

**Satell Alumni Evaluation**  
**Satell Teen Fellowship for Leadership and Social Activism**  
Covering first 6 years of the program from inception in 2005 through 2010

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**Funded by: Jewish Federation of Greater Philadelphia Grant**

## **Satell Alumni Research Overview Benchmarks and Recommendations**

The Satell Teen Fellowship for Leadership and Social Activism embarked on an evaluation process to examine the impact that the program has had on its six classes of Alumni. The research indicates that Satell Alumni have benefited in the long term from their participation in the Satell Fellowship and would additionally benefit from additional connections to the program and with the funding organizations. There are limits in the extent to which any (program or) organization can ensure the success of its Alumni; however continuity of communication and resources can make a substantive contribution to the ongoing efficacy of leadership and Jewish community connections. The Satell Fellowship can ensure further Alumni successes by examining pre- and post- program completion benchmarks and recommendations as seen in the following report.

All one hundred and six (106) Alumni were invited to take part in the survey to determine what the influence of their experience in the program had been and what they wished to see in the future. There were a total of 45 responses received, giving us a return rate at 42.45%.

### **Benchmarks:**

- ⤴ The research has shown that approximately 34% of Alumni continued to work on their Commitment Project in some capacity. Given that this project is only an obligation so long as they are active Fellows, it seems that **the commitment project has value to Fellows.**
- ⤴ The research has shown that 67.4% of Fellows stay in touch with 1-5 other students from their cohort, 9.3% with 5-10, and 14% with 10 or more. It is clear that the relationships formed during this Fellowship are not merely formal or constrained to the time of the program. It has shown that **enduring friendships are made during the program. This is noteworthy as many of these students, coming from different geographic and denominational backgrounds, would not have met if they had not participated in the Satell Fellowship.**
- ⤴ The research has shown that an overwhelming 73% of Alumni remain involved in service learning activities, with 40.7% of those students giving between 5-10 hours a month to their communities. As such, it has been demonstrated that **Alumni Fellows continue in community service beyond the Fellowship.**
- ⤴ The research has shown that 75% of Alumni are/were involved in their campus Hillel or other Jewish groups.
- ⤴ The research has shown that 95.5% of Alumni Fellows put Satell participation on their college applications.
- ⤴ The Research has shown that a significant 42.1% of Alumni Fellows identify themselves as Satell Alumni on Facebook. There is however room for expansion of internet and social networking connectivity with Alumni.
- ⤴ The research has shown that after the Satell Fellowship, 58.1% of Alumni noted an increased interest in Israel. 25.6% have returned to Israel since their graduation from the program. 93.3% of Alumni described their involvement with Israel as “reading news.” Given these facts, it seems that **Alumni Fellows maintain interest in Israel beyond the program.**

**Recommendations:**

1. The researcher's interaction with the Fellows indicates that the more time that has passed since their involvement in the Fellowship corresponds to a decline in interest in Alumni activities. The building of an Alumni program will be more effective if approached from a "bottom-up" strategy. Subsequent years of Fellows must go through the program, while being exposed to Alumni and the Alumni program. This will solidify the program's image as an ongoing experience for students. **Build Alumni participation into each program year (i.e. MLK Day, Israel Independence Day) in order to establish an expectation of continued contribution and involvement.**
2. Challenges were faced during our attempts to reconnect with Alumni due to outdated contact information. In order to combat this issue, the program needs to create continuity of presence in the lives of Alumni. **Train Fellows prior to exit on LinkedIn and other professional networking mediums. Establish regular ongoing communication with Alumni three months after exiting program to keep database of Alumni current.**
3. The data shows clear trends in terms of what the Fellows would like to see from our organization in an Alumni program. 76.2% of respondents said that they would, in fact, read a Satell Alumni Newsletter. They also expressed interest in internship, scholarship, volunteering and networking opportunities. **Provide meaningful and relevant resources to Alumni via website and Newsletter linking Alumni to each other, listing internships, work and volunteer opportunities. Develop a variety of paid internship positions to add value to the Satell and Alumni program operations and the grow Alumni's own professional portfolio, by writing newsletters, coordinating activities, etc.**
4. Many Alumni have expressed interest in events with Mr. Satell and other professionals. The Fellowship can serve as a facilitator, connecting students with third party resources and also a provider of resources themselves. By providing internships, paid positions, and scholarships through the program, Satell college students will see the exclusive benefit afforded to them as Alumni. **Provide opportunity to stay connected to Mr. Satell and Federation by offering special programs, scholarships, letters of recommendations, and continued access to program resources. Develop a small scholarship fund for Alumni to apply for continued leadership educational programs. (A portion of fund could be built with support from Fellow's parents and Alumni themselves)**

## **Research and Results:**

### **Rational for Project:**

The Satell Teen Fellowship for Leadership and Social Activism has evolved since its establishment in 2005, both in terms of its infrastructure and program. The critical elements for success have been a strong partnership established between the Satell Family Foundation, the Jewish Federation of Greater Philadelphia and the Jewish Community High School of Gratz College.

When the program reached a five-year point, it was felt that research was essential to substantiate the impact the program has had on participants. The research will quantify and qualify program effectiveness and long-term results based upon the Fellows' involvement in the program. The survey drew responses from Fellows and a small sample of parents. In addition to the written survey, we also conducted interviews which allowed us to collect anecdotes and informal observations about the effect on Alumni since participation in the program. We prepared a survey tool that was reviewed collectively with Satell professionals, partners, Fellows and the Federation research professional. The goal of the report will validate the program investment and the Fellows' experiences, as well as to give valuable feedback to evaluate and improve the program.

