



FOUNDATIONS FOR THE FUTURE



STEPS TO SUCCESS

2023 IMPACT REPORT

A welcome message from Nia Jacobs

If you asked me to name someone who has inspired me, I would have a hard time narrowing it down to just one person.

From mentors and teachers who have guided me to visionaries and activists who have shaped my worldview, the list of people who have inspired me is a long one. I count myself lucky in this regard. I count myself lucky, as well, that my list seems to only get longer with time.

Since joining Steps to Success, Inc. as Executive Director this July, I've had the pleasure of meeting many people connected to our organization—community partners, volunteers, students, families, and dedicated supporters—who have inspired me in ways that excite me for the future. The Steps community includes people like Lindsay and her daughters, Nicole and Naiyah, who want to learn, grow, and experience first-hand everything this world has to offer. Steps to Success provides Lindsay's family with the programming and support to help make those goals a reality. As Naiyah and Nicole work toward, and without a doubt achieve, their goals—how many people will they inspire? Whose list of inspirational people will they one day be on?

Your support of Steps to Success ensures a bright future for the leaders of tomorrow. Your gifts make it possible for us to provide our students with the foundation they need to build their futures, igniting something in all of us who support them along the way.

With gratitude,



Nia Jacobs
Nia Jacobs
Executive Director

Lindsay, Nicole, and Naiyah are building their tomorrows today

For the Linton/Dew family, Steps is not just a program for academic enrichment or college and career readiness. Throughout their time with Steps, our programs have been a source of family support, community building, and impactful experiences. We aim to empower students like Naiyah and Nicole to grab hold of all of tomorrow's opportunities.



NICOLE LINTON | BHS CLASS OF 2027
5 YEARS WITH STEPS
CAREER INTERESTS: LAW

FAVORITE PARTS OF STEPS

- Helping her manage time and schoolwork as a student-athlete
- Providing new experiences beyond Brookline



NAIYAH DEW | FRR 4TH GRADE STUDENT
1 YEAR WITH STEPS
CAREER INTERESTS: GYMNASTICS & TEACHING

FAVORITE PARTS OF STEPS

- Spending time with her friends during programs
- Her program leaders, who are always there to support her



LINDSAY LINTON | ACTIVE STEPS PARENT
EDUCATOR AT MATCH PUBLIC CHARTER SCHOOL

FAVORITE PARTS OF STEPS

- Joining her daughters during field trips
- Providing after-school childcare, essential because of her work hours!

With a Solid Foundation, Our Students Are Able to Thrive

100%

of students reported an increased interest in meeting new people and traveling to new places after participating in Outdoor Explorations

150+

of our 3rd grade through college students were engaged in high-quality summer programs, helping to combat summer learning loss

90%

of College Success Initiative students are on track to graduate in 4–6 years, as our students help us rewrite the narrative on first-generation college students

98%

attendance rate in our after-school programs for 3rd–5th graders—an amazing rate for any extracurricular program and the highest we’ve seen since the pandemic

Your donations power our mission

Steps promotes equity for 325 Brookline students from low-income families by expanding their horizons, building upon their skills, and supporting their educational journeys to maximize their life choices.

Since 2001, we have helped over 5,000 students thrive both inside and outside the classroom. Here’s how your donations power our mission.

\$500

ensures an after-school site has nourishing food and drinks

\$1,000

pays for a STEM enrichment instructor for an entire semester

\$5,000

provides access to a social worker during our summer work experience programs

\$300

covers the stipend for a student to complete a 1–2 week internship

\$2,500

funds a one-year scholarship for a College Success Initiative student



Elementary / Middle

- In-school Advisors*
- Outside of school: outdoor opportunities and summer camp support, academic enrichment, and after-school programs with a focus on socio-emotional growth

* in partnership with the Public Schools of Brookline



Middle / High School

- In-school Advisors*
- Outside of school: career explorations and internship opportunities, college counseling, and work experience programs



College Success Initiative

- Traveling Advisors, to meet students where they are
- Aid to students for textbooks, living expenses, and tuition bills—so their focus remains on school

We asked Lindsay “Should our donors and partners continue to support Steps?”

Absolutely continue to support Steps! I’ll be the first person to say it, sometimes it’s hard to ask for help. Steps is the kind of program that will reach out and help you out along the way. They are private and confidential when it comes to it, and even if you want to be out and open they give you that opportunity as well. I love it.”

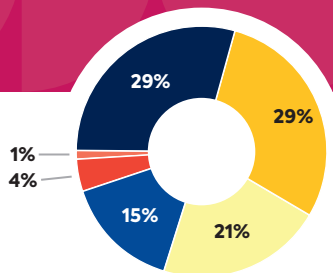


“Steps has taken us on camping trips to New Hampshire and on boat rides. They’ve taken us lots of places that give us a more open mind about the world outside Brookline.”
— Nicole

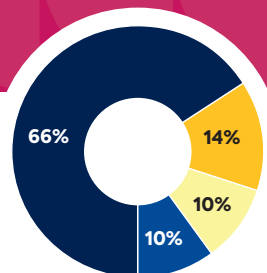


“My teachers help me out when I need it. I can always ask them questions when I need help.”
— Naiyah

With your help, we raised another million in Fiscal Year 2023!



