

Public Allies



General Information

Contact Information

Nonprofit	Public Allies
Address	71 Orange Street New Haven, CT 06511
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At A Glance

Year of Incorporation	2004
Organization's type of tax exempt status	Public Supported Charity
Organization received a competitive grant from the community foundation in the past five years	Yes

Mission & Areas Served

Statements

Mission

Public Allies CT's (PACT) mission is to create a just and equitable society and the diverse leadership to sustain it.

Toward this end we offer, a signature leadership development AmeriCorps program that advances the skills, networks, and experiences of diverse young leaders linked to a national service model; a proven program design that links emerging talent to meet the human resource needs of the nonprofit sector in CT; a cost-effective model that leverages federal and private funds to sustain and to build capacity of nonprofits in CT.

Background

Public Allies CT (PACT) is designed to meet several emerging needs in Greater New Haven, including 1) creating a pipeline of leaders for the nonprofit sector; 2) increasing the capacity of nonprofit organizations in a cost-effective manner 3) strengthening civic participation by promoting service opportunities for Greater New Haven residents and program participants.

Young adults graduating from local high schools, community colleges, colleges and universities have a difficult time entering the workforce supported by the nonprofit sector. Given the recent economic downturn, and the state of the nonprofit sector in CT, it's even more difficult for young adults to find meaningful professional opportunities, particularly in the nonprofit sector. However, the nonprofit sector in CT and nationwide is faced with a fast growing problem of finding qualified talent required to fill "the leadership deficit", as coined by Thomas Tierney, author of a 2006 study conducted by the Bridgespan Group. The study posits that as nonprofits grow in number and size, they are challenged to find leaders and managers who have relevant and necessary experience to lead these evolving organizations. The study also points out that the nonprofit sector is particularly vulnerable to the leadership deficit due to the mere fact that a large number of baby boomers are slated to retire in the coming years. In CT, the problem of the leadership deficit is compounded partly because CT is very good at exporting young talent to other parts of the country and formal pipelines developing talent in CT's nonprofit sector are just emerging.

PACT addresses the following needs: The needs of young adults to get practical experience in nonprofit leadership positions; the needs of young adults for extensive and practical hands-on training in diversity, collaboration, strength-based approaches to working with particular communities; the need to expand service opportunities to young adults in order to foster change in nonprofit organizations, government and civic leadership; the need for nonprofit organizations to increase capacity in an economic downturn; the need for nonprofit sector to develop a sustainable pipeline of diverse and new talent entering the workforce.

Impact

In 2014-2015:

80% of Ally respondents from the Class of 2015 answered yes to the statement: "Do you think your practice of the Public Allies' core values increased your ability to achieve meaningful results in your community and at your Partner Organization?"

92% of graduating Allies indicated that "Public Allies has prepared me well for my future education and career goals."

92% of graduating Allies indicated that "I see myself as a leader who can make a difference on issues I care about."

100% of Partner Organizations reported that their Ally met or exceeded expectations.

In answering the question, "How satisfied are you with your organization's partnership with Public Allies?", 83.3% indicated that they were either very satisfied or satisfied.

Needs

1. Unrestricted Revenues: Each year, Public Allies CT depends on the generosity of local donors to accomplish its mission. Unrestricted revenues supports our training and learning agenda, service projects, and retreats.
2. Ally Scholarships: Participants commit to a 10-month apprenticeship and serve 1700 hours in total with a local nonprofit organization. Nonprofit organizations contribute \$14,300 per ally to host an ally. Ally scholarships will off-set the costs of a placement in a nonprofit organization, especially for non-degreed Allies who are ready for the challenge of this opportunity, but may not have the same level of experience as other candidates.
3. Business Sponsorship: Public Allies CT is always looking to partner with local business interested in doing service projects in the Greater New Haven. Service projects can be sponsored by local businesses and donors, which will then be coordinated by Public Allies CT's staff and allies in partnership with community participants and other sponsoring organizations.
4. Advisory Board Members: Public Allies CT is always looking for advisory board members that can open opportunities for Public Allies CT to be more visible in the Greater New Haven area as well reaching greater impact in community collaborations.
5. Technology/Training Resources: Because of our focus on leadership development, Public Allies CT provides over 250 hours of professional development opportunities to Allies and sometimes to their host organizations. Technology/Training resources that will enhance our ability to provide leadership development are greatly appreciated. Resources may include: audio/visual equipment, laptops, ipads, projector screen, and other equipment.

