

# AFTERSCHOOL DEVELOPMENT WORKS!



**2017**  
ANNUAL REPORT



## OUR MISSION

The All Stars Project transforms the lives of youth and poor communities using the developmental power of performance, in partnership with caring adults.

## OUR VISION

By 2020, the All Stars Project will be recognized as America's action and thought leader in Afterschool Development, a new way of engaging poverty.

## OUR VALUES

Integrity and trust  
Partnership with the poor  
Building community  
Radically inclusive  
Imagining possibility  
Improving the world

Dear Friends,

As you will see in the pages of this report, Afterschool Development is an extraordinary model for engaging poverty and alienation with creativity and development, and, we know it is working. We know because the kids and their parents tell us. Educators, police chiefs and faith leaders tell us. Business leaders tell us. And now, Afterschool Development is being recognized by some of the country's most prominent community advocates and poverty researchers.

In the growing search for new approaches to engaging poverty now underway at major universities and institutions, leading researchers are emphasizing the importance of what they are calling the "dignity effect." Princeton sociologist Dr. Kathryn Edin, a member of the US Partnership on Mobility from Poverty, recently presented the All Stars Project to the Bill and Melinda Gates Foundation as an exemplar of this.

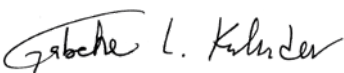
Our national board of directors is deeply committed to producing development and creating dignity in the afterschool field. Last year, our board members elected a new chair of the All Stars Project (ASP) board of directors, Maria Morris. Recently retired from a distinguished career at MetLife, Maria and her husband Barry have been committed All Stars philanthropic partners for more than 25 years and Maria has served on our board since 2008. She and the amazing group of talented and accomplished people serving on our board of directors are strengthening our efforts to be recognized by 2020 as America's action and thought leader in Afterschool Development.

We have much success to build on. In 2017, the All Stars Project raised \$10,954,292, the best year in our history. We have continued to build a campaign to establish a Center for Afterschool Development in the heart of downtown Chicago; we opened a new home for development, known as the "D House" in Dallas; we advanced the Scott Flamm Center in Newark as the heart of performance and development in New Jersey; we launched the Development School for Youth in our newest city, Jersey City; and we grew our Center in New York City as a hub of innovation and community building.

I look forward to working with you, our board, our program participants, philanthropic partners, volunteers and staff leaders, to continue to give the power of Afterschool Development to tens of thousands of youth and poor communities across our nation.

Thank you for your support.

Sincerely,



Gabrielle L. Kurlander  
President and CEO





# OUR CORE PROGRAMS

## ALL STARS TALENT SHOW NETWORK

The All Stars Talent Show Network (ASTSN) is our community gateway to development through performance. The ASTSN involves young people, ages 5 to 25, in performing in and producing hip-hop talent shows in their neighborhoods. Everyone who auditions makes the show. Youth take the lead in creating a new and positive culture in their communities. They are cheered on by audiences of family members, neighbors and volunteers who join “Back to School” trips to the talent shows. This experience is transformative for all.



In 2017, 6,014 people participated in All Stars Talent Show Network events.



## DEVELOPMENT SCHOOL FOR YOUTH



In the Development School for Youth (DSY), young people ages 16 to 21 learn to perform as professionals by partnering with business leaders across the country who conduct workshops and provide paid summer internships at their companies. In 2017, 1,881 executives and supervisors from 354 corporations across America volunteered thousands of hours of personal time to share their expertise and personal stories of success (and failure) with some of our nation's most marginalized youth.



We placed 388 graduates in paid summer internships in 147 companies across the country.



## OPERATION CONVERSATION: COPS & KIDS

Operation Conversation: Cops & Kids (OCCK) is the All Stars' award-winning police-community relations program founded in 2006. Led by ASP co-founder Lenora Fulani, Ph.D., OCCK uses performance, improvisation and developmental conversation to help young people and police officers create positive relationships. The program is run in partnership with the New York City Police Department and the Newark Police Department and workshops take place monthly at Police Athletic League (PAL) centers and other local community locations.



475 cops and kids in New York and New Jersey participated in community workshops.



"Getting to understand and work together to resolve issues... is what Operation Conversation: Cops & Kids is all about. This is a great program that we are going to push forward..."

