

Kalos ACADEMY

2022-2023 Annual Report

Table of Contents

Letter from the President.....	1-2
Kalos Addresses the Unique Challenges That FGLI Students Face.....	3
Kalos Academy Impact: What We Do.....	4-5
Adapting to a Hybrid World in 2022-2023.....	6
New Development: Our GW Chapter.....	7
Notable Achievement: The New Curriculum.....	8-11
Responding to Mentor Needs: Spotlight on Jorge and Kenslie's Journey.....	12-13
Looking Ahead to Kalos Academy's Financial Positioning.....	14
Meet the Team.....	15

Letter from the President

Dear...

Kalos Academy is pleased to share our 2022-2023 Annual Report with you. This year, we have continued to advance our mission of helping first-generation, low-income (FGLI) college students unlock the “hidden curriculum” of campus life and achieve their college dreams. Over the course of the year and across three schools, we've helped over 100 students understand what's expected of them in college, study smarter, get involved on campus, and network to set up their next internship or job. We've also engaged a diverse group of volunteers, putting students in touch with qualified mentors from a variety of backgrounds and courses of study.

We also welcomed new team members, held our first in-person events, and started a campus chapter at George Washington University. As you'll read throughout this Report, this year has been one of continued innovation as the world adjusts to the new normal after the Covid pandemic.

Letter from the President

Kalos is excited to continue working with our mentees to foster success in and beyond college, and we're excited to share our areas of focus for the upcoming year:

- **Continue to serve mentors and mentees on their journeys:** From helping our mentees pursue their dreams abroad, to guiding mentors through major transitions with one-on-one career counseling, Kalos Academy is excited to continue helping FGLI students map out and execute their journey this upcoming year.
- **Adapt to our hybrid world:** As students returned to campus in-person full-time, Kalos began offering in-person events and became a truly hybrid organization.
- **Increase our impact across campuses:** After becoming an official campus student organization, the George Washington University chapter of Kalos Academy welcomed its inaugural leadership committee and is set to begin mentoring students this fall.

We're extremely excited for the 2023-2024 year ahead in light of 2022-2023's successes and developments. We invite you to join us in our mission to expand our impact, and we look forward to what's to come.

Sincerely,
Bri Mirabile, President

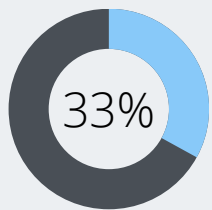


Kalos Addresses the Unique Challenges That FGLI Students Face

First-gen students are nearly **20% less likely to graduate than are non-first-gen students**, holding parental income equal.



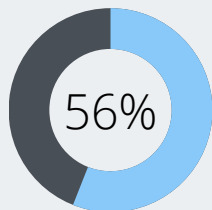
Kalos mentors are **trained** to help students navigate the challenges of college that **could prevent them from graduating**.



One in three young people do not have mentors to guide them as they grow up.



Kalos offers a **personal mentoring relationship** for **each student** that signs up.



Six years after they enter postsecondary education, **56% of first-generation college students had not earned any postsecondary credential**.



Kalos Academy mentors often matriculate to graduate school and can **connect mentees with students at top graduate programs across the country**.

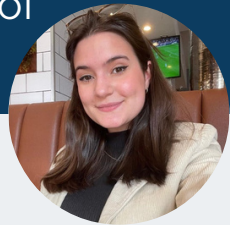
Kalos Academy Impact:

Kalos ACADEMY

What We Do

Our mentorship model offers so much for both our mentees and our mentors. The Kalos Mentorship Model is a symbiosis; Our mentees receive individualized attention and continuous guidance from our mentors, and our mentors experience the opportunity to articulate their lessons learned in college and their early careers. Our hope here at Kalos is to not only give to our mentees and build them up in their college careers, but our goals are also focussed on building up all of our Kalos affiliates, whether that's encouraging our mentees to pursue mentor opportunities after they've gone through our program, creating internal leadership opportunities for our seasoned mentor volunteers, or offering career resources for our community. That's what makes Kalos so unique, we're not only in the business of reaching FGLI students, we're providing equal access, investing in all of our members, and helping to cultivate a great generation of leaders.

