Babinec, and The Gorman Foundation.





Top: Utica student Trinh Quyen graduates with her degree in Political Science from Yale University. She has since begun a master's degree in Refugee and Forced Migration Studies at University of Oxford in the United Kingdom.

Left: Ahmat Djouma is a blind refugee from Sudan. He began school while living in a refugee camp in Chad before immigrating to the U.S. He joined On Point for College Utica in 2018 and enrolled at Mohawk Valley Community College. He has since graduated with an associate degree in Public Policy and has transferred to SUNY at Albany where he is working to complete his bachelor's degree in the same subject.



On Point for College Utica and Colgate University student Delvin Moody (top) and Syracuse and St. John Fisher College EdD candidate Chol Majok (bottom) are two of three On Point students elected to office in 2019. Delvin represents the Cornhill neighborhood of Utica and Chol represents Syracuse's 3rd District. St. Bonaventure University graduate Tamica Barnett (not pictured), was elected to the Syracuse City School District Board of Education.

2020 Board of Directors, Advisory Committee, and Team

Board of Directors

Board of Birootoro		
Don Saleh	Retired, Syracuse University	President
Chris Steenstra	Chief Administrative Officer, Mower	Vice-President
Jason Hamilton	Assistant Controller, Industrial Process Division, ITT	Treasurer
Cristina Hatem	Director of Marketing, Syracuse University Libraries	Secretary
Chris Caver	Senior Analyst, National Grid; On Point for College Alumnus	
Virginia Donohue	Founder, On Point for College	
Stefon Greene	Founder & Executive Producer, Greene Lighted Visuals; On Point for	or College Alumnus
Mary Pat Hartnett	President, SRCTec, Inc.	
James Heffernan	Retired	
Michael Humphrey	Chief Executive Officer, Syracuse Orthopedic Specialists	
Quanira Irby	Community Development Specialist, Microsoft; On Point for	College Alumna
Susan Basile Janowski	Attorney at Law	
Anthony Kumiega	Manager, Human Resources, Young & Franklin Inc./Tactair F	luid Controls Inc.
Vincent Love	Chief Executive Officer, Blueprint 15	
Emily Middlebrook	Attorney, Hancock Estabrook	
Jackie Miron	Director, Pomeranz, Shankman, Martin Foundation, Inc.	
Andrea Pagano	Instructor of Accounting, SUNY Oswego	
Ron Peckham	Aviation Practice Advisor, C&S Companies	
Lindsay Quilty	Assistant Dean for Undergraduate Programs, The Whitman School	at Syracuse University
Edwina Schleider	Special Counsel, Hinman, Howard & Kattell, LLP	
Joyce Suslovic	Teacher, Syracuse City School District	

Utica Advisory Committee

Martin Babinec	Founder and Chairman, Upstate Capital Connect; Founder, TriNet
Bill Blanchfield	Retired, Utica College
H. Tom Clark	Chairman of the Board, Adirondack Bank, McDonald's Franchise Owner
Frank Giotto	Founder and President, Fiber Instrument Sales
David Mathis	Director, Oneida County Workforce Development; President, Mohawk Valley Community College Board
Sonia Martinez	Founder and President, Mohawk Valley Latino Association
Rick Short	Corporate Associate Vice President, Indium Corporation
John Zogby	Founder Zogby, International and Zogby Analytics

On Point for College Team

Administration

Samuel Rowser Bill Cass Tanya Eastman Theresa Hadlich Kevin Marken Andrea Marshall Chrissie Rizzo Courtney Black Anita Diefes Ginny Donohue James Kiki Katie Schmid Tyra Sims Adam Stuper

Programs

Tiffany C. Rush Nicole Burnet Tealye Pinet Anny Guerrero Michelle Mahoney Kishma Alexander Oandhi Brown Nicole Damboise LuPway Doh DuWayne Engram Casey Williams Thomas Hoang Latasha Luckie Ty Sims Sandy Sims Executive Director Finance Director Director of Operations Office Manager Utica Director Director of Development Grants Officer Development Associate Bookkeeper Founder & Special Projects General Accountant Volunteer Coordinator Office Assistant Data Analyst

Director, Advancement & Completion Co-Director of Program Lead Advisor Utica Lead Advisor Syracuse Advisor Syracuse Advisor Syracuse Advisor Oswego County Advisor Utica Advisor Utica Advisor Utica Career Services Advisor Syracuse Career Services Advisor Syracuse Shuttle Driver Shuttle Driver



Top: Syracuse University graduate Dexter McKinney has seen his acting career take off since moving to New York City. Here he is as Congressional Aide Thaddeus Garrett (right) alongside Uzo Aduba as Representative Shirley Chisholm (center), and Brandon Dirden as Conrad Chisholm in FX on Hulu's "Mrs. America."

Bottom: SUNY Morrisville graduate and Syracuse Police Department Officer Brandon Hanks takes on an opponent in his now famous "Pick-Up Challenge."



Top: On Point for College Utica and SUNY Poly alumni—and husband and wife— Bikesh and Kumari Regmi prepare for work as Nurse Practitioners fighting Covid-19.

Bottom: Onondaga Community College Computer Science graduate and Marist College student Yahkeef Davis has built several digital resources to help the community access information and resources related to the Covid-19 pandemic.

An Update on 2020

Responding to a Pandemic

2019-2020 has been a year of contradictions at On Point for College. It started off strong: our team was on par with recent years in the number of new students registering for our program, and we were expecting our single largest graduating class ever. And then the global Coronavirus pandemic hit.

