

THE
INSTITUTE

AT AVE MARIA UNIVERSITY

2025 ANNUAL REPORT ▼



THE INSTITUTE

AT AVE MARIA UNIVERSITY

TABLE OF CONTENTS

01. DISCUSSION & ANALYSIS

03. 2024-2025 FAST FACTS

03. PRAYER CARD

04. STRATEGIC PLAYBOOK

05. PROGRAM

11. NETWORK

15. GATEWAY

16. FINANCIALS

18. RECRUITING

20. HIGHLIGHTS & MEDIA

21. TESTIMONIALS

23. TEAM

24. MEMBERS

DISCUSSION & ANALYSIS

EXECUTIVE SUMMARY

As we complete the first year of The Institute, I'd like to share some foundational thoughts, milestones, and plans.

“The mission that the Church, with great hope, entrusts to Catholic Universities holds a cultural and religious meaning of vital importance because it concerns the very future of humanity.”

—POPE JOHN PAUL II, *EX CORDE ECCLESIAE*, CONCLUSION

The rise of artificial intelligence, advances in genomics, the ill-definition of the human person, geopolitical upheaval, and macroeconomic disruptions all present potential existential crises. At the same time, buttressing institutions such as higher education, the government, and the family are weakening. At the confluence, will we emerge equipped to advance human flourishing, or have we lost our societal mooring? To these questions, Catholic universities are expressly called to provide a solution.

The Academy, coupled with The Institute, is the answer provided by Ave Maria University. Specifically, our students are our answer. They will leave our university formed to direct these seismic societal shifts back to the service of human flourishing. Ave Maria University is uniquely well positioned to do so with an entrepreneurial pedigree steeped in the charism of our founder, Tom Monaghan, a founding vision inspired by *Ex Corde Ecclesiae*, a full array of 36 majors, and a premier location in the Freedom State of Florida. As our founding vision has matured over time, and AMU begins a new chapter of growth, The Institute has emerged as a catalyst to “form future saints who will be a fountainhead of renewal for society and the Church.”

“Students are challenged to pursue an education that combines excellence in humanistic and cultural development with specialized professional training.”

—POPE JOHN PAUL II, *EX CORDE ECCLESIAE*, 23

So, what is The Institute? The Institute connects Ave Maria University to the marketplace to form virtuous leaders for the marketplace. We seek to unite Ave Maria University's Catholic liberal arts core curriculum with professional formation through a unique model for university-wide innovation and corporate engagement. The Institute is a series of programs open to all students, supported by a network of industry leaders who help form them, and a gateway for companies to engage them.

Inspired by *Ex Corde Ecclesiae*, The Institute's four-year interdisciplinary professional, personal, and cultural development program is driven by industry experts and key AMU constituents. The goal is to create graduates who are two to four years ahead of their best comparable peers from any university. Student Scholars graduate with the experience, network, and credentials needed to succeed both professionally and personally. Additionally, The Institute was also built to ensure that “obsolescence” is never a part of our parlance at AMU. By building a world-class network and gateway for marketplace engagement, we can inject in-demand ideas into AMU as we seek to become innovators in higher education. The Institute will continue to differentiate AMU to the extent that we can produce world-transforming, faithful graduates. To that end, the investment—and your involvement—is well worth it.

Conceived in early April 2024 and launched in late August 2024, The Institute now includes over 500 Members representing students, faculty, industry leaders, alumni, and donors. Given its lean design philosophy, The Institute was able to deliver its transformational first-year program at only \$1,081 per student Scholar, spending 100% of its donations on the program and recruiting. While the University invested in the staff to build and run the first-year program, the marketplace offset the cost of the programming through individual donations and corporate sponsorships. Additional funds beyond \$1,000 per Scholar are designated to push the program beyond the baseline. Our priority is to build a best-in-class program that our customers value. If they are not willing to pay for The Institute, why would we ask donors to do so? We believe The Institute will have a meaningful impact on AMU's pricing strategy by positioning itself as a premium product with innovative offerings.

The Institute successfully completed its inaugural year in April 2025. We held almost 70 events for over 90 pioneering Scholars who received more than 4,000 Institute digital credentials to verify their experience. We covered monthly themes such as decorum, investing, artificial intelligence, and manual labor while challenging our Scholars to present monthly high-stakes projects to their peers and industry experts. Each of our Scholars invested over 100 hours of work over the six months of year-one programming while also succeeding in the classroom.

For the 2025-2026 academic year, The Institute recruited 120 incoming Scholars and 69 Associates, who will participate in a more limited capacity. Driving the recruitment of nearly half of all incoming freshmen during a record-breaking enrollment year at AMU, The Institute has already affirmed its value in the marketplace. AMU is defying the demographic cliff affecting other universities nationwide. Given the growth, we added new members to our team as we build out the second year of The Institute and run two tracks of Scholars simultaneously for the 2025-2026 academic year. Our team now has dedicated members focused on operations, coaching, recruitment, events, corporate partnerships, and career development for all students. We look forward to scaling up in year two and providing the best experience and return on time and capital for you, the Members of The Institute.

Thank you so much for your support, guidance, and inspiration.

Duc in Altum!

Daniel C. Schreck

Executive Director of The Institute
Chief Strategy Officer
Ave Maria University

2024-2025 FAST FACTS

NETWORK: 550 MEMBERS IN THE INSTITUTE

81 Scholars: 24 majors, 19 states, and 4 countries

14 Associates: 9 majors, 10 states

122 incoming Scholars: 32 states and 4 countries

34 incoming Associates: 17 states and 2 countries

127 Mentors: 37 industries, 30 states, and 2 countries

33 Advisors: 16 industries, 13 states, and 4 countries

25 Fellows: 22 academic disciplines

17 Sponsors: 10 industries

PROGRAM: 86 COMMITMENTS PER SCHOLAR

Type:

50 professional

30 personal

6 cultural

100+ hours per Scholar

110 digital credentials per Scholar

FINANCES: \$325,600 RAISED

\$105,894 spent

\$1,081 per Scholar to deliver year 1 of The Institute

17 Sponsors

PRAYER CARD

To instill the values of AMU and The Institute into our Scholars, we have composed a foundational prayer. Seeking assistance from Our Lord and the Holy Family will be the primary means by which The Institute will succeed. The prayer is said at the beginning of each Institute event. Please join us in praying it!

THE INSTITUTE
AT AVE MARIA UNIVERSITY

DEAR LORD,
We praise, adore, and glorify You!

You have called us to the adventure of faith in this life with the hope of living in friendship with You forever. We implore You to give us Your abundant gifts and graces to accomplish this journey.

