



starfish initiative™

2023 - 2024

ANNUAL IMPACT REPORT

starfishinitiative.org

✧ *to inspire, encourage, and prepare*



Dear Starfish Initiative Family,

As we reflect on the past year, I am filled with pride and gratitude for the incredible strides we have continued to make together. This year has been one of our most successful yet, marked by growth, resilience, and an unwavering commitment to our mission of empowering youth through mentoring.

Our programs have reached new heights, having an even larger impact on Scholars than before. Thanks to the dedication of our mentors, staff, and supporters, 96% of graduating Scholars enrolled in 14 colleges.

The Starfish Initiative is proud to honor the memory of our founder and mentor, Michael J. Feeney, by awarding two scholarships in his name. Feeney was our biggest supporter and we are thrilled to continue his legacy. Additionally, we were able to honor the memory of Anthony Bridgeman by awarding his mentee a scholarship to serve as recognition of the positive impact he left on our organization.

Whether it's high school graduations, college acceptances, or personal growth journeys, each Starfish story reaffirms the power of mentorship in transforming lives—our work will continue to help each Scholar reach milestones that will open doors to brighter futures.

However, this year has not been without its challenges. Like many organizations, we have faced difficulties in recruiting and retaining volunteers. The demands on people's time are greater than ever, and we recognize that balancing personal and professional commitments with volunteering can be tough. Despite these hurdles, we have been fortunate to have a core group of dedicated volunteers who have gone above and beyond to support our scholars. To those who have remained steadfast in your commitment, we thank you. Your impact is immeasurable, and we are continuously exploring ways to better support and engage our volunteer community.

Looking ahead, we are excited to announce the expansion of our mentoring model. While our one-on-one mentoring program will always be at the heart of what we do, we recognize the need to adapt and evolve to meet the varying needs of our scholars. We responded by introducing a new group mentoring component to complement our traditional approach. This will allow us to reach more students, provide a broader range of experiences, and create a stronger sense of community among our scholars.

Group mentoring will offer additional opportunities for peer learning, collaboration, and the development of social skills that are essential in today's world. By blending one-on-one relationships with group dynamics, we believe we can enhance the impact of our mentoring efforts and help our scholars build even more robust support networks.

None of this would be possible without the unwavering support of our donors, partners, and community members. Your belief in our mission fuels our work, and together, we are making a lasting difference in the lives of young people across Indianapolis. As we embark on this new chapter, I invite you to continue this journey with us. There is still much work to be done, and with your help, we will continue to empower the next generation of leaders, one scholar at a time.

Thank you for joining us in making a difference for that one.

Sincerely,



Crystal Givens, MBA
President & Chief Executive Officer



Words From our Scholars & Mentors



I will continue to be in a mentor role with some of Hser Nay's teen cousins with whom I have developed friendships. Starfish has established a pattern as to what effective mentorship should look like and I hope to continue in that pattern.

—LOUISE BUBEN, STARFISH MENTOR

I enjoy being a mentor and seeing my scholar succeed as they grow and develop. I also enjoyed spending time with them in Starfish and non-Starfish activities.

—ERIC RODRIGUEZ, STARFISH MENTOR

I had a great experience getting matched with my current scholar and then having a fun get to know session with other mentors, their scholars and parents.

—ERICH HOFACKER, STARFISH MENTOR

Participating in Starfish impacted my path to and through college in a very meaningful way. I didn't have many adults in my life that had the ability or resources to help me explore potential career paths and schools that would be good fits for me, especially time... I can say that my Starfish support team helped me create a plan for my future that was more fitting and successful than I would've been able to form on my own.

—MARNIE CAETURE, FORMER STARFISH SCHOLAR

Statement of Financial Position

Our ability to support Scholars' journeys toward success, whether it's high school graduations, college acceptances, or personal growth milestones is crucial to our financial stability—so we can continue transforming lives and opening doors to brighter futures.

