

40

The Year of

*Joy*



2022 Impact Report

“

WE ENVISION A  
FUTURE WHERE  
OUR EDUCATION  
SYSTEM MEETS  
THE NEEDS OF  
EVERY FAMILY  
AND IMPROVES  
LIFE OUTCOMES  
FOR ALL. ”





# CONTENTS

## **02 The Year of Joy**

04 Letter from the CEO

06 Letter from the Board  
President

## **08 PART 01: About 4.0**

10 About 4.0

11 Our Reach

12 How We Do What We Do

14 Our Programs

16 New Normal Spotlight

18 Alumni Survey Data

20 Our Leadership & Donors

## **22 PART 02: Fund III**

24 Fund III Results

26 Programming Data

27 Funder Spotlight

28 Fund III Fellow Spotlights

30 Philanthropy Programming

31 Angel Syndicate Spotlight

## **34 PART 03: 4.0 Graduates**

36 Tiny Fellowship Graduates

38 Alumni Spotlight

40 Essentials Graduates

43 Alumni Spotlight

48 New Normal Graduates

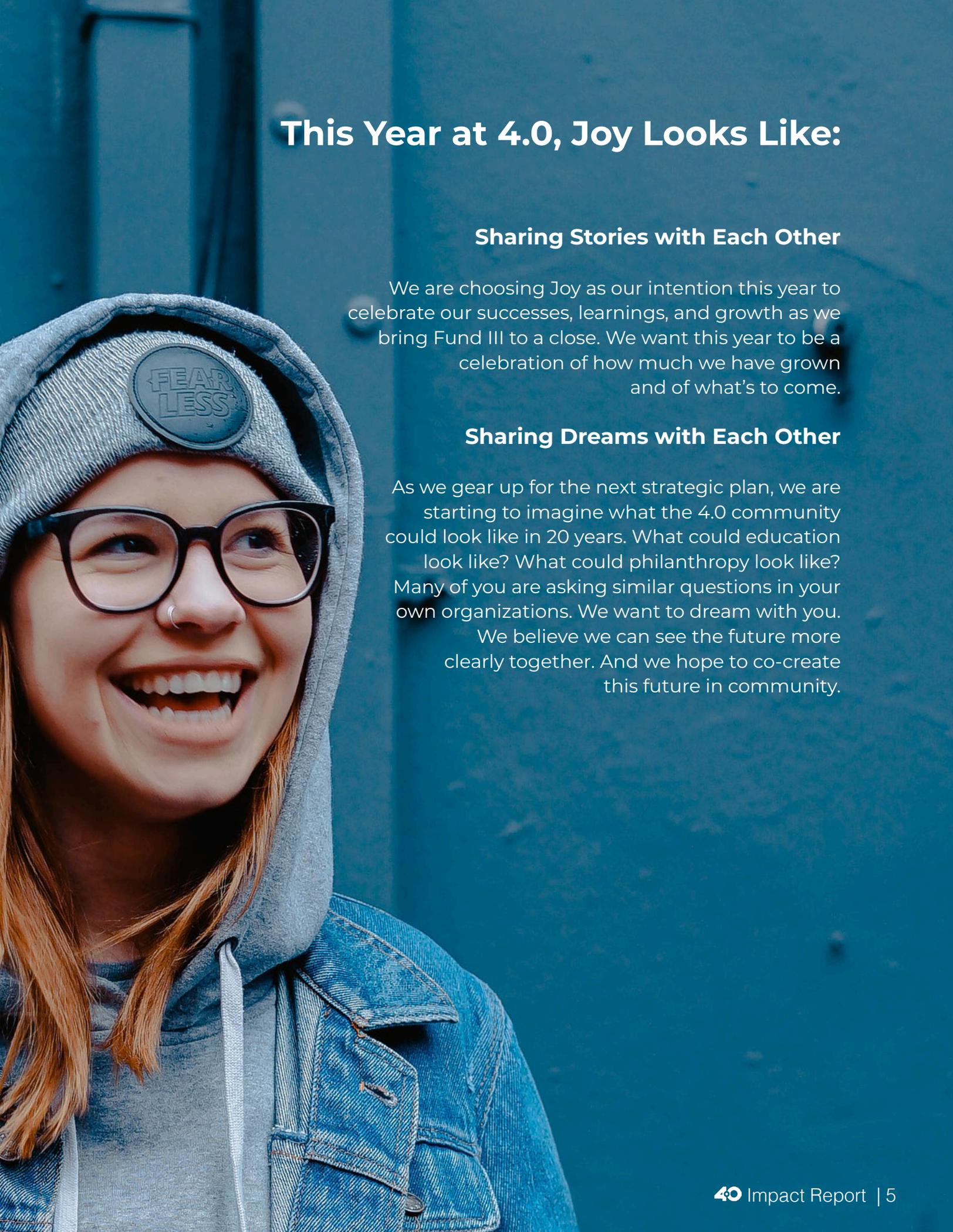
52 Alumni Spotlight

## **54 PART 04: A Look Ahead**

# The Year of *Joy*

**As we bring Fund III to a close, 4.0 has chosen our value of Joy as our intention and theme for the year to guide our work and storytelling.**

At 4.0, Joy is a feeling that we generate, not simply experience. We strive to enjoy our times together and see that they are filled with delight, laughter, and celebration. Joy is not the absence of struggle or sadness; it is the expression of resilience and pleasure in defiance of all that strives to keep us down.



# This Year at 4.0, Joy Looks Like:

## Sharing Stories with Each Other

We are choosing Joy as our intention this year to celebrate our successes, learnings, and growth as we bring Fund III to a close. We want this year to be a celebration of how much we have grown and of what's to come.

## Sharing Dreams with Each Other

As we gear up for the next strategic plan, we are starting to imagine what the 4.0 community could look like in 20 years. What could education look like? What could philanthropy look like? Many of you are asking similar questions in your own organizations. We want to dream with you.

We believe we can see the future more clearly together. And we hope to co-create this future in community.

## LETTER FROM THE CEO

Dear 4.0 Community,

Over the past two years, we have all lived through a lot of change. At times, this change brought with it feelings of fear, anxiety, and powerlessness. But I also remember the times where change brought feelings of joy, connection, and belonging. What differentiated the latter is that the change was rooted in agency and community.

At 4.0, I still remember the joy of watching our alumni respond to the pandemic. When the COVID-19 pandemic forced youth and families around the world to abandon school as we know it and become learning designers overnight, 4.0 doubled down on making early diligent investments in education entrepreneurs to meet this moment and redefine education. We worked diligently to surface needs from our community of 1,600+ education entrepreneurs, adjust our programming, and remain agile as we continue to learn about the impact of COVID-19. At every turn, we saw alumni leading with renewed focus, purpose, and vision. Alumni like Rajan Patel whose students at Dent Education saw emergent problems amidst the onset of the pandemic as opportunities and produced over 40,000 items to address the personal protective equipment shortage in their community. Made@Dent's pivot was rooted in hope in the face of uncertainty, and today continues to grow as a platform for youth to exercise their creativity to meet community needs and realize their power (see page 16).

Two years later, our alumni continue to be bright spots during this time as they step up to reimagine learning within and beyond the walls of our education system. Alumni like Lawrence Wagner who pivoted his venture, SparkMindset, from an in-person high school cybersecurity program to a virtual apprenticeship program for high schoolers and adults (see page 38). Since the start of the pandemic, alumni like Lawrence and Rajan have impacted 7,000+ students, families and educators.

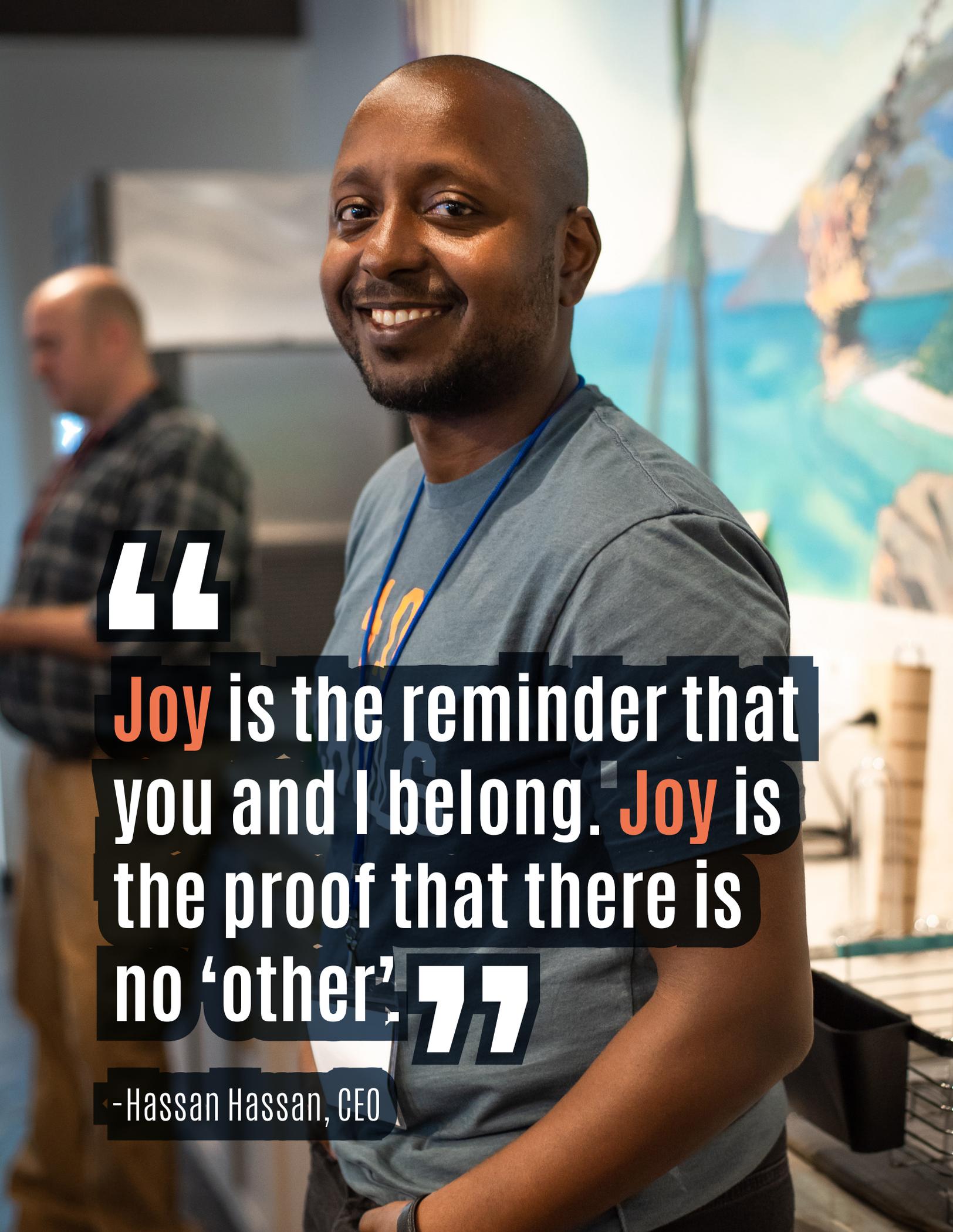
At 4.0, we believe joy is not the absence of struggle or sadness; it is the expression of resilience and pleasure in defiance of all that strives to keep us down. Our country needs hope and inspiration as we all work to drive change in our education system. To do that, we must remember to lead with agency and in community. And I'm grateful to be in a community of over 1,600 that practices this every day.

