



SUMMER 2004 UPDATE - PREPARING FOR SUMMER 2005

During the Summer 2004 Agents of Change Pilot Program, we tested out an innovative model for leadership development programming. Our goal was to use the best of our consulting knowledge that we have delivered over the past five years to various clients. The Agents of Change Program became a learning laboratory for our umbrella organization EnVision Leadership.

Program Overview

Agents of Change was created as an innovative leadership development program that empowers a diverse team of high school students with leadership skills, mentorship, an internship opportunity, and resources to lead action projects in the community.

The initial program model was as follows:

- Students began Agents of Change with a week of foundations of leadership theory in the Leadership Training Institute.
- Participants then began their internships and planning for Leadership in Action Projects (LIA) during weeks two through four.
 - Mondays: Training/Community Visits
 - Tuesdays-Thursdays: Internships/Planning time for LIAs
 - Friday: Community service/Teambuilding (& FUN!) activities
- Week Five: Final Implementation of Leadership in Action Projects and Graduation.

To deliver this program, we partnered with high schools, colleges, funders, and community organizations.

University Partnership

We formed a collaborative partnership with Northeastern University's Student Leadership Office. Northeastern generously offered space and other resources to run the program.

High School Participants

In 2004, Agents of Change had 24 students from Greater Boston High Schools such as

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| • Boston Latin School | • City on a Hill | • Jeremiah Burke, and |
| • BB&N | • Catholic Memorial | • Orchard Gardens Pilot. |
| • Cathedral | • Charlestown | |

College Leadership Coaches

The staff of eight included Leadership Coaches from

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| • The Posse Foundation | • Dickinson | • University of Richmond |
| • Bowdoin | • EMU | • Wesleyan, and |
| • Bryn Mawr | • Northeastern | • Wheaton. |
| | • Tufts | |



Community Partnerships

In delivering service opportunities, internships, and community events we partnered with 17 organizations across Boston.

- AFC Mentoring
- Brookline Arts Center
- City of Boston including Mayor's Scheduling Office
- City Year
- Hostelling International
- Above & Beyond
- Boston Scavenger Hunt
- City Hall Tour
- Greater Boston Food Bank
- Earthworks
- Ella Baker House
- Milky Way Lounge & Lanes
- MyTown
- Student Partnership Worldwide
- Youth Venture
- Elizabeth Stone House
- Center for Disease Control and Prevention

Results

Participant testimonials and program evaluations were outstanding. For example:

"Agents of Change is a great program. It teaches you how to be a leader, that you can help any community, and how to work with other people. I had a great time at AOC and I encourage other people to go. You meet new people, make new friends, and go on fun field trips around Boston."

- 72% of the students believed Agents of Change increased their self-confidence
- 81% said that their leadership skills improved as a result of the program
- 90% viewed themselves as Agents of Change in the community
- 100% of participants said they would recommend the program to their friends

Future Direction

In continuing to build and support our leadership village, we will work with many of the community organizations and high schools with whom we worked last summer. Northeastern will continue to serve as our University Partner in 2005. As we solidify this summer's programming, we are working closely with alumni to find out what their ideal internships would be as well as which activities were last summer's favorites.

One major change for this year's program is that we will have the opportunity to invite past participants back as Coaches In Training in a more senior role. In addition, we are developing more support systems for our internship program including giving hosts from varying organizations the opportunity to meet one another. Last but certainly not least, we are working to diversify funding streams so that the program can be sustainable over the long term.

We are very excited for the second year of Agents of Change and hope that you are too! We welcome your input and feedback. Thank you for taking the time to learn about us, and we look forward to working with you.