



2022-2023

HOBY'S MISSION IS TO **INSPIRE**
AND **DEVELOP** OUR GLOBAL
COMMUNITY OF YOUTH AND
VOLUNTEERS TO A LIFE
DEDICATED TO **LEADERSHIP,**
SERVICE, AND **INNOVATION.**

2022 - 2023

Succeeding as One HOBY

This annual report reflects back on the 2022-2023 program year, in many ways a rebuilding year. It was a true celebration of 65 years of youth and volunteer empowerment as we welcomed thousands of students from around the world to the HOBY family. Across 49 states and 68 seminars, we celebrated a welcome return to in-person programming.

Recognizing that the world has evolved at a rapid pace over the last few years, HOBY too adapted to the new environment while embracing the promise that lies ahead. We refined our programming to meet the needs of the changing student experience, strived to remove barriers to access and improve demographic representation at all our programs, and leveraged our new virtual prowess to reach more students and engage our volunteers. In addition, we expanded our volunteer capacity by recruiting and training thousands of new volunteers, enabling us to serve more students and increase our impact.

Our progress was made possible because of a broad network of deeply committed individuals and generous partners—volunteers, schools and school districts, community sponsors, program partners, and individual and corporate donors. People like you have offered HOBY critical support in so many forms, including gifts of time, functional expertise, student sponsorship, and financial resources.

For me, establishing an enduring future for HOBY is personal. I had the privilege of attending HOBY state and international seminars years ago and was drawn back to HOBY when my sons became ambassadors themselves. I am both testament and witness to the powerful impact of this organization. Imagine a world where all students develop confidence in their own potential, are introduced to a network that supports their goals, and are inspired to have a positive impact on their communities. That is the world that HOBY helps create!

I am profoundly grateful to our volunteers, staff, and supporters who worked together to build upon our history and strive for purposeful growth. Our shared dedication to our mission has led us now to an even stronger, more thriving organization—a 'One HOBY' culture of unity and connectedness, and an even more consistent and compelling impact for our students today and into the future!