Sincerely,



Hassan Hassan  
CEO





“

**Joy** is the reminder that you and I belong. **Joy** is the proof that there is no ‘other’.”

”

-Hassan Hassan, CEO

## LETTER FROM THE BOARD PRESIDENT

Dear Fellow Alumni, Funders, Families and Supporters,

As we emerge from the COVID-19 pandemic and the racial reckoning, the need for entrepreneurship is greater now than ever before. I am proud that this spirit of entrepreneurship is core to the ethos of 4.0, especially since this spirit is directed to education, learning, and human development.

There is much at stake and it feels like the very ground that we are walking on is unstable. When we are feeling this level of instability and insecurity, it is incredibly important to remember and recall that we already have all of the answers with us. We just might have to look to different places, be in different spaces, and listen to different people. This is the special sauce of the 4.0 team and alumni community. Since the pandemic, the organization effectively retooled their in person programs to meet the needs of online learning, welcomed several new team members, and launched an initiative called the Angel Syndicate to reimagine philanthropy. And this is just the beginning.

When the world seems darker, it is also important that we are reminded of the people and places that restore us and bring us joy and light. As a practitioner of hatha yoga, I am learning more about finding joy in the fall—maintaining a smile when things take a turn of their own, holding my own growth as a process, and learning to see others through a lens of compassion and humanity. It is a constant practice with its own peaks and valleys. Trying, learning, and trying again is the marker of a sound practice. We fall and we get right back up. Falling is inevitable. The decision to rise again is joyous. Let's keep that at the center.

As we move into this next phase of organizational maturity, I am confident that this team will continue to expand its community to create more high quality learning experiences to prepare leaders, teachers, educators and innovators for the moment and the movement. I am humbly proud and grateful to watch and learn with such amazing leaders. It truly is one of the centers of my joy.

*Caroline Hill*

Caroline Hill  
4.0 Board President  
Founder of 228 Accelerator





“

**Joy** is sharing food and  
nourishment for my  
mind, body, and spirit!

-Caroline Hill, Board President

”

**PART  
01**



**4.0 is Here to Change That**



“  
OUR EDUCATION  
SYSTEM DOES  
NOT MEET  
THE DIVERSE  
NEEDS OF THE  
COMMUNITIES IT  
IS INTENDED TO  
SERVE.”



## ABOUT 4.0

### Investing in equitable, community-centered, education innovation

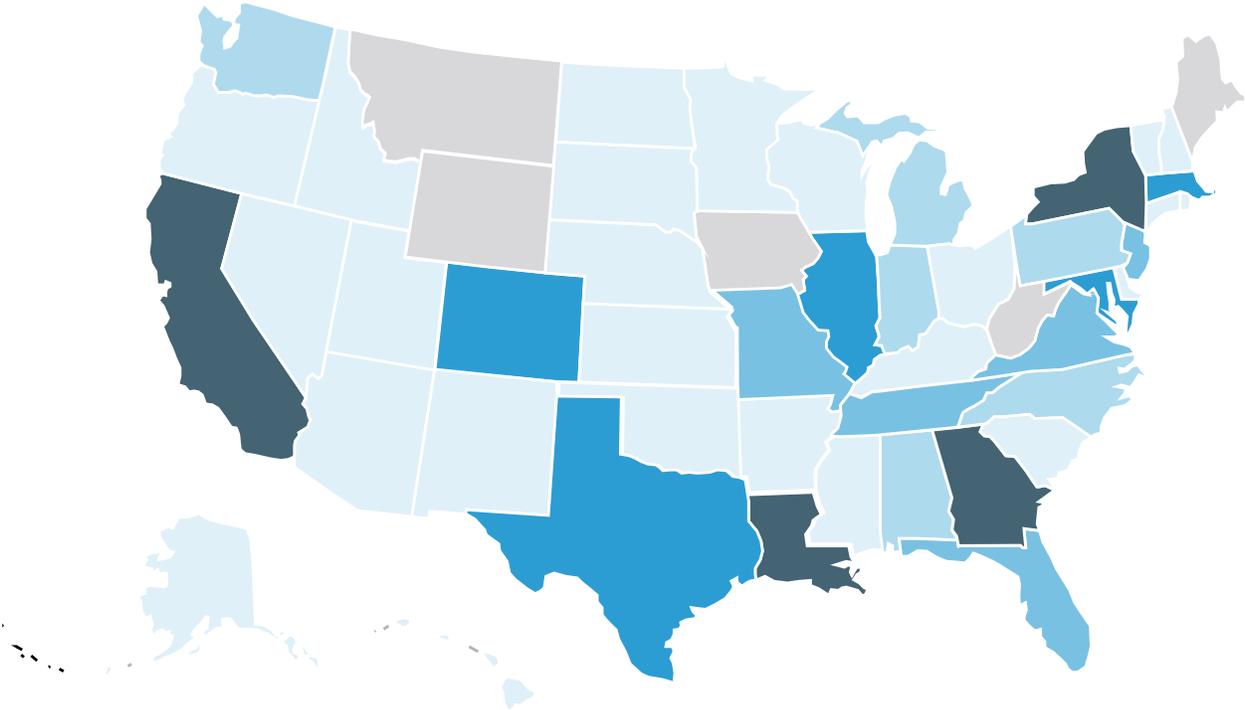
At 4.0, we invest in new, community-centered models of education, and provide coaching, curriculum, community and capital to those with the imagination to create a more equitable education ecosystem with — not for — their communities. Through our fellowships, we move money and power closer to communities, facilitating the creation of spaces where bold ideas can thrive. We put the power where it belongs: in the hands of people doing the work on the ground, and the families whose lives are shaped by education.

Over the course of the last decade, we've worked with more than 1,600 diverse, inspiring leaders to bring hundreds of education-focused ideas to life. These programs have gone on to benefit more than nine million students across the country. 4.0 imagines a world where education leaders reflect the diversity of our nation; families and communities are co-owners in the process of vetting promising education ideas; and access to funding is abundant, transparent, and democratized as a rule.

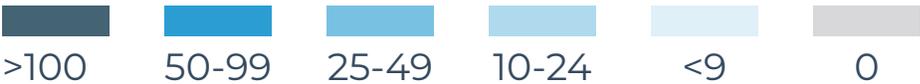


**OUR REACH**

We've invested in **1,641 Founders** in **45 states** to pilot **1,423 early stage education ideas** with their communities.



**Number of fellows**



# HOW WE DO WHAT WE DO

Each year, fellows from all backgrounds join the 4.0 community when they begin our Fellowships. Through these programs, we nurture talent and ideas, forge long-lasting friendships, foster dynamic working relationships, and find the next generation of education leaders.



## OUR COMMUNITY: THE FOUR F's

Each year, Founders from all backgrounds join the 4.0 community when they begin our Fellowships. Through these programs, we nurture talent and ideas, forge long-lasting friendships, foster dynamic working relationships, and find the next generation of education leaders.

<b>1</b>	<b>FOUNDERS</b>	Each year, founders from all backgrounds join the 4.0 community when they begin our Fellowships.
<b>2</b>	<b>FACILITATORS</b>	Alumni return to become facilitators who coach, recruit, develop curriculum and build community.
<b>3</b>	<b>FUNDERS</b>	We are designing avenues for funding to be abundant, transparent, and democratized in the earliest stages of development.
<b>4</b>	<b>FAMILIES</b>	Youth, caregivers, and educators define the success of our founders' pilots, and are co-owners in the process.

## OUR PROGRAM MODEL: THE FOUR C's

The foundation of our fellowships are the Four C's: Coaching, Community, Curriculum and Capital. While our programs evolve from year to year, those pillars remain consistent. To maximize every fellow's experience, we work to connect each participant with:

<b>1</b>	<b>COACHING</b>	From 4.0 alumni who can speak to their own experiences.
<b>2</b>	<b>COMMUNITY</b>	Support from peers across the country.
<b>3</b>	<b>CURRICULUM</b>	That's human-centered, adaptive and designed by experts and alumni.
<b>4</b>	<b>CAPITAL</b>	Invested directly in each fellow through stipends.