As Members of The Institute, we commit ourselves to being serious academics, exemplars of Christian virtue, and students of the vast array of human and divine knowledge.

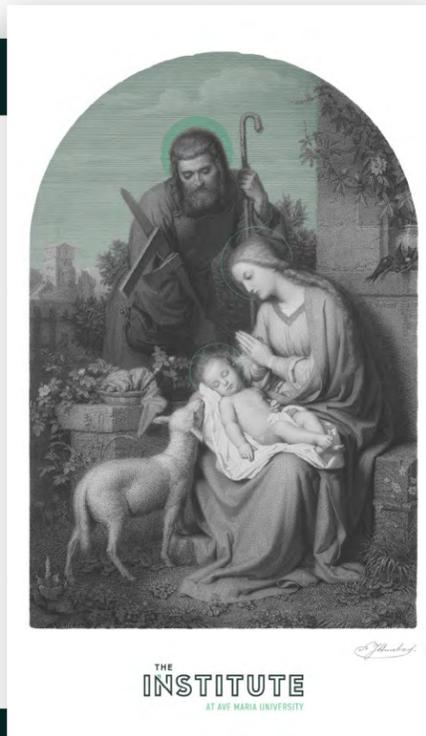
We pledge to prayerfully discern both our vocation and professional craft through the comprehensive development of our heart, soul, strength, and mind. To guide our discernment, we adhere to the dual mandate of academic excellence in the classroom and the personal, professional, and cultural formation in The Institute.

We consecrate ourselves to the Mother of the Incarnate One, who gently fortifies our hearts to accomplish that which lies ahead. We place ourselves under the apprenticeship of St. Joseph, who taught Our Lord how to work.

JESUS, I TRUST IN YOU.

AMEN.

ABOUT THE IMAGE: The Holy Family (c.19th Century)
Josef Kohlschein, The Metropolitan Museum of Art, New York



STRATEGIC PLAYBOOK

"[Students] should realize the responsibility of their professional life, the enthusiasm of being the trained 'leaders' of tomorrow, of being witnesses to Christ in whatever place they may exercise their profession."

— POPE JOHN PAUL II, *EX CORDE ECCLESIAE*, 23

WHY DO WE EXIST? CORE PURPOSE

The Institute connects Ave Maria University to the marketplace in order to form virtuous leaders for the marketplace.

HOW DO WE BEHAVE? CORE VALUES

Catholic: We are devout and universal.

Integrative: We amplify AMU's mission to provide total human formation.

Innovative: We incorporate insights from the marketplace.

Professional: We prepare well-rounded students for the marketplace.

HOW WILL WE SUCCEED? STRATEGIC ANCHORS

Select: Recruit driven, mission-aligned students and stakeholders.

Shape: Provide a premium program to form virtuous, well-rounded students.

Succeed: Deliver a high return on time, treasure, and talent.

Secure: Increase brand value, financial security, and donor and alumni engagement.

WHAT DO WE DO? AMU'S INSTITUTE FOR PROFESSIONAL DEVELOPMENT, CORPORATE ENGAGEMENT, AND INNOVATION

A series of programs for all students: A four-year program of in-demand, interdisciplinary professional, personal, and cultural training aligned to AMU's core curriculum and all majors, featuring three levels of participation.

A network of leaders who form them: Students, faculty, leaders, alumni, and partners who shape in-demand graduates through the program.

A gateway for companies to engage them: Industries and ideas connect through The Institute to all facets of AMU to fund the program and provide opportunities.

PROGRAM

OVERVIEW

Ave Maria University is dedicated to investing in future leaders who will reorient and rebuild our culture. The Institute is 360-degree personal, professional, and cultural formation that seeks to answer the call of Pope John Paul II in Ex Corde Ecclesia (23). The Institute offers a core suite of professional skills that all leaders need, personal formation to enable one to use those skills, and cultural formation that instills the poise that truth, beauty, and goodness demand for their expression. It is training that harmonizes with our core curriculum and each Scholar's major. It is the liberal arts applied. Scholars, and students at all levels of participation, are challenged to become thought specialists and technical generalists equipped for the modern marketplace of ideas and commerce. Amplifying and integrating Ave Maria University's liberal arts core curriculum, The Institute enhances every major with a comprehensive approach to human excellence. Our Scholars, across all disciplines, will be equipped to be leaders and to discover their vocations, careers, or graduate school opportunities. Consequently, Scholars optimize their collegiate return on investment.

There are multiple levels of commitment within The Institute, ranging from the rigorous Scholars Program to the professional development training available to all students. The Institute offers a holistic approach to professional development—grounded in student segmentation—that traditional career services alone cannot achieve. This segmentation drives the curriculum and maximizes The Institute's impact across the entire student body.

The competitive and intensive four-year Scholars and Associates programs combine in-demand professional skills, personal formation, and cultural fluency rooted in the liberal arts. Led by industry leaders, these programs seek to form future leaders in the marketplace.

Through semesterly workshops and individualized training, the Professional Training track provides essential career services and real-world skill development, integrating professional formation into every student's journey.

The following grid outlines the three levels of Institute Participation and corresponding benefits and obligations.

THREE LEVELS OF PARTICIPATION

	PROFESSIONAL TRAINING	ASSOCIATES	SCHOLARS
Commitment: Hours per Month	1 Hour	5 Hours	10 Hours
Formation Level	Foundational	Intermediate	Intensive
CAREER SERVICES			
Resume, LinkedIn, Mock Interviews	■	■	■
Professional Assessment Tools	■	■	■
Career Fairs, Job Board, Internships	■	■	■
PROFESSIONAL FORMATION			
Institute Digital Certifications	■	■	■
4-Year Interdisciplinary Curriculum	■	■	■
Institute Network Access	■	■	■
Institute Certificate, Cords, and Membership	■	■	■
Exclusive Content and Events	■	■	■
Challenge and Prize	■	■	■
PERSONAL FORMATION			
4-Year CatholicPsych Program	■	■	■
Mentoring	■	■	■
CULTURAL FORMATION			
Monthly Cultural Excursions	■	■	■
Participation/Acceptance	Voluntary Opt-In	Acceptance Req.	Acceptance Req.
Scholarship Available	No	Yes	Yes
Student Fees	\$0 Student Fees - Donor Sponsored		

CURRICULAR STRUCTURE

The Institute works in harmony with the liberal arts core curriculum at AMU:

Years 1–2 (Core): Learn the Liberal Arts in the classroom and a suite of 12 interdisciplinary leadership skills in The Institute. This core formation will benefit, for example, a teacher who ends up becoming a principal or an engineer who ends up running BMW. We seek to rupture the Peter Principle.

