

# Exponent Group

Employer Identification Number: 83-2293642

PREPARED FOR

Hartley Family Foundation

GRANT REFERENCE

HFF-2026-0142

REPORTING PERIOD

January 1 – June 30, 2026 (Q2)

REPORT SUBMITTED

July 5, 2026

TOTAL GRANT AWARD

\$485,000 (FY2026)

REPORT TYPE

Q2 Progress & Alignment Report

ORGANIZATION MISSION

Exponent Group empowers underserved youth and families in Greater Boston through workforce development programming, community health outreach, and organizational capacity building. Our theory of change holds that equipping young people with career-ready skills and connecting families to health resources creates self-sustaining community ecosystems that outlast any single program cycle.

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**Prepared by:** Dr. Angela Reyes, Executive Director · areyes@exponentgroup.org · (617) 555-0183

**Report generated:** Pulse Alignment Intelligence Platform · pulseconnect.us

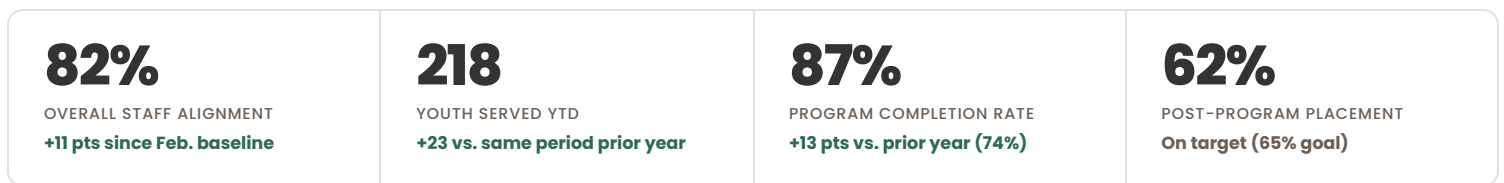
All survey data collected May 14–22, 2026. Participation: 34 of 41 staff (83%). Individual responses anonymized; patterns reported at team and priority level only.

EXECUTIVE SUMMARY

Exponent Group completed the first half of FY2026 with meaningful progress across all three grant-funded priority areas. Staff alignment to the FY2026 strategic priorities reached 82% as of May 2026, an 11-point improvement over the February baseline established at grant period start. The Youth Workforce Development program delivered services to 218 youth in Q1-Q2, with an 87% program completion rate compared to 74% in the prior year.

The most significant finding from the May alignment survey is that program staff in the Youth Workforce track demonstrate substantially higher strategic clarity (88%) than development and administrative staff (71%). The Development team represents the primary gap requiring leadership attention in Q3. Community Health Outreach showed the largest month-over-month improvement (+12 pts), attributable to the April all-hands strategy session and subsequent supervisor one-on-ones. No staff transitions have occurred during the grant period.

Q2 KEY METRICS



SURVEY METHODOLOGY

**DATA SOURCE**

**Survey window:** May 14–22, 2026

**Participants:** 34 of 41 staff (83% response rate)

**Design method:** Participatory – staff helped define alignment indicators at grant start

**Plan on file:** FY2026 Strategic Plan, uploaded January 8, 2026

**Anonymization:** Individual responses suppressed; minimum 5 respondents per segment before reporting

HIGHLIGHTS VS. PRIOR PERIOD

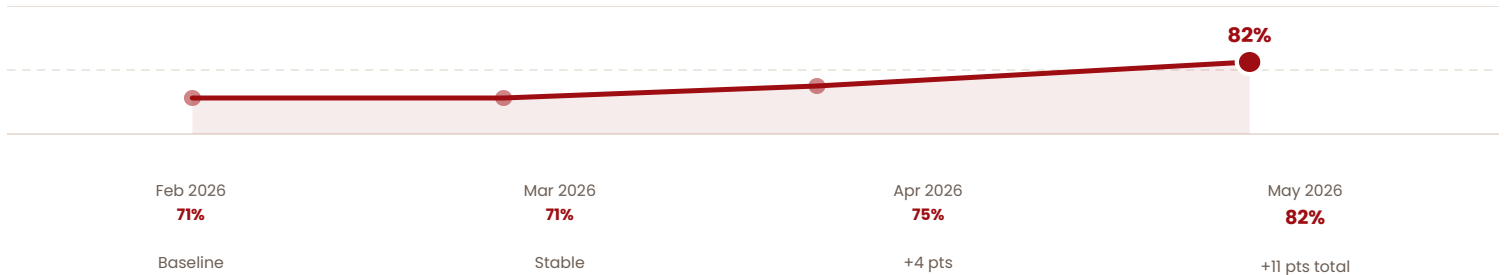
**STRENGTH**

Youth Workforce program staff demonstrate highest alignment in the organization (88%). Program directors show clear theory-of-change understanding.