## OUR PROGRAMS

### Essentials Fellowship

**\$600**   **1,131**   **71%**  
Total Investment   Total Founders Served   Graduation Rate

The Essentials Fellowship is a 4-month program that takes founders from the idea phase to creating an initial concept of their idea. By the end of the fellowship, founders run a small-scale pop-up experience for the families, educators, and students they want to work with.

The Essentials Fellowship is designed for founders with early-stage education ideas, who don't yet have organizations. Participants get the dedicated time, capital, resources, and feedback they need to explore their visions, and test their ideas with their community.

### Angel Syndicate

**\$1K**   **50**   **\$39K**  
Investment Requirement   Total Angels Served   Amount Raised

The Angel Syndicate is designed to bring together everyday leaders to build skills, relationship, identities and collective power as education philanthropists.

The Angel Syndicate is a 6-month program where angels meet virtually 2–3 times per month for live workshops, where they will learn from each other, program guides, and guest speakers. Angels complete the program by making investments in early-stage education ventures from the 4.0 portfolio. After the program, alumni will advise future angels, access alumni events and programming, lead more funding rounds, and co-invest with more members of the syndicate.

### Tiny Fellowship

**\$10K**   **414**   **92%**  
Total Investment   Total Founders Served   Graduation Rate

The Tiny Fellowship is a 4-month program that takes founders from an idea with early traction to a proof point that is ready to grow. Fellows learn how to plan, run, and evaluate a recurring pilot.

The Tiny Fellowship is designed for people who have already gathered some feedback from their community or are actively designing with that community--fellows vary as to whether they have a formal organizations or funding for their idea. Participants receive coaching from experts, a grant to run their pilot, and other resources. By the end of the Tiny Fellowship, founders have evidence toward if people want their idea and if it works.





## NEW NORMAL SPOTLIGHT

Rajan Patel

Made@Dent, Founded by Rajan Patel

### About Dent Education

Rajan Patel was accepted into the 4.0 Tiny Fellowship in 2018 with his budding venture, Dent Education. His venture begged the question: what if Baltimore youth were empowered to discover and develop their innate creative potential to shape the world around them? Rajan made this a reality. Dent Education now offers four flagship youth programs where students engage with their community through internships and entrepreneurship to identify local needs and build creative solutions.

### Pivoting during the COVID-19 Pandemic

When the world shut down due to COVID-19, one of Dent Education's programs, Made@Dent, continued to have regular Zoom calls to check in on each other. During these weekly meetings, every student shared the challenges they and their families faced: school was no longer engaging; some students' family members were in the medical field and risking their lives due to the Personal Protective Equipment (PPE) shortage; and many students shared their families' financial struggles as their families' lost their

jobs overnight. At Dent Education, a core mindset they teach students is to **"see problems as opportunities,"** and the 75 Made@Dent students naturally began asking themselves, "What if we changed this? What if we made PPE?" That 'what if' snowballed into a massive, grassroots operation to impact their community.

**Made@Dent won the bid to deliver 15,000 face shields to Baltimore City Emergency Services.**





### New Normal's Impact

Rajan is grateful for the New Normal Fellowship specifically because of the capital it offered to help get this project started and other resources such as individualized coaching, virtual learning resources, and opportunities to learn and connect with other 4.0 Founders. What stuck out to him most during the fellowship was 4.0's overall commitment to our community, "There was chaos and [4.0's] approach was 'let's lookout for our community.'"

This commitment to community was also what impacted Rajan's leadership and venture the most during Fellowship, "The biggest [lesson from the New Normal Fellowship] was a reminder and example that we are part of a community - communities that we see and don't see...[and] when there is disruption overnight there are people there for you."

Today, Made@Dent continues to grow as a platform for youth to exercise their creativity to meet community needs, earn, develop critical skills and Mindsets, and realize their power to make a dent.



**75 YOUTH DENTERS**  
were involved in this project



**40,000 FACE SHIELDS**  
were made by Denters and generated over \$100,000 in revenue



**\$185,000**  
has been earned by the 2,000 Dent Education students, collectively through projects, internships and start-ups

# ALUMNI SURVEY DATA

## 2022 Alumni Survey

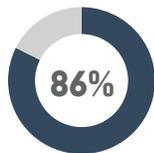
From February to March 2022 we collected survey responses from our community to learn more about how they and their ventures were growing. Over 225 alumni responded and these were the key findings:

**After the 4.0 Fellowships, the majority of alumni continue to practice the Mindsets & Skills taught at 4.0.**

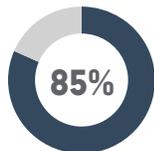
### Data Points



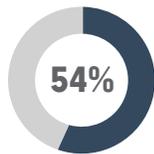
of alumni who had some or no experience in educational entrepreneurship before joining the 4.0 Fellowships



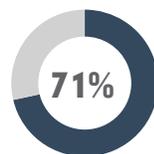
of alumni would consider themselves a leader working in Education after completing the 4.0 Fellowships



of alumni further developed, implemented, or launched their venture after completing the 4.0 Fellowship



of those who further tested their ventures received additional funding beyond what they received from 4.0



of alumni respondents still have active ventures. 17% of alumni respondents' original ventures are not active, but they are working on ideas developed through 4.0

**Below are the percentages of alumni who use these mindsets and skills Always or Very Often**

**84%**

Identifying assumptions you might be making

**82%**

Sharing an idea with people who have not heard about it before

**86%**

Failing and learning from that experience

**70%**

Breaking down a problem and testing it in multiple ways

**89%**

Trying again after failing

**76%**

Evaluating the strength of my connection with a community I want to work with

**79%**

**JOY**

**84%**

**ANTI-RACISM**

**92%**

**EQUITY**

**88%**

**DETERMINATION**

## Areas of Growth

We learned through our alumni survey that our greatest area of growth is in networking and community engagement.

### How often do you keep in touch with other fellows you met or collaborated with through 4.0?

22.6%

Often or Sometimes

### How many 4.0 communities did you participate in after graduating from your fellowship?

39.9%

Participated in one or more 4.0 communities

## What We're Doing About It:

In response, we have doubled down on strengthening our community engagement strategy. Our Director of Community has engaged 4.0 alumni community chairs to develop and host community events for the entire 4.0 community.

This year, alumni community chairs have **planned and executed 37 community building events**. Additionally, in Fall 2022 we have **created the new role Director of Strategic Partnerships and Alumni Engagement** specifically to engage our Founders after they complete the fellowships. We are still **growing our capacity for community engagement**, but expect with this focus to see improvement in alumni responses on community engagement on future surveys.



# OUR LEADERSHIP

## BOARD OF DIRECTORS

**Caroline Hill** (*President*)  
 Founder of 228  
 Accelerator (4.0 Alum)

**Tom Van Der Ark**  
 Founder at  
 Getting Smart

**Dr. Denise Streeter**  
 Finance Professor at  
 Howard University  
 (4.0 Alum)

**Molly O'Donnell**  
 Partner, Portfolio  
 Investing at New Profit

**Paris Woods**  
 Chief of Program at  
 YouthForce NOLA  
 (4.0 Alum)

**James Eustis**  
 Founder of  
 Capdeville Restaurant

**Aaron Walker**  
 Founder of Camelback  
 Ventures (4.0 Alum)

**Nicole Jarbo**  
 Founder and CEO at  
 Boost (4.0 Alum)

**Alex Cortez**  
 Partner, Strategic  
 Advising at Bellwether  
 Education Partners

**Chief  
 Executive  
 Officer**

**Chief  
 External  
 Affairs Officer**

**Chief  
 Operating  
 Officer**

**Chief  
 Program  
 Officer**

**Chief  
 of  
 Staff**

- Director of Storytelling
- Director of Evaluation and Learning
- Manager of Evaluation and Learning
- Director of External Affairs
- Manager of Annual Fund
- Director of Strategic Partnerships and Alumni Relations

- Data Engineer
- Human Resources Manager
- Finance Manager
- Operations Manager

- Director of Community
- Director of Coaching
- Curriculum Development Manager
- Learning Experience Manager
- Director of Philanthropic Program in Residence

- Executive Assistant
- Manager of Talent Operations

## OUR DONORS

Thank you to our donors who make our work possible

### Fund III Institutional Donors

- Margulf Foundation
- Walton Family Foundation
- Stand Together Trust
- Michael & Susan Dell Foundation
- Bill & Melinda Gates Foundation
- Carnegie Corporation of New York
- New Profit
- Mighty Arrow Foundation
- Swaha Foundation
- Entrepreneurship Fund
- VELA Education Fund

### Angel Syndicate Donors

- Angela Stepancic
- Atnre Alleyne
- Bunmi Esho
- Caroline Hill
- Chauncey Nartey
- Evan Taylor
- Hassan Brown
- Hassan Hassan
- Ifeyinwa Ofor Walker
- James Brooks
- JaQuinda Jackson
- Jason Terrell
- Jian Bland
- Jonathan Santos Silva
- Jordan Castro
- Krystal Allen
- Ma'at Lands
- Marques Whitmire
- Mi'Jan Celie Tho-Biaz
- Mia Howard
- Nakeyshia Kendall
- Nathaniel Turner
- Nyesha Trusty
- Paris Woods
- Shari Lawrence
- Sherita Love
- Sherman Whites
- Soenda Howell
- Sydney Thomas
- Tamira Samuel
- Terrill North
- Tiara Mahoney Paulino
- Tracey Samone Dumas-Clark
- Vance Lewis

### Venture Philanthropy Donors

- Bryan Boyce
- Doug Jaffe
- Jason Terrell
- Jen Haines
- Joseph Ballou
- Mariyam Farooq
- Marvin Vilma
- Rachel Van Parys
- Thomas Hayes
- Vallay Varro

# PART 02



## Fund III: 1,000 Seats at the Table



“

WE INVEST  
IN DIVERSE  
EDUCATION  
INNOVATORS TO  
MEET THE EQUITY  
CHALLENGES  
OF FAMILIES  
IN THEIR OWN  
COMMUNITIES.