**-Tiffany Rhodes
VP of Mentorship**



Meet a Mentee: Anthony Barrios

Anthony Barrios is an ardent artistic activist and first-generation Latine music graduate of the Miami Dade Honors College seeking to drive his community forward through songwriting and performance. He plays in venues across Miami with his Alternative Rock band, "Sonafide," advocating for the importance of mental health awareness and personal development. As a social organizer for the Florida Student Power Network, Anthony has collaborated with other youth leaders to fight for education equity, immigration justice, and climate justice, while also striving towards the advancement of civil rights for marginalized communities. A self taught multi-instrumentalist, Anthony hopes to discover new ways to uplift his community through songs, music videos, and community outreach programs to give others the resources he wished he had while growing up. Anthony endeavors to become a leader who gives a platform to those underrepresented in the music industry.

Kalos Academy Impact:

What We Do

Kalos ACADEMY

I started with Kalos during my second year of the Miami Dade Honors College, when I was beginning the transfer process. It was a **complicated time for me**. I had recently switched to a Music major, so I was learning about an entirely different transferring system full of auditions, artistic portfolios, and practical demonstrations of my work in addition to the standard college transfer essays and transcripts.

Fortunately, I had tremendous support from my Kalos mentor, Madeleine, who helped me **develop a thorough college transfer plan**, aided me in **researching transfer colleges**, and **provided fantastic feedback** on my transfer application essays. She was both **a mentor and friend** who made sure to check up on me often and happily shared her advice on time management and self-care.

It felt very comforting talking to another person only a few years down the road of their collegiate journey. She understood not only my academic struggles but also my emotional struggles with **balancing my work and mental health**, staying **motivated and productive during my gap year**, and **preparing to leave home** and live in a new environment. I feel elated knowing that I was able to find the college **best tailored** for my needs. I am excited to announce that my journey has taken an unexpected twist to the UK where I will continue my education at the **Liverpool Institute for Performing Arts this upcoming Fall term** pursuing a **BA (Hons) in Songwriting and Production**.



Anthony's Kalos Academy Journey



Adapting to a Hybrid World in

2022-2023

Without a doubt, the Covid pandemic deeply impacted our mentors and mentees. As an organization that was born out of the pandemic and its fully remote landscape, this year has been one of adapting to a new landscape: **the hybrid world**. We recognized that our structure has been conducive to remote programming, as our mentors, mentees, and leadership team are located across different states. We have recognized where we can step into hybrid or in-person programming where possible. This year, our leadership team gathered in person twice for working sessions, development meetings, and team bonding. These leadership retreats facilitated some of the most exciting developments of our 2022-2023 year, and underscored the importance of in-person connection. Kalos Academy's remote structure allows us to use online tools to their fullest extent, be available for meetings and messages throughout the day, and pair mentors and mentees with more ease. By taking these remote strengths and combining them with our new in-person components, we are emerging as a much more hybrid organization. This setup leave us in a more dynamic position, able to constantly develop and change as needs arise.

One of those needs this year was a desire in our mentors and students to get back to in-person programming.



-Madeleine Lee, VP of Operations

Adapting to a Hybrid World in

2022-2023



**New
Development:**
Our GW
Chapter

As part of our work to impact students on campus and evolve to meet the needs of our hybrid world, Kalos Academy set up a campus chapter at the **George Washington University in Washington, DC**. We're excited to bring together mentors and mentees from the same school in order to **develop a community of peers who can learn from one another, spend time in-person together, and most importantly reveal the hidden curriculum of college success**. Kalos will continue to adapt its operating model in the years ahead to best serve the needs of our mentors and mentees, and **we look forward to the official kick-off of the chapter this fall**.

Notable Achievement: The New Curriculum

Introducing our updated online curriculum!