**ATTENTION REQUIRED**

Development team alignment (71%) is below organizational average by 11 points. Action plan initiated; see page 6.

ALIGNMENT TREND -- ALL STAFF, FEBRUARY – MAY 2026



WHAT ALIGNMENT INTELLIGENCE MEASURES

Pulse measures whether staff can articulate how their daily work connects to each strategic priority -- not whether they were present for a training, but whether the theory of change has become part of how they make decisions. This goes beyond engagement surveys: a staff member can feel highly satisfied while having no clear model of what they are trying to accomplish. Alignment measures both clarity (can they describe the goal) and confidence (do they believe the organization can achieve it).

PRIORITY ALIGNMENT SCORES -- MAY 2026 SURVEY

Youth Workforce Development	60% of g...	88%	+7 pts
Organizational Sustainability		84%	+0 pts
Community Health Outreach		79%	+12 pts

ALIGNMENT BY STAFF ROLE

Program Staff	88%
Program Directors	86%
Operations	82%
Leadership Team	79%
Development	71%

STAFF CONFIDENCE BY PRIORITY

Youth Workforce Dev.	84%
Org. Sustainability	80%
Community Health	76%

**SURVEY PARTICIPATION**

34 of 41 staff completed May survey (83%). Consistent across 4 monthly cycles. No demographic segment below 75%.

METHODOLOGY NOTE

Alignment scores reflect the percentage of participating staff who demonstrated a clear connection between their stated daily priorities and each strategic goal area, as measured through Pulse’s participatory survey protocol. Questions were designed collaboratively with staff at grant period start (January 2026) to ensure face validity and reduce social desirability bias. Individual responses are fully anonymized. Results are reported only when five or more respondents exist in a given segment. Pulse uses the Likert-scale responses to derive a weighted alignment score, not a simple binary yes/no.

<h2>88%</h2> <p>STAFF ALIGNMENT +7 pts May vs. Apr.</p>	<h2>218</h2> <p>YOUTH ENROLLED YTD Target: 200 by June 30</p>	<h2>87%</h2> <p>COMPLETION RATE +13 pts vs. prior year</p>	<h2>62%</h2> <p>EMPLOYMENT / ENROLLMENT Target: 65% by year end</p>
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PROGRAM NARRATIVE

Youth Workforce Development represents 60% of the HFF grant scope and is the organization's most mature program. Q1–Q2 programming included two cohorts of the Career Launch intensive (12-week, 45 youth per cohort) and ongoing wraparound services for 128 alumni. The 87% program completion rate reflects intentional investment in retention coaching, introduced in January with support from a Hartley Foundation capacity-building grant awarded in 2025. Of the 90 youth who completed a Career Launch cohort in Q1–Q2, 56 (62%) have confirmed employment or post-secondary enrollment as of June 30, against a year-end target of 65%.

ACTIVITY TRACKER -- Q1-Q2 2026

PROGRAM ACTIVITY	TARGET	ACTUAL	STATUS	NOTES
Career Launch Cohort 1 (Jan–Mar)	45	48	EXCEEDED	Wait-list demand; added 3 seats
Career Launch Cohort 2 (Apr–Jun)	45	43	ON TRACK	2 early withdrawals; retention coaching engaged
Alumni Wraparound Services	120	128	EXCEEDED	Referrals from prior cohorts
Employer Partner Engagements	15	18	EXCEEDED	3 new healthcare sector partners
Staff Training Hours (workforce track)	48 hrs	52 hrs	ON TRACK	Includes external PD + Pulse orientation
Post-program placement (employment/enrollment)	65%	62%	ON TRACK	Tracking toward year-end goal; Q3 placement drive

YOUTH PARTICIPANT DEMOGRAPHICS

Ages 16–18	54%
Ages 19–24	46%
First-gen college	68%
Econ. disadvantag...	82%
BIPOC participants	74%

STAFF ALIGNMENT INSIGHT

**HIGHEST ALIGNMENT IN ORGANIZATION**

Program staff and directors in the Youth Workforce track score 88% alignment – the highest of any team. Staff clearly understand how retention coaching, employer partnerships, and post-program support connect to the theory of change. This is the direct result of the participatory design process used at grant start: staff wrote the alignment indicators themselves.

