

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.

**We welcomed a 15% increase in scholars and a 24% increase in mentors, expanding the reach of our one-on-one and group mentoring experiences.**

Our program also experienced remarkable growth. We welcomed a 15% increase in scholars and a 24% increase in mentors, expanding the reach of our one-on-one and group mentoring experiences. These new relationships are at the heart of what makes Starfish so special: the consistent, caring connections that change the trajectory of a young person's life.

I am filled with gratitude and pride for all that we have accomplished together. The 2024-25 program year was a time of growth, renewal, and connection for the Starfish Initiative community. Thanks to the unwavering support of our mentors, alumni, partners, and donors, we continue to empower high school Scholars across Marion County to dream bigger, reach higher, and believe in what's possible.

*Dear Starfish Family,*

This year, Starfish placed a renewed focus on the well-being of the people behind the mission, our incredible staff. Through our employee well-being program, we created intentional spaces for self-care, professional growth, and team connection. By prioritizing our organization, ensuring that our team could continue to pour into the lives of our scholars and mentors with energy and purpose.

Our program also experienced remarkable growth. We welcomed a 15% increase in scholars and a 24% increase in mentors, expanding the reach of our one-on-one and group mentoring experiences. These new relationships are at the heart of what makes Starfish so special: the consistent, caring connections that change the trajectory of a young person's life.

Our program also experienced remarkable growth. We welcomed a 15% increase in scholars and a 24% increase in mentors, expanding the reach of our one-on-one and group mentoring experiences. These new relationships are at the heart of what makes Starfish so special: the consistent, caring connections that change the trajectory of a young person's life.

**We welcomed a 15% increase in scholars and a 24% increase in mentors, expanding the reach of our one-on-one and group mentoring experiences.**

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.



Crystal Givens, MBA  
President & Chief Executive Officer

*Crystal Givens*

With heartfelt gratitude,

Thank you for your belief in our mission and for investing in the next generation of leaders. Your generosity makes everything we do possible, and we are truly honored to have you as part of the Starfish family.

As we look to the year ahead, we remain committed to strengthening our impact and deepening our relationships with scholars, mentors, and community partners alike. Together, we are building a best-in-class mentoring organization rooted in compassion, collaboration, and hope.

**Together, we are building a best-in-class mentoring organization rooted in compassion, collaboration, and hope.**

Throughout the year, our scholars participated in inspiring events and experiences designed to prepare them for success in college, career, and life. From New Scholar Orientation and Parent Orientation to our College Symposium, Career Fair, Vision Board Party, College Visits, and Workplace Encounters, each opportunity helped our students envision a future filled with purpose and possibility.

Our alumni engagement efforts reached new heights this year, with monthly meetings and a lively alumni mixer that reconnected former scholars to the Starfish mission. These gatherings reminded us that the Starfish journey doesn't end at graduation; it continues through mentorship, leadership, and community.



*One Student. One Mentor. Two Lives Changed.*

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.

We do this through the Starfish Experience, a proven, four-year mentoring journey that pairs each Scholar with a dedicated, college-educated volunteer mentor. This community-based model provides the consistency and encouragement young people need to thrive.

