



The **PEERS Network** is a San Diego-based nonprofit organization dedicated to giving back to the San Diego community by developing leaders, building a thriving network of local entrepreneurs, and enhancing philanthropic pursuits. Founded by a group of successful entrepreneurs, the PEERS Network leverages the talent and networks of its members to have a transformational impact on our region.

PEERS Network **Aspiring Philanthropist Program**

PEERS is confident that funding Leadership Development and infrastructure has a more significant social impact than funding programs.

Social entrepreneurs are becoming more common as nonprofit leaders strive to solve the pressing needs of society. The PEERS Network recognizes that these leaders need access to other entrepreneurs to think with and learn from as they continue to work toward addressing social challenges. To support nonprofit leaders operating as social entrepreneurs in San Diego County, The PEERS Network has partnered with the Fieldstone Foundation to create the Aspiring Philanthropist Program. This program offers an opportunity for a nonprofit executive director to work with an executive coach, attend the nonprofit schools at either Stanford or Harvard and work with a mentoring group of PEERS members for one year.



2 0 1 4 - 2 0 1 5 **APP Fellow: Renato Paiva**

Renato is the founding Executive Director of Access Youth Academy. sport of squash, the Access Youth Academy has transformed the lives of underserved youth through academic enrichment, health and wellness, social responsibility and leadership.



Over the last 7 years, the Academy has produced exceptional results:

- Children have a 3.5 GPA average, the most successful urban squash program academically
- 99% attendance rate for 2011-2012 academic year, highest of all urban squash programs
- 100% high school graduation rate and 100% college acceptance rate
- \$2.5 million in scholarships have been earned by Access students
- 82% of AYA students perform better academically than their non-Access peers

"The resources and coaching the PEERS members have invested in me has had a huge impact on me personally, my organization and ultimately the youth and community we serve."

Renato Paiva

The Aspiring Philanthropist Program customized a comprehensive leadership development program for Renato that included focused mentoring from a subgroup of PEERS members, admission into the prestigious Stanford Executive Program for Social Entrepreneurship and more than 12 months of access to PEERS members. All of which was organized and supported through work with his personal Executive Coach.

Program outcomes included:

- **Infrastructure Development:** Provided the templates for a full performance management process, staff development, HR Manual, and employee onboarding materials; a full suite of Board of Directors management tools; operations plans and program evaluation tools
- **Network development:** Opened PEERS member networks to help build his Board of Directors and develop his donor base
- **Strategic Planning:** Creation of a new strategic plan for his organization, on track to double his capacity in the next 3 years
- **Plan Execution:** Leveraged PEERS members and their networks to help execute key goals and objectives set in strategic plan