



WHEREVER THEY START
WHATEVER THEIR PATH
WE ARE COMMITTED

Invest in the path to OPPORTUNITY

2024 ANNUAL REPORT | PALMER SCHOLARS

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WHO WE ARE

OUR VISION

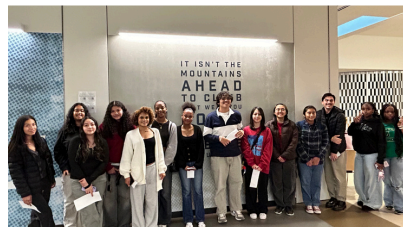
Our vision is for our students to succeed in graduating from 2-year, 4-year, or apprenticeship program with the essential tools to be catalysts for change and leaders in our community.

OUR MISSION

We are committed to bridging the gap between potential and opportunity for young adults of color in Pierce County.

OUR VALUES

Through this work, we center our values: personal growth, relationships, leadership opportunities, community responsibility, advocacy, family support, and access to opportunity.



Wherever They Start, Whatever Their Path, We Are Committed.

2024 LOGO REDESIGN

This year, we proudly unveiled our updated Palmer Scholars logo. Designed with intention, this new logo pays tribute to our rich history by honoring our visionary founders, Merle Palmer and Reverend Al Davis, while reflecting the growth and impact of our mission today.



Updated Program Logos



WELCOMING OUR NEW CEO

It is an honor to write to you as the newly appointed Chief Executive Officer of Palmer Scholars. In my two short months here, I have already been deeply inspired by the unwavering commitment of our Scholars, staff, and supporters. Joining this incredible organization feels like coming home to a place where passion, purpose, and possibility come together to create real and lasting change.

This past year has been a testament to the transformative power of our work. Together, we awarded over \$286,000 in scholarships, celebrated the graduation of 13 college students, and supported 145 Scholars in pursuing their dreams. These numbers tell a powerful story of impact, but behind every statistic is a young person whose life has been changed because of the collective efforts of our community.

I've spent these first weeks listening to the voices that sustain this mission, from the Scholars who share their dreams and challenges to the staff who tirelessly bring our programs to life. I am in awe of their dedication and heart. Our team embodies the spirit of Palmer Scholars, relentlessly advocating for every young person and ensuring that opportunity is not just a possibility but a reality.



Reflecting on my journey, I am reminded of the mentors and opportunities that helped me navigate challenges and achieve my goals. Like our Scholars, I was once a young person dreaming of a future that seemed out of reach. That is why I am so passionate about our work. It is personal, and it drives my commitment to carry forward the legacy of those who have built this incredible organization.

Looking ahead, my priorities include strengthening the systems and programs we already have in place, fostering deeper connections with our partners and stakeholders, and ensuring our Scholars have the support they need to thrive. I will continue reaching out to learn from our community, listening to their insights, and building meaningful relationships that advance our mission. Transparency, equity, and collaboration will remain at the heart of our work as we create opportunities that empower every Scholar to realize their full potential.

To our staff, thank you for your incredible dedication and passion. You are the heartbeat of Palmer Scholars, and your efforts inspire me daily. To our supporters, donors, volunteers, board members, and community partners, thank you for believing in our Scholars and fueling their success.

I invite you to continue this journey as we look to the future. Your contributions, whether through your time, expertise, or financial support, are vital to sustaining and expanding our mission. Together, we can transform lives and build a brighter future for every Scholar.

Wherever they start, whatever their path, we are committed.

In community and partnership,

Tricia R. Speid

Tricia R. Speid
Chief Executive Officer

Rooted in Legacy. Growing a Future.

At Palmer Scholars, legacy is the foundation that propels us forward. We're incredibly grateful to Mother Mary and Angel Davis for sharing the rich history of Palmer Scholars and reminding us of the vital roles we all play in preserving and advancing this legacy.

Their stories inspire us to honor the paths paved before us, ensuring we continue creating opportunities for future generations to thrive. Together, we build bridges from potential to purpose and from opportunity to legacy.

"It's hard to understand Legacy when you haven't been born into a Legacy." -Angel Davis



Rooted in Legacy. Growing a Future.

We are deeply grateful to Pastor Alex Davis, The Davis Family and the Eastside Assembly of Believers for their incredible support! Their 60th Annual Gala was a tremendous success, raising \$1,500 for the Alfred and Mary Davis Community Grant in support of our Legacy Scholars. We truly appreciate their dedication to uplifting young scholars and investing in the future of our community. Thank you for your generosity and commitment to making a lasting impact!