The Satell Family provides additional leadership and support through the participation of the Foundation's Director of Philanthropy, Regina Black Lennox.

**Collaborating Organizations:** The Satell Family Foundation, The Service Learning Institute of the Jewish Community High School of Gratz College and the Jewish Federation of Greater Philadelphia.

The Evaluation Report has been written by Beth Margolis Rupp, Educational consultant and former Director of the Satell Fellowship, and project intern Josh Twersky, Satell Fellow 2009, currently a student at McGill University.

## **Introduction to Research Project:**

### **The program goals for this project achieve the objectives of Federation priorities:**

The Satell Teen Fellowship has a proven track record of engaging Jewish high-school youth in dynamic programming. The Fellowship not only brings together youth from across the spectrum of Jewish life, but actively engages them in exercises and discussions to create a truly pluralistic environment of mutual trust, understanding, and respect. The Fellows are required to improve their communication skills, including enhancing their abilities to articulate their faith perspectives. By providing these opportunities in multiple settings and methods, the Fellows strengthen their own Jewish identities and the visibility of positive Jewish youth action in the greater community. There has been noticeable evidence over the years of the Satell Fellows contributing to Federation and other community activities as volunteers at Super Sunday, Yom HaShaoh, Israel Independence Day Festivals, Mitzvah Mania, JRA and J-Serve.

The Satell Teen Fellowship maintains a multi-faceted relationship with Federation, serving as a conduit to the community at large and a link to networking with local, national, and global Jewish leaders. This increases our Fellows' knowledge and experience of the Federation and the larger Jewish community.

Two recent studies connect the goals of the Satell Fellowship with Federation priorities. The Jewish Population Study of Philadelphia has clearly identified that there is a lack of affiliation and connectedness among youth – the Satell program provides both. We are a Jewishly motivated social activism and leadership program utilizing

service learning methods. We engage in discussion-based programs and activities on Israel and American Jewish life with an understanding and respect for diversity and culture. We are a pluralistic program that encourages each member to share their beliefs and practice and honor others. Because of that approach, each Fellow is affirmed and deeply strengthened in his or her own identity. We provide opportunities for each Fellow to reengage back into their Jewish and secular communities (e.g., youth group, synagogues, schools and on-line) and to bring their peers to join them in service. Leadership, communication, critical thinking skills and tools are continually practiced at sessions, in reflection blogs, and in planning service and commitment work. The outcomes are evident in commitment projects and in ongoing Alumni efforts.

The "Report on Current Trends for Jewish Teens in Out of School Activities" produced by the Rose Community Foundation substantiates the Satell approach to Jewish youth identity, affiliation, civic engagement and long term connectedness to community. Their twelve major findings are identified themes we already address through our program design, in particular as regards service and leadership best practices. One of our strengths is in building authentic partnerships and collaborations with the teens, encouraging integration and not fragmentation. We work with the youth leaders where they are and help them gain a broad educated view of Jewish community life and practice, while gaining new experiences and in bringing it home. The Satell program addresses these issues as evidenced by engaging leaders from various youth groups, synagogue programs and the individual as well.

Over the past five years the Satell Teen Fellowship has evolved into a powerful program that prepares Jewish youth to meaningfully contribute to their local and global communities. The program has five core goals that provide life and learning experiences for the Fellows to be effective in expressing their voice and taking their place with an intentional and thoughtful Jewish lens.

**The five goals are:**

- Uniting and integrating a highly motivated group of diverse Jewish teens from the Greater Philadelphia region.
- Providing a range of developmental retreats and trips which include service and leadership design, action and mobilization.
- Mentoring personal commitment projects.
- Developing and refining communication, project management and leadership skills.
- Creating opportunities to actively engage with prominent secular and Jewish community leaders for dialogue about understanding and action.

### **Fellowship objectives addressed in research:**

The Satell Teen Fellowship for Leadership and Social Activism prepares Jewish adolescents for leadership roles and active service for a lifetime of engaged citizenship in the secular and Jewish communities through leadership development, intellectual inquiry, the building of social capital and collateral, service experience, social skills, travel and expanding spiritual and Jewish identity for a purposeful and meaningful life.

- A. To build strong leadership skills among Jewish youth by empowering them to develop their own voice in the community and the world. Fellows learn to promote their desire and ability to ask hard questions about politics, social justice and diversity; to foster respect for diversity, collaboration, and self-reflection; and to dedicate activities to creating a more just society, all of which will enable them to effect significant and enduring positive change in their communities.
- B. To connect the core Jewish values of social justice and service with the core American values of democracy, innovation, and equity by engaging Jewish youth in active, authentic opportunities and experiences of community-building.
- C. To strengthen the Satell Fellows' developmental assets to assist in reinforcing their inter- and intra-personal skills that will be the foundation of happy, healthy, and meaningful lives.
- D. To provide an environment which will cultivate the value of, and develop the skills for, spiritual reflection; for personal growth as a human being; and to grow as an effective and compassionate leader.
- E. To develop and/or strengthen Jewish teens' affinity for Jewish people-hood, faith, practice, and the state of Israel, and to enhance their sense of connectedness and devotion to Judaism.

