



**projectSTEP**

**30 YEARS.  
NO LIMITS.**

***FISCAL YEAR 2016 ANNUAL REPORT***

# DEAR FRIENDS,

In FY 2016, Project STEP exceeded our expectations with our students marking personal and collective achievements that made their families, our staff, teachers, and supporters proud. Our Board of Directors carefully managed the planned retirement of our able Executive Director Mary Jaffee. We named a Search Committee, headed by Board Member Diane Austin, that succeeded in finding us an outstanding new leader, Gabriella Sanna, as our new Executive Director.

Because of Project STEP's growing national reputation, world class musicians honored us by conducting five masterclasses. They included world renowned cellist Johannes Moser, the Boston Cello Quartet, Apple Hill String Quartet, Triple Helix Piano Trio, and a lesson full of laughs and learning from the great Maestro Thomas Wilkins. We also welcomed a visit from Jane Chu, Chair, the National Endowment for the Arts, a long term funder and supporter of our work.

Project STEP was featured in Strings Magazine as "the country's longest-running [35 years!] youth organization dedicated to racial balance" in classical music. Our mission to address the underrepresentation of certain minorities in the classical music profession is as clear today as it was when we were founded in 1982.

In June of 2016, we welcomed Gabriella Sanna as our new Executive Director. Gabriella is an accomplished performer, teacher, and arts administrator, with over 18 years of progressively responsible experience in arts organizations and schools. Her most recent position was as the Director of the Dedham School of Music.

*"I look forward to the opportunity to work closely with outstanding teaching artists, students, and board that believes in its worthy mission. Throughout my career I have been focused and invested in supporting young musicians, and providing them with opportunities to build their future as successful people."*  
– Gabriella Sanna

We present this year's annual report to you, knowing your support helps provide our students with a limitless future. Thank you.

Sincerely,



A handwritten signature in white ink, appearing to read "Dianne Luby".

Dianne Luby  
Chair, Board of Directors



A handwritten signature in white ink, appearing to read "Gabriella Sanna".

Gabriella Sanna  
Executive Director



# OUR MISSION

Project STEP recognizes that certain racial and ethnic minorities are vastly underrepresented in classical music. Our mission is to address this imbalance by identifying musically talented children from underrepresented Boston and surrounding communities and providing these children with comprehensive music and string instrument instruction. We set the highest standards for our students, provide mentoring and performance opportunities, and create a network of support for our students, their families, and their communities.

## Core Values

- (1) We believe that the classical music profession should reflect racial and ethnic diversity.
- (2) We believe that children, if identified at an early age and immersed in long-term, rigorous music instruction, can flourish as professional classical musicians and as individuals, regardless of their ultimate career choice.
- (3) We believe that our students can reach their full potential when held to high standards and provided with the support and active engagement of teachers, mentors, family members, and alumni.
- (4) We believe that music can change lives and that the disciplined study of classical music enhances educational opportunities and opens doors for our students and their communities.





A photograph of a young man with dark hair and a grey sweater leaning over a young boy with curly hair who is playing a violin. The boy is wearing a white shirt with small stars and a grey vest. They are in a room with blue chairs and a black violin case in the background.

## PROGRAMS

*Project STEP alum Lev Mamuya (above), currently in the Harvard/New England Conservatory joint degree program, mentors a Project STEP student. Mentoring is an integral part of the Project STEP curriculum and serves as a means to inspire success through positive role models.*

Project STEP provides a continuum of music instruction that begins when we enroll 50-100 five-year-olds from the Boston Public School system in our **FOCUS Program**, and continues through Grade 12. FOCUS introduces kindergartners from underrepresented ethnicities to the study of music at an early age, generating enthusiasm and providing a bridge for further study at Boston-area music schools. It is also a gateway to the next level of Project STEP.