Make a contribution to the Alfred and
Mary Community Fund

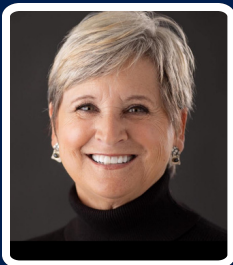


LEADERSHIP IN TRANSITION

This past year marked a significant transition in leadership for Palmer Scholars. Through times of change, our Interim Executive Directors provided steadfast guidance, ensuring our mission remained strong and our scholars continued to thrive. Their dedication, resilience, and passion for our community made all the difference. We extend our deepest gratitude for their leadership and commitment, paving the way for a bright future under new leadership.



We extend our deepest appreciation to [Denise Nicole' Franklin](#) for her incredible leadership and dedication as our Interim Executive Director. During her tenure, Denise provided unwavering strength, guidance, and vision, ensuring that Palmer Scholars continued to thrive and uplift young people in our community. Her commitment to our mission and her steady leadership helped navigate a time of transition with grace and determination.



A heartfelt thank you to [Helen McGovern-Pilant](#) for stepping in during a time of transition and providing the stability, wisdom, and care that kept our team moving forward. Your leadership created a sense of reassurance and continuity, allowing us to stay focused on our mission and our Scholars.

OUR TEAM



Tricia Speid
CHIEF EXECUTIVE
OFFICER



Denise Nicole' Franklin
Deputy Director



Kim Kennedy-Tucker
Assistant to the
CEO



Chad Tibayan
Senior Development &
Communications
Coordinator



Jessica Griffiths
Director of Scholar
Experience



Monique Ferrer
Senior Scholar
Experience Coordinator



Kenneth Prince
Scholar Experience
Coordinator



Brooke Summerlin
Director of Enrollment
and Placement



Kory Eggenberger
Senior Navigator



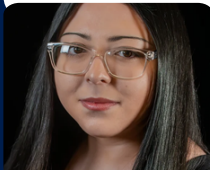
Ron Werre
Instructor



Malachi Cabrera
Navigator



Janiaka Ellington
Navigator



Alondra Mendoza
Outreach & Enrollment
Specialist

Legacy Progress Report

The Legacy Program empowers underrepresented high school seniors to achieve their academic and career goals through personalized mentoring, college readiness training, and financial support. This year, scholars demonstrated exceptional achievements, including college admissions, financial aid completion, and community leadership. By breaking barriers and fostering future leaders, the Legacy Program continues to create lasting change in the lives of our scholars and their communities.

TOTAL IMPACT

145

Scholars served in 2024

COLLEGE RETENTION

100%

students matriculated from high school into a post-secondary institution within 2 years

STUDENT LOANS

86%

of scholars took out \$5,000 or less in student loans

SCHOLARSHIP FUNDING

\$286,783.05

AWARDED

COLLEGE GRADUATES

13

who have reported they graduated from a post-secondary institution

PROGRAM GRADUATION RATE

84%

of scholars have graduated from the entire program



TOTAL TRAINING REPORTED HOURS

70 +

College prep, workshops, etc

2024 GRADUATES

Aaron Dahh - University of Washington
Aldo Meneses-Campos - University of Washington
Alexander Evans - University of Washington
Brandon Lee - Western Governors University
Brooklyn Hose - University of Washington
Elaine Azul - University of Washington
Ethan Quinones - St. Olaf College
Jah'Niya Myers - Washington State University
Jasell Henderson - University of Washington
Therese Pacio - University of Washington
Marisol Rivera - University of Puget Sound



PARTNER SPOTLIGHT

THE PANAGO HORTON LEGACY SCHOLARSHIP

We are deeply grateful for the generous support of the Panayotis (Panago) Alexandrous Horton Scholarship, which helps us continue our mission of building equity for the students and communities Panago loved. This scholarship honors the legacy of Panago—a son, brother, uncle, and friend—who was an Epilepsy warrior taken from us by sepsis on August 22, 2017.

Panago's unwavering passion for humanity continues to inspire the work we do today. A bold advocate for social change, he never hesitated to challenge injustice, remaining hopeful that progress was always possible. His dedication to activism and community service was evident through his work with AmeriCorps in 2012, where he launched an after-school program at Jason Lee Middle School (now Hilltop Heritage Middle School).

