Celebrating 10 Years
10,664 Children Served
Ten years ago, a little organization called ASTEP was born.

I was a Musical Director on Broadway and joined forces with a group of Juilliard students, working out of my small apartment in NYC, seeking to connect these dots: art . youth . education . ending poverty

Today, ASTEP connects performing and visual artists with underserved youth, using the arts as a tool to develop their social and emotional skills, such as collaboration, communication and creative problem solving.

We see every day how access to the arts gives children vital skills that can be used in school and in their personal lives. They become better communicators, build their confidence to participate, and learn how to solve problems by thinking outside the box. Most importantly, the arts show each child that their voice is important. There is infinite possibility in that belief.

So join us as we celebrate all things 10: 10 years of empowering youth through the arts, 10,665 children served, and over 1,000 volunteer artists placed.

Mary-Mitchell Campbell
Founder and Executive Director
ASTEP BRINGS VOLUNTEER TEACHING ARTISTS INTO CLASSROOMS, GIVING UNDERSERVED YOUTH ON THREE CONTINENTS THE OPPORTUNITY TO EXPERIENCE THE TRANSFORMATIONAL POWER OF THE ARTS.
Studies show that involvement in the arts is linked to higher academic performance, increased standardized test scores, more community service, and lower dropouts rates. The arts can build strong communities through activities that promote community development, enhance cultural awareness, and strengthen community bonds. Yet despite these clear benefits, children increasingly do not have access to arts education. The decline of arts education is most drastic in underserved populations, where students who could benefit the most from arts education are getting it the least. In fact, over 70% of youth of color in the U.S. today do not have access to arts education.
“We're not training kids to become artists but teaching them to think like one. Using imagination and innovation to solve problems is imperative to breaking cycles of poverty.”

— Mary-Mitchell Campbell, Founder/Executive Director

Our programs engage youth ages 4-21 years old through collaborations with schools and community organizations, serving a population of youth affected by refugee status, homelessness, gun-violence, incarceration, the justice system, HIV/AIDS, systemic poverty, and the caste system. In addition, ASTEP uses nationally accredited Kennedy Center learning standards to train artists and create arts curricula.

The quality of the artists who volunteer with ASTEP uniquely positions us among other arts education nonprofits. Our Volunteer Artists are highly successful Broadway performers, professional artists, or students and faculty from schools such as Juilliard, offering a variety of disciplines such as dance, visual art, music, and drama. They become transformative role models in the lives of the youth we serve, combining their passion for the arts and their ability to use artistic tools to teach important life skills.
ASTEP sends Volunteer Artists to work with children in communities in the U.S. and around the world:

NYC
South Florida
India
South Africa
Dominican Republic

4 Countries. 3 Continents. 10,664 children served
ASTEP partners with schools or community organizations to serve the needs of a diverse population of children:

- Justice-involved youth
- Immigrant + migrant youth
- Refugee youth
- Homeless youth
- English language learners
- Incarcerated youth
- Girls from low-income areas of the DR
- Youth from the lowest caste in India
- Youth affected by HIV/AIDS
Arts at Refugee Youth Summer Academy

ASTEP partnered with the International Rescue Committee to provide a 6-week summer camp designed to help newly arrived refugee youth prepare to enter the New York City public school system.

Program goals included increased school readiness, English language immersion, social and emotional skill development, and academic growth.

ASTEP on STAGE!

ASTEP on STAGE! partnered with schools and community organizations in NYC working with youth affected by homelessness, gun violence, cultural adjustments, HIV/AIDS, and incarceration.

ASTEP Volunteer Artists performed for students, shared their background, and introduced students to their art form. ASTEP on STAGE! strives to provide exposure and access to the arts for children throughout NYC, regardless of their backgrounds.

Art-in-Action

ASTEP and enFAMILIA joined forces to serve middle and high school students in South Florida through Art-In-Action, a 4-week summer art camp.

Primarily coming from low income, immigrant and migrant families, students at Art-In-Action learn not only the arts, but healthy relationship skills, nutrition basics, stress and anger management, and confidence to be the best possible versions of themselves.

Arts at Incarnation Children’s Center

ASTEP partnered with the Incarnation Children’s Center, a residential facility in NYC for youth living with HIV/AIDS and cognitive disabilities.

At the ICC, ASTEP provided day-long arts camps integrating social and emotional skills into fun activities that span culinary and visual arts, theater, music and dance. ASTEP also gave residents the opportunity to develop and share their own original material through a series of curated open mic nights.
### artsINSIDEOUT

ASTEP partnered with Nkosi’s Haven in South Africa to provide a two-week arts camp in June. Nkosi’s Haven is a residential facility near Johannesburg that strives to keep mothers and children affected by HIV/AIDS together for as long as possible.

Every year, ASTEP Volunteer Artists use the arts to introduce life skills to show our students they have what it takes to succeed, no matter the obstacles.

### Arts at Shanti Bhavan Children’s Project

ASTEP partnered with Shanti Bhavan, a residential school in South India that works with children from the lowest castes for their entire education: preschool through 12th grade and beyond.

In 2016, ASTEP led two 2-week art camps focused on developing students’ social and emotional skills as well as a year-round extracurricular music program. ASTEP and Shanti Bhavan not only give students the opportunity to achieve academically, but also to dream beyond what they might believe possible.