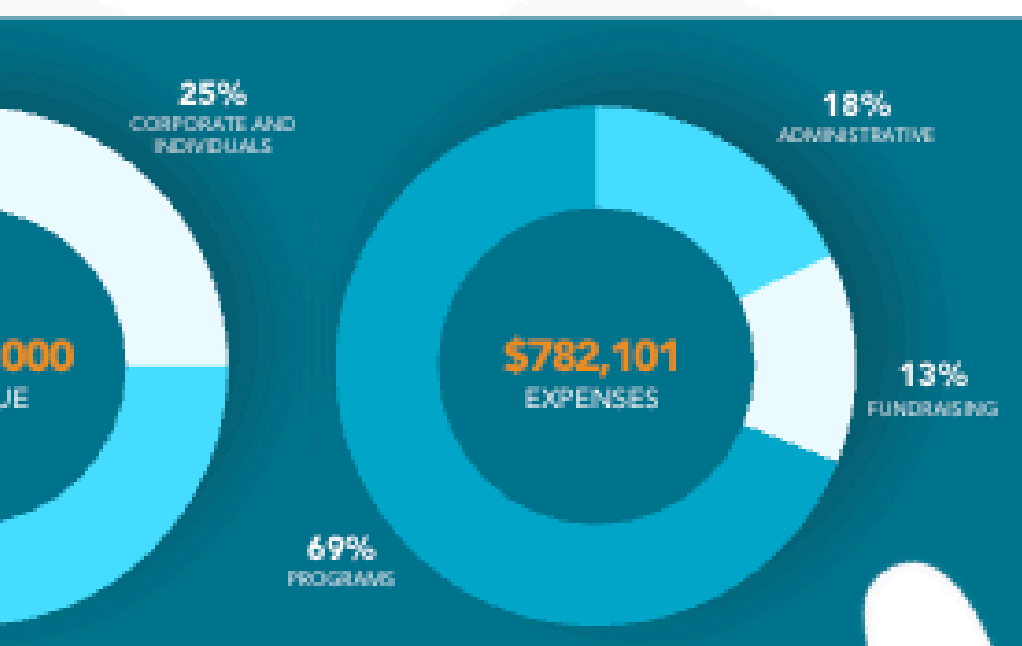
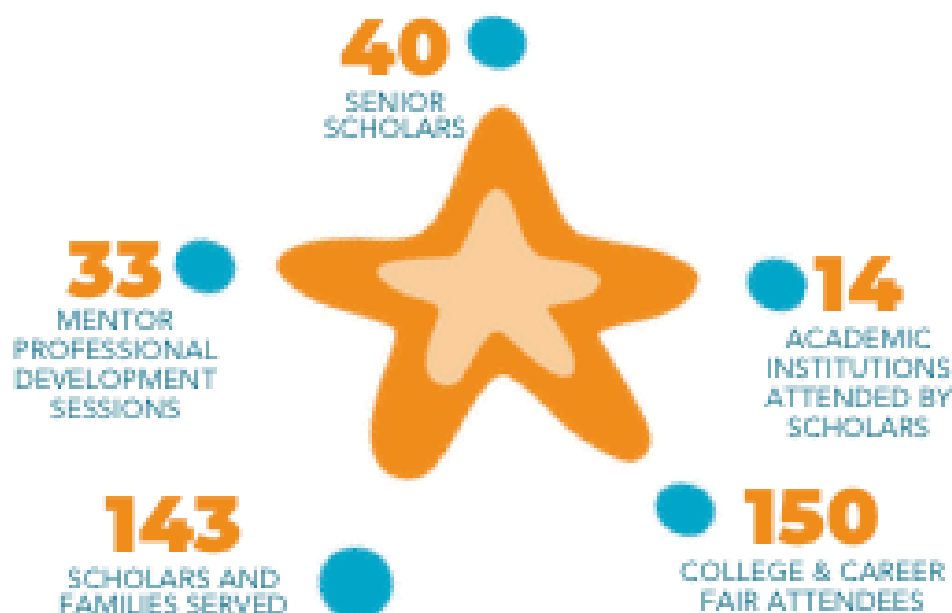
Thank you for your support to make our mission a reality for Indianapolis students.

75%
GRANTS

\$1,13
REV

In 2023, we continued to make a profound impact on the lives of Indy high school students.

Through the dedication of nearly 2,500 mentor hours spread across 24 schools, we were able to provide personalized support and guidance, fostering academic success and personal growth. Other highlights from this year include:



Our Expert Staff

Crystal Givens
PRESIDENT & CEO

Jola Rush
OFFICE MANAGER

Masha Nelson
LEAD MATCH
SPECIALIST

Jackie Cisneros
DEVELOPMENT
COORDINATOR

Latrice Watson
DIRECTOR OF
PROGRAMS

Hope Munn
VOLUNTEER
ENGAGEMENT
SPECIALIST

Isaiah Echols
MATCH SPECIALIST

Marnie Caeture
MATCH SPECIALIST

Our Generous Board

Zachery Baird
VP OF COLLEGE/COMMERCIAL,
HEFF JONES

Nathan Nichols
CHIEF OPERATING OFFICER,
STORE CO, LLC

Nicole Beasley
EXECUTIVE VICE PRESIDENT
FOR ADVANCEMENT, CATHEDRAL
HIGH SCHOOL

Michael Parran
STRATEGIC VENTURES
MANAGER, MISO ENERGY

Amanda Briggs
DIRECTOR OF MARKETING &
COMMUNICATION, IUPLU,
RICHARD M. FAIRBANKS SCHOOL
OF PUBLIC HEALTH

Josie Pipkin
HUMAN RESOURCE SPECIALIST,
INDIANA UNIVERSITY

Lauren Peterson
VICE PRESIDENT OF COMMUNITY
ENGAGEMENT, THE MIND TRUST

Bob Eckl
SENIOR VICE PRESIDENT,
PEPPER CONSTRUCTION

Alonzo Ross
DIRECTOR OF FIRST-YEAR PROGRAMS
& RETENTION STRATEGIES,
UNIVERSITY OF INDIANAPOLIS

Brian Heichelbech
EXECUTIVE DIRECTOR,
AREA MANAGER, CHASE
BUSINESS BANKING

Tate Trujillo
DIRECTOR OF PHARMACY,
CLINICAL NUTRITION AND INDIANA
POISON CENTER, INDIANA
UNIVERSITY HEALTH

Kyle Krieger
BUSINESS ANALYST,
LACY DIVERSIFIED

Allison Young
LICENSED CLINICIAN FOR
BEHAVIORAL HEALTH PRIMARY CARE,
LCSW, LCAC, ESKEWAZI HEALTH

Luke Morales
VICE PRESIDENT OF MERGER &
ACQUISITIONS, MORALES GROUP

inspire, encourage, and prepare

These are the guiding principles of Starfish Initiative as we work tirelessly to ignite the potential within our scholars, empower them to overcome challenges, and propel them toward a brighter future with the help of dedicated mentors and a community of support.



2955 N MERIDIAN ST, STE 101,
INDIANAPOLIS, IN 46208

