projectSTEP

FISCAL YEAR 2019 ANNUAL REPORT

DEAR FRIENDS,

Throughout fiscal year 2018 (July 1, 2017-June 30, 2018) we celebrated Project STEP's 35th anniversary, which culminated in a joyous and memorable concert in Jordan Hall in June. Our partners at the New England Conservatory generously made their magnificent performance space available to us, and musicians from the Boston Symphony Orchestra, (another STEP partner organization), graced the stage with their presence. The anniversary concert marked the conclusion of a year of much activity and accomplishment.

Once again, our students have made wonderful progress in their musicianship, and have made us so proud of their accomplishments. We welcomed Jin-Kyung Joen, as our new Artistic Director, and she immediately set to work, building upon the strong educational foundation already in place at Project STEP. In her first year as a full-time member of the Project STEP staff, Jin's tremendous experience as a teacher and coach were in evidence throughout the curriculum, and she purposefully worked to create more opportunities for performances by all of our students, through the introduction of regular student recitals.

In concert with a talented consultant, for ten months the members of the Project STEP staff and Board worked to devise and finalize a new strategic plan for the organization. In January 2018, the Board officially approved and adopted the 2018-21 Strategic Plan, which reaffirms our Mission, our Vision, and our Core Values. The Plan highlights five key goals for the upcoming three years: a focus on continued Board development as a function of our Governance process; enhanced Organizational Effectiveness to ensure that STEP has the necessary tools in place to maximize our potential as a high performing non-profit; a Relaunch of our messaging about the Program to achieve greater visibility; a review of the Facilities necessary to best to serve our students; and a need for the development of a long-range fundraising plan to ensure our Financial goals.

In July 2018, Gabriella Sanna concluded her service as Project STEP's Executive Director. On behalf of the Board, I want to acknowledge with gratitude the many contributions that Gabriella made in her two years with Project STEP, and wish her well in her new venture. Similarly, all of us associated with Project STEP are deeply indebted to our friends and donors for your generous support; the successes described in this year's annual report could not have been achieved without your ongoing commitment to the mission of Project STEP. Thank you.

THIS IS FY2018 TEXT- ALYSSA TO WRITE LETTER

Sincerely,

ALYSSA E-Signature - Please send JM a scanned signature using a heavy pen

Alyssa A. Lee
Executive Director

OUR MISSION

Project STEP (String Training Education Program) recognizes that certain racial and ethnic minorities are vastly underrepresented in classical music. Its mission is to address this imbalance by identifying musically talented underrepresented students from Boston and surrounding communities, and providing them with comprehensive music and string instrument instruction. It sets the highest standards for disciplined study and performance, and offers a platform for students interested in pursuing classical music careers as well as other courses of study.

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.

"We envision a world in which the classical music profession reflects the racial and ethnic diversity of our communities."

PROGRAMS

Project STEP provides a continuum of music instruction that begins when we enroll 100 - 125 five-year-olds from the Boston Public School system in our FOCUS Program, and continues through Grade 12. FOCUS introduces kindergartners from underrepresented populations to the study of music at an early age, generating enthusiasm and providing a bridge to further study at Boston-area music schools. It is also a gateway to the next level of Project STEP.

Each year, approximately 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, collaborative, and critical thinking skills. These skills are widely transferable 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 the organization's 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. Photo courtesy of Boston Symphony Orchestra.

"Quote Here"- STEP Parent

2018/2019 SNAPSHOT

This past year was filled with outstanding achievements from our students, events, concerts, collaborations with world renowned musicians, workshops, and over 80 hours of community service performed by our students.

HIGHLIGHTS:

DR. MARTIN LUTHER KING, JR. DAY – The Project STEP community celebrated the life and legacy of Dr. King. This event held in Dorchester, MA included performances, spoken word, and discussion about the role of race in classical music. In addition STEP students played at the Museum of Fine Art's annual Martin Luther King Jr. Day Open House. Our students presented two sets of programs for more than 110,000 visitors who came to celebrate the legacy of Dr. King.

PRE-CONCERT PERFORMANCE IN BSO COMMUNITY CHAMBER CONCERT SERIES - Students perfrom at First Church in Roxbury, MA.

PRE-CONCERT PERFORMANCE FOR A FAR CRY CONCERT AT JORDAN HALL, NEW ENGLAND CONSERVATORY- Project STEP's Honor's Quartet performs.

SOLO PERFORMANCE WITH THE BOSTON POPS- Student Isabel Garita-Chin played a solo performnce with the Boston POPS at Franklin Park, conducted by Keith Lockhart.