### **Introduction to Framework for Project and Research:**

The project's intention is to measure the program's impact over time, to examine what resources Alumni would value and to establish recommendations for continued development of the Satell Fellowship.

#### **Part 1: Direct Alumni Research**

- A. To establish a tool that reflects the goals and components of the program
- B. To survey Alumni attitudes towards the program
- C. To identify what the Alumni are involved in currently and activities since the program
- D. To provide suggestions on development of an Alumni program

#### **Part 2: Scholarship and Internship Research**

To provide a database of opportunities, particularly those that would apply to Satell Fellowship Alumni.

#### **Part 3: Proposed Scholarship Concept**

Lastly, as a late addition to this initiative, we have endeavored to propose a Satell-sponsored scholarship for students who have gone through the program, based on responses to the survey.

**This report will include:**

Survey results with analysis, as well as opening and closing letters for the survey.  
The full scholarship proposal is in an addendum written by Josh Twersky.

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**The Survey Development:**

**Research Steps and Dates for Assessment with Alumni:**

1. Design survey; discuss formulation of questions, and length (06/11)
2. Review survey with partners and edit finalize (7/11)
3. Opening Letter to both Alumni and Parents (08/11)
4. Survey Monkey tool launched (8/11)
5. First round of phone calls to Alumni (08/11)
6. Second round of phone calls (08/11)
7. Third round of phone calls (09/11)
8. Facebook requests for Alumni participation (10/11 to 12/11)
9. Closing letter (02/12)
10. Survey Monkey tool closed (2/12)
11. Report draft submitted (3/12)

**Brief Benchmarks from Satell Alumni Research:**

- Commitment project has value to Fellows
- Friendships made during the program are enduring
- Alumni Fellows continue in community service volunteering in ongoing service beyond the fellowship
- Alumni Fellows participate in Hillel or other Jewish groups on college campus
- Alumni Fellows put Satell participation on their college applications
- Alumni Fellows stay identified with Satell on their Facebook
- Alumni maintain interest in Israel beyond the program

**Recommendations**

- Build Alumni participation into each program year, establishing expectation of continued contribution and involvement
- Establish regular ongoing communication with Alumni three months after exiting program to keep database of Alumni current
- Provide meaningful and relevant resources to Alumni Newsletter linking alumni to each other, listing of internship, work and volunteer opportunities
- Provide opportunity to stay connected to Mr. Satell and Federation by offering special programs, scholarships and letter of recommendations
- Train Fellows prior to exit on LinkedIn to establish the value of networking and other social networking sites
- Establish placements in Federation and/or Satell Family Foundation programs for Alumni Fellows, to continue service and community-based learning that can enhance professional CVs and employability.

**Brief Narrative:**

Of the parents, 23 responded to the survey, however their answers don't display any significant trends. Previous to this survey a Satell intern called parents and had a better experience collecting constructive information.

When examining the Satell program by year there seems to be a trend in particular denominations. For example, more Reform Fellows were involved in Year 2. As participant diversity is a one of the identified program strengths, it would be important to do broader outreach in the marketing strategies and most importantly in the selection process of each individual year.

Results are conclusive that Fellowship Alumni are invested in maintaining a connection with the program. The level and frequency is determined by connections to the program, ongoing friendships with the other Fellows, and via Facebook. They were interested in enhancing their on-going connection through a possible newsletter, resource lists, and event participation.

A considerable emphasis to consider is for the Satell Family Foundation or Federation working to set up Fellows with internships with partner organizations. Information gathering is a helpful service which we can provide, but we really want Fellows to feel as if they have gained valuable networking opportunities through this program.

**This section notes several survey questions and their responses. Also included here are the corresponding components and objectives of the Satell Teen Fellowship.**

**Question 16: Did/do you continue to work on any aspect of your commitment project?**

*Program component: Mentored personal commitment projects*

*Program Objective: To build strong leadership skills among Jewish youth by empowering them to develop their own voice in the community and the world. Fellows learn to promote their desire and ability to ask hard questions about politics, social justice, and diversity, to foster respect for diversity, collaboration, and self-reflection, and to dedicate activities to creating a more just society, all of which will enable them to affect significant and enduring positive change in their communities.*

From the collected responses, it seems that a significant 34.1% of Alumni continued to work on their commitment projects beyond the Fellowship. It seems from these responses that there may be value in providing Alumni program support for these initiatives. The commitment project is already a central part of the Fellowship. It may also be a useful focus for the Alumni program. Even without sustained support, many Alumni find ways of continuing their project. With support, I expect we will see a rise in the number of continued projects.