– Terence Monahan, Chief of Department, NYPD

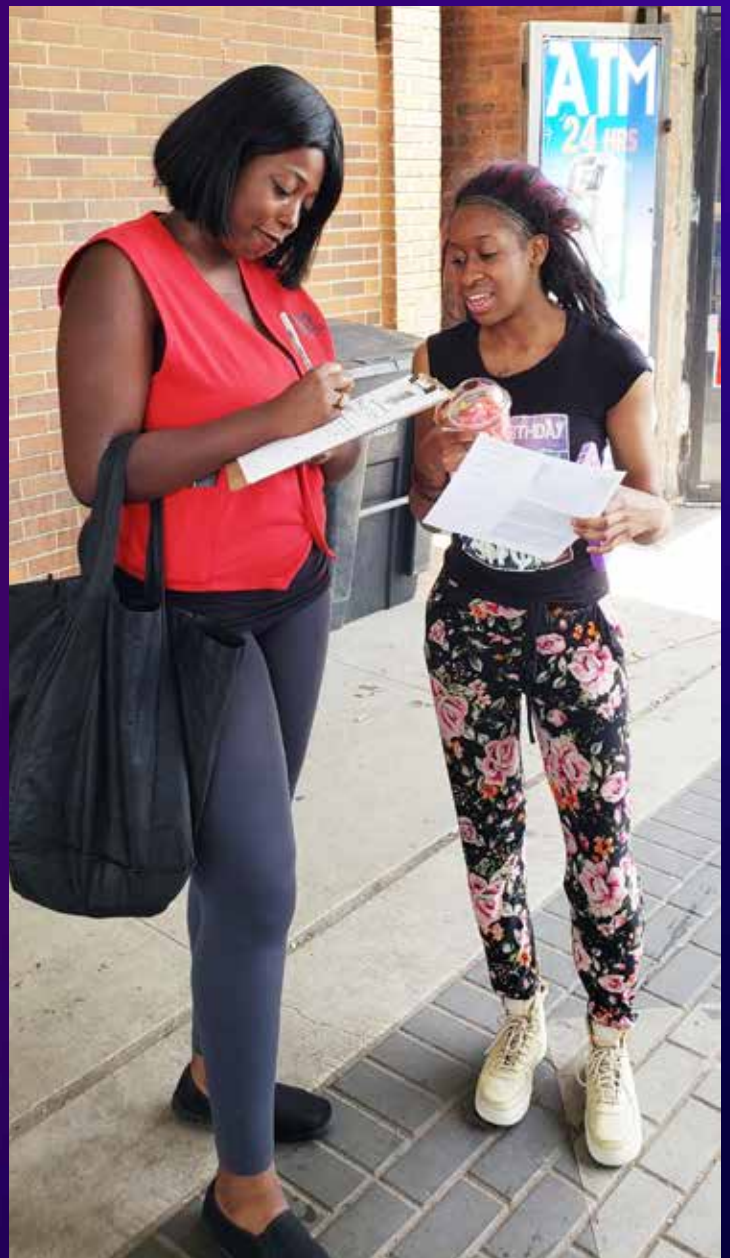


From left, Assistant Chief Kim Royster, NYPD Community Affairs Bureau, Dorothy Dumas and ASP of NY board members Bart Schwartz and Rose Lavandero at the 2017 Operation Conversation: Cops & Kids fundraiser.



# IN THE COMMUNITY

At the heart of the All Stars approach is our grassroots outreach in poor communities. Across the country, dedicated staff and volunteers from all walks of life go into some of the most impoverished neighborhoods. They stand on street corners, visit schools and knock on doors in housing projects to talk with young people and adults and introduce them to All Stars' free afterschool development programs. Community organizing and outreach is the central and fundamental activity of our work at All Stars Project and an important tool to spark meaningful dialogue about how we can positively create change in poor communities.



Outreach teams touched the lives of 37,835 children and their families in 2017.

# PHILANTHROPIC PARTNERSHIPS

At the All Stars Project, fundraising has always been about building relationships and seeking long-term partnerships. We create community by bringing together caring adults with young people growing up in poverty so they can build something new together. In doing so, everyone grows. We call this **involvement philanthropy** and it is at the heart of the All Stars Project model. We help people from all walks of life impact on the broad, seemingly insurmountable social challenges facing our communities and country.

We are 100% privately funded, primarily through contributions from thousands of individuals and hundreds of corporate partners. Our supporters become personally involved with our programs: hosting workshops, conducting mock interviews, organizing internships in the DSY, cheering on youth or volunteering at an All Stars talent show, or participating in the dozens of other involvement opportunities we have with our programs throughout the year.

In 2017, ASP raised \$11 million — for the first time in our history — from over 3,500 supporters who gave between \$10 and \$1.2 million. The backbone of our donor base has long been at the grassroots level, including our \$1,000-plus giving community, the President's Committee.

Special thanks to our key philanthropic partners — Catherine Andrus, The Armstrong Foundation, Ashley and Greg Arnold and TAC, Ms. Kate J. Barton, Margo Cook and Renee Cohen, The Elkes Foundation, EY, Estate of Jean Reed Haynes, Norbert Hornstein and Amy Weinberg, Mr. and Mrs. Hunter L. Hunt, Peter and Dana Langerman, Mr. and Mrs. Edward C. Malmstrom, John and Susi Manley, Mr. Gerard McGraw, Maria and Barry Morris, Mr. and Mrs. Greg Mutz, Suzu and David Neithercut, Mr. and Mrs. John P. Singer, Ms. Gillian M. Teichert, and Gregory and Donna Tosko — who stretched with us to expand All Stars' reach and impact across the country.









