

City on a Hill Charter Public School Annual Report FY2004–05





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Board Chair Stephen Kraus (center) with City on a Hill co-founders Ann Connolly Tolkoﬀ (left) and Sarah Kass at the gala dinner celebrating the school's 10th anniversary.

City on a Hill, a public high school in urban Boston, emphasizes academic achievement, citizenship, teacher leadership, and public accountability.

We seek to graduate responsible, resourceful, and respectful democratic citizens prepared to advance community, culture and commerce, and to compete in the 21st century.

To the Community

Last year saw dramatic improvement at City on a Hill Charter Public School in each of the three areas that guide charter school accountability: success of the academic program, faithfulness to our charter and the viability of the organization.

The MCAS scores of the class of 2006 were the highest they have ever been. Student debates at weekly Town Meetings have been spirited and respectful—just what you would hope for from active and engaged citizens. Successful fundraising and careful stewardship of our resources have left the school with a six-figure surplus at the end of the fiscal year.

Because of the strength shown by City on a Hill in these areas, the school's charter was renewed by a unanimous vote of the Massachusetts Board of Education at their meeting in February.

During the academic year the Board of Trustees met monthly and made three major policy decisions: (1) the adoption of a \$2,800,000 budget for FY 06 (2) the launch of a \$2,000,000 capital campaign to finance the purchase and renovation of a building to serve as the school's permanent home, and (3) the approval of a one-year lease extension at our current space at the YMCA on Huntington Avenue. We are also pleased to report that the board received no formal complaints during the school year.

The Capital Campaign was formally announced at the gala fundraising dinner held in June to celebrate the school's 10th Anniversary. The generosity of several of our long-time supporters has allowed City on a Hill to gather close to \$1,500,000 of our \$2,000,000 Capital Campaign goal.

Our school also got a big boost this year when the College Board awarded City on a Hill a grant to start up a program of Advanced Placement (AP) classes—one of only 10 high schools in the country selected to receive this award. We believe that by offering AP classes we will be better able to prepare our students for success in college.

City on a Hill is much improved but not yet the school we hope it will become. Specifically we face the following challenges: How do we graduate more of the students who matriculate as freshman? How can we better prepare our students to succeed in college? How can we better prepare our students to be active and engaged American citizens? We believe we have a good school—but we are constantly asking how we can become a great school.

Sincerely,



Stephen H. Kraus
Board Chairman



Michael Thomas Duffy
Executive Director



Erica Jamison
Principal

City on a Hill's Accountability Plan 2005–2010

Academic Program

City on a Hill will prepare students to succeed in college.

- **All City on a Hill students will pass the MCAS on their first attempt.**
95% of the 10th graders who took the MCAS in the Spring of 2004 passed the English portion on their first attempt; 80% passed Math on their first try.
- **By 2010 80% percent of City on a Hill students will earn a Proficient score or above on MCAS; at least 20% will score in the Advanced category.**
41% of the 10th graders who took the MCAS in the Spring of 2004 earned a Proficient score in English, none scored in the Advanced category in English. 39% earned a Proficient score in Math, 3% scored Advanced in Math.
- **Average scores on the SAT will rise above 1000 by 2010, improving at a rate of 50 points per year.**
For the class of 2005, the average SAT score was 784.
- **All of City on a Hill's graduates will be admitted to college.**
All graduates of the Class of 2005 were admitted to college.
- **The number of students admitted to competitive four-year colleges, as defined by US News and World Report, will increase each year from the year before.**
In 2004-2005, 64% of seniors were admitted to competitive four-year colleges.
- **All City on a Hill graduates will complete college.**
We were able to contact 50% of all City on a Hill graduates; of those graduates, over 90% are in college or have completed college. We continue to reach out to determine the college completion rate of all alumni.



Faithfulness to Charter

City on a Hill will prepare students to exercise their rights and responsibilities as American citizens.

- **All freshmen will pass the US Citizenship exam.**
70% of 9th graders passed the June, 2005 Civics/Citizenship exam.
- **All students will possess competent analytical skills and oral presentation abilities as assessed by juries of peers, teachers, and community members according to pre-determined rubrics.**
*79% of students passed their June, 2005 oral in English at the first administration.
80% of students passed their June, 2005 oral in math at the first administration.
83% of students passed their oral in history at the first administration.*
- **All seniors will have competently moderated a Town Meeting, as determined by their advisor.**
All senior advisories have successfully facilitated Town Meeting.
- **100% of eligible students will register to vote.**
100% of 18-year old students registered to vote by the November elections.