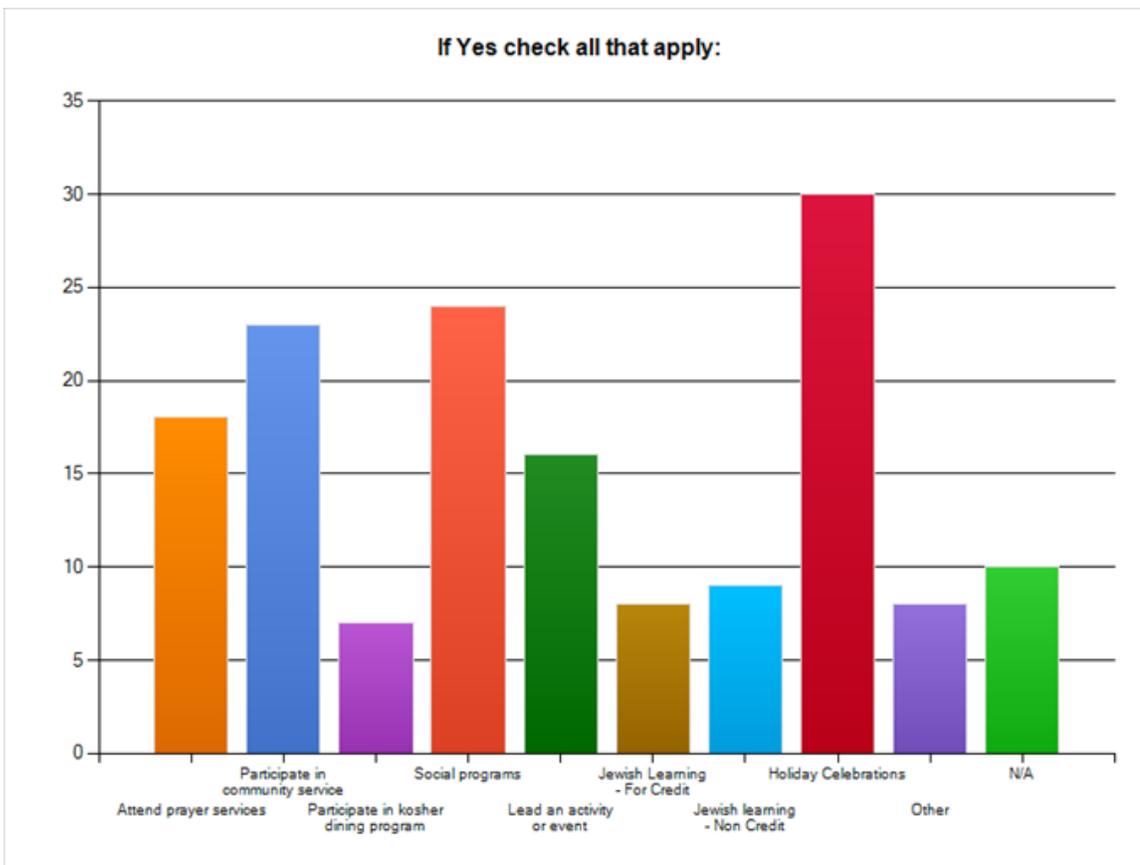
**Question 21: Are/were you involved in campus Hillel or other Jewish life on campus?**

*Program Objective: To build strong leadership skills among Jewish youth by empowering them to develop their own voice in the community and the world. Fellows learn to promote their desire and ability to ask hard questions about politics, social justice, and diversity, to foster respect for diversity, collaboration, and self-reflection, and to dedicate activities to creating a more just society, all of which will enable them to affect significant and enduring positive change in their communities.*

*Program Objective: To strengthen the Satell Fellows' developmental assets to assist in reinforcing their inter and intrapersonal skills that will be the foundation of happy, healthy, and significant lives.*

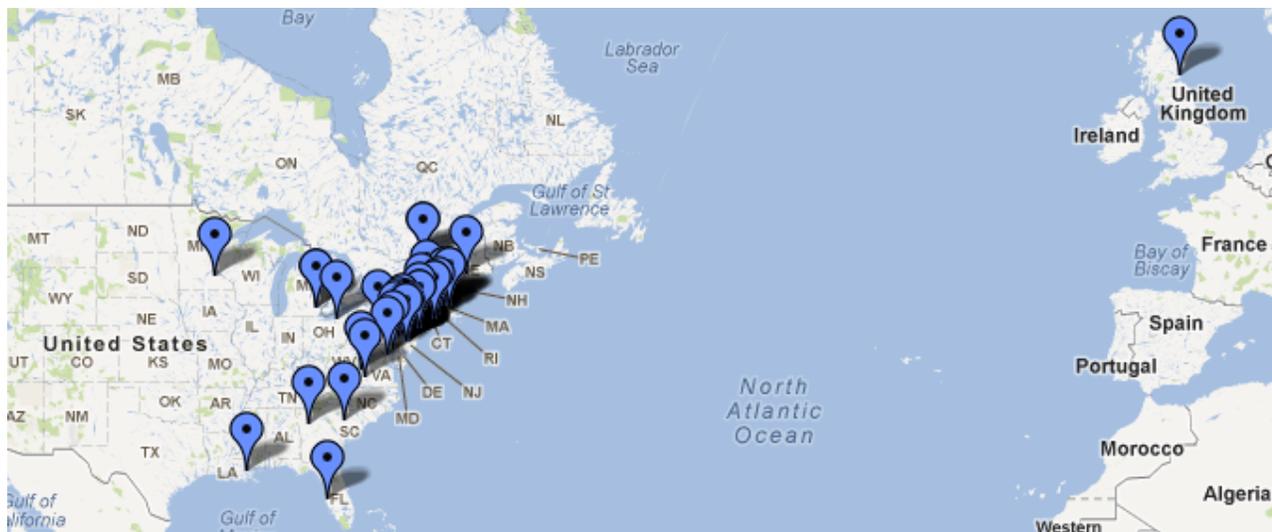
*Program Objective: To develop and/or strengthen Jewish teens' affinity for Jewish people, faith, practice, and the state of Israel, and enhance their sense of connectedness and devotion to Judaism.*

**An overwhelming 75% of surveyed students continue to be involved in Jewish life on their college campuses after the Satell Fellowship.**



**Question 10: What College/University do/did you attend?**

If you look at the map below, you will see that the students, by and large, remain on the East Coast for University. Though some remain in the Philadelphia region, most move further northeast. In terms of Alumni events, this may be an indication that events could take place in other regions that attract Alumni, such as Boston and Upstate New York. Additionally, it demonstrates which regional internship and scholarship information will be useful to our Alumni.



