

# MAINE STATE LEGISLATURE

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# Annual Report

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JMG is a private, nonprofit established by the Maine Legislature in 1993 to provide students with a comprehensive dropout prevention and school-to-career transition system.

## **Executive Summary January 2019**

The mission of Jobs for Maine's Graduates (JMG) is to identify students who face barriers to education, and to guide each one on to a successful path toward continued education and a meaningful career.

In 2018, JMG celebrated 25 years of shared success with our long-time partners in public education and private businesses. Together, we have helped more than 50,000 Maine students graduate from high school connected to a pathway toward continued education, a meaningful career, and productive adulthood.

The enclosed materials contain annual results, the locations of JMG programs across the state of Maine, and board-approved budget information.

JMG is proud to play our part in realizing a vision for the future of Maine. Thank you for your support of JMG and your commitment to Maine's students.

Sincerely,  
Craig Larrabee,  
President & CEO



**Board Approved Budget for Period of July 1, 2017 thru June 30, 2018**

<b>REVENUE</b>	<b>JMG FY18</b>
ME DOE - State Appropriation	3,545,379
ME DHHS	1,186,000
Local School Contributions	1,759,500
Private & Grant Development Goal	1,463,558
Nellie Mae Education Foundation Grant with PPS	526,000
<u>FINLIT Grant</u>	<u>300,000</u>
<b>Total Revenue</b>	<b>8,780,437</b>
<b>EXPENSE</b>	
Salaries	5,517,972
Benefits	<u>1,471,558</u>
Subtotal Personnel	6,989,529
Partner Expenses	670,930
Travel Expenses	154,475
Training and Development	141,450
Supplies	40,875
Student Conferences and Activities	147,058
Central Office	336,120
<u>Strategic Growth Fund</u>	<u>300,000</u>
<b>Total Expense</b>	<b>8,780,437</b>
<b>Net Revenue</b>	<b>0</b>



**Board Approved Budget for Period of July 1, 2018 thru June 30, 2019**

<b>REVENUE</b>	<b>JMG FY19</b>
ME DOE - State Appropriation	3,545,379
ME DHHS	3,662,040
ME DOL Vendor	50,000
Federal DOE - Voc Rehab	448,217
Local School Contributions	1,787,500
<u>Private &amp; Grant Development Goal</u>	<u>1,688,088</u>
<b>Total Revenue</b>	<b>11,181,224</b>
<b>EXPENSE</b>	
Salaries	7,371,849
Benefits	<u>1,625,974</u>
Subtotal Personnel	8,997,823
Partner Expenses	732,500
Travel Expenses	171,385
Training and Development	276,950
Supplies	68,450
Student Conferences and Activities	161,612
Central Office	372,504
<u>Strategic Growth Fund</u>	<u>400,000</u>
<b>Total Expense</b>	<b>11,181,224</b>
<b>Net Revenue</b>	<b>0</b>





MAINE'S STUDENTS **MAINE'S FUTURE**

JMG students are proud to contribute  
**\$25,000**

to the  
**D E M P S E Y**<sup>™</sup>  
**C E N T E R**



JMG partners with the Unity Foundation, UniTel, Inc., and the Maine Community Foundation to teach students about the value of community commitment and the principles of smart philanthropy through a program called Jumpstart Our Youth (JOY).



In the past decade, JMG students have volunteered **202,492** hours and contributed more than **\$2,206,965** to nonprofits throughout Maine.

**This contribution is made in loving memory of  
JMG Specialist Barbara Jewett  
who was passionate about making a  
difference in the lives of students.**



# CELEBRATING

# 25

# YEARS OF SHARED SUCCESS



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**Since 1993, JMG and our long-time partners in public education and private businesses have helped more than 50,000 Maine students graduate from high school connected to a pathway toward continued education, a meaningful career, and productive adulthood. JMG's unique connections to private employers, businesses, and community leaders are an essential part of our proven results of increased high school graduation rates, college persistence and degree attainment.**



*Thank you for joining us to celebrate your investment in Maine's students. Your participation and ongoing support will enable us to continue to create pathways for the more than 9,000 students served annually in more than 131 programs throughout all 16 counties in the state.*

*We are proud to honor the achievements of our students throughout the past twenty-five years, both in the classroom and in the workforce.*

*Together we look to the future and embrace the important work we are all doing to ensure a thriving workforce and economic prosperity in Maine for years to come.*

**MAINE'S STUDENTS  
MAINE'S FUTURE**

# FORWARD

Dear Guests of JMG,

Welcome, on behalf of JMG's Board of Directors, the entire staff of JMG, and our remarkable host committee of the four Maine governors who were pivotal leaders in establishing bipartisan support for JMG and our students throughout the past 25 years.

We are deeply appreciative of The Honorable John R. McKernan, The Honorable Senator Angus King, The Honorable John E. Baldacci, and our current governor, The Honorable Paul R. LePage for hosting tonight's festivities.

And we want to thank each of you for joining us for this occasion. It is so uplifting to see and to be in the company of so many colleagues, supporters and investors. We have some

very special guests here tonight: alumni from each year of JMG's existence, from our first graduating class through 2018. This is an impressive group of young leaders and their stories of perseverance and success ignites hope and enthusiasm for our collective futures. JMG graduates represent the next generation of young professionals who will be leading Maine's education and economic landscape.

This gala is a true celebration of JMG's past, present and future. It is an opportunity to honor those who helped to establish the organization. It is a chance to acknowledge those who built and continue to support JMG's public-private partnership. And it is a time to recognize all of those who developed, refined and currently

deliver exceptional programs and services to more than 9,000 students statewide.

We extend a special thanks to all of our gala sponsors, and especially those who contributed \$25,000 above and beyond annual contributions in honor of JMG's 25 years.

The Board of Directors is proud of the accomplishments of JMG, and we understand the organization could not have delivered on mission without the investments of donors, community and business leaders, bipartisan government supporters, and our public education and nonprofit partners. With sincere gratitude, we would like to recognize each of you for making this a memorable event - the impact of which will continue for years to come.

**Scott Hamilton**  
Chair, JMG Board of Directors



*Scott Hamilton has an extensive business background in finance, operations and general management. For many years, he was a VP and General Manager at IDEXX Laboratories. He was also a CPA and held multiple financial leadership positions in his 35-year career. He serves on the board of directors of Ascentria Care Alliance and the Boys & Girls Clubs of Southern Maine.*

**Chris Cimino**  
Incoming Chair, JMG Board of Directors



*Christopher Cimino is the Executive Vice President for C.M. Cimino Inc., & C.M. Cimino Realty Inc. Mr. Cimino has more than 25 years of executive management and board expertise. He also serves on the board of directors for the Imagine America Foundation, the Center for Grieving Children, AGC Maine and the Boys & Girls Club of Southern Maine.*



# JMG COACHES STUDENTS TO DISCOVER THEIR INDIVIDUAL TALENTS, DEVELOP SKILLS AND SEIZE OPPORTUNITIES TO ACHIEVE THEIR PERSONAL POTENTIAL.



**S**tudents enrolled in the JMG program face multiple barriers to education. Through our student-centered approach to teaching, each student is treated as an individual.

JMG's Middle School and High School programs are taught within our partnering schools by a JMG Specialist, who is trained and employed by JMG. JMG's College Success Program ensures students have the support they need to stay in school and attain a degree.

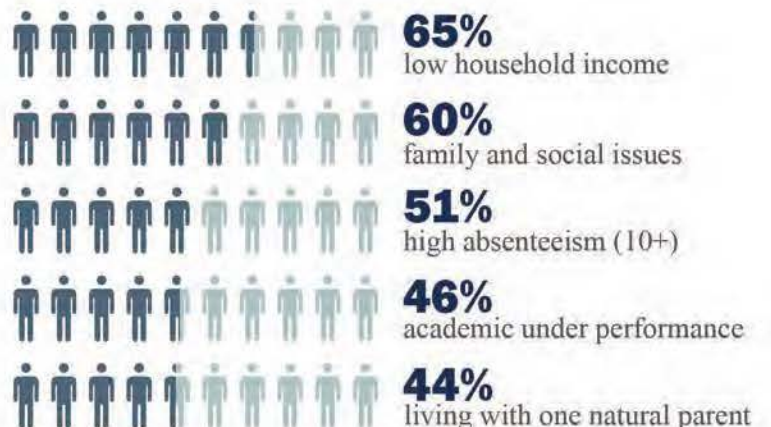
JMG's curriculum incorporates job skills, communication and team building skills, leadership, time management, financial literacy and more.



JMG is the only organization in Maine to offer a continuum of support; serving students from middle to high school and onto post-secondary education and careers.

JMG provides follow-up services, which allow us to observe and support students as they navigate through post-secondary education and training pathways. By partnering with public education and private businesses, JMG ensures these students become thriving members of Maine's workforce.

JMG students have been identified as being at risk of not succeeding in school because of the barriers they face. While there is no simple definition, JMG utilizes a set of well-researched risk factors encompassing 34 possible barriers. Students in the JMG program must face a minimum of four barriers. The most common include:



Dear JMG Champions,

**Congratulations!** JMG's 25th Anniversary is a celebration of thousands of individuals who have contributed to the organization's strength, growth, expansion and resilience! Collectively, we have helped more than **50,000** young people in our schools achieve success!

The comment made most often to JMG leaders is, "I wish JMG had been around when I was in school!"

This comment can be attributed to two explanations. First, in Maine, we are bonded by a deep regard for work ethic, resiliency and persistence. At the heart of JMG is our dedication to imparting these values to the next generation of Mainers. Second, because most of us carry the memories of barriers we faced as adolescents, we know intrinsically the value of helping young people overcome hurdles so they can become productive and dynamic adults - who in turn, are able and willing to give back to the State of Maine.

As a proud Maine native, who grew up working on my grandparents' farm, I valued the support of my family and teachers and I was the first member of my family to enroll in college. One year after graduating from college, JMG was founded, and it was an honor to be offered the position of a JMG Specialist in Washington County.

It is impossible for me to imagine a more rewarding 25 years than my experience at JMG. It is a privilege and humbling to serve as President and Chief Executive Officer of an organization that is committed to raising the expectations and capabilities of the next generation to steer Maine toward a more vibrant and global economy. **JMG is mission driven!**

We are grateful to so many who have helped guide JMG toward its prominence as the preferred education and workforce development organization for young people in Maine. We attribute much of our students' success to JMG's devoted partners, who are equally dedicated to supporting students in their journey in becoming extraordinary leaders and career professionals.

Much of the credit for JMG's success is due to the leadership of JMG's stellar board of directors and dedicated and talented field staff. Day after day, JMG Specialists keep our commitment to being student-centered and results-driven at the forefront of all services delivered, events conducted, and outcomes achieved.

We are extremely proud of the past 25 years at JMG. And, as a forward-looking organization, there is no doubt, we will have much more to celebrate in the next 25 years!

