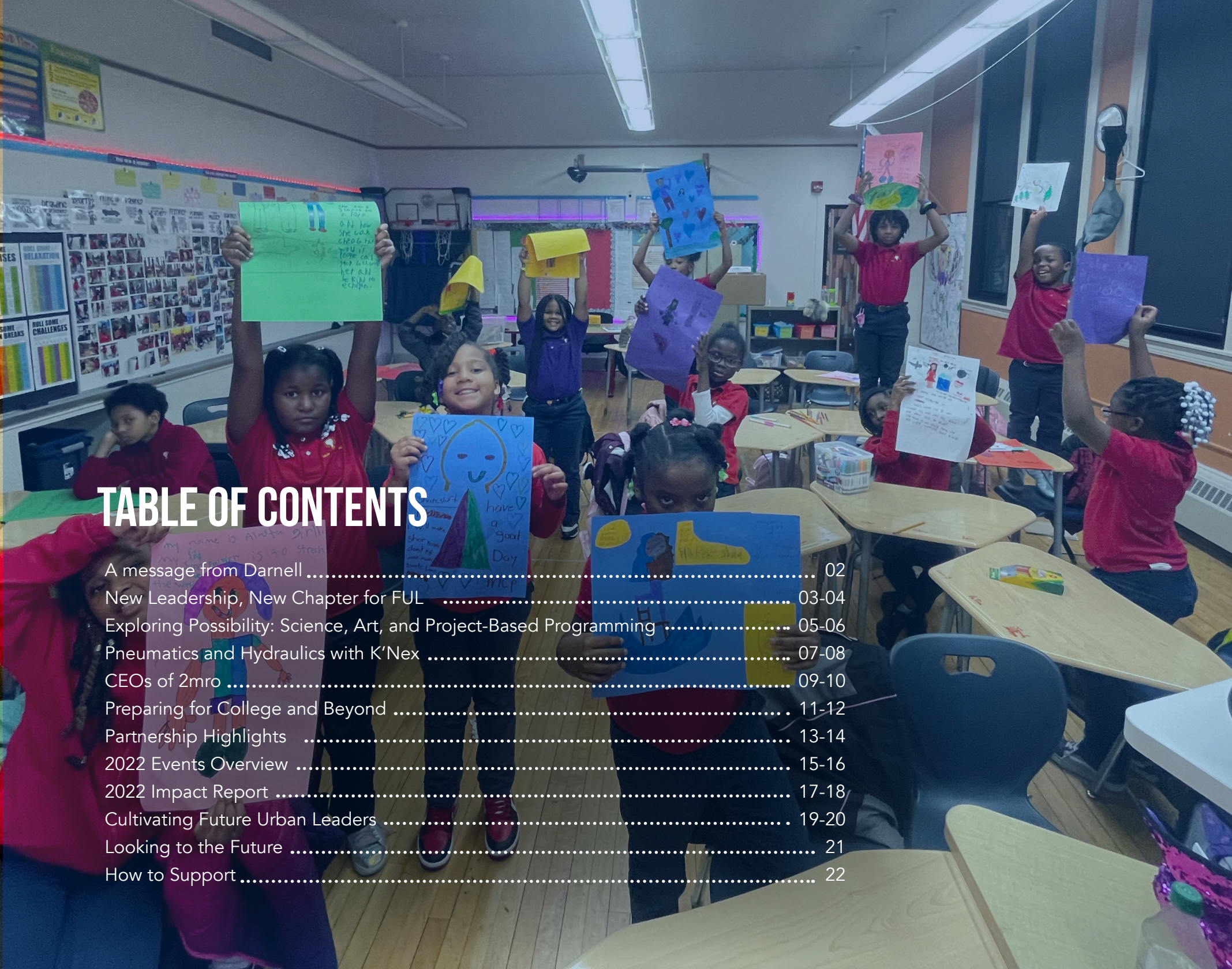




**2022  
ANNUAL REPORT  
FUTURE URBAN LEADERS**





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**DARNELL HAMILTON**  
**EXECUTIVE DIRECTOR**

## A MESSAGE FROM DARNELL

Hard to believe that 2023 has reared its head! With its arrival brings a heightened anticipation of what's to come for FUL. With programming back in full swing, and the number of community partners continuing to grow, our scholars have enjoyed the blessings this amazing city continues to offer.

Last year was a transformative one for FUL, as new leadership was introduced to bring some impassioned energy that will continue delivering on the promise of cultivating Milwaukee's future leaders. To ensure the longevity of our programming, we closed 2022 by honoring several of our donors and community volunteers, and celebrating the holidays with FUL families. FUL's growth is predicated on retaining the trust of those who believe in funding and participating in our mission. Whether it be dollars raised to support our scholars' exposure to STEAM opportunities throughout Milwaukee; or organizations inviting our families to experience worlds of

wonderment in their very own neighborhood, FUL is entering this year with an unwavering focus towards further developing scholars' dignity, grit, inclusivity, and self-awareness.