Each year, about four students from FOCUS are selected to continue their musical studies in **Project STEP's core program** (grades 1-12). Each student receives weekly private lessons, theory and/or solfège classes, chamber music, orchestra, summer music camp support, and an instrument. In addition, they receive enrichment opportunities including masterclasses and residencies with renowned chamber ensembles, and tickets to dozens of concerts each year. Project STEP is a model for creative youth development. In the course of studying music, young people develop social, creative, problem solving, collaboration, and critical thinking skills. These skills are widely transferrable and enable youth to reach their full potential as musicians, students, and productive members of society.



# FAMILY ENGAGEMENT

By building extensive student and family support systems into the program itself, Project STEP is able to hold students to - and help them reach - high standards of achievement. Incoming families are paired with “buddy” families, which allows older children to mentor incoming children and experienced parents to provide guidance for new parents. Families spend hours together each Saturday in the lounge at Symphony Hall while their children are in class, and all parents are part of the Parents’ Council which meets monthly for ‘parent pulse checks’ and workshops on practical issues related to their children’s music education. That Council elects two representatives to the Board of Directors who serve as full voting members and help shape organizational policies. These parent representatives facilitate communication between parents and staff. At the end of each year, Project STEP hosts a Spring Recital with a fundraising component planned and executed by the Parents’ Council. STEP’s depth of support for parents and families creates an atmosphere of encouragement, ownership, and responsibility. Parents are crucial to our students’ success, and their active involvement is one of STEP’s greatest strengths.

*“Project STEP is more than talented children and expert faculty; it is also made of a network of real families who juggle multiple obligations. Despite all the other facets of our lives, we have chosen to prioritize Project STEP. We can’t help but follow in amazement as the program guides our children to new heights we couldn’t have imagined.” - STEP Parent*





# 2016 SNAPSHOT

The 2015/2016 year was filled with events, concerts, and collaborations including five masterclasses with world-class performers, five workshops with Triple Helix Piano Trio, the Boston Chamber Music Society workshop, FOCUS Recital, Annual Spring Recital & Parents' Benefit, Senior Recital, and over 80 hours of community service concerts performed by our students.

## HIGHLIGHTS:

### **NATIONAL ENDOWMENT FOR THE ARTS RECEPTION**

Project STEP performed at a reception in Symphony Hall for the National Endowment for the Arts hosted by the Massachusetts Cultural Council.

**TRIPLE HELIX BENEFIT CONCERT**— Project STEP and the Triple Helix Piano Trio presented their second joint benefit concert with guests from the string ensemble A Far Cry to celebrate the life and legacy of Judith Sandler, a long-time friend of the Piano Trio.

**MLK JR. DAY** — The Project STEP community celebrated the life and legacy of Martin Luther King, Jr. This event included musical performances and a panel discussion about the role of race in classical music with Rev. Michael Haynes as well as Christopher Lydon from WBUR.