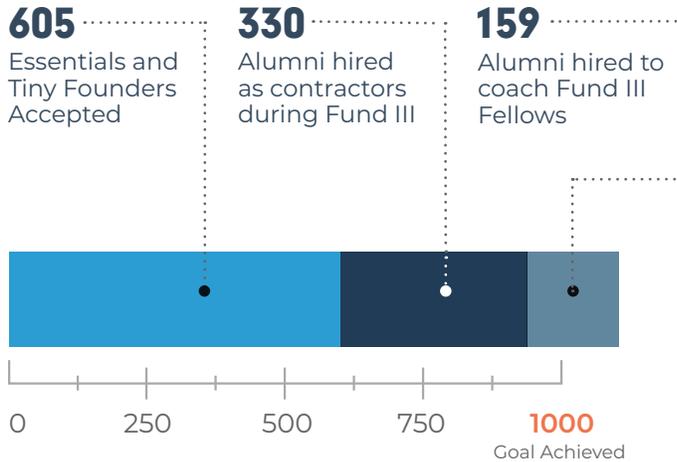
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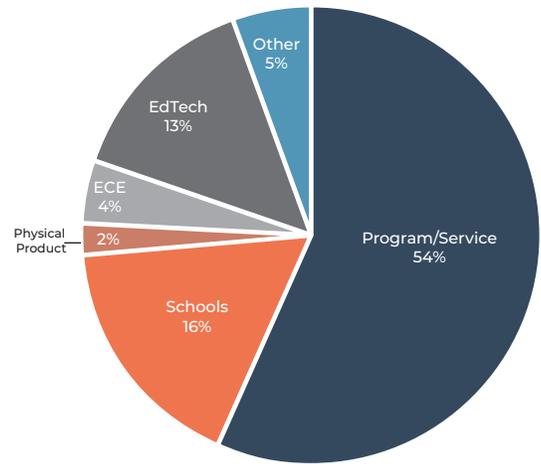
# FUND III RESULTS

In June 2019, 4.0 announced the launch of Fund III, our most ambitious round of funding, to move \$15M closer to local leaders and affirm 400 visions for the future of education over the course of four years. 4.0 is now in the final year of Fund III and has invested capital, coaching, curriculum and community in over 600 founders who are reimagining education with their communities.

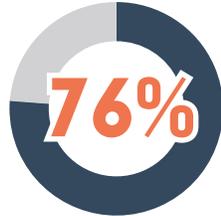
## Talent Development



Fund III Founders' Program Types



**75%** Of Fund III Founders are People of Color

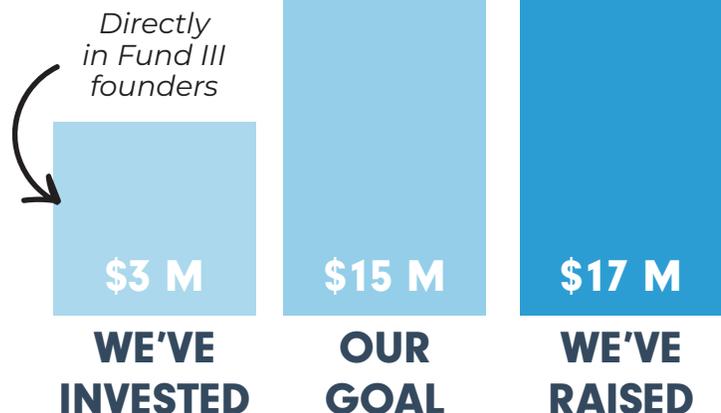


Of Fund III Founders are Women/ Non-Binary

A fifth of founders responded to our annual alumni survey and reported they served...

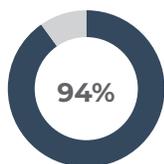
- **5,000+ students**
- **1,700+ families**
- **1,000+ teachers and administrators**

Based on these responses to our survey, we project that 4.0 founders have touched more than **35,000 lives** this year.

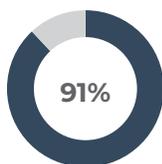


## Idea Development

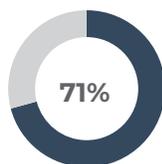
**267** Fellows graduated  
(400 anticipated by 2023)



Of Fund III New Normal Fellows Graduated

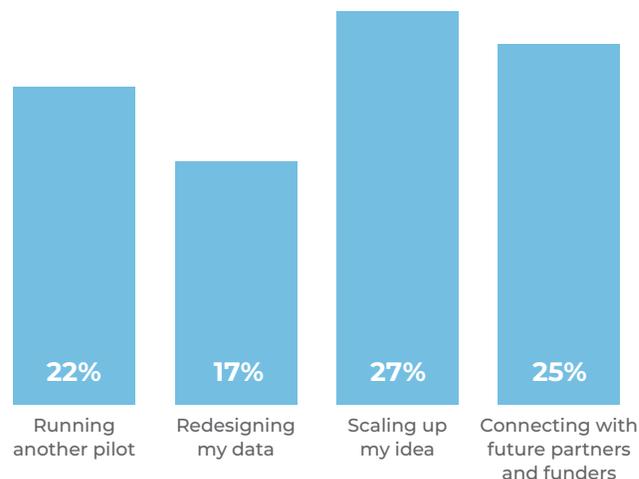


Of Fund III Tiny Fellows Graduated



Of Fund III Essentials Fellows Graduated

### How Graduates Used Fund III Pilot Results



Less than 1% of graduates either stopped working on their idea or did not use their pilot results.

## Ecosystem Development



**104**

Recruitment and community building events executed



**1,108**

Prospective fellows and founders engaged through 4.0 events



**37**

community building events planned for Fall 2022

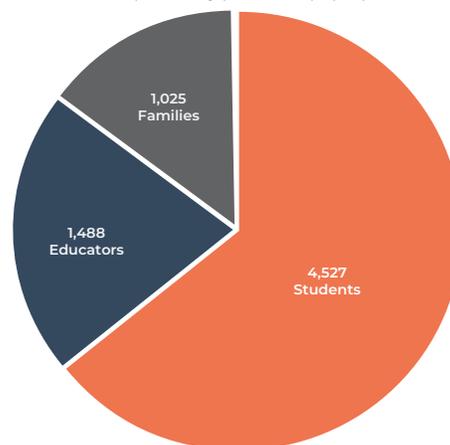


**53**

Alumni hired as Regional and Community Chairs during Fund III

**7,051**

Students, families, and educators were impacted by pilots and pop-ups



## Research Development

**3,525**

Reads across all playbooks, reports, and yearbooks

**10,880**

Total Impressions across all publications

- **5** articles written in partnership with the University of Delaware
- **3** playbooks published
- **1** article published and **7** additional articles to be published by June 2023

# PROGRAMMING DATA

Every year, we administer a programming feedback survey to assess our fellowships. Below is aggregate high-level findings from our Programming feedback surveys since 2020.

## Tools & Resources

**84%** of graduates says the stipend they received through the fellowship **extremely useful** or **very useful**

### TOP 3 AREAS OF SPENDING

- 1. Paying other folks 39.5%
- 2. Supplies 28.3%
- 3. Technology 15.6%

**71%** of graduates says the **Camp Experience** **extremely useful** or **very useful**

**90%** of graduates found their **Measurement & Evaluation Consultant** **extremely useful** or **very useful**

## Connection

**57%** of graduates said they felt connected with at least **one fellow** during the **Fellowship**

## Coaching

**89%** of graduates found their **coach** **extremely useful** or **very useful**

**83%** of graduates agree or strongly agree that their **coach pairing** was a **good fit** for their needs as a **fellow**

## About 4.0

**82%** of graduates agree or strongly agree that **4.0** has **an inclusive culture** where **fellows** from different perspectives and backgrounds **can excel**

**84%** of graduates would **recommend 4.0** to a **friend**

## Fellowship Impact

**80%** of graduates agree or strongly agree that they feel a stronger **deeper connection** to stakeholders who are directly impacted by education inequity including **students, parents and educators**

**60%** of graduates agree or strongly agree that they feel a **greater sense** of urgency to collectively work towards the mission of **education equity**

## FUNDER SPOTLIGHT

Molly O'Donnell

Lead Partner, Portfolio Investing  
New Profit

### 4.0's Program Officer from New Profit

Molly co-leads New Profit's Portfolio. Molly oversees the vision, strategy, and management of both New Profit's Build (multi-year) and Catalyze (early stage, one-two year) investment portfolios and sits on New Profit's Leadership Team. She also serves as a Deal Partner providing strategic advising and support to individual portfolio organizations. Molly began her career as a youth worker focused on student leadership and identity development and family engagement in Portland, OR. She then made her way to Boston to pursue her MPP and MBA at Brandeis University which led her to non-profit consulting and then New Profit.