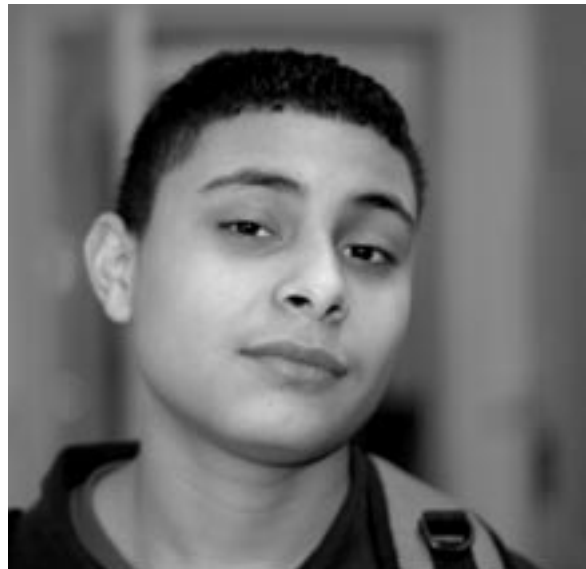
Organizational Viability

City on a Hill's teachers will demonstrate excellence and will shape the school's program and policies

- **100% of teachers will be licensed and highly qualified by the end of their 2nd year as teachers at City on a Hill.**
41% of teachers are licensed and 77% of teachers are highly qualified.
- **In annual survey given to all teachers, 85% will agree or strongly agree with the statement, "City on a Hill is a school that values teacher leadership".**
In an anonymous survey 65% of faculty & staff agreed or strongly agreed with that statement.

City on a Hill will create substantial parental satisfaction with the school.

- **In an annual survey given to all parents, 85% or more of respondents will agree or strongly agree with the statement, "City on a Hill offers a high quality educational program."**
In a survey of the families of our students, 84% agreed or strongly agreed with that statement.



- **The ratio of applicants to available seats at City on a Hill will exceed five to one.**
City on a Hill's lottery included 405 students. We expect to have 90 members of the class of 2009 enrolled on the first day of school. The ratio of applicants to available seats is 4.5 to 1.

- **The percentage of students returning to City on a Hill each year will exceed 85%.**
83% of students enrolled at City on a Hill on 6/04 returned after the summer in 9/04.

City on a Hill students will come to school daily and on time

- **Attendance for the student body will average no less than 95%; the number of tardies will average no more than 5 per month per advisory.**
Attendance for our student body was 93.9%. We grossly fell short of our goal around tardiness.

City on a Hill will be soundly governed by an active and prudent Board of Trustees

- **The Board will achieve 85% of its annual goals; members will attend 90% of Board meetings.**
The Board achieved substantially all of the annual goals set at its retreat in the summer 2004. Board members' average attendance was 77% at meetings.
- **Yearly audited financial statements will show a balanced budget, success in securing outside funds and an unqualified audit opinion.**
The most recent audit (FY 04, ending 6/30/04) showed a balanced budget, \$156,000 in outside funds, and an unqualified audit opinion.

Board of Trustees

Stephen Kraus, Chair

Stephen Kraus is the Director of the Ironwood Equity Fund. Board member since 2001; term expires May 2006. Member: Finance, Development Committees.

Bobbie Knable, Vice-Chair

Bobbie Knable is the retired Dean of Students of Tufts University. Board member since 1999; term expires May 2008. Chair: Academic Performance Committee.

Joe Cali, Treasurer

Joe Cali is a senior executive for the Grand Circle Corporation. Board member since 2003; term expires in May 2006. Chair: Finance Committee.

Dave Lane, Secretary

David J. Lane is the Chairman of NetCare Services. Board member since 2000; term expires May 2008. Member: Real Estate Task Force.

Maurice Wright

Maurice Wright is the METCO Director for the town of Belmont. Board member since 2002; term expires May 2008. Member: Real Estate Task Force.

Liz Reynolds

Elisabeth B. Reynolds is a doctoral student at MIT. First elected to the Board in 2002; term expires September 2005. Chair: Trustees Committee.

Jennifer Davis

Jennifer Davis is Co-Founder and President of Massachusetts 2020. Board member since 2002; term expired in 2005. Member: Academic Performance Committee.

Jane Willis

Jane E. Willis, partner at the law firm of Ropes & Gray LLP. Board member since 2004; term expires May 2007. Chair: Development Committee.

Lee Delaney

Lee Delaney, partner at the management consulting firm Bain & Company. Board member since 2004; term expires May 2007. Chair: Real Estate Task Force.

Kevin Mohan

Kevin Mohan is a partner at the venture capital firm Summit Partners. Board member since 2005; term expires May 2008. Member: Academic Performance Committee.