Years 3–4 (Electives): Study an academic major in the classroom and gain specialized skills and career on-ramps in The Institute. In this way, we try, once again, to mirror the academic cadence of the Academy. For instance, a student might major in history, but they may also have an interest in videography, seeking to become the next Ken Burns. Years 3-4 in The Institute provide this Scholar with the freedom to pursue this specialization as they set off on a career or graduate school path.

CURRICULAR OUTLINE AND INTEGRATION

While the structure of The Institute is set, we conducted an academic year-end assessment of the curriculum and its sequencing based on Scholar feedback and experience from the first year. We built out two tracks (years 1 and 2) of the curriculum concurrently over the summer. The table below shows the comprehensive structure of our program. To further integrate the core curriculum of The Institute with that of AMU, Academic leadership frequently meets with Institute leadership. This integration has led to a synthesis style course for all Scholars at the conclusion of the sophomore year. Further, Institute-led courses that tackle innovative topics, from AI to business, are being offered for the entire student population.

INSTITUTE CURRICULUM

YEAR 1	YEAR 2	YEAR 3	YEAR 4
SEPTEMBER Decorum	SEPTEMBER Artificial Intelligence	SEPTEMBER Company Project I	SEPTEMBER Company Project III
OCTOBER Work	OCTOBER Career Preparation I: Networking	OCTOBER Career Preparation II: Interviewing	OCTOBER Career Preparation III: 5-Year Plan
NOVEMBER Leadership	NOVEMBER Investing	NOVEMBER Elective Skill I	NOVEMBER Elective Skill III
FEBRUARY Communication	FEBRUARY Business	FEBRUARY Company Project II	FEBRUARY Company Project IV
MARCH Marketing	MARCH Policy	MARCH Service	MARCH Elective Skill IV
APRIL Sales	APRIL Synthesis Seminar	APRIL Elective Skill II	APRIL Capstone Project
SUMMER Reading	SUMMER Internship I	SUMMER Internship II	SUMMER Graduation

THE INSTITUTE'S FIRST YEAR IN REVIEW

FALL 2024 SEMESTER: 33 in-person events

SPRING 2025 SEMESTER: 34 in-person events

[YEAR 1 RECAP](#)

INSTITUTE GIFTS FOR AMU'S COMMON GOOD

The Institute seeks to be a gift to AMU. Similar to a football team, our Scholars and Associates train so as to give back. The gift-driven reciprocity of The Institute and AMU is crucial for integration and buy-in. Without the gift, there is no Institute or team. The following are contributions The Institute made to the campus in its first year:

Country Night: We launched the Spring semester with a great event to build community. We co-sponsored Country Night by bringing in Arbo, a successful band from Nashville. This \$3,500 gift + housing was well spent as we seek to support student events.

Guadalupe + Garden across the canal: For Work Month, The Institute spent over \$10,000 to further develop this area with a firepit, patio, picnic tables, and dozens of new trees. Rise Landscaping sponsored a portion of this amount. The month ended with an all-campus party at the improved site. Paul Husak, Sam Shephard, and Kevin Gallagher were key partners throughout the planning and execution of the module.

Investing for Good Conference: We hosted the Investing for Good Conference on March 29. Our co-sponsor was Hirtle Callaghan, an Outsource Chief Investment Officer based out of Philadelphia. They are a marquee sponsor with a sterling reputation. Keynotes from the Catholic University of America, AMU, and Notre Dame joined allocators and investment managers to discuss an alternative to ESG based on Catholic Social Teaching. All students, faculty, and townspeople were invited.

Cinco de Mayo Finals Party: We brought in a live mariachi band, provided Taco Tummy nachos for 400 students, and set up yard games and slip-and-slide kickball and wiffleball for the students during finals week! This event was open to the whole campus as we celebrated the end of the academic year.

General Events: Events such as Shark Tank are open to all members of the AMU community. Other events, like Dress for Success, allow Scholars to invite friends. All events are free for Fellows, including cultural events.

DIGITAL CREDENTIALS

The Institute launched its digital credentials in the Spring 2025 semester. Using the Canvas platform, The Institute and all of AMU can create verifiable, student-specific digital credentials which correspond to each part of The Institute's four-year program. Following the example of leading universities, our new credentialing system acts as a report card, syllabus, and transcript all in one. Students earn these credentials as they move through the personal, professional, and cultural modules within The Institute's curricular program. Institute students post their earned credentials as digital badges to their LinkedIn pages, where future employees or graduate schools can easily access the badges, visualize the structure of the program, and verify the rigor of The Institute. The use of LinkedIn also gives students the platform to highlight who they've met (LinkedIn connections) and what they've experienced (LinkedIn posts) over the course of the program.

On the next page is an example of a digital credential badge as seen on LinkedIn and overviews of the Fall 2024 and Spring 2025 "Core Suite" credential pathways.



Business and Leadership Skills

As part of The Institute's Core Professional Training, Dave Durand leads The Institute Scholars in a Business and Leadership Skills Module.

Created on: Jan 26, 2025

Public

Details Awards Claim codes Analytics Data management

Badge details

Earning Criteria

Recipients must complete the earning criteria to earn this badge.