### Why 4.0?

*"New Profit decided to support 4.0 because we were inspired by the team's vision of community-owned and driven change and innovation in education. We believe 4.0 offers a new paradigm for education innovation and what success in proximate philanthropy looks like. We were also inspired by Hassan's leadership and vision for the future of 4.0."*



### What excites you when you think about the future of 4.0?

*"I am excited by how 4.0 is thinking about strengthening connection and community among founders, funders, families, and facilitators. I believe 4.0 is in a position to build powerful change ecosystems that center communities, families, and young people! Seeing the amazing community 4.0 has already built and being a part of the amazing spaces the team creates brings me joy and makes me optimistic for what the future of school and learning can be!"*

## FUND III FELLOW SPOTLIGHT

Natalie Smith

Global Citizens Public Charter School,  
Founded by Natalie Smith

### About Global Citizens Public Charter School:

Global Citizens Public Charter School opened in Fall 2021 and was the first dual language immersion elementary charter school in DC to provide the top three languages in the world — Mandarin Chinese, Spanish, and English. Paired with a focus on social justice and whole child wellness, Global Citizens School will equip children to become empathetic, globally competent, and socially-minded leaders who are prepared for a future we cannot yet imagine.

### 4.0's Impact:

“Participating in the 4.0 Fellowship provided thought-partnership, collaborative and strategic thinking, and the opportunity to launch a pilot. I was able to offer Mandarin Chinese classes for free at a local library, which provided equitable access to language-learning opportunities. I also learned about empathy interviews and the importance of hearing and learning from families. I was able to gather what families wanted most in a school environment and learn from their stories. I was also able to survey students and families in order to gauge the impact of our pilot program. This level of community engagement ultimately impacted our ability to launch our school.”



**110 STUDENTS**

have been served since they opened their school in 2021



**98%**

of students met their widely held expectations in reading, mathematics, and social emotional learning (SEL) based on Teaching Strategies Assessment GOLD.



**100%**

of families were satisfied with our school and would recommend Global Citizens to other families.

## FUND III FELLOW SPOTLIGHT

Atianna Cordova

WATER BLOCK Kids,  
Founded by Atianna J. Cordova

### About WATER BLOCK Kids™

WATER BLOCK Kids™ teaches youth about design through educational programs and products. Our programs and products focus on four design elements including architecture, landscape architecture, urban planning and real estate.

### From Idea to Reality

Atianna J. Cordova was accepted into the 2019 Tiny Fellowship with her idea for WATER BLOCK Kids™. In just a few years after graduating from the fellowship, she has served over 200 students, has been featured as a 2022 Smithsonian Environmental Leadership Lecturer and recently released her first children's book entitled, What is Architecture?

**"THIS WAS A GREAT OPPORTUNITY. WE WILL HAVE FUTURE ARCHITECTS, URBAN PLANNERS, REAL ESTATE MOGULS AND LEADERS WHO STARTED OFF IN THIS PROGRAM!"**

- WATER BLOCK Kids™ Parent



**46 PEOPLE**

attended the pilot including elementary students, design professionals, and families.



**90%**

of participants increased their knowledge about design and the built environment between pre and post program participation.



**100%**

of parents would recommend the WATER BLOCK Kids program to other parents.

# PHILANTHROPY PROGRAMMING

Since its founding, 4.0 has focused on funding the future of education through taking small bets, writing more checks, and pushing for a more equitable distribution of funds. To further our vision, 4.0 created the Angel Syndicate and Venture Philanthropy programs to further the decentralization and democratization of philanthropy in the education community.

These programs stemmed from the belief that true and sustained change requires a fundamental shifting of power to underrepresented leaders and their communities and a decentralization of the philanthropic sector. To ensure the best and most innovative leaders are creating real change in our systems, it's imperative that we democratize philanthropic giving and provide opportunities for those less represented in the space to contribute.

## The Angel Syndicate Program

The Angel Syndicate is a six-month program and giving circle designed for Black leaders looking to build the skills, relationships, identities and collective power to become the next generation of education philanthropists. From September 2020 to February 2021, angels met virtually 2–3 times per month for live workshops, where they learned from each other, program guides, and guest speakers. Angels completed the program by making investments in early-stage education ventures from 4.0's alumni portfolio.

### Program Outcomes

- **50** Black leaders Participated
- **56%** identified as women
- **40%** were alumni of 4.0 Schools programs/fellowships
- **\$39,000** was raised by **40** participants
- **23** 4.0 Ventures were supported through the money raised

## The Venture Philanthropy Program

In partnership with The Reinvention Lab, powered by Teach For America, 4.0 launched the Venture Philanthropy Program as a two-sided approach designed to connect the right social impact enterprises (and their founders) to the right venture philanthropists on the right terms. Through this pilot, 4.0 coached donors, who were willing to give between \$2k-\$25K, in co-investing with peers in early-stage education ventures. Through this pilot, we launched a test of the Community Advised Fund allowing us to measure whether funders would be interested in pooling together their money and democratizing funding decisions.

### Program Outcomes

- **90** Individuals participated
- **35** participants were actively engaged
- **\$17,000** was raised for the Community Advised Fund from **9** Participants
- **13%** additional to the total raised was donated directly to 4.0 Ventures

## ANGEL SYNDICATE SPOTLIGHT

*Paris Woods*

Youth Force NOLA,  
Chief Program Officer

Paris Woods is a 4.0 alumna, 4.0 board member, and co-founder and former executive director of College Beyond in New Orleans. She currently serves as the Chief Program Officer at Youth Force NOLA.

Paris' 20-year vision, investment thesis and vision for impact that she built during the Angel Syndicate all spoke to her desire to elevate Black and Brown founders from low-income backgrounds in order to help more Black and Brown youth exit poverty. The tools she developed helped inform her investment decisions during the program and beyond.



### Quote from Paris:

*"The truth of the matter is that systems are perfectly designed to produce the results they do, and our current systems are not working for the majority. What we need is disruption, new systems, outside-the-box solutions. This is the work I want to invest in. Rather than incremental change, I am interested in ideas that turn our current systems upside down. And I know I'll have achieved my goal when more people than ever before are exiting poverty and living lives of their own choosing. I'm on a journey to achieve this for myself and I want for my legacy to be that I helped others do the same."*





“

Our organization would not exist without the support, push, and resources that 4.0 provides. The fellowship was a meaningful experience, but it is the larger community of educators and partners that have truly helped focus and build Be Loud from day one... and that brings me **JOY.**

”

◊ Alex Owens, Founder of Be Loud Studios Essentials (2015), Tiny (2019) and New Normal (2020) Alum

**PART  
03**



# Working Within Systems to Make Change Happen



“

MEET THE  
4.0 GRADUATES  
IMPACTING  
THE LIVES OF  
THOUSANDS  
OF STUDENTS!

”





**Naqibah Al-Kaleem & Jesse Leavitt**  
*Our Fire Collective*



**Genevieve Alander & Colby Heckendon**  
*Atlas Public Schools*



**Edith Arias**  
*Familias Tomando Acción*



**Ameerah Bello**  
*Mathematician, Jr.*



**Ashley Brown**  
*The Village Community Project*



**Anna Gabriella Casalme**  
*Speak Leadership Academy*



**Bill Chen & Mathieu Williams**  
*Be Curious*



**Wanda Clark & Easter White**  
*Family Literacy Empowerment Project*



**Atianna Cordova**  
*WATER BLOCK Kids*



**Carmen Cruz & Angelo Cruz**  
*Afterschool Youth STEM Programs*



**Libby Curran**  
*Reading Train Early Literacy Intervention*



**Kendra Denmark**  
*Clear Academy's Money Camp*



**Martha Diaz**  
*Hip Hop CommUniversity (HHCU)*



**Domari Dickinson**  
*The Peaceful Parent Collective*



**Marilyn Bowser & Jessica Turnquest**  
*True Impact: True Education initiative*



**Tatiana Feldman**  
*Circletime*



**Niesha Freeman**  
*Ca\$h Academy*



**Rebecca Gartner & Ellie Adelman**  
*The Village Institute*



**Irene Greaves**  
*Lovescaping*



**Marisa Hamamoto**  
*Scoops of Inclusion*



**Robert Hendricks**  
*He is Me Institute*



**Phillip Hon**  
*Unbound Stockton Community School*



**Desiree Hunter & Pranati Kumar**  
*Educator Project STEM Fellowship*



**Jaime Johnson Duplessis**  
*Ivy New Orleans Leadership Academy*



**Matsuo Marti**  
*IMPACTChicago*



**Michellea Millis**  
BrownSTEM, INC.



**Holly Morris**  
Global Voice



**NJ Mvondo**  
Multiculturalism  
Rocks!



**Sinthuja Nagalingam**  
Tilt



**Saymah Nah**  
The Garden, School of  
Business and  
Entrepreneurship



**Claudia Pacheco**  
Speak Leadership  
Academy



**Lisa Maria Rhodes**  
ALAS



**Anika Rich**  
Moonstone Education



**Katie Saiz**  
Green Gate Children's  
School



**Jonathan Santos Silva**  
The First Step  
Fellowship



**Natalie Smith**  
Global Citizens Public  
Charter School



**John Spencer**  
Seek. Find. Learn.



**Cassandra St. Vil**  
Amateka College Prep



**Johnae Strong**  
Black Girls Restore(d)



**Eli Szus**  
Circletime



**Brandon Taylor**  
ProjectCrisis



**Ki'Amber Thompson**  
Charles Roundtree  
Bloom Project



**Ronald Towns**  
Big Commoners, Little  
Commoners



**Karima Wilson**  
Equity in Virtual  
Learning



**Destiny Woodbury**  
The Anchor School

“

*I can still feel the joy of breaking bread together and sharing stories with the amazing 4.0 team and fellows. This is one of the best fellowships I've ever had.*

- Martha Diaz, Hip-Hop Communiversy, 2019-2020 Tiny Fellow

”



*Lawrence Wagner*

*SparkMindset, Founder  
2018 Tiny Fellow*

\$1 million next year—Lawrence credits the small investments and support he received from 4.0 as what allowed him to get here. “I came to [4.0] with an idea that wasn’t fleshed out 100%. 4.0 really helped me solidify and test my theory,” said Lawrence. “[The 4.0 team] were champions for me, and it was really important because at the time I didn’t always have the confidence.”

