

When Surge Leads, Communities Rise

2025 IMPACT REPORT



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From Our Interim CEO

Dear Surge Family:

We are in a transformational moment for Surge.

For more than eleven years, we have deliberately built the leadership pipeline, operational discipline, and national footprint required to influence systems, not just programs. What began as a bold idea is now durable infrastructure. Today, more than 500 leaders of color in the Surge network shape the educational experiences of over 3 million students nationwide.

That scale matters.

But what matters more is how we do it.

Our leaders remain proximate to students and families. They lead with clarity about who they are and who they serve. They understand that collective responsibility is not rhetoric; it is practice. When leadership is sustained, connected, and resourced, systems shift in lasting ways.

This year's Impact Report reflects disciplined expansion. In 2025, we launched a new Surge Academy site in Detroit and welcomed a third consecutive cohort in Philadelphia. Our alumni network now includes 526 leaders. Demand signals are accelerating: interest grew 595 percent in Detroit, 261 percent in Philadelphia, and 81 percent in Chicago year over year. These are not vanity metrics. They reflect a field seeking grounded, identity-affirming leadership.

At our semiannual convening in Scottsdale, I was reminded that our greatest asset is not growth, but community. Alumni recommitted to one another and to the long arc of this work. The field is experiencing turbulence. Our leaders are choosing steadiness.

Surge is prepared for what is ahead because we have invested in both scale and soul. We are strengthening connections across cities, deepening alumni engagement, and building the financial resilience required for sustained impact. Our commitment remains the same: cultivate leaders of color who stay, lead, and transform systems over time.

Thank you for standing with us. Your partnership allows this work to endure and expand. Together, we are building an institution that outlasts any single moment.

In Community,



Will Collins

Interim CEO and Chief External Affairs Officer
CHI17



From The Board Chair

Dear Surge Family:

This is a defining moment — for our communities, for education, and for the leaders we develop and support. And in defining moments, Surge doesn't wait.

Our work has always been grounded in five core values: authenticity, community, connection, excellence, and urgency. Right now, urgency leads the way.

The volatility of our world and the challenges to our shared values demand focused, courageous leadership. They call us not to retreat, but to move forward with clarity, resolve, and purpose.

For us, urgency is not anxiety — it's discipline. It means delivering results, stewarding every dollar and relationship with intention, seeing what's coming before it arrives, and moving with both speed and integrity in service of the communities counting on us.

There has never been a more critical time for this work. Our communities need bold leaders of color who are shaping what's next for young people, families, and systems. And the field needs Surge — not on the margins of that effort, but at its center.

To our Alumni: you are the living proof of what Surge makes possible. Your leadership is the return on every investment reflected in this report.

That is why the Board, and I are not simply supporting this work — we are leaning into it. We are investing in Surge's growth, sharpening our strategy, and ensuring that this organization has the resources, talent, and resolve to meet the moment. We believe deeply in this mission, in the power of our leaders, and in the future we are building together.

The pages ahead will show you what Surge leaders are making possible. We are grateful for your partnership — and we are just getting started.

With urgency and gratitude,



Darryl Cobb

President, Charter School Growth Fund
Surge Board Chair



Organizational Overview

Mission To educate and develop leaders of color who create transformative change for young people, their families, and our broader communities.

Vision We are the preeminent pipeline addressing the dearth of leadership of color at decision-making tables. Surge educates, empowers and energizes leaders of color who will create transformative change in the communities they serve.

Core Values



Authenticity: We show up with honesty and self-awareness, openly acknowledging our strengths, mistakes, and limitations. We lead from a grounded sense of self, act with trust in ourselves and others, and remain unwavering in our values.



Community: We build community by sharing ideas openly, collaborating generously, and actively inviting others into the work. We create inclusive, flexible environments that value difference, encourage contribution, and align individual strengths across roles to maximize collective impact and organizational outcomes.



Connection: We stay deeply connected to Surge’s mission, vision, and values, clearly articulating and embodying them in our work. We bring both head and heart to what we do, living the Surge brand through our actions, relationships, and words—so our purpose is felt as well as understood.



Excellence: We are driven to achieve the highest standards in our work and results. We honor our commitments, hold ourselves accountable to what we promise, and continuously seek new knowledge, training, and feedback to strengthen our impact and improve how we serve.



Urgency: We act with focus, energy, and purpose to move work forward and deliver results. We steward time, resources, and relationships wisely, proactively solving problems and anticipating challenges and opportunities so we can respond quickly and effectively.