We hope our 2022 annual report provides you with the insight into why your support of FUL is essential. Thank you for joining us on this journey!

Darnell Hamilton, Executive Director  
Future Urban Leaders



## NEW LEADERSHIP, NEW CHAPTER FOR FUL

In July 2022, we welcomed our new Executive Director, Darnell Hamilton.

Darnell came to Future Urban Leaders with fifteen years as an experienced educator in the secondary education system with a demonstrated aptitude for empowering young people to take control of their lives.

One of the core strengths Darnell also brings is his authentic approach towards relationship building. In the first few months with our organization, we are excited about the new relationships we have developed to provide more opportunities for our students.

When asked about what the power in Future Urban Leaders is, Darnell said, "In meeting parents, scholars, team

members, volunteers, and board members, it is clear that the way in which the community shows up and comes together is the power of FUL. I've participated in a few events to kick off my introduction to FUL, and I am ecstatic to see the collaborative efforts amongst all involved. Whether or not the cameras are on, the joy I've witnessed on the faces of community members has made me aware that I am in for one fantastic experience. By coming into this space, I aim to maximize our collaborative efforts in order to deliver more powerful moments in our scholars' worlds."

As we look to the future of FUL, we are enthusiastic about having Darnell to lead our organization to help young people harness their untapped potential.



“  
**LEADERSHIP IS KNOWING WHEN TO LEAD, AND KNOWING WHEN AND HOW TO PASS THE MIC TO OTHER LEADERS IN THE ROOM.**

-Darnell Hamilton, Executive Director

”





## EXPLORING POSSIBILITY: SCIENCE, ART, AND PROJECT-BASED PROGRAMMING

Our Young Einstein's are our youngest scholars beginning in 4K and going to 2nd grade. In this program we take a STEAM-based approach to curriculum building, which allows our scholars to develop critical thinking skills and curiosity about the world around them at a young age.

2022 was a year of reset for our Young Einsteins program since pre-COVID times. In the second half of the 2021-2022 school year we were able to focus more about programming and providing our youngest scholars with intentional STEAM-based activities and aligning the STEAM-based activities with standard-based learning.

Our Young Einsteins Program Lead, Emily Ventola, was very intentional in allowing our scholars to have input on the types of programming she planned. We had no shortage of ideas!

STEAM activities our students love most are the exploratory, hands-on activities. Some examples of activities our Young Einstein's loved this year included; creating slime, science experiments (such as taking baking soda and little droppers of vinegar and food coloring to see how they react to each other), and art activities.

*"We have been busy with the Young Einsteins building, creating, and exploring. I've been so happy to see how all of our scholars - even our littlest 4 year olds - have been able to engage in our activities and show off their creative energy!"*

-Emily Ventola, Young Einsteins Program Lead



When talking about the future of the program and what's in store for 2023, Emily shared, "I am really excited for some amazing plans we have for our Young Einsteins in the new year. We have some great art-based partnerships in the works and are planning some field trips for our youngest FUL scholars based around local artists. I'm really excited for our Young Einsteins to get out in the community and explore their creativity!"



# PNEUMATICS AND HYDRAULICS WITH K'NEX

Our Pneumatics and Hydraulics with K'Nex program provides our 3rd - 5th grade students the opportunity to discover STEM by exploring and engineering through the fascinating science of pneumatics (air) and hydraulics (water) using components of K'Nex. We are honored to have Tonet Johnson, a veteran science teacher and Lego Robotics coach at Milwaukee College Prep as the program lead for this class.