CEO Statement

The most distinctive quality of Public Allies, which I believe sets it apart from any other organization I've encountered, is its conviction that everyone has the capacity to lead. The belief in the ubiquity of leadership potential courses through Public Allies' veins, in its mission, workplans and day-to-day operations and interactions with constituents.

I came to appreciate this distinct embrace of "everyone leads" with my own understanding of public service, informed by a background that included a term with City Year in Washington, DC. I am the direct beneficiary of the mentorship, compassion, and belief of others when I was most vulnerable and most likely to fall off the rails. Those mentors believed that I had assets and strengths that mattered and could be put to good use, and I came to believe them, and likewise, that we all possessed this potential.

Another unique trait I've learned to appreciate during my years with Public Allies is the organization's commitment to practicing what it preaches - that effective leaders should possess the ability to connect across cultures, facilitate collaborative action, recognize and mobilize all of a community's assets, be accountable to those they work with and those they serve and continuously learn and improve. One example of this commitment to practicing leadership is Public Allies' new commitment to ensuring that at least 50% of Allies classes be comprised of "opportunity youth," individuals who are neither employed, in school, or possess a post-secondary degree. While Allies classes have always included this demographic to some degree, this new pledge reflects Public Allies authentic belief in its "everyone leads" mantra.

But it will also require an embrace of continuous learning and a dedication to improve as an organization. While we have no doubt that more diverse classes of Allies will lead to better outcomes for the leadership development experience of Allies and the communities they serve, we also are not naïve that this new course will come with no new challenges. Opportunity youth generally come from less privileged backgrounds than the typical young person, and will require additional resources and supports during their term with Public Allies beyond what we have traditionally offered. Learning how to best support opportunity youth with limited resources will be an ongoing experiment, but one that we will continue to implement until all Allies have the resources and supports they need to thrive as Allies and future leaders of the nonprofit sector.

Board Chair Statement

My name is Preston Tisdale. More than 30 years, ago, I began my legal career in Connecticut. Throughout that time, I have always prioritized service to Connecticut's communities, which has included my tenure as chair of RYASAP's board of directors.

The mission of RYASAP is to function as a catalyst in communities to ensure the safe and healthy development of youth, young adults and families. We are fortunate to have had Public Allies in Connecticut for the past nine plus years to help us carry out this mission and happy to facilitate and support its presence in our state as its fiscal sponsor.

RYASAP provides back-office support – accounting, human resources capacity, legal expertise - and governance for Public Allies CT. Thankfully, Public Allies has fine-tuned program and operational models over the years at sites across the country with coordination from its national office in Milwaukee. As a result, Public Allies CT has continually operated without the need to be micromanaged by RYASAP's board of directors and administrative team.

From my perspective, one particularly valuable strength of the Public Allies operational model is its ability to sustain itself financially by leveraging a variety of funding channels. An annual federal grant from AmeriCorps dictates the number of Allies that can be placed. In addition, Partner Organization (PO) fees and private philanthropy help sustain the training and support that is delivered by Public Allies CT and thereby nurture the leadership competencies of young Allies and strengthen the capacity of numerous nonprofits.

Currently, the volatility of federal funding is the greatest challenge to this model. The size of the AmeriCorps grant varies from year to year and is not finalized until the July preceding Allies' September start date. As a result, Public Allies CT is unable to fully plan the number of Ally slots it can offer and therefore the number of placements at POs. If the size of the AmeriCorps grant is smaller than anticipated, some tentatively admitted Allies will unfortunately have their admission withdrawn and POs that have been cleared to host an Ally will no longer receive one. Despite the fact that the Public Allies National Office manages the AmeriCorps application process and closely monitors the funding trends for all Public Allies franchises of the Corporation for National and Community Service (CNCS), the instability, connected with federal funding has presented the delivery of this invaluable service with monumental challenges.

Despite these uncertainties, Public Allies CT continues to facilitate the growth and enhanced sophistication of the nonprofit sector in Connecticut to a far greater degree than most institutions with which I am familiar. I hope to continue to have the honor of providing stewardship of this vital organization for many y...

