



# Cummings Foundation

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### Confirmation of Application Receipt:

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Scholarships

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### Organization Information

News

\* Legal Name ACE Mentor Program Of Greater Boston

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Address 2 Suite 200

\* City Boston

County Suffolk

\* State Massachusetts

\* Zip 02210

Website Address <http://www.acementor.org/index.php/affiliates/massachusetts/massachusetts/about-us/>

\* Telephone 6177552830

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Contact Us

### Contact Information

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### Request Information

EIN Explanation ACE Mentor Program of Greater Boston is an affiliate of ACE Mentor Program of America, which was established 25 years ago. The affiliate has minimum administrative support from the parent organization only to help with insurance and liability but beyond that, the affiliate is responsible for fundraising, operations, programming, board structure, etc.

\* Category Education - mentoring/tutoring

\* Year Founded 2007

\* Mission Statement ACE Mentor Program of Greater Boston ("ACE of Greater Boston") aims to create a holistic student support and career exposure program where high school students from Greater Boston, who wouldn't otherwise have the opportunity, learn about the architecture, construction, and engineering industries. With our carefully-designed engagement with predominately underrepresented youth through hands-on, project-based programming, we hope to engage, excite, and enlighten high school students to pursue careers in architecture, construction, and engineering through mentoring from industry professionals to support their continued advancement in the ACE fields, as life-long learners.

\* Number of Employees Full-time: 0; Part-time: 0

\* Number of Volunteers 85

\* Email List 500

\* Annual Budget The total expenditures for each of the three previous fiscal years represent "Total Expenses", which includes scholarships awarded, fundraiser expenses, subcontractor expenses, insurance, food, awards, filling fees, and marketing. The total expenditures for the most recently complete fiscal year (2018) and each of the previous two years (2017, 2016) are outlined below.

2018: \$166,121.04

2017: \$188,395.67

2016: \$97,011.88

\* Annual Revenue The total revenue for each of the three previous fiscal years represent "Total Income", which includes individual donations, corporate sponsorship, fundraiser ticket sales, scholarships forfeited, board contributions, and interest income. The total revenue for the most recently completed fiscal year (2018) and each of the previous two years (2017, 2016) are outlined below.

2018: \$224,979.24

2017: \$171,457.67

2016: \$137,874.87

\* Project Title Executive Director for the ACE Mentor Program of Greater Boston ("ACE of Greater Boston")

\* Requested Annual Payment \$50,000.00

\* Program Manager ACE Mentor Program of Greater Boston ("ACE of Greater Boston") is currently, a completely volunteer-based, non-profit organization run by industry professionals from the architecture, construction, and engineering fields, to attract and better expose underrepresented youth from the Greater Boston area (primarily from Boston Public Schools) to these career-focused and evolving industries. Although the organization is managed by our board and an army of volunteers, our leadership is driven and passionate about adhering to our mission, following our strategic plan, and developing sustainable partnerships for the organization.

Individuals from diverse backgrounds and disciplines have been involved in the operations and programming of the organization since its inception, including our board leadership. Our board chair, Michael Tecci, a structural engineer, has been a mentor for the program since the affiliate's founding in 2007, and led the organization through our strategic planning process. Erik Miller, trained architect turned community engagement and education

professional, the previous year's chair, has a history of developing and maintaining project-based programming that positively impacts underrepresented youth throughout Boston, providing better access to and success in post-secondary opportunities.

Our mentors are well-trained and accomplished. ACE of Greater Boston uses ACE National mentor training, focusing on creating effective and safe relationships with our youth, while also supplementing with our own training that prepares them to teach our youth about architecture, construction, and engineering. Every year, ENR & ACE Mentor Program of America ("ACE National") select five out of over 2,500 mentors from 40 states, Puerto Rico, and D.C., to receive the Outstanding Mentors award; a mentor from ACE of Greater Boston has been honored three of the last four years (More details: <https://www.acementor.org/mentors-volunteers/outstanding-mentors/>).

