Artists Striving to End Poverty
Giving artists the opportunity to share their passion with underserved youth.

WHO WE ARE

ASTEP was conceived by Broadway Musical Director Mary-Mitchell Campbell and Juilliard students to transform the lives of youth using the most powerful tool they had: their art. Today, ASTEP connects performing and visual artists with underserved youth in the U.S. and around the world to awaken their imaginations, foster critical thinking, and help them break the cycle of poverty.

OUR BELIEFS

We define poverty as a lack of choice.

At ASTEP, we are deeply committed to empowering individuals who suffer from an absence of choice—especially children. The right to choose is a fundamental human right, and we strive to end the poverty that robs us of that humanity. By awakening imaginations and fostering creativity, the performing and visual arts create a unique safe space to rediscover choice. The young people we serve imagine new futures, new possibilities, and gain the skills and strength to achieve them.
WHY THE ARTS?
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.

HOW WE WORK
Our programs engage youth ages 4-21 years old through collaborations with schools and community organizations, serving a population of low-income, immigrant, migrant and refugee youth. In addition, our programming is research-based, employing nationally accredited Kennedy Center learning standards to train artists and create arts curricula.

WHAT MAKES US UNIQUE?
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.

“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 Cambpell, Founder/Executive Director
“ASTEP has provided a venue for kids to feel comfortable expressing themselves, become more confident, improve their social and socialization skills, helped kids overcome prejudices about gender roles and that dance, or art, is for ‘girls or girly boys’.”
—Partnering Organization

Program Highlight: ASTEP on STAGE!

ASTEP could not be more excited that 2015 brought with it the third full year of ASTEP on STAGE! programming. This program brought 80 performing and visual arts to over 739 underserved children right in ASTEP’s backyard: the boroughs of New York City.

Through ASTEP on STAGE!, ASTEP is able to connect professional artists living in the New York area to a wide range of young people. The single-afternoon format makes it realistic for high-quality artists to volunteer, and the consistency in format and lesson planning style make this program strong as a stand-alone workshop or on-going programming. Each workshop focuses not only on arts exposure, but also on a life skill that students can gain through the arts.

ASTEP on STAGE! strives to expose NYC youth to as wide a variety of arts as possible. In 2015, we brought the following types of workshops:

- Theatre, Dance, Storytelling, Contemporary Dance, Woodwind Instruments, Drama, Spoken Word, Improvisation, Musical Theatre, Visual Arts, Creative Writing

Program Objectives
- Expose students to artists living and working within the NYC area, as well as to a variety of arts genres and styles.
- Build a community of NYC’s artists who are passionate about sharing their art form with others, and connect that community to the children in their own neighborhoods.
- Empower a generation of NYC youth to see their strengths through exposure to world-class artists and a wide variety of art forms.
- Develop social and emotional skills through artistic creation and expression, collaboration, and communication with other students and artists.
Program Highlight: Arts at Shanti Bhavan

Since 2007, ASTEP has partnered with Shanti Bhavan Children’s Project, a school and home in India for children of the lowest case, to provide a comprehensive after-school arts education program for their Pre K-12 students.

In addition to after-school music lessons throughout the year, an important component of ASTEP’s programming are two-week ASTEP Arts! Camps held each May and September for the students. The May camp culminated in the school’s graduation celebration!

Led by teams of 10 Volunteer Teaching Artists, ASTEP Arts! Camps engaged the students in a variety of artistic mediums, including drama, dance, visual art, and music. Volunteer Teaching Artists arrived one week prior to the start of camp for an Orientation Week, which included team building, curriculum design, lesson planning, and organizing camp logistics.

Students are encouraged to sign up for a variety of classes throughout camp to gain knowledge and skills in the arts through focused study, in addition to elective classes such as Comic Books, Dance Partnering, Sound Painting, Music’s influence on Dance, and Slam Poetry.

“Courage is putting in the effort to do something without putting yourself down, though you know you might get embarrassed. I felt like I had a lot of courage in theater and dancing today.”

– Shree, Grade 8
Program Highlight:
Refugee Youth Summer Academy

ASTEP is proud to have been part of the IRC’s Refugee Youth Summer Academy (RYSA) for seven consecutive summers.

Many of the children attending RYSA have never had a formal education, have limited English-language skills, or were only just reunited with their parents. This innovative program focuses on school-readiness and social emotional skills to prepare them to successfully integrate into their new home and transition to the NYC public school system in the fall.

With a team of 13 Volunteer Teaching Artists, ASTEP provided the creative arts component of RYSA for over 120 students. Our music, dance, visual art and storytelling classes were aimed at creating a safe space to promote English-language skills, foster community links and nurture emotional wellbeing.

The theme for RYSA this year was “Roots” – teaching students how to adapt to a new home and put down healthy and meaningful roots in the United States. In addition, students were encouraged to share things about own cultures, countries, and origins and to take pride in where they come from.

Lesson Plan: Elementary School Music

This year, the music and dance classes from the elementary school collaborated on “We’re All In This Together.”