### ASTEP at Teach for India

ASTEP partnered with Teach For India, a movement for education reform and arts integration in the classroom.

ASTEP Volunteer Artists worked alongside TFI’s change-making educators to help them integrate the arts into their math, English, science, and history classrooms. ASTEP also supported The Maya Project: a musical that helps children develop their wisdom, courage, and compassion.

### Arts at Mariposa DR Foundation

ASTEP supports arts programs at an after-school facility for girls in the Cabarete Community of the Dominican Republic. The Mariposa Center for Girls provides activities such as sports, academic tutoring, job and life skills training, health and wellness care with the belief that empowering girls will lift entire families out of generational poverty.

### ASTEP Leaders Network

Through Workshops, ASTEP Chapters, and the annual Artist as Citizen Conference in NYC, ASTEP engaged young artists in the diverse ways they can strengthen communities and empower individuals through the arts.
Co-founded by Dick Scanlan and Evan Todd in 2011, artsINSIDEOUT is made up of ASTEP Volunteer Artists who travel to areas of the globe that have been hit hard by the AIDS epidemic and to connect with young people and mothers who have been similarly impacted.

For a sixth consecutive summer, ASTEP supported Nkosi’s Haven in Johannesburg, which was founded by Gail Johnson in memory of her son who, at the time of his death in 2001, was the international face of AIDS in Africa. Nkosi’s Haven offers holistic care and support for mothers living with HIV/AIDS and their children (infected or not), including orphans.

ASTEP Volunteer Artists use the arts as a tool to inspire Nkosi’s Haven youth to unleash their creative energy, empowering them to communicate their own experiences. Through the shared connection of this marginalizing disease, they are able to initiate a process of healing. With the building of community, creativity and consciousness they reach their ultimate goal: health, inside and out.

A team of 18 ASTEP Volunteer Artists, eight of whom were South African, led a two-week arts camp for 82 children that included acting, singing, dancing, story telling techniques, and visual arts. Together, they came up with the camp theme, “Zazisel,” a Zulu expression that means “introduce yourself.”

A special addition to the artsINSIDEOUT program is including the moms, who are an integral part of Nkosi’s Haven and who can also benefit from the transforming power of the arts.

Camp culminated in a show for the entire community at the historic Market Theatre in Johannesburg. The schedule was challenging: two-weeks to create, rehearse, stage and design a show but the final performance was
We believe that regardless of their backgrounds, young people in NYC deserve access to quality arts education experiences. Therefore, ASTEP on STAGE! serves a population of youth affected by the justice system, incarceration, gun violence, homelessness, immigration status and HIV/AIDS.

Over 50 ASTEP Volunteer Artists served 810 students through ASTEP on STAGE!, which introduces underserved youth in NYC to the transforming power of the arts by bringing performing and visual artists from the Broadway and NYC community to their after-school and in-school programs.

In 2016, we offered weekly arts workshops for the following schools and community organizations: Passages Academy, a school in a detention center, Choices, an Alternative to Detention Program run by CASES, Harlem Community Justice Center, provides reentry support for young adults, Save our Streets South Bronx, engaging communities to end gun violence, Women in Need, provides transitional housing, Elm Tree Elementary, a school where the majority of the students are English Language Learners, and Incarnation Children's Center, a residential facility for children living with HIV/AIDS.

ASTEP Volunteer Artists delivered 2-hour classes focusing on drama, music, visual art and dance. They led children through artistic exercises, took part in a Q & A about their art form and their career in the arts, and concluded with a short performance. In this final portion, students are empowered by watching professional artists perform live after receiving an arts lesson, which allows them to actively engage with what they are watching.

By providing access to the arts in communities that lack this vital resource, ASTEP provides an essential, missing component to comprehensive youth development.
### EXPENSES

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<tr>
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<th>2016</th>
<th>2015</th>
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<tr>
<td>Salaries</td>
<td>256,676</td>
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<td>Payroll taxes and benefits</td>
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<td>Travel</td>
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<td>Food</td>
<td>8,245</td>
<td>12,831</td>
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<td>Volunteer and student expenses</td>
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<td>Boarding expenses</td>
<td>23,780</td>
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<td>Professional fees</td>
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<td>Contracted services</td>
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<td>Occupancy</td>
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<td>Business registration fees</td>
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<td>Insurance</td>
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<td>Depreciation expense</td>
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<tr>
<td>Other operating expenses</td>
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<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>590,702</strong></td>
<td><strong>552,069</strong></td>
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### SUPPORT AND REVENUE

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<th>2016</th>
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<td>Contributions and grants</td>
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<td>In-kind contributions</td>
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<td>Special events</td>
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<td>Other income</td>
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<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td><strong>848,224</strong></td>
<td><strong>609,342</strong></td>
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Program services: 67.3%  | Management and General: 17.6% | Fundraising: 15.1%

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**ASTEP Financials**
Staff and Board of Directors

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Raul Esparza - Tony-nominated Broadway Star/TV Actor
Cyndi Lauper - Grammy Award-winning Singer/Theater Actress
Stephen Oremus – Drama Desk Award-winning musical director/orchestrator

STAFF

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Artist as Citizen Conference Director

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Associate Director of Volunteer Outreach

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