

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION

40th Annual Conference | April 5-8, 2016

MILESTONES
NEOA CONFERENCE 2016

**SEA CREST BEACH HOTEL
NORTH FALMOUTH, MA**

New England

NEOA 

Educational Opportunity Association
www.neoaonline.org

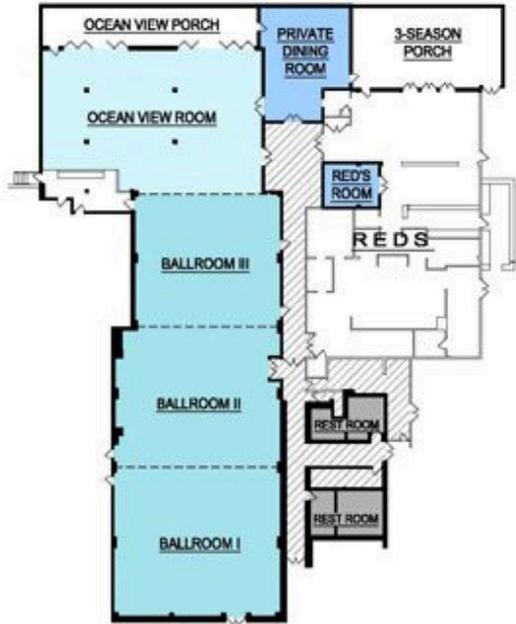
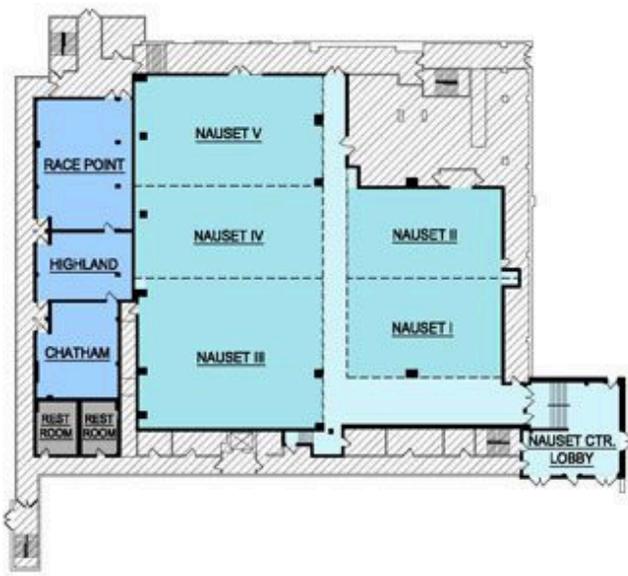
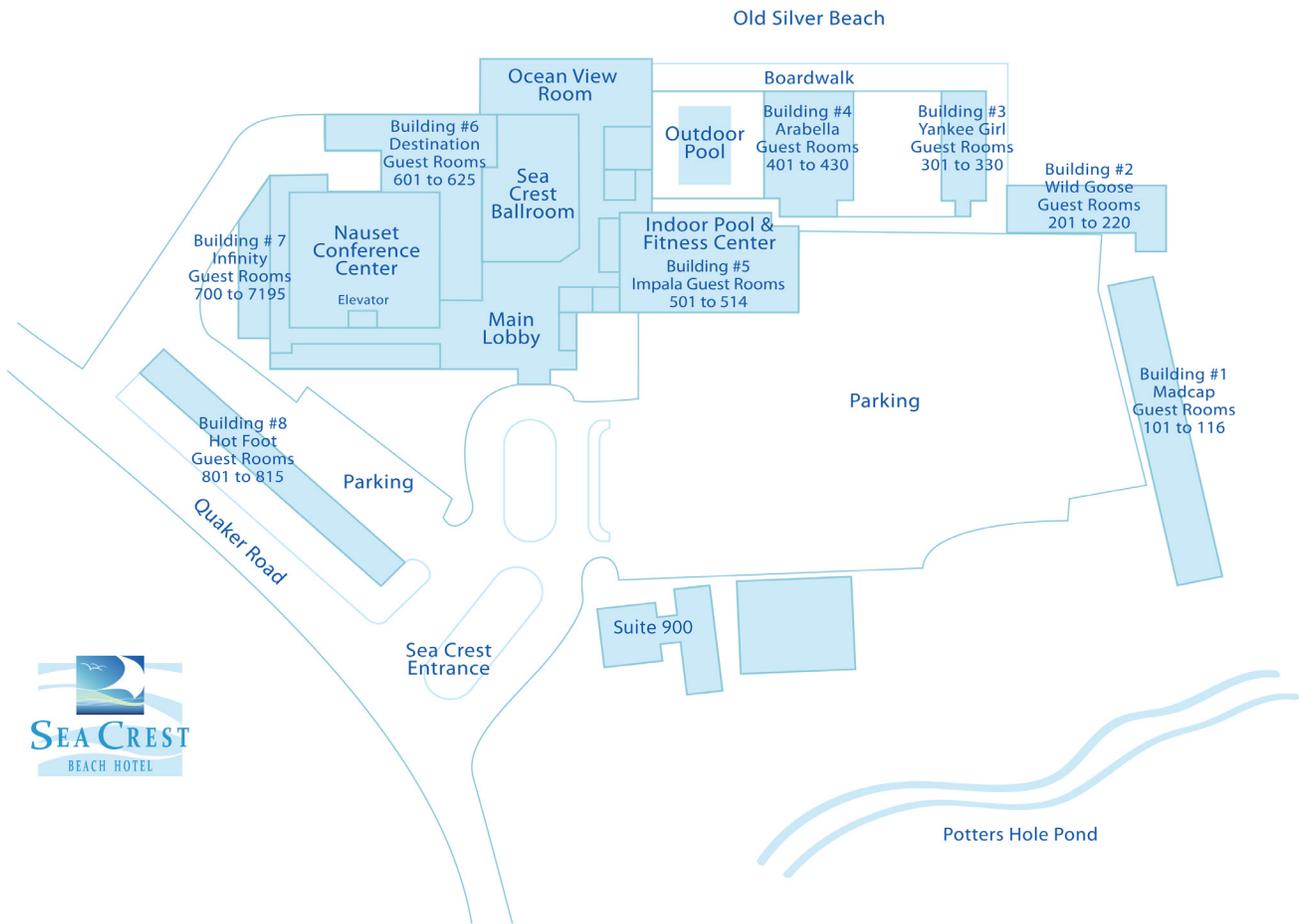
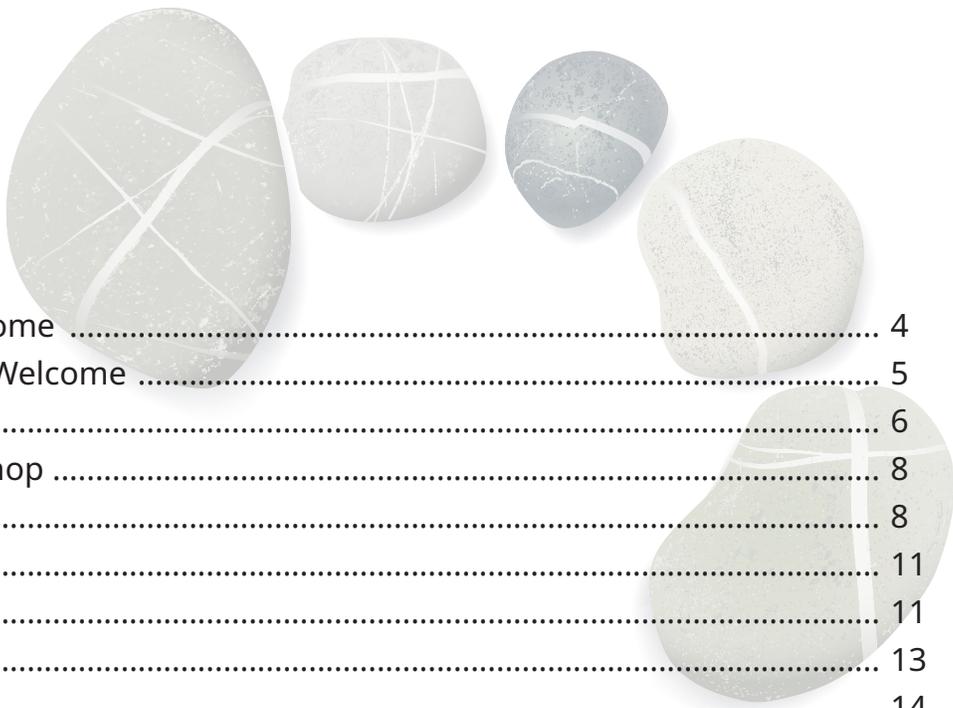


TABLE OF CONTENTS



NEOA President's Welcome	4
Conference Co-Chairs' Welcome	5
Schedule at a Glance	6
Pre-Conference Workshop	8
Concurrent Sessions I	8
State Meetings	11
Concurrent Sessions II	11
Program Roundtables	13
Concurrent Sessions III	14
Keynote Speaker	16
NEOA Achievers	17
Rising Stars	19
Plenary Session	21
NEOA Milestone Panelists	22
Arnold L. Mitchem Leadership Institute	27
Marian Belgrave-Howard Award	28
Shirley Chisholm Award	29
Claiborne Pell Award	30
COE Update	31
Washington Update	32
NEOA Board Members	33
NEOA Past Presidents	35
Conference Committee	36
NEOA Financial Statement	37
Things to Do in Falmouth	46
Advertisements	47

GAELYN HASTINGS PRESIDENT'S WELCOME



Welcome to our 40th annual conference! I am beyond excited for this week, adding to the many preceding conferences before. The theme of this year's conference is "Milestones" which has many possible different meanings.

The definition cited on Dictionary.com is: *"noun 1. a stone functioning as a milepost. 2. a significant event or stage in the life, progress, development, or the like of a person, nation, etc."* Wikipedia states: *"A milestone is one of a series of numbered markers placed along a road or boundary at intervals of one mile or occasionally, parts of a mile. They are typically located at the side of the road or in a median. This can be used to reassure travelers that the proper path is being followed, and to indicate either distance travelled or the remaining distance to a destination."*

What an appropriate theme!!

This is a time to **reflect** on the last 40 plus years of organized, coordinated professional development. We should **re-evaluate** our goals and how we are working to accomplish them. This is a time to **reinvest** ourselves, our programs, and our students to move to be best in meeting the needs of our students and families. Let's recommit to our purpose by sharing best practices, growing and engaging in workshops, listening to our expert speakers, and enjoying the time together as we only have this opportunity once a year. We have had impactful professional development, and events focused on certain populations throughout the year, but this is our annual event to get all of our college success and access program personnel together, and it is a powerful time. We have phenomenal veteran leaders engaged, ready to share their knowledge and experience, side by side with new passionate professionals ready to take on the charge.

Our annual conference is the last in a sequence of very important events sponsored annually by our association. For me, this is a time to reflect on my year as our president. I have learned so much, been challenged and stretched, had the opportunity to work with hard working professionals on our NEOA Board, met dynamic colleagues from all over the country, and am so grateful for the whole experience! There is truly nothing like it. One of our past-presidents once said *"serving as NEOA President is a better education than my masters."* – Karen Keim, NEOA 2013-2014 President

"Tomorrow belongs to the people who prepare for it today", by Malcolm X, is a perfect statement for what we are doing here in North Falmouth, MA. We are learning from the past and moving strategically into the future as we are best poised to meet the needs of our students through professional development, collaboration, and sharing of best practices and resources.

Throughout your time here, please join me in thanking our NEOA Board, the conference chairs (Ray and Julie), and conference committee for a wonderful productive year and thoughtful conference delivery.

RAMON GONZALEZ & JULIE KIMBALL CO-CHAIR WELCOME



Welcome to the Sea Crest Beach Hotel in the picturesque town of North Falmouth, Massachusetts! We are excited to share the events and activities we've planned for our 40th annual New England Educational Opportunity Association (NEOA) Conference.

We think this setting will encourage you to relax, separate from your day-to-day routine and reflect on your practice. It is

our sincere hope that you will use these 2 ½ days to engage with colleagues, absorb new information, consider our collective history as well as new challenges that remain ahead. We are a region rich in passion and dedication to our unifying cause of providing educational opportunities for those in need, and our ultimate resource is the community of professionals – past, present and future – who convey aptitude and expertise, allowing all programs to thrive. We hope you will emerge with a greater sense of connectedness and purpose.