**Craig Larrabee**  
President & CEO



**“ COLLECTIVELY,  
WE HAVE HELPED MORE THAN  
50,000  
YOUNG PEOPLE  
IN OUR SCHOOLS  
ACHIEVE SUCCESS ”**

*Craig Larrabee serves on the executive team of Jobs for America's Graduates. He is an alumnus of the University of Maine at Farmington. Craig is a former appointed member of the Maine Department of Labor State Workforce Board and most recently nominated as a Trustee of the University of Maine System.*

**ADVOCATE**  
**MENTOR**  
**GUIDANCE COUNSELOR**  
**TEACHER**  
**CAREER COACH**  
**EDUCATOR**  
**SUPPORT**  
**MOTIVATION**  
**IMPACT**  
**CHEERLEADER**  
**CONFIDANT**  
**LIFE COACH**  
**ROLE MODEL**  
**INVESTED**

JMG Specialists are the lifeblood of our organization. Their role is to advocate for students and identify their needs. A Specialist acts as mentor, guidance counselor, and educator, all through learning strategies that incorporate job skills, communication and team building skills, leadership, time management, financial literacy and more.

JMG Specialists support and motivate students to overcome obstacles, and actively turn their dreams into reality.

Their job is not 8 to 5, nor does it end when a student graduates. They are embedded in their school districts and their communities. Their passion to make a difference in the lives of the students we serve drives JMG to evolve and expand, continuously striving to help more students connect to a pathway toward continued education, a meaningful career, and productive adulthood.

Student centered, results driven.

Our Specialists take great pride in their roles as professionals and their dedication shows in the longevity of JMG careers; more than 20% of employees have been with us for 10 years or more.

JMG was named one of the top three best places to work in Maine – and it was the only nonprofit to receive the award.



Dear Friends of JMG,

It was my good fortune to join the JMG magic 15 years ago. A little more than a year after I was hired, Craig Larrabee stepped into the CEO & President role and he promoted me to Executive Vice President. Indicative of his inclusive approach, Craig said to me: "We are going to be co-leaders of JMG, we are going to lead this together."

I already knew I was a leader. But Craig's promise was a poignant moment for me. I understood the substantive value of being recognized and positioned as a co-leader. Yes, Craig is the CEO & President; and yes, that is the highest executive position. But Craig and the board of directors have made room for me to lead in big and important ways. And that was a really good decision, because it made the company stronger.

Given the significance of our current social consciousness with respect to gender equality, it is critical to understand leadership that elevates equity has to be modeled. It has to be modeled explicitly, acknowledged, and celebrated. JMG does this for our company and employees. There are eight people on JMG's executive team, four men and four women. JMG's regional management team is made up of four men and five women. We intentionally elevate big picture dialogue to focus on ownership, expectations, shared success, collaboration and transparency. We do this a lot.

Most importantly, we do this for our students.

A cornerstone of the JMG experience is teaching students how to be strong leaders. JMG students learn public speaking, problem solving, and decision-making skills. But what makes JMG unique is we intentionally teach our students the difference between good leadership and great leadership. Because of this, JMG students learn what it means to be accountable; how to be inclusive; and, the power of promoting equity - purposefully - so that all of their peers will have the opportunity to reach their fullest potential.

As our programs expand, and more students are served, it is exciting to contemplate future JMG graduates as a groundswell of positive influencers. Our leadership team at JMG is driven and heartened by the responsibility and privilege of honing the skills and cultural awareness of the next generation of Maine's leaders.

Kimberley Acker Lipp  
Executive Vice President



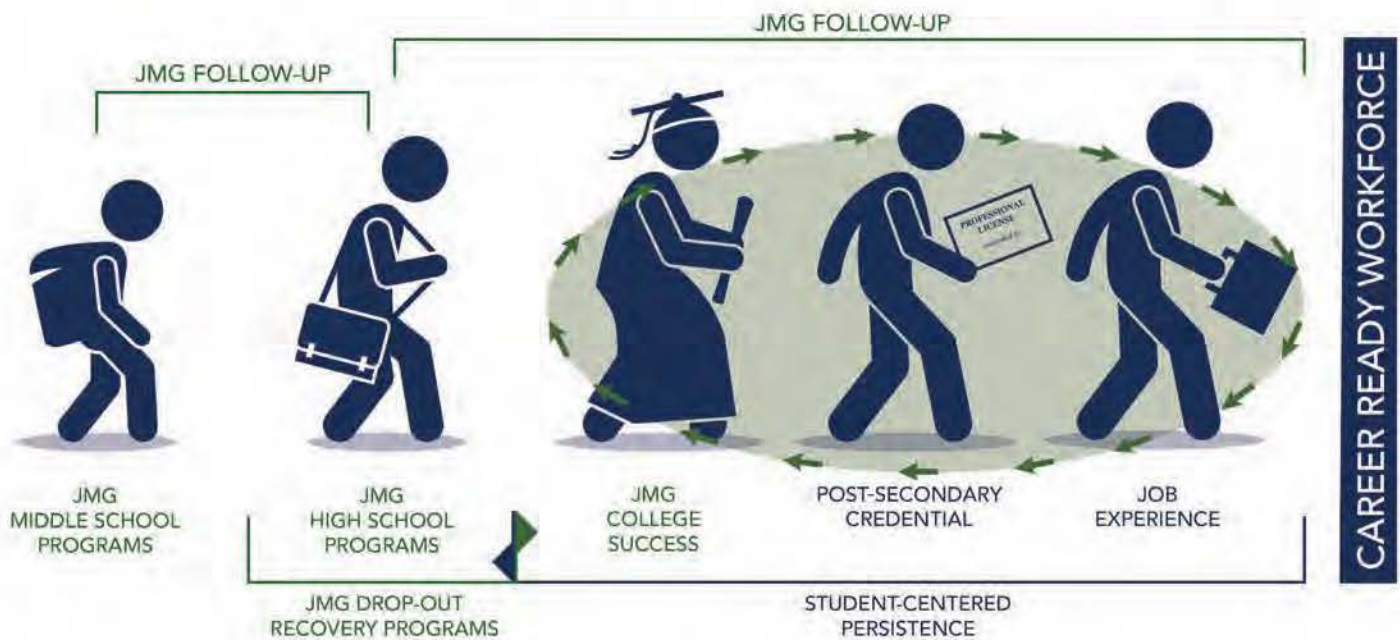
**“ IT IS CRITICAL TO UNDERSTAND THAT LEADERSHIP THAT ELEVATES EQUITY HAS TO BE MODELED ”**

*Kim Lipp has in-depth experience in culture building, organizational development and business strategy. She often leads large scale, systems-focused initiatives, and has been the recipient of a Friend of Maine's Youth, New England Emmy, and National Parents' Choice awards. Kim is also an appointed Commissioner for the Maine State Museum.*

# CONTINUUM OF SUPPORT

## JMG CORE PROGRAMS AND INITIATIVES

JMG is the only nonprofit in Maine offering a continuum of support to help students transition from middle school through high school graduation, onto post-secondary education through degree attainment and connections to successful career pathways.



### Middle School

JMG's middle school program helps students develop communication, team-building, leadership, and problem-solving skills through project work and adventure based activities. It includes a hands-on community service component, teaching students about the importance of giving back. There are four areas of concentration: leadership development; civic awareness; social awareness; and career exploration.

### High School

The JMG high school core program is offered in partnership with public schools, and all programs are offered as a for-credit course. The primary objective is to keep students fully engaged in high school through graduation, leading to enrollment in post-secondary education, a continued education credential or training program, or a quality job with a career pathway. All students receive a minimum of 12 months of follow-up support.

### College Success

JMG's College Success Program (CSP) is a comprehensive bridging and retention program that starts in high school and continues seamlessly through college. The goal of CSP is to help students with barriers to education obtain a post-secondary credential. In partnership with Maine colleges, CSP plays a critical role in students' success and can mean the difference between a student completing college or dropping out.

**Career Coordinators** partner with local businesses and connect with JMG Specialists to develop and deliver a career preparation curriculum that addresses the gap in soft career skills, including financial literacy, communication, and time management.

JMG's **High School Completion Program** is designed to serve youth ages 16-24 who have disengaged from the traditional school system and are interested in completing requirement for a high school diploma or equivalent.

**Jumpstart Our Youth (JOY)** is a collaboration with the Unity Foundation, the Maine Community Foundation, and the UniTel, Inc. to teach students about the value of hands-on community commitment and the principles of smart philanthropy.

Through the **Learn, Earn, and Achieve Potential (LEAP)** collaborative initiative, JMG provides both a competency-based high school education model, including alternative delivery options and support, and post-secondary support services for all eligible foster care youth.

JMG partners with **LearningWorks**, a nonprofit serving youth, immigrants, and low-income families, to offer the JMG Career Prep program as part of the Youth Building Alternatives (YBA) component of LearningWorks.

JMG and the **MELMAC** Foundation have collaborated to partner with six high schools to provide support to students on a school-wide basis to identify their aspirations for life after high school, and then connect those aspirations to a post-secondary plan.

The **Opportunity Passport**® program provides financial literacy skills and an opportunity for matched savings designed to help youth successfully transition to adulthood. Experienced staff at JMG provide ongoing support as youth develop savings goals and plan for asset purchases essential to independence.

**As a results-driven organization, JMG vigilantly tracks and responds to the outcomes of our programs, always keeping students at the center of the educational process. JMG has a best-in-class outcome data information system. These outcomes allow us to evaluate the effectiveness of our programs.**

Dear JMG Supporters,

For twenty-five years, JMG has helped youth of promise stay in school and enter the workforce with the skills and self-confidence that employers demand. JMG's authentic, cohort-based approach has given **50,000** youth a reason to stay connected at a critical time in their lives. Their model supports deep, competency-based skill building that is cost-effective today, and will pay enormous dividends tomorrow as we avoid the financial and opportunity costs that arise when youth disengage from school and work.

And it works: 92% of JMG seniors graduate from high school; 85% of JMG graduates experience positive outcomes one year after graduation in the form of school, employment, or the military; and six years later, JMG graduates are earning 14% more than their peers.

That JMG can so clearly point to positive outcomes demonstrates the deep commitment that JMG has to data and accountability. In the high-stakes of working with students of promise, anecdotes do not cut it. We must objectively evaluate what works and what doesn't. JMG's data-driven culture and their willingness to use data to make changes is a key component of their success in helping youth overcome significant obstacles.

What about the next twenty-five years? Now more than ever, JMG's role is critical, both in the hard work of preparing youth for life on their own, and in the broader effort of workforce development. To grow Maine's economy tomorrow, we need to ensure that today's young people enter the Maine workforce with relevant skills, talent, and motivation. Research tells us that trying to bring youth back into the fold after they have disengaged is expensive and fraught with failure. JMG is well-positioned to use their school-based intervention model to keep youth connected and to play an outsized role in addressing Maine's workforce challenges.

One of the primary ways JMG will help Maine address its future workforce needs is with their expansion to college campuses. JMG will now be confronting some of the most critical workforce development challenges of our time by working with college-going young people to ensure they earn credentials of value and do not drop out. JMG is the right organization at the right time to take on this problem, and I am proud to join you in celebrating JMG's success of the last twenty-five years and offer best wishes for the next twenty-five.