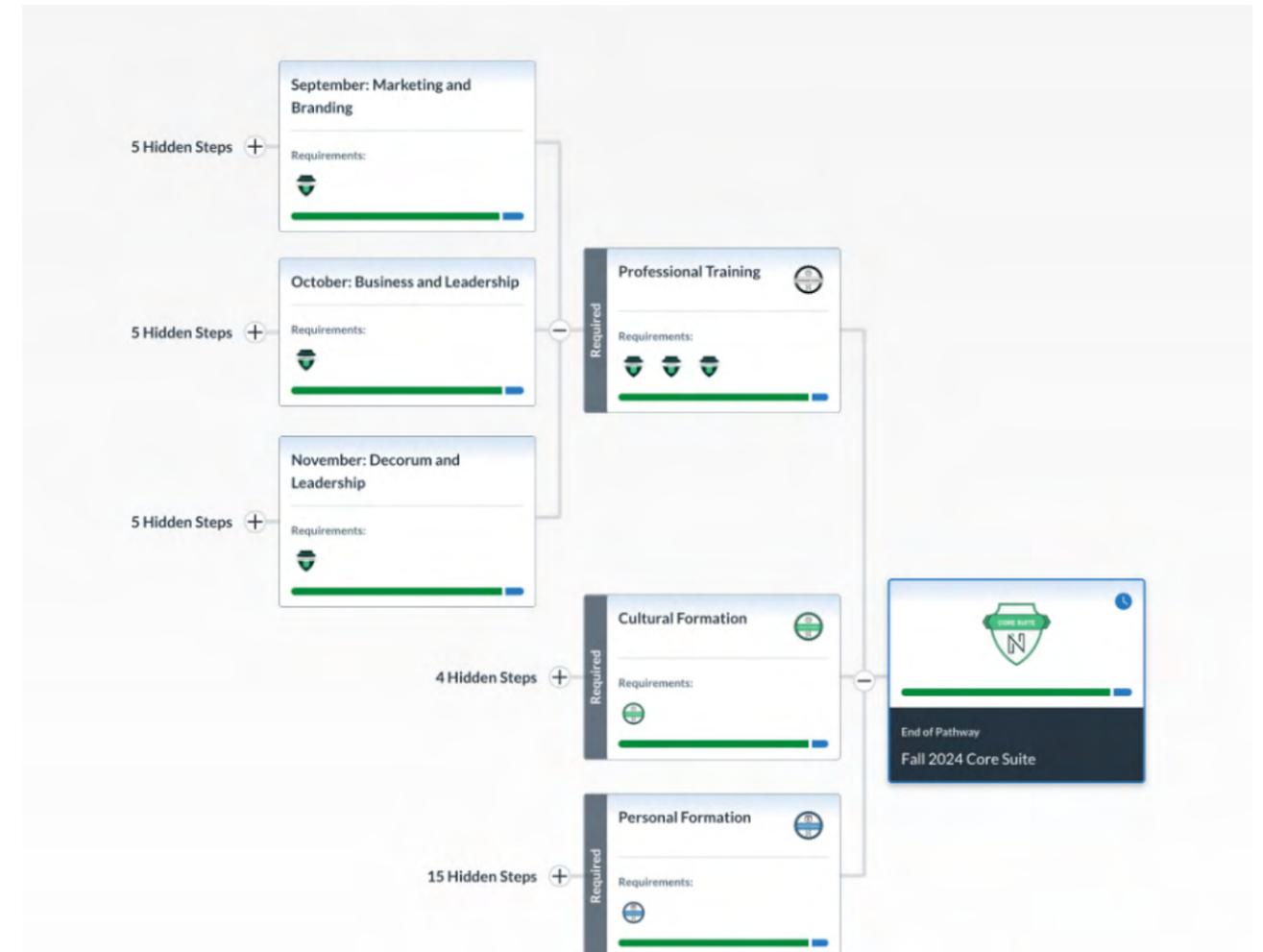
- Masterclass seminar: Dave Durand
- Independent Study session: Leading Giants Masterclass
- Roundtable session: Prof. Peter Whalen
- Professional Challenge: Business Startup Pitch Competition

Additional Details

Information that may be helpful to complete the badge.

Duration

- 1 month
- 8+ contact hours



NETWORK

The Institute is a program and a network. To build a world-class development program in The Institute, we have to assemble the people, resources, and ideas to make it happen. Accordingly, our professional network does three things: (1) ensures our program is in-demand; (2) provides opportunities for employment or graduate school upon graduation; and (3) builds new relationships for AMU. Said another way, The Institute is forming a rapidly assembling network that gives AMU real-time market-driven feedback to accomplish our mission.

Sponsors (companies) connect to a talent pipeline at a high ROI, Scholars (students) receive formation and opportunities, Fellows (professors) gain an alternative platform to build their career and influence students, Advisors (executives) have an efficient means to influence higher ed as industry leaders, and Mentors (e.g., alumni) can pay it forward to the next generation.

The need for such a network is clear. Societal shifts, a demographics cliff, and a higher-ed credibility crunch are simultaneously being met by advances in AI that will meaningfully disrupt the higher-ed business model. The credibility of higher ed has been called into question as the brand-name, Ivy incumbents—supported by massive endowments—have yielded to progressive constituencies. Moreover, higher-ed tuition inflation and student debt burdens have combined to make the collegiate experience a low ROI proposition for many graduates today. “Price is what you pay, value is what you get.” Finally, demographics “are destiny,” and as such, lower birth rates in current generations mean colleges are in general oversupplied. These are the existing factors which necessitate that any given university must clearly define its differentiation for customers to pay more than what their service costs to deliver.

At the same time, those who see a need for higher ed in the current climate can become frustrated at its pace of innovation and engagement. Higher education can sometimes move at a snail’s pace—and rightly so to conserve the truth in any given discipline. But, competing internal bureaucracies can make connecting new people and ideas inefficient or ineffective. The Institute’s operating model seeks to eradicate unnecessary bottlenecks while augmenting the existing collaborative processes of AMU. As a result, The Institute becomes the quickest, easiest, highest-impact means to connect to our university.

SCHOLARS: 204

Definition: AMU students who are willing and able to commit to The Institute’s intensive Scholar Program.

Commitment: 10 hours per month; attend and engage in all The Institute’s events, curriculum, and forums.

Benefits: Earn the formation, experience, credentials, and network to succeed personally and professionally.

ASSOCIATES: 48

Definition: Students who commit to the less intensive Associates Program.

Commitment: 5 hours per month; attend and engage in as many of The Institute’s events, curriculum, and forums as able.

Benefits: Earn the formation, experience, credentials, and network to succeed personally and professionally.

PROFESSIONAL TRAINING: [TO COMMENCE IN THE 2025-2026 ACADEMIC YEAR]

Definition: All remaining students in foundational professional development in the Professional Training track.

Commitment: Two-hour workshops at the beginning of each semester.

Benefits: Advance one’s career journey relative to conventional “career services”, earning in-demand skills and credentials while following a concentrated version of the Scholars Program.

MENTORS: 127

Definition: Primarily AMU alumni and experienced Catholic professionals who serve as personal and professional guides to the Scholars.

Commitments: 1 session per month, 6 times per year, with 1 or more Scholar. Mentors share personal and professional wisdom with Scholars.

Benefits: Mentors guide Scholars to excellence, enhance their leadership skills, and join a premier network.

FELLOWS: 25

Definition: An interdisciplinary group of faculty who filter the marketplace of ideas into The Institute and who integrate The Institute with the Academy at AMU.

Commitments: Two events per month. Fellows meet as a group to guide The Institute and interact with Scholars to inform their development. Fellows build bridges to industries and internships within their respective fields.

Benefits: Gratis Institute events, annual summer retreat, research/event stipend, ability to nominate Scholars, and a platform to build The Institute and one’s career.