Our Model

The Surge Institute is a national nonprofit that demonstrates commitment to transformative change in communities of color by elevating leaders of color who are currently working across the educational landscape. The primary conduit for our work is through cohort-style fellowship programs for high-impact leaders in education informed by best practices and our unique approach to radical authenticity. Our fellowships lead to transformative experiences for our fellows as they carry out their work with children and in the communities they serve.

Surge goes beyond training. Surge connects, supports, and elevates; and we do it all in love and through community. We believe that changing the tide of inequity can only happen when we amplify the voice of leaders who are from - and reflect - the communities they serve. Since Surge’s launch in 2015, we have grown a network of over 500 Alumni and Fellows committed to transformative change across eight, current cities and across the country.

Surge Program Cities

Chicago First Cohort: 2015 Total Alumni: 237 CHI	Oakland First Cohort: 2018 Total Alumni: 67 OAK
Kansas City First Cohort: 2018 Total Alumni: 42 KC	Indianapolis First Cohort: 2020 Total Alumni: 32 INDY
Philadelphia First Cohort: 2022 Total Alumni: 59 PHILA	Las Vegas First Cohort: 2023 Total Alumni: 11 LV
Washington DC First Cohort: 2021 Total Alumni: 47 DC	Detroit First Cohort: 2024 Total Alumni: 31 DET

Impact Highlights

At-a-Glance Metrics:

Total Alumni & Fellows: **526**

Total number of students impacted: **3M**



Key Success Indicators:

Engagement

97% of Alumni report putting their Surge experience into action at their respective institutions

Retention

87% of Alumni remain in the field of education

Advancement

82% of Alumni report taking on additional leadership opportunities since completing the Fellowship

Entrepreneurship

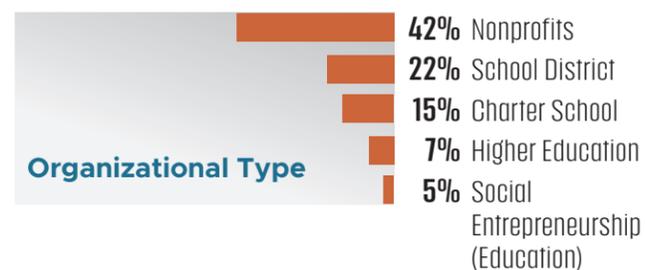
72% have started a new initiative to better serve historically marginalized communities

Systems Innovation

38% have founded organizations that now shape local, state, and national equity work

Key Alumni Demographics

(based on self-reporting):



Alumni are also gaining visibility as thought leaders, with 72% reporting increases in public speaking and platform-building, and 8% stepping into school board candidacy.

Milestone Moments:

500+ Surge Alumni:

Surpassing 500 Fellows and Alumni marks a major inflection point in Surge's growth, reflecting a critical mass of Black and Brown leaders now influencing education systems, policy, and communities nationwide.



Surging in Detroit:

We launched a new academy site in Detroit, Michigan, demonstrating Surge's growing capacity to support leaders of color seeking community-rooted, identity-affirming leadership development.



Three Years in Philly:

The launch of a third consecutive cohort in Philadelphia signals sustained regional partnership, strong Alumni engagement, and continued demand for Surge's leadership development model in the city.



National Convening:

At our recent biennial Convening in Scottsdale, Arizona, 189 Alumni reaffirmed their commitment to the Surge Institute, investing their time to attend in-person. Their commitment affirms the deep value they place on Surge's programming and community. This Convening also featured Alumni leadership, with graduates serving on the planning committee, facilitating workshops, and delivering key programming. Every cohort and city was represented at the Convening.



Program Spotlights

Chicago Fellowship

The Surge Fellowship is the signature cohort-based program that accelerates emerging leaders of color in education by building executive skills and connecting Fellows to a powerful, mission-driven network. The Fellowship was created in response to a persistent gap in traditional leadership pipelines, where leaders of color are often promoted without preparation, isolated once in power, and expected to drive change without the support, healing, or community required to sustain it. This 10-month program offers executive coaching and high-impact sessions with nationally recognized practitioners that strengthen adaptive leadership, racial healing, and visionary practice; so each cohort is empowered to better serve their communities. Fellows leave the program with executive skill, leadership clarity, and a trusted community that equips them to lead with confidence, resist isolation, and act with accountability to the communities they serve.

