

GENERATIONS OF GROWTH



STEPS TO SUCCESS

2025 IMPACT REPORT

At **Steps to Success**, we know that educational achievement doesn't happen in isolation. It grows out of passionate students, strong families, dedicated partners, and a shared belief that every young person deserves the chance to thrive.



This year's Impact Report and its focus on multi-generational networks of support highlight the relationships at the heart of our work. At the center of it all is a single, driving purpose: to surround our youth with the resources they need to succeed. From classrooms to living rooms, Steps students are backed by people who see their potential and champion them every step of the way.

Over the past year, Steps has grown alongside the students we serve. We reached more young people than ever, expanded our programs, and strengthened the support systems that help families succeed together. Every accomplishment reflects a collective effort: the hard work of our staff and families and the generosity of donors and partners who share our vision.

This report is a celebration of the shared commitment that drives our mission forward and sets the stage for all that is ahead. As we approach our 25th anniversary, we are excited to build on this momentum with the next phase of growth for Steps—an initiative that will enable us to expand opportunities even further and secure our ability to serve future generations. Stay tuned; we can't wait to share more with you!

In partnership,

A handwritten signature in black ink that reads "Nia Jacobs".

Nia Jacobs
Executive Director



Lindsay, Garfield, and Annika are passionate about Steps to Success.

For the past eight years, the family has been deeply engaged in Steps' programs, embracing every opportunity to broaden their horizons, meet new people, and prepare for the future. They are community builders among their peers and true partners in our work, contributing both leadership within our programs and insights on how to strengthen our impact. We are honored to share their voices in this year's report.



Garfield

11TH GRADE AT BROOKLINE HIGH SCHOOL
FAVORITE SUBJECTS: HISTORY AND ENGLISH
GOAL: TO TURN A CHILDHOOD PASSION FOR
LEGO INTO A CAREER IN ARCHITECTURE

“Steps has made
a lot of things easier.

“I learned a lot about making plans after high school and college, being able to save, and how to be valuable with your time. In Work Connections, we talked a lot about jobs and careers, how to get to those positions, and the right steps to take. The internships have helped me so I can get work experience. Steps has prepared me to be independent overall and to have a positive working mindset that can keep me pushing forward.”



Annika

7TH GRADE AT THE RIDLEY SCHOOL
FAVORITE SUBJECTS: MUSIC AND PE
GOAL: TO GET AT LEAST THREE JOBS
BEFORE HER DREAM JOB OF BEING
A FASHION DESIGNER



“In AHU and TA,
I learned how to
be independent.

“I get to do my homework there. We get to do projects, like getting to use a camera to take photos, even though they’re expensive. I like getting to see our pictures and to see how good they look because of the angles and how I take them. I also learned how my body works. We got to use balloons and pretend they were our lungs and blew them up with straws to see how they act like lungs.”



Lindsay

CERTIFIED NURSING ASSISTANT
BROOKLINE RESIDENT SINCE 2010

“Steps to Success plays a big role in my kids’ lives.”

“From when Garfield started in 4th grade, he has come a long way being part of Steps. Annika as well, they both have such great opportunities to take part in everything offered to them. For example, as a single parent of two, I wouldn’t be able to send my kids to camp out of pocket. But by people helping and funding Steps, it gives my children a great opportunity to go out and explore. I speak highly about Steps where my kids are concerned.”



Our Impact in Numbers

Steps provides opportunities and pathways for **over 350 Brookline students** from low-income families, supporting their **academic, social-emotional, and professional growth**. Here are a few ways we measure our impact.



\$1.2M

in scholarships, grants, and financial aid was secured by College Success Initiative students



100%

of elementary-age After Hours University students participated in STEM enrichment activities



31%

increase in free camp spots offered to students, combatting learning loss and unlocking new opportunities



4400+

hours of invaluable work experience were gained by students in our Work Connections program

Growth at Every Stage

Steps supports students at every stage of their educational journey, providing targeted programs and resources from early childhood through college and career.