City on a Hill Foundation Board

Stephen Kraus, President
Ironwood Equity Fund

Michael Grossman, Treasurer
Essex Investment Management

Michael Thomas Duffy, Secretary
City on a Hill

Jonathan Spampinato
Visiting Nurse Associations
of America

Michael Rosen
Foley, Hoag

Ryan Thorton
Lehman Brothers

Trip Jones
The Mentor Network

Harry Spence
MA Department of Social Services

Geoff Lieberthal
Bain Capital

Financial Statement FY2005–06

	FY '05 Actual <small>unaudited</small>	FY '06 Budget
Operating Revenue		
State Funds	\$ 2,477,094	\$ 2,564,000
Federal Funds	256,944	232,000
Grants & Contributions	220,182	165,000
Other Income	28,730	14,500
Total Revenue	\$ 2,982,950	\$ 2,975,500
Operating Expenses		
Salaries & Benefits	\$ 1,845,531	\$ 1,907,165
Operations	375,650	311,950
Program & Activities	243,771	256,130
Facilities	214,676	358,000
Depreciation	85,899	10,000
Total Expenses	\$ 2,765,527	\$ 2,843,245
Net Income	\$ 217,423	\$ 132,255
Balance Sheet		
Assets		
Cash & Equivalents	\$ 771,226	
Scholarship Funds	36,249	
Accounts Receivable	71,519	
Other Assets	4,168	
Total Assets	\$ 883,162	
Liabilities		
Accrued Payroll	\$ 160,566	
Deferred Income	200,039	
Accounts Payable	52,189	
Other Liabilities	2,243	
Total Liabilities	\$ 415,037	
Fund Balance	\$ 468,125	





At City on a Hill we prepare all of our students to succeed in college and to exercise their rights and responsibilities as American citizens.

August 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5 Summer School Ends	6
7	8	9	10	11 Class of 2005 Summer Graduation	12	13 Board Retreat
14	15 Freshman Academy Begins	16	17	18	19	20
21	22	23	24	25	26 Freshman Academy Ends	27
28	29 Faculty Begin	30	31			



In four years of Math, students study Algebra, Geometry, advanced Algebra, and Calculus. They contend with Probability and Statistics, use spreadsheets, and practice reasoning through complex mathematical problems. In Science, students study Unified Science, Biology, Chemistry, and Physiology with labs at Northeastern University. Every student completes a project for the Science Fair each year. Students are required to take three years of Spanish.

September 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Board Meeting 6pm	2	3
4	5 Labor Day No School	6 First Day of School Returning Students	7 First Day of School New Students	8	9	10 Parent Council 10am
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Yellow box indicates
no school.



City on a Hill is a high school serving grades nine through twelve and has a maximum enrollment of 250 students. Approximately 230 students attended our school last year: 84% African American, 12% Hispanic, 3% White, and 1% Asian American; 55% female, 45% male. Just under 10% are special education students. About half of our students come from low-income families; English is not the first language for 15% of our students.

October 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 First Quarter Progress Reports Rosh Hashanah Begins	5 Ramadan Begins	6 Board Meeting 6pm	7	8 Parent Council 10am
9	10 Columbus Day No School	11 Mt. Monadnock Trip Sophomores	12	13 Yom Kippur	14	15
15	17	18	19	20	21 College Fair	22
23	24	25	26	27	28	29
30	31					



In four years of English, students gain proficiency in literary analysis, and written and spoken communication. They read contemporary fiction as well as the classics; they read at least one Shakespeare play every year. In History, students learn Civics in the first year, World History in the second year; in the third year they take an American History course, where they work with primary documents and write research papers.

November 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3 Board Meeting 6pm	4 1st Quarter Ends Eid al-Fitr	5
6	7	8	9 Parent/Advisor Night 6-8pm	10 Professional Development Day No School <i>Fund Raising Reception</i>	11 Veterans Day No School	12 Parent Council 10am
13	14	15	16	17	18	19
20	21	22	23 Early Release Day 12 noon	24 Thanksgiving Recess No School	25 Thanksgiving Recess No School	26
27	28	29	30			



From 2003 to 2004 the percentage of students who passed the MCAS on their first try, increased significantly. In 2003, 67% passed the Math portion—in 2004 80% did. In 2003, 90% passed the English portion of MCAS—in 2004 that figure was 96%. Based on this improvement, City on a Hill has achieved Adequate Yearly Progress as defined under the federal No Child Left Behind Act.