Sincerely,  
John Dorrer



*John Dorrer is an economist with over 30 years of experience in workforce development. John's work has focused on the study of labor markets and the efficacy of human capital investments. In Maine and nationally, he has formulated research strategies examining the dynamic relationship between skill requirements and learning objectives, and developed collaborative strategies to more effectively align education and training with workplace demands.*

.....  
**50,000**  
**students served**  
..... since **1993** .....



**JMG SENIOR  
GRADUATION  
RATE**



**ENGAGED JMG  
GRADUATES**



**JMG STUDENTS  
EARN 14% MORE  
IN WAGES**





JMG is a very successful nonprofit with proven results. We have been impressed with the leadership of the organization, and with the Specialists who are on the front lines working with Maine's youth. JMG's support of their students' success is remarkable, and Unum has been proud to be a partner for years. JMG truly lives its motto - student centered and results driven.

Unum first started supporting JMG with financial contributions in 2001. It wasn't long before we realized the impact we could make together and our relationship with JMG grew into a true partnership. For 14 years we have hosted an annual student event, called **Urban Adventure**; our employees have volunteered their time to act as judges and facilitators for JMG's **Career Development Conference**; we've hosted job shadows; visited classrooms throughout the state; participated in mock interviews; and much more.

JMG is helping prepare Maine's youth to be a valuable part of Maine's workforce, which is critical to our state. They do this in part by providing students the core skills necessary for a job interview and teaching them about the importance of a strong work ethic. Unum also believes that having the Specialists continue their relationship with each student, long after high school graduation, is key to nurturing them along their education and career pathways. We look forward to continuing this partnership and improving the quality of life for Maine's youth and strengthening the state's workforce.



STUDENTS AT URBAN ADVENTURE



25 for 25 represents the private funders who have made a special gift to recognize and honor 25 years of shared success.

These funders have served as building blocks to JMG's foundation of diversified funding resources. They are committed to strengthening Maine's economic workforce and educational landscape.

Their \$25,000 gift ensures long-term sustainability of our programs.

Thank you for investing in **Maine's Students, Maine's Future.**

“ **JMG is helping prepare Maine's youth to be a valuable part of Maine's workforce, which is critical to our state.** ”

**Cary Olson Cartwright**  
Assistant Vice President,  
Social Corporate Responsibility, Unum

JMG'S FIRST MAJOR INVESTMENT FROM A PRIVATE COMPANY



SPECIALISTS ALEX RICKER AND MARK PULLEN HONORED AT UNUM'S STARTING 9 TEACHERS' HALL OF FAME EVENT

Dear JMG Investors,

In 2004, I joined Unum and was in my new position for about two weeks when I got a call from JMG asking for a meeting.

My assumption was that JMG was going to ask for funding. Instead, JMG asked if the employees of Unum could get more involved and help students better understand the relevancy of all they were learning as it related to their futures. At the time, JMG had garnered lots of public support in state government and in schools, but its network of private employers and investors needed bolstering.

In that first year, we spent a lot of time with Craig, Kim and others at JMG helping to design and build upon a student enrichment event called Urban Adventure. Somewhere along the way, I made the commitment that the 8th graders in JMG programs, from Washington County to York County, could travel to Portland and sleep over at Unum's Portland headquarters. Yes, I agreed to hundreds of teenagers, sleeping in our offices and it has been a tremendous rewarding experience for our employee volunteers every year.

From the beginning, JMG has grown and deepened its programs through a vision of partnership. When JMG uses the term "development" it is not just another word for fundraising. The leadership of JMG sees development for what it truly is: "the process of maturation, growth and expansion." Through its development strategy, JMG has harnessed the integration of public/private investments as an engine to drive expansion while ensuring the continued advancement of high quality programs. We like to say that everyone at JMG is part of the development team.

I'm thrilled to say the partnership between Unum and JMG – and specifically among Unum employees, JMG students and Specialists – continues to thrive. We are approaching 15 years of hosting Urban Adventure and in addition to Unum, hundreds of businesses and community leaders participate in this annual event helping students envision their futures and build business connections.

As both an investor and as a long-time board member of JMG, I want to thank all of you who have made and continue to make contributions. When I consider JMG's outcomes, I see the proud faces of the thousands of students who gain confidence, build skills, and deepen their knowledge because of the investments made in them. I can't think of a better return.

Sincerely,  
Cary Olson Cartwright  
Assistant Vice President, Social Corporate Responsibility  
Unum



*Cary Olson Cartwright has responsibility for Unum's community relations efforts in corporate locations in the US, UK and Ireland. She is an XI graduate of the Leadership Maine class from the Maine Development Foundation. Cary serves and volunteers on several youth-development related boards and is the recipient of multiple awards.*

**“ JMG HAS HARNESSSED THE INTEGRATION OF PUBLIC/PRIVATE INVESTMENTS AS AN ENGINE TO DRIVE EXPANSION WHILE ENSURING THE CONTINUED ADVANCEMENT OF HIGH QUALITY PROGRAMS ”**



**“ JMG is an education machine, with extraordinary people setting extraordinarily aggressive goals, and achieving extraordinary outcomes! ”**

**Owen Smith**  
**VP External Affairs, AT&T**

Maine faces some challenging issues with respect to demographics; an aging population and a shortage of skilled workers. JMG’s existing state-wide infrastructure and future expansion of programs is critical to growing Maine’s economy. Developing a productive, more skilled workforce is fueled by JMG’s success in preparing students for the future. JMG’s ability to bring government, private foundations, business, and public education together on these challenges is a critical piece of the puzzle.

The AT&T Foundation (ATTF), which is committed to advancing education, strengthening communities and improving lives, first supported JMG in 2010, when high school retention and college and workforce readiness programs really became our focus. Since then, we have continued to support the great work of JMG financially as well as through employee volunteering, classroom mentoring, and on-site tours at our Mobile Telephone Switching Office (MTSO) in Westbrook.

When ATTF first started supporting JMG in 2010, they were serving fewer than 2,500 students, and this fall they will work with more than 9,000 students! We are excited to grow our partnership and hope to start connecting more AT&T employees, and even retirees with JMG students, to provide more classroom visits and mentoring one-on-one with students. JMG is an education machine, with extraordinary people, setting extraordinarily aggressive goals, and achieving extraordinary outcomes

The Avangrid Foundation, the primary charitable arm of AVANGRID that includes Central Maine Power, has had a very visible and active role here in Maine for generations building and sustaining our communities. We are in part, the pipes, poles, wires and most importantly, the people that will ensure that Maine remains a vibrant place to work, live and learn. We choose to invest in partners that are critical to ensuring that these values are upheld and enhanced.

JMG is not just doing great work in this area, they are inspiring and teaching others around the world with a model that has proven results and is making a difference, first in the lives of people in Maine. These people are our customers, the friends and family members of our people, and future employees. Workforce development takes a village, and we are a part of that. We represent the community efforts of a company that is growing and innovating every day. JMG embodies this core value.

JMG helps students achieve education / certification for effective participation in Maine’s workforce. They do this by identifying students in need, and working with them to identify the obstacles they are facing and to create an individualized plan to overcome these obstacles. By teaching students basic life skill and showing them how to be responsible citizens, JMG is cultivating the future generations to be the leaders of tomorrow.

**“ JMG is not only doing great work in [workforce development] , it is inspiring and teaching others around the world with a model that has proven results. ”**

**Leona Michelsen, Director of Marketing, CMP**



*Celebrating 25 Years of Shared Success*



# Bangor Savings Bank

**You matter more.**

Member FDIC

“ **JMG is a highly respected organization that changes lives and contributes to the vibrancy of the state of Maine.** ”

**Bob Montgomery-Rice,**  
President & CEO, Bangor Savings Bank

Workforce development is a priority for Bangor Savings Bank. Knowing that JMG is making a marked difference in the lives of students, while building a pipeline of future Maine workers, is important to us. We support JMG for many reasons: The long-term impact of the work that JMG does is proven, the effectiveness (including graduation rates), the way the organization is run, the clear vision, and the thousands of lives that are changed for the better.

Our experience and interactions with JMG students has been nothing but positive. Their individual stories are so moving and inspiring and always from the heart. Stories of hopelessness turned to hope thanks to the encouragement and support through JMG.

Bangor Savings Bank has been a major corporate sponsor of JMG since 2005. We have provided volunteers at JMG events, hosted Springboard meetings, hosted students at career fairs, and have employees serving as JMG board members.

We look forward to staying involved with JMG as it continues to grow and serve more students.



BANGOR SAVINGS BANK HOSTS A GROUP OF BUSINESS LEADERS FROM AROUND THE STATE TO TALK ABOUT JMG AND THE IMPORTANCE OF WORKFORCE DEVELOPMENT TO THE STATE'S FUTURE



# Bank of America



Bank of America employees spend hundreds of hours every year volunteering for JMG by spending time sharing their professional experiences with students in class, acting as judges and facilitators at student events, and hosting a wide range of educational workshops, as well as tours of our facilities. Last year alone, employees contributed **411 hours**. JMG gets such strong support from our associates because it effectively delivers on its mission to thousands of Maine students every year.

And, these young people are not ordinary students. The students who are lucky enough to have a JMG class in their school are afforded opportunities and provided skills that will help them succeed in Maine's workforce. It is clear they have a sense of pride when speaking about JMG and their Specialists. You can see the professionalism in their presentations, interactions with business leaders, and at annual student events where they are held at the highest of standards.

The growth and results that JMG has been able to achieve is second to none. As we look to the next 25 years, Bank of America will continue to support this important work, as we believe JMG is one of the most important programs in Maine leading to our eventual success in overcoming our workforce development challenges.



**“ Bank of America believes JMG is one of the most important programs in Maine leading to our eventual success in overcoming our workforce development challenges. ”**

**Bill Williamson  
Maine President, Bank of America**



BANK OF AMERICA VOLUNTEERS HOST STUDENTS FOR THE ANNUAL PATHWAYS TO SUCCESS DAY





# JMG EMPLOYEES & BOARD OF DIRECTORS

There are few organizations that truly live and breathe their mission; JMG is one of them.

The dedication each staff and board member brings to JMG, and most importantly to our students, is unmatched. They continuously commit their time, heart and soul to serve Maine's youth.

In November, we asked employees and our Board of Directors to consider a financial gift to JMG.

Not only did we receive

**100% participation,**

the combined contribution exceeded **\$25,000!**

We are so honored by the generosity of those directly serving 9,000 students annually, and take great pride that the individuals in this organization invest so deeply in JMG's mission. Their efforts drive JMG forward and chart the course for a better future of our students.