As we planned for this conference, we continuously revisited the simple, yet multi-layered theme we identified, *Milestones*. Having recently celebrated the 50th Anniversaries of Upward Bound and Talent Search, and as we set our sights on the upcoming 50th for Student Support Services, programs across the nation are sharing small and significant milestones over five decades of work, all of which combined have led us to where we are today. With that theme in mind, we felt it was fitting to honor our past and look toward the future so that we may identify appropriate goals that will carry programs toward future decades of continuing success, impacting the lives of those we serve and their communities.

Throughout your time on the Cape, we hope you will take inspiration from dynamic speakers and presenters from across New England and beyond. There will be many opportunities to hear from seasoned professionals as well as newcomers each of whom have so much to offer this organization. We challenge you to expand your network and consider how you might share your talents by getting involved with your statewide or regional committees and boards. For, without the commitment of our predecessors, it wouldn't have been possible to get to this point.

We would like to extend our sincere thanks to many contributors including conference sponsors, workshop presenters, exhibitors, volunteers and participants, as well as those who purchased advertisements. Thanks also to everyone who solicited or made donations to the online and silent auctions. To the conference committee, your tireless efforts have made this event possible. Without your support, we couldn't have managed to keep it all together, especially during a Talent Search Proposal writing year!!! And finally, our heartfelt thanks go out to our President, Gaelyn Hastings, who has truly been a pleasure to collaborate with throughout this process and a strong leader for the organization this year. Her passion for the work of NEOA and COE is contagious and we are grateful for her leadership.

Enjoy your time at the beach and we will see you next year in Maine!!!

SCHEDULE AT A GLANCE

TIME	EVENT	LOCATION
TUESDAY, APRIL 5th		
9:00AM–4:00PM	COE Pre-Conference Workshop: On-Boarding New Staff	Chatham & Highland
9:00AM–11:00AM	Pre-Conference Registration	Ballroom I Lobby
10:00AM–2:00PM	NEOA Pre-Conference Workshop: SALT Resources (see page 8)	Ballroom I
2:00PM–6:00PM	NEOA Conference Committee Working Session	Race Point
3:30PM–6:30PM	NEOA Board Meeting	Shutters
7:00PM–9:00PM	NEOA Board & Conference Committee Dinner	Off-site, Quarterdeck

WEDNESDAY, APRIL 6th		
7:00AM–5:00PM	Conference Registration	Nauset Nook
8:00AM–9:30AM	Alumni Breakfast	Ballroom III
8:00AM–5:00PM	Vendor Exhibits	Nauset I & Foyer
10:00AM–5:00PM	Silent Auction	Nauset I & Foyer
10:00AM–10:15AM	Conference Welcome, NEOA President Gaelyn Hastings	Nauset III, IV, & V
10:05AM–10:15AM	Opening Remarks	Nauset III, IV, & V
10:15AM–11:00AM	Keynote Address, Dr. Arnold Mitchem, President Emeritus COE	Nauset III, IV, & V
11:00AM–1:00PM	NEOA Achievers Luncheon	Nauset III, IV, & V
1:15PM–2:30PM	Concurrent Sessions I	See pages 8–10
2:30PM–2:45PM	Break (dessert and Comcast presentation)	Nauset I & Foyer
2:45PM–3:30PM	Plenary Session: Dr. Eric DeMeulenaere	Nauset III, IV, & V
3:30PM–4:45PM	State Meetings	See page 11
4:45PM–5:00PM	Break (Prize Drawing)	Nauset I & Foyer
5:00PM–6:00PM	Newcomer’s Reception & Retiree Recognition	Ocean View
6:00PM–9:00PM	Dinner on your own	
6:00PM–9:00PM	Past President’s Dinner	Shutters
9:00PM–11:00PM	Networking Suite hosted by MA, NH, & VT	Suite 900

SCHEDULE AT A GLANCE

TIME	EVENT	LOCATION
THURSDAY APRIL 7th		
7:30AM–8:45AM	Breakfast Buffet	Nauset I & Foyer
8:00AM–12:00PM	Conference Registration	Nauset Nook
8:00AM–5:00PM	Vendor Exhibits	Nauset I & Foyer
9:00AM–10:00AM	Plenary Session: NEOA Milestones Panel with Featured Guests (See pages 22-26)	Nauset II, IV, & V
10:00AM–10:15AM	Announcements	Nauset II, IV, & V
10:00AM–5:00PM	Silent Auction	Nauset I & Foyer
10:15AM–11:30AM	Concurrent Sessions II	See pages 11–13
11:30AM–1:30PM	Lunch on your own	
1:30PM–2:30PM	Program Roundtables	See page 13
2:00PM–4:00PM	Conference Registration	Nauset Nook
2:30PM–3:45PM	Concurrent Sessions III	See pages 14–15
3:45PM–4:00PM	Break (snack and Prize Drawing)	Nauset I & Foyer
4:00PM–5:30PM	NEOA Business Meeting	Nauset II, IV, & V
6:00PM–7:00PM	President’s Reception with presentation on Leadership Institute	Ocean View
7:00PM–9:00PM	Awards Banquet	Ballrooms I, II, & III
9:00PM–11:00PM	Networking Suite hosted by CT, ME, & RI	Suite 900

FRIDAY APRIL 8th

8:30AM–12:30PM	Pick up Auction Items	Nauset Nook
9:00AM–10:00AM	Breakfast	Nauset III, IV, & V
9:30AM–9:45AM	Announcements	Nauset III, IV, & V
9:45AM–10:15AM	COE Update with Trent Ball, COE Board Chair	Nauset III, IV, & V
10:15AM–11:15AM	Washington Update, Maureen Hoyler COE President	Nauset III, IV, & V
11:15AM–11:30PM	Closing Remarks, Conference Co-Chairs	Nauset III, IV, & V

PRE-CONFERENCE TUESDAY, 10:00AM – 2:00PM

Financial Literacy And SALT: Resources For College-Based Programs

SALT is a comprehensive financial education program that helps students build money skills for life. SALT teamed up with the Council for Opportunity in Education to provide you with resources to raise the financial competencies of your students before, during and after college. Under this two-year pilot program, SALT's web-based curriculum will be made available to three of COE's ten regions: ASPIRE, Inc., SAEOPP and NEOA. This means that all TRIO programs in these regions have full access to SALT's online resources at absolutely no cost.

This session provides an overview of SALT and the saltmoney.org website with an emphasis on tools and resources that are helpful for students in pre-college and college-based programs. We will also discuss best practices for integrating SALT and financial education into your program.

Location:	Race Point
Presenter:	Joanne Dashiell & Caroline Menendez American Student Assistance
Target Audience:	All

CONCURRENT SESSIONS I WEDNESDAY, 1:15PM-2:30PM

Financial Aid Updates

This session will go over the significant changes and updates to the financial aid application process that will be launched with the 2017-2018 FAFSA application, including earlier submission of the FAFSA and the use of prior-prior year income information.

Location:	Ballroom I
Presenter:	Kelly Morrissey Mount Wachusett Community College Financial Aid, EASFAA President
Target Audience:	All

Academic Coaching: Helping Students Set and Achieve Critical Milestones

Through role plays and demonstrations, coaching will be explored as a tool for supporting students in creating a vision for the future and persisting through obstacles. Participants will then experience how academic coaching can be used to help students set milestones, identify challenges, and create action plans for achieving success.

Location:	Nauset II
Presenter:	Sarah Kravits LifeBound, Academic Coaching
Target Audience:	All

CONCURRENT SESSIONS I WEDNESDAY, 1:15PM-2:30PM

Engaging TRIO Alumni

This engaging session will provide participants with an opportunity to explore their alumni engagement strategies already in place and make a plan for next steps. Presenters will share best practices from the National Alumni Committee and from their own programs. These best practices will focus on an array of areas including engagement for TRIO advocacy, post-secondary retention, participant recruitment, and mentoring and inspiration for current TRIO students. TRIO works, and alumni are the proof.

Location: Chatham
Presenter: Randy Schroeder
University of New Hampshire Student Support Services
Elyse Pratt-Ronco
University of Maine at Farmington Upward Bound
Target Audience: All

Metacognition Meets Gamification: Get Your Game On!

Students rate their game-based learning experiences as truly engaging and preferred over traditional activities. Learn how the human brain is wired to respond positively to games and develop skills while having fun! Join us in this interactive workshop committed to leveraging student learning through the exploration of free online apps that will launch your program further into the mobile generation. Participants will have the best experience if they bring their mobile devices.

Location: Ballroom II
Presenter: Jannie Durr
Central Maine Community College SSS
Target Audience: All

Variety is the Spice of Life

A Buffet of Summer Programs -This session will provide an in-depth overview of 5 distinct summer program designs including academic, career, cultural and recreational components.

Location: Race Point
Presenters: Elaine Leavitt
University of Vermont, Upward Bound
Brian Post
SUNY Plattsburgh, Upward Bound
Rick Williams
Lyndon State College, Upward Bound
Jen Jones
Castleton University, Upward Bound
Tony Blueter
Johnson State College, Upward Bound
Target Audience: ETS, Upward Bound, UBMS, VUB, Gateway to College, GEAR UP

CONCURRENT SESSIONS I WEDNESDAY, 1:15PM-2:30PM

Hope Builds Resilience

A Creative Approach to Mental Health Awareness and Sexual Assault Prevention on Campus-Combining mental health advocacy and sexual assault prevention with autobiographical musical theatre, a talkback on resiliency, and a student conduct Q & A, Gutless & Grateful shifts the college ethos towards inclusion, educating participants on how to best educate the student body on sexual assault awareness in a way that engages and empowers the community.

Location: Shutters
Presenter: Amy Oestreicher
Hampshire College, Gutless & Grateful
Target Audience: All

Social Justice Approach to TRIO Programs

Educational Opportunity Program professionals provide direct services to compensate for inequities in educational opportunity. Understanding and addressing the larger systems of oppression that impact our students can be very powerful. Learn about some of the basic premises of social justice education. Hear how a social justice approach has been developed in the NMH Upward Bound program and discuss with your peers how these ideas might be applied in your own program. This session is designed to stimulate participants to begin to think about the potential for their programs to have an impact beyond the direct services they provide. Participants will take away resources and ideas that they can incorporate into their programs.

Location: Ballroom III
Presenter: Sharon Gralnick and Keyona Jones
Northfield Mount Hermon Upward Bound
Target Audience: All

Paradigm Shift – Ridiculously Fun Activities for TRIO Programs

Join us as we show you how to invest fun and teamwork into your TRIO program. You will experience a wide range of new and classic activities allowing counselors to facilitate name games, icebreakers, leadership initiatives and team building activities centered around TRIO's core curriculum. You will leave being able to use these nearly proless activities at your next school meeting or workshop, gaining rapport with your students and creating an environment of success and achievement.

Location: Highland
Presenters: Jerrod Murr and Nate Folan
Paradigm Shift
Target Audience: All

STATE MEETINGS WEDNESDAY, 3:30PM–4:45PM

STATE	LOCATION
Connecticut	Nauset II
Maine	Ballroom I
Massachusetts	Ballroom II
New Hampshire	Ballroom III
Rhode Island	Race Point
Vermont	Shutters

CONCURRENT SESSIONS II THURSDAY, 10:15AM-11:30AM

Financial Literacy: A Step-by-Step Approach Throughout the College Journey

This session presents a successful approach to financial literacy in one SSS program through both pre-collegiate and academic year education. Participants will learn about the various resources used in this multi-faceted approach, including technology, integration of financial literacy into first-year curriculum, on-campus collaborations and reaching students at various milestones during their academic journey.

Location:	Ballroom III
Presenters:	Joanna Rivera Davis and Chelsea Cichocki University of Connecticut, Center for Academic Programs - SSS
Target Audience:	McNair, Educational Opportunity Centers, SSS

Connection for Success: Establishing and Maintaining Participant Engagement

No matter how wonderful your support resources, getting students to connect with them is often a challenge. Learn about techniques used by the Advantage Program (TRIO SSS) at Cape Cod Community College to foster student engagement. Participants will also share their successful techniques in this interactive session.