This approach has translated into measurable leadership advancement and system-level impact across Chicago. Our impact in Chicago is visible:

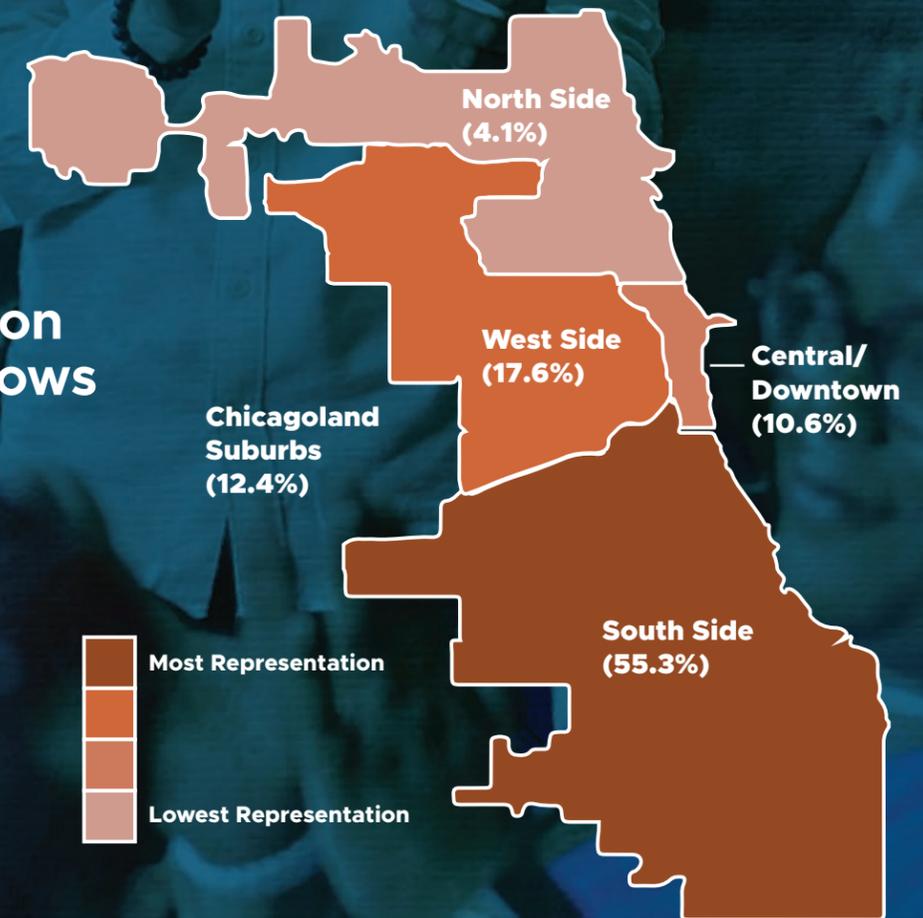
- **More than 200 Alumni** are now serving as principals, Chicago Public Schools board members, government officials, nonprofit executives, grassroots organizers, foundation leaders, and for-profit founders.
- Applications to our fellowship program have **increased by 39 percent year over year, up 81 percent from the previous cycle.**
- Our fellowship capstone project, “Freedom Dreams,” where fellows apply policy interventions that test new ideas and propose solutions grounded in lived experience, **has launched more than 300 equity-centered innovations** across all 77 Chicago neighborhoods.

“**This program truly develops you from all aspects of your life; from leadership skills you’re developing as well as thinking outside the box and being more creative in ways to help the Black and Brown community.**”

Laurel Baker CHI25
*Deputy General Counsel,
Chicago Board of Education - Law Department*

[Watch Video](#)
Surge Fellowship CHI25 

Community Representation of Surge Fellows in Chicago



Surge Academy

Due to the proven success of the Chicago Fellowship, Surge scaled our model nationally through the launch of the Surge Academy in 2018. The Surge Academy advances an innovative, national approach to transforming urban education. As a six-month traveling program, the Academy develops and unites emerging education leaders of color across select cities, equipping them to build movements that transform education within their communities.

Our post-program data underscores the depth of transformation:

- **100%** of fellows would recommend the Surge Fellowship to others
- **100%** reported feeling deeply connected to a leadership community of color
- **91%** developed stronger executive leadership skills
- **91%** reported a deeper understanding of oppressive and inequitable systems in their city

Recruitment interest has grown dramatically — a **595% increase** in Detroit and **261% increase** in Philadelphia—signaling strong momentum and demand for Surge’s leadership development model.

As a Black man in education leadership, I carry the responsibility and privilege of showing what’s possible. My leadership is rooted in purpose, not to prove my worth to others, but to serve our students and communities with excellence. I’m committed to leading with integrity, influence, and an unwavering focus on what truly matters, our kids.