Kristen Hofer '86
HOBY CEO

2022-2023

Our Reach

7,135

STUDENT AMBASSADORS

3,996

SCHOOL PARTNERS

2,529

VOLUNTEERS

49

AFFILIATES

20

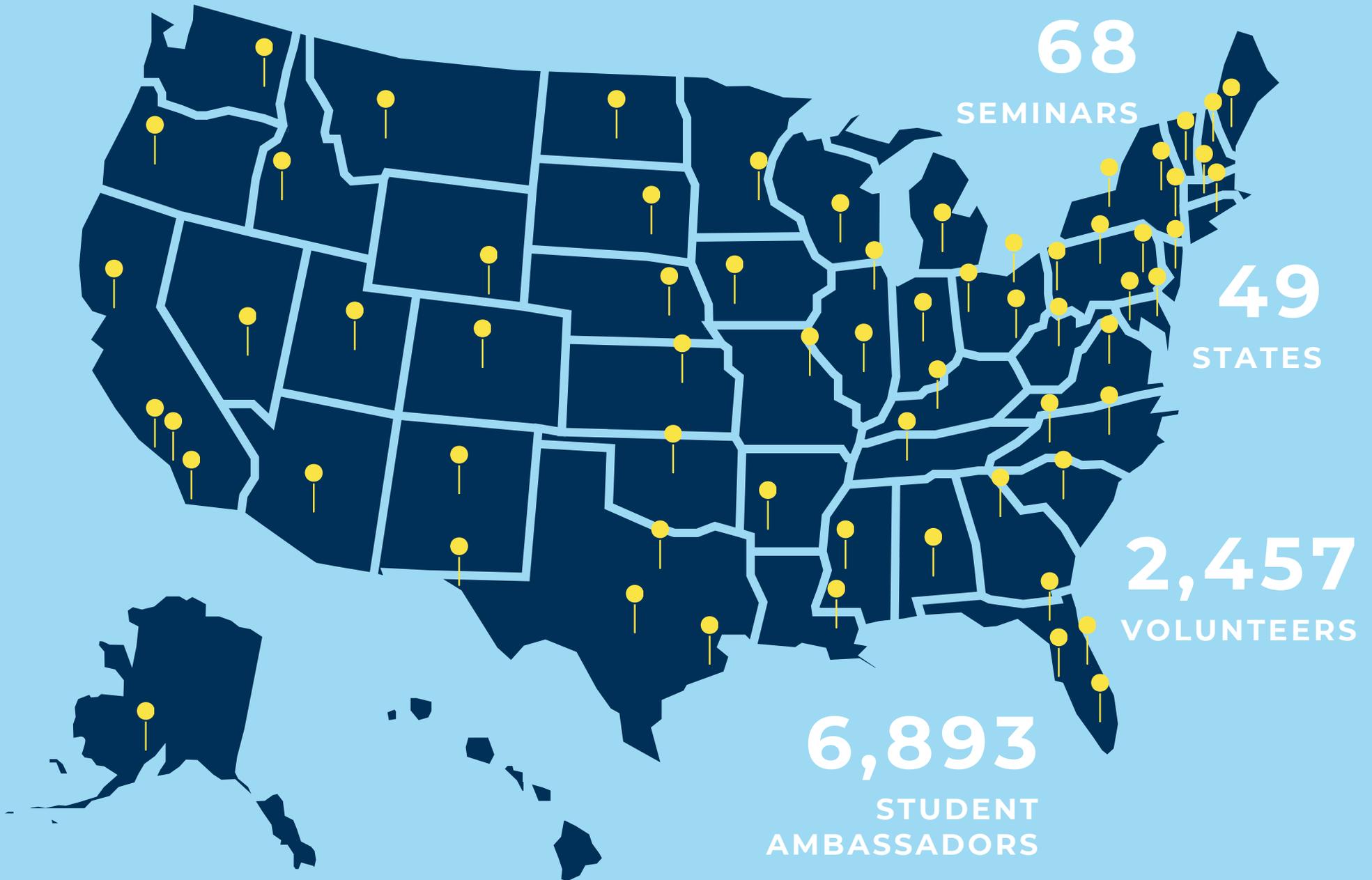
CHAPTERS

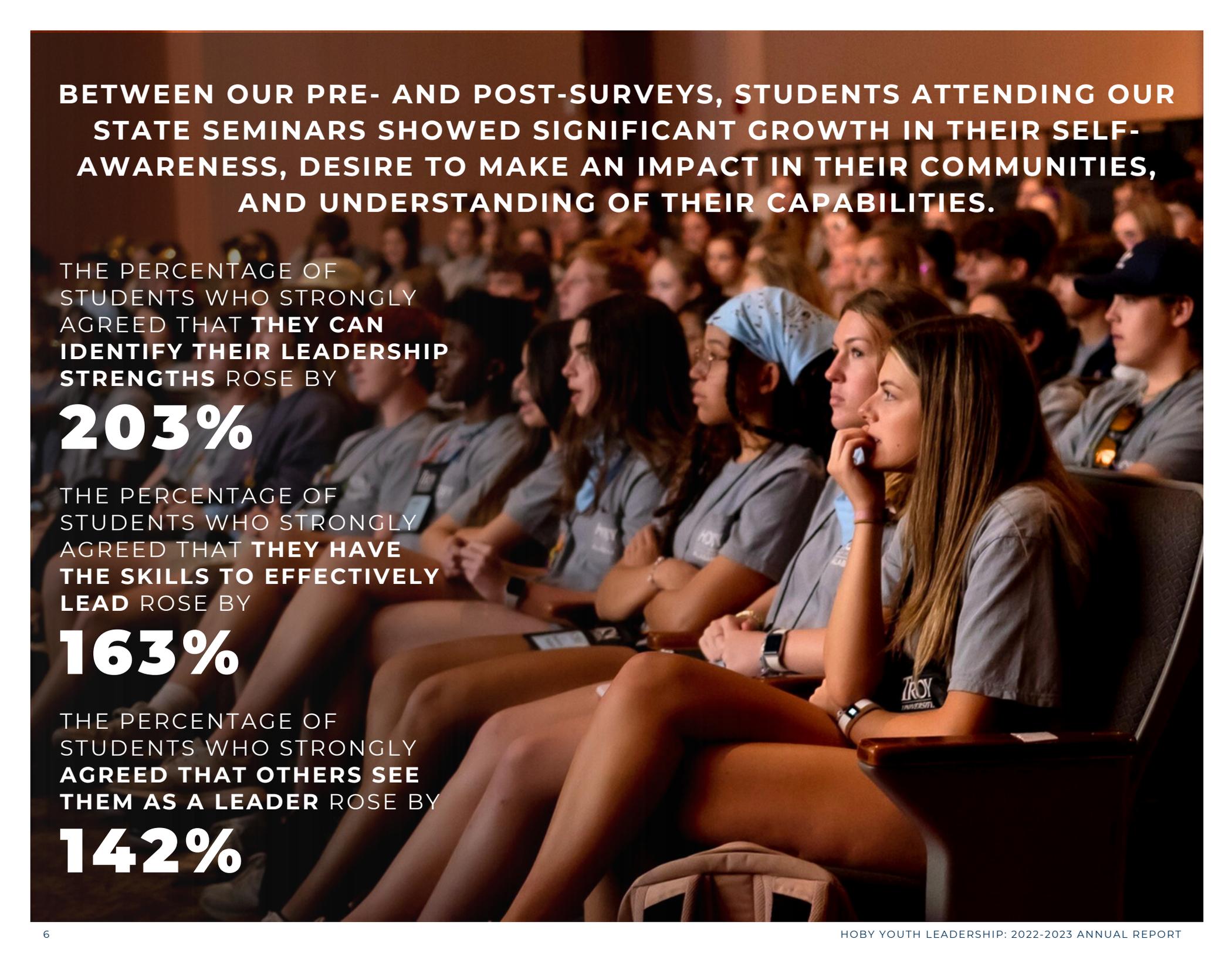
8

COUNTRIES



STATE LEADERSHIP SEMINARS





BETWEEN OUR PRE- AND POST-SURVEYS, STUDENTS ATTENDING OUR STATE SEMINARS SHOWED SIGNIFICANT GROWTH IN THEIR SELF-AWARENESS, DESIRE TO MAKE AN IMPACT IN THEIR COMMUNITIES, AND UNDERSTANDING OF THEIR CAPABILITIES.

THE PERCENTAGE OF STUDENTS WHO STRONGLY AGREED THAT **THEY CAN IDENTIFY THEIR LEADERSHIP STRENGTHS** ROSE BY

203%

THE PERCENTAGE OF STUDENTS WHO STRONGLY AGREED THAT **THEY HAVE THE SKILLS TO EFFECTIVELY LEAD** ROSE BY

163%

THE PERCENTAGE OF STUDENTS WHO STRONGLY AGREED THAT **OTHERS SEE THEM AS A LEADER** ROSE BY

142%

“AT HOBY I DISCOVERED that I have the ability to make tangible changes in my community. I now have a network of people that have similar goals and want to help me achieve them. I now have the confidence to put myself out there and try and make change.”