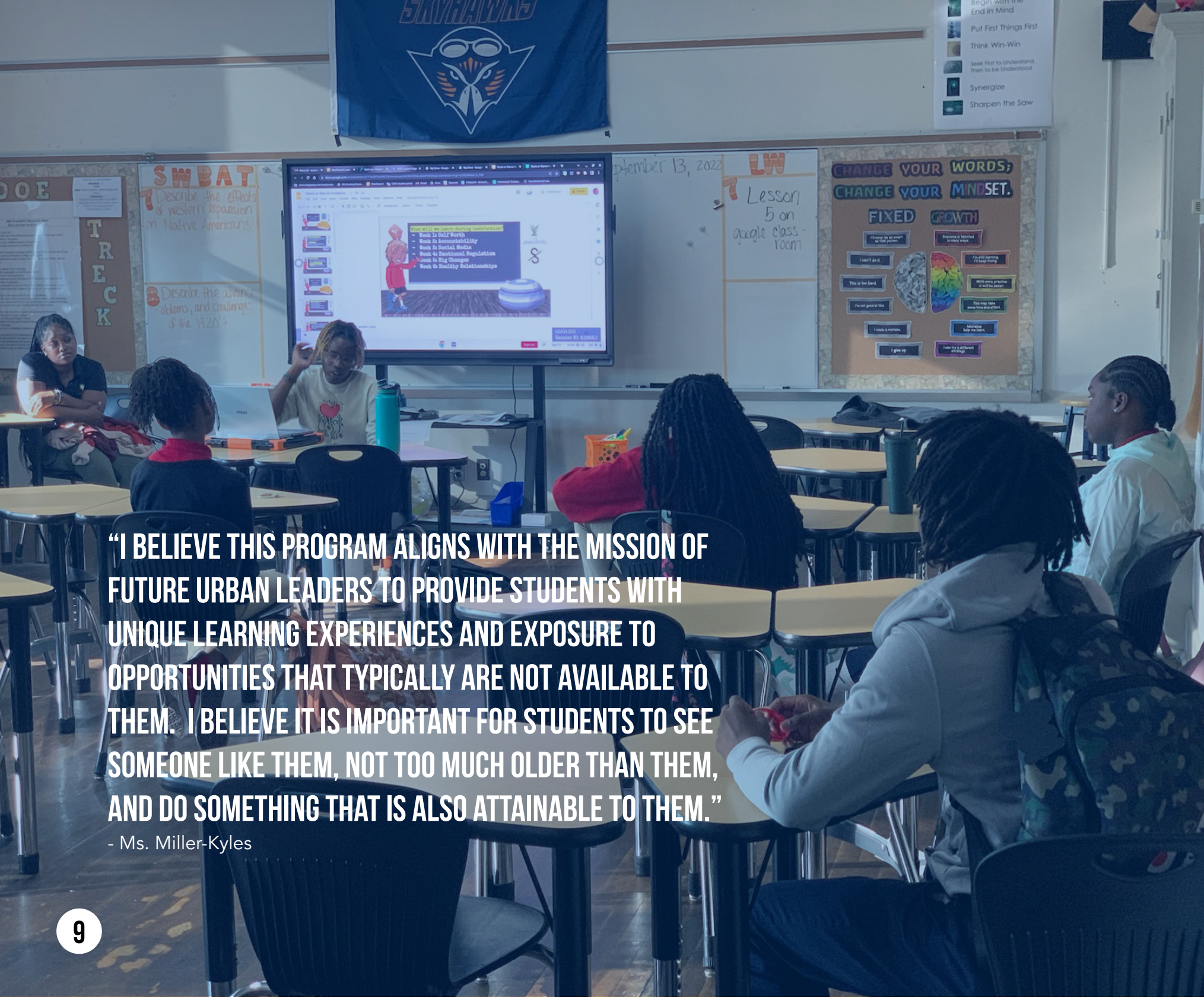
The program allows students to work as a team to build different pneumatic and hydraulic machines. Each build requires students to work with one another and select and execute specific roles within the group, make and test their predictions, discuss adjustments to their machines, design and implement enhancements for better performance, and experience first hand the steps of the scientific method.

Some of the activities & machines built throughout this 2022 in this program included;

- a castle that has four walls, two turrets, and a drawbridge
- a pneumatic launcher that will send a rocket 2 feet into the air
- a pneumatic submarine that can go up and down in the water as the air pressure increases and decreases
- a pneumatic catapult that will launch a missile at least three feet
- a car that is powered by air
- a hydraulic dump truck that can lift and dump a load
- a hydraulic digger that can lift various objectives







**“I BELIEVE THIS PROGRAM ALIGNS WITH THE MISSION OF FUTURE URBAN LEADERS TO PROVIDE STUDENTS WITH UNIQUE LEARNING EXPERIENCES AND EXPOSURE TO OPPORTUNITIES THAT TYPICALLY ARE NOT AVAILABLE TO THEM. I BELIEVE IT IS IMPORTANT FOR STUDENTS TO SEE SOMEONE LIKE THEM, NOT TOO MUCH OLDER THAN THEM, AND DO SOMETHING THAT IS ALSO ATTAINABLE TO THEM.”**

- Ms. Miller-Kyles

## CEOS OF 2MRO

CEOs of 2mro is our entrepreneur class for our FUL Intern students. CEOs of 2mro will provide opportunities for scholars to gain knowledge and insight to not only starting a business but running a business. Through interactive activities, students will brainstorm their ideas which will prepare them to actually launch a business.

CEOs of 2mro is led by Kaija Miller-Kyles, creator and owner of Kai Mone't Consulting. Ms. Miller-Kyles is a graduate of the University Of Wisconsin Whitewater and served six years in the United States Army National Guard and has been a business owner going on six years.