ASTEP Volunteer Artists Katie Roberts taught the students how to sing and follow a musical accompaniment. They learned the different elements of music and voice, such as pitch, volume, and tempo. Katie also worked on English pronunciation and word definition with the song. Due to the collaboration between classes, elementary school students learned how to work with peers of different ages.

Poetry Corner

"Getting childhood is impossible, but RYSA proved it false.
It seemed to me it’s a happiness mall open to all.
If you need happiness just give them a call.
And they can rock you till the starting of Fall.

Since when I came to RYSA, I became Peter Pan.
Every single moment is making me it’s own,
So I want to spend my ever here, I don't want to go home.

....I’m turning into a flower with this love of it's staff. It's going to take me higher than the freedom tower. RYSA is a place where love and happiness shower.”

- Enosh, RYSA high school student
ASTEP Programs

NEW YORK CITY

Refugee Youth Summer Academy
ASTEP provided the creative arts component for a 6-week summer camp for the IRC’s Refugee Youth Program (RYP), which supports the personal growth, cultural adjustment, and education of multicultural refugee youth and helps them successfully transition into the US school system.

ASTEP on STAGE!
ASTEP connected performing and visual artists with after-school programs at schools and community organizations in NYC to expose them to different art forms and use the arts to build social and emotional skills with the goal of developing the whole child.

Arts at Incarnation Children’s Center
ASTEP provided day-long art camps for the Incarnation Children’s Center, a pediatric facility for children living with HIV/AIDS. ASTEP’s workshops engaged students with experiences that focused on developing a strong sense of community, deepening their capacity for creating, and exposing them to the performing arts.

SOUTH MIAMI, FLORIDA

Art-in-Action
ASTEP led Art-in-Action, a six-week arts summer camp for middle and high school immigrant and migrant youth in South Florida. AIA provides a safe space in which youth acquire skills in the arts and learn to use artistic tools to build leadership, strengthen their capacity for self-expression, learn to collaborate and solve problems, and develop the confidence to make healthy life choices. ASTEP partners with enFAMILIA, a community organization that builds healthy family relationships among the immigrant, migrant, and farm worker communities of south Florida.

“\textit{The best part of camp is when we learn and play at the same time} –Melissa, age 12, ASTEP Student

INDIA

Arts at Shanti Bhavan
ASTEP provided artistic and educational support for the students at Shanti Bhavan Children’s Project, a school and home for economically and socially disadvantaged children near Bangalore, India. ASTEP delivered art education and empowerment programs, which included music, theatre, dance, and visual art.

Arts at Teach for India
ASTEP supported Teach for India Fellows who work with a student population of extremely low-income children in Pune, India. ASTEP focused on incorporating the arts into their teaching curriculum in addition to organizing and producing the Maya project, a musical that is touring the country, involving hundreds of students from TFI classrooms.
SOUTH AFRICA

artsINSIDEOUT

artsINSIDEOUT is a unique group of students and working professionals in the performing arts who have been personally affected by HIV/AIDS. In July, they traveled to Nkosi’s Haven in Johannesburg, which offers holistic care and support for mothers living with HIV/AIDS and their children, including orphans (infected or not).

Through acting, singing, dancing, story telling techniques, and the visual arts, artsINSIDEOUT inspired Nkosi’s Haven youth to unleash their creative energy, empowering them to communicate their own experiences. Through a shared connection of this marginalizing disease, they were able to initiate a process of healing. With the building of community, creativity and consciousness they reached their ultimate goal - health, inside and out.

DOMINICAN REPUBLIC

Arts at Mariposa DR Foundation

ASTEP delivered theater and dance classes through 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.

FUTURE LEADERS NETWORK

As ASTEP has grown, the number one question we get asked by students is, “How can we carry out the ASTEP mission in our own communities?” Through the Future Leaders Network, ASTEP is connecting with like-minded artists around the country, ages 15 - 25, providing them with the tools and support necessary to bring their visions to their communities.

Through Workshops, ASTEP Chapters, and the Artist as Citizen Conference, ASTEP engages young artists in the diverse ways they can strengthen communities and empower individuals through the arts.
<table>
<thead>
<tr>
<th>2015 Numbers</th>
<th>The ASTEP Community</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1,838</strong></td>
<td><strong>188</strong></td>
</tr>
<tr>
<td>Number of children served</td>
<td>Number of Volunteer Artists placed in ASTEP programs</td>
</tr>
<tr>
<td><strong>2,200</strong></td>
<td><strong>4</strong></td>
</tr>
<tr>
<td>Number of people reached through ASTEP workshops, seminars, conferences, and performing arts college festivals</td>
<td>Brought on two new staff members and two new board members</td>
</tr>
<tr>
<td></td>
<td><strong>3</strong></td>
</tr>
<tr>
<td></td>
<td>Number of new partner organizations</td>
</tr>
<tr>
<td></td>
<td><strong>Countless</strong></td>
</tr>
<tr>
<td></td>
<td>Number of positive memories made!</td>
</tr>
</tbody>
</table>
Staff and Board of Directors