<h2>79%</h2> <p>STAFF ALIGNMENT <b>+12 pts — largest monthly gain</b></p>	<h2>1,847</h2> <p>FAMILIES REACHED YTD <b>Target: 1,600 by June 30</b></p>	<h2>4.2K</h2> <p>HEALTH SCREENINGS COMPLETED <b>+680 vs. prior year H1</b></p>	<h2>76%</h2> <p>REFERRAL FOLLOW-THROUGH <b>Target: 70% -- exceeded</b></p>
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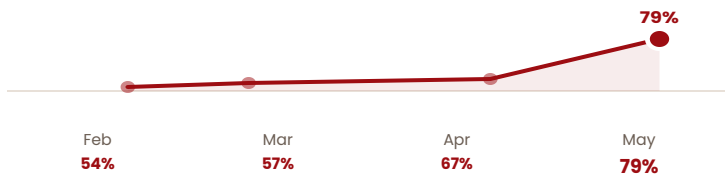
PROGRAM NARRATIVE

Community Health Outreach represents 30% of the HFF grant scope. The program deploys community health navigators to six target neighborhoods in Greater Boston, providing health screenings, benefits enrollment assistance, and warm referrals to clinical partners. The +12 point alignment jump between April and May reflects the impact of a targeted all-hands strategy session held April 17 where the leadership team led a theory-of-change walkthrough specifically for health navigator staff. Prior to that session, navigators understood their activities but were less clear on how individual interactions were intended to shift downstream health outcomes at the community level. The April session closed that conceptual gap.

HEALTH OUTREACH ACTIVITY -- Q1-Q2 2026

ACTIVITY	Q1 TARGET	Q1 ACTUAL	Q2 TARGET	Q2 ACTUAL	STATUS
Health screenings (blood pressure, glucose, BMI)	1,800	1,940	2,000	2,260	EXCEEDED
Benefits enrollment assistance sessions	400	412	400	438	EXCEEDED
Clinical referrals issued	300	318	300	344	EXCEEDED
Referral follow-through rate	70%	72%	70%	76%	ON TRACK
New community site partnerships	2	3	2	1	SLIGHT DELAY
Navigator PD hours (health literacy + cultural competency)	24 hrs	28 hrs	24 hrs	24 hrs	ON TRACK

ALIGNMENT TREND — HEALTH TEAM



Largest absolute improvement of any team. The April all-hands theory-of-change session accounts for the accelerated gain between April and May.

FAMILIES REACHED BY NEIGHBORHOOD

Roxbury	420
Dorchester	388
Mattapan	339
Jamaica Plain	276
Hyde Park	231
East Boston	193

STAFF CAPACITY INDICATORS -- MAY 2026

<h1>41</h1> <p>TOTAL STAFF No transitions Q1-Q2</p>	<h1>76%</h1> <p>AVG. STAFF CONFIDENCE +4 pts vs. Feb</p>	<h1>High</h1> <p>ORG. CAPACITY HEALTH Stable — no flags</p>	<h1>83%</h1> <p>SURVEY PARTICIPATION Consistent 4 months</p>
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RISK ASSESSMENT

**ELEVATED RISK -- DEVELOPMENT TEAM ALIGNMENT**

Development staff alignment to grant priorities sits at 71%, 11 points below the organizational average. Development staff write grant reports and manage funder relationships but may not have sufficient clarity on program-level outcomes to communicate them effectively. Action plan initiated: see page 7.

**NO STAFFING RISKS**

Zero staff transitions in Q1-Q2. One position (Community Navigator, East Boston) is being filled; current coverage provided by senior navigator. Expected hire by August 1.