Chatoris Jones DET25

Senior Director of Operations,
Detroit Public Schools Community District

Watch Video

Surge Academy DET25



“Celebration is a form of resistance. In a world that too often demands assimilation, affirming our stories, languages, and lineages is revolutionary. Honoring our histories isn’t just about remembrance, it’s about reclaiming power, shaping narratives, and imagining futures rooted in liberation.”

Melissa Molina PHILA25

HS Principal, Esperanza Cyber Charter School – Philadelphia

Watch Video

Surge Academy PHIL25





“**At the core, I see myself as a change agent - bridging the needs of students, families, educators, and the communities to create lasting impact.**”

Dr. Marguerite Simpson-Lackard
Principal, Hemenway Elementary School - Framingham, MA
BPN Member and TLC23

Black Principals Network

The Black Principals Network (BPN) has grown into one of the most significant leadership infrastructure investments in American education. Launched by Charles and Lynn Schusterman Family Philanthropies and housed at the Surge Institute since 2021, BPN is a platform that exists at the intersection of community, professional sustenance, and collective liberation. As a national community, BPN empowers those navigating one of the most demanding and consequential roles in education with specialized programming and peer-driven learning that surfaces and disseminates best practices across regions. Today, more than 1,900 principals across the country have joined this growing network, a testament to the deep need for spaces where Black school leaders can be seen and strengthened.

The Leadership Collaborative:

The Leadership Collaborative (TLC) sits within BPN as an immersive, seven-month cohort learning experience. Created out of feedback

from BPN members, TLC deepens community, capacity building, and space for reflection.

- **30,000+** students impacted by the TLC Alumni
- **4000+** staff led by TLC Alumni

Our 2025 post-program data underscores the depth of this transformation:

- **100%** of TLC participants reported satisfaction across all program events
- **100%** are likely to recommend BPN to another Black School Leader
- **100%** felt more equipped to carry out their job after TLC
- **100%** reported feeling deeply connected to a leadership community of color
- **97%** reported developing stronger executive leadership skills through BPN programming and resources

“**Celebrating Principals means honoring the village it takes to nurture students, uplift teachers, and keep schools thriving - because leadership is never a solo act.**”

Lauren Hillard TLC25
Principal in Residence,
Lead Academy, KIPP DC – Washington DC



Alumni & Convening

Our fellowship programs are only the beginning of the Surge experience. We are committed to Alumni receiving ongoing connective support throughout their leadership journeys. This includes access to our entire national network of Alums, specialized programs, community events, continuous improvement learning, career advancement opportunities, an annual in-person convening, and more. We offer continuous support by fostering ongoing education, facilitating healing-centered engagement, and promoting the development of executive skills—all while making new connections across the entire Alumni network.



This includes [Surge Angels](#). While we took a pause on Angels in 2025, we continued investing in our founders to sustain their progress and stay on track for venture launch and/or growth. This includes ongoing Office Hours, quarterly skill-building workshops and meetups to sustain their progress, and connecting with launch coaches who are experienced fundraisers.

Our 2025 Alumni Survey findings show:

- **93%** reported that the Surge Alumni experience exceeded or met their expectations
- **84%** reported leveraging the Surge Alumni network to influence their overall goals
- **80%** agreed or strongly agreed that they feel confident leading disruption within their organization
- **60%** reported that they have begun making systems-level change that impacts students, teachers, and schools in underserved communities



Harold Pearson OAK18
Co-Founder & CEO SPAAT

[Surge For More](#) 



“All of our Alumni can have a space to be their full selves and learn from one another. And really honor each other’s power and accomplishments of what we’ve done for our communities.”

José M. Andre Iñiguez
VP of Alumni Impact

[Watch Video](#) 
Convening 2025



Financial Overview

FY25 Expenses Sources:

- Programming: **\$5,408,161**
- Admin: **\$1,533,808**
- Fundraising: **\$1,269,337**

FY25 Funding Sources:

- Contribution Revenue: **\$5,357,955**
- Program Revenue: **\$156,250**
- Investment Return: **\$404,945**
- Other Revenue: **\$69,647**



The Surge Institute continues to operate on a strong financial foundation. We maintain exceptional reserves to innovate and focus on our communities. For FY25, the Surge Institute is once again pleased to receive an unqualified audit with no findings.