Service Categories

Primary Organization Category

Public & Societal Benefit / Management & Technical Assistance

Secondary Organization Category

Public & Societal Benefit / Leadership Development

Areas Served

New Haven

State wide

Public Allies Connecticut serves the Greater New Haven, Hartford, and Bridgeport areas with unique partnerships across the state.

Programs

Programs

Signature AmeriCorps Program

Description	PACT recruits and places talented young adults to serve in a 10-month apprenticeship with local nonprofits in the Greater New Haven area. Each ally serves a minimum of 1700 hrs of service to the Greater New Haven community through a combination of service at host organization (partner organization), service in the community via a community group service project called Team Service Project, and through participation in training and professional development coordinated by PACT staff. Allies receive upwards of 300 hours of professional development and training throughout the course of 10 months; participate in an innovative community service project that addresses an emerging issue/need in Greater New Haven; expand their networks and interests in nonprofit sector through their service.
Budget	\$493,000.00
Category	Employment, General/Other / Apprenticeships
Population Served	Adults / General/Unspecified / General/Unspecified
Program is linked to organization's mission and strategy	Yes
Short Term Success	1) 90% of graduating Allies' outlined service objectives will be met or exceeded. 2) 85% of graduating Allies will show an overall improvement in their leadership skills related to Public Allies core values. 3) 90% of graduating allies will demonstrate and overall increase in the attitudes and behaviors that contribute toward being an effective citizen as measured by pre-and-post assessments given at the beginning and end of the program year. 4) 90% of Partner Organizations will meet their capacity objectives as a result of hosting an ally
Long Term Success	Overarching Goal: Public Allies CT's Graduates become effective change agents that focus on results, embrace values and build more effective nonprofit and public sector organizations. 1) PACT meets community needs by providing enthusiastic young adults to provide full-time service at local nonprofit and public sector organizations. 2) PACT develops young leaders that become effective change agents that focus on results, embrace values that build more effective nonprofit and public sector organizations. 3) PACT meets the needs of nonprofit organizations by helping them build capacity by increasing volunteers, increasing collaboration with other organizations, improving personnel management, and other support that helps them enhance and expand their services.
Program Success Monitored By	Satisfactory performance and documentation of service objectives met on PACT's Personal Impact and Service Documentation (PISD) web-based member service management system. Public Allies CT's 360 degrees retrospective feedback assessment Ally pre-and-post service civic engagement survey based on the "short" form of Social Capital Community Benchmark Survey developed by the Kennedy School of Government at Harvard. Partner organization year end survey

Examples of Program Success

- From 2007-2011, 88% of Allies successfully completed their term of service
- From 2007–2011, 90% of graduating Allies met their nonprofit placement performance goals by the end of their service period
- In 2011-2012, 100% of Partner Organizations indicated that Allies have helped them meet their capacity-building goals
- Collectively, Allies contributed over 125,000 hours of service to Connecticut nonprofits over the last two years
- PACT experienced a 400% increase in the number of Ally applications since 2007 (over 230 applications were received for 37 slots for 2012-2013 programmatic year)

Testimonials from Graduating Allies:

"I learned more about myself this year than I did through four years of college."

"I think Public Allies is just about the greatest thing ever. The incredible ability for Public Allies to foster leadership and sense of community in people who never saw that in themselves is amazing."

Leadership & Staff

CEO/Executive Director

Ms. Lindsey Tengtenga

Term Start

Sept 2013

Email

lindseyt@publicallies.org

Experience

Prior to being named Executive Director, Tengtenga served as the Public Allies CT Program Manager for the Hartford Area, where she managed partner relationships with 15 organizations and coached 25 Allies. Ninety-five percent of the Allies she worked with immediately entered into the workforce or continued their education.

As Program Manager, she supported the 2012-2013 Hartford Allies through their Team Service Project, where they founded the Reel Youth Hartford Film Festival, engaging high school students in storytelling and filmmaking trainings, with an opportunity to screen their films at a local art-house theater, Cinestudio, on Trinity College's campus. Overwhelmingly successful, plans to make this an annual event have begun by all parties involved.

Tengtenga also played a leading role in the development of the Community Consultation Circles Fellowship program that works to advance the leadership abilities and career pathways for disconnected young adults by engaging them in community building and community change.