By donating materials for our Back-To-School Supply Drive, this scholarship carries forward Panago's belief in access, opportunity, and the power of education. His values, rooted in the mission of the Movement for Black Lives, live on through our efforts to empower students and create lasting change. We are honored to uphold his legacy and ensure that his impact is never forgotten.



The Panago Horton Legacy Scholarship is administered by Palmer Scholars for the benefit of a promising young adult from Pierce County.



The Panago Foundation

PARTNER SPOTLIGHT

THE PANAGO HORTON LEGACY SCHOLARSHIP

Supporting students who have shown a strong track record for community service and compassion for others.

This scholarship, awarded annually, will help ensure students graduate from their postsecondary program with minimal student loan debt.

Pictured: Dr. LeRoy Horton and scholarship recipient Ernest Balezi share a moment of mentorship through the Panago Foundation, a legacy honoring Dr. Horton's brother.



Support the Panago Horton Legacy Scholarship!



Scan the QR code with your smartphone's camera, visit www.palmerscholars.org/donate, or mail a check to PO Box 7119, Tacoma, WA 98417 to donate

The Panago Horton Legacy Scholarship is administered by Palmer Scholars for the benefit of a promising young adult from Pierce County.



The Panago Foundation

SCHOLAR SPOTLIGHT

Stevie

On Indigenous Peoples' Day, we celebrate Indigenous cultures and contributions. Stevie L., a proud Kalispel and Spokane Tribal member and senior at Silas High School, aspires to attend NYU for Fashion and Marketing. Determined to break barriers, she embraces education as a path to success.

Growing up in Tacoma while staying connected to her reservation, Stevie's culture has shaped her deeply. Powwows, fry bread, and stick games were her norm, grounding her identity. Though she sometimes stood out in school, she has always taken pride in her Indigenous roots and the strength they provide.

For Stevie, Indigenous Peoples' Day is a time to honor her family and community. Her grandmother's teachings remind her that 'Peoples' signifies unity, resilience, and recognition beyond history books. She hopes other Indigenous students will continue to dream big, knowing they are capable of greatness beyond reservation lines.

"LemLemts and thank you, Palmer Scholars, for helping this Native girl dream big."
-Stevie



Supporting Student Success: Legacy Program Scholarships

The Legacy Program is proud to offer five exclusive scholarships that directly support our scholars' educational journeys. These scholarships are funded by generous individuals and organizations who share our commitment to empowering students and reducing financial barriers to higher education.

Through their support, these scholarships provide critical resources that enable our scholars to focus on their studies, achieve their academic goals, and thrive in their chosen career paths. The impact of these contributions is immeasurable, creating opportunities that change lives and strengthen communities.

Join Us in Supporting Scholars

Would you like to make a lasting impact on the lives of students in the Legacy Program? By establishing a named scholarship, you can directly support our mission and help pave the way for future leaders. For more information about creating an internal scholarship, please contact Denise Nicole' Franklin at dfranklin@palmerscholars.org. Together, we can make a difference.



Cleveland
Family Scholarship



Pete Porietis
Foundation

Pathways Progress Report

This year, the Palmer Pathways Pre-Apprenticeship Program continued to bridge the gap for young adults disconnected from traditional education and employment. This year we facilitated 4 Cohorts. With over 200 hours of hands-on training, career development, and personal support, participants built the skills and confidence needed to succeed in the trades.

TOTAL IMPACT

75

Scholars served in 2024

JOB SECURITY

90%

of scholars were placed in jobs in first year

COHORT RETENTION

90.67%

enrolled scholars completed Phase One of Program

INCOME GROWTH

43.49%

Increase in pre-program average hourly wage to post-program average hourly wage

SUPPORTIVE SERVICES

\$88,829.84

Awarded in work attire, stipends, rental assistance, gas cards, and care packages

TOTAL TRAINING HOURS

1,344

In 2024



THANK YOU TO OUR CHAMPION FUNDERS!



SCHOLAR SPOTLIGHT

Jeremiah - Cohort 9

On August 30, 2024, Jeremiah interviewed in person for the Material Handler position at Univar Solutions, arriving well-prepared with a polished resume and cover letter. His professionalism and qualifications impressed the hiring manager, leading to a conditional offer of employment for a full-time position at \$32 per hour, contingent on completing the Pre-Apprenticeship program.

Throughout the program, Jeremiah has demonstrated exceptional commitment and leadership, serving as a team lead and consistently inspiring his peers. His dedication earned him the honor of being selected as the keynote speaker for the graduation ceremony.