- Student Ambassador



WORLD LEADERSHIP CONGRESS

242

STUDENT
AMBASSADORS

39

INTERNATIONAL
AMBASSADORS



8

COUNTRIES
REPRESENTED

72

VOLUNTEERS

37

UNITED STATES
REPRESENTED

IN JUST ONE WEEK, STUDENTS ATTENDING THE WLC ENGAGED IN TRUE CULTURAL EXCHANGE AS THEY EXPERIENCED SPEAKERS, WORKSHOPS, AND ACTIVITIES GEARED TOWARD THINKING CRITICALLY, COMMUNICATING EFFECTIVELY, AND ACTING WITH INTEGRITY .

93%

LEARNED THE BENEFIT OF SEEKING INFORMATION TO CHALLENGE THEIR OWN PERSPECTIVES

94%

LEARNED HOW TO BE MORE AWARE OF THE IMPACT OF OTHER PEOPLE'S CULTURES, INFLUENCES, AND EXPERIENCES

93%

LEARNED HOW TO EVALUATE THEIR OWN IDEAS AND UNDERSTANDING

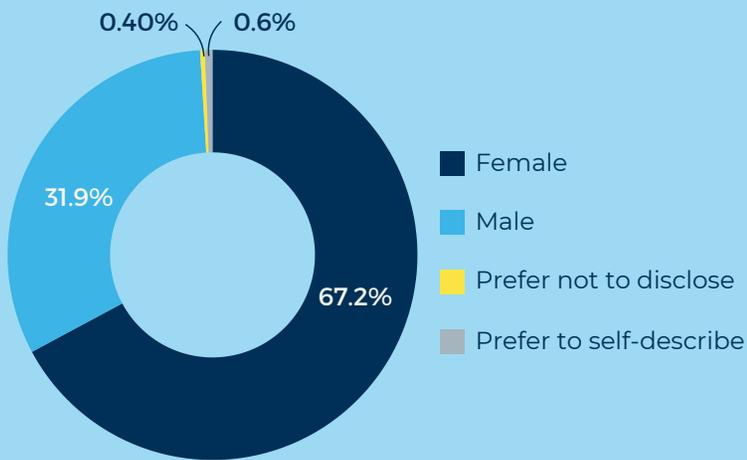
“[The] WLC is one of the most incredible environments. They say change happens incrementally but at WLC change happens at an unimaginable scale. You are surrounded by a community of ambitious people that create a safe space for you to learn and practice leadership. WLC is for those who aspire to make change and [THE] WLC LEAVES YOU WITH THE COURAGE TO DO GOOD IN THIS WORLD.”