PERFORMANCES & MORE:

A Far Cry Masterclass, Apple Hill String Quartet Recital/Masterclass, Brookhaven Retirement Community, BSO Community Chamber Pre-Concert Performance, Dr. Daniel I. Palant Memorial Concert, FOCUS Recital, Friends of the Public Garden Performance – A Community Conversation: The Power of Public Monuments and Why They Matter, Dr. Martin Luther King, Jr. Legacy Concert and Discussion, Museum of Fine Arts Dr. Martin Luther King, Jr. Concert, Owen Young Masterclass, Spring Recital & Parent Benefit | Graduating Senior Recital, Winter Concert with the Treble Chorus of New England and Andover Public Schools featuring STEP's Quintet, Winsor Music Benefit Concert.

IMPACT

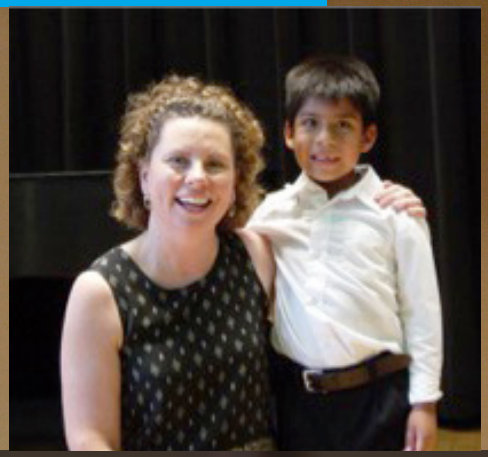
Through Project STEP, children from ethnic backgrounds underrepresented in classical music gain knowledge, skills, and opportunities that help them to become successful musicians, students, and young adults. During their years of intensive training, our students are challenged to achieve and maintain high levels of musicianship. The perseverance, self-discipline, confidence, problem solving skills, and strong work ethic they develop in the process prove to be invaluable in their future musical and non-musical pursuits. Our students build leadership skills by mentoring younger students, taking leadership roles in chamber ensembles, and performing in community service events in their own neighborhoods. Tasked with taking care of their own musical instruments (on loan from STEP), students develop a sense of responsibility. In lessons, students are invited to critique their own playing and offer suggestions on how they could improve. This constant back-and-forth with teachers gives students more responsibility for their own progress, and results in strong student/teacher relationships.

Describing Project STEP's impact, the mother of one student wrote: *"Our oldest son is in Project STEP. This year has been phenomenal for him. The private lessons and the classes at NEC have helped his social, emotional and academic development. He is a better listener; his confidence has increased in all areas of his life; and academically he is soaring because of his ability to pay attention longer and better. This, of course, has rubbed off on his younger siblings, especially our second son who is almost six years old."* In this way, Project STEP has an impact extending well beyond the students themselves.

During their studies at Project STEP, students are able to break through socio-economic barriers to become excellent musicians, creative and successful students, and productive members of society: 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. Project STEP offers a different path for these children by cultivating their talents, maintaining high expectations, and providing them with the support they need to succeed. While other educational programs in Greater Boston offer music training for children, they do not match STEP's comprehensive package of high-quality long-term training, support services, and scholarships intended specifically for children from backgrounds underrepresented in classical music.

"...students who learn to play a musical instrument in elementary and continued playing in high school not only score significantly higher (on exams), but are about one academic year ahead of their non-music peers with regard to their English, mathematics and science skills, as measured by their exam grades, regardless of their socioeconomic background, ethnicity, prior learning in mathematics and English, and gender." ***- Peter Gouzouasi, Professor, University of British Columbia 2019***

ALUMNI SPOTLIGHT



Susan Jarvis, teacher and Noah 2006

Noah Umberto Kelly (2018 STEP Graduate) was born in Quito, Ecuador in 1999. He started his classical violin studies at the age of 6 through Project STEP's FOCUS program and was one of Mariana Green-Hill's first students. Noah was honored to be chosen as the recipient of the 2016-2017 Eleanor L. Campbell Scholar award which is given to one Project STEP student based on merit, dedication and an outstanding level of community involvement through outreach performances, ambassadorship and good will. A highlight of Noah's time at Project STEP was in 2015 when he represented Project STEP at the National Art and Humanities Youth Programs Awards' reception hosted by First Lady Michelle Obama at the White House.