<http://maps.google.ca/maps/ms?msid=217615131386824008398.0004b8ce77761077ff454&msa=0> (A link to a more interactive map is included below for more detailed geographic positioning)

**Question 13: What is/was your major?**

When reviewing this information closely, it is clear to see the broad range of studies that attract Satell Alumni. Initially one might expect a stronger representation of liberal arts majors. However, from our results (shown below divided into 4 broader areas of study) we see that the alumni are a very diverse group academically. As internship and scholarship research proceeds, it is clear that the criteria will need to be expanded to suit a much broader base of academic pursuits. (Note: For a full report, see the full survey included at the end. )

**Satell Alumni Academic Majors**

**Arts:** English, Philosophy, History, Anthropology, Sociology, Communications, Judaic Studies, American Studies, Women's Studies, Gender and Sexuality Studies, International Relations, French, Technical Theater, Environmental Studies, Film.

**Business:** Accounting, Economics, International Business, strategic Communication And Organizational Leadership, Adult and Organizational Development, Public Relations, Marketing, Business

**Science:** Neuroscience and Behavior, Neuroscience, Environmental Engineering, Biomedical Engineering and Economics, Physical Therapy, Psychology, Bioengineering, Biological Sciences, Life Science, Chemistry, Pharmacy, Digital Media Design

**Education:** Elementary Education, Social Studies - Secondary Education, English - Secondary Education, Music Education and Vocal Performance, History - Secondary Education, Early Childhood Education, Elementary/Special Education and Math and Science Education

### Questions 23, 24, & 25: Post Fellowship Service

*Program objective: To build strong leadership skills among Jewish youth by empowering them to develop their own voice in the community and the world. Fellows learn to promote their desire and ability to ask hard questions about politics, social justice, and diversity; to foster respect for diversity, collaboration, and self-reflection; and to dedicate activities to creating a more just society, all of which will enable them to affect significant and enduring positive change in their communities.*

*Program objective: To connect the core Jewish values of social justice and service with the core American values of democracy, innovation, and equity by engaging Jewish youth in active, authentic opportunities and experiences of community-building.*

It is clear from the results of the survey that a large portion of Satell students continue to be involved in service opportunities after the program:

- 73% of Satell Alumni report that they remained involved in community service learning.
- 48.1% of these students described their participation in such programs as “on-going”.
- 66.7% of students credit the Satell program with their increased participation in service opportunities.
- 71.1% of students attribute their Satell involvement with an increased acceptance of leadership roles.

The number of hours seemed to vary significantly between students. An important take-away from these statistics is that the Fellowship serves as a motivator for students to continue and enhance their involvement in their communities. In the formation of our Alumni program, it seems that there may be value in connecting students with service opportunities (perhaps Alumni gatherings would even attract more students if structured around service events.)

### Questions 35, 36, 37: Israel

*Program Objective: To develop and/or strengthen Jewish teens’ affinity for Jewish people hood, faith, practice, and the State of Israel, and enhance their sense of connectedness and devotion to Judaism.*

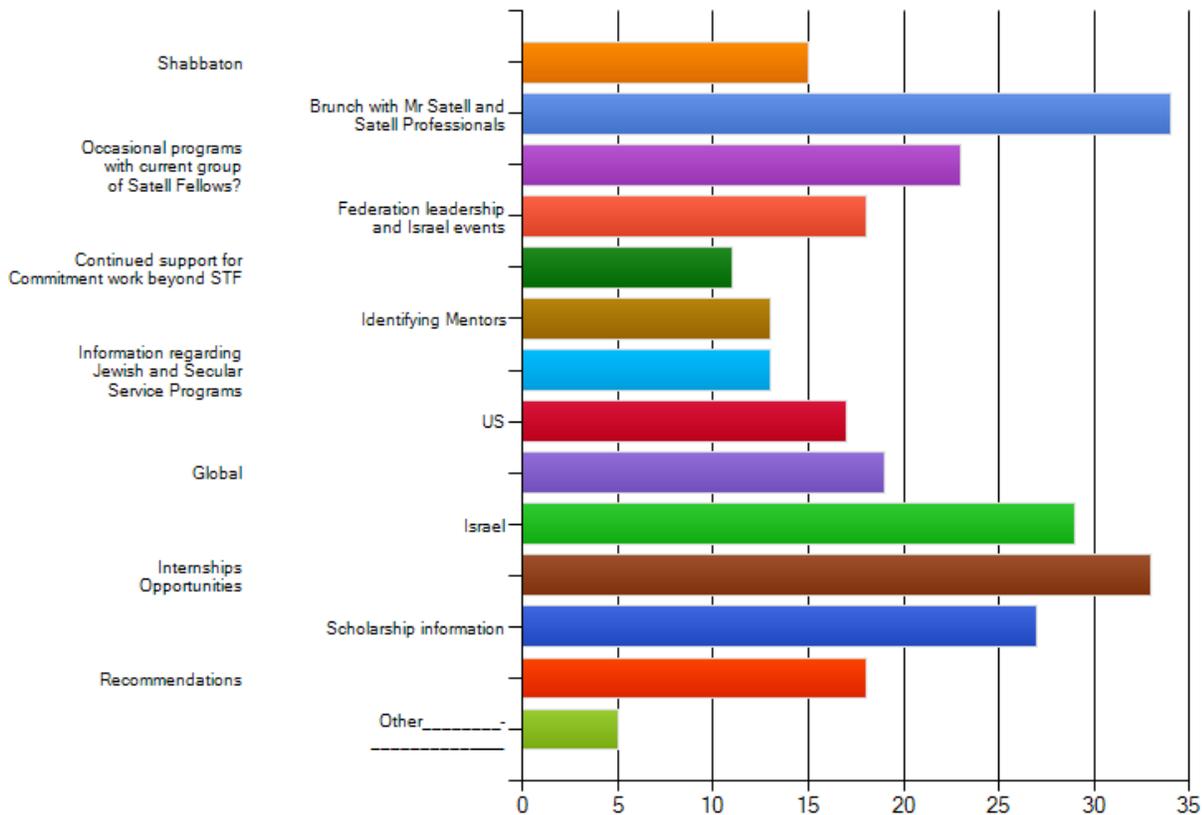
Our survey responses indicate that many students remain interested and engaged with Israel after the Fellowship.