Jeremiah's journey reflects his resilience, hard work, and determination to succeed, showcasing the values and opportunities the Pre-Apprenticeship program aims to foster.



Scan the QR code to the right to read our Pathways feature by Port of Tacoma



PARTNER SPOTLIGHT

TACOMA SUNRISE ROTARY



Tacoma Sunrise Rotary Club, you multiply the impact of our Palmer Scholars Legacy Scholarship Partnership, a 15 year partnership and over \$100,000 in funding breaking barriers and building futures.

Palmer Scholars is proud to celebrate the Tacoma Sunrise Rotary Club for their incredible partnership and continued support of our mission. Their PORTHOLES TO THE FUTURE event, held on June 1, 2024, was a huge success, raising over \$100,000 to support local and international programs.



Today, we're thrilled to announce the first-ever Palmer Pathways Pre-Apprentice Rotary Scholar, La'Nijga! She has been accepted into the Welding Program at Dakota Technical College in Minnesota. In addition, she has received the Sunrise Rotary Scholarship, providing \$5,000 toward her tuition.

This is the definition of unity for community, and we are proud to highlight Tacoma Sunrise Rotary Club's commitment to empowering students and strengthening pathways to success.

We can't wait for the next PORTHOLES TO THE FUTURE event on June 7, 2025—mark your calendars!

Holcom Family Scholarship



Celebrating the Holcom Family Pathways Scholarship Recipient

The Holcom Family's dedication to empowering future leaders in the trades shines brightly through their generous \$5,000 investment in the Palmer Pathways program. Their belief in our mission is reflected in their decision to support a scholar who embodies excellence, determination, and a passion for the trades.

We are proud to announce Genesis Fullwood as the recipient of the Holcom Family Pathways Scholarship. A standout member of Cohort 10, Genesis has consistently demonstrated the drive and commitment necessary to thrive in the trades. Currently enrolled at Pierce College, Genesis is pursuing a degree in Construction Management—a field that not only mirrors his ambitions but also aligns with the Holcom Family's esteemed legacy in construction.



This scholarship will be a transformative resource, enabling Genesis to continue his education, achieve his goals, and build a promising future. On behalf of Palmer Scholars, the Holcom Family, and everyone in our community, we congratulate Genesis Fullwood. We look forward to witnessing the lasting impact you will make in the industry.

Eastside Pathways SPOTLIGHT

Clover Park Technical College & City of Tacoma

Partnership Highlight: Building Tacoma's Workforce Through Pre-Apprenticeship Training

Funded by the City of Tacoma Training & Employment Program (TTEP)

From September to December 2024, Clover Park Technical College (CPTC) and Palmer Scholars partnered to deliver a 15-week construction pre-apprenticeship program for young adults on Tacoma's Eastside. Funded by TTEP, the program addressed barriers to success, combining CPTC's workforce education expertise with Palmer Scholars' mentorship and support.

In December, 17 scholars graduated, earning 18 college credits and vital skills for construction careers.

Program Highlights:

- **Enhanced Accessibility:** Training was conducted on Tacoma's Eastside to serve economically distressed areas.
- **Integrated Strengths:** The program combined CPTC's expertise in workforce education with Palmer Scholars' proven support and mentorship model, leveraging the successful Palmer Pathways framework.
- **Education Advancement:** Graduates earned 18 college credits through CPTC's Construction program, creating a pathway for continued education and professional growth.



2024 GRADUATES

Aaron Mayo-Carrillo
Adolfo Briseno
Aidan Rosa
Ajalaun Booker-Green
Andre Carter
Andrew Martin
Arillius Reevis
Braden King
Brody Laudenglos
Cesar Zarate-Juarez
Christopher James Love
Christopher Wang
Clarence Jones
Corey Alicea-Murray
Danielle Hughley
Eddie Salanoa
Eduardo Lopez
Eduardo Rodriguez
Edwin Araujo
Elizabeth Irepan-Huerta

Francisco Alvarado
Genesis Fullwood
Guadalupe Zamora
Hezekiah Hodges Lauano
Isabella Gonzales-Sandoval
Ivan Corona
Jabez Manuma
Jamara Matlock
Jarell Chiddick
Jeremiah Anderson
Jesus Damian Angel
Joshua Williams
Jsha'ron Young
Jude Tomokane
Julian Robertson
La'Nijga Hunter
Larry Guerrero
Lauren Ayres
Leon I. Jackson-Jimenez
Lorenzo Ward