- \* Geographic Area Greater Boston with majority of students coming from Suffolk County
- \* Summary Hire an Executive Director that will support ACE's sustainable growth, board and funding diversification, and enhance our holistic, comprehensive, and positive impact on underrepresented local youth.
- \* Organization Background ACE of Greater Boston, an affiliate of the ACE Mentor Program of America, was founded in 2007 due to the passion and drive of our original leadership. As outlined in our "Results and Measurement" below, the organization has evolved significantly over the 12 years since our founding, but only through refined recruitment strategies, a dedication to hands-on, project-based learning, our ongoing development of a holistic student support system, commitment to career exposure and development, and 4-year scholarships have we been able to start matching our high ambition for the future.

Recruitment: The organization has developed a small army of volunteers to serve on our student outreach committee and reach a higher volume of students. Before the annual program starts, from September – October, these volunteers, led by two organizational veterans, conduct recruitment visits to nearly every public high school in Boston (including charter schools), select nonprofit organizations like the YMCA of Greater Boston, and a few high schools outside of Boston city limits (Brookline, Cambridge, Somerville, Revere, and Medford, to name a few). These visits inform prospective students of the opportunities the organization affords but it also helps strengthen our relationship with "champions" at the high schools and nonprofit organizations.

Hands-On Learning: From October to March, student participants gather once-a-week (Tuesdays, Wednesdays, or Thursdays) in interdisciplinary teams to design, engineer, and plan a theoretical project in their community. This project-based learning environment allows all students to mimic the collaborative nature of the industry, while peer mentoring helps foster a supportive, educational space. Students choose one from the many design, construction, and engineering disciplines that they would like to explore further during the five months. Students are placed at one of four program locations: Benjamin Franklin Institute of Technology, a Boston-based college that offers mainly two-year associate degrees; Boston Society of Architects, an local affiliate association of the American Institute of Architects; Symmes Maini & McKee Associates, an architecture, engineering, interior design, and site design firm in Cambridge, MA; and Wentworth Institute of Technology, a Boston-based four-year design, construction, engineering, and management university.

Mentorship and Development of Professional Skills: Throughout the five months, our volunteer, industry professionals mentor the student teams about how to collaborate with others, improve their knowledge of STEM (science, technology, engineering, and math) through application, and provide ways to improve the students' professional skills. At the conclusion of the annual program, students from each program location hone their public speaking and communication skills by presenting their teams' solution at the Final Showcase. The presentations happen at Wentworth Institute of Technology in front of their peers from the other program locations, mentors, their families, high school administration, and guests of ACE of Greater Boston. Students leave the presentations feeling accomplished and proud of the work they have put into these projects

throughout the year. Also, at the end of the Showcase, eligible students, mainly graduating seniors, also receive scholarships to continue their post-secondary studies in ACE fields. This past March, ACE of Greater Boston awarded fifteen graduating seniors a total of \$116,000, a far cry from the three, \$500 scholarships we offered in year one. Our financial support of these underrepresented youth through scholarships continue to help close the financial gap to attend the college or university of their choice.

Career Development: ACE of Greater Boston engages our students in industry and career exploration. Each year, student participants have the opportunity to visit a construction site and learn about how the different disciplines contribute to the building being designed, engineered, and constructed safely, on schedule, and within the budget. Additionally, every December or January, students have the opportunity to take part in Trade Day, a Saturday exploration of a few construction trades (carpentry, glazing, masonry, to name a few) gained exposure to day-to-day workforce instead of the management of projects. Finally, graduating seniors interested in exploring their soon-to-be fields of study can apply with a select number of architecture, construction, and engineering firms for a six-to-eight week, summer internship with companies like Perkins + Will, Simpson Gumpertz & Heger, and Turner Construction. ACE of Greater Boston aims to expand these opportunities to at least 10 in 2021 through our board membership and a partnership with Boston Private Industry Council, who helps Boston youth obtain summer positions that match their interests.