Surge Institute Statement of Financial Position

June 30, 2025

ASSETS

Cash	\$ 445,157
Investments	7,229,110
Accounts receivable	96,294
Contributions receivable.....	2,062,100
Prepaid and other assets	203,199

Total Assets **\$ 10,035,860**

LIABILITIES AND NET ASSETS

Accounts payable	\$ 26,950
Accrued expenses	118,563

Total Liabilities **145,513**

Net Assets

Without donor restrictions	6,447,348
With donor restrictions	3,442,999

Total Net Assets **9,890,347**

Total Liabilities and Net Assets **\$ 10,035,860**

Partnerships and Supporters

Institutional Funders



Corporate Funders



Impact Community Donors

These individuals provide monthly investments
(FY '25, Ending June 30 - Several investors have chosen to remain anonymous)

Anonymous	Zetia Hogan	Ashley K. Peel
Dr. Amanda L. Aiken	Akeshia & Jeff Howell	Tanesha Peeples
Mercedes Alvear	DeMarco Hughes	Sasha Pena
Jose M. Andre Iñiguez	Ceddrick Hunter, Jr	Jawann Pollard
Heather Anichini & Brennan Young	Janene Ingram	Crystal Reed
Ben Arendt	Mandisa John	Alison Regalado
Stephanie Arias & Dom McKoy	Michael Johns	Jahna Riley
Kevin Benoit	Dr. Kristle Hodges Johnson	Kim Riley
Michelle Bess	Greg Johnson	Sandra D. Rush
Kawanza Billy	Keinan Johnson	Dr. Leslye Salinas
Autumn Bryant	Marjorie Johnson	Jason Sams
Dirrick Butler	Tamara Johnson	Nicole Savage
Alex Cantu	Sanam Jorjani	Carmita & George Semaan
Nicole M. Carey	Michelle Kemp	Ulric Shannon
India W. Carter	LeeAndra Khan	Ana M. Shropshire
Jonathan Chaparro	Ann-Katherine Kimble	Marcy Shugert
Gold Chhim	Angia Kincey	Aijeron Simmons
Michelle Cody	Arman Lakes	Michael Simonton & Natania Crane
William Collins	Ma'at Lands	Anthony Smith
Melissa Connelly	Cecily Langford	Christine Smith
Laura Cooper	Khadeejah Lasuc-Lewis	DuJuan Smith
Florence Culpepper & Steve Richardson	Loreal Latimer	Jessica Sullivan-Wilson
Louis C. Davis	Jane Lee	Rodney Thomas
Le'Yondo Dunn	Ashley R. Leonard	Carlos A. Trejo
Chelsea Easter	Monica Lewis	Ashlie Tyler
Suzanne Ehlers	Nigena Livingston	Sasha Villagrana-Frost
Shannon Ellis	Grisel Maldonado	Willow Walker
Osayuware Enagbare	Kyra Marciano	AJ Watson
Andrea B. Evans	AshleyMarie Marie	Tiara Wheatley
Carolina Figueroa	Talisa Martin	Lakecia Whimper
Sylvia Flowers	Danielle McConnell	Amber White
Chong-Hao Fu	David McGuire	Brandi Whitfield-Lewis
Zeyda Garcia	Rychelle McKenzie	Jacqueline Wigfall
Jay Gash	Arthur Mills, IV	Aisha Williams
Sameka Gates	Voncia Monchais	Joseph Ja'Won Williams
TaraShaun Gipson	Adrian Monge	Marcus Wilson
D. Nigel Green	Carissa Moorehead	Nicholas Wilson
Vernee Green	Janaia Nash	Myra Winding
Maritza Guridy	Natalie Neris	Anna Wolde-Yohannes
Vincent Harris	Ashley Ogonna	Sam Wong
Dr. Amber S. Henderson	Chris Paicely	Lateshia Woodley
David Henry	Edgar & Laura Palacios	Steven Young
Shelby Hildreth	Ada Parris	
	Amanda Paz	



“**Surge creates the path for us to have the strongest leaders for our kids.**”

Julie Mikuta
Co-President, Charles and Lynn Schusterman Family Philanthropies

Individual Donors

(FY '25, Ending June 30 - Several investors have chosen to remain anonymous)