**Larry Sterrs, Chairman and CEO of the Unity Foundation, attended JMG's Statewide Meeting in December 2017. Having worked with the majority of JMG Specialists through the JOY program, he recognized their commitment to the students JMG serves. He announced that because of their dedication, the Unity Foundation was making a \$25,000 pledge in their honor.**



For many, 'success' means having a good job and a nice place to live. Without an engaged workforce, none of that is possible on the scale that Maine needs. JMG's mission to support and provide skills training to students while they learn to cope with the challenges beyond school is invaluable. JMG provides the positive support these students need so they understand that good choices are available and success is achievable.

Many of the staff at the Unity Foundation have had the opportunity to interact with students in multiple settings, including at student events, classroom visits, and more. Each time, we are struck anew by how much more prepared JMG students are in relation to non-JMG students. We see first-hand how this organization helps students 'come out of their shell'. JMG helps young people gain important skills, increase their confidence, and encourages them to pursue their potential in school and beyond.

**“JMG provides the positive support that these students need so they understand good choices are available and success is achievable.”**

**Larry Sterrs  
Chairman and CEO, Unity Foundation**

As a funder in the areas of education and youth, the Unity Foundation supports nonprofits that have the organizational and governance capacity to fulfill their missions and deliver successful programs to Maine's youth. Because JMG is a results-driven organization, that makes it the perfect fit for our funding priorities. Helping kids succeed and overcome barriers is great, but if there is no way to provide evidence of their success, then the outcomes are hard to quantify and that leads to reduced funding, which in turn leads to fewer kids served.





## SAM L. COHEN FOUNDATION

JMG is a results-driven organization with a demonstrated track record of success supporting Maine students as they tackle challenges both inside and outside the classroom. We consider JMG a highly-regarded organization that consistently shows documented outcomes for reaching and supporting students who may otherwise miss the opportunity to reach their potential.

The one big thing that sets JMG apart from other organizations is the relationships that JMG specialists forge with each JMG student they work with. More than a teacher, more than a guidance

counselor, more than a mentor, they are in many ways family. That close-knit support creates a community of students who feel connected and committed to their school, hometown and to the state of Maine. That connection, coupled with JMG's skill-building curriculum, encourages Maine youth to commit to a future in their home state, putting their talents and ambitions back into the community they came from.

Because JMG's curriculum centers around core competencies related to leadership, communication, time management, team building, job attainment, and community service, JMG participants are well-equipped for a wide-range of advanced academic challenges and career paths which supports workforce development in Maine.

**“The one big thing that sets JMG apart from other organizations is the relationships that JMG Specialists forge with each JMG student they work with. More than a teacher, more than a guidance counselor, more than a mentor, they are in many ways FAMILY.”**

**John Shoos, Executive Director  
Sam L. Cohen Foundation**



## Coulombe Family Foundation

The Coulombe Family Foundation was founded by the family of Paul G. Coulombe. One of the Foundation's main missions is to assist the activities of organizations that support the educational and economic welfare of children and young adults by increasing economic opportunities for them in Maine and Florida. The Foundation recognizes that all children are created equal, but not all children are born into equal opportunity and supports entities like JMG that make economic opportunities accessible to children from all backgrounds. The Foundation believes that education happens not only in the classroom but also in supplemental programs that give children access to rich learning environments.

JMG is one of those programs. Our mission is to help charitable organizations who help kids. Whether it's medical, educational, economic, or social, we care about the well-being and access to opportunities for all children. We believe JMG to be a vital program for the children in the state of Maine, developing their skills so that they are successful in their chosen path whatever that may be for them.

**“We believe JMG to be a vital program for the children in the state of Maine, developing their skills so that they are successful in their chosen path, whatever that may be for them.”**

**Michelle Coulombe-Hagerty  
President, Coulombe Family Foundation**



# D DAVIS FAMILY FOUNDATION

The Foundation is a public charitable foundation established by Phyllis C. Davis and H. Halsey Davis of Falmouth, Maine, to support educational, medical and cultural/arts organizations located primarily in Maine. The Foundation was established following Mr. Davis' retirement as President and Chairman of Shaw's Supermarkets, Inc. Their overriding goal for the Foundation was simple and straightforward: "to make grants where they will do the most good and where our gifts make a real difference." The Foundation has provided more than \$58 million in grants since its grantmaking activities began in 1986.

The Davis Family Foundation has been investing in JMG and Maine students for almost 15 years, awarding more than \$200,000 in grants to support financial literacy education, applied learning curriculum, and our middle school programs. Their long-term commitment to improving the lives of students in this state is reflected in the impact JMG is able to have on students in school and the lives they choose to live beyond the classroom. Shannon Johnson, a JMG student at Oceanside High School said, "I want to do something that will really impact people's lives, and change their lives for the better. I'm not exactly sure what that will be yet, but I believe that is what JMG is for; for figuring out what you want, for setting goals, and learning how to achieve those goals."

## JOHN T. GORMAN FOUNDATION

At the John T. Gorman Foundation, we recognize the importance of ensuring that youth in Maine succeed. We know they are our future workforce and the next generation of parents. We cannot afford to lose any of Maine's youth to poor outcomes such as disconnecting from employment or education, violence or neglect. This is why we target youth who experience serious challenges. It is also why we partner with JMG.

We also support initiatives that strengthen Maine communities. JMG does just that. By connecting Maine middle and high school students with the state's business leaders, JMG is opening up career and life pathways that previously seemed unobtainable to vulnerable Maine adolescents.

The fact that JMG has clear evidence that its programs work is very important to us. The John T. Gorman Foundation is a data-driven, results-based organization. We strive to make investments in ideas and initiatives that are well-reasoned, researched-based; and that can, over time, measurably improve results for the populations we care about most.

**“ We cannot afford to lose any of Maine's youth to poor outcomes such as disconnecting from employment or education, violence or neglect. This is why we target youth who experience serious challenges. It is also why we partner with JMG. ”**

**Tony Cipollone  
President and CEO, John T. Gorman Foundation**



1993

2018



# Portland Press Herald

EST.  
1862

# Maine Sunday Telegram

pressherald.com



**“JMG plays a very important role in the state of Maine and touches so many aspects of workforce development. When you bring together educators, learners, families with the business community, individuals have an opportunity to thrive and grow.”**

**Lisa DeSisto**  
CEO, Maine Today Media

The Portland Press Herald/Maine Sunday Telegram and our affiliated newspapers, publications and websites across the state face similar challenges as other Maine owned businesses. To be successful we depend on a diverse group of people with many different skill sets. JMG's approach to understanding both the business needs of those looking to hire while also embracing the goals and aspirations of individual learners is a model we fully support.

We are committed to sustaining our newspapers for the future generation of talented writers, photographers, customer service and sales people - talents that can be found in the young people who are already here in the great state of Maine. By supporting JMG we know Maine graduates are receiving the mentoring and guidance that will help them realize and understand their own potential. We are also committed to supporting the JMG program and the sense of self and understanding JMG teaches to their students. We are confident that this work will create career pathways benefiting all of us. Congratulations JMG - keep up the great work.

maine  
JOBS



## HORIZON FOUNDATION

The Horizon Foundation supports non-profit organizations that aspire to create and maintain sustainable, vibrant and resilient communities by enabling children and adults to lead their communities in creative, healthy and thoughtful ways; educating citizens to be good stewards of the environment; conserving land and water resources; encouraging service to others; promoting visual arts and music, and; teaching appreciation of and preserving historic assets.

Over the years, the Foundation has awarded JMG more than \$75,000, enabling us to expand our reach and support more students, as well as to evolve our programs to better meet the needs of our youth, our communities, and the State.

JMG is grateful to be among the many Maine nonprofits that have received generous support from the Foundation. Starting in 2004, with a grant of \$15,000 to help fund JMG's Leadership Enrichment Program, the Horizon Foundation continues to believe in JMG's mission and the potential of its students.



# L.L.Bean

JMG is Maine's premier workforce development organization. The Freeport program is just one example of how this amazing organization makes a real difference. Hundreds of Freeport area students have participated in the program and successfully graduated from Freeport High. JMG students are an impressive group of young people. They believe in themselves and are active in making our communities better. It is remarkable that so many JMG students have overcome adversity to set and achieve goals. After high school, JMG specialists remain in contact with students assisting with job placement and post-secondary education. JMG is a big win for individual students, as well as the town of Freeport.

JMG also aligns well with L.L.Bean's mission to support strong communities and Maine education. Student success ensures that our communities are populated with well-educated, skilled individuals who can make Maine and our country a great place to live.

And, L.L.Bean is committed to quality in everything we do so supporting JMG's proven pattern of student success is critical. JMG's high school graduation rates exceeding 90% got our attention, and the organization's increasing ability to serve more students of varying age groups well ensures we are making a good investment when we support JMG.

**“ We need every Maine student to reach their full potential! JMG's role in ensuring student success in and beyond our public schools is a key factor in creating a workforce that meets the needs of our businesses today and tomorrow. ”**

**Shawn Gorman  
Chairman of the Board, L.L. Bean**





# Machias Savings Bank

“ JMG is a partner preparing the youth of our community for a lifetime of success. ”

Larry Barker  
President, Machias Savings Bank

At Machias Savings Bank, we are committed to making a difference in the youth of our state. JMG makes an impact with so many students, and we can't think of a better partner. We particularly appreciate the emphasis on workforce development, leadership skills and volunteerism.

JMG supports workforce development through mentoring students with personalized plans for success; emphasizing education, community partnerships and confidence building curriculum.

We have had many wonderful experiences with JMG students. One example is the Bulldog Strong initiative in the Machias area that the JMG students started after the high school suffered the loss of a teacher and two students in a short time period. The sense of community that was created was amazing. What was started by a group of JMG students quickly trickled to all the area businesses and local citizens and created a support system for everyone who was grieving.

JMG is a community partner preparing the youth of our community for a lifetime of success.



The work done by JMG is breaking the cycle of poverty for kids in Maine, and giving hope to young people who have often been dealt a very difficult hand in life. Procter & Gamble has been volunteering with JMG for several years. The Auburn P&G site employees volunteer, every year, at JMG's Career Development Conference. They serve as guest speakers in the classroom, sharing information about careers within our company and the industry. And, they take part in end-of-year celebrations that recognize and pay tribute to the hard work and achievements students have earned.

We invest so much because the return is so high. JMG gives students the basic life skills they need and are not getting at home or in a traditional classroom. Students are learning the importance of a proper hand shake, public speaking and time management skills, how to write and build a resume, how the financial world works and impacts them, and above all, JMG gives them the confidence to believe they Can Do It.

The students from JMG that we get to work with have been amazing. They are polite, positive, and so energetic. We have seen students who, before JMG, lacked the confidence to shake your hand and look you in the eye - go on to earn jobs and leadership roles based on the skills they gained in JMG. Looking to the future, P&G would like to be a direct conduit to hiring JMG students. They have the ability and skills to have great careers with us, and we would be happy to have them and support them in their success.



“ Looking to the future, P&G would like to be a direct conduit to hiring JMG students. They have the ability and skills to have great careers with us and we would be happy to have them and support them in their success. ”

Rick Malinowski  
Human Resources & Logistics Manager, Procter & Gamble

*Celebrating 25 Years of Shared Success*





# Skowhegan Savings

## Straight Talk. Fair Deals.

“The fact that JMG collects comprehensive data on its initiatives and develops reports using those metrics is a banker’s dream come true!”