- 74.4% of students who responded have returned to Israel since the Satell program.
- 58.3% of those students described their trip as “college/educational” (their comments seem to indicate that a large portion of students spent a gap year abroad after high school.) More simply, many students’ responses show an enhanced interest in Israel then they had prior to the program.
- 58.1% of our students indicated that their interest in events going on in Israel had increased since the program. Many students described their continued engagement with Israel as based in “reading the news” (93.3%) , lectures (35.6%), Discussion groups (33.3%)
- 28.9% also described that viewing Israeli movies provides a means of staying involved with Israel.

The information gathered in this section of the survey demonstrates that the Fellowship does not merely serve people who already have a relationship with Israel, but that it has succeeded in forming and enhancing relationships between young Jewish leaders and Israel. Our survey indicates that our Alumni would be interested in receiving notices about Israel advocacy events, information, and programs.

## Questions 42-52: Alumni Programming:

### VALUE ADDED- ALUMNI PROGRAM Please check those services or activities in which you would be interested:



As you can see from the chart above, the two most desired aspects of an Alumni program are “Brunch with Mr. Satell and Satell Professionals,” and “Internship Opportunities.” Other items that ranked high, were “Scholarship Information,” “Israel,” “Occasional Programs with current group of Satell Fellows,” and “Federation Leadership and Israel Events.” We have already begun to compile a Scholarship and Internship database that will be appropriate for Satell Alumni, but there is clearly interest in more active Alumni engagement.

The responses show an interest in gathering for an event rather than simply passively receiving information. The goal of the Alumni program, it seems, should be not only to act as a silent 3<sup>rd</sup> party in facilitating Alumni exchange, but to gather and mobilize Alumni through events, planned service, or reunion trips. That being said, the data here, as well as the open response form in Q47 show that the *three* most desired services are:

- (1) scholarship information (88.6%),
- (2) internship opportunities (91.1%),
- (3) reunion/networking (85.7%).

In terms of the best ways to deliver this information to Alumni, 76.2% said that they would, in fact, read a Satell Alumni Newsletter.

**Josh Twersky, Satell Fellow 2009 Alum**  
**Personal Reflections, Recommendations, and Conclusions**

Having been involved with a large portion of this evaluation project, I feel uniquely positioned to give certain input regarding the program. I was a Satell Fellow myself in the 2008-2009 cohort. The program had a huge impact on me. I found the sense of leadership from my peers invigorating and encouraging. I learned how to direct what was at the time a rather vague desire to be involved in community service and leadership, and how to hone those skills into their most effective forms. I owe a lot to this program, and I deeply enjoyed the opportunity to explore whether or not my sentiments were shared with other Alumni. Not surprisingly, both our research and my interactions with Alumni over the course of the project have only confirmed my suspicion; that I was not the only one whose path was fundamentally changed as a direct result of participation as a Satell Fellow. I have also discovered over the course of this evaluation project that the same underlying themes and assumptions that motivate the Satell High School program, may easily apply to an Alumni-based counterpart. In short, there is much unused potential and missed opportunity. Fellows come out of the program with ambition and motivation, and they do indeed succeed in many ways. Yet the extent of their success, if guided and supported, seems nearly incalculable. They seem eager for support and have much confidence in the Satell network.

Another interesting thing I noted during the earlier stages of the process was the effort required to encourage participation from Alumni and their parents. Families who had been through the program in its earlier years were clearly less interested in helping than those who had experienced the Fellowship as a mature and developed entity. To me, this truly demonstrated the evolution of the program, and how drastically it had changed and improved since its inception.

I think it may also be important to review some challenges that were faced during execution of this evaluation project. The first and foremost difficulty was certainly distance. I became involved as a research assistant to this project while in Israel last year, with Beth Rupp of course being in Abu Dhabi. We had a brief overlap during the summer during which I was able to meet with Beth and the Satell team more directly. This period was doubtlessly the most productive one during the project.

After the summer, Beth returned to Abu Dhabi and I went to study in Montreal. With distance came time differences and many other obligations.