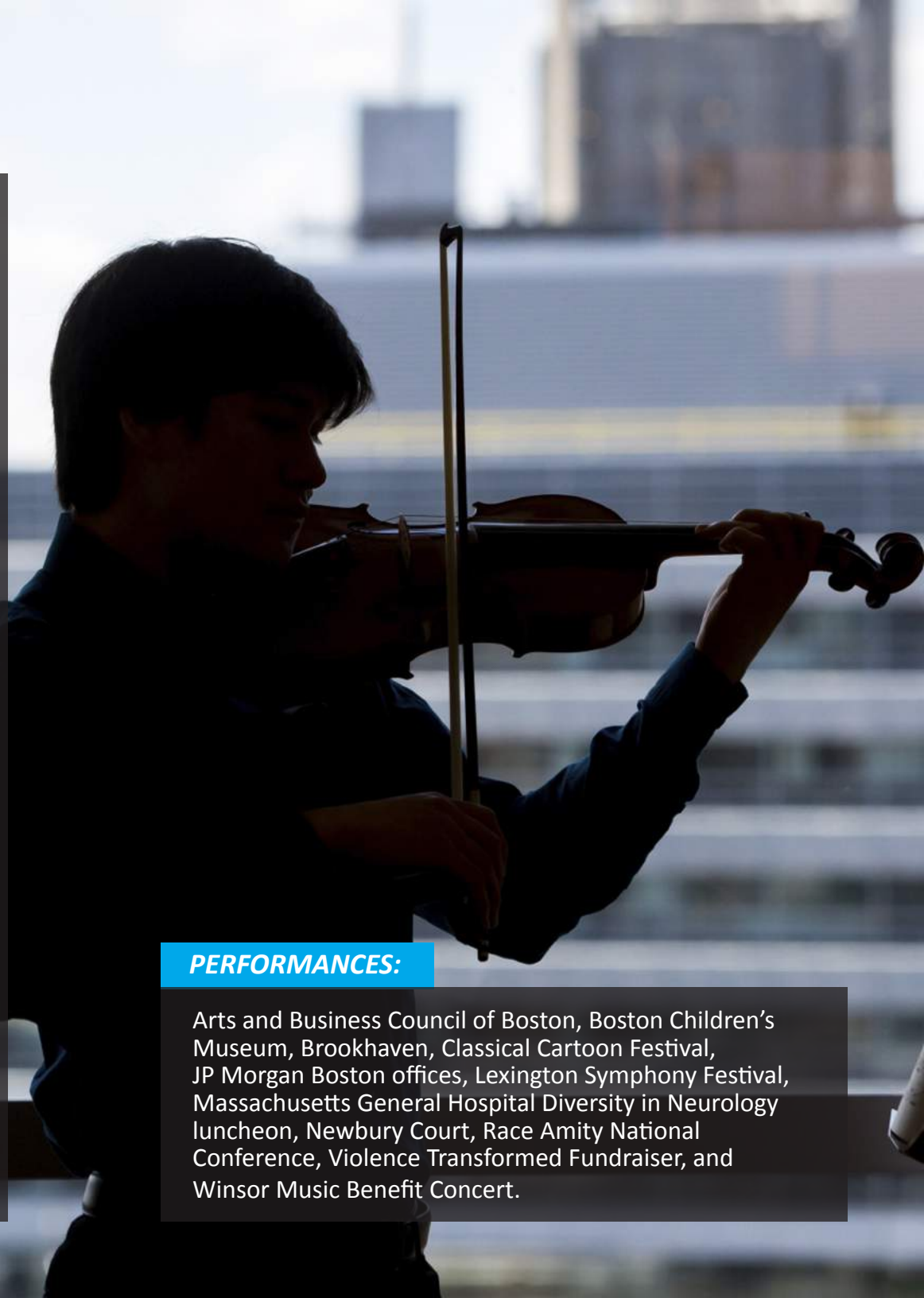
**FRIENDRAISER** — This fundraising event at Scholars was an exciting opportunity for us to spend an evening with new friends, welcome back long-time supporters, and share a short performance from STEP students.

### **TUFTS UNIVERSITY COMPOSITION COLLABORATION**

Tufts music composition students worked with Project STEP students for months, culminated in the creation of musical premieres performed by our students and featured in the Tufts media.

## PERFORMANCES:

Arts and Business Council of Boston, Boston Children's Museum, Brookhaven, Classical Cartoon Festival, JP Morgan Boston offices, Lexington Symphony Festival, Massachusetts General Hospital Diversity in Neurology luncheon, Newbury Court, Race Amity National Conference, Violence Transformed Fundraiser, and Winsor Music Benefit Concert.





## WE WENT TO THE WHITE HOUSE...AGAIN!

Project STEP was asked back to the White House for the second time in two years to perform for the State Dinner honoring the United States' 50-year relationship with Singapore. Our students impressed over 200 guests that attended the event, including Vice President Joe Biden, Massachusetts State Senator Ed Markey, and Secretary of State John F. Kerry.