### **About SparkMindset**

SparkMindset’s mission is to break the cycle of poverty in historically disadvantaged communities through cybersecurity training for high school and adult students. SparkMindset’s Founder, Lawrence Wagner’s experience growing up in poverty in Cleveland, OH shaped SparkMindset’s mission, “A lot of people in underserved communities don’t have other options and don’t have access to get out of these situations...I was able to get out and now I want to provide an opportunity for other people to get out as well” he shared.

### **“Without [4.0], I wouldn’t be here”**

4.0 was SparkMindset’s second funder through the 2018 Tiny Fellowship and offered Lawrence the capital, coaching and curriculum he needed to scale his idea. In just four years, SparkMindset’s is on track to make \$450,000 in revenue and is aiming for

### **SparkMindset’s Impact:**

- **SparkMindset began in Colorado as a high school program, and is now a registered apprenticeship and pre-apprenticeship program in Colorado, Louisiana, Missouri and soon to be Maryland**
- **Sparkmindset began as just a program for high school students and has now expanded to include adults.**

Allow myself to introduce...

1. Name
2. Preferred Pronouns
3. Where You're From
4. Your Favorite Food



TEAM

M



**Sarah Barnes**  
*Healing for Helpers*



**Elston Bell Jr.**  
*Black Boys Lit*



**Patrice Berry**  
*AssistHub*



**Shaquann Braswell**  
*MiniMogul*



**Aidan Cadley**  
*CP NOLA*



**Noelle Carson**  
*Inception*



**Martha Castillo**  
*Seeds of Grit Virtual Advising*



**Annette Dawson Owens**  
*Stem and A Story*



**Rene Diaz**  
*MUSE*



**JohnMark Edwards**  
*Reimagining Student Behavior in Urban Schools*



**Kayisha Edwards**  
*Achieve Your Purpose Academy (AYPA)*



**Bunmi Esho**  
*CareerPath/STEM in a Kitchen.*



**Aisha Ford**  
*The MiddleGround*



**Felicia Freeman**  
*STEMSSORI*



**Phan Furman**  
*deMATHstify*



**Olivia Gardner**  
*Transformative Teach*



**Harriette Gibbs**  
*A Goode Supply Closet*



**Arlane Gordon-Bray**  
*Twin Counties Catalyst Co Lab*



**Alejandro Chavez & Jorge Zatarain**  
*Lifting Our Stories*



**Russell Harris**  
*The Journey Academy for Young Men*



**Eliza Harris**  
*Eliza Harris. Alba Avila. Jenny Muniz*



**LaKisha Hawkins**  
*Learning Through Play Professional Development*



**Carly Highsmith**  
*Passport or Change*



**Angelica Jackson**  
*Phoenix International School of the Arts*



**Elana Jenkins**  
*Coily Clubhouse: Healthy Roots Natural Hair Workshop*

# GRADUATES

## Essentials Fellowship: 2019 - 2020



**Bresean Jenkins**  
*iDEA of Washington DC*



**Bianca Johnson**  
*Jackson Academy*



**Lauren Jordan**  
*Community Experiments*



**Lucinda Kent**  
*NeoSoul Arts*



**Amanda LaPlaca**  
*FireFly Montessori NOLA*



**Jennifer Larino**  
*Lede New Orleans*



**Andrew Lee**  
*Vita Schools of Innovation*



**Donna Lewis**  
*ETHOS Trilingual Language Preparatory Academy*



**Natasha Lopez**  
*CollegeConnect*



**Miriam Moore**  
*TBD*



**Arnecia-LeShea Newton**  
*AdvanEDGE*



**Anthony Oliver**  
*SEL with Empower*



**Blanca Ontiveros**  
*TBD*



**Zachary Patton & Nneka Gigi**  
*Black Girls Talk \$*



**Cam Perdido**  
*Transformative Teach*



**Arlene Perez**  
*CoCo: My College Counselor*



**Cescily Phillips**  
*Inspired Aesthetics*



**Corrie Price**  
*Evolve's Socially Distant Social*



**Lee Pruett**  
*Popcorn! Phonemic awareness app*



**Karen Ravago-Ballaret**  
*EDGEducation - Encouraging Diversity, Growth, and Equity*



**Gabriel Reyes**  
*FLi Sci Scholars Research Program*



**Danica Richards**  
*Origins: A Guided Journal Experience*



**Erin Sims**  
*Healing for Helpers*



**Max Smith**  
*Internship Profile Workshop*



**Meghna Sohoni**  
*Empower Beyond*



**Megan Stevens**  
The Meraki Studio



**LaShaune Stitt**  
Young Men of Color  
Symposium



**David Street**  
Passport to Manhood &  
Smart Girls Social Media  
Leadership Program



**Sari Toplin**  
Math Time with  
Ms. Levy



**Hai Truong**  
journeymxn



**Nathaniel Turner**  
The Life Template



**Norma Velasquez**  
SERA The Strategic  
Educational Resource  
Alliance



**Vina Vo**  
Stories for Advocacy  
and Change



**Christine Vroome**  
Gran Via Education



**Deshaunya Ware**  
Ase' Learning  
Academy

“

*I have to say, my meetings with the data and executive coaches have been filled with **joy** for me. I feel a kind of giddy **joy** knowing that my coach is thinking about and grappling with thoughts and feelings of myself and my community. That level of attention is a gift. It is validating. It offers comfort in an arena that can be filled with anxiety and existential woes. I am so thankful for this fellowship, for the mentors afforded to us, and for the chance to strengthen my venture through this amazing team.*

”

- Trey Pratt, New Voices New Orleans, 2021 Essentials Fellow

# Jessica and Evin

America on Tech, Founders  
Tiny Fellow Alumnus

## How America on Tech Started

Jessica and Evin initially went through the Camelback Fellowship which is where they learned about 4.0's Fellowship. They applied and were accepted into 4.0's second cohort of our now retired Launch Fellowship.

At this point, New York on Tech, the predecessor to America on Tech, was still trying to prove the efficacy of their intervention. Their initial funding was very helpful to get started, but they needed more time to prove their idea worked, and 4.0's fellowship gave them the space and capital to continue refining their idea.

Jessica and Evin note that one of the most impactful things they learned during the fellowship was to keep things human-centered and keep students and families at the center of their work. Evin shared, "4.0 is the only program I've gone through that really focuses on testing, piloting and pivoting, and really taking into account what the community is saying about your model. It's a mindset I now take into everything I do with America on Tech"

## About America on Tech

Since they participated in 4.0's fellowship, their venture has grown exponentially, evolving from New York on Tech to America on Tech. in just 8 years. They went from a very small, local organization focused only on serving Brooklyn students to a full-fledged national program with offices in New York City, Miami, and Los Angeles. They went from a single program focused on web design to multiple programs within technology fields. Today, they have served over 4,000 students across the country since their founding and counting.

Their success would not have been possible without organizations like 4.0 and Camelback investing at the earliest stages. Jessica shares, "We don't have enough programs [like 4.0] that allow community leaders to test ideas. How can you solve our greatest problems when people don't want to seed ideas in the beginning? \$4,000 [from 4.0] has made America on Tech what it is today, and we wouldn't be here without 4.0"

## America on Tech's Impact:

- 4,000 students served since 2014
- 56% of students identify as Women or Gender non-conforming
- 85% pf students identified as Black or Latinx
- 86 students have been placed in internships and a total of \$406,000 has been paid in total wages to interns
- 100% of Intern Hosts would hire another AOT Intern.
- 28 Alumni of AOT have been hired back as peer mentors to support current students





**D Abshire & Tova Pusi**  
*Our Fresh Education Inc*



**Patrinya Baksmaty**  
*Kaleidoscope Collaborative  
Charter School Network*



**Títciaana Barros**  
*The Space hosted by  
Black Educator Things*



**Nicole Cadwallader &  
Justin Cannady**  
*Joyful Gems Childcare*



**Nicole Beverly**  
*TBD*



**Janice Beverly**



**Parag Bhuva**  
*Talk Less Teach More*



**Morgan Breon**  
*THE W.I.T.C.H. | Professional  
Development Training*



**Lawrese Brown**  
*C-Track In-Demand  
Jobs*



**Heather Bryant**  
*The Exclusion Experience*



**Gabriella Carrethers**  
*Radical Moves*



**Kendrick Duwah Chea**  
*The Self Empowerment  
Journey Journal*



**Tracy Chung**  
*gneus*



**Yawntreshia Coleman**  
*Camp Trep*



**Brittany Couch**  
*BeaconED Labs*



**Winston Daley**  
*Agogos, LLC*



**Lateefa Dawkins**  
*The Growth Cipher*



**Sara duPont Toulson**  
*The Mindful Applicant*



**Jazmyn Ferguson**  
*The Ubuntu School*



**Bonnie Flint**  
*S.L.I.S.E. - Social Links  
in Science Education*



**Doris Hage**  
*Life on Purpose Detroit*



**Katie Hahn**  
*Kindle Education*



**Victoria Hall**  
*The Reading Hall*



**Eric Harried**  
*Star Prep Academy*



**Shannon Hawkins**  
*Leading A(head)  
Collaborative*

# GRADUATES

## Essentials Fellowship: 2021



**Aiyeshia Hudson-Wong**  
*Liberation Journeys*



**Carletta Hurt**  
*Coaching Connections*



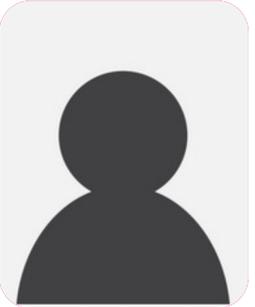
**Rhonique Jefferson**  
*My Knowledge Studio*