- WLC Student Ambassador



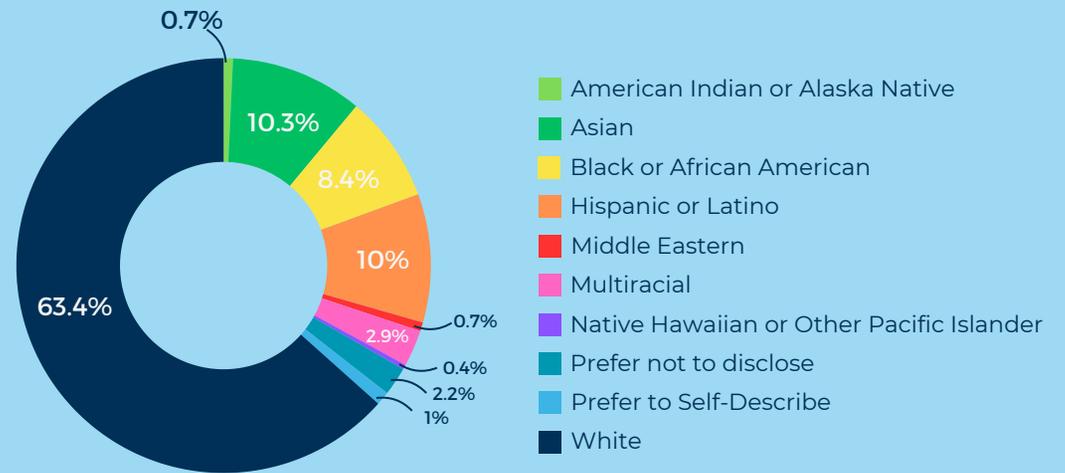
STUDENT REPRESENTATION

Ensuring that our ambassadors are truly representative of their communities and generation is a guiding principal in our recruitment efforts. We work closely with volunteers, community members, and school personnel to increase representation and provide access for students from underrepresented groups.



80

SCHOLARSHIPS ALLOCATED FOR STUDENTS TO ATTEND STATE SEMINARS



51

SCHOLARSHIPS ALLOCATED FOR STUDENTS TO ATTEND WORLD LEADERSHIP CONGRESS

98% OF STUDENTS RECOMMEND OUR SEMINARS



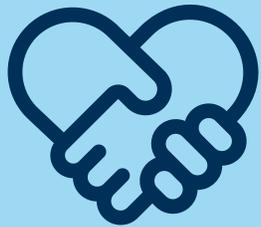
VOLUNTEER EXPERIENCE

HOBY is 99.9% volunteer run.

Volunteerism isn't just one of our values—it's the core of who we are as an organization.

2,529

VOLUNTEERS FOR THE
2022-2023 SEASON



VIRTUAL TRAINING SYSTEM

With over a thousand new volunteers, training became an even more important priority in our 2022-2023 season. Providing regular, just-in-time training through a customized learning management system has allowed us to support the growth and education of our volunteers.



27%

INCREASE IN VOLUNTEERS
SINCE 2021-2022 SEASON

82%

OF VOLUNTEERS ARE
HOBY ALUMNI

ONLINE RESOURCE CENTER

Timely, accessible, and adaptable resources are key to ensuring the volunteer experience is both informed and consistent for all. Our online resource center allows 24/7 access for our volunteers while also facilitating real-time updates and regular application of feedback.

“HOBY WAS A CATALYST TO SEEING MYSELF AS NOT ONLY A LEADER, BUT AS SOMEONE CAPABLE OF MAKING AN IMPACT. It showed me the

value of understanding myself, investing time in knowing others, and building communities wherever I go. Volunteering with this organization has given me a special family that stretches across the entire USA, who all contribute to my daily growth as a socially responsible servant leader.”

- Alum and 8-year Volunteer





WITH GRATITUDE

As we look back on our 2022-2023, we see our talented volunteers and generous supporters behind each and every moment of impact. We are deeply grateful to everyone who made, and continues to make, our mission possible. Throughout the past 65 years, our organization has welcomed over 500,000 young leaders to our global community through the efforts of over tens of thousands of volunteers.

Thank you to our outstanding volunteers for making this impact possible and inspiring us to create positive change!