ADVISORS: 33

Definition: Catholics who are the best in their respective fields as the connective tissue to the marketplace of ideas and jobs.

Commitments: No standing commitments. Instead, AMU becomes their university to propose curriculum and ideas, participating as they wish.

Benefits: Advisors gain access to top-performing students and a premier network. The Institute becomes their sandbox and laboratory for innovation.

SPONSORS: 17

Definition: Companies that support Scholars through funding, formation, internships, and career opportunities.

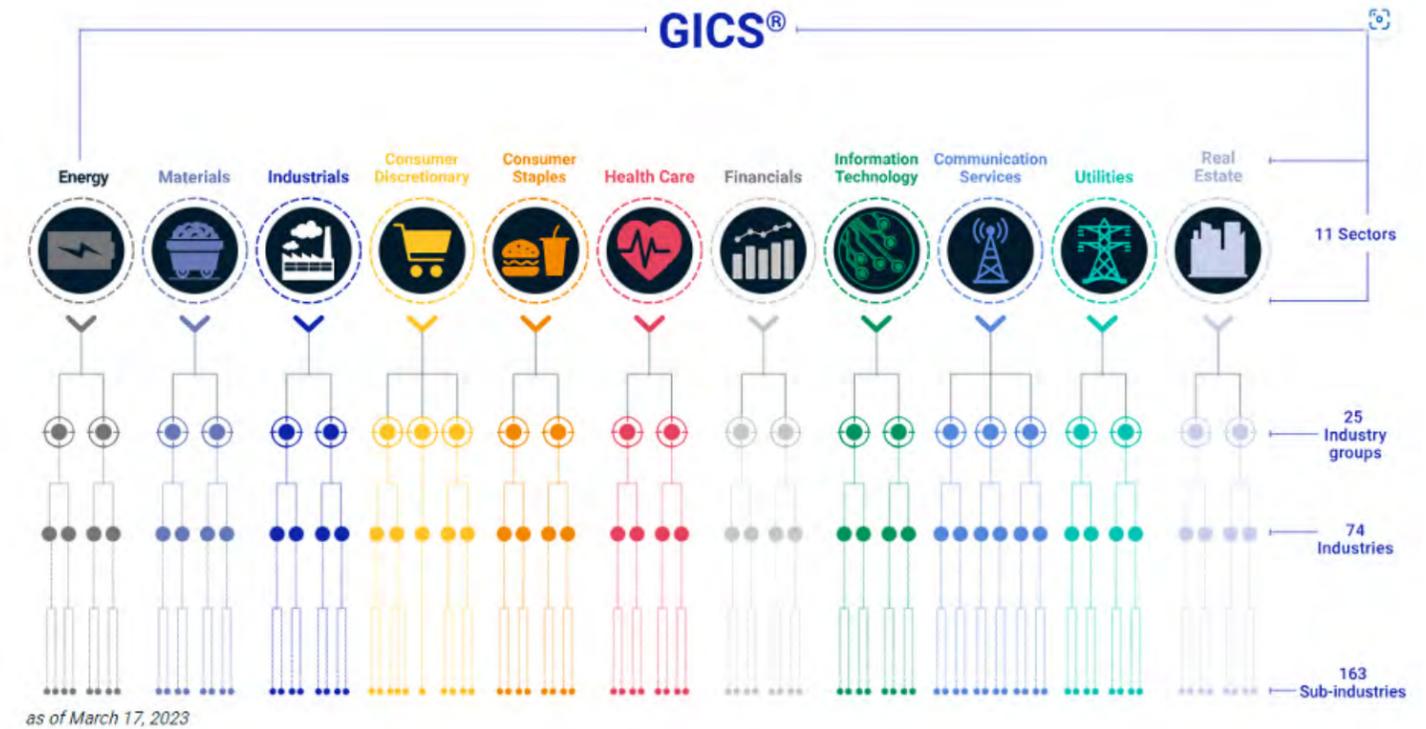
Commitments: \$10,000 delivers the program to 10 Scholars per year, providing scholarships, work, skills, and internships for Scholars.

Benefits: Identify skills deficits and The Institute in turn will provide a talent pipeline of in-demand Scholars at a high ROI. Become part of The Institute’s premier network.



GICS TAXONOMY

The Global Industry Classification Standards (GICS) are a widely recognized taxonomy of businesses built by MSCI, a dominant financial services company. We have categorized our network using the 74 Industry classifications (see the hierarchy below). The value of this method is obvious and will compound over time. For instance, five years from now, we estimate there will be over 1,200 Members in The Institute, at which point we will have multiple Members in each of the industry buckets. This categorization system will facilitate targeted internships and mentorships for Scholars, deep domain-specific industry connections for The Institute, and a dominant network for AMU. Plus, it will indicate to the marketplace that The Institute adheres to industry best practices, communicating in their language and not just the parlance of higher ed.



GATEWAY

Through The Institute, AMU delivers virtuous leaders to the marketplace through a unique model for university-wide corporate engagement, professional development, and innovation. The Institute connects AMU to the marketplace—a crossroads where industries and ideas meet every facet of our university.

The workers you want, we form. Ave Maria does what a university should: forming bright, hardworking, joyful students. We only hire faculty and staff who believe in that mission.

The Institute is a:

- Program of professional development for students
- Network of leaders who form them
- Gateway for companies to engage all of AMU

As AMU's hub for corporate engagement, The Institute delivers value to businesses and non-profits:

- Work:** Solutions provider for projects, strategy, research, and bold initiatives that shape the future
- Talent:** Premier pipeline of market-ready professionals
- Platform:** Interdisciplinary network and training to scale your enterprise

Backed by a vast interdisciplinary network of faculty, industry leaders, corporate partners, and top-tier students, The Institute serves as a strategic partner—helping companies advance their goals while shaping the next generation of leaders.

Through this corporate engagement strategy, The Institute receives capital from sponsoring companies to fund its development programs. In turn, these companies realize a meaningful ROI as they hire students of exceptional value. To be ambassadors in the marketplace, we need well-prepared, mission-driven employees—and The Institute exists to form them.

On June 1, 2025, Career Services was reorganized under The Institute to support AMU's corporate engagement and professional development strategy. The Institute now leads a campus-wide effort to reimagine career services through The Institute's programs, guiding students from day one toward their "5th year" goals—whether that be a career, graduate school, or vocation.

We have hired a senior director of Corporate Engagement to oversee Career Services (i.e., The Professional Training track) and the overall aims of AMU's corporate engagement strategy. This plan will borrow from the best practices of leading institutions of higher education in addition to the fresh initiatives of The Institute. Specifically, this new hire ensures The Institute is self-funded, leverages and enhances existing professional programs, and builds out new professional initiatives in coordination with industry and AMU's faculty. The Institute is AMU's innovation lab that benefits the University and the marketplace alike.