We are excited to highlight some of the key additions and updates. Here are a few examples from each category:

COLLEGE SUCCESS

Provide opportunities for our mentees to become better students through a broad and holistic four-year experience

Developing a Four-Year Plan
Time Management
Study Strategies

FINANCE

Help students think through their financial goals and empower them with the necessary tools to navigate the complex realm of personal finance

Investments
Budgeting
Financial Aid & College Financing

ACADEMIC EXPECTATIONS

Aim to prepare students for the rigors of academia, enabling them to excel in their studies and pursue further educational opportunities with confidence

Essay Planning
Utilizing Sources
Engaging with Professors

PRE-PROFESSIONAL

Tackle pre-professional topics that allow students- in college and beyond- to think about their potential careers early and often

Internships
Resumes
Applying to Graduate School

COLLEGE LIFE

Encompass the essential- but potentially less top-of-mind concepts- that can make life in college more comprehensive

Clubs & Activities
Privilege & Interpersonal
Dynamics

Notable Achievement: The New Curriculum

-Robert Coventry, VP of Students



As a mentor, I cannot overstate the significance of these new PowerPoint presentations in our curriculum. They are **transformative** for our mentees, leading to remarkable growth in their academic and professional lives. These **meticulously crafted presentations** have enhanced their productivity and hard skills as well as facilitated extraordinary achievements.



Please. Take. Breaks.

YOUR BRAIN CAN ONLY TAKE SO MUCH!



- It isn't healthy or productive to just keep studying at the cost of your sleep or mental health. Take breaks for your wellbeing! But also...
- Research by the National Institute of Health has shown that taking breaks in between study sessions **boosts retention**.
- Studies have shown that wakeful rest plays just as important a role as practice in learning a new skill. Rest allows our brains to compress and consolidate memories of what we just practiced.
- Make sure that you are allowing enough time, relaxation, and sleep between study sessions so your brain will be refreshed and ready to accept new information.

Social Styles Overview - what's yours?

ANALYTICAL

Characteristics: Serious, mull matters over. Can seem indecisive. Persistent, asks lots of questions. High attention to detail.

Basic need: To be correct

To communicate with: Keep to the facts. Agree with them, listen attentively.

DRIVER

Characteristics: Task-oriented. Prefer clearly defined goals. Efficiently use time, energy, and resources. Comfortable with risk.

Basic need: Control

To communicate with: Be assertive and firm, have a solution to the problem, listen.

AMIABLE

Characteristics: Loyal, personable, and patient. Uncomfortable with risk. Non-confrontational. Dislikes pressure, enjoys company of others.

Basic need: Security

To communicate with: Reassure and support. Confirm commitment.

EXPRESSIVE

Characteristics: People-oriented. Comfortable as center of attention. Positive, emotional, talkative, enthusiastic, dramatic.

Basic need: Recognition

To communicate with: Be patient. Ask questions. Engage them to participate in problem-solving.

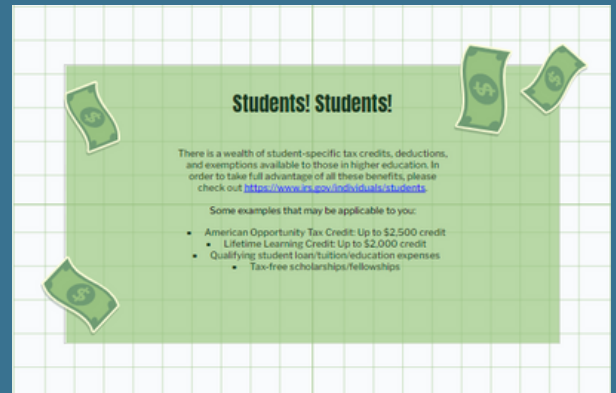
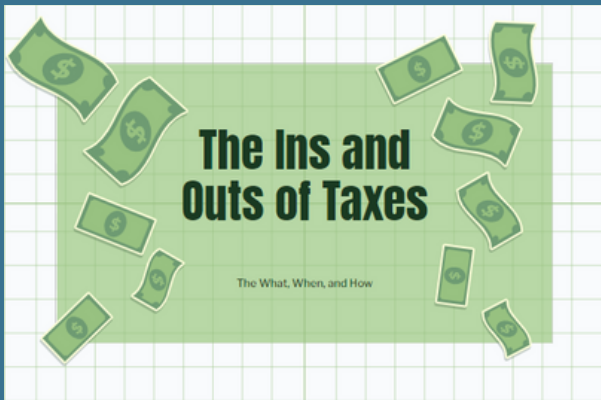
All About Leadership

(on and off campus!)