Njioma (violin), Tristan (violin), and alumni Lev (cello) and Jordan (bass) formed a quartet that greeted guests as they arrived. The students also joined the United States Marine Band for several "strolling" songs as guests made their way from the formal dining room to the evening's entertainment room. As the evening drew to a close, President Obama addressed his guests and thanked Project STEP by name!



**ABOVE:** August 2, 2016 - President Barack Obama, First Lady Michelle Obama, Prime Minister Lee Hsien Loong of Singapore, and Mrs. Lee Hsien Loong join State Dinner performers, Project Step Youth Quartet and staff for a group photo in the Blue Room of the White House. Photo by Chuck Kennedy





## IMPACT

In 2015, the Center for Collaborative Education and the Annenberg Institute for School Reform documented the major opportunity gaps that persist for Black and Latino males in the Boston Public Schools. These gaps impede their learning and lead to lower 4-year graduation rates than those of their white peers (Black students: 70%, Latino students: 64%, white students: 76%). In contrast, 100% of Project STEP's graduates go on to college or conservatory after graduating from high school, and excel in music studies, competitions, and academics. During their studies at Project STEP, students receive high levels of training and support that likely would not be accessible to them otherwise. They are able to break through socio-economic barriers to become excellent musicians, creative and successful students, and productive members of society. Project STEP offers a different path for Black and Latino youth by cultivating their talents, maintaining high expectations, and providing them with the support they need to succeed.

*"Project STEP helps you in school.  
It improves how you think."* –STEP Student

**Above** - Triple Helix Piano Trio violinist Bayla Keyes mentors Project STEP student Alba during a Saturday workshop.



# MEET OUR STUDENTS







## ALUMNI SPOTLIGHT


Project STEP is pleased to bestow the 2016 **Eleanor L. Campbell Scholarship** to Njioma (above) and the **Arthur Kravitz Scholarship** to Itsva (below).

## SCHOLARS

In 2007, Barbara N. Kravitz established a scholarship for one advanced STEP student to be selected each year in memory of her husband, Dr. Arthur Kravitz. As Past President of the Board, he loved classical music and believed strongly in the mission of Project STEP.

In the same year, Judge Levin H. Campbell established a scholarship fund in honor of his wife, Eleanor L. Campbell, a long-time Project STEP supporter.

Scholars are chosen on the basis of merit, dedication, and community involvement.



Jordan Calixto (above) recently completed his undergraduate studies at the Juilliard School studying double bass with Albert Laszlo. Before Juilliard, he studied with Helen Stevenson from age five to seventeen at the New England Conservatory Preparatory School, then studied with Don Palma (co-founder of the Orpheus Chamber Orchestra, and professor at Yale and New England Conservatory) during his senior year. Jordan attended the Aspen Music Festival under the Vincent Wilkinson scholarship in 2013, the National Orchestral Institute in 2015, and the Orford Music Festival in 2016. On top of playing in the Juilliard Orchestra, Jordan played with the Lab Orchestra and New Juilliard Ensemble with various conductors including Alan Gilbert, Vladimir Jurowski, and Peter Oundjian. Jordan will be continuing his studies at Yale University's School of Music Graduate program with Don Palma.





*Tayja and Maria (above) at Apple Hill in New Hampshire.  
Amalia, Keilina, Solomon, and Tamara (below) at Encore/CODA in Maine.*



## SUMMER CAMPS

Music camps are often some of the most productive and influential experiences for our students. In gorgeous country settings, students have many hours each day to play chamber and orchestra music with students from all over the world. Away from academic and other day to day obligations that compete with music, they enjoy relaxed but determined goal-oriented music making in combination with fun and healthy outdoor experiences. Their identities as music students are heightened by being surrounded with campers who share and celebrate their passion. The combination of intensity, beauty, structure, physical freedom, and bonds formed among campers and members of the faculty contribute to lifelong memories.