Location:	Ballroom I
Presenter:	Laura Doane and Diane Nash Advantage (SSS) Program, Cape Cod Community College
Target Audience:	All

CONCURRENT SESSIONS II THURSDAY, 10:15AM-11:30AM

TRIO Needs You!

This session address the critical role that association leadership provides to the college access and success arena. Our discussion will explore strategies to maximize our professional associations and continue being the leading force in creating access, success and promoting completion for the students we serve and the professionals we represent.

Location: Shutters
Presenter: Trent Ball
Southeast MO State University, Academic Support Centers
Target Audience: All

Creating Inclusive Spaces for LGBTQ Students

Despite recent advances in the fight for LGBTQ equality, LGBTQ students continue to face a number of barriers in accessing and succeeding in quality education. During this presentation, participants will learn how to create inclusive environments for these students to promote their success in high school and college.

Location: Ballroom II
Presenter: Ralph Hogan
Mount Wachusett Community College Admissions, Beyond Straight
Target Audience: All

Creating an Early Warning Intervention Program for High School Students

Attendees will learn how to successfully develop and implement an Early Warning Intervention program for high school students struggling to stay on track to graduate. Learn how risk indicators were identified and data utilized to drive social and academic intervention strategies with a partnering school district.

Location: Nauset II
Presenters: David Celotto and Liana Cunningham
Naugatuck Valley Community College, GEAR UP - Waterbury Alliance
Target Audience: ETS, Upward Bound, GEAR UP

An Upward Bound Success Story: 50 Years and Counting

As a large-scale, rural Upward Bound program (serving 17 school districts/209 students) that has been continuously funded for 50 years, we will offer insight into what has made our program successful.

Location: Chatham
Presenters: Julie Coon and Matthew Wagar
SUNY Plattsburgh Upward Bound
Target Audience: Upward Bound, UBMS

CONCURRENT SESSIONS II THURSDAY, 10:15AM-11:30AM

The Admissions Process at Selective Colleges: An Inside Look

Why are our strongest students often rejected from top private colleges? Are there things we could be doing to help them submit more competitive applications? What really goes on behind the closed doors of an admissions committee? During this session, a former admissions officer will explain how applications are read at selective colleges and what factors weigh most strongly during the selection process. Questions encouraged!

Location: Race Point
Presenter: Marilyn Flores
MassEdCo, Talent Search at Burncoat High School
Target Audience: Educational Talent Search, Upward Bound, UBMS, GEAR UP

Connect: Strategies for Effective Student Engagement

All educators want lessons and/or programs that are engaging, impactful and fun. Guess what. Students do too. Participants will learn how to develop student connections that spark a desire to learn, participate, and succeed. The session will be completely interactive and fun; equal parts discussion, activities and information sharing.

Location: Highland
Presenter: Carlos Ojeda
CoolSpeak. The Youth Engagement Company
Target Audience: All

PROGRAM ROUNDTABLES THURSDAY, 1:30PM-2:30PM

PROGRAM	LOCATION
EOC	Ballroom III
ETS	Ballroom II
GEAR UP	Nauset II
McNair	Shutters
SSS	Race Point
UB / UBMS / VUB	Ballroom I

CONCURRENT SESSIONS III THURSDAY, 2:30PM-3:45PM

Mediating Moments of Crisis – Financial Literacy in Action

We've all heard the stories. Your heart breaks and your mind aches as you struggle to help another student understand their financial choices. This session will take participants through an exploration of research on today's financial realities for students, and discuss how education resources available through the SALT program aim to help mediate these moments of crisis. Participants will also have the chance to discuss best practices with colleagues, which they can put into use when they return home.

Location: Ballroom I
Presenter: Tanya Tanaro
American Student Assistance
Target Audience: All

Redefining Access: Cultivating College Completion

Rhode Island College's Learning for Life project and community-based nonprofit College Visions increased student persistence through an innovative partnership. Using the partnership as a case study, this session redefines access to campus and illustrates how cross-sector collaboration can provide holistic support and boost persistence rates.

Location: Ballroom II
Presenters: Christiane Petrin Lambert and LaTanya Monteiro
Rhode Island College, Learning for Life
Emily Rodriguez
College Visions, College Success Program
Target Audience: All

Get Excited About College Applications! The GEAR UP/MCAC Model

Learn how Massachusetts College Application Celebration (MCAC) participants energized the application process and had fun! Join us for this interactive session and see how 20 schools gave 2,000 seniors the opportunity to submit over 3,000 applications and how you can too!

Location: Race Point
Presenters: Krista Cosco and Robert Dais
MA Dept. of Higher Education, GEAR UP Massachusetts
Target Audience: All

New Americans Roundtable

The New Americans, immigrant and refugee, face challenges to their educational dreams unlike traditional American students. This session will apply a round table format for identifying solutions for the academic, financial and personal challenges that this unique TRIO population present and face.

Location: Shutters
Presenter: Elaine Leavitt
University of Vermont, Upward Bound
Target Audience: All

CONCURRENT SESSIONS III THURSDAY, 2:30PM-3:45PM

Providing Support in 140 Characters or Less

GEAR UP GUIDE has implemented a text message platform, Signal Vine, to support GEAR UP students' transition to college and first year success. Come learn about the process and program that uses texting to provide both milestone and growth mindset messaging to first year students. So far the program has been well received by students boasting an 89% student engagement rate.

Location: Ballroom III
Presenter: Sarah Dews
VSAC, Vermont State GEAR UP
Target Audience: All

Keep Calm and Go to/Graduate College: The Neuroscience of Carrying On

In this session, you will engage with others to visit/revisit the neuroscience of the hot research topic of emotions, learning, and living. You will take away strategies to turn around almost any situation that is triggering your emotions and blocking your logic. Pass these strategies for resilience on to your students and colleagues!

Location: Nauset II
Presenter: Corda Ladd Kinzie
Syntiro, GEAR UP Maine
Target Audience: All

Understanding Your Authority: When Do I Need Approval from ED?

The regulations provide institutions and agencies that host TRIO programs with broad discretion to manage them. This session is designed to assist participants to understand how to read and interpret this regulatory language, locate regulations that answer individual questions, and review those regulations that answer the questions most frequently asked. The session particularly focuses on the OMB Uniform Guidance, which discusses required notifications and approvals by the staff of the U.S. Department of Education.

Location: Chatham
Presenter: Angelica Vialpando
Council for Opportunity in Education
Target Audience: All

DR. ARNOLD MITCHEM KEYNOTE SPEAKER



Dr. Arnold Mitchem, President Emeritus of the Council for Opportunity in Education, has been a voice for low-income, first-generation students and individuals with disabilities his entire career. Thanks to his work, the federally funded TRIO Programs have expanded by nearly 400% and now serve more than 872,000 students at 1,200 colleges and universities.

He began his career on the History faculty at Marquette University in Milwaukee and was named the Director of the Educational Opportunity Program in 1969. He relocated to Washington, D.C. in 1986 to serve as President of the Council for Opportunity in Education until October 2013.

Dr. Mitchem has been awarded Honorary Doctorates from eleven universities: CUNY-Lehman College in New York; DePaul University; University of Illinois, Champaign-Urbana; University of Liverpool, England,

Marquette University; Marycrest College; University of Massachusetts at Boston; Lewis University; St. Joseph University in Philadelphia; St. Louis University; and SUNY Buffalo State.



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LISA COUTURE NEOA ACHIEVER



Lisa participated in Upward Bound at the University of New Hampshire from 1985-1987. She was nominated by Dan Gordon, Upward Bound Director

I was lost in high school. The social restructuring that began in junior high was distressing and challenging. And then I left my small junior high for a large urban high school, with little guidance to direct my educational plan. The bullying that occurred in junior high continued into freshman year of high school, making my entry even more difficult. I was on my own in many ways, socially and academically. Fortunately, one of my best friends had attended Upward Bound the summer of our freshman year. She came back excited about her experience and encouraged me to apply. This was the beginning of a new path for me, one that I look back on with joy and deep gratitude.

I often say to others that Upward Bound saved my life.

While not literally, it is a deeply felt truth for me. Through Upward Bound I found a safe haven, where people were kind, encouraging, and believed in me. I had a confidence in what was possible that I didn't have before, and I had new friends—my Upward Bound peers, as well as the adult college students who had mentored us over the summer. This new circle of support gave me the confidence and skills to navigate every day challenges at school and home.

College wasn't easy for me, but I eventually found my way, not just through the courses I was taking, but through the experiences I was having; namely, fighting for social justice and working in social services. My interest in helping those in need was inspired by my experience at Upward Bound. I saw first-hand how my life and the lives of those around me were truly changed for the better. I felt a deep drive to give back and do right by others. I was finding my path through these experiences, and am thankful that Upward Bound laid a foundation from which to build my professional life, and continually inspire the pursuit of my advanced degrees. I am still stunned that I have earned a graduate degree. My father and mother were high school graduates, second-generation Canadian-Americans who worked their way up into managerial roles in the food service and insurance industries. They are indusTRIOus and inspiring to me. But they did not have the knowledge or skills to support what was possible for me. I am profoundly grateful for the life Upward Bound has given me.

At the age of 46, I now have about 25 years of experience working in the field of social services. I learned through Upward Bound to self-reflect, to seek an understanding of who I was and could be in the world. I learned that seeing things from others' perspectives created a culture of kindness. As a leader of a non-profit, I am the most important role model for the organizational culture, and I take this very seriously. At Krempels Center, clients coming to our program have had their lives turned upside down by tragedy—an unexpected assault to the brain, whether through trauma, stroke, or other means. They are seeking refuge from a world that does not understand them, and seeking people who “get” what they are going through. They help one another in their healing and rebuilding of their lives. Upward Bound was my healing place—my refuge—from a world that I didn't understand either. And as I continue a life-long effort to explore and strive, I am now helping others to do the same.

KATHERINE MONTERO NEOA ACHIEVER



Katherine participated in Upward Bound at Salem State University from 1997-2000. She was nominated by Wendy Porter-Coste who was the UB Director at that time.

I had an amazing experience while in high school, and that was due to all that I learned while in the program and the new friends I made, many of whom are still my friends today. Now I am a teacher and the director of an after school program called Global Deeds, which is currently collaborating with the Upward Bound Program at Lawrence High School.

I came from the Dominican Republic at the tender age of thirteen, to the Bronx, New York. Although I was bewildered by my mother's description of "a better life", I did not lose hope. It was difficult to accept that we had just exchanged our beautiful beaches for tall brick buildings full of graffiti, rats and trash on the streets, and seemingly

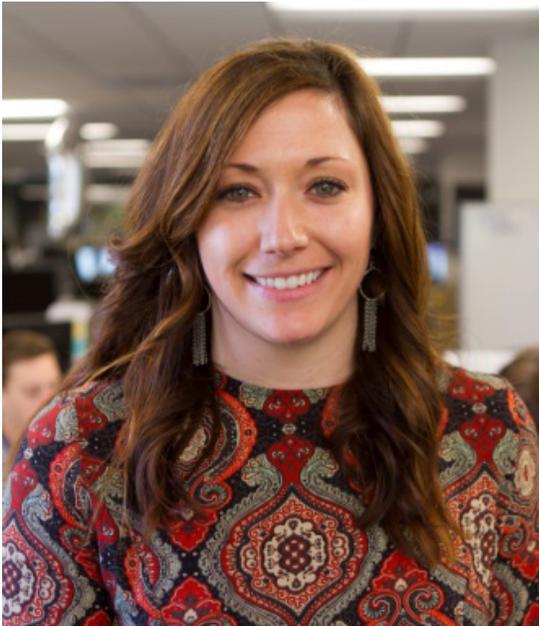
rude people who were just victims of their own circumstances. My mother decided to leave behind her dreams of becoming a recording artist for us and she called a friend in Massachusetts who, thankfully, gave us shelter with her family. I spent my high school years in Salem, MA, and miraculously joined the then E.A.R.L.Y./Upward Bound Program when I was just starting to learn the English language.

I come from a very large and joyous family whom I missed dearly, and my father's absence was particularly detrimental for me, but the program certainly helped fill that hole in my heart. I joined in my sophomore year following the footsteps of my brother Paul. The stipend I was given just to do well in school and attend the program, was often sent back home to help my family. This was unheard of in my country and no one back home could conceive that a student would get paid to study. When I told them that the program brought students to NASA, Disney World, Univisión ("Sábado Gigante"), several colleges and universities, the World Trade Center, and even the White House, many of them started to find ways to get a visa to come to the United States too.