**John Witherspoon**  
President, Skowhegan Savings Bank

As a mutual, community bank, investing in our community is paramount to the success of our mission. JMG is constantly looking for ways to improve and expand their programs to continue to be relevant in preparing students for success. JMG gives students the confidence to succeed and reach beyond what may have been expected of them, whether it is high school graduation, or the pursuit of postsecondary degrees or certifications. In addition to developing self-efficacy in students, JMG’s programs on financial literacy provide students with the ability to see into their financial future. These experiences teach students that the financial decisions they make today have a direct impact on the circumstances of their future. Development of this financial conscience plays an important role in workforce development in Maine.

Skowhegan Savings is proud of the work we are doing with JMG to develop financial literacy and work ready skills in our young people; skills that will enhance their ability to make our communities stronger. We look forward to working together on other important projects that align with our mission.



# Bank

“JMG doesn’t make excuses, they find solutions.”

**Larry Wold**  
State President, TD Bank

I believe that workforce development is one of the most crucial issues facing Maine's economy, and JMG fills a vital role in our efforts to address this issue. JMG's business model approach to education is one of the key reasons we have supported them all these years. JMG doesn't make excuses, they find solutions.

I think private enterprise is actually quite good at teaching/training specific skills; what we need are young adults ready and able to learn those skills. This is where JMG comes in. JMG works with youth who may be disengaged from school, and reengages them in their education and in their communities.

JMG introduces students to the basic work skills they need like discipline, reliability, accountability, etc. JMG's contribution to Maine's workforce development is absolutely critical; its effort to fill an education gap that will ultimately prove to be their biggest contribution to our community.



# SHARED SUCCESS

## Private Partners

Critical to the success of JMG are the deep connections formed with our private partners, from Maine's employers and foundations to our community leaders.

JMG partners with more than 500 businesses to deliver an experiential based approach through extended learning opportunities.

The integral support we receive includes funding, volunteers, business tours and classroom visits, internships and apprenticeships, and first-hand knowledge from industry experts across Maine's diverse network of employers.

This exposure is an important part of achieving **successful results** on behalf of our students.





# JMG'S 25TH ANNIVERSARY GALA

PRESENTED BY

# Bangor Savings Bank

## 25 FOR 25



HORIZON FOUNDATION



### MEDIA SPONSOR

### CENTERPIECE SPONSOR

### LEARNING PARTNER



Maine Medical Center  
MaineHealth



### STUDENT CENTERED



### SUPPORTING SPONSOR

- A Partner in Technology • American Landmark Companies • Bath Iron Works • Central Maine Motors • Cianbro  
 Eastern Maine Healthcare Systems • Katahdin Trust Company • Kennebunk Savings Bank • KeyBank  
 Lebel & Harriman, LLP • Maine Community Foundation • Mancini Electric • Pine State Beverage  
 Springside Consulting • Sunflower Farm Creamery • TRC

Thank you for supporting MAINE'S STUDENTS **MAINE'S FUTURE**

JOB FOR AMERICA'S GRADUATES has recognized JMG as

**THE BEST PROGRAM OF ITS KIND IN THE NATION**

FOR THE PAST **23 YEARS**

SERVING MORE THAN **9,000** STUDENTS ANNUALLY

..... **in 131 PROGRAMS** .....

**84**

**high school programs**

**23**

**middle school programs**

**12**

**college success programs**

**12**

**local, regional, and statewide initiatives**



**JMG STUDENTS EARN 14% MORE IN WAGES**

According to a Maine Department of Labor study, six years after high school graduation, JMG students are earning 14% MORE than all other students of the same age.



**JMG'S GRADUATION RATE EXCEEDS THE STATE AVERAGE**

JMG's four-year graduation rate is consistently 90% or higher, compared with the state rate of 88%.



**ENGAGED JMG GRADUATES**

One year after high school graduation, 85% of JMG students are engaged in continued education, working, the military, or a combination thereof.



**CONTINUED EDUCATION**

After high school graduation, 56% of JMG students are enrolled in post-secondary education.



**Student Centered • Results Driven**

more than **500**

**business partnerships**

..... throughout Maine .....

**50,000**

**students served**

..... since **1993** .....

JMG partners with public education and private businesses to offer results-driven solutions to ensure all Maine students **graduate**, attain **post-secondary credentials** and pursue **meaningful careers**.

MAINE'S STUDENTS **MAINE'S FUTURE**

# By 2025, Maine will need **158,000 MORE** **WORKERS** with post-secondary **DEGREES OR CREDENTIALS** **ACCORDING TO MAINESPARK**

Join JMG in creating pathways for  
**MAINE'S STUDENTS MAINE'S FUTURE**

**Classroom Speakers • Business Tours**  
**Business and Education Panels**  
**Career Fair Participants • Internships**  
**Mock Interview Volunteers • Event Judges**  
**Job Shadow Opportunities • Workshops**  
**Apprenticeships • Job Opportunities**  
**Local Program Ceremonies**

## **STATEWIDE STUDENT ENRICHMENT EVENTS:**

**Leadership Education Conference (LEC)**  
Pine Tree Camp • October 15-19, 2018

**Career Development Conference (CDC)**  
Thomas College • March 26, 2019

**Urban Adventure**  
Portland • April 26-27, 2019



**FMI: [centraloffice@jmg.org](mailto:centraloffice@jmg.org)**

**VOLUNTEER**  
**AS AN INDIVIDUAL**  
**OR BUSINESS**  
FOR A LOCAL PROGRAM  
OR AT A STATEWIDE EVENT

**COLLABORATE**  
**EDUCATE**  
**CELEBRATE**  
**INVEST**

JMG partners with public education and private businesses to offer results-driven solutions to ensure all Maine students graduate, attain post-secondary credentials and pursue meaningful careers. JMG serves 9,000 students annually in 131 programs across all 16 counties in Maine.

[www.jmg.org](http://www.jmg.org) |     | 207-620-7180



# SHARED SUCCESS

## Public Partners

JMG partners with a number of public entities in the state. Working with the Maine Department of Labor, the Maine Department of Education, and the Department of Health and Human Services ensures our commitment to the student-centered approach to learning, the outcomes of our programming, and the populations of students we serve. Our partnerships with Maine's public schools, the University of Maine System, and the Maine Community College System secure the continuum of support we offer to our students, meeting each one where they are and guiding them on a path to success.



*It is JMG's privilege to recognize the exceptional leadership and commitment to excellence in education and workforce development opportunities for the state of Maine.*

*JMG recognizes:*

**The Honorable Paul R. LePage**

**The Honorable John E. Baldacci**

**The Honorable Angus S. King**

**The Honorable John R. McKernan, Jr.**

*for their personal dedication and steadfast public support of JMG and its student-centered, results-driven solutions.*

*Their resolve to advance proven strategies resulted in increased graduation rates, post-secondary attainment, and meaningful careers for more than 50,000 JMG students and alumni.*



**MAINE'S STUDENTS  
MAINE'S FUTURE**



**Be it known to all that  
We, the members of the Senate and House of Representatives  
join in recognizing  
JMG,**

**of Augusta on its 25th Anniversary. JMG is the only nonprofit in Maine  
offering a continuum of support to help students transition from middle  
school through high school graduation and on to postsecondary education  
through degree attainment and connections to successful career pathways.  
We extend to everyone at JMG our congratulations on this anniversary  
and our appreciation for their service to the youth  
of the State;**

**And be it ordered that this official expression of sentiment  
be sent forthwith on behalf of the 128th Legislature  
and the people of the State of Maine.**

**HLS 1282**

**Given this twenty-fifth day of July, 2018  
at the State Capitol  
Augusta, Maine**

**Michael D. Thibodeau  
President of the Senate**

**Sara Gideon  
Speaker of the House**

**Heather J. R. Priest  
Secretary of the Senate**

**Robert B. Hunt  
Clerk of the House**

**Introduced by: Rep. Matthew G. Pouliot  
Cosponsored by: Sen. Roger J. Katz  
Rep. Richard T. Bradstreet  
Rep. Donna R. Doore  
Rep. Erin D. Herbig**

**From: Augusta  
From: Kennebec  
From: Vassalboro  
From: Augusta  
From: Belfast**

# CLASS OF 1994

## Chad Burke

### SOUTH PORTLAND HIGH SCHOOL

Chad Burke represents one of JMG's first students. He has been out of school for more than 20 years, but says JMG is still impacting his life today. In fact, he has three children with his wife Erica, and all three have been in JMG!

Chad is a recruiter and retention manager for the Maine Air National Guard, and the Commander of American Veterans (AmVETS) at Post 13 in Durham, Maine. He also owns his own DJ business called Your Maine DJ.

Chad says, "I've been successful in my career because of the solid foundation JMG provided me 25 years ago. I feel some of the life skills that I learned in JMG prepared me better than any other classroom could have."

The '94 graduate remembers learning how to create a resume, taking part in mock interviews, and developing what he calls "common social manners". He says JMG, in conjunction with the Air Guard, helped build his confidence and made him a stronger person.



# CLASS OF 1996

## Jennifer Wood

### MACHIAS HIGH SCHOOL

When Jennifer Wood talks about JMG, the word 'goal' comes up again and again. This Class of '96 graduate says JMG taught her how to challenge herself; how to recognize her individual strengths; and, how to work as part of a team in support of common goals.

Jennifer was in JMG for three years in high school. Today, she is a clinician working for Pathways of Maine, a provider of home-based behavioral health treatment services for children and families.

Like so many alumni, she has fond memories of her Specialist, whom she says instilled in her many important values. She is grateful that she had the opportunity to be part of a program that focuses on the future of youth, their goals, and how to help them reach those goals.

To Jennifer, JMG is all about helping young people discover who they are, providing the support they need to reach their potential in school and the workforce, and encouraging them to become engaged members of their communities.



# CLASS OF 1995

## Christine Rounseville

### BELFAST AREA HIGH SCHOOL

Christine Rounseville says she was always the "shy kid" in school, and JMG helped her to open up and to believe in, and begin to depend on, herself. She was in JMG for three years in high school. "JMG made me realize that I have to be in charge of my own life and career path." Today, Christine works as an assistant supervisor at Jackson Laboratory, a nonprofit biomedical research institution in Bar Harbor.

This '95 grad says JMG prepared her for the world beyond high school. "As a student you think that the only thing you have to worry about is getting good grades, then once you are out of school the rest will just come naturally. But, it's not that easy. JMG gave me some important tools that, along with some of my own skills and knowledge, helped me to understand the importance of being self-sufficient; that success won't be handed to me, I have to go after what I want."

Twenty-three years after leaving the program, Christine still feels strongly about the impact JMG can have on a young person. "It gives people a sense of purpose, and inspires you to make the changes you need to make in order to reach your potential."