*“Hearing the students actively talking about starting their business and being excited as we add on additional steps. They fully understand how setting goals and planning can lead them to much success,”* stated Kaija Miller-Kyles, CEOs of 2mro Program Leader.

Over the course of the 12-week program, students will have: set intentional goals, determined their business market, learned about their ideal customer, created a lean

business plan (including marketing strategies), and know how to file their business in the state of Wisconsin, and potential startup costs.

For students and their families, CEOs of 2mro has made room for conversations such as salaries, career paths, future goals, and different aspects of entrepreneurial life between scholars and their parents.

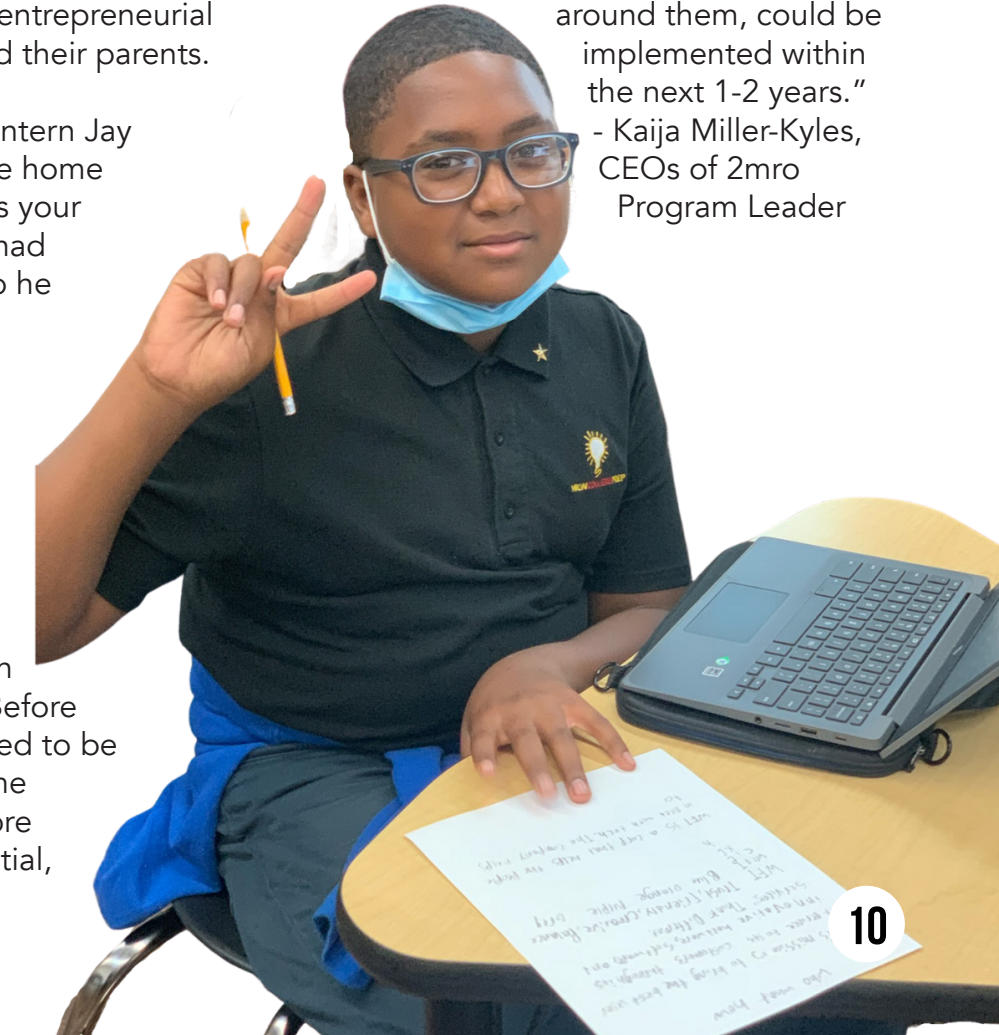
Lisa, the mother of FUL Intern Jay shared, “Jay would come home asking me, “Mom, what’s your annual salary? We have had conversations about who he wants to become, job salaries, different career paths, and more about his life beyond college.”

CEOs of 2mro is helping scholars to think of different possibilities and choices for life beyond college. Jay is an avid video game lover. Before CEOs of 2mro, Jay wanted to be a professional video game player. After learning more about the earning potential,

and other factors, Jay now wants to be a CEO of a video game design company.

“I hope to continue seeing students grow and ask questions about how they can expand their business idea to make it a reality in the coming years. Some have ideas that, if pursued by those around them, could be implemented within the next 1-2 years.”