- \* Need Description There is extensive research on how the “opportunity gap” is negatively impacting educational and career attainment outcomes for urban, low-income, ethnically-diverse young people. These inequities can have life-long implications for these individuals, their families, and their communities. The opportunity gap results from barriers to access to high-quality education, a foundation for career success, and ultimately, economic upward mobility. Among affected youth, lack of access to consistent and high-quality education can result in summer learning loss, a higher high school dropout rate, and lower rates of college enrollment, retention, and graduation.

Although students from many school districts in Greater Boston participate in ACE, Boston Public Schools is reflective of the type of students who the program serves best. Boston Public Schools (“BPS”) students are some of the most diverse, but also economically disparaged in the country. Students come from over 100 countries with many as part of new immigrant households. The majority are Latino (41%) or African American (35%) and nearly one-half speak a language other than English at home. Additionally, and sadly, 72% classify as high-needs (which includes English Language Learners, students with disabilities, and/or economically disadvantaged students), and many BPS students must cope with the stress of various urban-related problems, including poverty, lack of education and jobs, and violence in their neighborhoods, and even their own homes.

With the lack of support that BPS students have to navigate college and career opportunities, and despite the 35 colleges, universities, and community colleges that call Boston their home, Boston Public Schools' graduates struggle to obtain a post-secondary degree. Historically, college completion rates for Boston Public School (“BPS”) graduates are staggeringly low. Per a study funded by The Boston Foundation in 2008, only 35% of BPS high school graduates, enrolled in college, completed an associate's or bachelor's degree within 6 years of graduation. With a call from former Boston Mayor Thomas M. Menino in the last 2000's, the City of Boston created the Success Boston Initiative, an unprecedented collaboration that unites the City, BPS, the Boston Foundation, numerous area nonprofits, and nearly 50 Massachusetts colleges and universities through a common goal of doubling the 6-year, college completion rate for BPS students to 70%. Although college completion has increased in the first 7 years of Success Boston to 51%, there is still significant work to accomplish.

The ACE industry has been helping to build Boston's booming economy and has historically been a primary employment option for many low-to-middle income families. The City of Boston, through the Boston Residents Job Policy, has improved employment standards for the building industry, providing industry benchmarks for the inclusion of Boston residents,

minority, and women construction workers, for public and private development projects. The policy puts more pressure on the industry to develop pipelines for Boston's minority-majority residents to take advantage of impactful employment opportunities. Nationally, post-secondary graduates with architecture, construction, and engineering degrees are well compensated, with an average salary of \$84K.

Despite all of this, employment within the Architecture, Construction Management, and Engineering ("ACE") fields are representative of the race and gender opportunity gap. Per 2016 data from the National Center for Education Statistics (as aggregated by DataUSA), 78% of all college graduates with Architecture or Engineering degrees were white and 85% were male; 77% of Construction Management graduates were white, and 88% were male. Despite these statistics, both industries are well-positioned to make improvements in developing, recruiting, and hiring more diverse populations. One solution to this national challenge is to provide better education about and exposure to the impact that these industries can have on the long-term health and sustainability of communities.

ACE of Greater Boston requests \$100,000 over two years (\$50,000 each year) from the Cummings Foundation to build an infrastructure around our current volunteer-based success. With support for an Executive Director, we can continue, through sustainable growth, to address the "opportunity gap", provide a safe and supportive environment after school, help students get exposed to and prepared for post-secondary opportunities, and help diversify Boston's ACE industry.

\* Plan for Grant Funds

ACE Mentor Program of Greater Boston is an affiliate of ACE Mentor Program of America, which was established 25 years ago. The affiliate receives minimum administrative support from the parent organization which helps with insurance and liability but beyond that, the affiliate is responsible for fundraising, operations, programming, board structure, etc. There are a couple of affiliates in the Northeast who have secured funding for a long-term, part-time Executive Director. Each of these affiliates have grown significantly since hiring the position and we hope this will also help our affiliate increase the number of young people served and the quality of programming.