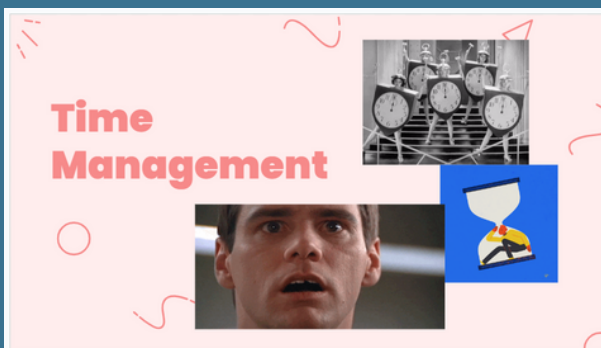


Notable Achievement: The New Curriculum

The finance-focused presentations on investments and budgeting empower our students to make informed financial decisions, **and navigate the intricate world of personal finance with confidence.** While Kalos does not provide financial advice, we have **responded to the needs of our mentees** by pointing them to sources of advice that can help them **manage expenses, track income, and effectively work towards their financial goals.**

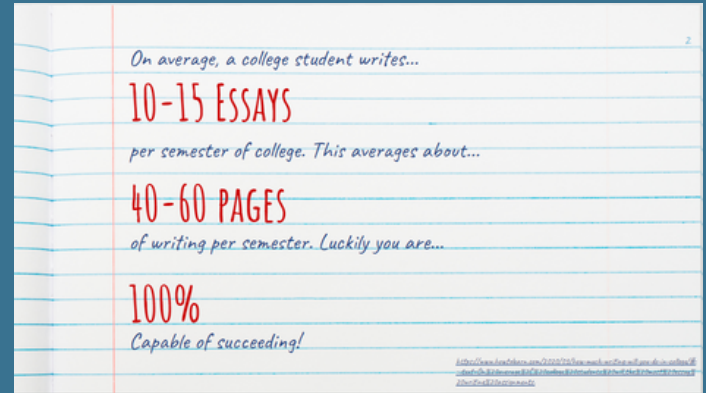
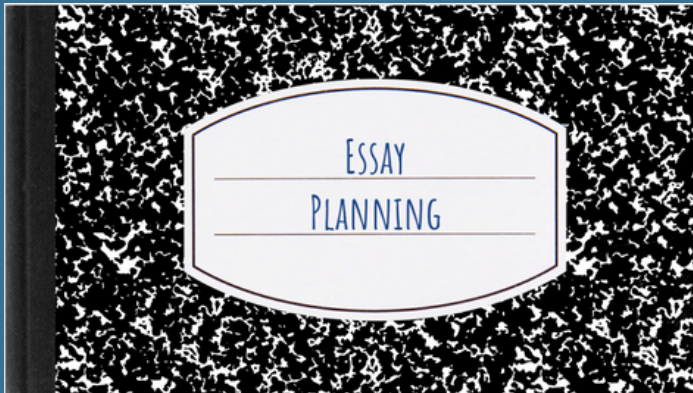


The **college success presentations** on developing a four-year plan and time management have been game-changers. Our mentees can **create personalized academic roadmaps**, seamlessly incorporating course requirements, elective courses, and extracurricular activities to **make the most of their college experience.** Additionally, the strategies and techniques shared for time management empower students to **strike a healthy balance** between coursework, part-time jobs, and personal commitments, **resulting in increased efficiency and less stress.**

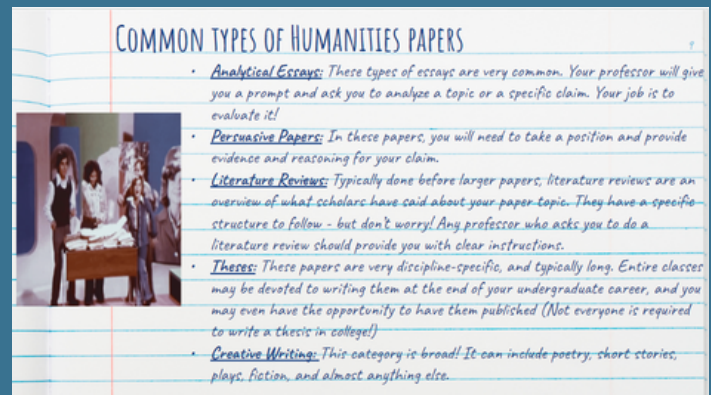
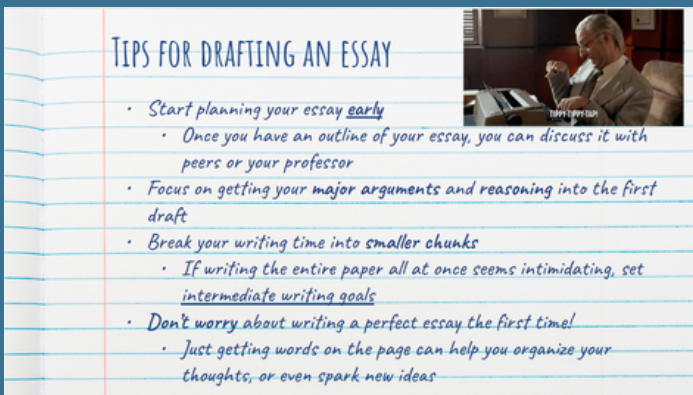


