



2025 - 2026

ANNUAL IMPACT REPORT

starfishinitiative.org



Every new connection gives a young person another person in their corner, another opportunity to explore, and another reason to believe in what comes next.

Starfish Initiative provides one-on-one mentoring, helping first-generation college students navigate high school and prepare for college, career, and life. Our vision is to close the college-access gap and open doors to opportunity.



starfish initiative™

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INDIANAPOLIS, IN 46208





Now, we're thinking about how we build on that foundation.

We are working to create stronger partnerships with local companies, not only to bring more mentors into Starfish but also to introduce Scholars to careers, workplaces, and those who can help them along the way. We are also creating new opportunities to reconnect with our alumni and keep them involved in the Starfish community.

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There is a lot to be excited about, and there is still more work to do. Reaching more Scholars means we need more mentors, more partners, and more people willing to invest in their success.

Thank you for being part of Starfish and for believing in what our Scholars can accomplish. I can't wait to see where we go next!

With gratitude,

Crystal Givens, MBA

President & Chief Executive Officer



Dear Starfish Family,

When I look back on this year, one thing stands out: Starfish is growing, and we're reaching more young people at a time when strong relationships and support matter more than ever.

In 2026, we saw a 32% increase in Starfish Scholars and a 30% increase in volunteers. At the same time, 97% of our mentors stayed with us, showing the strength of the relationships at the center of Starfish. And as our Scholars took their next steps after high school, 83% went on to post-secondary education.

We are proud of those numbers. But behind every number is a young person with their own goals, challenges, and plans for the future. There's also a mentor who chooses to show up, listen, and help that Scholar see what's possible. That relationship has always been what makes Starfish special.

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We celebrated 13 outstanding scholar graduates, each beginning a new chapter at 11 different colleges. Their success is a testament to the collective commitment of our staff, mentors, families, and partners who support our scholars every step of the way.



Donor Acknowledgements

\$100,000+

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*We thank all our donors who
wished to remain anonymous.*

Partners in Our Scholars' Success

Our Corporate Allies help turn connections into opportunities through employee mentors, career experiences, volunteer support, and financial investment. These partners give our Scholars a closer look at what's possible after high school and the people who can help them get there.

Together, we're building a stronger network around our Scholars and preparing the next generation to learn, lead, and succeed, and it couldn't happen without support from our Corporate Allies.



Starfish Initiative Staff + Board

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Growing Our Reach + Deepening Our Impact

Last year, Starfish Initiative served 172 Scholars across Marion County, a **32% increase from the previous year**. That growth was matched by a growing community of people ready to support them. **We recruited 92 new mentors, a 30% increase, while 97% of our existing mentors stayed engaged.**

This matters because our work starts with relationships. A mentor who shows up consistently helps a Scholar set goals, work through challenges, explore college and career options, and build confidence in what comes next. We strengthen those one-on-one relationships with college visits, career exploration, leadership development, workshops, and experiences that connect Scholars to opportunities throughout our community.

And Scholars are turning those opportunities into action. All Scholars who finished the program graduated from high school, and 83% went on to post-secondary education. **Our reach continues to extend across Indianapolis, with Scholars representing more than 30 schools throughout Marion County.** At the same time, new corporate partners, volunteers, alumni, and community supporters are helping us build an even stronger network around our Scholars.

DONOR SPOTLIGHT

Leadership That Shows Up: Tate Trujillo



For Tate Trujillo, supporting Starfish is personal. As Chair of the Board of Directors, a mentor, and a champion for Starfish through his work with IU Health, Tate has seen firsthand what happens when caring adults invest their time, connections, and resources in young people.

His commitment reflects what Starfish is all about: showing up, building relationships, and opening doors for the next generation!



Statement of Financial Position

Every dollar invested in Starfish helps create opportunities for Scholars to plan for their futures and reach important milestones. Your support makes one-on-one mentoring, college and career readiness, and meaningful experiences possible for young people across Indianapolis.

Strong financial stewardship helps us build on that work, reach more Scholars, and ensure Starfish is ready to serve our community for years to come.

FINANCIALS FY 24-25 (UNAUDITED)

\$729,478
EXPENSES

50%
PROGRAMS

38%
ADMINISTRATIVE

12%
FUNDRAISING

2%
OTHER INCOME

11%
INDIVIDUALS

28%
CORPORATE

59%
FOUNDATIONS

\$1,000,288
REVENUE