Regionally, ACE of Greater Boston is an innovative one-of-a-kind, proven, and effective pipeline that addressed the opportunity gap and fosters the success of underrepresented youth by exciting and exposing them to the architecture, construction, and engineering industries through hands-on education, ultimately encouraging youth to study an ACE field and pursue a related career. ACE of Greater Boston is well-positioned to help make improvements in recruiting, developing, and hiring more diverse populations within the ACE industries through the expansion of our internal capacity, filling a key need in our local economy. Funding from the Cummings Foundation, and other funding resources and structures we are currently pursuing, would significantly expand the organization's ability to contribute to those improvements and positively impact the lives of nearly 125 urban youth a year within the I-95, by the end of the grant period. If awarded funding from the Foundation, the funds would be used to:

a. Hire a part-time Executive Director. The Executive Director position, as mentioned in other sections within this application, will be the key to the organization's ability to provide a one-of-a-kind Boston-based resource for the youth of Greater Boston. This position will allow the board of directors to focus on fundraising, governance, and partnership development, versus the day-to-day operations which envelope our most dedicated members. Additionally, the position will establish a "face of the organization" to help with brand recognition and responsibility to our constituents.

b. Enable ACE to focus resources on positively impacting participating students. Through this position, ACE plans to continue expanding its ability to expose a diverse population to the building industry. During the 2017-2018 program year, 76 students participated in the program and 83% of participating students identified as non-white and 38% identified as female. This stark contrast offers the industry a cohort of diverse youth who have participated in the program, and are supported through academic, social-emotional, and other support systems. As outlined in "Results and Measurements", we anticipate increasing the number of students by nearly 66% by the end of the grant period, improving participation from females

and, at least, maintaining the racial breakdown of participants. The funding will also allow the organization to continue applying its current funding resources from corporations in direct support of the participating students. With the organization's direct connection to a mentor-friendly industry, our current fundraising resources are best applied to the execution of the programming and scholarship support of the students. Since 2007, ACE of Boston has awarded almost \$450,000 in scholarships to mainly first-generation, immigrant students. We anticipate awarding an additional \$400,000 by 2021. In support of our strategic plan that was approved by the Board of Directors this year, ACE aims to increase the number of paid internships from 3 to 10 for participating students by the end of the grant period. Without this funding to support an Executive Director, ACE will need to allocate funds from current resources for 100% support of the executive director position because we feel it is a critical need moving forward, decreasing our direct support of youth.

c. Enhance our ability to engage, excite and enlighten more high school students from Boston and communities adjacent to Boston to pursue careers in Architecture, Construction and Engineering (ACE). There are programs like YouthBuild Boston, which helps underrepresented youth enter the building trades, and the Designery, that exposes youth to the design fields, but nothing like ACE of Greater Boston, which provides a platform for students to explore the many aspects of the building environment and allows them to understand the collaboration needed with many different disciplines to complete buildings safely, on-time, and within the client's budget. We anticipate the position will help us build relationships in communities adjacent to Boston and expand our relationship with high schools already encouraging their students to participate.

d. Foster outreach opportunities with local school districts and the building industry. The Executive Director will be responsible for collaborating with the board to further engage the building industry in ACE of Greater Boston through mentor recruitment, fundraising, and program visits. The board also anticipates the position will create more supportive infrastructure within local school districts from encouraging students to participate to providing course credit for participation in vocational schools.

e. Ensure that ACE will continue to be able to reflect the changes in the industries through collaboration with the Executive Committee and Members of the Board of Directors. The building industry and its impact on the local economy continue to evolve every year. We need space to reflect on those changes and revise our approach, education, and exposure to our students, keeping the program at the forefront.

As a volunteer-only organization, ACE of Greater Boston has done an incredible job developing a robust program that keeps students engaged and awards them for their commitment to exploring the industry. The human and financial capital that we have amassed over the years will continue to show its impact beyond the length of this grant. We continue to add elements that will improve our capacity and capital. We are developing an alumni team to better track our past participants and engage them in ACE affiliates wherever they end up after college. We have developed an ambitious plan to make sure our board representation, over the next 5 years, better represents the demographics of the students we aim to serve; our board goals for diversification are 40% female (28% currently) and 33% minority (12% currently). We have begun to think more holistically about our approach to fundraising, pulling from individuals, corporations, foundations, government, and everywhere in between. ACE of Greater Boston is aiming to be more progressive and intentional about our decision-making to continue growing sustainably and helping as many local youth people as we can.