FINANCIALS

The Institute has a lean operating model. Through corporate sponsorships and leveraging the existing resources of AMU, The Institute delivered its entire year 1 program for just over \$1,000 per Scholar, the goal set at the beginning of the year. Going forward, we aim to allocate \$1,500-\$2,000 per Scholar to further differentiate the program.

SNAPSHOT: \$325,600 fundraised & pledged

- 100% of donations go toward the program & recruiting!
- \$87,522 program expenses
- Target of \$1,000 per Scholar, actual was \$1,081

BUDGET FOR FISCAL YEAR 2025

Line Item	July	August	September	October	November	December	January	February	March	April	May	June	TOTAL
Revenue	\$ -	\$ 30,000	\$ 60,600	\$ -	\$ 5,000	\$ 10,000	\$ 15,000	\$ 2,000	\$ 17,000	\$ -	\$ 78,000	\$ 108,000	\$ 325,600
Donations & Sponsorships	\$ -	\$ 30,000	\$ 60,600	\$ -	\$ 5,000	\$ 10,000	\$ 15,000	\$ 2,000	\$ 17,000	\$ -	\$ 78,000	\$ 108,000	\$ 325,600
Donor 1	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000
Donor 2	\$ -	\$ 6,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ 10,000
Donor 3	\$ -	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,000
Donor 4	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 75,000	\$ -	\$ 75,000
Donor 5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000
Donor 6	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000
Donor 7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ 10,000
Donor 8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ 10,000
Donor 9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ 5,000
Donor 10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ 5,000
Donor 11	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 1,000
Donor 12	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ 1,000
Donor 13	\$ -	\$ -	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 88,000	\$ 138,000
Donor 14	\$ -	\$ 14,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,000
Donor 15	\$ -	\$ -	\$ 600	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 600
Donor 16	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000
Donor 17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000
Expenses	\$ 257	\$ 3,588	\$ 6,474	\$ 3,743	\$ 13,562	\$ 1,036	\$ 17,524	\$ 4,450	\$ 19,193	\$ 14,250	\$ 14,203	\$ 7,615	\$ 105,894
5010: Payroll Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 119	\$ -	\$ -	\$ 119
5020: Deferred Compensation Mato	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50	\$ -	\$ -	\$ 50
5050: Staff Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ 1,500
5150: Dues & Subscriptions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 154	\$ -	\$ -	\$ 480	\$ 5,300	\$ 5,934
5159: Instructional Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 936	\$ -	\$ 198	\$ -	\$ -	\$ -	\$ -	\$ 1,134
5300: Professional Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000
5310: Meals & Entertainment	\$ -	\$ -	\$ -	\$ -	\$ 250	\$ -	\$ 170	\$ 471	\$ -	\$ 6,414	\$ 85	\$ -	\$ 7,390
5320: Food & Beverages	\$ 257	\$ -	\$ 2,406	\$ 2,656	\$ 6,818	\$ -	\$ 857	\$ 945	\$ 5,491	\$ 3,068	\$ 4,565	\$ 516	\$ 27,578
5380: Conferences and Meetings	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,312	\$ 1,312
5420: Miscellaneous Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 152	\$ -	\$ -	\$ -	\$ 152
5421: Gifts	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 86	\$ 1,992	\$ -	\$ 2,078
5425: Donations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,333	\$ -	\$ 3,333
5460: Printing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 543	\$ -	\$ -	\$ (156)	\$ -	\$ 387
5471: Grounds Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 48	\$ -	\$ -	\$ -	\$ -	\$ 48
5473: Housekeeping Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 145	\$ -	\$ -	\$ 145
5540: Office Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 330	\$ -	\$ -	\$ -	\$ (802)	\$ -	\$ (472)
5570: Travel & Lodging	\$ -	\$ -	\$ 689	\$ -	\$ 1,569	\$ -	\$ 616	\$ 487	\$ 3,233	\$ 2,409	\$ 1,284	\$ -	\$ 10,288
5730: Student Activities	\$ -	\$ 3,588	\$ 3,379	\$ 1,087	\$ 4,924	\$ -	\$ 12,831	\$ 1,369	\$ 9,277	\$ 459	\$ 1,422	\$ 260	\$ 38,596
5850: Academic Lecture Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 930	\$ -	\$ -	\$ -	\$ 930
5874: Event Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100	\$ 2,175	\$ -	\$ -	\$ -	\$ -	\$ 227	\$ 2,502
5949: Equipment Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 545	\$ 236	\$ 109	\$ -	\$ -	\$ -	\$ 890
Cash	\$ (257)	\$ 26,412	\$ 54,126	\$ (3,743)	\$ (8,562)	\$ 8,964	\$ (2,524)	\$ (2,450)	\$ (2,193)	\$ (14,250)	\$ 63,797	\$ 100,385	\$ 219,706
RED = pledged													
Recruiting Expenses	\$ 6,672												
Program Expenses	\$ 87,522	**This has been adjusted for \$6,600 covered by event sponsors and \$5,100 in subscription fees that apply to the '25-'26 school year**											
# of Scholars	\$ 81												
Per Scholar actual	\$ 1,081												

RECRUITING

FALL 2025

TARGET: 100 SCHOLARS

Ave Maria University	The Institute	Comparison
2,686 applicants to AMU	769 applicants invited to apply	29%
1,496 interviewed for AMU	366 interviewed	24%
1,287 accepted to AMU	304 accepted	24%
466 deposited at AMU	122 signed up as Scholars; 34 signed up as Associates	33%
48% acceptance rate	40% acceptance rate for those invited to apply	8%

ACCEPTANCE RATE: 11%

2,686 applicants to AMU
 1,496 interviewed by AMU
 769 invited to apply to The Institute's Scholar Program
 366 interviewed by The Institute
 304 accepted into Scholar Program
 11% acceptance rate

DEMOGRAPHICS OF INCOMING SCHOLARS:

32 states & 4 countries
 52% men, 48% women
 27% athletes
 Religion: 96% Roman Catholic, 2% Eastern Rite Catholic, 2% Christian
 Average High School GPA: 3.82
 Average Test Scores: 29 ACT, 1314 SAT, 93 CLT
 Average Scholar is in the top 10% of students nationwide based on GPA and test scores

OVERVIEW

Far from being an exclusive club, The Institute is always open to considering current students for admission. Any interested students are encouraged to email theinstitute@avemaria.edu to inquire about applying. Furthermore, Fellows have the power to nominate exceptional students.