This summer, our students attended camps that included Greenwood, Boston University Tanglewood Institute (BUTI), Point CounterPoint, Brevard, Kinhaven, Encore/CODA, and Apple Hill. Students also travelled abroad to the Vianden Festival in Luxembourg and went on tour with the Boston Philharmonic Youth Orchestra to Spain.

This incredible opportunity is provided to every Project STEP student for two to six weeks each summer. In order to help cover the costs of these programs, making them accessible for our students, we combine funds from Project STEP, special support from Susan Rothenberg and the Janey Fund, Winsor Music contributions, The Willow Tree Fund, The Mary Saudek Jaffee Fund, and scholarships from the camps themselves.

*"Another great thing about STEP is that they send everyone to music camp every summer. My first summer I attended Apple Hill Center for Chamber Music. That camp is the best thing that has ever happened to me in my whole life..." - STEP Student*



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Scholars Bistro and Lounge  
South End Community Health Center  
Teak Media + Communications  
Triple Helix Piano Trio  
Winsor Music  
William Brown and Sons



## **FOUNDATION & GOVERNMENT SUPPORT**

Barr-Klarman Arts Capacity Building Initiative  
Bloomberg Philanthropies  
Boston Cultural Council  
Cabot Family Charitable Trust  
Charles H. Bond Trust  
City of Boston  
Corkin Charitable Foundation  
Curhan Family Fund  
Lincoln and Therese Filene Foundation, Inc  
Charles and Sara Goldberg Charitable Trust  
The Janey Fund

Kanter Kallman Foundation, Inc.  
Klarman Family Foundation  
Linde Family Foundation  
Massachusetts Cultural Council  
Richard P. and Claire W. Morse Foundation  
Mu Phi Epsilon Foundation  
National Endowment for the Arts  
Amelia Peabody Foundation  
Savage Family Foundation  
Shames Family Foundation  
The Willow Tree Fund  
Yawkey Foundation

**Above** - Past Project STEP Executive Director Mary S. Jaffee joins Jane Chu, Chairman of the National Endowment for the Arts, as well as members of the Massachusetts Cultural Council for a reception at Symphony Hall. Project STEP students performed for all guests and met with members of both organizations to discuss their experience in the program.



# FINANCIALS

## Sources of Income

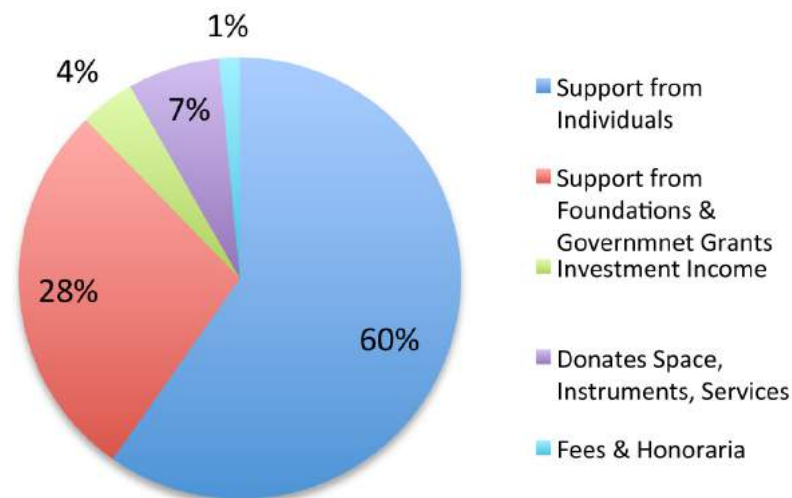
Support from Individuals	\$ 515,840
Support from Foundation & Government grants	\$ 241,484
Investment income	\$ 34,625
Donated space, instruments, services	\$ 58,124
Fees & honoraria	\$ 13,135
<b>Total Income</b>	<b>\$ 863,208</b>