In conclusion, funding for the Executive Director position would increase ACE's ability to contribute to the diversification of the building industry, increase the number of talented individuals pursuing STEM degrees, and expand our capacity to positively impact Greater Boston youth. We are developing a sustainability plan over the next six months, which will include government, foundational, corporate, and individuals' contributions to maintain the position and continue organizational growth.

\* Results and Measurement Anticipated Results: Over its first 12 years, ACE of Greater Boston has

grown significantly, and we believe an Executive Director can help the organization embrace positive growth by recruiting more underrepresented minorities and women as student participants, engage more dedicated professionals as mentors and committee members, and build robust partnerships with youth-serving nonprofits and corporations. Over the funded grant period, we expect to increase the number of participating students 66% to 125 students by 2021 for a total of 225 students over the grant period; the percentage of females participating in the program from 35% (ACE of Greater Boston historical average) to 40%; and the number of African-American and Latinx students from 46% to 55%. Additionally, the organization anticipates that we will improve the engagement of our volunteers, both the number of volunteers by 25% and volunteer-hours by 10% through outreach strategies and creating intentional connections with our current volunteers. Finally, we aim to build partnerships that increase the number of students we are able to connect with through high school presentations and activity fairs by 30%, and secure long-term volunteer and funding commitments from 5 corporations in the next two years. Additionally, we aim to achieve the outcomes below:

#### Short-Term Outcomes

1. Engagement/Participation/Attendance within the program; 2. Annual Program Completion; 3. Student interactions/touch points.

#### Intermediate Outcomes

1. Students use available resources available; 2. Student satisfaction; 3. Retention of students from one year to the next; 4. Students attendance in post-secondary training or education programs; 5. Students pursuing STEM or ACE fields of study.

#### Long-term Outcomes

1. Student persistence through their first year of college; 2. Student persistence through college to graduation; 3. Student entry into STEM or ACE careers.

**Measuring Success:** The key to developing a successful, youth-serving organization is by using quantitative and qualitative tools. ACE of Greater Boston will use internal and external tools to properly assess and evaluate the effectiveness of our programming and impact on underrepresented youth. With the database that was developed in the last three years, we are able to track quantitative data like the number of participants and mentors, number of corporations and their donations, and the number of volunteers. This tool will continue to develop as we build a more sophisticated support system behind our students. Additionally, an Executive Director will use existing, industry proven tools to measure our participants (students), program(s), and partnerships to identify strengths and challenges.

**Measuring Student Participants:** In an effort to better evaluate and assess the yearly and long-term, qualitative impact of ACE of Greater Boston on students, the organization will contract The PEAR Institute (Partnerships in Education and Resilience), who uses research, theory, and practice to integrate mental health services into educational settings. The Holistic Student Assessment ("HSA") is a data-driven tool to promote social-emotional development in young people in school and after school settings. The pre- and post-program, self-report tool aims to provide our staff and volunteers with a social-emotional "portrait" of the unique strengths and challenges of each young person. The portrait will provide our team with a snapshot of a student's long-term social-emotional state and information both on the student's strengths (how well the students is able to cope with stressful factors in the environment), and on the student's struggles (the extent to which the student cannot control the body, mind, and cognition). We anticipate contracting the National Institute on Out-of-School Times (NIOST) to conduct the SAYO-Youth (SAYO-Y), an assessment that focuses on three outcome areas: program experiences, sense of competence, and future expectations. We believe these new instruments will help the organization cater more of our support to the students who need it the most.