December 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Board Meeting 6pm	2	3
4	5	6	7	8	9	10 Parent Council 10am
11	12 2nd Quarter Progress Reports	13	14	15	16	17
18	19	20	21	22	23	24
25 Christmas Day	26 Winter Recess Begins No School All Week Hanukkah Begins Kwanza Begins	27	28	29	30	31



Since opening its doors ten years ago, City on a Hill Charter Public School has been located in the central branch of the YMCA at 320 Huntington Avenue Boston. We will be located in this space for the 2005-2006 school year, but are analyzing several sites that could serve as our permanent home beginning in the 2006-2007 school year.

January 2006

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 New Years Day No school	2 Professional Development Day No School	3	4	5	6 Three Kings' Day	7
8	9 Mid-Terms	10 Eid al-Adha Mid-Terms	11 Mid-Terms	12 Mid-Terms	13 Mid-Terms	14 Parent Council 10 AM
15	16 Martin Luther King Day No School	17	18	19	20 2nd Quarter Ends	21
22	23	24	25 Parent/Advisor Night 6-8pm	26	27	28
29 Chinese New Year	30	31				



Every year City on a Hill sends the highest achieving students in Spanish on a trip abroad to study Spanish language.

February 2006

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Board Meeting 6 PM	3	4
5	6	7	8	9	10	11 Parent Council 10 AM
12	13	14	15	16	17	18
19	20 Presidents' Day February Recess No School All Week	21	22	23	24	25
26	27	28				



City on a Hill continues to be led and managed by Michael Thomas Duffy, the Executive Director and Erica Jamison, the school's Principal.

March 2006

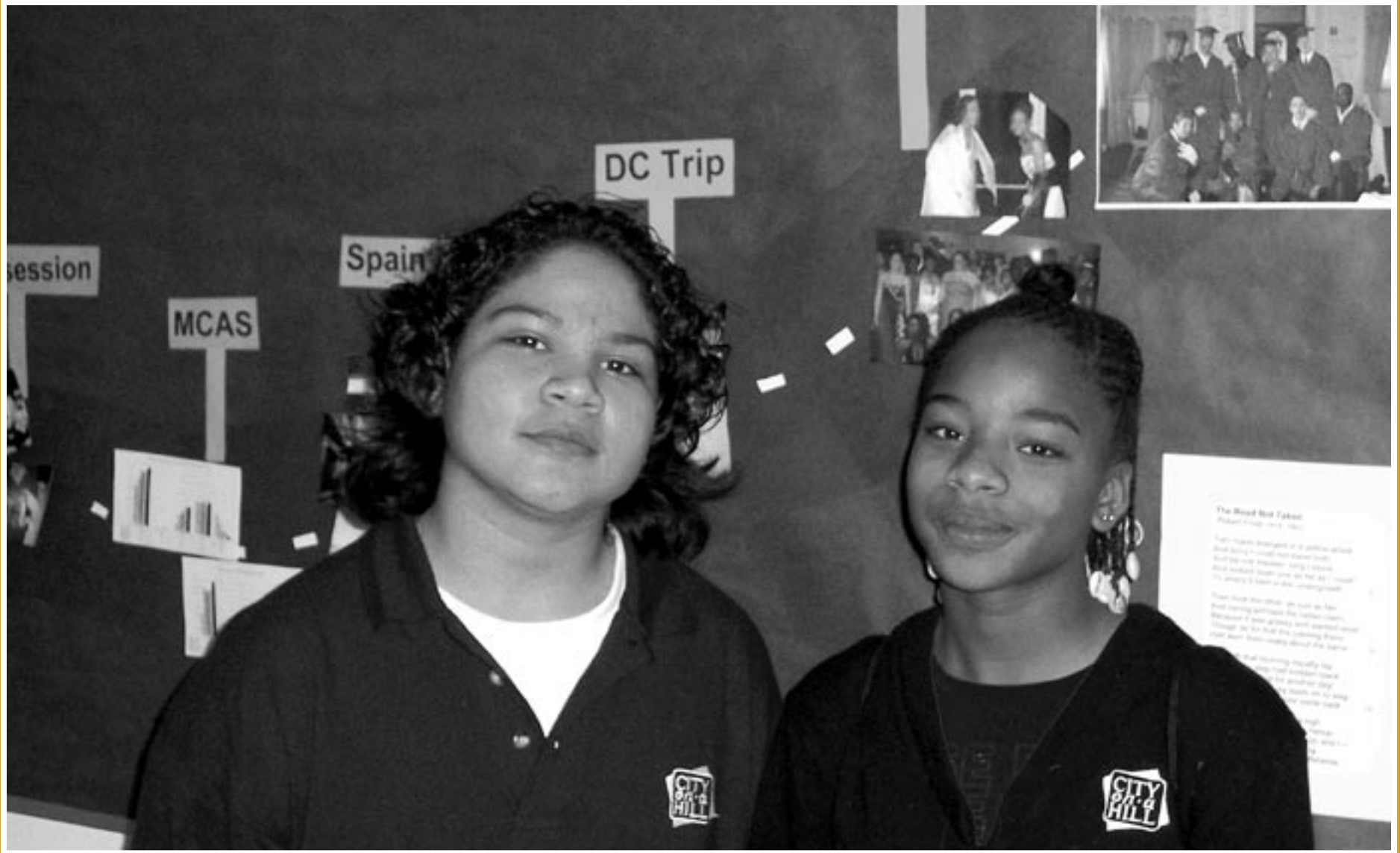
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Board Meeting 6pm	3	4
5	6	7 3rd Quarter Progress Reports	8	9	10 Deadline for Applicants to the Admissions Lottery	11
12	13	14 Admissions Lottery Held	15	16	17 Science Fair	18
19	20	21	22	23	24 Science Fair	25
26	27	28	29	30	31	