BOARD OF DIRECTORS

CHAIR: James Matthew Jones
Manager, Community Interests, Exxon Mobil Foundation

VICE CHAIR: Jaimie Mayer Phinney
Producer, Don’t Eat the Pictures Productions

SECRETARY: Erich Jungwirth
Producer, VoiceChair Productions; General Manager, The Foxwoods

TREASURER: Charles Court
Vice President, Finance; EducationDynamics

Johnathan Bray
Principal, Ernst & Young

Sheryl Calabro
Associate, Weil, Gotshal & Manges

Mark Canavera
Assoc Director, Child Protection in Crisis; Columbia University

Trupti Doshi
Grants Writer, SolarOne

Tom FitzGerald
Senior Managing Director, Macquarie Capital (USA)

Suzanne Longley
Major Gifts Officer, International Rescue Committee

Caroline Papadatos
Senior Trial Attorney, Crisci, Weiser & McCarthy

Sheri Sarkisan
Vice President, Bank Compliance; Goldman Sachs

David Turner
Broadway Actor/Composer/Film Maker

Laurie Tvedt
User Experience Director, TandemSeven

STAFF

Mary-Mitchell Campbell
Founder and Executive Director

Yazmany Arboleda
Associate Director of Communications

Emily Cavanagh
Volunteer Coordinator

Abby Gerdts
Director of Programs

Lizzy Rainer
Associate Director of Programs

Alejandro Rodriguez
Director of Future Leaders Network

Aaron Rossini
Associate Director of Volunteer Outreach

Davinia Troughton
Director of Development and Operations

Jayne Usery
Accountant

Interns
Lauren Berger
Renee Richard

HONORARY BOARD

Richard Jay Alexander  – Director/Producer
Laura Benanti – Tony/Drama Desk/Outer Critics Circle Award-winning Broadway Star/TV Actress
Sierra Boggess – Broadway.com Audience Award-winning Theater Actress and Soprano Singer
Kristin Chenoweth – Tony/Drama Desk Award-winning Broadway Star/TV & Movie Actress
Gavin Creel – Tony-nominated Broadway Star/Solo Musician
John Doyle – Tony/Drama Desk Award-winning Broadway Director
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
### 2015 ASTEP Financials

#### SUPPORT AND REVENUE

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>424,667</td>
<td>452,991</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>122,206</td>
<td>156,940</td>
</tr>
<tr>
<td>Special events</td>
<td>60,196</td>
<td>37,279</td>
</tr>
<tr>
<td>Other revenue</td>
<td>2,273</td>
<td>69</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td><strong>609,342</strong></td>
<td><strong>647,279</strong></td>
</tr>
</tbody>
</table>

#### EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>273,242</td>
<td>232,678</td>
</tr>
<tr>
<td>Payroll taxes and benefits</td>
<td>68,120</td>
<td>68,394</td>
</tr>
<tr>
<td>Office and program supplies and expense</td>
<td>1,086</td>
<td>1,220</td>
</tr>
<tr>
<td>Printing and postage</td>
<td>110</td>
<td>283</td>
</tr>
<tr>
<td>Travel</td>
<td>72,132</td>
<td>73,006</td>
</tr>
<tr>
<td>Boarding expenses</td>
<td>34,440</td>
<td>10,816</td>
</tr>
<tr>
<td>Meetings and conferences</td>
<td>1,291</td>
<td>1,271</td>
</tr>
<tr>
<td>Professional fees</td>
<td>15,850</td>
<td>73,630</td>
</tr>
<tr>
<td>Occupancy</td>
<td>17,019</td>
<td>15,763</td>
</tr>
<tr>
<td>Food</td>
<td>12,831</td>
<td>10,320</td>
</tr>
<tr>
<td>Insurance</td>
<td>6,064</td>
<td>5,373</td>
</tr>
<tr>
<td>Volunteer and student expenses</td>
<td>38,096</td>
<td>54,023</td>
</tr>
<tr>
<td>Contracted services</td>
<td>6,168</td>
<td>12,833</td>
</tr>
<tr>
<td>Business registration fees</td>
<td>1,150</td>
<td>1,260</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>460</td>
<td>352</td>
</tr>
<tr>
<td>Loss on disposition of assets</td>
<td>0</td>
<td>4,750</td>
</tr>
<tr>
<td>Other operating expenses</td>
<td>4,010</td>
<td>3,073</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>552,069</strong></td>
<td><strong>569,045</strong></td>
</tr>
</tbody>
</table>

Program Services: 65.6% | Management and general: 19.45% | Fundraising: 14.95%
“I feel so fortunate to have spent my summer teaching dance with ASTEP. Working with these students has been an important lesson for me on overcoming obstacles. I was humbled to be a part of something bigger than myself and really thrived off of the enthusiasm that the students brought to class each day. All of the students are at a turning point in their lives, and RYSA gives them the tools they need to be successful as they begin a new chapter.”

— Austin Sora, ASTEP Volunteer Artist