As my grandmother used to say, when you love what you do, your job becomes a perpetual vacation. If you take a closer look at all I have done professionally, the common denominator is a single word: education. I now have over 15 years of professional experience. I have taught science in both laboratory and academic settings, served as a mentor and business consultant, and I have formulated ways to empower youth through modern education and by advocating for new policies. Several of my former students are now doctors, social workers, nurses, future attorneys, and forensic scientists, among other careers.

I currently work as a biology teacher at Lawrence International High School and volunteer director of an organization I founded called Global Deeds, a social enterprise/nonprofit focused on empowering youth through modern education and employment. Gratitude is indeed a significant driving force in me and I can only hope to continue to have my Upward Bound family for as long as I live. I wish words could express how I feel. Perhaps, someday I will write a book so that you can take a closer look at how the program changes lives creating a ripple effect. At this point I am focused on having the results of my work become the tangible form of my most sincere THANKS.

CAITLIN BEVAN RISING STAR



Caitlin participated in Upward Bound at Northfield Mount Hermon School from 2002-2004. She was nominated by Gisele Litalien, Upward Bound Director.

Since graduating from Northfield Upward Bound and Holyoke High School in 2004 I completed my Bachelors in Spanish and Education from Bowdoin College. The small, educational publishing firm I was working for was losing business. I applied to Unum, a Fortune 500 company headquartered in South Portland, ME as a “reach” opportunity. I was flown to Chicago to interview with their team. I went through 6 rounds of interviews in Chicago; my last was with the Market Manager. He smiled at me, trying to gauge if I was nervous, and said he was going to ask me only one question, “Who is your hero and why?” Had I not been a part of UB, I would have immediately avoided any personal anecdote to avoid admitting I was different, hiding my challenges that could be perceived as

flaws. But I answered his question confidently, and explained that it was my grandmother, who raised me after losing my mother to AIDS after a history of drug addiction, the day before I turned 9 years old. Completely surprised to hear this, he was taken aback and choked up. But I’ll never forget his response. He said, “Without knowing you personally, I can say with certainty, the obstacles you’ve had to overcome to be where you’re at today will make you successful in anything that you do. You’re hired.”

At Unum, I was promoted within a year from Chicago to manage the clients for a larger book of businesses and I made the move to St. Louis, a city I had never visited before. Upward Bound was the first time in my life that I left home for the summer. It was scary at first. But deep down I knew the opportunity UB was giving me would be an investment in my future and an opportunity to get ahead. I looked at my opportunity in St. Louis the same way.

While in St. Louis, I was consistently a top performer within the National Sales Organization. I managed a team of 6 and began my Professional MBA at Washington University in St. Louis. Through my network, I was introduced to people leading the tech industry in Silicon Valley. In 2013 I came out to California and interviewed with Dustin Moskovitz, Co-Founder of Facebook and Justin Rosenstein, prototype builder of G-chat, creator of the Like Button at Facebook, to support their newest venture, Asana, and the infant stages of their startup. My biggest project at Asana was assisting Justin with his keynote speech at Tech Crunch Disrupt New York, arguably the most anticipated annual conference in the tech space. Justin and I worked countless hours on his speech, PowerPoint, content, and delivery. It was a proud moment to have played such an important role in supporting him in his career.

Today I work for Zenefits, a technology company disrupting the HR and Health Insurance space. I was hired as one of the first 100 employees to be an Account Executive on their first sales team. In less than 2 years, we’ve grown to nearly 1800 employees and have been coined the fastest growing company in Silicon Valley history. I’ve been promoted twice now and consistently lead the Sales Organization, and have been awarded the President’s Club each year. Thank you, Upward Bound, for believing in me to be the confident, successful professional I am today.

KATHLEEN RODRIGUE RISING STAR



Kathleen participated in Upward Bound at Lyndon State College from 2003-2006. She was nominated by Upward Bound Director, Rick Williams.

Everyone has a story. Mine would have never turned out this way without the help of Upward Bound. I come from a family with an immigrant mother who spoke little English and a father who never finished high school. I knew from a young age that I wanted to continue past high school, I just didn't know how to get there. Upward Bound gave me the manual I needed to follow in order to get into a good school and to be able to follow my dreams of becoming a forensic scientist.

As an Upward Bound student, I thrived at the summer program. I worked hard in my classes and was shocked with myself when I realized how little I knew about the SAT's. Rick and Bob, the directors from Lyndon State Upward Bound, guided me into achieving the scores that I

needed to get accepted into schools. My parents and I were also extremely unfamiliar with the financial part of getting into schools. I believe that I would not have gone to college without this much needed coaching on how to fill out the FASFA. Once the application process was completed, I became aware on how much better prepared I was than my high school friends. Over the years I have also been able to assist my sister and helped her get into school in order for her to achieve her dreams as well.

I remember the relief of getting into college when I received my acceptance letter. I attended Bay Path College in Longmeadow Massachusetts. The first class I entered I knew that I was extremely prepared from all the hard work that was instilled in me by the Upward Bound program. I kept in touch with Rick throughout the years for advice whenever new fears arose and he followed through with much needed guidance every time. As an Upward Bound alum I knew that I needed to give back to the program and help younger students achieve their same goals. In the summer of 2009, I went back and became a tutor counselor.

As I was beginning to enter the work force, my own fears returned and Upward Bound was there again to help guide me through this difficult time. I am proud to say that I now work for the Office of the Chief Medical Examiner and Upward Bound helped me get here. My life would have turned out so different without this program, and I aspire to continue giving back to the program that has helped define my life so much. Thank you.

DR. ERIC DEMEULENAERE PLENARY SESSION



Eric DeMeulenaere is an Assistant Professor of Urban Schooling in Clark University's Education Department. Prior to joining Clark University's faculty, he taught middle and high school social studies and English and coached soccer in Oakland and San Francisco, CA. In 2004, he co-founded and directed an innovative small public school in East Oakland that focused on social justice and increased academic outcomes for youth of color. Before opening the school, Dr. DeMeulenaere earned his Ph.D. in the Social and Cultural Studies Program at U.C. Berkeley's Graduate School of Education. He has consulted with urban school leaders and teachers nationally and internationally to transform their pedagogical practices and organizational school cultures. His research employs participatory action research and narrative inquiry methods and draws extensively from critical theory to examine how to create more effective and liberatory learning spaces for urban youth. He is co-author of *Reflections from the Field: How Coaching Made Us Better Teachers*.



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DR. JOAN BECKER NEOA MILESTONES PANELIST



Joan Becker is the Vice Provost for Academic Support Services and Undergraduate Studies at the University of Massachusetts Boston where she provides leadership for Undergraduate Studies, the University Advising Center, Academic Support Programs, the Office of Career Services and Internships, the Ross Center for Disability Services, and Pre-collegiate and Educational Support Programs. She oversees seven grant-funded programs which generate \$3 million annually and are an important pipeline for low-income, first-generation students to pursue and successfully complete undergraduate and graduate education. Among the university committees she has recently served on are the Undergraduate Research Task Force, the University Assessment Council, and the Graduation Rates Workgroup. She is currently co-chairing the Strategic Planning Implementation Group and is a member of the Budget and Planning Committee. Becker co-directs the Training Core for the university's partnership

with the Dana Farber/Harvard Cancer Center and is a member of the partnership's executive committee. Becker represents Boston's higher education institutions on the Success Boston Strategy Group, and is a member of the Boston After School and Beyond Partnership Council. She also is actively involved in state, regional, and national initiatives focused on advancing educational opportunities for low-income and minority youth. Becker received her bachelor's degree from Wellesley College and her Master's and doctorate in Education from the Harvard Graduate School of Education.

ABOUT THE NEOA MILESTONES PANEL

Panelists were selected to showcase a range of perspectives, including a strong foundation from the beginning of the organization to critical transition points, as well as an emphasis on advocacy activities. We are extremely fortunate in New England to have such a talented pool of experts to draw from, as NEOA has historically led the nation in these efforts. It certainly speaks to the continued dedication and generosity of spirit that each panelist has graciously accepted the invitation to participate.

PAMELA BOISVERT NEOA MILESTONES PANELIST



Pamela Boisvert is the CEO of Massachusetts Education and Career Opportunities, Inc., (MassEdCO, Inc.) headquartered in Worcester, Massachusetts. MassEdCO provides education and career advising services across the state, from Boston to the Berkshires, operating in 13 cities, all with satellite centers. Its goal is to help individuals “find their futures” via education and career paths, prepare for those paths, and follow them to success. Over 14,000 individuals, both youth and adults, receive MassEdCO services each year, via seven different programs. Programs are both publicly and privately funded

Pam has been associated with education and career advising services since 1980. She has been the CEO of MassEdCO since its inception in 2013. Previously she was Vice President for Education Access and Support Services with the former Colleges of Worcester Consortium, Inc.

She is a former board member of the Council for Opportunity in Education (COE) and is currently a member of COE’s Governmental Relations Committee. She is a member of the COE faculty, providing training at the national level for access professionals. For more than a decade she co-chaired COE’s national Task Force on Financial Aid. She is also a founder and past president and board member of the Massachusetts Educational Opportunity Association, and a past president and board member of the New England Educational Opportunity Association. She is currently a member of the advisory boards for the Massachusetts Dept. of Higher Education’s Office of Student Financial Assistance, the Latino Education Institute, and the New England regional office of the United Negro College Fund. She is the immediate past chair of the Leadership Council of the Women’s Initiative of United Way of Central Mass. She and her husband are the 2015-16 co-chairs of the United Way of Central Mass’ Annual Campaign, the first chairs to be selected from the non-profit sector. She is a former board member of the Greater Worcester Community Foundation, Mass. Association of Student Financial Aid Administrators, Dynamy, Inc., Girls Inc. of Worcester, and Daybreak, Inc.

Pam received her BA from Newton College of the Sacred Heart and her master’s degree from Worcester State University. She is the recipient of the Marian Belgrave Howard Award for service to the TRIO community in New England, and twice has received the President’s Award from the New England Educational Opportunity Association. She has presented at numerous professional conferences around the country, has been published in professional journals, and has testified before Congress on behalf of disadvantaged students.

Pam and her husband Maurice live in Shrewsbury, MA. They have four grown daughters and eleven grandchildren.

DR. ANN COLES NEOA MILESTONES PANELIST

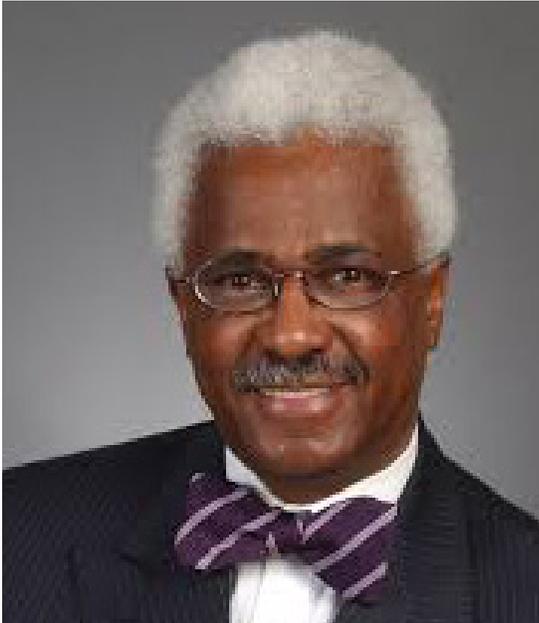


Ann Coles is Senior Fellow, at uAspire, a national non-profit organization located in Boston that focuses on helping lower-income students find an affordable path to and through college. She also is a Senior Associate with the Institute for Higher Education Policy and works as a consultant on college access and success for regional and national organizations. Previously, Coles was Senior Vice President of The Education Resources Institute (TERI), where she provided leadership for the Pathways to College Network, GEAR UP and TRIO programs, and other college access initiatives. In addition, she served as Executive Director of the Boston Higher Education Partnership.

Coles has served on various national boards and committees, including vice-chair of The College Board and a founding member of the New England Educational Opportunity Association, of which she served as president in 1982-83, and the Council for Opportunity in Education.