- Anonymous
- Ana A. Abel
- Adanta Ahanonu
- Dr. Amanda L. Aiken
- Cynthia Alfaro
- Sara Allan
- Angie Alleman
- Jacqueline S. Allen
- Philip Alphonse
- Mercedes Alvear
- Jose M. Andre Iñiguez
- Heather Anichini & Brennan Young
- Anonymous
- Ben Arendt
- Stephanie Arias & Dom McKoy
- Quiaria Asiedu
- Jessica Ball-Johnson
- James & Polly Baur
- Jeffrey Beckham
- Chanelle Bell
- Michala Bell
- Aeriell Belle
- Kevin Benoit
- Andrea Bess
- Michelle Bess
- Kawanza Billy
- LaToya Black
- Carly Bolger
- Ola Bolton
- Becca Bracy
- Amanda Brimmer
- Chaneice & Larry Brown
- Sonja Brown
- Tequilla Brownie
- Autumn Bryant
- Preston Buckner
- Yainis Burgos
- Thomas Burnette
- Derrick Butler
- Kathleen Caliento
- Alex Cantu
- Nicole M. Carey
- Javaris Carrion
- India W. Carter
- Connie Casson
- Shane Caterino
- Jonathan Chaparro
- Charlie Wolfson Fund
- Gold Chhim
- Chicago Bulls
- Chicago Community Trust
- Alexander Chisley
- Amy Cisneros
- Darryl & Angela Cobb
- Michelle Cody
- Shannen Coleman-Siciliano
- Collective Genius, LLC.
- William Collins
- Melissa Connelly
- Todd Connor
- Jim Conti
- Laura & Todd Cooper
- Lyric Copeland-Lasley
- John Cronan
- Maria Cruz
- Florence Culpepper & Steve Richardson
- Robbie Curry
- Everett Daily
- K Matthew Dames
- Jennifer R. Davis
- Trinity Davis
- Louis C. Davis
- Brittany Day
- Jared Deane
- AJ DeLeon
- Denise DelSignore
- Adrian Dobbins
- Eric Dockery
- Sarah Duncan
- LeYondo Dunn
- Recy Dunn
- Chelsea Easter
- Janelle Edwards
- Suzanne Ehlers
- Sharif El-Mekki
- Shannon Ellis
- Jack Elsey
- Empathy Evolved
- Osayuware Enagbare
- Andrea Black Evans
- Ashley Evans
- Acasia Wilson Feinberg
- Carolina Figueroa
- Derrick Fleming, Jr.
- Cheryl Flores
- Sylvia Flowers
- Brittany Jones
- Paige Jones
- Sanam Jorjani
- Janine Franklin
- Ola Friday
- Chong-Hao Fu
- Galit + Cafe Yaya
- Aurora F. Garcia
- Zeyda Garcia
- Kelly Garrett
- Stacy Garvey
- Jay Gash
- Sameka Gates
- Terra Gay
- Jamie Gilpin
- Jasmine Gilstrap Hunter
- TaraShaun R. Gipson
- Give Lively Foundation, Inc.
- The Giving Back Fund - Percent Pledge
- Christopher Goins
- Clifton Goins, IV
- Ada Gomerio
- D. Nigel Green
- Vernee Green
- Dawn Griffin
- Sterling Grimes
- Venu Gupta
- Deepa Gupta
- Maritza Guridy
- Vanessa Gutierrez
- Elizabeth Gutierrez
- Yadira Guzman
- Faven Habte
- Mark Haggarty
- Akilah Halley
- Myetie Hamilton
- Yolanda Harris
- Erica Harris
- Vincent Harris
- Monica Haslip
- Heather & Alec Flett Fund
- JuDonne Hemingway
- Kaya Henderson
- Dr. Amber S. Henderson
- David Henry
- Maria C. Heredia
- Stephanie Hernandez
- Shelby Hildreth
- Matt Hill
- Zetia Hogan
- Tenika Holden-Flynn
- Darrick Hooker
- Annie Houston
- Akeshia & Jeff Howell
- Penda Howell
- DeMarco Hughes
- Teshera Hull
- EJ Hunter
- Cedrick Hunter, Jr
- Jennifer Husbands
- Grove Impact
- Janene Ingram
- Kristin Jackson
- William Jackson
- Brian Jackson
- Kimesha James
- Elizabeth Jamison-Dunn
- Aloysia Jean
- Dilecta Jenkins
- Martia Jenkins-Alexander
- Marene Jennings
- Antoine Jennings
- Dr. Mariana Jiminez
- Mandisa John
- Michael Johns
- Greg Johnson
- Don Johnson
- Jack Johnson
- Dr. Kristle Hodges Johnson
- Shenita Johnson
- Ariel Johnson
- Keinan Johnson
- Tamara Johnson
- Marjorie Johnson
- Lin Johnson, III
- Brittany Jones
- Paige Jones
- Sanam Jorjani
- Megan Kashner
- Michelle Kemp
- Leslie & John Kerner
- LeeAndra Khan
- The Kieff-Levinson Family
- Ann-Katherine Kimble
- Jessica Kimbrough
- Angia Kincey
- Tim Kleiman
- Jasmine Knowles
- Arman Lakes
- Ma'at Lands
- Cecily Langford
- Khadeejah Lasuc-Lewis
- Loreal Latimer
- Lead With Leaders LLC
- Chase LeBrun
- Gloria Lee
- Akil Lee
- Jane Lee
- Ashley R. Leonard
- Monica Lewis
- Aaron Lieberman
- Linville Family Foundation