PRE-K TO 2ND GRADE

- Direct outreach to parents and caregivers to ensure access to resources such as early learning programs, childcare, household goods, and technology

3RD TO 8TH GRADE

- In-school Advisors*
- Outside of school: after-school programs, outdoor opportunities and summer camp support, and work readiness programs beginning in 7th grade



HIGH SCHOOL

- In-school Advisors*
- Outside of school: career explorations and internship placements, college admissions and financial aid counseling, and leadership opportunities

COLLEGE AND CAREER

- 1-on-1 college advising, both virtual and in-person
- Workshops and networking opportunities
- Aid for textbooks, living expenses, and tuition bills
- Counseling on post-collegiate pathways



* IN PARTNERSHIP WITH THE PUBLIC SCHOOLS OF BROOKLINE

Steps Alumni Paying It Forward

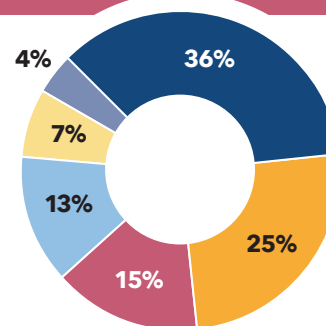
The LaGuerre brothers (BHS '06, '09, '12 & '14), four Steps alumni who achieved success in STEM fields, established the STEM Scholarship Fund in 2022. Committed to promoting diverse perspectives in STEM in their hometown of Brookline, the brothers continue to grow the Fund today, paying it forward to the next generation of Steps students!



Will you join the LaGuerres in supporting equitable opportunities in science, technology, engineering, and medicine? Connect with us about making a donation to the STEM Scholarship Fund.

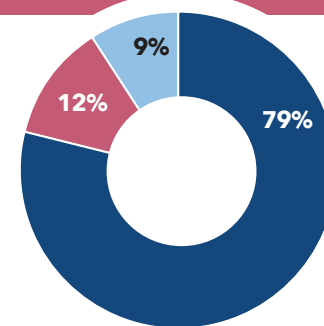
t: 617-713-5310 | e: sts@stepstosuccessbrookline.org

Thank you for powering an incredible year at Steps



REVENUE

Individual Contributions	\$ 463,158
Government	322,452
Event Income	186,018
Foundations	161,636
Misc & Investment Income	85,258
In-Kind Income	50,000
Total	\$1,268,522



EXPENSES

Programs & Scholarships	\$ 961,610
General Administrative	140,834
Fundraising	112,157
Total	\$1,214,601

Thank You SEES Members!

Our missions would not be possible without the support and forward-thinking vision of the Steps Educational Equity Society (SEES).



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Pizza Stop
Prairie Fire

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The Putney School Summer Programs
Roche Bros.
SharkNinja
SmartSummers
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Summer at Park
Tech Goes Home
Tiny Hanger
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Van Aiken Photography
Viking Sports
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Wegmans
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World Ocean School

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Deb Gaines

Why do you choose to support Steps, not only as a donor but also as a volunteer mentor?

There is nothing like giving back to Steps, an organization that consistently provides one-on-one support and real-world opportunities to students who might otherwise lack such access.

It has been a true personal delight to provide a modicum of personal and professional guidance to college-age Steps students, eager to demonstrate what they have to offer the world! I treasure the individual relationships I have built and sustain with them to this day."



Closing the Gap

Steps closes the opportunity gap for Brookline students from low-income families, strengthening academic and social-emotional skills, opening college and career pathways, and anchoring students in a powerful sense of community. **Will you support our work today?**

Give online

stepstosuccessbrookline.org/donate

Send a check payable to

Steps to Success
PO Box 470421
Brookline, MA 02447

Recommend a DAF grant

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

Platinum
Transparency
2025

Candid.

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 **STEPS TO SUCCESS**