# CLASS OF 1997

## Wayne Morey

### MACHIAS HIGH SCHOOL

Like so many JMG alumni, when Wayne Morey talks about JMG, it's all centered around his Specialist. The 1997 graduate says his Specialist pulled him, and his fellow classmates, out of their self-centered world of teenager-dom – and showed them how they could be a part of something bigger. He says his Specialist taught him how important it is to help your community and to make it better than it was when you got there.

"As individuals, we all had values, but Mr. Chick made us think about where they came from; were they really ours or were they our parents'? He pushed us to be better people. Before every JMG student event, he would set academic and social standards, and if we didn't comply, we couldn't participate in the event."

After high school, Wayne spent 20 years on active duty in the U.S. Army. Toward the end of his service career he reached out to Mr. Chick for advice. Wayne says, "He asked me if I had considered college and, long story short, today I have a bachelor's degree and am working toward my master's degree."

When asked what he wants to do with that degree? "I want to teach JMG, and I am not joking. I love what it's about and what it can do for the students of Maine."



# CLASS OF 1998

## Jacelyn Lappin MT. VIEW HIGH SCHOOL

When asked about the impact JMG had on her life, Jacelyn Lappin is clear; she says, "Without JMG, I simply would not have known how to transition into the workforce." The 1998 graduate of Mt. View says: JMG taught her how to interview well, what professional dress looks like, the art of public speaking, and so much more.

"I truly feel that without JMG I wouldn't have done as well as I have in my career. JMG taught me how to show my value at work, and what it takes to keep moving up."

Jacelyn has been in sales with US Cellular for seven years. She says JMG taught her to keep an eye open for opportunities that could lead to more responsibility and better positions.

Her favorite memory is competing in the Public Speaking and Interviewing event at JMG's signature Career Development Conference.



“

**I've been successful in my career because of the solid foundation JMG provided me 25 years ago.**

”

## ..... A look back at 1994 .....



**18** Programs



**859** Students



**29** Employees



**\$1.6** Million Budget



# CLASS OF 1999

## Joshua Heath MT. BLUE HIGH SCHOOL

Joshua Heath was introduced to JMG in his senior year at Mt. Blue. He says not only did the program help him get him where he is in his career, but his Specialist had an incredible impact on his life. "If it weren't for Mr. Dorman believing in me, I wouldn't be the person I am today."

After graduating from college, it didn't take Josh long to decide he wanted to return to JMG. Not as a student, but as a Specialist. Josh spent six years passing along all that he gained in JMG, and says he loved it. Josh and his family decided to move out of state. He says leaving Maine, and in turn, leaving JMG, was one of the toughest decisions he has made.

Today, he is the Outdoor Adventure Manager for The Lodge at Woodloch in Hawley, Pennsylvania. He says a big piece of his heart is still in Maine. The Mt. Blue graduate says his favorite memory, as a student, was JMG's Leadership Education Conference; an overnight adventure that teaches students important life and career skills. As a Specialist, he says he will never forget the day he watched his first group of middle school students graduate.



# CLASS OF 2001

## Kari Cole CALAIS HIGH SCHOOL

Kari Cole says JMG not only helped her recognize that her passion was working with children, but it also prepared her for the real world. "I have received every job that I have applied and interviewed for and that is truly because of the work done in the JMG classroom. I remember working daily on mock applications for colleges and jobs, lots of resume practice, proper interviewing strategies - right down to the proper handshake."

Kari says JMG's support didn't end after she left high school. In her freshman year at the University of New Brunswick, studying child psychology, she found herself struggling and was put on academic suspension. The first person she turned to was her JMG Specialist, Mr. Leeman. "I went right down to his classroom, in tears, in fear that all colleges were done accepting students for the upcoming year. Mr. Leeman knew my desire to work with kids, got on the phone, pulled some strings and got me into the Early Childhood Program at Eastern Maine Community College. I was finally headed in the right direction!"

This fall, Kari is beginning her 12th year as an elementary teacher, and her fourth year at Calais Elementary.



# CLASS OF 2000

## Jason Little HODGDON HIGH SCHOOL

You've heard the phrase: "The student has become the master." Jason Little has fully embraced that idea. Jason graduated from Hodgdon High School and was in the JMG program his junior and senior years. Today, Jason is back at his alma mater, teaching the JMG program.

Jason says he enjoys his job and spending time with his wife and four children camping, traveling, and helping with the kids' sports teams. He just became the the Hodgdon Varsity Boys Soccer Coach. The student-turned-Specialist says JMG helped him in significant ways, by showing him the career paths Maine has to offer, how find his own path, and reach his goals. He says his Specialist was "phenomenal", and was always there for him. He says he loves that JMG taught him the career skills that helped him stand out and land the job with JMG; including writing resumes and cover letters, and filling out job applications.

His fondest memories are of all the JMG events he got to participate in, like the JMG's Leadership Education Conference and Career Development Conference. Of course, for Jason, there are many more JMG memories to come!



# CLASS OF 2002

## Shawn Roderick CARRABEC HIGH SCHOOL

If you bump into Shawn Roderick and ask him how he is, chances are you'll hear, "Livin' the dream. Livin' the dream." And, he's not kidding. That dream started in high school. Shawn was interested in politics, but admits he didn't really have the confidence to pursue it. Then, he confided in his JMG Specialist. Shawn says, "The reason I believe I am where I am today is because Mr. Poulin taught all of us that if you want to do something, go for it and give it all you have. If you don't try to do it, you will never know. This is how I live my life each and every day."

His senior year, his Specialist helped connect him with then Governor Angus King who invited Shawn to the State House to job shadow. After that day, Shawn was on a mission, and today he is Chief of Staff for the Maine State Republican Majority Office.

Shawn and his wife Emily have two kids. At home and at work, he's one of those people who defaults to "yes" when asked if he can help. He is on his local school board and is involved with the Fresh Air Fund, hosting kids from New York City. Along with helping him get on the path to politics, Shawn says his Specialist made sure he and the other students didn't just graduate, but graduated ready to succeed.



# CLASS OF 2003

## Janessa Knowlton CALAIS HIGH SCHOOL

When people ask Janessa Knowlton about JMG, the one thing she says over and over is that it was the only class she took that gave her any real-life preparation. "It's the only place I was ever taught how to write a resume and create a personal budget. Looking back now, I can't believe that these skills AREN'T part of the general high school curriculum."

Janessa has good reason to be passionate about the career skills JMG teaches; she works as an HR Advisor at IDEXX Laboratories in Westbrook, Maine. "As an HR professional, I see many young people entering the workforce without these basic skills and tools, and it then becomes the employer's issue to solve."

"One of the major things I get complaints about from management is that the new generations 'don't know how to behave in the workplace'. I think there is a gap in our education system, especially for kids who don't have access to these kinds of programs. We teach algebraic equations but little to no focus on how to get and keep a job."



“

**I think there is a gap in our education system, especially for kids who don't have access to these kinds of programs.**

”

## .....A look back at 2000.....



**48 Programs**



**2,288 Students**



**57 Employees**



**\$3.1 Million Budget**



# CLASS OF 2004

## Meghann Rose WASHINGTON ACADEMY

Meghann Rose was ten years old when she lost her mother. She and her older sister then moved in with their grandmother. "My sister would come home at night and talk about this class she was taking that taught her how to find jobs, and how to get along with people." As soon as Meghann was old enough, she enrolled in JMG.

The Washington Academy graduate says JMG was the most influential aspect of her education. She says JMG helped her with academics, and got her more involved within her community. "I learned that giving back to the community is what we're all about." In fact, Meghann and her family currently live with 14 ducks they rescued.

Meghann describes herself as a nontraditional student. After years away from school, she is pursuing a degree in Early Childhood Education and is currently at the University of Maine at Augusta. Her goal is to teach in a classroom from grades Pre-K to the first grade. She is a Pre-K Ed Tech and looks forward to teaching little ones in her own class someday soon.



# CLASS OF 2006

## Shawna Smyser WATERVILLE SENIOR HIGH SCHOOL

Shawna Smyser graduated from Waterville Senior High School and was in the JMG program from her freshman through senior year. After graduating, Shawna earned her associate's degree in healthcare administration, and worked for many years at Wellspan Health. Today, she is home, somehow juggling the care of her new twins, while working to finish her bachelor's degree in business administration at Southern New Hampshire University.

This alumna says JMG provided a great set of tools that have helped her succeed in the real world. She says getting the chance, week after week, to practice team-building, problem-solving, and communication skills is a big reason for her success.

A couple of Shawna's favorite JMG memories are the whitewater rafting trip her class took to the Forks, and a field trip to Maine Maritime Academy. She says they were both great events that taught her and her classmates to work together to get things done.



# CLASS OF 2005

## Carl Ripley WOODLAND JR. / SR. HIGH SCHOOL

Carl Ripley graduated from Woodland Jr./Sr. High School and was in the JMG program for one year. In just that year, Carl says his Specialist had a huge impact on him and his future. Carl knew he wanted to go to college but didn't have a particular aspiration. His Specialist helped him explore his interests, and then career options. "I was the first person in my family to attend a four-year college and earn a bachelor's degree. I eventually made the decision to be a teacher because I wanted to impact students' lives the way my Specialist had impacted mine."

That's exactly what he's doing today; impacting lives as a JMG Specialist at his alma mater, Woodland High. He describes JMG as an organization that ensures young people go out and take on the world.

The Woodland graduate says JMG gave him the confidence to take risks, to make mistakes, and to speak his mind. Today, he's a town councillor, a coach of several sports teams, and the head of many committees. "It isn't always going to be easy, but if you quit, then you are guaranteed to never get there. This is something I try to instill in my students; when the going gets tough, get tougher."



# CLASS OF 2007

## Courtney Des Isles WATERVILLE SENIOR HIGH SCHOOL

Courtney Des Isles enrolled in JMG her freshman year at Waterville and didn't leave until she crossed the stage to accept her diploma four years later.

This mother of two says JMG changed her life for the better. She remembers having trouble in school; her grades were dropping, and she felt as if she couldn't accomplish anything. She enrolled in JMG, and says her Specialist, Mr. Haney, made a big difference in her life by giving her a new perspective. She says he believed in her, and was more like a role model than a teacher.

"JMG is important because it helped me to reach my fullest potential by helping me overcome the academic and social barriers that I was struggling with."

Today, Courtney works full-time as a Medical Assistant at MaineGeneral Psychiatry in Augusta. Her favorite JMG memory is of the Leadership Education Conference. "I liked the team-building exercises and getting to know my classmates better. We got to know each other's strengths and weaknesses and discovered how we could better help one another."





# CLASS OF 2008

## Brooke MacArthur FREEPORT HIGH SCHOOL

Brooke MacArthur graduated from Freeport High School and was in JMG for three years. Brooke admits that before JMG, she had a GPA of 1.0. She says she was careless, didn't put any effort into school, and was mouthy to boot.