City on a Hill employed 22 full-time teachers during the school year. The teachers had an average of between three and four years experience teaching in the classroom and an average of two to three years teaching at City on a Hill. Over 95% are classified as Highly Qualified as defined by the federal No Child Left Behind Act. The average class size at City on a Hill last year was 15 students.

April 2006

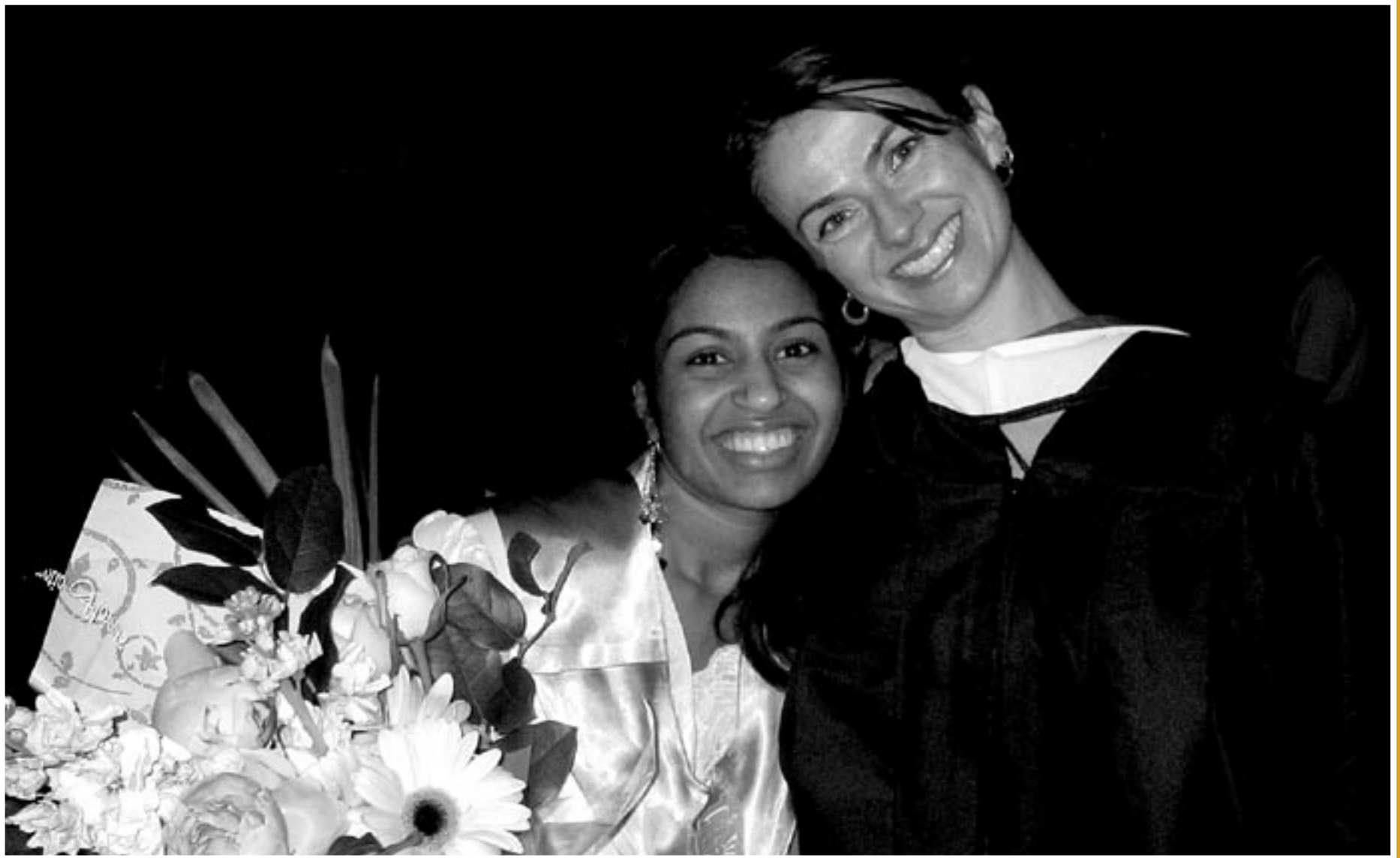
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 City Project Begins	4	5	6 Board Meeting 6pm	7 3rd Quarter Ends	8 Parent Council 10am
9	10 Internship Begins	11	12 Parent/Advisor Night 6-8pm	13 Passover Begins	14 Good Friday No School	15
16	17 Spring Recess No School All Week	18	19	20	21 Orthodox Holy Friday	22
23 Orthodox Easter	24	25	26	27	28	29
30						