**Ann Jemison**  
*DiscoverMe*



**Alana Jenkins**  
*Oral History of Home*



**Markashia Jeter**  
*TBD*



**Leanne Kabat & Dorothy Minichiello**  
*The 5 Seasons in Education*



**Jonathan Katz**  
*PD for Parents*



**Sophie Klimcak & Shasha Du**  
*Wild Awake's Pop-Up on Progress*



**Anne-Marcelle Kouame**  
*Silk Road Journey*



**Regina Kruglyak & Anna Santoleri**  
*Revision Education*



**Kim Lampkin**  
*Eccole LLC*



**Dani Lopez**  
*FinAid Muse*



**Andrea Lopez Salazar**  
*Brilla Puerto Rico*



**Megan Lowe**  
*Scholarly Advising*



**Lydia Lower**  
*Vibrant Education*



**Dawn-Marie Luna**  
*Connecting Pathways*



**Soraya Matthews**  
*The TAP, Aôd Leadership Network*



**Christopher Means**  
*By All Means Leadership Alliance, Inc*



**Yvette Meza-Vega**  
*The Dinero Academy*



**The Ikemba Edx Platform**



**Airene Montgomery, Anthony Downer, Christian Locke, & Dibett Lopez**  
*Georgia Educators for Equity and Justice*



**Dozie Oheri**  
*Choose to DO, Inc.*



**Comfort Olamide Ayantayo**  
*Simplified Learning Solutions*



**Jess Pasioneck**  
*Supporting the Racial Identity Learning of White Folks for the Sake of Multi-racial Antiracist Action*



**Trey Pratt**  
New Voices New Orleans



**Anjali Rodrigues**  
The WARMTH Fellowship



**Aaron Rodriguez**  
Vizling



**Hollie Russell-West**  
St. Louis Voices Academy  
Media and Storytelling Pop-Up



**Katie Schober**  
STEAM Milwaukee's  
Lend a Lab Program



**Claire Smith**  
KidKred



**Lora Smothers**  
Joy Village School



**Martha St. Jean**  
The Equity Project



**kynita stringer-stanback**  
Beautiful Imposition



**Cordero Tanner**  
Developing Your Philosophy:  
A Virtual Workshop



**Jo Thompkins**  
Mentoring Minds Matters



**Catisha Toney**  
Career Pipeline Project



**John D. Vegas**  
Positive Identity and  
Personal Development



**Nina Vendhan**  
Education Access



**Jazmine Wilson**  
Project Neaux Limits



**Sherell D. Wilson,**  
BEYOND COLLEGE  
ACCESS



**Tameca Wood**  
Authors Among Us



**Shaundranetta Wood**  
Math Speaks



**Mark Yabut**  
Free Malaya

“

**Joy at 4.0 means making ‘good trouble’ with great humans!**

- Dr. Tracey Samone, 4.0’s Chief Program Officer

”





**LaTasha Adams**  
Social Emotional  
Family Workshops



**Genevieve Backer &  
Colby Heckendorn**  
Atlas Explorers



**Constance Watson &  
LaShawna Harris**  
#CUNYREACHBACK2020



**Ameerah Bello**  
Mathematician, Jr.  
Abacus Math Club



**Bryan Boyce & Rachel  
Lieberman**  
Cow Tipping



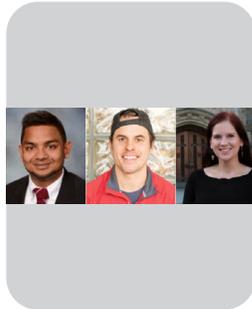
**Christi Carpenter &  
Alicia Loera**  
Companeras



**Jen Chiou & Chelsea  
Hylton**  
Coding for Mindfulness



**Danielle Denver**  
Clubs



**Chris Dunaj, Farian  
Rabbani, & Dr. Anne Wyllie**  
Be (A)Part



**Cameron Fadjo**  
Data Stories



**Quanice Floyd**  
Arts Education  
Community Meetings



**Telicia Fogle-Simon**  
Choice Leaders Pro-  
gram



**Daniel Fountainberry**  
Coteacher



**Anna Gabriella  
Casalme**  
SPEAK! Leadership Academy



**Nneka Gigi & Zach  
Patton**  
Beyond Adornment



**Alison Gillmeister &  
Lanette Reese**  
Platforms with a Purpose



**Irene Greaves &  
Karine Parker**  
The RISE Series 4 U



**Monica Green &  
Elizabeth Miguel**  
Parent Crew:  
The Village It Takes



**Jessica Hamman &  
Jen Thomas**  
Glean Education



**Laura Stein**  
Dance For Social  
Change



**Brandy Jackson**  
Ready for the New  
Normal through SEL



**Baiyina Jihad**  
Beyond the Classroom



**BIANCA JOHNSON**  
STEAM Enrichment  
Workshops



**Nakeyshia Kendall/ &  
Patrice Fenton**  
Collective Support



**Tammy Kwan, & Lorri  
Hope**  
Cognitive ToyBox



**Rebecca Kwee & Asha Owens**  
*BestFit*



**Sari Levy**  
*Math Circles*



**Davian Morgan**  
*Black Boys Book Bunch*



**Blake A. Nathan**  
*Educate ME Teacher Camps*



**Alex Owens, & Diana Turner**  
*Be Loud Hustle Club*



**Brad & Betsy Petersen,**  
*Home's Cool*



**Lee Pruett**  
*TBD*



**Gabriel Reyes**  
*Fli Sci*



**John Spencer**  
*TEACH IT Labs Institute*



**Brittany Stoudemire**  
*Education x Social Emotional Learning*



**Mikala Streeter**  
*Outdoor Adventures*



**Johnae Strong**  
*Black Girls Restore(d)*



**Laura Thomas**  
*Bud to Blossom Project*



**V.Rochelle Thompson**  
*Best Strategies for Virtual Studies*



**Nathaniel & LaTonya Turner**  
*The Great Parenting Strategy (GPS)*



**Bahiy Watson**  
*The 1881 Institute's COVID-Era Product Design Fellowship*



**Karima Wilson**  
*Our Students, Our-selves.*



**Candice Wilson-McCain**  
*TBD*



**Joy at 4.0 is walking into a room full of folks who believe in you and celebrate your gifts, growth, and humanity.**



- Monique LeBlanc-Quresh, 4.0's Director of Storytelling



**Aaron Scholl**  
Education is Forever, CA  
Community College Prep



**Aatash Parikh**  
Inkwire for student-led  
conferences



**Alex Owens**  
Be Loud Radio



**Andrew Lee**  
Vita Schools of  
Innovation



**Anna Gabriella Casalme**  
Novelly's Rising Voices  
Collective



**Arlane Gordon-Bray &  
Irese Robinson**  
Creative Catalyst



**Arlene Perez**  
Coco: My College &  
Career Counselor



**Baiyina Jihad & Kyendal Eaton**  
Beyond the Classroom  
summer program



**Bianca Lorenz**  
Language Navigators



**Brandy Williams**  
Aba Healing Academy-  
Early Learning Cohort



**Brice Miller**  
Dwight's Cultural  
Garden



**Bridney Skipper**  
Shifting Rhythms



**Brit Lindsey**  
the HUeMan Develop-  
ment Project



**Candice Wilson-McCain**  
Impactful PBL Roadmap:  
Sprint Fellowship



**David Street**  
New Norm Virtual  
Leadership Camp



**DeShaunya Ware**  
ALA Culture and  
Community Box



**Desiree Hunter**  
Future Leaders  
Coalition



**Domari Dickinson**  
The Liberatory Living  
Virtual Learning Lab



**Dr. LaTasha Adams &  
Dr. Ameerah Bello**  
Camp Blossom



**Ebony Tyler**  
Liberated Problem  
Solvers



**Ellie Adelman**  
Essential Careers Path-  
way Program



**Genevieve Backer &  
Colby Heckedorn**  
The New Normal Project



**Hannah Imberman**  
Tackle



**Jacob Adams**  
Freedom Summer  
Camp



**Jen Chiou**  
The Next Step



**John Jenkins**

*Accountability and Impact Assessment Project*



**Karima Wilson**

*CRP: From Theory to Practice*



**Kendra Denmark**

*Clear Camp*



**Laura Thomas**

*Bud to Blossom Project SEL Lab*



**Leandra & Wilson Waller**

*Cyber Arts*



**Lisa Quattlebaum**

*CitySchoolista*



**Marvin Pierre**

*Sons of Promise*



**Mehreen Butt**

*Culturally Tech*



**Mikala Streeter**

*Middle School Students Pursue Real World Passion Projects*



**Nady Persons**

*Self Love Curriculum*



**Nakeyshia Kendall Williams**

*Mindset Studio*



**Natasha Lopez**

*CollegeConnect*



**NJ Mvondo**

*The Interactive Healing Arts Project (HAP)*



**Nneka Gigi**

*Beyond Adornment Club*



**Nora Seilheimer**

*1-on-1 Mindfulness Coaching*



**Our Fire Fire Collective**

*Our Fire Collective: Healing Through The Seasons*



**Patrice E. Fenton**

*Ella Baker Institute*



**Quanice G. Floyd**

*Arts Educator Campaign School*



**Rebecca Gartner**

*Social-Emotional Toolkit*



**Sari Levy**

*Make It Count Math Confidence Conversations*



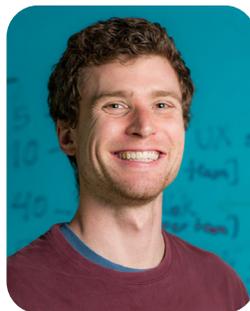
**Sheila Barrett**

*Simplify Teaching with the YOU Toolbox*



**Stephenie Aubert**

*The Confident Student*



**Tom McFadden**

*Rhymewit*



# Victoria Chen & Victoria Doan

*BridgeYear, Founders,  
2016 Tiny Fellows*

for Chen and Doan which upped their motivation to actualize their venture. The investment went a long way at the early stages of BridgeYear as not many incubators were willing to invest in their idea so early.