- Kaija Miller-Kyles, CEOs of 2mro Program Leader





## PREPARING FOR COLLEGE AND BEYOND

Our high school scholars are our Leadership Fellows. In our high school programming we focus on comprehensive college and career readiness including: ACT prep, college exploration, and entrepreneurship.

In 2022, we were able to bring in a number of professionals from the community to educate our scholars on their careers and skill sets. Our goal for this phase of programming is for Fellows to leave high school equipped with a toolbox of information and experiences they can utilize in their transition into post secondary life.



Jackson, a FUL senior, has been a scholar with Future Urban Leaders since sixth grade.

*"My favorite aspect of FUL is the family. The family that the staff and the program builds. There is something special*

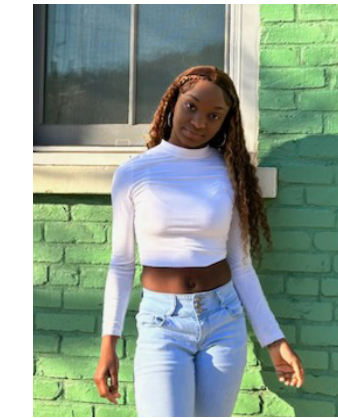
*about having the older students, like myself and other juniors and seniors, that are able to interact with the middle school and young kids."*

Jackson was one of the twelve students that participated in FUL's 2022 HBCU Trip this past summer. One of the colleges visited on the trip was Morgan State University in Baltimore.

"The HBCU trip definitely helped me realize that Morgan State was a perfect fit for me with civil engineering being a primary area of study," stated Jackson.

After graduation, Jackson is planning to study civil engineering and Morgan State is one of the schools in his 'Top 3' list that he would like to attend.

"Future Urban Leaders keep us consistent by constantly checking in on us in all aspects of our education and life. At our weekly meetups, we are being asked about our current grades, how we are doing with applying for financial aid, where we are at with college applications, etc."



Jamaria, a FUL senior, has been a scholar with Future Urban Leaders since sixth grade.

Over the years as a FUL scholar, the different experiences and opportunities she has been able to participate in is one of her favorite parts of Future Urban Leaders. In addition to new opportunities, the real relationships built within FUL have been most impactful.

"The staff talk to you outside of FUL programming, they truly care about me as a person. I know that if I would text Mr.Krueger or Mr. Romenesko for help, they would respond," Jamaria shared.

Jamaria has known since she was young that she wanted to attend Howard University in Washington D.C. After attending the 2022 HBCU Trip, she was able to visit Howard University and learned quickly that the campus wasn't the perfect fit she dreamed it to be. Jamalia stated, "I wanted to go to Howard and when we got there it wasn't the area I wanted to be."

The HBCU Trip was one of Jamaria's favorite experiences with FUL, along with Future Cities as a younger scholar, and College Prep as a high school scholar.

*"I like the Wednesday night College Prep class for a number of reasons. Some weeks it is nice to have a place to go to chill and be with good people I haven't seen in a while. Other weeks, I go into Wednesday nights needing help and I am able to sit down and focus on school work or other college prep materials."*