A Hartford resident, Tengtenga received both her undergraduate and graduate degrees from Trinity College. She completed her Master's degree in Public Policy while working for the college's Office for Community Service and Civic Engagement. In her policy program, Tengtenga researched the issue of high incarceration rates in the City of Hartford, while organizing community conversations, comprised of over 200 community members, on the issue of youth of incarcerated parents.

Active in her local Hartford community, Tengtenga serves on the board of the West End Civic Association as the Chair of the West End Farmers' Market, a market in its 11th season which is committed to bringing local produce to Hartford's neighborhoods.

She also serves on the HIV/AIDS Commission for the City of Hartford, focusing her efforts on a fellowship program for people living with HIV/AIDS, to empower them to be more confident, accountable, informed, and effective participants on planning councils, and on boards of organizations that provide services to the community of HIV/AIDS.

Longtime volunteer at Cinestudio, she has recently been appointed to the board and continues to support the non-profit movie theater in developing meaningful community partnerships.

Staff

Number of Full Time Staff	4
Number of Part Time Staff	0
Number of Volunteers	400
Number of Contract Staff	0
Staff Retention Rate	100%

Staff Demographics - Ethnicity

African American/Black	1
Asian American/Pacific Islander	0
Caucasian	2
Hispanic/Latino	1
Native American/American Indian	0
Other	0 0

Staff Demographics - Gender

Male	1
Female	3
Unspecified	0

Plans & Policies

Organization has a Fundraising Plan?	Under Development
Organization has a Strategic Plan?	Under Development
Years Strategic Plan Considers	N/A
Management Succession Plan?	Under Development
Organization Policy and Procedures	Yes
Nondiscrimination Policy	Yes
Whistleblower Policy	Yes
Document Destruction Policy	No

Formal Evaluations

CEO Formal Evaluation	N/A
CEO/Executive Formal Evaluation Frequency	Annually
Senior Management Formal Evaluation	Yes
Senior Management Formal Evaluation Frequency	Annually
Non Management Formal Evaluation	Yes
Non Management Formal Evaluation Frequency	Annually

Collaborations

A core feature of Public Allies' work is partnering with area nonprofits to serve those organizations' capacity building needs in a cost-effective manner while also providing Allies a context in which to practice and develop their leadership abilities. In 2012-2013, 25 Partner Organizations hosted at least one Ally, including 8 in New Haven (New Haven Land Trust; DOMUS Academy; New Haven Academy, United Way BOOST; Squash Haven; Science Park Development Corporation; New Life Corporation; and City Wide Youth Coalition).

In addition, PACT coordinates with local facilitators like Bill Roberts, Kenya Rutland, and Meghan Lowney to provide trainings for Allies; invites community members to serve on panels during Allies' end-of-term Presentations-of-Learning (POLs); and routinely loans its office space for use to local nonprofits, including Solar Youth, New Haven Theater Company, CARC, Billings Forge, Co-Opportunity and IRIS, among others.

Board & Governance

Board Chair

Mr. Preston Tisdale

Company Affiliation

Koskoff, Koskoff & Bieder, PC

Term

Jan 2013 to Dec 2016

Board of Directors

Name	Affiliation
Ms. Dorothy Adams	Community Volunteer
Mr. James Agostine	Superintendent, Monroe Public Schools
Mr. Ian Bass	Community Volunteer
Mr. David Blagys	Wakeman Boys & Girls Club
Ms. Susan Briggs	Community Volunteer
Mr. Eduardo Caberra	Peoples United Bank
Dr. Gary Cailfi	Superintendent, Trumbull Public Schools
Ms. Caryn Campbell	Fairfield Public Schools
Ms. Valerie Carlson	People's United Bank
Mayor William Finch	City of Bridgeport
Chief Joseph Gaudette	Bridgeport Police Dept.
Mr John Hamilton	Regional Network of Programs
Hon. John Harkins	Mayor of Stratford
Mr. Timothy Herbst Esq.	First Selectman, Trumbull
Dr. Bernard Josefsberg	Superintendent, Region 9/Easton/Redding
Chief Thomas Keily	Trumbull Police Dept.
Mr. William T. Kosturko	Community Volunteer
Ms. Sally Lundy	ADAM
Ms. Phyllis Machledt	Habitat for Humanity
Mr. Hamid Malakpour	TD Bank
Ms. Aimee Marcella	University of Bridgeport
Ms. Jessica Matrigall	Bridgeport Hospital
Ms. Melissa Lucke McGarry	Trumbull Public Schools
Chief Gary McNamara	Fairfield Police Department
Ms Frances Newby	Community Volunteer
Dr. Dudley Orr	Principal, Bunnell High School
Ms. Tammy Papa	City of Bridgeport
Ms. Peggy Perillie	Community Volunteer
Ms. Melissa Quan	Fairfield University
Ms. Frances Rabinowitz	Bridgeport Public Schools
Dep. Chief Patrick Ridenhour	Stratford Police Department