Through the fellowship, they piloted Career Test Drives – career simulations that offer students the opportunity to see first hand whether they like a career or not. Their goal was to inspire students to consider local high-growth, high-demand career opportunities. From there, they would go on to provide ongoing support for enrollment into community college or apprenticeship programs.

“Everything was new [and] we didn’t know how to start a non-profit”, Victoria Chen remembers. However, 4.0’s guided structure and process was helpful to them as they began developing their venture.

When they think back to their 4.0 Fellowship experience, “What sticks today is the importance of iteration and failing fast, we carry that through every year of our programming, we still use a lot of those principles such as empathy interviews,” Victoria Chen said.

## **The Problem**

Victoria Chen and Victoria Doan both started their careers as Teach for America educators and later career and college counselors in a Houston Title 1 school with a school population 95% economically disadvantaged. Through their time as educators, they watched students struggle with the age-old question: What do you want to do after high school?

Chen and Doan wanted to bring more awareness and access to non-four year degree opportunities to help students fully evaluate their post-secondary options and choose a path that they were interested and excited in – which led to the idea for BridgeYear.

## **Joining 4.0**

A business school roommate told them about 4.0’s Fellowships, and in 2016, they were accepted into the 4.0 Tiny Fellowship with their idea for BridgeYear. 4.0 was the first investor to say yes to BridgeYear, and it was a surreal experience

## BridgeYear Today

Since 2016, BridgeYear has introduced over 25,000 youth to high-growth, high-demand careers and has helped students successfully access the education and training needed to start their careers. They are no longer the team of two that started in the Tiny Fellowship, and have now grown to a team of 17. This year, they are working with an estimated 12,000 students directly in the Houston area, and are growing. They have also now launched an advising program in addition to their Career Test Drive simulations to help students access resources to start their careers. Today, they are known in Houston as THE resource for exploring non-four year options after high school.

“[The impact] Can’t be understated,” Victoria Chen states, “Having the recognition of being invested in by 4.0, a nationally recognized organization, told other people we were legitimate.”

Going forward, BridgeYear is excited to solidify their place as the one stop shop for non-four year career exploration in Houston and building stronger community partnerships.

### BridgeYear’s Impact:

- 25,126 Students served since 2016
- 86% of students stated that they have a better understanding of their career interests after participating in a Career Test Drive® experience.
- 163 Class of 2022 Houston ISD Graduates were selected to receive the BridgeYear-HISD \$500 scholarship to pursue an education at Houston Community College.
- 200 training programs posted to their database, featuring careers in the following fields: construction; education and health services; leisure and hospitality; manufacturing; oil and gas; information technology; professional and business services; trade; utilities; and transportation.

**PART  
04**



**Your Seat is Ready.  
Fund IV loading...**



“

WE ENVISION A  
FUTURE WHERE  
CHANGE IN  
EDUCATION  
IS EQUITABLE  
AND POWERED  
BY DIVERSE  
COMMUNITIES.

”



## A LOOK AHEAD

In July 2023, 4.0 is launching our next fund: Fund IV. Our goal for Fund IV is to actualize the Four Fs in familiar and new ways.

### 4.0 SETS THE TABLE

#### Founders

Design and implement change

#### Families

Define innovation agenda

#### Funders

Fund innovation agenda

#### Facilitators

Manage and steward change

We are developing multiple entry points into the 4.0 ecosystem for Families, Founders, Funders, and Facilitators. Each F will **have clear pathways** to grow their expertise within a role and/or move from role to role within our ecosystem. And it is our hope that each F will use the **mindsets, skills, and relationships** they gain at 4.0 to meet the complex needs of their communities.

Through Fund IV, 4.0 will also double down on our belief that funding should be abundant, transparent, and democratized in the earliest stages of development. We're developing philanthropic programming for our community to **pool, receive, and deploy** trust-based funds without restrictions.

**We'll be actualizing our vision for Fund IV in three ways:**

### 1. FELLOWSHIPS FOR THE 4 F'S

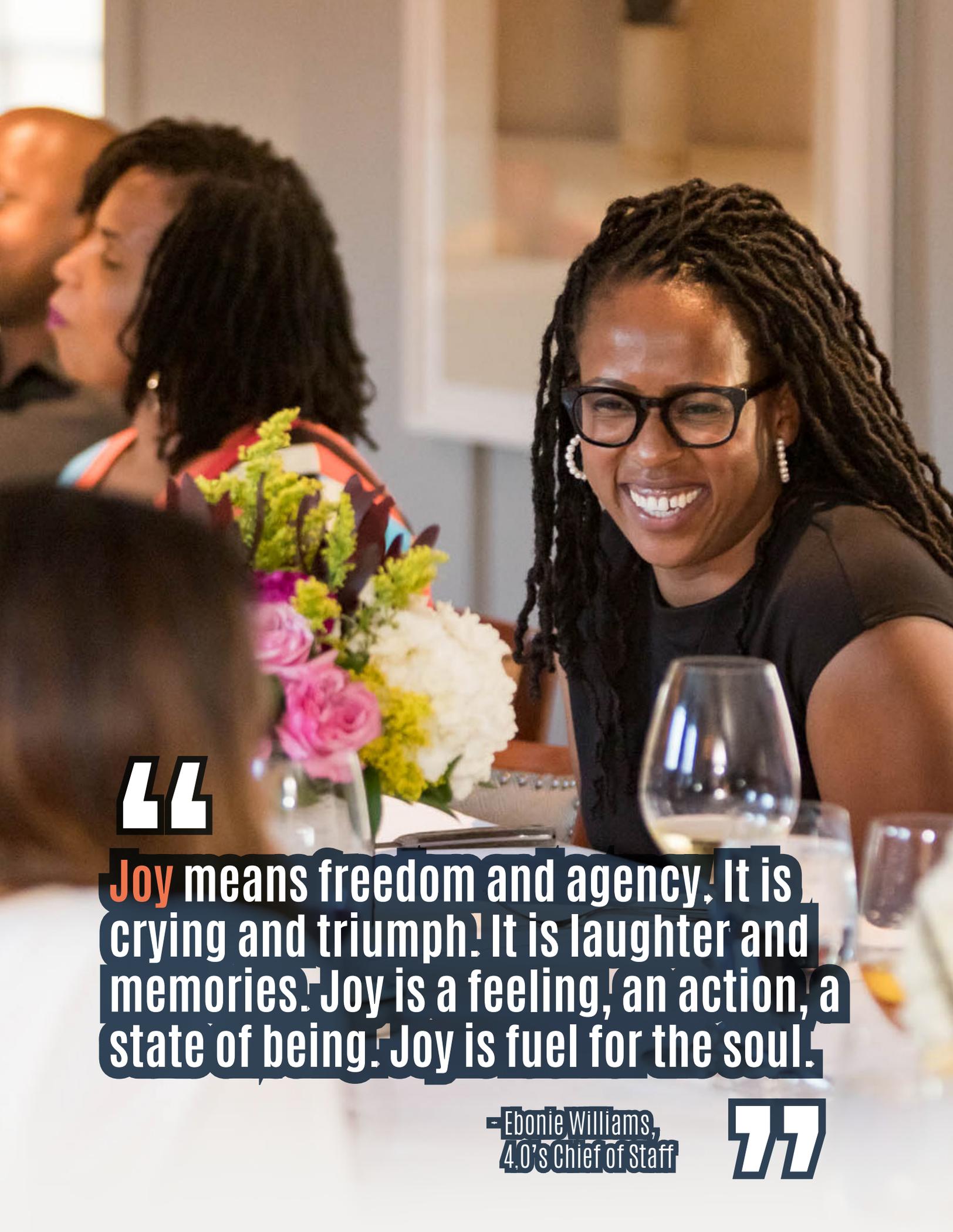
Tiny and Essentials isn't going anywhere. We're developing multiple entry points to join the Four Fs within the 4.0 ecosystem, and to learn how to identify, share, and exercise collective power as education changemakers.

### 2. PATHWAYS FOR ALUMNI THE 4 F'S

We're developing pathways to grow expertise within each F and/or move from role to role within the 4.0 ecosystem. Our goal is for each F to apply mindsets, skills and relationships as education changemakers.

### 3. FUNDING FOR EARLY-STAGE VENTURES

4.0 community members will collectively set funding agendas, raise pooled funds, and write unrestricted checks through participatory grantmaking process.

A woman with long, dark braids and black-rimmed glasses is smiling warmly. She is seated at a table with a vase of flowers, including pink roses and white hydrangeas, and a glass of white wine. In the background, other people are partially visible, suggesting a social gathering.

“

**Joy** means freedom and agency. It is crying and triumph. It is laughter and memories. Joy is a feeling, an action, a state of being. Joy is fuel for the soul.

- Ebonie Williams,  
4.O's Chief of Staff

”

2022

# The Year of *Joy*

40

**Your Seat is Ready...  
Join Us!**

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