From an organizational standpoint, the pandemic forced the cancellation of two major fundraisers, our annual Syracuse Celebration Dinner in April and our inaugural Utica Golf for Grads Tournament which was planned for June. It also necessitated that we close all of our offices and outreach sites, transition nearly overnight to a fully remote operation, and adapt how we've administered our programs and services for over 20 years to a format that can be delivered via the internet.

To say that the process is ongoing would be an understatement. Fortunately, our team has risen to the challenge and transitioned admirably to remote work. In some ways, we've even flourished. Since the shutdown began in mid-March, we've succeeded in reaching and checking up on 2,832 of our students, a fourfold increase over the number of students we reached during the same period last year.

Yet from everything we've seen, the toll that the pandemic has exacted on our students has been far greater. The closing of campuses across the country

sent most of our students home early, leaving many without reliable access to computers or the internet and even some without enough to eat. With the support of partners like The Reisman Foundation and The John Ben Snow Foundation & Memorial Trust, the Food Bank of Central New York, and others, On Point has been able to provide loaner laptops to 50 students and to connect countless others to basic resources that many of us take for granted.

Despite these challenging times, the team at On Point for College remains fully committed to doing everything we can to help and support our students. We are actively enrolling new students in our program and supporting existing students with their financial aid, transfer, summer course, and other needs. We are also helping students navigate the challenges posed directly by Covid-19, including negotiating coursework extensions and changes to grading statuses and graduation plans.

At the same time, we are working to imagine how the return to the 'new normal' might look for us. Will our students be able to return to campus or will there be an even greater need for remote technology support? If we open our offices, how do we ensure that our students and staff are safe? If the economy continues to struggle, what will that mean for our recent graduates? These are just a few of the many questions our team is working through and will continue to work through for the foreseeable future.

A Call for Racial Justice and Equity

On Point for College is deeply saddened by the recent acts of racial violence and hostility that have taken place across our nation. The senseless and brutal killings of George Floyd, Breonna Taylor, and Ahmaud Arbery, and other black men and women at the hands of law enforcement or civilian assailants are horrific crimes. These events, coupled with the harassment of individuals like Christian Cooper, remind us that structural racism against black people and other people of color remains a malignant cancer within our society.

On Point for College was built on the belief that access to higher education is a foundational right that should be available to everyone, regardless of color, creed, orientation, or any other differentiating characteristics. We recognize that educational inequity has, at its roots, the same structural racism that drives social injustice.

We share the feelings of grief and anger being expressed by so many. Our deepest sympathies go out to everyone who has been directly impacted by these events and to everyone else whose hearts are aching.

We would like to use this opportunity to reaffirm On Point for College's commitment to social justice and equity. Through our outreach, we will continue the work of addressing generations of racism and injustice. We will seek ways to approach one another with respect, and to transform broken communities into communities that are truly safe, supportive, and inclusive for all.

To our entire community, we hope you will stand with our black brothers and sisters to send the message of unity. You are not alone! We are, On Point!





Top: Protestors gather at Kemble Park in downtown Utica in May 2020. Photo from Alex Cooper at the Observer-Dispatch.

Bottom: More than 2,000 people attend a Black Lives Matter rally in front of Syracuse's City Hall in June 2020. Photo by Simon Morrin via Syracuse.com.



Top: Mohammed Al-Saadi and Isak Imeri at work in their internships with the City of Syracuse's Bureau of Information Technology. Mohammed graduated this spring with an associate degree in Computer Information Systems from Onondaga Community College. Isak is studying Emergency Preparedness, Homeland Security, and Cybersecurity at SUNY at Albany.

Right: Volunteer Erik Jones takes a donation at On Point's 20th Anniversary Celebration Dinner in April 2019.

Thank You to Our Celebration 2020 Sponsors

On Point for College sends a special thank you to the all of the sponsors who maintained their support of our annual gala dinner despite its cancellation due to the Covid-19 pandemic.

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NBT Bank

Wegmans

Exclusive Naming Sponsor

Senior Sponsors

Donald & Florence Saleh

Syracuse Orthopedic Specialists

Bousquet Holstein & Janet Moon Allyn Family Foundation

Onondaga Community College

Edges Photography PJ Geen Audio Visual Sound Right

Elmcrest Children's Center Hancock Estabrook Mower OneGroup Pathfinder Bank Ron & Margaret Peckham SRC Syracuse Police Department Sophomore Sponsor

Freshman Sponsors

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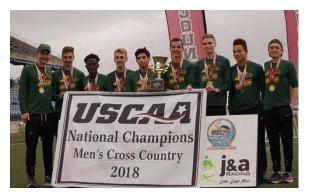














Top: Hassan Hussaini at work as an intern for Cooperative FCU. Hassan is studying Business Analytics at Le Moyne College.

Left to right, top to bottom:

Graduates of Auburn High School attend On Point's first Cayuga County New Student Orientation.

Daniel Salomon graduates from Syracuse University with a degree in Psychology.

On Point graduates network at our summer 2019 Alumni Mixer.

Utica students tour the College of St. Rose

On Point students march in Syracuse's 2019 Juneteenth parade.

Criminal Justice major and 2020 graduate, Abshir Yerow (3rd from left) poses with teammates after winning the 2018 Cross Country National Championship with SUNY Delhi.

Onpoint int

Transforming lives, transforming communities.

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> > onpointforcollege.org