HIGHLIGHTS & MEDIA

SCHOLAR MEETINGS

The Director completed about 80 meetings with Scholars in January. The feedback was uniformly positive. Ideas for improvement include turning the personal videos into a podcast, ensuring consistent communication, making Canvas more intuitive, and creating questions about LinkedIn, digital credentials, and the semester ahead. It was also a time for the Director to instill and reiterate the values and purpose of The Institute.

MEDIA

Throughout the year, the Director made the following media appearances highlighting The Institute:

- The Builders AI Forum at The Vatican
- Catholic Vote, The Loop
- The Catholic Finance Podcast
- The Newman Guide Podcast
- The National Catholic Register
- Longbeard
- Magisterium AI

Additionally, the Director made appearances on Fox News, which benefited the overall profile of AMU. All of these media appearances, and program event posts, can be found on The Institute LinkedIn page. Please follow it!

THE INSTITUTE SUMMER LEADERSHIP CONFERENCE: BUILDING A DURABLE RECRUITMENT PIPELINE

Summer Leadership Conference: June 22-June 27

Rising high school juniors and seniors:

Target: 120

Actuals: 135 applications, 125 acceptances, 98 attendees

Experience the spiritual life, core curriculum, and The Institute

Receive estimated financial aid, apply to AMU and The Institute

TESTIMONIALS

SCHOLARS

“I am interested in The Institute as an opportunity to begin the application of knowledge and critical thinking to real-world scenarios. Whether it be through hands-on learning, discussion, presentations, or other networking events, I believe this Institute will develop many of the much-needed professional skills all future Catholic leaders need while providing a path with those skills for after graduation. I am most excited to meet many of the Catholic business leaders and other corporations that are coming to meet us as they are eager to share their experience and expertise so that we can be prepared for the professional world.”

—**Tyler D.**, Biochemistry, '27

“The Institute has helped me grow academically, socially, and spiritually during its first semester. I learned about topics such as marketing, entrepreneurship, and decorum in the fall while working with my small group to complete exciting challenges that honed my skills. I feel that what I am learning in The Institute balances well with what I learn from classes in the core curriculum, so I am truly being formed in the whole person.”

—**John C.**, Computer Science, '28

“The opportunity to grow as a leader and active member of the community intrigues me. I am most excited to go into the world and learn from new experiences. I hope to improve my social skills, especially when meeting influential professionals. I look forward to the chance to grow as a Catholic surrounded by hardworking peers and supportive mentors. I am excited to earn internship opportunities and to learn more about my future career options.”

—**Lucy B.**, Psychology, '27

MENTORS

“I got so much out of AMU, and in many aspects of my life. This school really made me into who I am spiritually, professionally, and personally. I gain a lot of fulfillment out of helping others, and I would love to help students gain even more out of their time at AMU. I like The Institute’s mission, equipping students to succeed within and outside of school. I have seen this mission as an area of need for AMU and would leap at an opportunity to be part of a solution.”

—**Stone F.**, '23

“I am most excited about helping young women to uncover their potential in the working world to serve God, utilize the skills He has given, and also make money for the lifestyle that the young woman chooses. I also hope to give my mentee the tools she needs to make good financial decisions and consider homeownership or becoming a landlord.”

—**Pauline M.**, '19

“As an alum of Ave Maria, I wish to give back in a real way to the place that has formed me so well and to share that with the new generation of students. I was incredibly blessed to have great mentors during my time at Ave who took me under their wing and helped guide me to receiving the most out of Ave. The Institute is a great avenue to ensure that type of relationship continues to thrive.”

—**David A.**, '23

FELLOWS

“I am interested in joining The Institute to help develop AMU students to become future leaders and experts in our country. By providing an incubator for students to grow their personal and professional skillset under the mantle of Our Lady’s protection, they will be prepared to enter the world to engage the challenges of secular society. By developing our top students, we will help to develop influential leaders with a foundation grounded in the moral teachings of the Catholic Church.”

—**Tony Barbosa**, Biochemistry

“I’m interested in helping students with their professional development alongside a robust liberal arts education and helping students see the connections between the two. I’d like to see collaboration between The Institute and the literature program so that the literature program becomes nationally known, not only for stellar academics but also for placing students in arts, media, and publishing careers.”

—**Jessica Schnepf**, Literature

“I desire to support this initiative to further advance Ave Maria University’s reputation as a preferred institution for high-achieving Catholic students. As educators and guides, we will have the opportunity to provide aspiring Scholars with essential tools—intellectual, spiritual, and professional—to have an enduring impact on the lives of these students specifically and on the broader social and economic polity more generally, in full conformity with Ave Maria University’s, and the Catholic Church’s, august mission.”

—**Peter Adamic**, Math

ADVISORS

“This institute is what I wish I had when I was a student at AMU. God blessed me with great mentors that I met through Ave that got me on a great path to success, but this institute provides a clear vision for students to achieve success as well as allowing them to maximize the AMU education they have earned in the marketplace. AMU grads should be confident to lead organizations one day; this institute gives them the guidance and path to be successful after graduation.”

—**Andrew Nussbaum**, Investment Banking

“I’d love to share my experience in the music industry and hopefully inspire other young people to pursue a career in the arts. Ave Maria has always been a beautiful, vibrant place in my mind, having been there one time, and I’m excited to visit again.”

—**Kathleen Rees**, Music

“I am honored to be a part of this endeavor at Ave Maria. It is paramount to protect Catholic education in this time of turmoil, and to help offer a clear cultural vision for the future. It is my belief that the development of our imaginations sits at the very center of the person, made in God’s image. I look forward to playing a role in this stirring of the imagination at Ave Maria.”

—**Christopher Alles**, Art

TEAM

The team runs all facets of The Institute: recruitment, programming, events, advancement, curricular development, etc. We meet daily to advance operational, financial, strategic, and tactical aspects of The Institute. Joining the team are five student workers from The Institute who engage recruits and Scholars alike. Working with our partners in the Office of the President, Enrollment, Academics, Marketing, Advancement, Finance, and Athletics, we've created a cost-effective and nimble organization that leverages AMU resources. The Institute was built to scale. As such, we recently hired a recruitment specialist, an event and operations specialist, and a senior director of corporate engagement. Our department seeks constant improvement to deliver the best experience for our diverse group of customers.