-Robert Coventry, VP of Students

Notable Achievement: The New Curriculum



When it comes to academic expectations, the presentations on essay planning and utilizing sources have **revolutionized our students' approach to assignments**. They can hone their ability to craft well-structured essays, from generating ideas to organizing their thoughts cohesively into an outline. The emphasis on **conducting thorough research, critically evaluating sources, and upholding academic integrity** through proper citation helps **lay a strong foundation of scholarly excellence**.



We have the **privilege** of witnessing firsthand how these presentations **act as catalysts for transformative growth in our mentees' lives**. Notably, we watch as mentees are being accepted to programs, solving problems, tackling test-taking, becoming engaged with their school communities in new ways, and **beginning to set goals for a successful future**. It fills me with **immense pride** as a mentor and the VP of Students to witness the **exceptional progress** our students make **utilizing this updated curriculum**.

Responding to Mentor Needs: Spotlight on Jorge and Kenslie's Journey

JORGE

Who are Jorge and Kenslie?

Jorge is a Kalos volunteer and consultant at Deloitte. After receiving his Masters in Higher Education and Masters in Business Administration with a specialization in Human Resources, he went on to seven years of experience working in higher education, directly overseeing students in areas of customer service, facility management, & training and development. Jorge then worked in career advising through the LSU Career Center, as well as Human Capital Consulting experience providing strategy and expertise in areas of workforce development, human resources management, coaching excellence, learning and development, and change management.

KENSLIE

Kenslie is a college student at LIU Brooklyn, graduating in December 2023. Her major is Health Science. When she was 12 years old, she decided she wanted to go to medical school, and she has been on that path ever since. In January of this year, she realized that she did not enjoy what she was pursuing, and didn't know if she would ever enjoy the job much more than the preparation. She is currently working as a program coordinator at a children's organization, and thinks she wants to pursue a career in something closer to what she is doing now than the traditional path of medicine.

Responding to Mentor Needs: Spotlight on Jorge and Kenslie's Journey



Career advising with Kenslie began after she expressed an interest in switching her existing career path. Kenslie expressed her love for working with people, adolescents, and communities. One of her biggest concerns when she first came to me was her lack of working experience and concrete skills. Through a series of sessions, I worked with Kenslie to evaluate her work, volunteer, and lived experiences in order to develop and enhance her resume and strategize opportunities to gain valuable skill sets in the areas that were of interest to her, such as: business, event management, customer relations, etc. Post graduation, Kenslie has acquired a part-time administrative position alongside an event management role at her church. Kenslie continues to develop her skills and experience to apply within a future career opportunity.