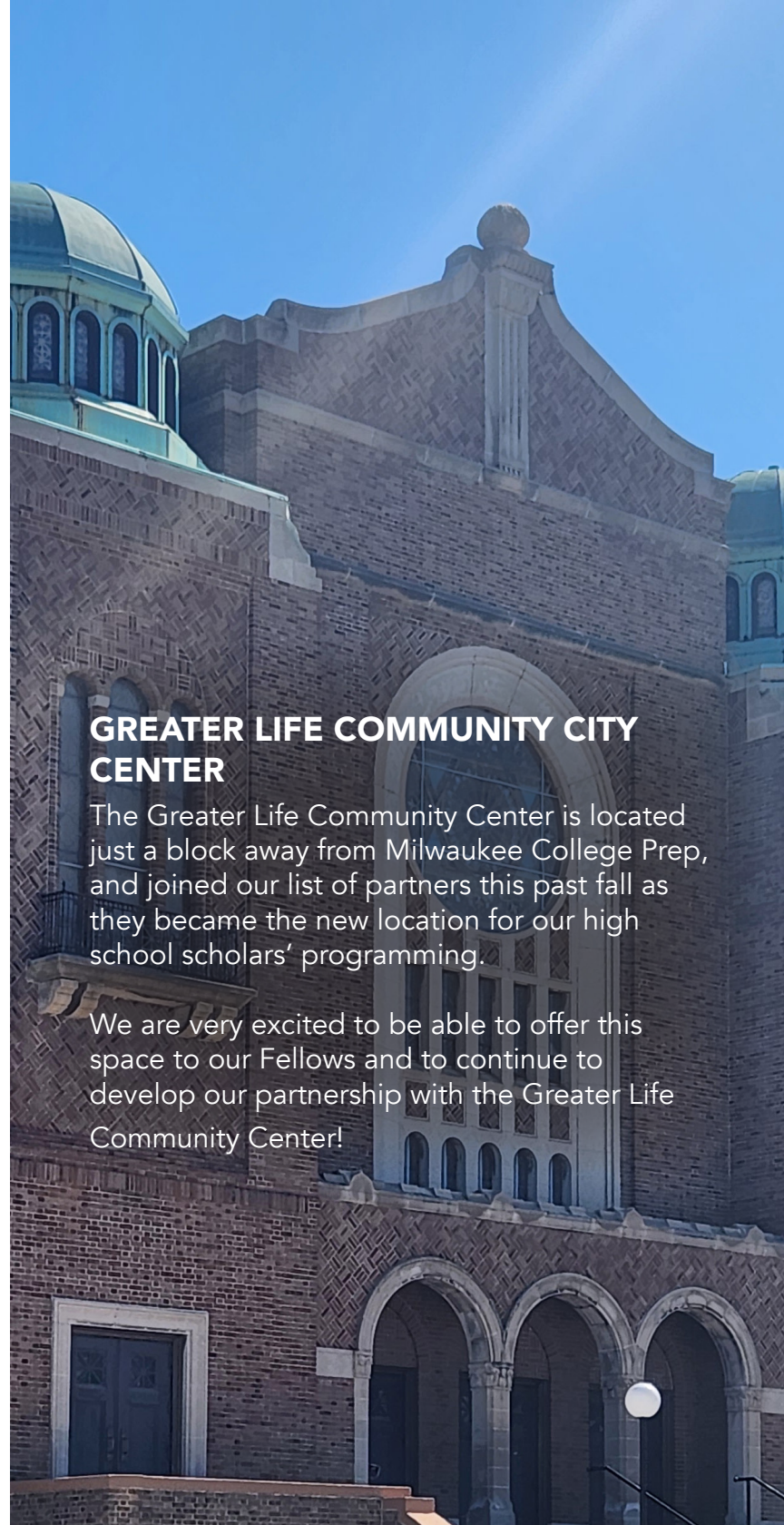
## PARTNERSHIPS HIGHLIGHTS

2022 was a year of new partnerships. A few that we would like to highlight include;

### JLH SOCIAL IMPACT FUND

The Jrue and Lauren Holiday Social Impact Fund mission is to boldly create change for Black businesses and organizations. In 2021, Future Urban Leaders was a JLH Social Fund Grantee as one of Milwaukee's Black-led nonprofits. In September 2022, our Executive Director was asked to speak on the impact of FUL's work with young people in the Milwaukee community.

This event was an amazing opportunity to meet other Black-led, and Black-owned businesses in the Milwaukee area and to network with organizations with shared missions to ours.



### GREATER LIFE COMMUNITY CITY CENTER

The Greater Life Community Center is located just a block away from Milwaukee College Prep, and joined our list of partners this past fall as they became the new location for our high school scholars' programming.

We are very excited to be able to offer this space to our Fellows and to continue to develop our partnership with the Greater Life Community Center!

### GATHERING PLACE

Gathering Place Brewery is an award winning, community centered craft brewery located in Milwaukee's Riverwest neighborhood. In November 2022, they partnered with FUL by offering us 20% of their Thursday night sales, as they look to see change occur for Milwaukee's community.

### UW- MILWAUKEE COLLEGE FOR KIDS & TEENS

FUL's partnership with UWM College for Kids & Teens began 7 years ago. UWM College for Kids & Teens provided the opportunity for our scholars to take summer courses on the UWM campus. There are over 200 courses, taught by UW-Milwaukee system faculty, centered within Creative Arts, Social Sciences, Languages & Cultures, Math & Computers, and Science.

In 2023, we are looking forward to expanding our partnership by registering some of our high school students into specific Certificate programs, including School of Architecture and Urban Planning, Art and Design, and Data Science. We also look to register some of our middle and high school students for the UWM Writing Project, an active chapter of the National Writing Project (NWP).



### DCI MARKETING

DCI Marketing is a marketing consulting firm that partnered with Future Urban Leaders to allow our high school students to come in and see the day-to-day work that goes into running a marketing firm. Students were able to shadow a number of different job positions including designers, human resource professionals, sales representatives, and more.



# 2022 EVENTS

## FUL ANNUAL RAFFLE - MARCH 17, 2022

Our annual cash raffle held on St. Patrick's Day brought in over \$1,000 to support our programming. This wasn't our biggest year for our raffle but we were happy to see some new individuals participating!