- Tamara N. Littlejohn
- Nigena Livingston
- LaBrina Loving
- Celia G. Lozano
- Chris Lozier
- Nedra Lucas
- Brian Madine
- Elise Madrck
- Sherri Major
- Grisel Maldonado
- Raina Maldonado
- Kyra Marciano
- Cristi Marchetti
- Tyra Mariani
- AshleyMarie Marie
- Talisa Martin
- Danny Mason
- Dr. Kyla Mathews
- Stacy McAuliffe
- Megan McCann
- Stephen McClain
- Danielle McConnell
- David McGuire
- Rychelle McKenzie
- Frances McLaughlin
- Kody Melancon
- Frances Messano
- Julie Mikuta
- Julie Milder
- Arthur Mills, IV
- The Mitchell Family Charitable Fund
- E.J. Mitchell
- Stacey Mitchell
- Michelle Molitor
- Voncía Monchais
- Adrian Monge
- Lereca Monk
- Candace Moore
- Forrest Moore
- Ceily Moore
- Monique Moore
- Carissa Moorehead
- Marene Jennings
- Alberto Morales
- Daphne Ann & Michael Morgan
- Paul Morgan
- Scott Morgan
- Khalilah Muhammad
- Kyra Mungia
- àngela munguía
- Dominique Myles
- Janaia Nash
- Natalie Neris
- Jessica Newman
- Jennifer C. Niles
- Janelle Norman
- Lauren Norwood
- Ifuniya C. Odume
- Ashley Ogbonna
- Chris Paicely
- Edgar & Laura Palacios
- David Park
- Zak Parpia
- Ada Parris
- Sharon T. Parrott
- Kevin Payne
- Amanda Paz
- Ashley K. Peel
- Tanasha Peebles
- Sasha Pena
- Eddie Phillips
- Jeanine Pittman
- Marche Pleshette
- La Shawndra Pointer
- Max Polaner
- Jawann Pollard
- Anne Pramaggiore
- Chinyere Prince
- Project Restore Initiative, LLC
- Nayesha Pruitt
- Crystal Reed
- Danyeil Reese
- Alison Regalado
- Jeremy Rembert
- Sendhil Revuluri
- Neils Ribeiro-Yemofio
- Cesserly Rice
- Kris Richardsson
- Kim Riley
- Jahna Riley
- Nneka Rimmer
- Rachel Roberts
- Mona Roberts
- Rooted School Indianapolis
- Jasmin Rosales-Montas
- Evan Rudall
- Heidi Rudolph
- Sandra D. Rush
- Michelle Russell
- Russell Westbrook Why Not? Foundation
- Khair Sadrud-Din
- Ernesto Saldivar, Jr
- Dr. Leslye Salinas
- Jason Sams
- Nicole Savage
- School Board Partners
- The Schoolys
- Lisa Scruggs
- Carmita & George Semaan
- Hiewet Senghor
- Randal Seriguchi, Jr
- Nirali Shah
- Ulric Shannon
- Ana M. Shropshire
- Chris Shropshire
- Marcy Shugert
- Aijeron Simmons
- Dena Simmons
- Michael Simonton & Natania Crane
- Marguerite Simpson-Lackard
- Sherina Smith
- DuJuan Smith
- Preston Smith
- Stephanie Smith
- Gina Smith
- Marvin Smith
- Anthony Smith
- Christine Smith
- Jade Stanfield and Katie Smith
- Paula A. Sneed and Lawrence Bass
- Orbital Socket
- Adriana Solis-Lopez
- Nicole Spicer
- J.R. Stanley
- R. Sean Stephens
- Maya Stewart
- Mela Still
- Bob Stillerman
- Tina Sudduth
- Barbara Sullivan
- Jessica Sullivan-Wilson
- Beth Swanson
- Sara Sweitzer
- TaMikka Sykes
- Mandy & Leti Taft-Pearman
- Rodney Thomas
- Jacare Thomas
- Barbara Thompson
- Tiffany Thompson
- Dhya Thompson-Phillips
- Danielle K. Toussaint
- Carlos A. Trejo
- Ashlie Tyler
- Margarita F. Vasconcelos
- Renaat & Susanna Ver Eecke
- Sasha Villagrana-Frost
- The Vitale Family Foundation
- Willow Walker
- Isaiah Walker
- Tiffany Walker
- Teresa Ward-Maupin
- Keeanna Warren
- AJ Watson
- Reather Westbrook
- Tiara Wheatley
- Lakecia Whipper
- Sherry Whitaker
- Amber White
- Sherman Whites
- The Whites-German Fund of Triangle Community Foundation
- Brandi Whitfield-Lewis
- Maqueline Wigfall
- Jurriel and Arden Wilkins
- Eric Wilkinson
- DeRonda Williams
- Rufus Williams
- JaKendra Williams
- Cassie Williams
- Joseph Ja'Won Williams
- Aisha Williams
- Nicole Wilson
- Marcus Wilson
- Nicholas Wilson
- Myra Winding
- Anna Wolde-Yohannes
- Sam Wong & Karim Hussein
- Lateshia Woodley
- Monique Woody
- Julie Woolf
- Dr. Danyelle Wright
- Gabrielle Wyatt
- Panya L. Yarber-King
- Paula Yates
- Doyoung Yong & Jason Strahan
- Steven & Elizabeth Young Family
- Andrea Zayas
- Bernadette Zermefio
- Sara V. Lopez Zuniga