SEMINAR LEADERSHIP



ALABAMA

Leigh Ashton Nuss
Leadership Seminar Chair

ALASKA

Erin Orchard
Leadership Seminar Chair

ARIZONA

Benjamin Mesnik
Corporate Board President

Alexa Lemke
Jordan Sawyer
Leadership Seminar Co-Chairs

ARKANSAS

Sedley Tomlinson
Corporate Board President

Justin Buck
Leadership Seminar Chair

CALIFORNIA

Chris Berry
Corporate Board President

CALIFORNIA - CENTRAL

Ryan Halvorsen
Leadership Seminar Chair

CALIFORNIA - LOS ANGELES

Tyler Brand
Claire Pelonis
Leadership Seminar Co-Chairs

CALIFORNIA - NORTH

Garrett Minnie
Leadership Seminar Chair

CALIFORNIA - SOUTH

Zach Nelson
Leadership Seminar Chair

COLORADO

Kelsey Kendall
Corporate Board President

Andrew Thumann
Jess Cohen
Leadership Seminar Co-Chairs

CONNECTICUT

Drew Granucci
Corporate Board President

Courtney Litts
Joshua Magri
Leadership Seminar Co-Chairs

DELAWARE

Carla Pyle
Corporate Board President

Sarah Jennings
Ananya Singh
Leadership Seminar Co-Chairs

DISTRICT OF COLUMBIA

Carly Sandstrom
Corporate Board President

Dwight Smith
Leadership Seminar Chair

FLORIDA

Dris Stephen
Corporate Board President

FLORIDA - EAST

Wendy Albert
Leadership Seminar Chair

SEMINAR LEADERSHIP

FLORIDA - NORTH

Michael Pritchard
Leadership Seminar Chair

FLORIDA - WEST

Skyler Ellenburg
Elizabeth Topp
Leadership Seminar Co-Chairs

GEORGIA

Johnelle Simpson
Corporate Board President

Courtney Burnette
Cole Williams
Leadership Seminar Co-Chairs

IDAHO

Benjamin Blaker
Corporate Board President

Crystal Medina
Leadership Seminar Chair

ILLINOIS - CENTRAL SOUTH

Kiersten Grathwohl
Leadership Seminar Chair

ILLINOIS - NORTH

Celeste Harrison
Leadership Seminar Chair

INDIANA

Nick Guzik
Corporate Board President

Alison Webb
Leadership Seminar Chair

IOWA

Aaron Horsfield
Corporate Board President

Dylan Keller
Shana Smrcina
Leadership Seminar Chair

KANSAS

Jeff Short
Corporate Board President

Derick Holmes
Leadership Seminar Chair

KENTUCKY

Allyson Crump
Corporate Board President

Abigail Gannon
Leadership Seminar Chair

LOUISIANA

Matthew Wallace
Corporate Board President

Andrea Hutton
Leadership Seminar Chair

MARYLAND

Aaron Bernstein
Corporate Board President

Natalie Gaudette
Leadership Seminar Chair

MASSACHUSETTS

Gail Elmore
Corporate Board President

Grant MacElhiney
Leadership Seminar Chair

MICHIGAN

Katie Wiggins-Gawlik
Corporate Board President

Courtney Meyer
Leadership Seminar Chair

MINNESOTA

Maurice Harris
Jennifer Kregel
Leadership Seminar Co-Chairs

MISSISSIPPI

Laura Smith
Corporate Board President

Ryan Upshaw
Leadership Seminar Chair

MISSOURI

Matt Crowe
Corporate Board President

Annie Holzen-Mason
Leadership Seminar Chair

MONTANA

Kelly Monson
Corporate Board President

Mackenzie Spence
Leadership Seminar Chair

NEBRASKA

Bo Gebbie
Corporate Board President

Makinzie Sketch
Leadership Seminar Chair

SEMINAR LEADERSHIP

NEW HAMPSHIRE

Jolene Levesque
Corporate Board President

Emily Yurcak
Leadership Seminar Chair

NEW JERSEY

Haley Velasco
Corporate Board President

Nicole Montano
Leadership Seminar Chair

NEW YORK - CENTRAL

Paul Schult
Leadership Seminar Chair

NEW YORK - EAST

Shelley Laviana
Corporate Board President

Ryan McCormick
Amanda Walshjain
Leadership Seminar Co-Chairs

NEW YORK - METRO

Daniele Baierlein
Sixto Arias
Leadership Seminar Co-Chairs

NORTH CAROLINA - EAST

Connor Brady
Corporate Board President

Ashley Marshall