She also has published numerous articles and papers on issues related to the college readiness and success of underserved populations. She holds a doctorate from the Harvard University Graduate School of Education.

DR. CHARLES DESMOND NEOA MILESTONES PANELIST



In January, 2016, Dr. Charles Desmond, a senior fellow at the New England Board of Higher Education and a higher education policy advisor to former Governor Deval Patrick, was appointed chief executive officer of Inversant, a Boston-based nonprofit that helps families learn about and save for college.

Since 2011, Dr. Desmond has served as a Senior Fellow at the New England Board of Higher Education. In this capacity, he works with the President and the NEBHE board and team members in advancing strategies, programs and resources to enhance education opportunity and address issues related to New England's human capital and economic competitiveness.

In September 2008 Governor Deval Patrick appointed Dr. Desmond to the Board of Higher Education, and in December 2008 he appointed him to serve as Chair, a position he held until April of 2015. As chairman, he served

as a senior higher educational official within the Patrick administration, helping to shape and guide educational policy throughout the Commonwealth.

A Fulbright Scholar, Charlie served from 2002 to 2009 as Executive Vice President of the Trefler Foundation, a nonprofit dedicated to improving educational opportunities and success for Boston's urban youth. At Trefler, he provided managerial oversight, advocacy and leadership on behalf of the Foundation to strengthen partnerships with Boston Public Schools, and nourished collaborative initiatives between and among philanthropic institutions in order to enhance their impact on urban educational reform.

Prior to Trefler, Charlie worked for 30 years at the University of Massachusetts Boston, with a focus on student affairs and community collaboration. He was Associate Chancellor for School/Community Collaboration, Vice Chancellor for Student Affairs, Dean of the College of Public and Community Services, Director of the Department of Pre-Freshman Programs and Project Director of College Preparatory Program/Upward Bound, among other positions. He has also served as a guidance counselor at Northeastern University's African/American Institute, and in the Boston Public Schools. Charlie is active in civic and community organizations, including service as President of AARP Massachusetts and as a member of the Review Committee for the Broad Prize in Urban Education, Board of Governors for the Northeast and Islands Regional Educational Laboratory at Brown University, Brown University Design Group/Annenberg Institute for School Reform, and Cambridge College Board of Trustees. He was the co-chair and executive director of the Urban Educators Corps and is a past president of the Massachusetts Educational Opportunity Association, and he has been active with the American Council on Education, and the Council for Opportunity in Education, among other organizations.

He has received numerous honors and awards from local and national organizations and he is the recipient of three Honorary Doctorates bestowed by: Framingham State University, Westfield State University and the Massachusetts College of Liberal Arts. Charlie earned his Ed.D. in instructional leadership from the University of Massachusetts Amherst, and a B.S. in sociology from Northeastern University. He is a decorated veteran of the U.S. Army, receiving both Silver and Bronze stars.

LINDA SHILLER NEOA MILESTONES PANELIST



Linda served as Director of Career and Education Outreach at VSAC for 20 years and Counselor and Assistant Director for 13 years prior to that. In her role as Director, she secured funding and led the Vermont GEAR UP Program, the state-wide EOC and ETS programs, the College Access Challenge Grant and other grants obtained through state and community grant organizations. She also developed and implemented a privately funded student “aspirations” program and other projects funded through private foundations and coordinated career development, college planning and financial aid informational services for schools and agencies statewide.

Throughout her career at VSAC, Linda served on several national, regional and state boards and taskforces addressing education reform, workforce development and college access issues. She served on the NEOA board for 9 years, the NCCEP Advisory Commission, COE’s Board of

Directors, NEBHE and NEASC and more.

Linda participated in Negotiated Rulemaking for GEAR UP when the program was first created and again during the HEOA rule making process in 2009. She has served as a reader for GEAR UP and TRIO proposals for several years, and testified before congress on behalf of TRIO and GEAR UP. She has trained extensively on the national level in the areas of program development, grant writing, grant management and accountability over the years, serving on the faculty for various NCCEP, COE, NCAN and DOE sponsored trainings and assisted several grantees with the writing and obtaining of their TRIO/GEAR UP grants.

Newly retired, Linda now works as a training and grant consultant assisting non-profit organizations and TRIO/GEAR UP grantees with strategic planning, grant writing, program development, as well as developing and coordinating training content for GEAR UP professional development events sponsored by the National Council for Community and Educational Partnerships.

ARNOLD L. MITCHEM LEADERSHIP INSTITUTE

About the Institute – Established in 1998, the NEOA Leadership Institute is designed to provide participants an opportunity to build strong leadership skills and, in turn, enhance their ability to expand educational opportunities for the students with whom they work. The Institute will provide up to 15 members a year-long exploration of leadership styles and practice, working with experts from both within and outside the TRIO/GEAR UP/EOP community. Participants will engage in a variety of topics, designed to strengthen their abilities and the programs they serve. They will work collaboratively with EOP professionals from across New England; examining their careers and achievements; setting and/or rededicating themselves to short-term and long-term goals; and confronting professional challenges with new insight, creativity and confidence.

As part of its mission to provide professional development opportunities for members of the TRIO and educational opportunity community in New England, the New England Educational Opportunity Association (NEOA) began offering a year-long Leadership Institute in 1998-99. The Leadership Institute accepts people with varying years of experience in TRIO/EOPs: mid-career professionals who have been with TRIO/EOPs for a number of years and are looking for a reinvigorating professional development experience and emerging leaders who may be newer to our programs but have demonstrated their motivation and commitment through work within their state.

The Leadership Institute convenes three times each year that the Institute operates, and provides participants the opportunity to develop greater expertise and skill as leaders in the field and to enhance their ability to expand educational opportunities for the students with whom they work. The aim of the Institute is to provide participants and the programs they serve with a strong and effective core of leadership theory and skills.

The Leadership Institute runs once every two years, and completed its 13th year in 2015. They are currently seeking a cohort of participants to begin in September 2016. Contact Craig Werth at craigwerth.leadership@gmail.com for more information.

DR. JOAN BECKER CLAIBORNE PELL AWARD



Joan Becker is the Vice Provost for Academic Support Services and Undergraduate Studies at the University of Massachusetts Boston where she provides leadership for Undergraduate Studies, the University Advising Center, Academic Support Programs, the Office of Career Services and Internships, the Ross Center for Disability Services, and Pre-collegiate and Educational Support Programs. She oversees seven grant-funded programs which generate \$3 million annually and are an important pipeline for low-income, first-generation students to pursue and successfully complete undergraduate and graduate education. Among the university committees she has recently served on are the Undergraduate Research Task Force, the University Assessment Council, and the Graduation Rates Workgroup. She is currently co-chairing the Strategic Planning Implementation Group and is a member of the Budget and Planning Committee. Becker co-directs the Training Core for the university's partnership

with the Dana Farber/Harvard Cancer Center and is a member of the partnership's executive committee. Becker represents Boston's higher education institutions on the Success Boston Strategy Group, and is a member of the Boston After School and Beyond Partnership Council. She also is actively involved in state, regional, and national initiatives focused on advancing educational opportunities for low-income and minority youth. Becker received her bachelor's degree from Wellesley College and her Master's and doctorate in Education from the Harvard Graduate School of Education.

ABOUT THE CLAIBORNE PELL AWARD

The Claiborne Pell Award is established to recognize those rare individuals whose pioneering leadership and vision have made an indelible mark on the struggle for equal educational opportunity. It was Pell's leadership and vision that led to the creation of the Basic Educational Opportunity Grant (BEOG). Now called the Pell Grant, the BEOG was designed to be the backbone of the federal government's financial aid program. Pell recognized that the future of the country was dependent on an investment in the development of low income students.

The Pell Award is given to individuals whose work the President and the Board of Directors believe is breaking new ground in the effort to provide greater educational opportunity to people from low income backgrounds. The Board considers the following criteria:

Vision - conceiving innovative future solutions to problems.

Leadership - is able to bring together a broad based coalition to implement solutions

Broad Impact - large numbers of students are effected by the individual's work; institutions are also impacted.

MIKE DENNEHY MARIAN BELGRAVE-HOWARD AWARD



Mike has over 25 years of experience working in college access. He currently oversees the unit within the School of Education that coordinates a number of college access programs including: the Menino Scholars (formerly Boston Scholars), Upward Bound, Upward Bound Math Science, BUILD, the BU Calculus Project and Educators Rising. In this role, he also serves as the BU AACTE Holmes Scholar program coordinator. Prior to his current position as director of college access and completion, Mike worked for Upward Bound and Upward Bound Math Science at Boston University from 1990 to 2014, serving as project director from 1999 - 2014. He has served as a state and regional president for TRIO professional associations, as a faculty member for national TRIO trainings, and as a member of a number of advisory committees related to issues of college access for Boston University and for groups working with the Boston Public Schools, including Boston Afterschool and Beyond's Data and Measurement Group.

Mike is a graduate of the Boston Public Schools and attended Boston University as a Boston Scholar where he earned his BA in English Literature. Mike also holds EdM in Higher Education Administration from Boston University.

ABOUT THE MARIAN BELGRAVE-HOWARD AWARD

Marian Belgrave - Howard served as the first President of the New England Association of Educational Opportunity Program Personnel, NEAEOPP, (now the New England Educational Opportunity Association, NEOA), in 1976. This award is given to individuals for their "inspiring and enduring contributions toward the achievement of NEAEOPP's (NEOA's) mission and toward the expansion of equal educational opportunity."

ELIZABETH WARREN ESQ. SHIRLEY CHISHOLM AWARD



Elizabeth Warren is the senior United States Senator from Massachusetts, elected in 2012. She was the driving force behind the creation of the Consumer Financial Protection Bureau, and served as Chair of the Congressional Oversight Panel for the Troubled Asset Relief Program (TARP). A law professor for more than 30 years, most recently at Harvard Law School, Senator Warren is the author of ten books, including *A Fighting Chance*, *The Two-Income Trap* and *All Your Worth*. She lives with her husband Bruce Mann in Cambridge, MA and has two children and three grandchildren.

ABOUT THE SHIRLEY CHISHOLM AWARD

The Shirley Chisholm Award was founded in 1983 to recognize individuals who have demonstrated outstanding commitment and active support for the clients served by TRIO Programs. Former Congresswoman Chisholm was a strong and active national advocate for TRIO programs during her tenure in the House of Representatives. This award has enabled our association to recognize the contributions and support of individuals outside the TRIO community.

TRENT BALL COE UPDATE



Trent Ball currently serves as the Associate Dean of Students and Director of Retention at Southeast Missouri State University and provides leadership and management of the Academic Support Centers. Mr. Ball is the 2015-2016 Board Chair for the Council for Opportunity in Education (COE). Currently, Mr. Ball serves on the Big Brothers Big Sisters of Eastern Missouri's Education and Employment Council, The UNCF, Inc. St. Louis Leadership Advisory Council, represents TRIO and Other Educational Opportunity Programs on the Council for the Advancement of Standards in Higher Education (CAS) Board of Directors and is working with St. Louis Graduates and The St. Louis Regional Chamber on their recently funded Lumina Foundation projects. Mr. Ball has a Master's in Psychological Counseling and Therapy, and is completing a Master's in Public Administration. He has presented numerous programs at the local, state, regional, and national level and has over 20 years of professional experience working in Higher Education.

ABOUT THE COUNCIL FOR OPPORTUNITY IN EDUCATION

The Council for Opportunity in Education (COE) is a nonprofit organization, established in 1981, dedicated to furthering the expansion of college opportunities for low-income, first-generation students, veterans and students with disabilities in all 50 states, Washington, D.C., the Federated States of Micronesia (FSM), Palau, Guam, and Puerto Rico. Its membership includes more than 1,000 colleges and agencies. Through its numerous membership services, the Council works in conjunction with colleges, universities, and agencies that host TRIO programs to specifically help low-income students enter college and graduate. 790,000 low-income students and students with disabilities each year receive college access and retention services through our member colleges and agencies.