-JORGE

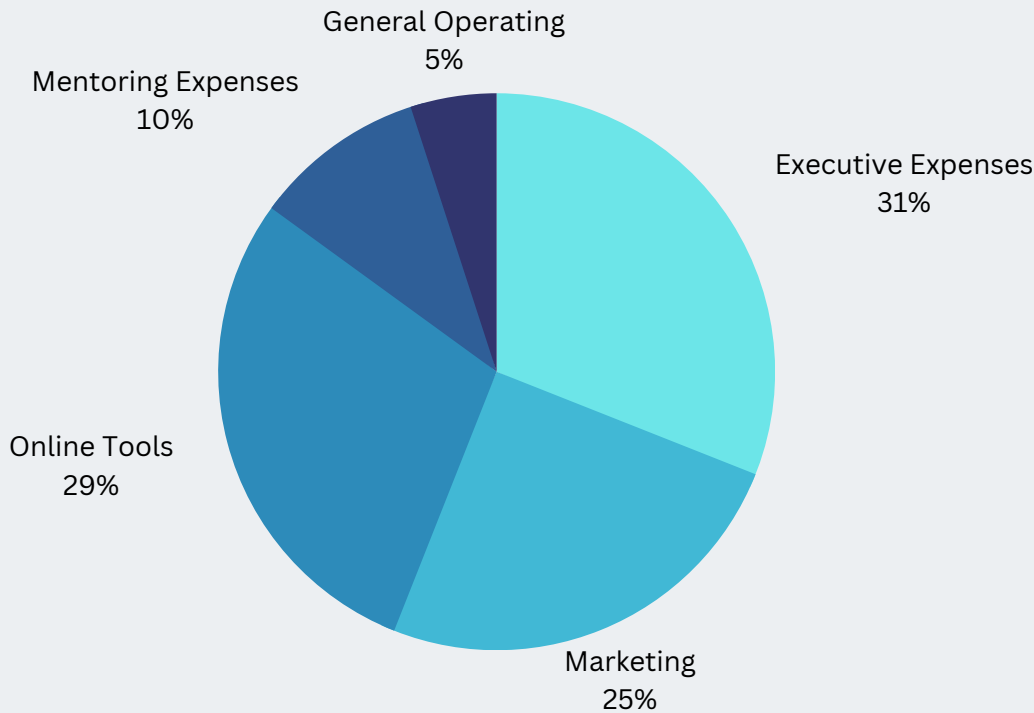


"When I first realized I did not want to go to medical school, I was afraid I was too far in to change my mind. Meeting with Jorge taught me many things, including that it's never too late to switch things up career wise. He also gave me confidence that as a 20 year old, not knowing exactly what I want to do is not only okay, but actually normal! Jorge showed me how the experience I already had could be relevant to the career type I'm currently considering!"

-KENSLIE



Looking Ahead to Kalos Academy's Financial Positioning



Ideal
operating
budget:
\$25,000

As Kalos continues to grow and impact more students, we face new challenges, particularly as we transition towards a different hybrid system of mentoring. Such a move requires us to think about not only the longevity and sustainability of our organization, but also of our financial capabilities. This year, we have added an executive position dedicated to taking stock of our fiscal position and applying for grants. We have put together a draft operating budget, including budgets to develop our online presence and budgets to arrange in-person events for local mentors and mentees. Most of our financial goals are in their early stages as we work for funding, but I have high hopes for the upcoming school year as we keep researching and applying to charitable foundation and corporate giving grant resources.



-Kathryn Goebel, VP of Financial Responsibility

Meet the Team



Steven Kelts
Board Chair

Lecturer, Princeton University
Center for Human Values
Newark, NJ



Bri Mirabile
President

Strategy Consultant at
Deloitte
Boston, MA



Madeleine Lee
VP of Operations

Program Assistant, Arabella
Advisors
Durham, NC



Tiffany Rhodes
VP of Mentorship
New York, NY



Kathryn Goebel
VP of Financial Responsibility
Financial Analyst, Bank of
America
New York, NY



Robert Coventry III
VP of Students

Founder at Stealth Startup & Data
Analyst at Starside Security and
Investigation
Los Angeles, CA



Jorge Herrera
L&D Consultant
Strategy Consultant at
Deloitte
Boston, MA

THANK YOU!

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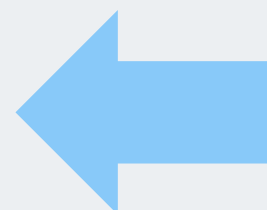
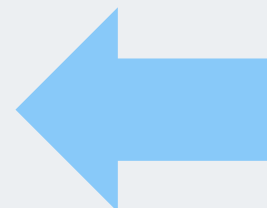
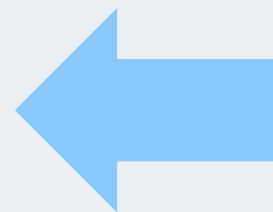
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Kalos Academy is a 501(c)3 organization and is entirely community-funded. We are incorporated as a nonprofit in the state of New Jersey as First-Gen Tutoring Org. Our 990 EZ is available upon request.

Kalos ACADEMY