The Simmons College-Boston Charter School Program for Licensure and Professional Development at City on a Hill has created a model for teacher preparation. Close to 20 teachers enrolled in the program last year—nine were from City on a Hill and the rest came from schools in and around greater Boston. This initiative represents one of City on a Hill’s efforts to define and share best practices with others.

May 2006

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4 Annual Meeting of the Board 6pm	5	6
7	8	9	10	11	12	13
14 Mother's Day	15	16 4th Quarter Progress Reports	17	18	19	20
21	22	23	24	25 Gala Fundraising Dinner	26	27
28	29 Memorial Day No School	30	31			



Students at City on a Hill study a rigorous core curriculum, and must demonstrate proficiency in each course at each grade level in order to be promoted. They participate in sports at the YMCA and must pass a swim test. All students participate in City on a Hill's weekly Town Meeting. Every student must complete a senior independent course of study, called City Project, for graduation.

June 2006

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2 Senior Prom	3
4	5 Mid-Terms	6	7	8	9	10
11	12	13	14	15 Graduation	16 4th Quarter Ends Final Town Meeting	17
18 Father's Day	19 Juriess	20 Juriess	21 Juriess	22 Juriess	23 Last Day of School for Students Juriess	24
25	26	27	28 Parent/Advisor Conferences 3–6pm Last Day of School for Teachers	29	30	



This year City on a Hill was one of 10 schools nationwide that was chosen by the College Board to receive a grant to start up an Advanced Placement (AP) program. Advanced Placement classes allow high school students to take challenging courses in order to prepare them for the academic rigor of college.

July 2006

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 Independence Day	5	6 Summer School Begins	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

2004–05 District Report Card
City on a Hill Charter Public (District)

Grade 10 – English Language Arts

	Included in Results		% Students at Each Performance Level			
	#	%	A	P	NI	W/F
Student Status						
Regular	70	90	0	41	56	3
Disabled	10	100	0	30	50	20
Gender						
Female	49	98	0	47	51	2
Male	31	19	0	29	61	10
Race/Ethnicity						
African American/Black	71	99	0	39	55	6
Hispanic	44	100				
Native American	1	100				
White	4	100				
Low Income	43	100	0	35	65	0
All Students						
2004	80	99	0	40	55	5
2003	53	100	2	40	47	11
State						
2004	69,808	96	19	43	27	11
2003	69,607	99	20	40	28	12

NOTE: MCAS results for groups with fewer than 10 students are not shown to protect student confidentiality.

During the 2004-2005 school year no students were expelled, and two students dropped out. Twenty-six transferred out of City on a Hill to another high school. Six students received an in-school suspension and there were 155 out school suspensions for behavior that violated City on a Hill's student code of conduct.

2004–05 District Report Card
City on a Hill Charter Public (District)

Grade 10 – Mathematics

	Included in Results		% Students at Each Performance Level			
	#	%	A	P	NI	W/F
Student Status						
Regular	71	100	3	35	38	24
Disabled	10	100	0	60	40	0
Gender						
Female	50	100	4	38	36	22
Male	31	100	0	39	42	19
Race/Ethnicity						
African American/Black	72	100	3	36	40	21
Hispanic	7	100				
Native American	1	100				
White	4	100				
Low Income	43	100	2	42	40	16
All Students						
2004	81	100	2	38	38	21
2003	53	100	2	11	53	34
State						
2004	70,293	97	29	28	28	15
2003	70,263	100	24	27	28	21

NOTE: MCAS results for groups with fewer than 10 students are not shown to protect student confidentiality.