MAUREEN HOYLER ESQ. WASHINGTON UPDATE



On October 1, 2013, Maureen Hoyler assumed the position of President of the Council for Opportunity in Education, a nonprofit organization that provides professional development, program improvement, and advocacy for nearly 2,800 federally funded college opportunity programs at almost 1,000 colleges and universities nationwide. Ms. Hoyler has been a voice for low-income, first-generation students and individuals with disabilities. As President, she oversees management of the Washington office and the fiscal affairs of the Association, while also serving as the primary liaison between the Association and the United States Congress, the Executive Branch, and all Governmental Agencies. She is the official representative of the Association with all other postsecondary educational associations.

She began her career at the Educational Opportunity Program at Marquette University as an assistant to the

then Director, Dr. Arnold Mitchem. Ms. Hoyler moved to Washington in 1981 to establish the Council's office. As the organization's Chief Operating Officer, she has played an integral role in the growth of the organization over the past 33 years, which started with a staff of just one full-time professional in 1982. Ms. Hoyler has lectured widely on federal law and regulations. Her publications include "Collaboration to Widen Participation in Higher Education" (The European Access Network) and "Expanding College Access and Success: The Chicago Model" (with George Lowery). Over the years, she has received numerous awards from TRIO-based associations. She received her B.A. and her law degree from Marquette University in Milwaukee, Wisconsin.

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1977 - 1981	Charles Desmond
1981 - 1982	Peter Fellenz
1982 - 1983	Ann Coles
1983 - 1984	Charles Kenyon
1984 - 1985	Doris Vladmiroff
1985 - 1986	Matthew Lamstein
1986 - 1987	Louis Campbell
1987 - 1988	Joan Becker
1988 - 1989	Edward Korza
1989 - 1990	Brenda Dann-Messier
1990 - 1991	Pamela Boisvert
1991 - 1992	Monica Sargent
1992 - 1993	Gerald Ellis
1993 - 1994	Craig Pearson
1994 - 1995	Marsha Johns
1995 - 1996	Christopher D. Hogan
1996 - 1997	Diane Dickerson
1997 - 1998	Tom Putnam
1998 - 1999	Donna Thompson
1999 - 2000	Kristi Pierce
2000 - 2001	Joseph Costa
2001 - 2002	Adaline Mirabal
2002 - 2003	Karen Scott
April 2003 - September 2004	Sarah Morrell
2004 - 2005	Michael Dennehy
2005 - 2006	David Megquier
2006 - 2007	Linda Shiller
2007 - 2008	Tracy Karasinski
2008 - 2009	Donna Thompson
2009 - 2010	Karen Madden
2010 - 2011	Reggie Jean
November 2011 - January 2012	Pati Gregson
January 2012 - August 2012	Evette Layne
2012 - 2013	Evette Layne
2013 - 2014	Karen Keim
2014 - 2015	Randall Schroeder

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NEOA Past Presidents Dinner	Alvin Riley
Entertainment	Holly Kreidler-Phaneuf
Moderators	Margaret Bovill-Hawkins
Workshops	Taryn Tomkins
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NEOA FINANCIAL STATEMENTS

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION

MANAGEMENT LETTER

AUGUST 31, 2015 AND 2014



Brenda J. McGivern, P.C.
Certified Public Accountant

To the Board of Directors
New England Educational Opportunity Association
77 Massachusetts Ave.
Rm N52-130
Cambridge, MA 02139

During the course of reviewing the financial statements for the year ended August 31, 2015, the following items came to our attention that we believe you should address during the coming year.

General Accounting Procedures

We noted that the Organization does not have an accounting procedures manual. There may be an assumption that because the Organization's accounting system is relatively simple there is no need for a manual. However, written procedures, instructions and assignment of duties will prevent or reduce misunderstandings, errors, inefficient or wasted effort, duplicated or omitted procedures and or other situations that can result in inaccurate or untimely financial records. A well-devised accounting manual can also help to ensure that all similar transactions are treated consistently, that accounting principles used are proper, and that records are produced in the form desired by management. Furthermore, an accounting procedures manual can be useful as jobs are moved from one person to another.

We understand that the Organization has begun the process of developing an accounting procedures manual. I was emailed a copy of the fiscal policies this year. It's a great start to an accounting procedures manual.

It is a pleasure to work with people who have an interest in the Organization and its operations as represented by you and your staff. We would be happy to meet with you and any of your staff to further discuss the implementation of these suggestions, if you believe it would be beneficial.

Brenda J. McGivern CPA

March 3, 2016

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION

AUGUST 31, 2015 AND 2014

CONTENTS

INDEPENDENT ACCOUNTANTS' REPORT	1
STATEMENTS OF FINANCIAL POSITION	2
STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS	3
STATEMENTS OF FUNCTIONAL EXPENSES	4
STATEMENTS OF CASH FLOWS	5
NOTES TO FINANCIAL STATEMENTS	6-7

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION
 STATEMENTS OF FINANCIAL POSITION
 AUGUST 31, 2015 and 2014
 SEE INDEPENDENT ACCOUNTANTS' REPORT

	2015	2014
<hr/>		
ASSETS		
Cash	\$ 130,486	\$ 112,476
Investments - Short Term	<u>42,947</u>	<u>31,365</u>
Total Current Assets	173,433	143,841
Investments - Long Term	<u>33,633</u>	<u>45,052</u>
Total Assets	<u>\$ 207,066</u>	<u>\$ 188,893</u>
NET ASSETS		
Unrestricted	<u>\$ 207,066</u>	<u>\$ 188,893</u>
Total Net Assets	<u>\$ 207,066</u>	<u>\$ 188,893</u>

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION
 STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS
 FOR THE YEARS ENDED AUGUST 31, 2015 and AUGUST 31, 2014
 SEE INDEPENDENT ACCOUNTANTS' REPORT

	2015	2014
SUPPORT AND REVENUE		
Annual Conference	\$ 80,849	\$ 73,956
National Trio Day	41,080	47,160
Member and State Dues	18,000	17,230
50th Anniversary Grant and Scholarship	27,500	-
Leadership Institute	6,000	-
Professional Development Reg Fees	1,320	850
Miscellaneous Income	198	74
Interest Income	164	179
General Foundation Support	<u>10,289</u>	<u>10,000</u>
Total Support and Revenue	<u>185,400</u>	<u>149,449</u>
EXPENSES		
Annual Conference	49,545	33,595
Council for Opportunities in Education	24,103	31,846
National Trio Day	33,184	22,722
Leadership Institute	12,194	2,558
General & Administrative	<u>48,201</u>	<u>32,786</u>
Total Expenses	<u>167,227</u>	<u>123,507</u>
INCREASE IN NET ASSETS	18,173	25,942
NET ASSETS, Beginning of Year	<u>188,893</u>	<u>162,951</u>
NET ASSETS, End of Year	<u>\$ 207,066</u>	<u>\$ 188,893</u>

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION
STATEMENTS OF FUNCTIONAL EXPENSES
FOR THE YEARS ENDED AUGUST 31, 2015 and AUGUST 31, 2014
SEE INDEPENDENT ACCOUNTANTS' REPORT

	2015	2014
Annual Conference		
Hotel	\$ 37,811	\$ 25,950
Speaker Fees	9,196	4,899
Refunds	1,094	672
Printing	665	481
Supplies	492	293
Committee Expense	262	100
Entertainment	25	200
Hotel Deposit	-	1,000
Postage	-	-
Total Annual Conference	<u>49,545</u>	<u>33,595</u>
Council for Opportunities in Education		
Policy Seminar	14,735	17,097
Travel	5,018	7,799
Dues	4,000	4,000
Advertising	300	300
Gift Basket	50	150
Fair Share Contribution	-	2,500
Table Purchase	-	-
Total Council for Opportunities in Education	<u>24,103</u>	<u>31,846</u>
National Trio Day		
Hotel	21,089	941
Transportation	9,418	4,800
Food and Entertainment	2,104	14,617
Overnight Supervision	300	800
Miscellaneous	268	939
Refunds	5	259
Speaker Fees	-	366
Total National Trio Day	<u>33,184</u>	<u>22,722</u>
Leadership Institute		
Hotel	5,726	-
Director Contract	2,500	2,500
Faculty	1,875	-
Food	1,443	-
Travel	508	58
Miscellaneous	142	-
Refunds	-	-
Total Leadership Institute	<u>12,194</u>	<u>2,558</u>
General and Administrative		
50th Anniversary Event	15,548	52
Board/Committee Travel	12,811	4,675
Board Meetings	4,754	10,218
Professional Fees	4,325	4,942
Bonding and Insurance	2,271	2,271
Committee Expenses	1,830	1,663
Member Professional Development	1,808	2,400
Bank and Paypal Fees	1,568	1,131
President - Elect	1,070	883
Miscellaneous	832	785
Affiliate Memberships	500	500
Association Awards	439	533
NEOA Achiever Expenses	214	612
Treasurer	206	121
President Account	25	1,370
TRIO Alumni Society	-	630
Total General and Administrative	<u>48,201</u>	<u>32,786</u>
Total Functional Expenses	<u>\$ 167,227</u>	<u>\$ 123,507</u>

See notes to financial statements.

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED AUGUST 31, 2015 and AUGUST 31, 2014
SEE INDEPENDENT ACCOUNTANTS' REPORT

	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	\$ 18,173	\$ 25,942
Adjustments to Reconcile Excess of Support and Revenue Over Expenses to Net Cash Provided by Operating Activities	<u>-</u>	<u>-</u>
Net Cash (Used In) Provided by Operating Activities	<u>18,173</u>	<u>25,942</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
(Increase)/Decrease in Short-Term Investments	(11,582)	(13,057)
Decrease/(Increase) in Long-Term Investments	<u>11,419</u>	<u>12,877</u>
Net Cash Used for Investing Activities	<u>(163)</u>	<u>(180)</u>
Net (Decrease) Increase in Cash	18,010	25,762
CASH, Beginning of Year	<u>112,476</u>	<u>86,714</u>
CASH, End of Year	<u>\$ 130,486</u>	<u>\$ 112,476</u>

NOTE 1. SUMMARY OF OPERATIONS AND ACCOUNTING POLICIES

Operations:

New England Educational Opportunity Association (NEOA) is a Massachusetts not-for-profit corporation chartered in 1976. NEOA's mission is to advocate for access to and success in postsecondary education for low income individuals, minority group members, first generation college students and college students with disabilities. NEOA also works to develop the skills and knowledge of educational opportunity professionals working with this population.

NEOA qualifies as an organization exempt from income tax under Section 501(c)(3) of the Internal Revenue Code.

Accounting policies:

A summary of the Organization's significant accounting policies applied in the preparation of the accompanying financial statements follows:

A. Basis of accounting

The Organization maintains its books and recorded on an accrual basis of accounting, which recognizes expenses as incurred and income as earned, and accordingly reflects all significant receivables, payables and other liabilities.

B. Basis of presentation

In accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification, the Organization reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

C. Investments

Short-Term Investments are comprised of Certificates of Deposit with maturity dates of one year or less. Long-Term Investments are comprised of Certificates of Deposit with a maturity date of more than one year.

D. Advertising

The production costs of advertising are expensed as incurred.

E. Use of estimates

In preparing financial statements in conformity with generally accepted accounting principles, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and revenues and expenses during the reported period. Actual results could differ from those estimates.

F. Donated Services

No amounts have been reflected in the financial statements for donated services. NEOA generally pays for services requiring specific expertise. However, many individuals volunteer their time and perform a variety of tasks that assist NEOA with its charitable mission.

NEW ENGLAND EDUCATIONAL OPPORTUNITY ASSOCIATION
 NOTES TO FINANCIAL STATEMENTS
 AUGUST 31, 2015 and 2014
 SEE INDEPENDENT ACCOUNTANTS' REPORT

NOTE 2. CASH

An analysis of cash as of August 31, 2015 and August 31, 2014 is as follows:

	Cash in bank and deposits in transit	Less outstanding checks	Carrying amount
2015			
Checking account	\$ 131,780	\$ 1,294	\$ 130,486
	<u>\$ 131,780</u>	<u>\$ 1,294</u>	<u>\$ 130,486</u>
2014			
Checking account	\$ 120,530	\$ 8,054	\$ 112,476
	<u>\$ 120,530</u>	<u>\$ 8,054</u>	<u>\$ 112,476</u>

NOTE 3. INVESTMENTS

An analysis of investments as of August 31, 2015 and August 31, 2014 is as follows:

	2015	2014
Certificates of Deposit - Short-Term	\$ 42,947	\$ 31,365
Certificates of Deposit - Long-Term	<u>33,633</u>	<u>45,052</u>
Total investments	<u>\$ 76,580</u>	<u>\$ 76,417</u>

NOTE 4. FEDERAL DEPOSITORY INSURANCE CORPORATION (FDIC)

The bank balances (Cash and Investments) are covered by the Federal Depository Insurance Corporation (FDIC) to the limit of \$250,000 per bank at August 31, 2015 and 2014. This limit was not exceeded at August 31, 2015 and 2014.