Individual Contributions	\$336,968
Government	\$337,012
Foundations	\$247,250
Event Income	\$175,999
In-Kind Income	\$50,000
Misc. & Investment Income	\$15,461
Total	\$1,162,690



Programs	\$746,540
General Administration	\$153,543
Fundraising	\$112,965
Scholarships	\$117,500
Total	\$1,130,548

Thank you to our Institutional Funders

- 195essential
- Agnes M. Lindsay Trust
- Boston Children’s Hospital
- The Boston Foundation
- Brookes + Hill Custom Builders
- Brookline Bank
- Brookline Community Development Corporation
- Brookline Community Foundation
- Brookline Housing Authority
- Cambridge Healthtech Institute
- City Realty Group
- Comerica Charitable Trust
- Cosette Charitable Fund
- The Country Club
- FBN Construction
- First Church in Chestnut Hill
- Foundation To Be Named Later
- The Fuller Foundation
- Gregory Lombardi Design, Inc.
- The Hamilton Company Charitable Foundation
- Harbus Foundation
- Henry E. Niles Foundation, Inc.
- Herb and Maxine Jacobs Foundation
- John & Naomi Tomfohrde Foundation
- LDa Architecture & Interiors
- Lloyd G. Balfour Foundation
- MA Department of Elementary & Secondary Education
- Mary W. Harriman Foundation
- Mellowes & Paladino
- The Mifflin Memorial Fund
- National Grid Foundation
- Parterre Garden Services, Inc.
- The Paul and Edith Babson Foundation
- Peabody Properties, Inc.
- Public Schools of Brookline
- Rockland Trust
- Sanctuary Medicinals
- Simon Brothers Family Foundation
- St. Paul’s Episcopal Church
- Takeda Pharmaceuticals
- Thomas G. Stemberg Foundation
- TJX Foundation
- Town of Brookline, American Rescue Plan Fund
- Town of Brookline, CDBG Program
- UniCare

Thank you to our Community Partners

- Anatomy Academy
- Artbarn Community Theater
- Beaver Summer Camp
- Boston Children’s Hospital
- Boston College—Invest ‘N Kids
- Boston University—Bioinformatics Program
- Boston University—U-Design
- Brimmer & May Summer Camp
- Brookline Adult & Community Education
- Brookline Arts Center
- Brookline Food Pantry
- Brookline Housing Authority
- Brookline Interactive Group
- Brookline Rotary Club
- Brookline Office of the Town Clerk
- Brookline Public Works Department
- Brookline Recreation Department
- Brookline Teen Center
- The Calculus Project
- Camp Farley
- Camp Hale
- Camp Treetops
- Community Boating Inc.
- Crossroads
- Greater Boston Legal Services
- Project Discovery
- Leadership Brainerd
- Public Schools of Brookline
- Summer at Park
- Tiny Hanger
- Tony Williams Dance Camp
- YMCA—Camp Beckett
- YMCA—Camp Chimney Corners

Thank you to our SEES Members

Our mission would not be possible without the support and forward-thinking vision of the Steps Educational Equity Society (SEES). You can find a full list of members by scanning the QR code here.

Interested in learning more or joining SEES? Please don’t hesitate to reach out.



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DONOR SPOTLIGHT

Britt & Bernie Lee | Kathleen King Parker

We reached out to two of our donors, The Lees, dedicated supporters of Steps for over a decade, and Kathleen King Parker, a first-time donor, to understand why they chose to support us this year.



“ Having served on its Development Committee and board, met many of its students, and

seen the life-changing effects of its programs, we will be life-long donors to Steps to Success. Donations are spent thoughtfully to provide opportunities for Brookline youth that launch them into leadership positions. Those who know The Lees know how passionate we are about Steps!”

— **Britt & Bernie Lee**

“ As a new resident of Brookline, I wanted to support an organization

doing important and effective work for the community. I learned about Steps from a long-time friend who has supported Steps for years, and I am pleased to join its community of supporters and advocates, who are working towards a more equitable Brookline.”

— **Kathleen King Parker**



Supporting 325 Bright Futures

Steps students are the leaders and change makers of tomorrow, and your gifts support the bright futures of these Brookline students. With immeasurable gratitude in our heart, we ask for your investment in a brighter future for Brookline. Will you make a donation today?

Give online

stepstosuccessbrookline.org/donate

Send a check

Payable to
“Steps to Success”
P.O. Box 470421
Brookline, MA 02447

Recommend a DAF grant

Steps to Success, Inc,
Federal ID: 47-1641692



Steps to Success, Inc. is recognized by the U.S. Internal Revenue Service as a tax-exempt, 501(c)(3) organization (Federal ID number 47-1641692), and donations are thus tax-deductible to the full extent allowable by law.

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