

2017 ANNUAL
REPORT

PROFOUND
Report
YEAR

PROFOUND GENTLEMEN, INC



Wow, I can't believe that we are going into our third year of Profound Gentlemen. This 2016-17 season has been one of many victories and lessons learned. First, I would like to thank everyone who was committed to the work of PG! Even though the changes, we stayed firm in the belief of providing a quality organization for male educators of color to grow and feel supported in the profession.

This year, we hit some MAJOR strides! Overall, we retained 99% of Gentlemen in PG! This means that we are contributors to reversing the negative statistic that males of color are 5 times more like to leave the education profession.

We also see the opportunity for growth. In being authentic, we noticed there was a 20% gap between satisfaction in schools and satisfaction of the education profession. Our Gentlemen are eagerly excited to be in the profession but experience some major challenges within their school community.

Therefore, we understand our part in strengthening the relationship between our Gentlemen in the schools they serve. This will take time and establishing relationships will be important. Overall, we are pressing forward in providing a better PG!

- Mario Jovan Shaw
Chief Impact Officer



Build Communities of male educators of color who offer their profound additional impact on student, specifically boys of color.

GENTLEMEN



225 Gentlemen are being served in PG



An increase in Involvement:
45% in 2015-16 to 72% in 2016-17



80% of Gentlemen had a student group; Serving approximately 1,800 boys of color.



100% of Gentlemen are returning to the education profession the fall!



NEW TO PG

In November of 2016, our staff recognized the need for our Gentlemen to build relationships with one another.

Through these relationships, Gentlemen were naturally sharing best practices, increased involvement, and being a support system in areas where schools may traditionally lack. We adopted a relationship-centered model to support our Gentlemen. This led to our increase in involvement.

KEY IMPROVEMENTS

- All Gentlemen were placed in a cohort based on their region. Cohorts were led by Impact Leaders who supported no more than 25 Gentlemen per cohort.
- Our services were placed into four buckets we call PG Focus Areas. Those are character development, purpose and professional growth, creating a mentoring group, and community and civic engagement.
- In addition to programming, our Impact leaders provided individual support to our Gentlemen through a professional development plan we creatively call an Impact Development Plan.



PROGRAMMING INFO

Over 50% Have established a relationship with their Impact Leader

Over 80% overall satisfactory of Impact Leader - Feedback, like the model - want to continue to see more.

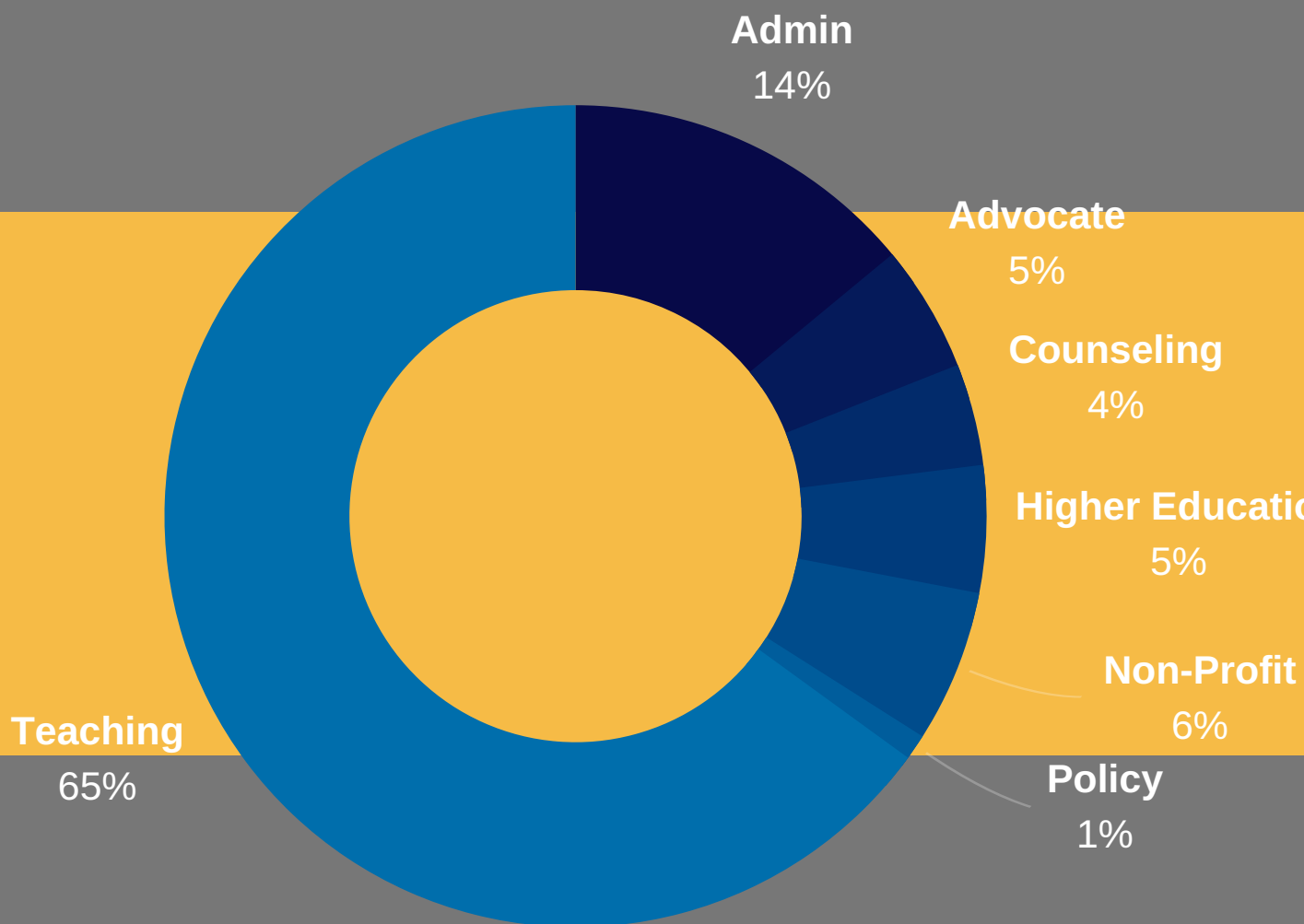
Over 88% overall satisfactory of PG as an Organization - Feedback, love the current model, want to see it continued played out.