Another challenge I faced during this project was the extremely outdated contact information database for our Fellows. Our survey did not receive a large enough number of responses in the beginning, so I endeavored to contact each Alumnus individually. We lacked updated e-mail information for almost all of our Alumni, and many numbers led to disconnected lines or to wrong numbers. I established connections with as many as I could via Facebook, which proved to be very fruitful, but was still insufficient for gathering enough responses. The entire process made it clear to me how important it is that the Satell Alumni be asked to send in current information and be updated *regularly* (I attempted to update as much information as I could during this process.) A big challenge, if we hope to establish real and lasting connections with our Alumni, will be to establish more effective means of communicating with them.

Given my interaction with this project, the Fellows, and the data, my recommendations for the future are as follows:

1. The Alumni database needs to be fully updated *immediately*. Our website is an effective home for our services and information, but *not* an effective communicator of that information. We need to establish a multilayered system of connecting with Alumni using Facebook, Twitter, E-mail, and *cell-phone* numbers. Young professionals move around far too much to consider their addresses and home numbers stable forms of communication. This database needs to be updated yearly.
2. This Report includes a limited list of scholarships and internships that our students may be interested in, but this should not be the only *kinds* of internships offered. As it stands, the list included in this report are items that the students could have located had they dedicated a significant effort into the research. This is only minimally valuable. The Satell Fellowship should be connecting students to internships that they have access to exclusively by virtue of their connections within the community. The message our Alumni infrastructure should be sending to students is that we are offering them something valuable that they would not receive simply by utilizing scholarship and internship search engines.
3. It is for the same reason noted above that I *highly* recommend a detailed review of the scholarship proposal (enclosed in this report). If this Alumni program is to be a success, then students need to see an *active* engagement with their futures, rather than a passive facilitation of information.
4. In terms of actual programming, the data seems to have indicated a very strong interest in Reunion/Networking focused gatherings. It seems that networking will be the most powerful draw for students to come to events. These events should likely be hosted either in Philadelphia, or other main cities along the east coast. There may also be value in exploring alumni trip options such as retreats (I suspect that this would require significant incentives to achieve successful attendance.)

## **Closing Comments and Recommendations, from Beth Margolis Rupp**

At the establishment of the Satell Teen Fellowship in 2005 the economic condition in regard to college scholarship and internship was significantly more abundant and positive. Since then the economic condition has adversely affected the quantity and amount of financial aid and the availability of scholarship for all students. Additionally, the post university employment climate has become similarly negatively affected with intensive competition and limited opportunities to employment and/or internships. The Satell Alumni have become keenly aware of the academic competition and the need to build their own skills and leadership portfolio. If the Alumni program can augment this real need for the Jewish high school, eleventh grade and seniors, while continuing the relationship with collegiate Alumni, it creates the profound win/win, for the Fellows, Alumni, partnering organizations and the Jewish community at large.

To this point there has only been an informal Alumni program and process. The Alumni research has identified that there is both a significant value to be gained with the establishment of a formal program. If designed and implemented with a mutual and reciprocal framework the Satell Fellowship and the partnering agencies can also benefit from Satell Alumni Leadership and Engagement Initiative. The following concept overview is based on three unique Satell dynamics:

- Indications from the survey that it is needed and will benefit alumni, program and partner organizations
- Consistent and concurrent with program mission and objectives: best practice in leadership development
- Developmentally consistent with mission of partner organizations and maximizes youth voice in the region, while showcasing and promoting the Fellowship and Alumni program

### **Brief Concept Recommendations for Satell Alumni Leadership and Engagement Initiative:**

It is feasible to structure this new initiative to establish a baseline of engagement by pre-engaging the current Fellows prior to completing the program. Proving for a scaled approach may capitalize on resources and determine investment while ensuring youth driven options.

Alumni can select inactive or active status:

1. Inactive membership:
  - receive newsletter
2. Activate membership in Alumni program:
  - sign up, receive Newsletter, contribute to newsletter, eligible to apply for Satell and /or Federation scholarship, participate in Alumni programming and/or special partner organization events (receive priority seating and designation as Alumni, participate in grant writing, seeking ad making with both partner organizations, possibility to be selected to attend AIPAC or Federation regional, national or international meetings, representing Fellowship and organizations, be selected or participate as voting member of leadership board, etc
  - Here forward, each cohort could elect a willing representative to be the point of contact for the year after the Fellowship. This position could carry a small stipend plus additional initiative benefits.

Further research on secular and Jewish collegiate Alumni leadership programs would benefit the full design of a program and to develop an actual budget, organizational structure and administrative and programmatic framework for implementation.