She says after she joined JMG, her Specialist Mr. Harper pushed her to work harder. "I don't know why, but my Specialist believed in me. So, I applied myself and by the end of the year, I had a GPA of 2.0. Two years later, I had a 3.8." Brooke says that after she graduated, Mr. Harper encouraged her to go to college and continued to work with her long after she had left his classroom. He helped her to see that her interest in baking was worth pursuing. "The program was more than a class to me, it was a community, a family. It helped me realize that I was not alone."

Brooke graduated from Southern Maine Community College with an associate degree in Culinary Arts. She works for Wild Oats Bakery in Brunswick where she has been a pastry chef for almost seven years. She says, "Without JMG I would not have the job that I love so much. I probably would not have graduated high school with the strength and ambition that I have today."



“

**I eventually made the decision to become a teacher because I wanted to impact students' lives the way my Specialist had an impact on mine.**

”

## .....A look back at 2005.....



**51 Programs**



**2,400 Students**



**71 Employees**



**\$3.4 Million Budget**



# CLASS OF 2009

## Eleanor Dominguez, Esq. LYMAN MOORE MIDDLE SCHOOL

Eleanor Dominguez admits she wasn't crazy about enrolling in JMG. "I got suspended in middle school...quite a few times. That's probably why I was encouraged to join." After taking the class at Lyman Moore Middle School, Eleanor says she believes it made her better prepared for what the real world, outside of the classroom could bring.

Today, Eleanor is a practicing attorney at Ainsworth, Thelin & Raftice, P.A. in South Portland, Maine. She says she learned important life skills, and became more confident, which still helps her every day in her adult life. Giving back to her community, by volunteering, is a big part of her life. "I got to where I am today because of the people and organizations, like JMG, that supported me: financially, academically and personally. I am a huge supporter of JMG. It teaches students the skills that you do not necessarily learn with the traditional curriculum."



The 2009 graduate recalls her favorite memory. "My Specialist knew one of the members of Rustic Overtones, and they came to class one day to perform and share their life experiences. I have a place mat signed by the members, and one member's signature is a chicken wing. I still have it to this day."

# CLASS OF 2011

## Kelsea Pinkham MT. BLUE HIGH SCHOOL

Kelsea Pinkham was in JMG for one year and says she gained so much. She thanks JMG for helping her gain confidence, and giving her different real world opportunities to gain professional skills, skills she still uses everyday.

She says she learned how important it is to be a good listener, and her emotional intelligence flourished! "It is because of these improved qualities that I quickly learned that human resources was where I'd fit best into any organization."

Kelsea earned her master's degree at Thomas College, and works at Franklin Savings Bank as the Hiring & Recruiting Manager in the Human Resources Department.



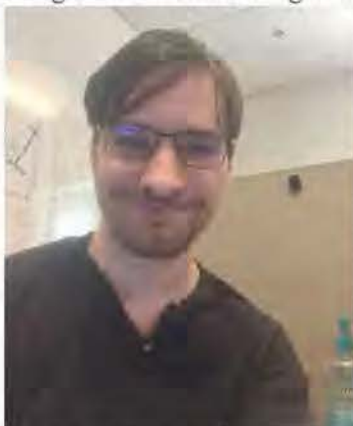
Kelsea believes the work JMG does is extremely important. "By supporting JMG, you are supporting our future, and the future of Maine. By supporting these young people here, we are giving them one more reason to stay in Maine, or to return here after seeking post-secondary education elsewhere."

# CLASS OF 2010

## Ryan Talmadge MORSE HIGH SCHOOL

Ryan Talmadge only spent one year in JMG, and makes it clear the impact was life-changing. "I should've been a drop out by all rights. I wasn't showing up; I wasn't doing my homework; I wasn't even trying a little bit. Then one day, a very special teacher, from a very special program invested in me and I learned to invest in myself. JMG helped me take a situation that was nigh impossible to resolve and exceeded my expectations."

Today, Ryan works as a Customer Support Expert for Carbonite, a data protection company. He remembers spending time in JMG building what he called practical, applicable skills.



"We learned what success was, and how to adapt to meet that success. We learned how to plan for the future, make goals, and accomplish them." Ryan also remembers the events that take students out of the classroom and offer them a chance to practice the skills they learn in school. "Competitively applying the classroom skills to attain rewards, like trophies. I remember in particular taking part in a mock job interview contest. We had to sell ourselves to earn the job - a universal skill, to say the least."

# CLASS OF 2012

## Ann Ward WINSLOW HIGH SCHOOL

Ann Ward graduated from Winslow High School and was in JMG from middle school through high school. She says, "I would not be where I am today without JMG. I mean every word of that."

Ann describes a challenging childhood. She remembers being ridiculed at school for being overweight and wearing second-hand clothes. She says, "My life wasn't easy. I developed an eating disorder. I got really bad grades and didn't care about school. That all changed when I joined JMG. JMG did everything for me. I walked into Mr. Esposito's class and immediately felt comfortable - like I finally belonged somewhere."

Ann says her JMG Specialists believed in her, and made her believe in herself. She became a class leader, someone others turned to for advice. Today, Ann is a graduate of the University of Maine at Augusta and works as a Case Manager for Kennebec Behavioral Health.



"I can't imagine where I would be today without JMG, and quite frankly, I don't want to."

# CLASS OF 2013

## Brittany Carver GARDINER AREA HIGH SCHOOL

Brittany Carver enrolled in JMG her junior year at Gardiner Area High School. She says JMG taught her important life skills, along with confidence and a sense of what to expect in the real world.

Brittany says JMG taught her that everyone thinks differently and brings different talents to the table, and that working together well can lead to amazing results. When she graduated, Brittany said she soon realized that JMG had prepared her well for interviews and other professional situations.



Today, Brittany works as a CNA/ED Tech at Maine General Medical Center and is also a waitress at SunSun, a local restaurant. She says her favorite JMG memories come from the different team-building activities she and her fellow classmates did that taught them how to work together toward a common goal.

“

**By supporting JMG, you are supporting our future, and the future of Maine. By supporting these young people here, we are giving them one more reason to stay in Maine, or to return here after seeking post-secondary education elsewhere.**

”

## ..... A look back at 2013 .....



**72 Programs**



**4,518 Students**



**86 Employees**



**\$6.4 Million Budget**



# CLASS OF 2014

## Samantha Friend

OAK HILL HIGH SCHOOL

CLASS OF 2018, THOMAS COLLEGE

Samantha Friend said she first learned about JMG from friends who were in the program in middle school. She knew she wanted to be a part of it, so first thing freshman year, she enrolled and was in JMG all the way through high school and four years at Thomas College.

Samantha is a health professional at Maine Behavioral Health Organization working with children. She says her JMG Specialist has been a big part of her life. "Mrs. Bourassa was my high school Specialist at Oak Hill and I love and still keep in touch with her. She has helped me apply for and get jobs. She gave me advice when I needed it. I took a gap year after graduation and when I asked her about Thomas College she immediately connected me to the JMG Specialist there, Mr. Reynolds, who helped me navigate the application and enrollment process." Samantha just graduated from Thomas in May and credits JMG with helping her reach her goals. She says her Specialists helped get her on a career path; provided volunteering opportunities; and, offered support when she was struggling with college assignments. "They were there for me no matter what I needed. And, even though I've graduated, I know they're still there for me."



# CLASS OF 2016

## Jennie Jacobs

HALL DALE HIGH SCHOOL

Jennie Jacobs enrolled in JMG her junior year in high school and is very clear about its impact on her life. She says JMG gave her the opportunities, support and resources to be successful. "From gaining confidence when going into an interview to learning how to work as part of a team, JMG has been the most influential part of my life."

Along with working part-time at Applebee's restaurant and going to school at Southern Maine Community College, Jennie wanted to find a way to stay involved in JMG.

Recognizing the impact and reach of JMG, Jenni now serves as an Alumni Ambassador. She is a committed liaison between JMG, current students, and alumni, and seeks to connect them with opportunities to support other students in high school, post-secondary institutions, and beyond. She has found the experience to be rewarding both personally and professionally, and enjoys staying involved in JMG.



# CLASS OF 2015

## Zoe Gardiner

BELFAST AREA HIGH SCHOOL

Zoe Gardiner graduated from Belfast Area High School with honors and was in JMG for two years. She says she survived a difficult childhood, with challenging circumstances.

Zoe says her Specialist, Mr. Hart, encouraged her to think about who she was and what she wanted. Through lessons and activities she started to think about her future for the very first time. She says, "JMG helped me to develop my resume, improve my interviewing skills, and gave me opportunities to volunteer in the community. Because of JMG, I got a job shadow with an orthopedic surgeon."

Today, Zoe is in the JMG program at Eastern Maine Community College pursuing a degree in Surgical Technology. She still stays in touch with Mr. Hart; someone she says has always been there for her, especially when she's needed him most.



# CLASS OF 2017

## Sulley Menz

WATERVILLE SENIOR HIGH SCHOOL

Sulley Menz is a perfect example of JMG's long-term continuum of support. Sulley joined JMG in seventh grade. Today, a sophomore at Kennebec Valley Community College, he is beginning his eighth year in the program.

"My mom passed way when I was four months old and I've been raised by my grandmother ever since. She's an amazing lady who worked 60-hour weeks to support me. She has always been there for me and so has JMG."

When Sulley found himself struggling academically, he says his Specialist at KVCC texted him daily reminders about tutoring sessions and assignments. "She was constantly encouraging me to make sure I was doing everything I could to pull up my grades... and it worked."

Sulley says JMG helped him with everything from managing his time more efficiently to taking better notes in class. "JMG helped me realize that if I want something badly enough, I have to work for it. So while it may not be easy, you will never hear me use the word quit."



# CLASS OF 2018

## Mathison Deering DEXTER HIGH SCHOOL

Mathison Deering says he didn't really know what JMG was all about when he was encouraged to enroll. He was very shy his freshman year and only spoke to a couple of kids. For him, joining a new program like JMG felt risky. "I had planned to see what it was, out of curiosity, then drop the class to get my other gym credit.... Three years later, now at Thomas College, I am completely different from how I was freshman year. I have more friends, more activities I participate in and, most importantly, more confidence."

When Mathison first enrolled, he didn't have any goals for the future and says, "I did my homework just so my Mom didn't ground me." The new graduate says JMG helped him gain the maturity and skills to feel prepared for what's next after high school. "Without JMG, I don't even know if I would have graduated from high school this spring, let alone be pursuing a degree at Thomas College." Mathison says after he graduates from Thomas, he plans to be a financial advisor; helping nonprofits make a difference in people's lives.

Mathison's favorite JMG memory was competing in a public speaking competition at JMG's Career Development Conference this year. "I had attempted this last year and didn't end up placing at all, which made me feel like I had let down my classmates who were all winning awards for us. So this year, I was determined. And, when they announced I had won first place, I was so shocked, I almost couldn't stand! I had never earned a trophy before and knowing it wasn't just for me, but for all of my JMG friends, made the victory feel that much more important."