Leadership Seminar Chair

NORTH CAROLINA - WEST

Kali Blevins
Corporate Board President

Keri Boyce
Leadership Seminar Chair

NORTH DAKOTA

Tess Schmidt
Corporate Board President

Kelly Miller
Leadership Seminar Chair

OHIO - NORTH

Jason Hidek
Leadership Seminar Chair

OHIO - SOUTH

Jacob Manser
Corporate Board President

Katie Hanson
Dillon Miller
Leadership Seminar Co-Chairs

OHIO - WEST

Jessica Haushalter
Corporate Board President

Zachary Woods
Leadership Seminar Chair

OKLAHOMA

Jason James
Corporate Board President

Brooke Burnett
Jenifer Lopez
Leadership Seminar Co-Chairs

PENNSYLVANIA - CENTRAL

Steve McNamara
Corporate Board President

Arielle Harleman
Sarah Smith
Leadership Seminar Co-Chairs

PENNSYLVANIA - EAST

Lori Cahill
Corporate Board President

Adam Brittin
Beth Costantino
Leadership Seminar Co-Chairs

PENNSYLVANIA - WEST

Austin Ferraro
Leadership Seminar Chair

RHODE ISLAND

Todd Willits
Corporate Board President

Haley Bernier
Lauren Gaj
Leadership Seminar Co-Chairs

SOUTH CAROLINA

Donna Dilanni
Corporate Board President

Lilli Marshall
Maggi Marshall
Leadership Seminar Co-Chairs

SEMINAR LEADERSHIP

SOUTH DAKOTA

Amy Shan
Corporate Board President

Jon Miller
Leadership Seminar Chair

TENNESSEE

Beth Davis
Corporate Board President

Shelly Fulks
Leadership Seminar Chair

TEXAS - CAPITAL AREA

Jasmine Johns
Corporate Board President

Alison Miller
Leadership Seminar Chair

TEXAS - FAR WEST

Angel Perez
Leadership Seminar Chair

TEXAS - GULF COAST

Andrew Moreno
Corporate Board President

Kobe Flemming
Leadership Seminar Chair

TEXAS - NORTH

Troy McDonald
Leadership Seminar Chair

UTAH

Chad Burton
Ronna Marker
Leadership Seminar Co-Chairs

VERMONT

Kaitlyn Keenan
Corporate Board President

Brady Rainville
Leadership Seminar Chair

VIRGINIA

Chris Keegan
Corporate Board President

Francesca Ferrara-Schappert
Leadership Seminar Chair

WASHINGTON

Tyler Hamke
Corporate Board President

Justine Keller
Leadership Seminar Chair

WEST VIRGINIA

Zach Morris
Corporate Board President

Bruce Swiney
Leadership Seminar Chair

WISCONSIN

Rachel Tenenbaum
Leadership Seminar Chair

WYOMING

Kyra Smith
Corporate Board President



OUR PARTNERS

Thanks to our corporate sponsors for not only supporting our past but investing in our exciting future. Corporate and community partners are integral to the sustainability and expansion of HOBY programs. From financially sponsoring programming and events, to named scholarship opportunities, to expansion of our available programs and increased access for our attendees, partnerships make HOBY possible.



We would like to extend our heartfelt gratitude to ViatriS Inc. for their significant support of our organization, programming, and mission. ViatriS' mission is to empower people worldwide to live healthier at every stage of life. Thanks to an incredible gift by ViatriS, HOBY was able to expand scholarship opportunities to advanced our goal of making our programs truly representative of our communities. ViatriS' gift also helped position HOBY to expand our reach and enhance the quality and delivery of our flagship leadership experiences. Because of ViatriS, student leaders around the world are better equipped to thrive and make an impact in their communities for years to come. Thank you to ViatriS for their support of youth leadership, their belief in HOBY, and their substantial investment in our future.