STAFF

The Institute has eight staff members:

- Executive Director, Daniel Schreck
- Senior Director of Corporate Engagement, Andrew Antonio
- Director of Corporate Engagement, John Spadaccini
- Manager of Operations, Liam O'Rourke
- Associate Manager of Student Success, Garrett Hallinan
- Associate Manager of Programming, Maria Boersma
- Operations Specialist, Sophia Husak
- Recruitment Specialist, Gabriel Mellino

PARTNERS

Personal Development Module Partner, Dr. Gregory Bottaro

EXECUTIVE COMMITTEE

- Chancellor of Ave Maria University, Thomas S. Monaghan
- President, Mark Middendorf
- Provost, Dr. Roger Nutt
- Trustee, David Mosher
- Athletic Director, John Weisbrod
- Fellow, Dr. TJ Ijima
- Fellow, Dr. Stephen Thong
- Fellow, Dr. Gerald Boersma
- Executive Director, Daniel Schreck

MEMBERS

FELLOWS

- | | | | | | |
|---|--|--|--|--|---|
| Samuel Shephard,
<i>Biology</i> | Ron Freeze,
<i>Chemistry</i> | John Davis,
<i>Economics</i> | Travis Curtright,
<i>Humanities</i> | Peter Adamic,
<i>Mathematics</i> | Gerald Boersma,
<i>Theology</i> |
| David Durand,
<i>Business</i> | Justin Bonanno,
<i>Communications</i> | Timothy Iijima,
<i>Finance</i> | Jessica Schnepf,
<i>Literature</i> | Janice Breidenbach,
<i>Philosophy</i> | Daniel Lendman,
<i>Theology</i> |
| Mary Hunt, Business,
<i>Psychology</i> | Saverio Perugini,
<i>Computer Science</i> | Alexander Crawford,
<i>History</i> | Neil Watson,
<i>Marketing</i> | Seana Sugrue, <i>Politics</i> | Gavin Hurley, <i>Writing and Rhetoric</i> |
| Tony Barbosa,
<i>Chemistry</i> | Gabriel Martinez,
<i>Economics</i> | Michael Breidenbach,
<i>History</i> | Peter Whalen,
<i>Marketing</i> | John Colman, <i>Politics</i> | |
| | | | | Stephen Thong,
<i>Science</i> | |

ADVISORS

- | | | | | | |
|-------------------|---------------------------|-----------------|------------------|------------------------|---------------------|
| Adam Regelbrugge | Deborah O'Hara-Rusckowski | Frank Hager | John Straus | Lino Rulli | Sean Graber |
| Andrew Oliver | Derrick Chambers | Geoff Gentile | John Paul Klucik | Maria Gomez | Stephen Schmalhofer |
| Andrew Nussbaum | Dustin Roberts | Gregory Bottaro | Justin Schnier | Matt Birk | Thomas Shillue |
| Bart Baldwin | Edward Stiker | James Carlini | Kat Higgins | Matthew Harvey Sanders | Tim Mellitt |
| Christopher Alles | Emily de Rotstein | James Keyes | Katie Lelarge | Neil Ahlsten | Todd Parker |
| Craig Vogel | Fernando Diez | John Cannon | Leonard Logsdail | Peter Atkinson | |

MENTORS

- | | | | | | |
|----------------------|----------------------------|-----------------------------------|---------------------|---------------------|---------------------|
| Agnes Berki | Corinne Rhein | Gary Celli | Jonathan Larochelle | Matthew Civitella | Phil Mauro |
| Alexander Hoffarth | Daniel Mullen | Gaurav Rohatgi | Joseph Chaney | Matthew Jandernoa | Richard Aaron |
| Amy Mullen | Daniel O'Rourke | Genevieve McNalis | Joseph Falcao | Matthew Rochefort | Richard Dittus |
| Andrew Canavan | Daniel Schreck | George De Los Reyes | Joseph George | Maureen Bielinski | Richard Lolli |
| Andrew Nussbaum | Daria Niewenhous | Gerard Pontarelli | Joseph Perreault | Michael Chalsen | Robert Musselman |
| Andrew Pinto | Dave Johnson | Gracjan Koronczewski | Joseph Traver | Michael Fleming | Sani Adams |
| Ann Longon | Dave Woods | Gregory Anderson | Karli Dittus | Michael Higgins | Sarah Landman |
| Annie Esposito | David Adamitis | Hannah Baalman | Kateri Allen | Michael Suchomski | Savohn Hunt |
| Annie Schreck | David Costanzo | Heather Nasal | Katie Clingenpeel | Michele Johnson | Shannon Hale |
| April Harkins | Dawn Costanzo | Isaac Landrum | Kevin Gallagher | Monet Souza | Sophia Husak |
| Austin Satrio | Deana Basile | J Brandon Clifford | Kevin Matthews | Nancy Dauphinais | Stephen Raymond |
| Benedict Niewald | Deanne (Dee) Gipson Madden | Jacob Mosher | Kevin Pilarski | Nathan Crankfield | Stephen Schmalhofer |
| Brad Rall | Dianna Mullen | Jae Williams | Kristen Logan | Nathan Haggard | Stone Fritz |
| Brady Beckerman | Donald Orrico | Jaime Vazquez | Kyle VanDuser | Nes Rotstein | Thomas Pogasic |
| Brendan Hallinan | Elizabeth Eads | James Rice | Lauren Enriquez | Nicholas Pontarelli | Tim Glemkowski |
| Bret Meich | Emily Capone | James (Jim) McGibbon | Lidiya Zubytska | Nina Turner | Tim Graham |
| Brooke Joiner | Emily Howell | Janet Holtfreter | Mallory Wheeler | Nora Gay | Timothy (Tim) Ryan |
| Catherine Tindall | Emily Owens | Jessica Copeland | Marcelino Roxas | Pam Raymond | Tom Biggins |
| Charles Mickens | Emma Savoie | Jill Kube | Marco DeCapite | Patrick Nee | Trevor Graham |
| Christian Nielsen | Erika Wikstrom | João Luís Cardoso de Moraes Filho | Maria Gomez | Paul Dittus | Tricia Hallinan |
| Christine Otis | Erin Murphy | John Gargano | Marina Thottan | Paul Husak | Veronica Ostroski |
| Christopher Kalinyak | Eugene Cassidy | John Knowles | Mark Travis | Paula Gallagher | Veronica Salgado |
| Clare Tupta | Evan Lutomski | Jonathan Casey | Martin Pallante | Pauline MacDonald | Victor Casini |
| Clare Vonesh | Gabriel Mellino | | Mary Blanchard | Peter LaFave | Vincent Gargano |
| Colette Pogasic | Garrett Hallinan | | Mary Hailey Graham | Peter McNally | Zachary Hennessey |
| Colin Stroud | | | Matthew Bagazinski | Peter Adam Coughlin | |



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