“  
[My JMG Specialists] were there for me no matter what I needed. And, even though I've graduated, I know they're still there for me.  
”

2018



131 Programs



9,000 Students



150 Employees



\$11.1 Million Budget



1993

2018



20+ YEARS



15+ YEARS



10+ YEARS



5+ YEARS



1-4 YEARS



NEW IN 2018



SINCE DAY ONE: 25 YEARS

# JMG EMPLOYEES: SERVING THE FUTURE OF MAINE



Celebrating 25 Years of Shared Success

1993



2018



**EACH ONE OF US CAN MAKE  
A DIFFERENCE.  
TOGETHER, WE MAKE  
CHANGE.**

Today, there are nine JMG alumni who are working as specialists in classrooms across the state. Karyssa Upham is one of JMG's newest specialists. She is an alumna who graduated from the University of Maine at Augusta in May and was hired three months later. "JMG changed my life. I likely would not have finished high school without it, let alone college. JMG gave me a reason to attend school and made me believe in myself again. I had just earned my master's degree when I saw the job opening and I knew I wanted to give back to other students what JMG had given to me."

The desire to 'give back' is a common theme for alumni who are passionate in their desire to work for JMG. Jason Little was in the program for three years at Hodgdon High School and is now back in the same classroom passing on what he learned to others. "When I saw the specialist job posted online, it felt like a dream job. My own specialist always encouraged us as we took steps towards our future plans. He encouraged growth by getting us outside of our comfort zones and showed that he believed we could do more than we thought we could. My hope is that I can pass this encouragement and advice on to my own students. I want to see these young people reach their goals, and it's a privilege to have a part in working with them to make that happen."

Heather Douglass graduated from high school in 2001 after spending three years in JMG. Wanting to stay in touch with a program she says made a real difference in her life, she later joined JMG's board of directors, and is now the company's Vice President of Institutional Advancement. "My freshman year, I lost my father and a close friend within just a few months. JMG kept me engaged in school and in my community. When this opportunity presented itself, it truly felt like I was coming home. I love working with businesses across the state to build pathways for our students. It's a win-win that will help ensure Maine has a competitive workforce and a prosperous economy."



# Middle School SPECIALISTS



**Alex Ricker**  
Brewer Community  
School



**Ryan Sweeney**  
China Middle School



**Julie Walters**  
Durham Community  
School



**Rebecca  
Harrison**  
Freeport Jr. High  
School



**Samantha  
Robinson**  
Gardiner Regional  
Middle School



**Tulin Sinkins**  
James F. Doughty  
School



**Joshua Daigle**  
Lewiston Middle  
School



**Jeff Kozaka**  
Mahoney Middle  
School



**Jaedra Rideout**  
Memorial Middle  
School



**Myranda Knight**  
Messalonskee Middle  
School



**Kyle Story**  
Mt. View Middle  
School



**Michelle Huston**  
Philip W. Sugg Middle  
School



**Kathy Reardon**  
Ridge View  
Community School



**Ree Anna  
Bridges**  
Rose Gaffney  
Middle School



**Tara Houle**  
Sanford Jr. High  
School



**Beth Borden**  
Sebasticock Valley  
Middle School



**Chad Larrabee**  
Troy Howard Middle  
School



**Victor Esposito**  
Vassalboro  
Community School



**Carolyn Collins**  
Warsaw Middle School



**Jonathan Hart**  
Waterville Junior High  
School



**Fernando  
Hinojosa**  
Windham Middle  
School



**Sophie Erikson**  
Winslow Junior High  
School



**Jason Drake**  
Wiscasset Middle and  
High School



**TJ Abacha**  
Auburn



**Karyssa Upham**  
Bangor



**Glenn Atkins**  
Lewiston



**Jon DiBiase**  
South Portland



**Tom Toner**  
Waterville

## High School COMPLETION SPECIALISTS



# HIGH SCHOOL SPECIALISTS



**Lew Ireland**  
Bangor High School



**Kallgren Jipson**  
Belfast Area High School



**Brian Heal**  
Biddeford High School



**Michael Bureson**  
Bonny Eagle High School



**Lori Marseille**  
Brewer High School



**Justine Cone**  
Brewer MELMAC



**Shane Boyes**  
Bucksport High School



**Toby Cole**  
Calais Middle / High School



**Valerie Waldermarson**  
Caribou High School



**Kim Cole**  
Carrabec High School



**Shelly Couture**  
Cony High School



**Joel Costigan**  
Deering High School



**Billie Clark**  
Dexter Regional High School



**James McClurg**  
Dirigo High School



**Jacob Hackett**  
Ellsworth High School



**Dylan Fernandez**  
Erskine Academy



**Kim Dorsey**  
Fort Fairfield Middle and High School



**Michelle Charnick**  
Fort Kent Community High School



**Kathy Richards**  
Foxcroft Academy



**Jay Harper**  
Freeport High School



**Jennifer Toner**  
Gardiner Area High School



**Ryan Chicoine**  
Gorham High School



**Kevin Stafford**  
Greenville Consolidated School



**Jarod Richmond**  
Hall-Dale High School



**Anne Cowin**  
Hampden Academy



**Chris Woodside**  
Hermon High School



**Jason Little**  
Hodgdon High School



**Dee Butler**  
Houlton High School



**Louis Culotta**  
JAG New England, B.M.C. Durfee HS



**Kaleigh Young**  
JAG New England, Lynn Classical HS



**Nicole Sevey**  
Jonesport-Beals High School



**Katie Wood**  
Lawrence High School



**Julie Stone**  
LearningWorks YBA Portland



**Zachary Keene**  
Leavitt Area High School



**Scott Tracy**  
Lewiston Regional Technical Center



**Michelle Bourne**  
Lewiston Regional Technical Center



**Chris Webb**  
Lewiston Regional Technical Center



**Jessica Porter**  
Lisbon High School



**Lori McBrine**  
Machias Memorial High School



**Stephany Perkins**  
Madison Area Memorial High School



**Wladimir Ortiz**  
Maine Central Institute



**Alison Fongemie**  
Medomak Valley High School



**Skip Bessey**  
Messalonskee High School



**Jason Pellerin**  
Messalonskee High School



**Shay Flanagan**  
Monmouth Academy



**Maria Morris**  
Morse High School



**Larry Thornton**  
Mountain Valley High School



**Tyler King**  
Mt. Ararat High School



**Matt Reynolds**  
Mt. Blue High School



**Hauns Bassett**  
Mt. View High School



**Shaina Mugford**  
Narraguagus Jr./Sr. School



**Melissa Coppa**  
Nokomis Regional High School



**Betty Vose**  
Northern Penobscot Tech. Region III



**Kelly Bourassa**  
Oak Hill High School



**Jane-Ann Reinink**  
Oceanside High School



**Courtney Withee**  
Old Town High School



**Amy Dow**  
Old Town MELMAC



**Kelsi Whelden**  
Orono High School



**Courtney Pollock**  
Piscataquis Community High School



**Emma Sinden**  
Portland High School



**Mindy Hitchcock**  
Presque Isle High School



**Ivy Latendresse**  
Richmond High School



**Cheryl Gifford**  
Sanford High School



**Liz Villies**  
Searsport Middle & High School



**Olivia Kalloch**  
Shead High School



**Matt Clark**  
Skowhegan Area High School



**Angelica Hall**  
South Portland High School



**Dan Soule**  
South Portland High School



**Nathan Dana**  
Spruce Mountain High School



**Tom Hart, Jr.**  
Sumner High School



**Scott Stinchcomb**  
Thornton Academy



**Becky Lenfestey**  
Washington Academy



**Dana Bushee**  
Waterville Senior High School



**Matt Gilley**  
Waterville Senior High School



**Michael Chamberland**  
Waterville MELMAC



**Chris Strout**  
Westbrook High School



**Jennifer Dumont**  
Windham High School



**Kerry Kowalczyk**  
Windham MELMAC



**Amber Jones**  
Winslow High School



**Judi Bouchard**  
Winslow MELMAC



**Carl Ripley**  
Woodland Jr./Sr. High School



**Karen McGrady**  
Eastern Maine Community College



**Jessica Rodrigue**  
Kennebec Valley Community College



**Carlo Bufano**  
Southern Maine Community College



**Kara Boone**  
Southern Maine Community College



**Nicole Lazure**  
Thomas College



**Mitch Donar**  
Thomas College



**Joe Hayes**  
University of Maine Augusta



**Sue Dubay**  
University of Maine Fork Kent



**Tara Poole**  
University of Maine Machias



**Randy Inosencio**  
University of Southern Maine



**Mary-Ann Urquhart**  
Washington County Community College

# COLLEGE SUCCESS SPECIALISTS

# CAREER COORDINATORS & PATHWAY NAVIGATORS



**Eliza Kenigsberg**  
Career & Community Coordinator for Gorham High School



**Kevin Michaud**  
Pathway Coordinator



**Bethany Sevey**  
Career Prep & Financial Literacy Coordinator for Somerset County

# REGIONAL MANAGERS & CENTRAL OFFICE



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Assistant Director of Operations



**Penson Bartlett**  
North Regional Manager



**Staci Beal**  
Development Manager



**Debbie Bechard**  
South Regional Manager



**Ellen Benson**  
South Regional Manager



**Liz Dionne**  
Administrative Assistant



**Mary Fortin**  
Accounting Specialist



**Lisa Gardner**  
Director of Stewardship



**Sherrye Haney**  
Central Regional Manager



**Ed Leeman**  
North Regional Manager



**Sara Lozefski**  
Data Manager



**Maureen O'Brien**  
New Models Facilitator



**Cory Paquette**  
Central Regional Manager



**Mark Pullen**  
North Regional Manager



**Lori Roming**  
Development Assistant



**Dena-Lee Shorey**  
Accounting Manager



**Tracie Travers**  
Workforce Development Manager



**Lindsey Withee**  
Central Region Manager

# EXECUTIVE TEAM



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President & CEO



**Kimberley Acker Lipp**  
Executive Vice President



**Nathan Pelsma**  
Chief Financial Officer



**David Galin**  
Chief Strategy Officer



**Jane Golden**  
Vice President of Human Resources



**Heather Douglass**  
Vice President of Institutional Advancement



**Matthew St. John**  
Director of Operations



**Julee Grass**  
Chief of Staff



**Scott Hamilton, Chair**  
Retired Executive, IDEXX



**Virgel Hammonds, Vice Chair**  
Chief Learning Officer,  
KnowledgeWorks

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Drummond Woodsum



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Assistant Superintendent,  
South Portland Public Schools



**Eric Haley**  
Superintendent, AOS #92



**Chris Howell**  
Assistant Superintendent,  
RSU #14



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Director of Marketing, CMP



**Ryan Moore**  
VP Digital Card Sales,  
Bank of America



**Nicole Pellenz**  
VP Deposit Relationships,  
Machias Savings Bank



**Heather Perry**  
Superintendent,  
Gorham School Department



**June Koegel**  
EVP & Chief Operating Officer,  
Volunteers of America



**Kate Snyder**  
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Portland Education Foundation



**Larry Sterrs**  
CEO, Unity Foundation



**David Walker**  
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