**starfish initiative**

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



**starfish initiative**  
2024 - 2025

**ANNUAL  
IMPACT  
REPORT**

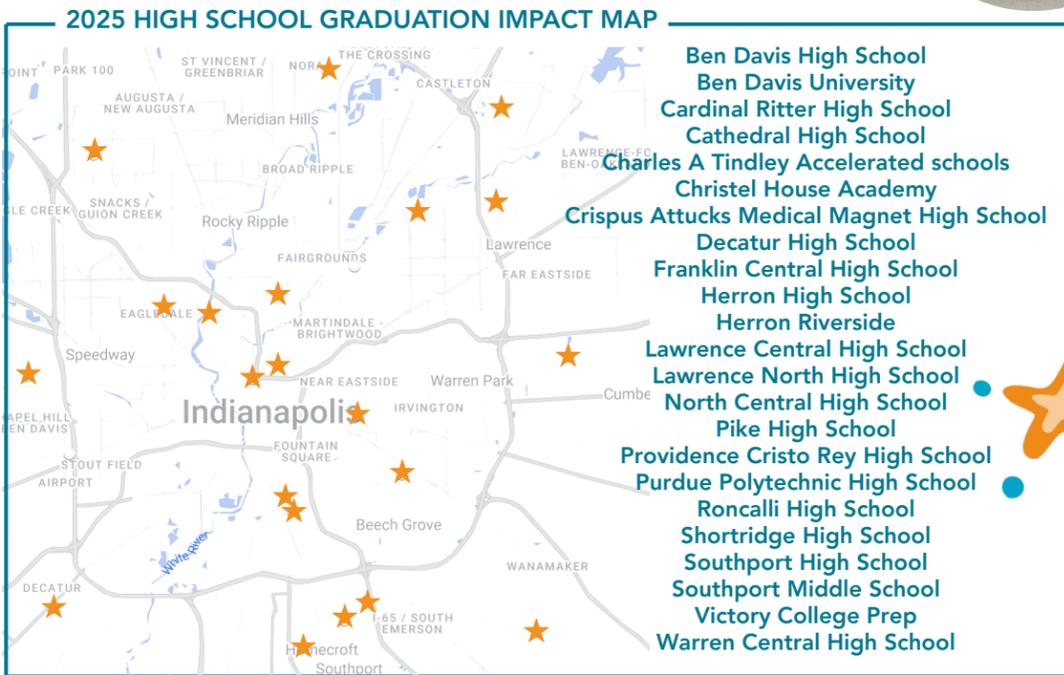
[starfishinitiative.org](http://starfishinitiative.org)

*Check out our new website!*

# Together, We're Reaching Farther for Indianapolis Students

Thanks to the support of our partners and donors, **Starfish Initiative's impact grew measurably across Marion County—achieving a 15% increase in Scholars served and a 24% rise in active mentors, guiding students from 23 Indianapolis schools to 11 college acceptances**, proving that every contribution directly fuels expanded access and success for young people across our city.

An increasing number of alumni are reengaging as mentors, partners, and advocates, amplifying the program's reach and measurable outcomes. With a 100% graduation rate among Scholars who completed the program and a 91% college enrollment rate, Starfish Initiative continues to demonstrate the long-term value of one-on-one mentoring. Check out the map below to see our impact across Marion County high schools and the Scholars we touched.

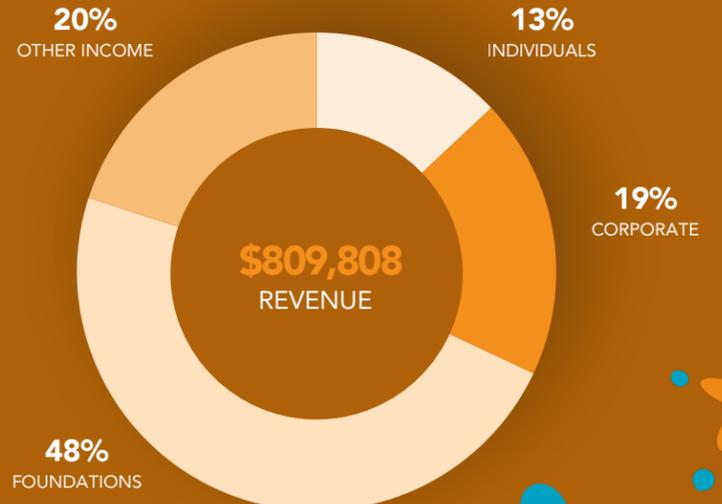
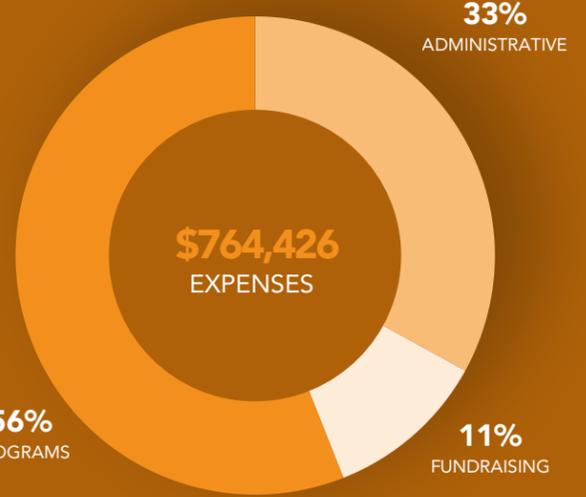


## Statement of Financial Position

Every graduation, college acceptance, and milestone achieved by our Scholars reflects the power of your investment. Sustained support keeps our mission strong and fuels the mentorship, guidance, and opportunities that help Indianapolis youth build brighter futures.