Janet Robinson	Superintendent, Stratford Public Schools
Dr. Janet Robinson	Stratford Public Schools
Chief John Salvatore	Monroe Police Dept.
Mr. Corey Sneed	Citibank
Mr. John Solomon	Easton Police Dept.
Mr. Robert Susalka	Community Volunteer
Hon. Michael Tetreau	First Selectman, Fairfield
Mr. Paul Timpanelli	Bridgeport Regional Business Council
Dr. David G. Title	Superintendent, Fairfield Public Schools
Mr. James Tomchik	Merit Insurance
Ms. Tammy Trojanowski	Town of Stratford
Hon. Stephan Vavrek	First Selectman, Monroe
Atty. Stephen Wright	Goldman, Gruder & Woods

Board Demographics - Ethnicity

African American/Black	5
Asian American/Pacific Islander	1
Caucasian	37
Hispanic/Latino	2
Native American/American Indian	0
Other	0 0

Board Demographics - Gender

Male	32
Female	13
Unspecified	0

Governance

Board Term Lengths	0
Board Term Limits	0
Board Meeting Attendance %	67%
Number of Full Board Meetings Annually	6
Written Board Selection Criteria	No
Written Conflict of Interest Policy	Yes
Percentage Making Monetary Contributions	100%
Percentage Making In-Kind Contributions	0%
Constituency Includes Client Representation	Yes

Financials

Financials

Fiscal Year Start

Jan 01 2016

Fiscal Year End

Dec 31 2016

Projected Revenue

\$1,069,975.00

Projected Expenses

\$1,171,408.00

Endowment Value

\$0.00

Spending Policy

N/A

Percentage (if selected)

0%

Detailed Financials

Prior Three Years Total Revenue and Expense Totals Chart

Fiscal Year	2014	2013	2012
Total Revenue	\$1,264,926	\$1,504,477	\$1,326,684
Total Expenses	\$1,261,262	\$1,409,255	\$1,256,668

Prior Three Years Assets and Liabilities Chart

Fiscal Year	2014	2013	2012
Total Assets	\$0	\$0	--
Current Assets	\$0	\$0	--
Long-Term Liabilities	\$0	\$0	--
Current Liabilities	\$0	\$0	--
Total Net Assets	\$0	\$0	--

Prior Three Years Top Three Funding Sources

Fiscal Year	2014	2013	2012
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

Solvency

Short Term Solvency

Fiscal Year	2014	2013	2012
Current Ratio: Current Assets/Current Liabilities	--	--	--

Long Term Solvency

Fiscal Year	2014	2013	2012
Long-Term Liabilities/Total Assets	--	--	--

Capital Campaign

Currently in a Capital Campaign?

No

Goal

\$0.00

Comments

CEO Comments

Public Allies operates under the 501c3 of RYASAP. The 990s and audits contained in this profile are those for RYASAP. The previous three years of financial information in the profile is specific to Public Allies.

Foundation Staff Comments

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This profile, including the financial summaries prepared and submitted by the organization based on its own independent and/or internal audit processes and regulatory submissions, has been read by the Foundation. Financial information is input by Foundation staff directly from the organization's IRS Form 990, audited financial statements or other financial documents approved by the nonprofit's board. The Foundation has not audited the organization's financial statements or tax filings, and makes no representations or warranties thereon. The Community Foundation is continuing to receive information submitted by the organization and may periodically update the organization's profile to reflect the most current financial and other information available. The organization has completed the fields required by The Community Foundation and updated their profile in the last year. To see if the organization has received a competitive grant from The Community Foundation in the last five years, please go to the General Information Tab of the profile.



The Community Foundation
for Greater New Haven

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203-777-2386

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