STAFF RETENTION & TENURE

TEAM	STAFF	AVG. TENURE	TURNOVER HI
Program — Youth	16	3.2 yrs	0%
Program — Health	12	2.8 yrs	0%
Operations	6	4.1 yrs	0%
Development	4	1.9 yrs	0% (1 OPEN)
Leadership	3	6.4 yrs	0%

GRANT FINANCIAL SUMMARY -- H1 2026 (JAN-JUN)

BUDGET CATEGORY	ANNUAL BUDGET	H1 EXPENDED	% UTILIZED	UTILIZATION	STATUS
Personnel — Program Staff	\$218,000	\$107,420	49.3%		ON TRACK
Personnel — Program Directors (2)	\$96,000	\$47,200	49.2%		ON TRACK
Program Supplies & Materials	\$38,500	\$22,100	57.4%		SLIGHT OVER
Employer Partner Engagement	\$24,000	\$10,800	45.0%		ON TRACK
Community Health Supplies & Screenings	\$48,500	\$23,440	48.3%		ON TRACK
Evaluation & Pulse Platform	\$18,000	\$9,000	50.0%		ON TRACK
Indirect / Admin (15%)	\$42,000	\$21,000	50.0%		ON TRACK
<b>Total Grant</b>	<b>\$485,000</b>	<b>\$240,960</b>	<b>49.7%</b>		<b>ON TRACK</b>

Slight overrun in Program Supplies offset by underspend in Employer Partner Engagement. No budget amendment required. Full financial statements available upon request from Dr. Angela Reyes.

LEADERSHIP ACTIONS TAKEN IN RESPONSE TO Q2 DATA

1 **Development Team Theory-of-Change Briefing**

ED Angela Reyes and Program Director Marcus Webb conducted a 90-minute briefing with the Development team on June 18 to close the alignment gap identified in May survey data. The session focused on translating program-level outcomes into language development staff can use in funder communication.

**OWNER:** ANGELA REYES **COMPLETED:** JUNE 18, 2026 **EXPECTED IMPACT:** +8-12 PTS DEVELOPMENT ALIGNMENT BY JULY SURVEY

2 **East Boston Navigator Position — Active Recruitment**

Position posted June 20. Three finalists identified as of July 2. Offer extended July 10. Expected start date August 1, 2026. Senior navigator covering additional caseload through transition without service interruption.

**OWNER:** OPERATIONS DIRECTOR **TARGET:** AUGUST 1, 2026

3 **Career Launch Q3 Cohort — Placement Drive**

Cohort 3 begins July 14 targeting 48 youth. Employer partner activation plan in place for September job fair. Q3 goal is to reach 65% cumulative post-program placement by year end. Three new employer partners (healthcare sector) committed to participate.

**OWNER:** PROGRAM DIRECTOR, YOUTH **MILESTONE:** SEPT 15 JOB FAIR **TARGET:** 65% PLACEMENT BY DEC 31

4 **New Community Site Partnership --- Delayed Q2 to Q3**

One new community site partnership (Chelsea Health Center) was delayed due to facility scheduling. MOU now signed. Services begin August 15, 2026. Second Q3 partnership (Lynn Community Center) in final negotiation, expected September 1.

**OWNER:** PROGRAM DIRECTOR, HEALTH **CHELSEA:** AUGUST 15 **LYNN:** SEPTEMBER 1

Q3 SURVEY & REPORTING SCHEDULE

ACTIVITY	DATE
June survey data collection	Jun 11-18, 2026
June report generated (Leadership)	July 2, 2026
Q2 Foundation Report submitted	July 5, 2026
July survey data collection	Jul 14-21, 2026
July report generated	August 2, 2026
Q3 midpoint check-in (HFF)	September 15, 2026
Q3 Foundation Report due	October 5, 2026

Q3 TARGETS

METRIC	Q3 TARGET
Overall staff alignment	85%+
Development team alignment	80%+
Youth enrolled in Cohort 3	48
Post-program placement (cumulative)	65%
Community health families reached	+600
New community site partnerships	2
Grant utilization (% of annual budget)	72-76%

ORGANIZATION CONTACTS

**Dr. Angela Reyes**

Executive Director

[areyes@exponentgroup.org](mailto:areyes@exponentgroup.org) · (617) 555-0183

**Marcus Webb**

Program Director, Youth Workforce

[mwebb@exponentgroup.org](mailto:mwebb@exponentgroup.org) · (617) 555-0196

**Sofia Guerrero**

Program Director, Community Health

[sguerrero@exponentgroup.org](mailto:sguerrero@exponentgroup.org) · (617) 555-0204

**Thomas Adeyemi**

Director of Development

[tadeyemi@exponentgroup.org](mailto:tadeyemi@exponentgroup.org) · (617) 555-0211