Maceo Lewis
Malcolm Frank
Marco Villagomez Keating
Muelu Salanoa
Muriuki Kuria
Nathaniel S. Sea
Nikoh Rivers
Osasa Saunoamaalii
Qu-Ran Y. Bell
Raheem J. Edwards
Sean Allen
Sebastian Jesus Sanchez
Tarun Tarun
Terrell Hampton
Tre'Von Ragin-Purter
Ty Bradley-Temmel
Zavion Holt
Zhyrill Serrano

Fit-4-Me Progress Report

In 2024, we celebrated the program's growth with the addition of the Green Stormwater Infrastructure (GSI) initiative in October, offering practical experience in sustainable construction practices. Graduates from our program have embarked on promising careers, contributing to their communities and creating legacies of success.

TOTAL IMPACT

10

Scholars served in 2024

GRADUATION

100%

Scholars completed the program



The Nature Conservancy



Washington

2024 GRADUATES

Ajalaun Booker-Green
Bridget Breithaupt
Danielle Hughley
George Thomas III
Jamal Middleton
Javiar Antonio Lopez
Juan C. Carlos
Kyree'Onte S. Keys-Johnson
La'Nijga Hunter
Tarun Tarun



Inspire the Future: Become a Mentor Today!

Our Palmer Legacy Program is kicking off another exciting year, and we need mentors to guide and inspire and motivate students in our new Legacy cohort. As a mentor, you'll play a pivotal role in shaping the future of these young scholars, helping them navigate their paths to higher education and meaningful careers.

Mentor Match Event

FEBRUARY 5 | 6:00 PM - 8:00 PM
McGavick Conference Center - Clover
4500 Steilacoom Blvd SW, Lakewood, WA 98499

Interested?

Contact Jessica Griffiths

jgriffiths@palmerscholars.org



Jackie with her mentor Sandra on the right

ALUMNI SPOTLIGHT

We've created this special section on our website to catch up with our alumni, learn about their transformative experiences with Palmer Scholars, and see how their journeys have evolved since then.

Andrea C.

Andrea, a 2000 Lincoln High School graduate, was awarded a Palmer Scholars scholarship after interviewing with Merle Palmer. Encouraged by Merle and Rosie Palmer, she and fellow scholars visited Willamette University. The scholarship supported her undergraduate and graduate studies. Andrea later served on the Palmer Scholars Board, bringing her experience to improve the program. Now, as a Senior Program Officer at the Gates Foundation, she continues her commitment to expanding educational opportunities.



OUR 2024 SPONSORS

The Anne Hampton Foundation
The Baker Foundation
The Bamford Foundation
Bates Family Foundation
Ben B. Cheney Foundation
Black Futures Co-Op Fund
Building Industry Association of
Washington
Chapter AY P E O Tacoma Washington
Degrees of Change
Dimmer Family Foundation
Discuren Charitable Foundation
Ellingson Partnership
The Elliott Family Foundation
Florence B. Kilworth Foundation
Forest Foundation
Foundation for Tacoma Students

Gary Milgard (Windows of Hope)
The Gottfried & Mary Fuchs Foundation
Hoffman Construction Company
John Voight: Voight Charitable Trust
KeyBank
Kiwanis Club of Tacoma Foundation
Liberty Mutual Foundation
Magic Cabinet/Ken Birdwell Foundation
Mannix Canby Foundation
Marco J Heidner Foundation
Medina Foundation
MJ Murdock Charitable Trust
Neeb Family Foundation
Rotary Club of Tacoma North
The Russell Family Foundation
Safeco Insurance Fund
Seattle Foundation

Sequoia Foundation
Silver Family Foundation
Stewardship Foundation
Stockdale Family Foundation
Sunrise Rotary Club of Tacoma
Titus-Will Families Foundation
Umpqua Bank Charitable Fund
United Way of Pierce County
U.S. Bank Foundation
Voigt Charitable Foundation
Washington Alliance for Better
Schools
Washington Women's Foundation
William Kilworth Foundation
Windows of Hope Foundation
Woodworth Family Foundation
Wells Fargo



2024 STAND UP & CHEER SPONSORS



Jerry McLaughlin





Megan Mathews

MPA, CDE, CDP.