While a student of Project STEP, Noah was also a dedicated member of the New England Conservatory Preparatory School where he continued his studies through Walnut Hill School for the Arts. This past summer, Noah fulfilled his passion for Irish traditional music by traveling to Ireland for two months. Noah was selected to compete in the All Ireland Fleadh Cheoil, an Irish music competition run by Comhaltas Ceoiltori na Eireann, an international organization dedicated to the preservation and enjoyment of Irish music, dance, language, and culture. Noah plans to continue to pursue a career as a fiddler, violinist and improviser, and is currently attending New England Conservatory as a Contemporary Improvisation major.

SCHOLARS

Alyssa - need scholars and what you end up deciding on for years. Are there other scholarships not on here? I listed Dr. Palant in the Summer Camp section but do we need to list the scholarship here? I would think no.

Bond Scholarship

received the George James Webb Scholarship contributed by The Boston Society of the New Jerusalem.

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.
We were pleased to award the YEAR (2019?)

Also in 2007 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. Project STEP was pleased to award the YEAR (2019?)

SUMMER CAMPS

Each summer, STEP's students can attend multi-week day or overnight music camps and advanced students tour internationally with youth orchestras (to Brazil and Central Europe this year). Touring and attending excellent camps locally (Rivers School Conservatory), nationally (Bowdoin International Music Festival), and internationally (Cremona International Music Academy, Italy) helps our students to mature as young adults, and enables them to develop social skills, resilience, and self-reliance.

Away from academic and other day to day obligations that compete with music, students 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 Apple Hill Summer Chamber Music Workshop (NH), Bendada Music Festival (Bendada, Portugal), Berkshire Summer Music (MA), Bowdoin International Music Festival (ME), Camp Encore/Coda (MA), Cremona International Music Academy (Cremona, Italy), Four Strings Academy (MA), Greenwood Music Camp (MA), HeifetzPEG (VA), Indiana University Summer String Academy (IN), New England Conservatory Suzuki Explorers (MA), NYU Summer Strings Intensive (NY), Point CounterPoint (VT), Rivers School Conservatory (MA), Sphinx Performance Academy (Cleveland Institute of Music, OH), and Suzuki Institute (Montreal, Canada).

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 and make them accessible to all of our students, we combine funds from Project STEP with scholarships from the camps themselves and special support from the following generous funders: **The Dr. Daniel I. Palant Memorial Fund, The Janey Fund, The Mary Saudek Jaffee Fund, The Ramsey McCluskey Family Foundation, The Willow Tree Fund, and Winsor Music.**

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**At the conclusion of fiscal year 2019 the following Board of Director Members fulfilled their terms of service and stepped down: Shiela Kibbe, Christopher Reuning, Diana Rodriguez, and Cheri Robartes. In Fiscal Year 2020 Project STEP welcomed Melinda K. Cheston, and Boston University Representative Dr. Gregory Melchor-Barz as members of the Board of Directors.*

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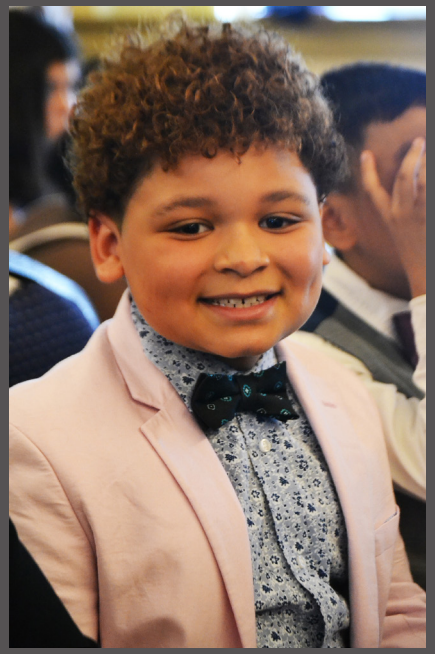

+ *In loving memory of Melinda C. Brown, Eleanor Lewis Campbell, Joan L. Griscom, Dr. Daniel I. Palant, and Susan Rothenberg.*

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The Michael T. Sherman Foundation
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The Willow Tree Fund