[futureurbanleaders.org/raffle22](https://futureurbanleaders.org/raffle22)

## POWER IN FUL - JUNE 27 - JULY 1, 2022

We hosted our first online fundraising event in 2022, Power in FUL! This week-long event highlighted the power in our programming on our scholars. From 4K to graduation, Future Urban Leaders provides tools and opportunities for scholars to grow and succeed. The event raised \$13,575 to help fund our 2023 HBCU Trip and to fund our FUL Scholarship Fund.

[futureurbanleaders.org/powerinful](https://futureurbanleaders.org/powerinful)

## LEADERS ON THE GREEN GOLF OUTING - SEPT. 18, 2022

Our Leaders on the Green Golf Outing raised \$10,707 to create opportunities that support youth in realizing their unique potential.

[futureurbanleaders.org/golf](https://futureurbanleaders.org/golf)

## DONOR APPRECIATION GALA - NOV. 5, 2022

We were excited to bring back our Donor Appreciation Gala in 2022 for the first time since 2019! This year's event was held at the No Studios Skyline Club. Over 120 donors, volunteers, staff, parents of FUL, and current and past students joined us as we explored the achievements of the past year that were made possible by those in the room.

[futureurbanleaders.org/2022-donor-appreciation-event](https://futureurbanleaders.org/2022-donor-appreciation-event)

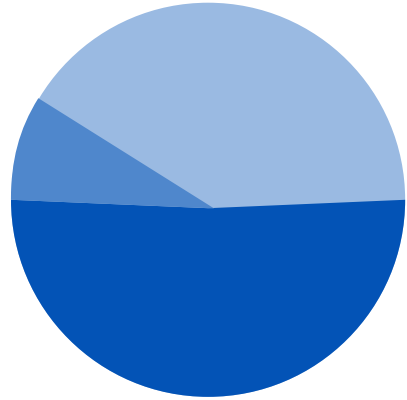


### EVENT LINE UP FOR 2023

- FUL Sweepstakes - April 2023
- Bloom Spring Fundraising Event - May 20, 2023
- Leaders on the Green Golf Outing - July 29, 2023
- Donor Appreciation Gala - October 2023

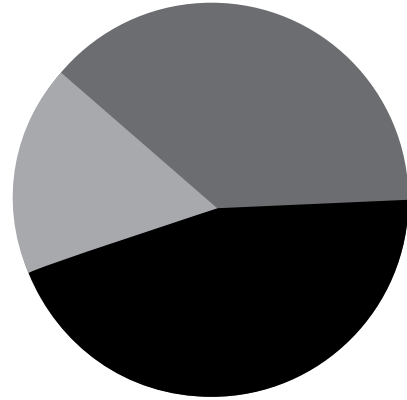


# 2022 IMPACT REPORT



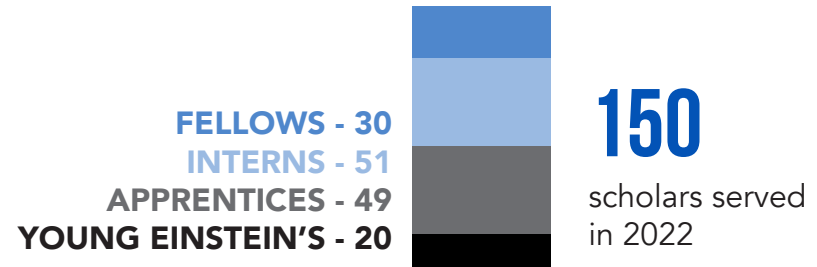
## REVENUE

- Grants - 54.7%
- Individual Contributions - 35.6%
- Fundraisers - 9.7%



## EXPENSES

- Programming - 46.6%
- Administrative - 30.6%
- Fundraising - 22.8%



**100%**

of our scholars live in or near the 53206 zip code

## OUR TEAM

**20 PARTNER ORGANIZATIONS**  
**15 VOLUNTEERS**  
**4 PAID STAFF**

**92%**

retention rate for our scholars from September 2021 to September 2022

**\$18,825**

received in matching scholarship funds to send 48 scholars to the UWM College for Teens and Kids summer program.

(an increase from 12 to 48 scholars participating since 2015)

**30+**

hours of health and wellness programming was provided to 100+ scholars.

**25+**

high school Fellows scholars received 25+ hours of college and career readiness programming.

**13**

scholars attended our first annual HBCU tour.