Washington State Office of Equity | Director



A proud Palmer Scholars alumna and a leader in advancing equity, now serving as The Director of Washington State Office of Equity. As our keynote speaker for the Stand Up & Cheer event, Megan's journey exemplifies the power of opportunity, resilience, and community support. From scholar to changemaker, she continues to uplift others and pave the way for a more just and inclusive future. Her story is a testament to what's possible when passion meets purpose!





THE REV. AL DAVIS LEGACY IMPACT AWARDS



The Reverend Al Davis Legacy Impact Award Inaugural Recipients

Reverend Al Davis Impact Award

The Davis Family

Reverend Al Davis Legacy Lifetime Achievement Award

Jonathan Jackson, MBA

Scholar Shaper Award

Christina Rupp, MAED

Ken McgLaugflin

Peggy Palmer Mentor of the Year

Carol Webster

Reverend Al Davis Unity Champion Award

Marissa Rathbone

Christal Harrison, JD

Amalia Perez

Steve Schain

Reverend Al Davis Vanguard Award Honorees

WorkForce Central

Clover Park Technical College

Tacoma Public Schools

Multicultural Child & Family Hope Center

Hoffman Construction

Sound Transit

Pacific Lutheran University

ROOTED IN LEGACY, GROWING A FUTURE

STAND UP & CHEER

PRESENTED BY

PALMER
SCHOLARS

Save the Date!

May 15, 2025 | 4:00-6:00 PM

McGavick Conference Center - Clover Park Technical College

Interested in Event Sponsorship?

Contact Denise Nicole' Franklin: dfranklin@palmerscholars.org



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CIVILIL STORES 2011



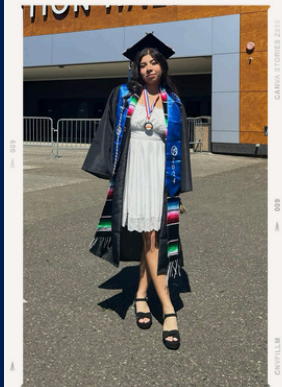
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THANK YOU



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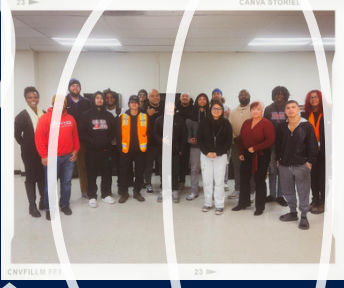
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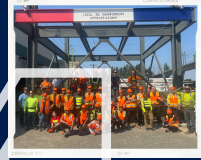
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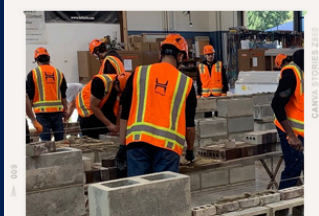
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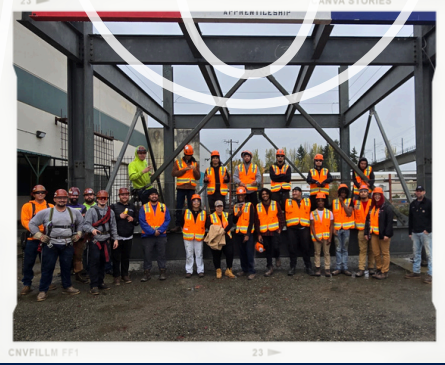
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BOARD OF DIRECTORS

Executive Committee

Kacee Woods, Board President & Equity in Contracting & Workforce Programs Manager for City of Tacoma

Amalia Perez, Immediate Past President & Early Learning Director at Multicultural Child & Family Hope Center

Brett Freshwaters, Board Treasurer
Retired CFO

Logan Noel-Endres, Board Secretary & Director of Advocacy & Policy at BrightSpark Early Learning Services

Heather Curl, At-Large Member & Director of Leadership Development at Washington State School Director Association (WSSDA)

Members

Sandra Calvillo
Stephanie Croom-Williams
Kidane Yohannes
Brendan Nelson

Emeritus

Sally Jo Bose*
Peggy Palmer*
Willie Stewart
Steve Schain, PhD

Chief Executive Officer
Tricia Speid

Palmer Pathways Pre-Apprenticeship Advisory Board
Members:

Shontia Whitehead
Rio Frame
Jeremy Clevenger
Christina Rupp
Rachael Pease
Krisiti Williams
Lowell Glodowski
Rachael Geyer
Kacee Woods

PALMER
SCHOLARS



*Deceased

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