2004–05 District Report Card

City on a Hill Charter Public (District)

2004 Adequate Yearly Progress (AYP) Report

English Language Arts

Student Group	2004				Cycle III combined data for 2003 and 2004					2004		
	Participation				Performance			Improvement		CD Attainment		
	Enrolled	Assessed	%	Met Target	N	CPI	Met Target	CPI Change	Met Target	%	Met Target	
Aggregate	80	80	100	Yes	133	75.6	Yes	11.1	Yes	100	Yes	Yes
Lim. English Prof.	3	-	-	-	-	-	-	-	-	-	-	-
Special Ed.	1	1	-	-	11	-	-	-	-	-	-	-
Low Income	43	43	-	-	68	73.5	-	7.8	-	100	-	-
Afr.Amer./Black	71	71	100	Yes	112	76.6	Yes	9.9	Yes	100	Yes	Yes
Asian or Pacif. Isl.	0	-	-	-	-	-	-	-	-	-	-	-
Hispanic	4	-	-	-	-	-	-	-	-	-	-	-
Native American	1	-	-	-	-	-	-	-	-	-	-	-
White	4	-	-	-	-	-	-	-	-	-	-	-

Mathematics

Student Group	2004				Cycle III combined data for 2003 and 2004					2004		
	Participation				Performance			Improvement		CD Attainment		
	Enrolled	Assessed	%	Met Target	N	CPI	Met Target	CPI Change	Met Target	%	Met Target	
Aggregate	61	81	100	Yes	134	62.9	Yes	6.7	Yes	100	Yes	No
Lim. English Prof.	3	-	-	-	-	-	-	-	-	-	-	-
Special Ed.	10	10	-	-	11	-	-	-	-	-	-	-
Low Income	43	43	-	-	68	62.5	-	5.4	-	100	-	-
Afr.Amer./Black	72	72	100	Yes	113	62.8	Yes	5.0	Yes	100	Yes	Yes
Asian or Pacif. Isl.	0	-	-	-	-	-	-	-	-	-	-	-
Hispanic	4	-	-	-	-	-	-	-	-	-	-	-
Native American	1	-	-	-	-	-	-	-	-	-	-	-
White	4	-	-	-	-	-	-	-	-	-	-	-

Adequate Yearly Progress History

		1999	2000	2001	2002	2003	2004	2004 Accountability Status	Cycle III Performance Rating	Cycle III Improvement Rating
ELA	Aggregate	No	No	Yes	Yes	Yes	Yes			
	All subgroups	N/A	N/A	N/A	N/A	Yes	Yes			
MATH	Aggregate	No	No	Yes	Yes	No	Yes	No Status	Low	On Target
	All subgroups	N/A	N/A	N/A	N/A	No	Yes			

Individuals

John Abele
 Kathleen O'Connor Abrams
 Steve Adelson
 Lindsay Miller & Peter Ambler
 Christian Amundsen
 Robert Apfel
 William & Ann Bain
 Andrew & Melora Balsou
 Deb & Steve Barnes
 William Barton
 Katherine Baublis
 Barbara R. Beatty
 Joel Beckman
 Martin & Kate Begein
 Michael & Mona Bennett
 Karin Berg
 Judy Bernstein
 Mariam Libby Blank
 Ian & Caitlin Blasco
 Denise Blumford
 Richard Boyd
 Donna Boyko
 Jaqueline Boyle
 Jane Ernstoff & Cynthia Bronner
 Ben R. Bronstein
 Mary C. Buletza
 Shawn Burke
 Amy & Ethan Burnes
 Candice Burnes
 Joe Cali
 Denise Jefferson Casper
 Diane Castro
 JD Chesloff
 Brian H. Chu
 Helen Clement
 Loring & Louise Conant
 Mark Conrad
 Dorothy Cooke
 Linda Cooke
 Stephanie Cooke
 Leo Corbett
 Carolyn Cordner
 Marie J. Crocetti
 Bill Crowley
 Sharon & Chris Curole
 Andre & Marilyn Danesh
 Jason T. & Julia Frost Davies
 Rich Davies
 Jennifer Davis

Frederick Deangelis
 Lee Delaney
 John Donohue
 Joseph & Joanne Dorsey
 Frank Driscoll
 Michael Duffy
 Mark Nunnely & Denise Dupre
 James & Leigh-Ann Durant
 Sean P. Egan
 Frank B. Epstein
 Houman Fardin
 Robert & Barbara Fierman
 Chester E. Finn
 Peter & Nancy Finn
 Janet & James Fitzgibbons
 William Flaherty
 Hamilton Duke Fox
 Lauren C. Franks
 Christopher & Hilary Gabrieli
 Joe Ganley
 Augustus P. Gardner
 James Giebutowski
 Kirk Gilbert
 John & MaryAnn Gilmartin
 Joan & Alfred G. Goldberg
 James Gormley
 Michael Grossman
 Elizabeth B. Haley
 William Hanson
 Maragret Harabaugh
 Paul Hays
 Winston Henderson
 Arthur & Becca Hozore
 Justin & Hilarie Huscher
 Jacob & Marsha Jacobson
 Erica & Scott Jamison
 Joanna Jean
 Charleen Johnson
 Edward & Abigail Johnson
 Patricia C. Johnson
 Tripp & Robin Jones
 Eugina Kaplan
 Helen Kass
 Karen & Barry Kay
 Winifred M. Kelley
 Hara Klein
 Bobbie Knable
 Downey Knapp
 Bryan A. Koplin