## **Scholarships:**

*Please Note: The following list of Scholarships was based on a standard criterion which would match a majority of Satell Alumni. Barring more complicated factors such as "financial need," this list should be applicable to our students with the following archetype in mind:*

*Country of Origin: USA*

*Religion: Jewish*

*Emphasis: Leadership, Community Service, and Entrepreneurship.*

*GPA: Competitive*

*Geographic: Philadelphia and its surrounding counties.*

*Required Major or School: No required majors, some scholarships specific to Philadelphia Universities as listed.*

*Age: Some require that you be in your senior year of High School when applying, most simply require enrollment at an accredited 4-year undergraduate program.*

## **Scholarship List for Satell Alumni**

Golden Slipper Scholarship Application

M. Verna Butterer Educational Trust

Philanthro Scholarship for Higher Education

Off to College Sweepstakes

Samuel A. Green Scholarship Program

The Smith Companies Scholarship

The "Big Dig" Scholarship

CORE Philly - for Schools in the Philadelphia Region

Stop Hunger Scholarship

Richard A. Ash Scholarship Fund

Alpha Leadership and Scholarship Fund

For Philadelphia Schools

Glimpse - For those who plan on studying abroad

The Caring Institute (Requires Nomination)

The Christopher Reeve Award (Requires Nomination)

The Gloria Barron Prize for Young Heroes (Requires Nomination)

Comcast Leaders and Achievers Scholarship (Requires Nomination)

Dunkin Donuts - County Specific

AXA Achievement Scholarship

KFC Colonel Scholars

PA house of Representatives Scholarship

Herb Kohl Memorial Scholarship

Ronald McDonald House Charities

The Anna M. Vincent Scholarship Trust

A. Marlyn Moyer Scholarship

Collegiate Inventors Competition

Fraser Institute

***Internships/Fellowships:***

American Jewish Committee

CLIP

MASA

Jewish-Leadership

Jewish Leadership Network

The David Project

Hillel

Jewish Learning Fellowship

Gabriel Project Mumbai

Engage Chicago

Circle

Institute on Philanthropy and Voluntary Service

The Philadelphia Jewish Museum

National Museum of American Jewish History

Uri L'Tzedek

Growing Leaders

The Leadership Conference

Philadelphia Inquirer

WHYY

The Art Institute of Philadelphia

Citizens for Global Solutions

Arms Control Association

Voice of America

GreenMap

## ADDENDUM

### Opening Survey Letter

Dear Fellow Satell Alumni,

August 5

My name is Josh Twersky, a graduate of the 2009 Satell Teen Fellowship cohort. I am writing this in Israel a week before I return to the states. I have been here on a gap year before I attend McGill University this coming fall. It has been an exciting year for me, with plenty of new experiences, from riding around Tel Aviv as a volunteer for Magen David Adom, to hitchhiking around the settlements with a live turkey. Yes, much has changed since I graduated the Fellowship in the summer of 2009. Yet-and I expect this part is the same for you-I feel I have brought some part of those people, those places, and those lessons with me as I continue to carve out a place for myself in the world.

During my time in Israel, I reached out to Beth Margolis-Rupp to discuss ways in which I could stay connected to Satell and service. Now I am working with the Satell organization to ensure that the Fellowship experience does not end with the presentation of your commitment project. The Satell Program has just completed its 5<sup>th</sup> year, and have received a grant from Federation to research the program's impact over time. In the coming weeks we will be looking at how the Fellowship has impacted your life, with the ultimate goal being to reconnect Satell Alumni in a way that is practical and meaningful. This Alumni program will include items such as Alumni gatherings and online scholarship and internship resources, but first and foremost, the program will reconnect you to a valuable network of young Jewish leaders. As this program is still in the development stage, we are seeking your input on what could benefit you as Alumni to pursue your goals, be they academic, professional, or philanthropic. Please take some time to fill out our short survey at (insert link to student survey.) Your participation will be invaluable in shaping our services.

With Great Anticipation,  
Joshua Twersky, Satell 2009

*A brief update from Beth Margolis Rupp, former Satell Fellowship Director*

Since helping to found the Satell Teen Fellowship for Leadership and Social Justice in 2005 I have learned much about our local/global community, youth development and religious pluralism. Two years ago I left my position as Director and moved with my husband and son to Abu Dhabi, in the United Arab Emirates. Last year I worked at New York University in Abu Dhabi, and now I am a research associate at the Institute for International Studies and Civil Security. My deep commitment to Gratz, JCHS and the Satell Fellowship has inspired me to develop this Alumni Project. I firmly believe that understanding our heritage, refining our leadership skills with vision and rigor and reconnecting to like minded people we all can be powerful to fulfill the promise of the Fellowship.

At this point I am working with Josh Twersky to accomplish 3 goals:

1. Survey Satell Alumni and their parents on the post-Satell experience.
2. Provide a basic database on internships relevant to Alumni.
3. Provide a basic database on relevant scholarships for Alumni to apply

I firmly believe that understanding our heritage, refining our leadership skills with vision and rigor will allow our Alumni to reconnect with like minded people. We all will be more powerful when we fulfill the promise of the Fellowship. Please help us and complete the survey. The survey results and databases will be available Oct. 1, 2011

B'Shalom,

Beth Margolis Rupp, Alumni Project Director

## Closing Letter

February, 2012

Dear Alumni,

Thank you for your contribution to the Satell Teen Fellowship evaluation survey. We heard back from over 40 % of our alumni, a healthy return on our self study.

Please note some significant information found is.....

95 % Put Satell on their college application and/ or wrote about a Satell experience

75 % Participated in Hillel programs on campus

69 % Continued in ongoing active service

71 % stated that their Leadership increased because of participation in Satell Programs

What Alumni most want:

▲ Conversations with Mr Satell

▲ Information on Internships

On the Temple University Leadership Website, Yuval Yarden has gotten the Diamond Leadership Award. Kol hakavod! If you have received any awards or scholarships please let us know. It helps your Fellows know what you are doing and inspires our current Fellows to strive.

Please continue to share your successes with the Satell Team.

Respectfully yours,

Beth and Josh