68% Satisfactory of School Site, 78% Satisfactory of the Education Profession.

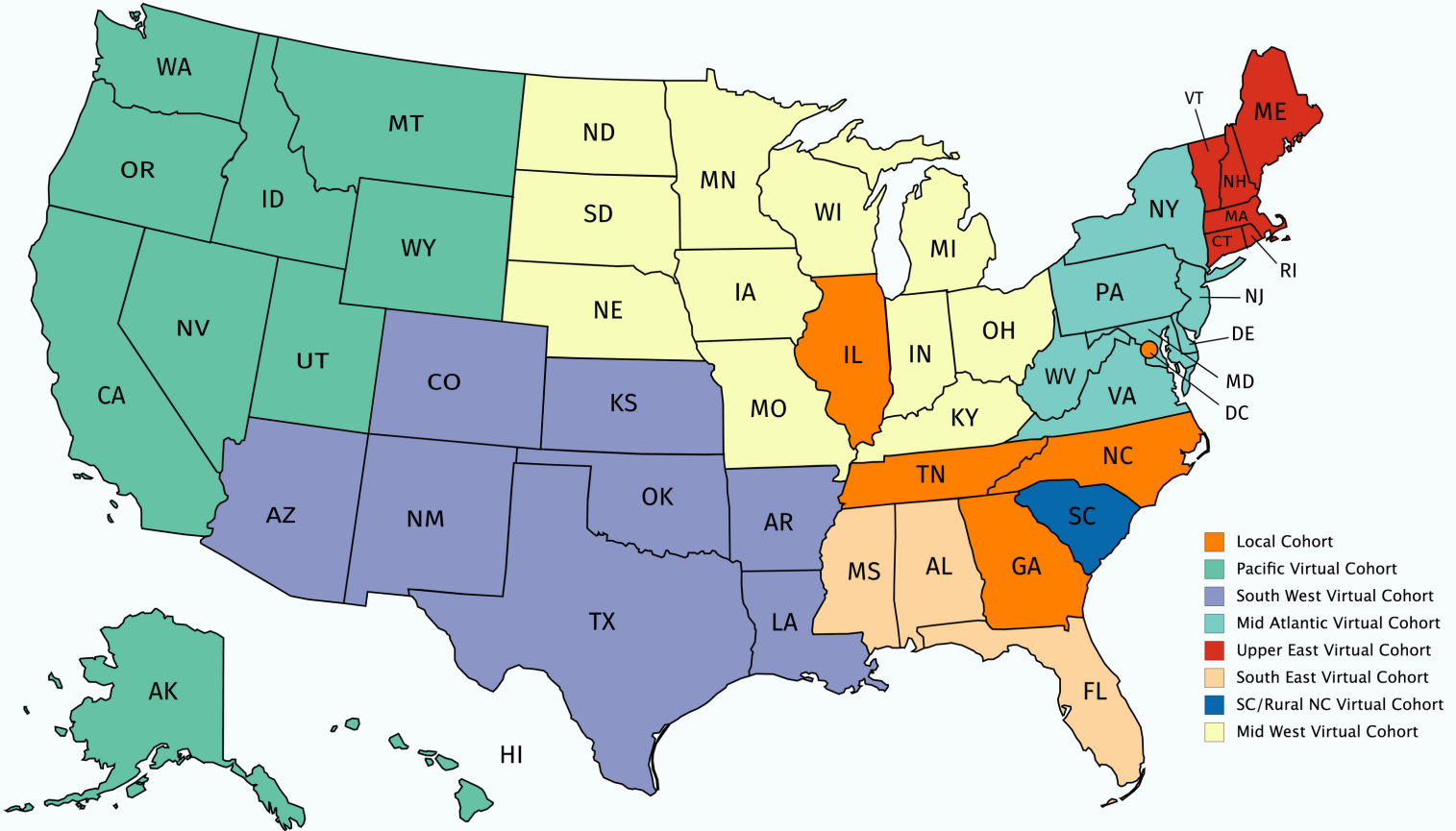




Educator's Demographics



KEY SHOUTOUTS FROM EACH REGION



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ATLANTA
102% Increase from
2015 to 2016-17
26 Educators



CHARLOTTE
100% Cohort
engagement
42 Educators

CHICAGO
The most diverse
cohort in terms of
age and experience
18 Educators

D.C.
Most popular region with
over 60% new hires
serving in the area
20 Educators

MEMPHIS
The fastest
growing region
12 Educators

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