**Measuring the Program and our Partnerships:** In an effort to provide more effective programming and partnerships, our program will be evaluated and assessed internally and externally, to make sure we are creating a

supportive and holistic system for our students. Through interviews and surveys of students, families, alumni, and industry partners, we intend on making sure our programming is constantly evolving with the changing demographics and serving the local communities the best way that we can. Additionally, in order for ACE of Greater Boston to continue improving our relationships with high schools, youth-serving nonprofits, and corporations, we will engage individuals and entities in an annual and transparent feedback session aimed at improving our communication, leadership, and administrative strategies to better our impact and approach.

- \* Budget Form
  - [100KBudgetForm-ACE.xlsx \(85.41 K\), uploaded by Nigel Gallaher on 02/15/2019](#)

- \* Budget Narrative The proposed budget, which includes the “Cummings Foundation Request”, “Total Project Budget”, and “Total Organization Budget”, reflects the organization’s vision to transition from a 100% volunteer-based nonprofit to an organization staffed and able to fully meet the needs of underrepresented youth pursuing education and careers in architecture, construction, and engineering-related fields. The proposed request aims to support an Executive Director and provide funding to help the position meet the current goals and objectives of the organization. The organization is at an inflection point in its history and in order to help the organization grow sustainably and follow the ambitious goals and objectives outlined in our new 5-year strategic plan, ACE of Greater Boston needs a day-to-day leader who can shepherd positive change in the ACE industry and increase the positive impact on our targeted population. The following is an explanation for each significant line item focused on the improvement and growth of the organization through funding for an Executive Director.

In “Cummings Foundation Request: Expenses”, our proposal outlines that the organization needs 51% of the necessary funds to employ and support a part-time Executive Director. ACE aims to raise the remaining 49% of funds through budget management and resource allocation from our annual fundraiser. We anticipate this request will fund 800 hours per calendar year, \$50/hr. yearly compensation for an Executive Director, with a 2.5% increase Year 2, which includes funding for “Employee Benefits and Taxes” covering employer-based federal taxes per current tax code regulations (FICA, 7.65%). Additionally, there is nearly \$13,000 to help support the operational functions of the Executive Director’s responsibilities (i.e. office supplies, postage, printing, professional development) and helps to supplement their travel around the Greater Boston area visiting students, families, donors, high schools, and higher education institutions, and any other partners.

The “Total Project Budget” represents the full support needed to adequately fund and support a part-time Executive Director based on the current needs of the organization. This includes the Executive Director for 1,200 hours per calendar year, compensation for two (2) college co-ops or interns for one semester each, and necessary “Employee Benefits and Taxes”. This seasonal co-op/intern support will help manage day-to-day operations while allowing an Executive Director to focus their time on developing and maintaining relationship and increase the positive impact of the organization. As reflected in the “Total Project Budget: Income” and mentioned above, ACE will allocate a percentage of revenue, through our annual fundraising campaign, to support an Executive Director position and provide resources that help assess and promote the organization. This will include not only foundation grants but also corporate grants, individual contributions, and fundraising products.

The “Total Organization Budget” has the necessary funding to provide financial support for ACE of Greater Boston, including but not limited to staffing, in-kind value of volunteers, and space allocation. Forty percent of the two-year budget (\$462,257) represents in-kind support from the companies supplying mentors and from organizations donating space for ACE team locations. ACE of Greater Boston uses Independent Sector, a nationally recognized organization advancing the common good ([www.independentsector.org](http://www.independentsector.org)), to assess the value of our mentors’ volunteerism. Independent Sector values volunteer time in Massachusetts for 2017 at \$31.17/hr., second-highest in the country behind the District of Columbia.



ACE aims to increase the support for students participating in the program. ACE will purchase laptop computers to help facilitate state-of-the-art technology training for all participating students during their time with ACE. Also, the organization anticipates that it will award \$315,000 in new scholarships in 2020 & 2021, combined, to roughly 40 students, which accounts for nearly 28% of our organizational budget. As a comparison, ACE offered \$242,250 the previous two years over 30 students. Additionally, we have allocated funding for 13 students to be awarded summer internships prior to their freshman year of college. Finally, the organization will be contracting services in 2019-2020 and beyond to evaluate and assess our program, partnerships, and most important, participants.