List like on new website

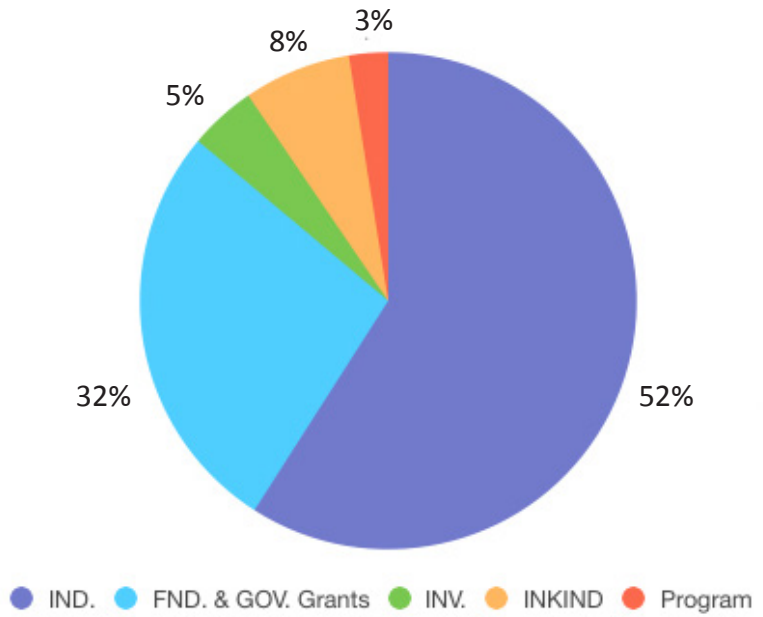
JM and Leigh to Edit

FINANCIALS

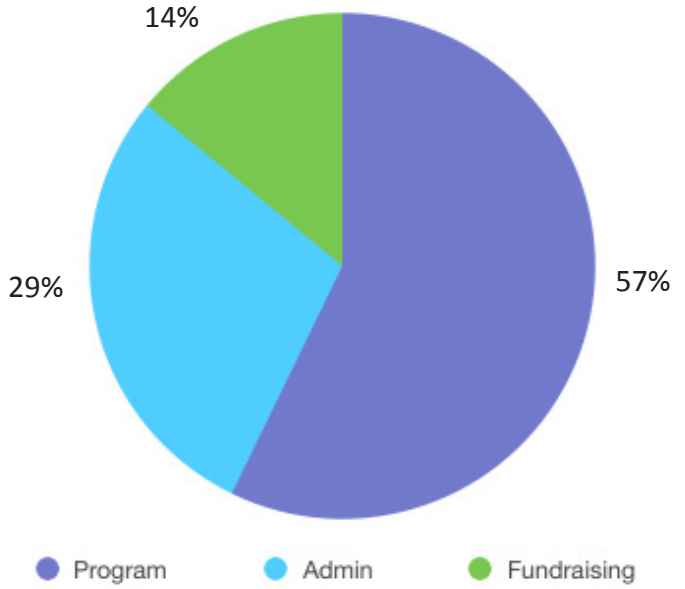
Sources of Income FY2018	
Support from Individuals	$332,258
Support from Foundation & Government Grants	$199,475
Investment Income	$32,075
Donated Space, Instruments, Services	$51,510
Program Fees & Honoraria	$18,729
Total Income	**$634,047**
Use of Funds FY2018	
Program	$425,744
Administrative	$213,959
Fundraising	$104,573
Total Expenses	**$744,276**
Change in Net Assetts from Operations	($110,299)
Bequest Received FY2018/ Allocated FY2017	$102,980
Change in Value of Investments	$93,431
Change in net assets	**$86,182**

Alyssa to send finances once edit is complete. Ususally Sept/October? IN FY2019 it was MUCH later due to not having an ED

SOURCES OF INCOME $634,047



USES OF FUNDS $744,276



FINANCIALS

PROJECT STEP, INC.
STATEMENTS OF FINANCIAL POSITION
June 30, 2018 and 2017

	2018	2017
ASSETS		
Cash and cash equivalents	$ 57,548	$ 27,825
Investments	1,756,863	1,730,018
Contributions receivable, net	181,831	117,000
Prepaid expenses	-	18,000
Office equipment, net of depreciation of $18,913 and $15,736 in 2018 and 2017, respectively	6,325	9,503
Music instruments, net of depreciation of $291,897 and $278,100 in 2018 and 2017, respectively	107,178	112,574
Total assets	$ 2,109,745	$ 2,014,920
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	$ 11,305	$ 2,662
Total liabilities	11,305	2,662
Net assets:		
Unrestricted	1,561,385	1,473,087
Temporarily restricted	149,955	152,071
Permanently restricted	387,100	387,100
Total net assets	2,098,440	2,012,258
Total liabilities and net assets	$ 2,109,745	$ 2,014,920

Alyssa to send finances once audit is complete. . JM to redo below logos

projectSTEP

Symphony Hall
301 Massachusetts Avenue
Boston, MA 02115
617-267-5777
ProjectSTEP.org

Partners:

JM to get new logos

All Photos by: Abdi Ali, Alberto Casiano , Boston Symphony Orchestra , & Project STEP