# THANK YOU TO OUR SUPPORTERS

Gary Tonies  
 Gale Family Foundation  
 Bill Shepard and Shannon Kennedy  
 Kohl's Foundation  
 Forward Community Foundation  
 WGirls Milwaukee  
 Tad and Jane Shepard Foundation  
 Direct Supply  
 Secura  
 Jeff Romenesko  
 Ronald & Maureen Sadoff  
 WE Energies  
 Nasif Rogers  
 Gerald and Patricia Romenesko  
 Crivello Carlson, SC  
 BMO Harris  
 Bill and Mary Jo Ehrke  
 Karen and Chris Spahn

Alex Prodoehl  
 Brittainy Cherry  
 Greater Milwaukee Assoc. of Realtors  
 Youth Foundation  
 Pamela & Paul Miller  
 Derek Sieburg  
 Brandon Vonck  
 Nathan and Kelsey Brenn  
 Honest Teeth Dentistry  
 Romenesko & Romenesko Family Dentistry  
 Grow2Learn Inc.  
 Wells Fargo Advisors  
 Luke Cerny  
 Ellen Velie  
 Matt Snyder  
 Kars 4 Kids  
 James Spillane



## CULTIVATING FUTURE URBAN LEADERS

We define a future urban leader as a young person who is looking to grow their curiosities of the world around them into an aptitude and interest in learning more about themselves and others around them, finding collective success and growing as a community. When students join our program, we aim to create opportunities that allow them to recognize their unique potential. We strive to motivate each of our scholars to be self-aware future leaders and ambassadors of change in their community and beyond. Maximus Bryant is an example of a leader who is working hard to pave the path for other future urban leaders to follow.

Max is a 2022 graduate of Future Urban Leaders. Today he is a freshman at Milwaukee School of Engineering (MSOE). Starting as a FUL scholar in sixth grade, he continues to be an active participant in our programs today.

This past fall, Max spoke at our Donor Appreciation Gala about his experience with FUL and how his years with us were essential in the preparation of heading into the first semester of college at MSOE.

*“Where I am at in my life isn’t the norm for people that come from similar backgrounds and share similar physical features that I have. I believe it is only right to increase others’ chances of success by sharing my knowledge and experience with those who will come after me”,* he shared.

A man of his words, Max has sprung into action as he continues to keep in touch with our staff and scholars, all while looking for ways to connect our programs to opportunities and experiences on his campus. THIS is the leadership we are aiming to cultivate in the community!



**“A LEADER IS AN INDIVIDUAL THAT HAS INFLUENCE OVER OTHERS. A GOOD LEADER IS ONE THAT CAN INFLUENCE, INSPIRE, AND FOSTER GROWTH WITHIN OTHERS, WHILE THE “LEADER” IMPROVES THROUGH ACHIEVING AND MAINTAINING A CERTAIN LEVEL OF SUCCESS AS A COLLECTIVE.”**

- Maximus Bryant

### CLASS OF 2022

- Both 2022 senior scholars graduated from Rufus King High School and are attending local Milwaukee colleges on full ride scholarships.
- Over \$50k+ combined scholarships each year





## LOOKING TO THE FUTURE

As we look to a new year, we look forward to exploring new opportunities to expand the ways we support our scholars. We are especially excited to see our fourth class of Fellows graduate from high school this spring and begin their next big adventure! We also look forward to continuing to build our community outreach here in Milwaukee, in an effort to deeply connect with community members who value the work of youth development.

All of this work is only possible because of the support of individuals like you. Thank you.

## HOW TO SUPPORT

### VOLUNTEER

Donate your passion and time to help create meaningful changes in the lives of our scholars, by becoming a FUL Ambassador!

[futureurbanleaders.org/volunteer](https://futureurbanleaders.org/volunteer)

### ATTEND AN EVENT

- FUL Sweepstakes - April 2023
- Bloom Spring Fundraising Event - May 20, 2023
- Leaders on the Green Golf Outing - July 29, 2023
- 5th Annual FUL Gala - November 2, 2023

[futureurbanleaders.org/fundraising](https://futureurbanleaders.org/fundraising)

### MAKE A DONATION

- \$10 - Provide art supplies for one of our scholars to explore creatively
- \$20 - Sponsor STEAM-based curriculum to one of our Young Einsteins for a month
- \$50 - Sponsor one scholar to attend Pneumatics and Hydraulics with K'Nex program
- \$100 - Sponsor one of our 6th grade scholars to develop their business idea through out CEOs of 2mro program
- \$250 - Sponsor two scholars to participate in one of our day field trips to a local business to learn the ins and outs of their industry.

[futureurbanleaders.org/donate](https://futureurbanleaders.org/donate)

### FOLLOW US ON SOCIAL MEDIA

Instagram: [@future\\_urban\\_leaders](https://www.instagram.com/future_urban_leaders)

Facebook: [@futureurbanleaders](https://www.facebook.com/futureurbanleaders)

Linkedin: [@future-urban-leaders](https://www.linkedin.com/company/future-urban-leaders)

**“IT IS MORE SUPPORTING ME  
TO GO ON FIELD TRIPS, YOU ARE  
SUPPORTING ME AND HELPING ME  
FOLLOW MY PASSIONS AND GOALS.”**

~Jamaría, Future Urban Leaders Fellow Scholar





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