Community Collaborations

CHI25

Lindblom Math and Science Academy
Noble Schools | UIC College Prep
Noble Schools | Butler College Prep
LINK Unlimited Scholars
Academy for Urban School Leadership Chicago Teacher Residency
Chicago Public Schools - Morgan Park High School
Chicago Public Schools
Noble Schools
Chicago Public Schools
Chicago Tech Academy High School
Chicago Public Schools - Office of Multilingual and Multicultural Education (OMME)
Chicago Public Schools
Namaste Charter School
Healthy Schools Campaign
Epic Academy, Chicago Public Schools
Chicago Scholars
Chicago Board of Education - Law Department
Chicago Public Schools
It Takes A Village Family of Schools
Poe Classical Elementary School, Chicago Public Schools
Gary Comer College Prep
LEARN Charter Network
Mansueto High School
The Noble Academy
Chicago Public Schools
Chicago Public Schools

DET25

Westfield Charter Academy
Detroit Academy of Arts and Sciences
Teach For America Detroit
Detroit Public Schools Community District
Michigan Educator Workforce Initiative
Safe Families PLUS

PHIL25

School District of Philadelphia
William Penn School District
KIPP Philadelphia Public Schools
Esperanza Cyber Charter School
Global Leadership Academy
Philadelphia Academy of School Leaders
Philadelphia Academy of School Leaders
Philadelphia Robotics Coalition
MGuridy Consulting LLC
The Center for Black Educator Development
We Love Philly

TLC25

Suder Montessori Magnet School
Takoma Elementary School
Harlem Prep Elementary
The Virtual Academy
Forte Preparatory High School
Animo Watts College Prep Academy
LEARN Middle School
Lincoln Park High School
Manley Career Academy
ChiArts High School
Russell Byers Charter School
Lead Academy, KIPP DC
Whittier Elementary
Inspired Teaching Demonstration School
Highlands Estates Academy
Riverwood Optional Elementary
DELTA STEAM Academy
Dinsmore Elementary
Legacy Charter School
McDade Classical Elementary School
Great Oaks Charter School
CICS Wrightwood



Looking Ahead

Strategic Priorities for the Next Year

Looking ahead, Surge is entering a season of intentional growth—one grounded in what we have learned, strengthened by the momentum of FY25, and guided by a deep commitment to sustainability and community. In the years to come, we will thoughtfully broaden how we serve leaders of color, deepen the systems that support our work, and continue investing in the relationships that make this movement possible. As we expand our reach and refine our approach, our focus remains steady: to meet leaders where they are, respond to the evolving needs of our communities, and steward this work with care so that Surge’s impact endures well into its next decade.



526

Alumni and
Fellows

8

Program
Cities

3 million+

Students Served

97%

of Alumni have translated their
Surge experience into expanded
leadership and community impact

Closing

Final Reflection: This work is sustained by a shared commitment to leadership, equity, and community. We are deeply grateful to the fellows and Alumni who carry this work forward, to the partners who strengthen it, and to the supporters whose belief and investment make it possible. Together, we are advancing a collective effort rooted in trust, purpose, and long-term impact. Thank you for standing with Surge and for helping ensure that when Surge leads, communities rise.

Call to Action: We invite you to join us in this next chapter. Partner with Surge by investing in our programs, sharing your networks, volunteering your expertise, or advocating alongside our leaders. Together, we can expand what’s possible and build a future where Black and Brown leaders rise to reshape systems that sustain transformative change for generations.

When Surge leads, communities rise with purpose — and endure.

Give today to amplify the purpose, power, and proximity of transformational leaders who are changing our world right now.

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