CLEARY GOTTLIEB

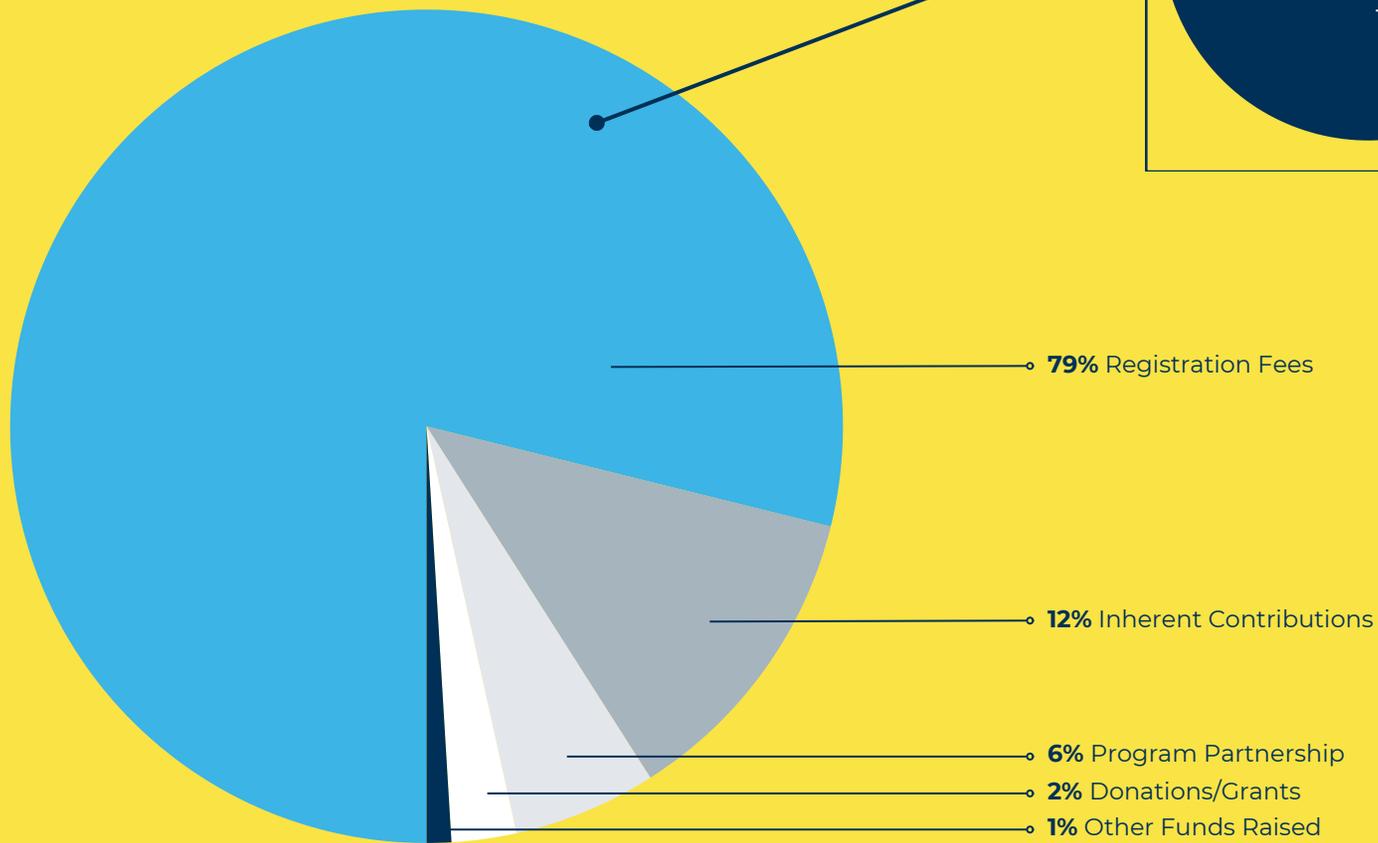


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FINANCIALS

REVENUE*



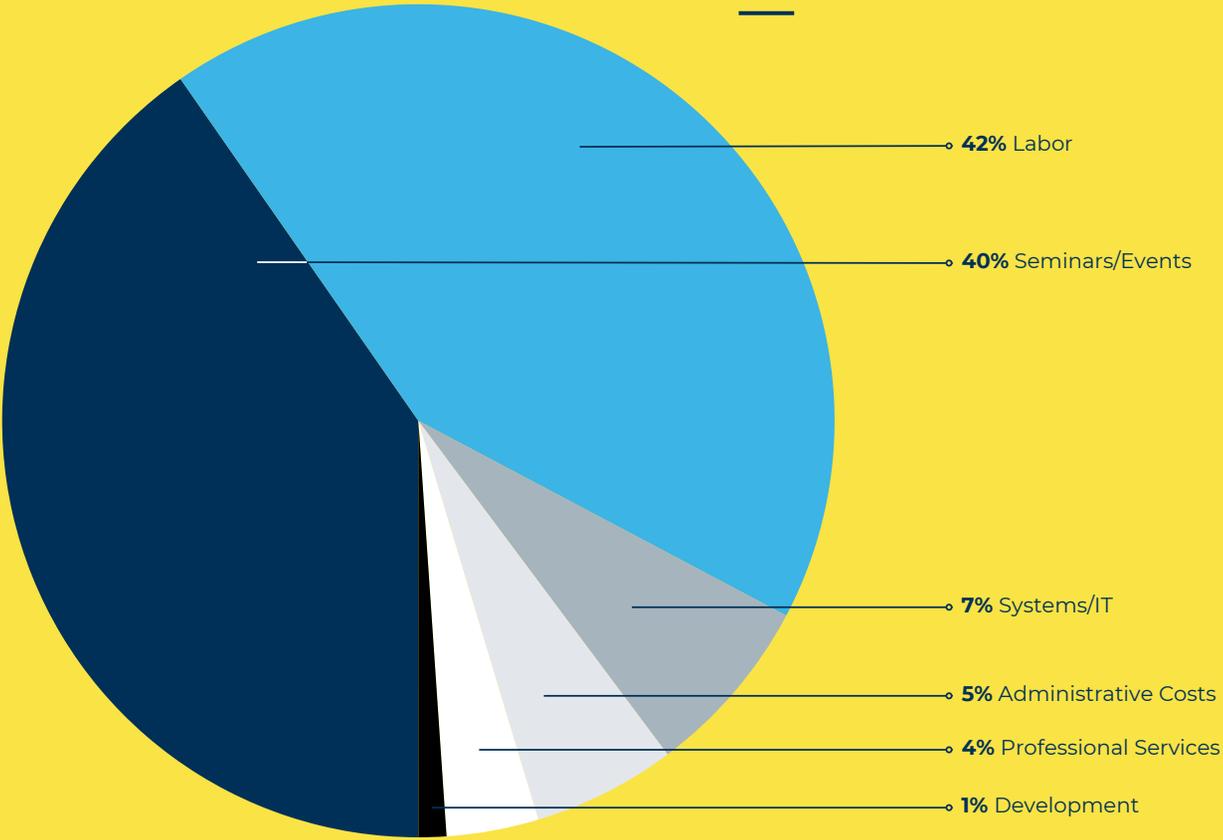
*Total revenue of \$3,400,260.00

*Does not include total seminar revenue for 64 seminars run by our affiliate partners.

FINANCIALS

EXPENSES

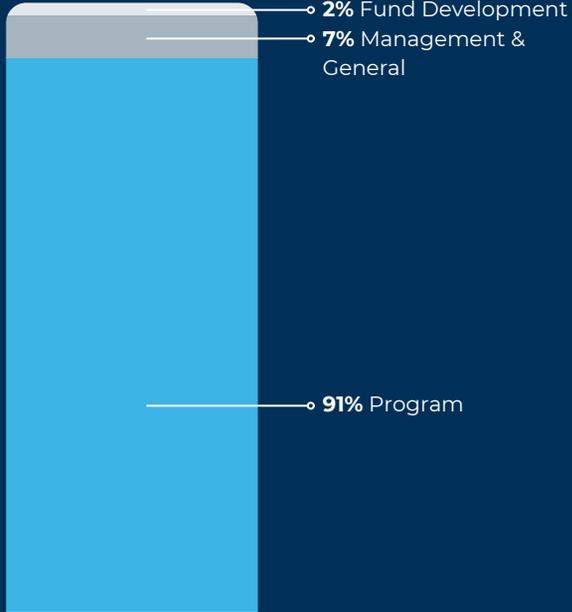
OPERATIONAL SPENDING SUMMARY*



*Total investment of \$2,011,501.00

*Does not include total seminar expenses for 64 seminars run by our affiliate partners.

EXPENSES IN PROGRAM, FUNDRAISING, AND ADMINISTRATIVE CATEGORIES*





2022-2023 Board of Trustees

Dina Adham, Secretary/General Counsel

Mary Beth Adelson '87

Michael Akin '97

Megan Alexander '96

Al Carroll '07, Audit Committee Chair

Marcie McClintic Coates '96, Vice Chair

Hensey Fenton

Kristen Hoefer '86, Chief Executive Officer

Shawn Mobley, Chair & Treasurer

Virginia O'Brian

Brian Selander '92

Vlad Yelizarov, Governance Committee Chair

2022-2023 HOBY Staff

Michael Carter '89, Chief of Finance & Administration

Kristen Hoefer '86, Chief Executive Officer

Emily Lewis '02, Chief of Recruitment & Promotion

Angie Magazino '01, Chief of Program Development & Training

Angel Perez '16, Registration & Development Coordinator

Zakkiyya Taylor, Volunteer & Alumni Engagement Manager

Looking to the future

Since 1958, our mission has been to empower young leaders and provide opportunities for our students and volunteers to make a positive impact on the world around them. In a world evolving at a whirlwind speed, the demand for visionary, empathetic, and capable leaders has never been more pressing. At HOBY, we understand that today's youth are the architects of tomorrow, poised to become the innovators, problem-solvers, and catalysts our world needs. As we look toward the future, we are energized by the possibilities that lie ahead and inspired by the opportunity to create an even greater impact in the years to come.

As we embark on this journey, we invite you to join us. Whether through volunteering your time, making a donation, or simply spreading the word about our work, your support is invaluable and we are grateful.