Your ongoing support ensures Starfish Initiative can keep transforming lives and expanding opportunities.

FINANCIALS FY 24-25 (UNAUDITED)



## Expanding Opportunity Through Powerful Partnerships with Corporate Allies

Our Corporate Allies strengthen the bridge between education and opportunity, offering Scholars invaluable exposure to careers, leadership experiences, and mentorship, helping to expand opportunities and create a lasting impact for youth across Indianapolis.



## Donor Acknowledgements

### \$100,000+

Arthur Dean Family Foundation

### \$75,000 - \$25,000

Indiana Youth Institute  
Nina Mason Pulliam Charitable Trust  
Opus Foundation  
Tom and Julie Wood Family Foundation, Inc.

### \$24,999 - \$10,000

Alice & Harry Curnow  
Central Indiana Community Foundation  
Indiana University Health  
Lilly Endowment, Inc.  
Nicholas H. Noyes Jr., Memorial Foundation, Inc.  
Novitiate  
Roberta and William Witchger Rogers Family Foundation - Donor Advised Fund  
The Clowes Fund  
United Way of Central Indiana

### \$9,999 - \$2,500

Allison Transmission Inc.  
Ayres Foundation  
Brian Witchger  
Citizens Energy  
Dorsey Foundation Inc.  
Eskenazi Health  
Future Keys Foundation  
Herff Jones  
Indiana Farm Bureau Insurance  
Marian Inc.  
Patrick Lenihan  
Pepper Construction  
Raymond Jordt  
Stephen & Cindy Gillman  
The Brave Heart Foundation  
Walter and Ruth Wright Charitable Foundation

### \$2,499 - \$1,000

Amanda Briggs  
Gregory F. & Elizabeth Quinn Hahn  
Jerry Garau  
Maria Crowe  
Megan Crowther  
Nierste Charitable Fund  
The Brian and Linda Foley Charitable Fund  
The ORL Foundation Inc.

### \$999 - \$500

Corey & Mary Coleman  
Edgar Rhodes III  
Indiana University Richard M. Fairbanks School of Public Health  
Jane E. Malless  
Karen M. Ellerbrook  
Kimberly Mitchell  
Kyle Krieger  
Luke Morales  
Mark Hodson  
Martha and Buddy Hennessey  
Michael Crowther  
Patricia Webster  
Regina Muller  
Russell and Ruth Pulliam  
Theodore Mourouzis  
Timothy Jeffers/CSO  
Zach Baird

We thank all our donors who wished to remain anonymous.



## Starfish Initiative Staff + Board

**Crystal Givens**  
PRESIDENT & CEO

**Jola Rush**  
OFFICE MANAGER

**Masha Nelson**  
LEAD MATCH SPECIALIST

**Jackie Cisneros**  
DEVELOPMENT COORDINATOR

**Marnie Caeturely**  
MATCH SPECIALIST

**Julia Hopkins**  
VOL. ENGAGEMENT SPECIALIST

**Isaiah Echols**  
RECRUITMENT SPECIALIST

**Latrice Watson**  
DIRECTOR OF PROGRAMS

**Wendy Catalan Ruano**  
MATCH SPECIALIST



**BOARD CHAIR**  
**Amanda Briggs**  
UI FAIRBANKS SCHOOL OF PUBLIC HEALTH

**VICE CHAIR**  
**Tate Trujillo**  
INDIANA UNIVERSITY HEALTH

**Kyle Krieger**  
LACY DIVERSIFIED

**Nathan Nichols**  
STORIE CO., LLC

**Royce Turner**  
FIFTH THIRD BANK

**Shaneca Lee**  
ELI LILLY & COMPANY

**Michael Parran**  
MISO ENERGY

**GOVERNANCE COMMITTEE CHAIR**  
**Josie Pipkin**  
FORMER STARFISH SCHOLAR, INDIANA UNIVERSITY

**DEVELOPMENT COMMITTEE CHAIR**  
**Nicole Beasley**  
CATHEDRAL HIGH SCHOOL

**Brian Heichelbech**  
CHASE BUSINESS BANKING

**Luke Morales**  
MORALES GROUP

**Lauren Peterson**  
THE MIND TRUST