NOTE 5. SUBSEQUENT EVENTS

The Organization's management has included in the financial statements all contingencies and significant transactions that might influence the user's conclusions about the Organization's Statements of Financial Condition, Statement of Activities and Changes in Net Assets, Statements of Functional Expenses, and Statement of Cash Flows, through and as of March 3, 2016 the issuance date of the Independent Accountants' Report.

THINGS TO DO IN THE FALMOUTH AREA

RESTAURANTS

- Reds** – At the Seacrest Hotel – Serving lunch and dinner
- The Lobster Trap** – 290 Shore Road, Bourne. 11:00am - 9:30pm
- LaCucina Sul Mare** – 237 Main St., Falmouth. 11:30am – 9:00pm
- Liam Maguire’s Irish Pub** – 273 Main St., Falmouth. 11:30am – 10:00pm
- British Beer Company** – 263 Grand Ave., Falmouth heights. 11:30am – 10:00pm
- Chapoquoit Grill** – Rte. 28A, W. Falmouth. 5:00 – 9:00pm; 10pm Fri/Sat
- Silver Lounge** – 412 Rte. 28A, N. Falmouth. Traditional Cape Cod. 11:30am – 10:00pm
- The Beach House** – Rtes. 151 and 28A, N. Falmouth. Opens @ 4:00pm
- The Landfall** – 9 Luscombe Ave., Woods Hole
- Brazilian Grill** – 680 Main St., Hyannis. Lunch 11:30am – 4:00pm; dinner 4:00pm
- Seafood Sam’s** – 356 Palmer Ave., Falmouth
- Quarterdeck Restaurant** – 164 Main Street, Falmouth
- Falmouth Clam Shack** – 227 Clinton Ave., Falmouth
- Crabapples Restaurant** – 552 Palmer Ave., Falmouth
- Quicks Hole Taqueria** – 6 Luscombe Ave., Woods Hole

FERRIES / CRUISES

- The Island Queen**
www.islandqueen.com
508-548-4800
- The Falmouth-Edgartown Ferry**
www.falmouthedgartownferry.com
508-548-9400
- The Steamship Authority Ferry**
www.steamshipauthority.com
508-477-8600
- Hy-Line Cruises**
www.hylinecruises.com
800-492-8082

GOLF

- Woods Hole Golf Club**
130 Quissett Ave, Falmouth
508-540-1899
- Falmouth Country Club**
630 Carriage Shop Rd, Falmouth
508-548-3211
- Paul Harney Gold Club**
74 Club Valley Dr, East Falmouth
508-563-3454
- The Cape Club**
125 Falmouth Woods Rd, Falmouth
508-540-4005



In 2015:

1,011 (99.7 percent) of METS non-seniors continued onto the next grade level.

140 (100 percent) of METS seniors graduated from high school.

116 (82.9 percent) of METS students successfully enrolled in postsecondary education.

Since 1977, Talent Search programs in Maine have assisted over 10,000 participants in enrolling in postsecondary education.

Karen Keim,
Project Director

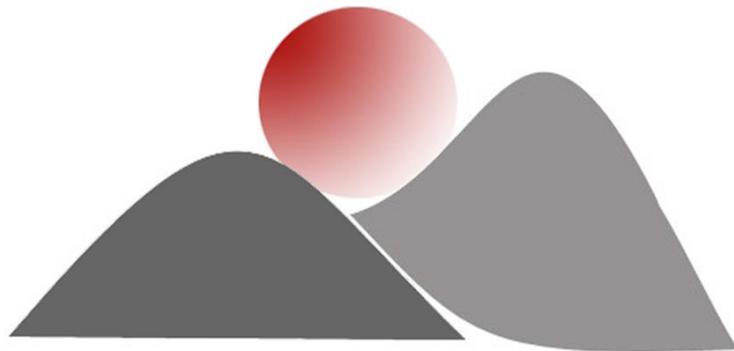
Steve Visco,
Assistant Director
Sandra Tijerina,
Compliance Coordinator
Maria Frankland,
Advisor
Bonnie Lucas,
Advisor
Velma Murphy,
Advisor
Christopher Plaisted,
Advisor

Casey Henderson,
Technology Specialist
Laurel Dean,
Administrative Specialist
Lori Joy,
Advisor
Martha Miller,
Advisor
Elizabeth Patterson,
Advisor

For more information on METS, please go to our website: <http://mets.maine.edu>
or call us toll free at: (800) 540-0493

Many thanks to the NEOA Annual Conference
Committee for putting on a great conference!





NHEOA

The
**New Hampshire
Educational Opportunity
Association**
congratulates

*Randy Schroeder for his
Leadership Excellence*

2016 NEOA Past President

Proudly serving North Central Massachusetts'
low income, first generation students.



Academic Pathways to Success
College Access Challenge Grant
Commonwealth Dual Enrollment Program
Educational Talent Search
Gateway to College
GEAR UP
MCAS Works!
North Central Massachusetts Talent Search
Pathways Early College Innovation School
Summer Programs
Upward Bound Math and Science
Workforce Diversity Pipeline Program



Mount Wachusett
Community College

ACCESS AND TRANSITION

444 Green Street, Gardner, MA 01440

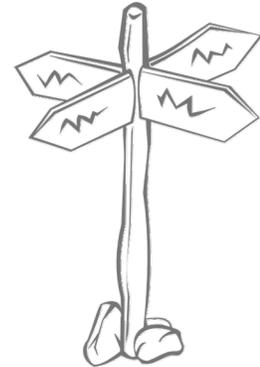
Phone: (978) 630-9248

Fax: (978) 630-9400

Website: mwcc.edu/access/

MILE
40

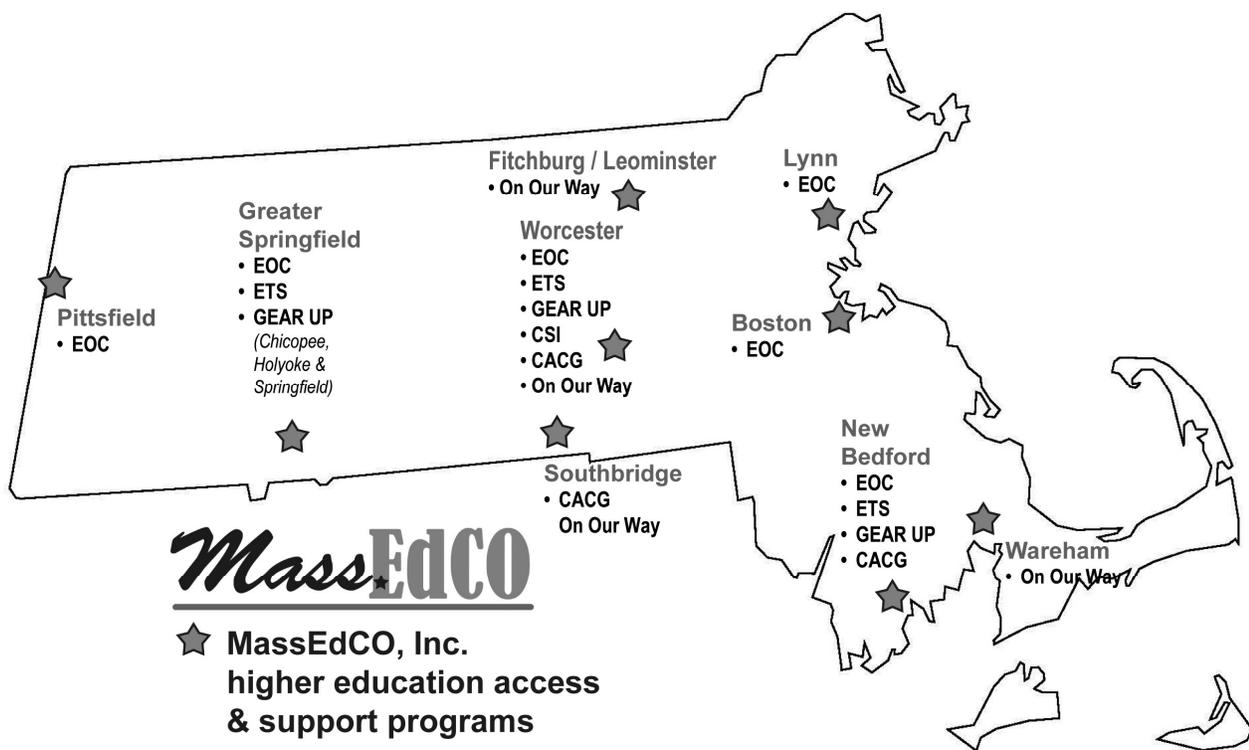
Creating milestones for success!



Since 1973, we've provided educational access and support services in Massachusetts through a growing number of programs:

- ★ Educational Opportunity Centers (EOC) for Massachusetts -1973
- ★ Educational Talent Search (ETS) - 1990
- ★ GEAR UP - 1999
- ★ Central Massachusetts Educator & Provider Support Network - 2009
- ★ CollegeAccess (CACG) - 2011
- ★ Collegiate Success Institute (CSI) Worcester - 2010
- ★ On Our Way (supporting teen moms as they plan for their future) – 2015

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www.massedco.org



**Massachusetts
Educational
Opportunity
Association**



**Promoting College
Access and
College Success for
over 30 years!**



**Congratulations and thank you to Gaelyn Hastings
for a very successful year as NEOA President!
Congratulations NEOA Board for a successful conference and year!**

*MEOA is sponsored by the Massachusetts Educational Financing Authority (MEFA) and
American Student Assistance (ASA)*



**Vermont Educational
Opportunity Programs**

"Serving Vermont and Northern New York"

**Congratulations to the New England
Educational Opportunity Association for a
wonderful conference!**

Adirondack Community College
Community College of Vermont
Lyndon State College
SUNY—Plattsburgh
Vermont Technical College

Castleton University
Johnson State College
Southern Vermont College
University of Vermont
Vermont Student Assistance Corporation

More than 11,000 Vermont students are served by the
16 Vermont TRIO and Gear Up programs: Educational
Opportunity Centers, Gear Up, Student Support
Services, Talent Search and Upward Bound.

**SAVE the
Date!**

VEOP 2016

Annual Conference

October 11, 2016

Vermont Technical College,
Randolph Center, VT

American Student Assistance® (ASA) congratulates NEOA on its 40th Conference Anniversary.

This year, while honoring NEOA's milestone, ASA® also celebrates its 60th anniversary! What better time to look back at all we've accomplished together with the New England TRIO community:

- 1956** Massachusetts Higher Education Assistance Corporation (now American Student Assistance) was founded as the first student loan guarantor, "to aid and assist students to fulfill a program of higher education."
- 1984** Massachusetts Higher Education Assistance Corporation, Colleges of the Worcester Consortium EOC (now MassEdCO), and several other supporters funded the Higher Education Information Center (now ASA's College Planning Center) located at the Boston Public Library, offering free college planning services on a walk-in basis.
- 1991** College Planning Services (CPS) received its first Talent Search grant for Boston.
- 1999** CPS received its first contract from Massachusetts Board of Higher Education (now Mass Department of Higher Education) to provide GEAR UP services in Boston.
- 2002** CPS received its first EOC grant for Brockton.
- 2003** CPS received its first Upward Bound grant for Brockton.
- 2006** CPS received its first Talent Search grant for Brockton.
- 2012** ASA assumed management of CPS.
- 2015** ASA entered in to an agreement with COE to provide NEOA members with access to SALT®, ASA's free-to-the student online resource that offer courses, tools, and advice designed to empower students with money knowledge for college—and beyond.
- 2016** ASA celebrates 60 years of helping students pursue their higher education dreams.



AMERICAN STUDENT™
— ASSISTANCE —

Money knowledge for college—and beyond.