- \* Other Funding Currently, ACE Mentor Program of Greater Boston does not have any additional long-term support from corporations or foundations. Traditionally, the organization has held one fundraising event every spring, which has funded scholarships for our college-going, high school seniors. Although an approach to long-term funding is in its infancy, our current use funding has grown significantly over the past six years. We have increased our revenue from nearly \$41,000 in 2013 to over \$187,500 in 2018, a 357% increase. This is due to the commitment of our board and volunteers to increase the access underrepresented youth have to ACE fields.

The organization has significant financial support from the architecture, construction, and engineering industry. Over the last three years, 112 companies have contributed to our scholarship fundraiser, held every spring. Donations have ranged from \$200 to \$10,000, totaling \$321,864. The top 5 donors are: Consigli Construction, a fourth generation, Boston-based construction firm, \$22,000; Skanska, the fifth largest construction firm in the world, \$15,164; Arup, a global leader in engineering, \$13,500; Gilbane Building Company, a family-owned construction and real estate development firm, \$12,300; and EM Duggan, a fifth generation, family-owned mechanical, electrical, plumbing, and fire protection firm, \$12,000.

Although we have a robust construction industry in Boston, the organization understands its need to diversify its funding streams, which includes, government, foundational, and long-term corporate support. The board has expanded its ability to raise funds to support its future by starting a pro-bono grant writing committee to research prospects, inquire about funding opportunities, and develop competitive proposals. We plan on applying for \$250,000 in foundational funding alone during 2019, including Cummings Foundation, Edwin S. Webster Foundation, Alice Willard Dorr Foundation, and Mass Mentoring Partnership, to name a few.

- \* Balance Sheet • [ACE Balance Sheet 2018.pdf \(33.22 K\), uploaded by Nigel Gallaher on 02/15/2019](#)

- \* Highest Paid Staff Volunteer-based Organization; No paid staff

- \* Board Members Below is a diverse list of individuals from the architecture, construction, and engineering industry who are committed to the mission of the organization. The following is a list of the 2018-2019 Board Members and their external affiliations, if applicable.

Michael Tecci, Chair; Simpson Gumpertz & Heger

Erik Miller, Chair Emeritus; Wentworth Institute of Technology

Ed Callahan; Treasurer; E.J. Callahan & Associates

Jeremy Ritzenberg, Legal Advisor; Cardi Corporation

Thomas Aldrich, Director; DPR Construction

Kelly Brubaker, Director; Shepley Bulfinch

Jodi-Lee Canuto, Director; Turner Construction

Dave Cullinane, Director; Consigli Construction

Ian Doherty, Director; Gensler

Steve Eustis, Director; CV Properties

Elena Fajardo, Director; Turner Construction

Nigel Gallaher, Director; Retired Architect

Holly Ganser, Director; Activitas

Jeremy Garczynski, Director; Skanska

Thu Ngan Han, Director; Stantec

Mike Harris, Director; Gilbane Building Company

Bill Kearney, Director; Wentworth Institute of Technology

Ezgi Kosereisoglu, Director; Gilbane Building Company

Brian Lawlor, Director; Symmes Maini & Mckee Associates

Justin MacEachern, Director; Boylston Properties

Alejandro Miranda, Director; Boylston Properties

Len Monfredo, Director; EM Duggan

William Pisani, Director; Shawmut Design and Construction

Brian Postlewaite, Director; City of Somerville

Chris Previte, Director; E.J. Callahan & Associates

Denis Sacco, Director; Limbach Company, LLC

Alison Stanton, Director; Turner Construction

Casey Williams, Director; Simpson Gumpertz & Heger

Sam Williams, Director; CMC Design Build

Jennifer Williams, Director; Perkins + Will

Rochelle Willis, Director; Skanska

\* Board Compensation The organization does not compensate board members for their participation in governing, programming, fundraising, or any other function within the organization.

501(c)(3) Verification • [Tax Exempt-ACE.pdf \(1.44 MB\) , uploaded by Nigel Gallaher on 02/15/2019](#)

Litigation No

Litigation Description

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