## Use of Funds

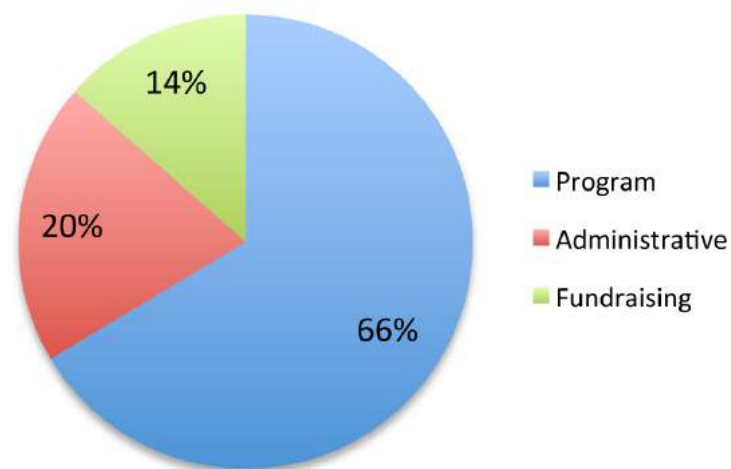
Program	\$ 451,164
Administrative	\$ 136,488
Fundraising	\$ 91,824
<b>All expenses</b>	<b>\$ 679,476</b>

Surplus before investment losses	\$ 183,732
Gains / Losses on investments	\$ (53,901)
Surplus	\$ 129,831

## SOURCES OF INCOME \$863,208



## USES OF FUNDS \$679,476







# FINANCIALS

## Project STEP, Inc. Statement of Financial Position June 30, 2016 and 2015

Statement of Financial Position	2016	2015
<b>ASSETS</b>		
Checking Account	50,614	57,936
Investments	1,482,642	1,288,776
Receivables, net	160,500	241,824
Office equipment, net of depreciation of \$13,870 and \$10,374 in 2016 and 2015, respectively	12,721	7,172
Music instruments, net of depreciation of \$264,970 and \$255,653 in 2016 and 2015, respectively	81,767	75,484
<b>Total Assets</b>	<b>1,788,244</b>	<b>1,675,196</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
Accounts payable and accrued expenses	15,351	32,134
<b>Total Liabilities</b>	<b>15,351</b>	<b>32,134</b>
<b>Net assets</b>		
Unrestricted	1,283,217	1,080,034
Temporarily restricted	102,576	175,928
Permanently restricted	387,100	387,100
<b>Total net assets</b>	<b>1,772,893</b>	<b>1,643,062</b>
<b>Total liabilities and net assets</b>	<b>1,788,244</b>	<b>1,675,196</b>



SKILL MUSIC STUDENTS BALANCE 10,000 HOURS OF PRACTICE  
DEVELOPMENT I AM DETERMINED

COMPREHENSIVE BUTI CITY CONFIDENCE  
MUSIC EDUCATION B SMART FUTURE ACCESS MUSIC

1982 50.  DEDICATED SYMPHONY PROJECT STEP

M SOLFÈGE S LESSONS BRIGHT  
E PERFECT T 1ST RATE VISION  
N PITCH O FACULTY

T & PERFECT N TEAM COLLEGE & CONSERVATORY FOR 30 YEARS  
O SUPPORT  
R S

PROJECTS 44 STUDENTS CREATIVE  
THEORY CHANGE T S INSPIRING BOSTON SYMPHONY ORCHESTRA  
VIOLA ENGAGEMENT E

WE ARE A POTENTIAL COMMUNITY P  
\$100,000 EDUCATION P MOTIVATION

CLASSICAL VIOLIN CELLO  
FAMILY







# projectSTEP

30 YEARS.  
NO LIMITS.



#ProjectSTEP

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Boston, MA 02115  
617-267-5777

ProjectSTEP.org



@ProjectSTEP

*Photos by Michael J. Lutch*