Eileen & Hal Kraus
 Janet Kraus
 Stephen Kraus
 Helen P. Ladd
 David Lane
 Steven & Mary LeMott
 Annon & Brenda Levy
 Alan & Harriet Lewis
 Geoff Lieberthal
 Roger & Alberta Lipson
 Ian & Isabelle Loring
 Phillip & Elizabeth Loughlin
 Bill Manburg
 Marty Marcus
 Mary Marshall
 Jamie McAndrews
 Michael McTeague
 Kadimah Michaelson
 Kevin Mohan
 Ed Moore
 Susan Morgan
 Stephanie Myers
 James M. Noiles
 Linda Hammett Ory
 Ollie Osinubi
 Greg Papazian
 Michael Pikiel
 Laura Anne Poster
 Kurt & Arlene Pressman
 Cy Prothro
 Mark Ragosa
 Shala Rahbar
 Erica & Alden Raine
 Erika Rettman
 Mark A. Broach & Elisabeth Reynolds
 Chris Rifkin
 Carl S. Rosendorf
 Marion Rothman
 Kevin Sandborn
 Gennaro Saporito
 Bernard LaCasse & Sandra Schafer
 Elisabeth Scharlack
 Charles Schellhorn
 Karl & Karen Schilling
 John R. Schneider
 Michael W. Schwartz
 Daniel Schwinn
 John Sears
 Jeremy Seidman

Anna & Mark Seigler
 Barbara Senecal
 Kathy Sherbrooke
 Louis & Amanda Shipley
 Pablo Vega & Jon Spampinato
 Helen B. Spaulding
 William & Karin Stahl
 Joanna Stavropoulos
 Nathan & Susan Tarcov
 Barry Tatleman
 Cathy Taylor
 Kathleen Thisle
 Peter Thomas
 Lia Fletcher & Ryan Thornton
 Michele Timmons
 Ann & Josh Tolkoff
 Nicholos Tranquillo
 George Tremblay
 George Vigiriolo
 Robert Weintraub
 Bryan Welch
 Scott & Mary Wells
 Karen Weltchek
 Kathleen West
 Johnett Westnetter
 Kenneth D. Williams
 Paul Williams
 Jane Willis
 Paul & Maxine Winig
 Peter Wittenborg
 Ancelin & John Wolfe
 Pamela Woodley-Alexander
 Gianfranco Zaccai
 Jerrold & Linda L. Zindler

Corporate

AG Edwards
 Alexander, Aronson, Finning, LLP
 American Express
 Arnold Worldwide
 Bain Capital
 Bear Stearns
 Boston Celtics
 Brookwood Financial Partners
 Circles
 Dancing Deer Bakery
 Dell Computers
 Foley, Hoag & Eliot
 From You Flowers
 Grand Cicle Travel
 Hilton Hotels
 J & S Carpet
 JP Morgan
 Krokidas & Blustein
 Legg Mason
 Lehman Brothers
 Mario Russo Salon
 Mass 2020
 Meredith & Grew
 Northern Trust
 Orr Hockey Group
 Paradigm Properties
 Ropes & Gray
 Sanford Bernstein
 Shaw's Supermarket
 Simon & Schuster
 Stanley Works
 Starbuck's Coffee
 Stop & Shop Supermarket
 Summit Partners
 Sunday River Ski Resort
 Susquehanna Financial Group
 Thomas Weisel Partners
 Wells Fargo Securities

Foundations

Alice Williard Dorr Foundation
 Anonymous
 Bain Capital Children's Charity
 Boston Globe Foundation
 Boston Red Sox Foundation
 Canyon-Johnson Youth Foundation
 Citizen's Bank Foundation
 Closeup Foundation
 Donnelley Foundation
 Flemming Family Foundation
 Friends of the Governor's Commission
 on Gay & Lesbian Youth
 Grand Circle Foundation
 Harlem Globetrotters Foundation
 Keller Family Foundation
 Mary & Kathleen Harriman Foundation
 Mifflin Foundation
 Millipore Foundation
 Shattuck Charitable Trust
 The Boston Foundation
 YMCA of Greater Boston



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