New England

NEOA 

Educational Opportunity Association



The Maine Educational Opportunity Center would like to thank the Gaelyn and the NEOA board for their service this year, and wish congratulations and good luck to our fellow EOC and ETS grant writers!

2015 was a great year for MEOC. This year, MEOC:

Served 2,275 adults from all over Maine
Partnered with over 50 different agencies to provide workshops
Helped almost 1,200 adults file FAFSAs
AND enrolled 645 participants in college!

Karen Keim,
Project Director

Steve Visco,
Assistant Director
Sandra Tijerina,
Compliance Coordinator
Patrick Blanchette,
Advisor
Teri Morse,
Advisor
Kate Walsh,
Advisor

Casey Henderson,
Technology Specialist
Laurel Dean,
Administrative Specialist
Christy Le,
Advisor
Randi Paine,
Advisor

For more information about MEOC, please go to our website:
<http://meoc.maine.edu> or call us toll free at: 1(800)281-3703.





The University of Massachusetts Boston and its Pre-collegiate and Educational Support Programs would like to thank the New England Educational Opportunity Association for 40 years of advocacy and support.

- *Upward Bound*
- *Veterans Upward Bound*
- *Admission Guaranteed*
- *Project REACH—Talent Search*
- *Student Support Services*
- *Upward Bound Math-Science*
- *Urban Scholars*

PRE-COLLEGIATE AND EDUCATIONAL SUPPORT PROGRAMS



*mefa*SM

Massachusetts Educational
Financing Authority

is proud to support the
**New England Educational
Opportunity Association.**

As the Commonwealth's college financing authority, MEFA not only helps families plan, save, and pay for college – we also created the U.Fund and the U.Plan college savings plans, and have offered low-cost financing options for over 30 years.

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for the future



MEEOA Welcome's 3 NEW
Student Support Services
Programs and their staff to the
TRIO Network!

TRIO

STUDENT SUPPORT SERVICES



Amanda Favreau - Director of TRIO Student Services
Cote Theriault - TRIO Academic Coach



Rusty Brown - Director of TRIO Student Services
Katie England - TRIO Advisor



Vince J. Kloskowski, III - Exec. Director
TRIO Student Support Services
Odilia Harmon-TRIO Success Coach
Daniel Avila-TRIO Success Coach

MEEOA is thrilled to have three more programs
reaching out to touch the lives of Maine's first
generation, low-income students!



**Vermont Student Assistance Corporation
Career and Education Outreach Programs**

*Educational Opportunity Center
Talent Search
and
Vermont State GEAR UP*



*Congratulations to NEOA and President Gaelyn Hastings
on a great year and an outstanding 2016 conference from
VSAC Career and Education Outreach!*

Vermont Student Assistance Corporation
10 East Allen Street, PO Box 2000
Winooski, VT 05404-2601
1-800-642-3177
www.vsac.org

**University of Connecticut
Center for Academic Programs (CAP)**

*María D. Martínez
Assistant Vice Provost, Institute for Student Success and CAP Director*

congratulates

New England Educational Opportunity Association

on its

**40th Annual Conference
“MILESTONES”**



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congratulates *Gaelyn Hastings* on her NEOA Presidency!

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Bruce Wells Scholars-Upward Bound ■ Youth Academy ■ Adventure Challenge Experience

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**Many thanks to Gaelyn, Randy & the NEOA Board
for their service & hard work!
From Bowdoin College Upward Bound**

**Upward Bound and
Johnson Scholars
at the
University of Maine
at Farmington**

**Applaud the hard work
and passion of
NEOA Boards, past and present.**

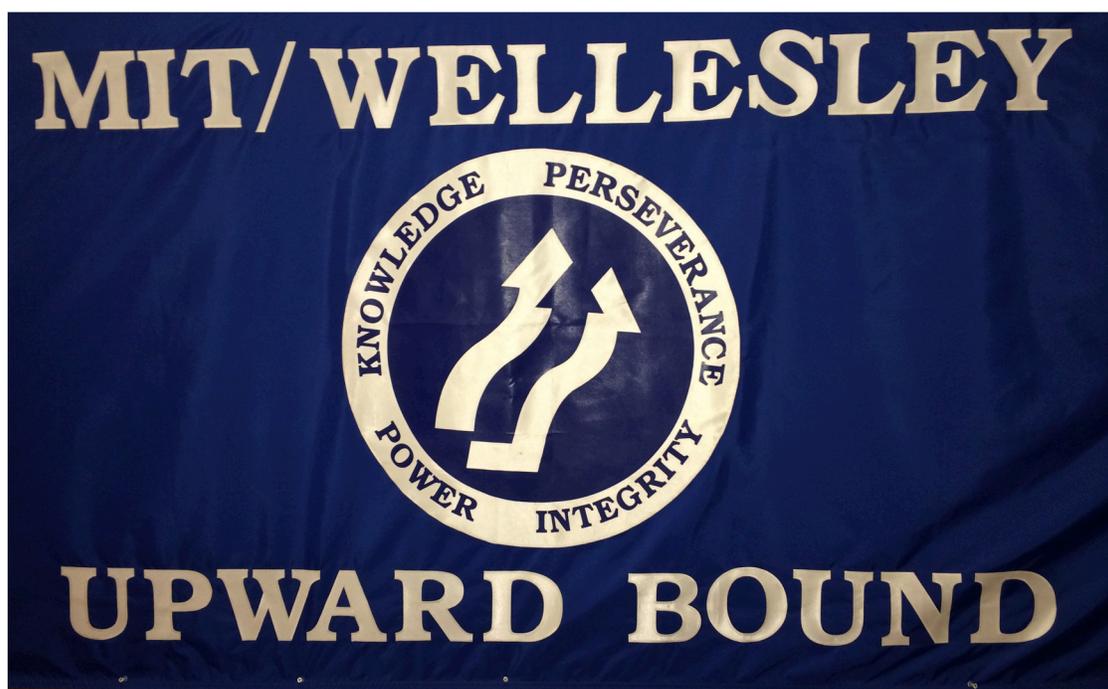
**Congratulations and thank you for
a job well done!**



Save the Date!

Friday, August 12, 2016
6:00PM

50th Anniversary Celebration



providing 50 years of educational opportunity
to low-income and first-generation youth

Ronald S. Crichlow, Director of Educational Opportunity Program

Evette M. Layne, Program Director

Lourdes R. Pires, Assistant Director

Elaine N. Thomas, Administrative Assistant

Congratulations to the UNH Graduating McNair Scholars on Applying & Gaining Acceptance to Graduate School!



FROM LEFT TO RIGHT:

STEVEN ARIAS, PH.D. PHYSICS, UNIVERSITY OF NEW HAMPSHIRE

TIEN DANG, FULBRIGHT GRANT RECIPIENT (2016-17), NETHERLANDS, CHILDHOOD CANCER RESEARCH

MELISSA DONGO, PH.D. SCHOOL PSYCHOLOGY (FULLY FUNDED GRADUATE ASSISTANTSHIP) UNIVERSITY OF FLORIDA



FROM LEFT TO RIGHT:

BRIANNA HARTFORD, M.S. OCCUPATIONAL THERAPY, UNIVERSITY OF NEW HAMPSHIRE

RHIANNON JACOBS, M.S./PH.D. CHEMICAL ENGINEERING, UNIVERSITY OF NEW HAMPSHIRE

MICHAEL MIGNANELLI, PH.D. CLASSICS (FULLY FUNDED TEACHING ASSISTANTSHIP), UNIVERSITY OF TEXAS AT AUSTIN



FROM LEFT TO RIGHT:

BRIAH PARCHMENT, PH.D. ANIMAL SCIENCE, APPLICATIONS IN PROGRESS.

SUBHA SINGH, M.S. BIOCHEMISTRY/BIOTECHNOLOGY, APPLICATIONS IN PROGRESS.

DENYELLE SURRELL, PH.D. ECOLOGY, APPLICATIONS IN PROGRESS.



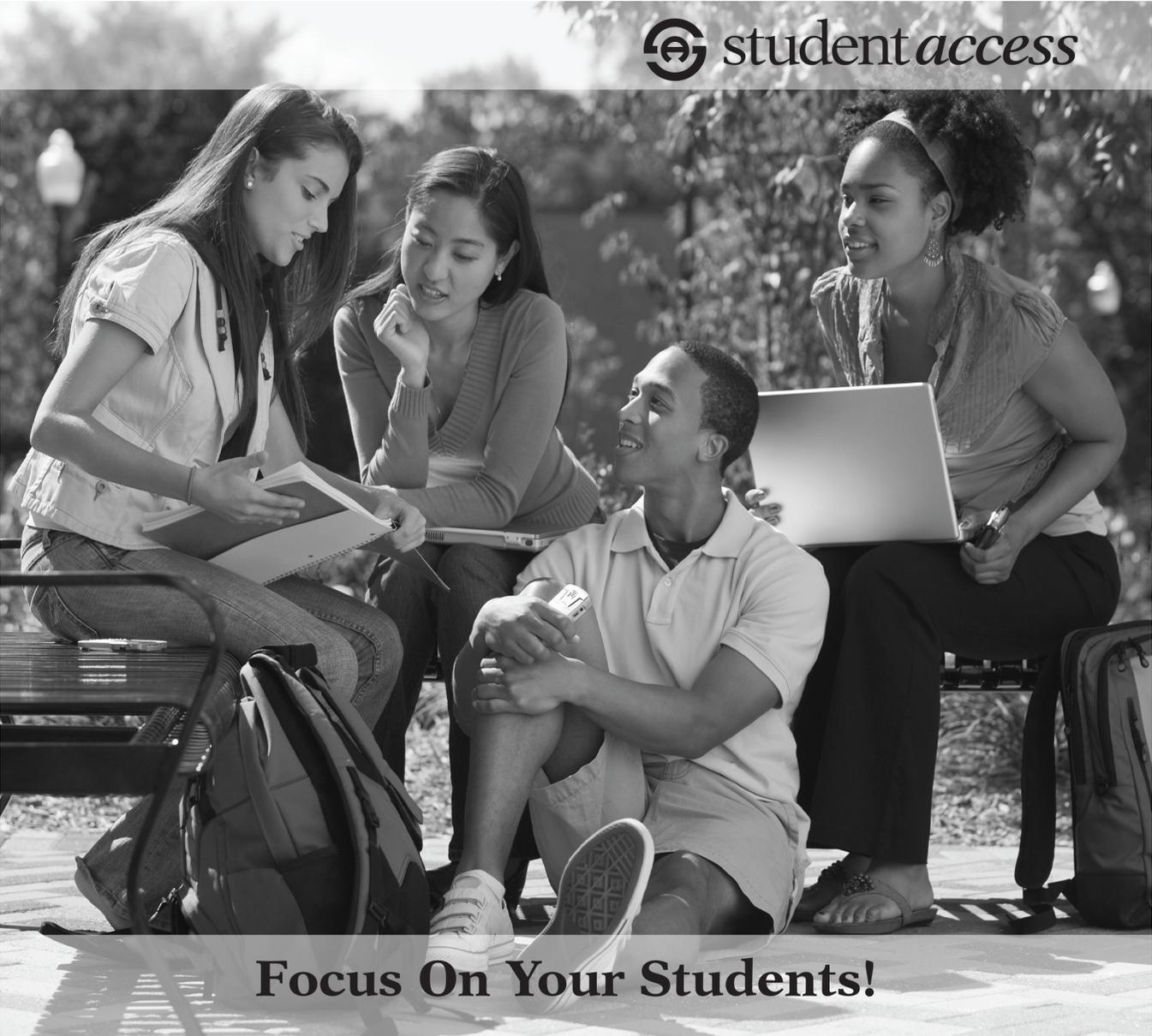
FROM LEFT TO RIGHT:

VAL TOMESCU, M.S./PH.D. ECONOMICS, APPLICATIONS IN PROGRESS

STEPHANIE YEE, PH.D. COUNSELING PSYCHOLOGY, APPLICATIONS IN PROGRESS. M.S. COUNSELING PSYCHOLOGY (DEAN'S TUTION SCHOLARSHIP), BOSTON COLLEGE.

SEAN THOEL, PH.D. HISTORY (FULLY FUNDED WITH RESEARCH FELLOWSHIP), MULTIPLE PROGRAMS; DECISION IN PROGRESS.





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New England

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