# AFTERSCHOOL DEVELOPMENT WORKS FROM COAST TO COAST!

## NEW YORK CITY



In 2017, the All Stars Project of New York welcomed 8,159 people to our national headquarters on West 42nd Street. Our community outreach teams — in which 128 volunteers spoke with over 1,400 young people and adults — strengthened an already vibrant pipeline for introducing new young people to the All Stars. Our largest program, the ASTSN, involved thousands of youth and adults who performed in and helped produce talent show events in the Gun

Hill section of the Bronx and in the Crown Heights, Bedford-Stuyvesant and Flatbush communities of Brooklyn. Through the DSY, 120 students were placed in summer internships at over 30 companies, including our four top sponsors: JPMorgan Chase, EY, AIG and MetLife. Operation Conversation: Cops & Kids highlighted the importance of new approaches to improving police-community relations and brought together hundreds of youth and NYPD police officers in performance workshops throughout the city.



UX, our free, university-style school of continuing education, involved 800 people in classes, workshops and field trips, extending opportunities for growth to adults living in New York's most underserved communities. We also hosted the second cohort of Fulani Fellows, post-graduate students who study and practice the All Stars' unique approach to human development and community activism.



The Castillo Theatre enjoyed a robust season that included co-productions with the New Federal Theatre, New Yiddish Rep and new partnerships with the Theatre Communications Group and Hypokrit Theatre Company.



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## NEW JERSEY

The All Stars Project of New Jersey touched the lives of 8,386 young people and adults in 2017. With the Scott Flamm Center for Afterschool Development — which welcomed over 1,300 visitors — as our cornerstone, the ASP of NJ continues to grow our influence in Northern New Jersey through increased programming and innovation, expanded partnerships with the corporate community and greater involvement with the afterschool arena in Newark.

Building on our 20 years of success in NJ's largest

city, the DSY expanded to Jersey City, where the first-year program graduated 35 students and placed interns with RBC, Fidelity, Goya, BelFuse, Simms Metal Management and the NY/NJ Port Authority. As we have seen from coast to coast, the All Stars' performance-based model works with young people from different races and nationalities, and Jersey City is just that — a cross section of what America looks like, and young people who represent the potential our country has to grow and develop.



At a 2017 press conference announcing the launch of Operation Conversation: Cops & Kids in Newark, second row, from center to right: **Dr. Lenora Fulani**, ASP co-founder; **Gabrielle Kurlander**, ASP president and CEO; Newark Mayor **Ras Baraka**; **Michael Hardy**, general counsel of the National Action Network; Newark Public Safety Director **Anthony Ambrose**; and (third row on the right) **Gloria Strickland**, city leader, ASP of New Jersey.

## CHICAGO

In 2017, the All Stars celebrated its 10th anniversary in Chicago by reaching over 8,000 young people and families from the city's poorest neighborhoods, including Englewood, Pilsen, Lawndale, Austin, Bronzeville and North Kenwood. The DSY graduated a record 62 students — many from the city's poorest performing schools — and involved over 480 corporate volunteers in the program. The ASTSN brought out 150 performers to the spring audition and talent show and hosted our first ever talent show cycle on the city's West Side.

The All Stars influence continued to deepen under the leadership of City Leader David Cherry, who is regularly invited to be in dialogue with civic, community and faith leaders throughout the city on how they can more creatively engage the poverty and isolation in which many of Chicago's young people live.



**David Cherry**, city leader, ASP of Chicago (back row, center) with ASTSN performers.

2017 was also the second full year of organizing our Afterschool Development Working Group — community leaders in Chicago working with us to grow the field of Afterschool Development. Our Fourth Annual Afterschool Development Conference brought together dozens of frontline practitioners and nonprofit leaders representing over 50 organizations for a grassroots conversation about bringing innovative approaches and much needed resources to young people and their families in Chicago.



The All Stars Project of Chicago has launched a growth campaign to establish a Center for Afterschool Development in the heart of downtown Chicago. As a home for everyone who wants to bring performance and development to our city, the Center — the first of its kind to be located in the Loop — will serve as a hub to connect youth from the South and West Sides to each other, to caring adults who are their partners in growth, and to the city's success. The Center will give young people and their families a beautiful and accessible space where they can join with business professionals, educators, civic and community leaders, artists and others in creating a new legacy for Chicago: a legacy of inclusion, of development and of transformation.



## DALLAS



In 2017, the ASP of Dallas reached over 5,000 young people and their families in West and South Dallas communities far removed from the city's growth and prosperity. The ASTSN involved 1,592 young people, volunteers and community members in community building activities including producing the first citywide talent show.

DSY welcomed a record 53 young people and partnered with 28 Dallas companies. The DSY 2.0 Alumni Leadership Program was created to engage

graduates in advanced workshops and internships focused on navigating the real world. The All Stars police-community relations partnership with the Dallas Police Department (DPD) and the Police Activities League (PAL) involved 184 young people and 58 police officers in outreach and talent show production activities. Most impressive was the DPD's "Let's Talk" Police & Youth Forum, where more than 1,400 people were able to cheer on All Stars youth and police officers as they performed on stage to an All Stars choreographed hip hop remix.



**Antoine Joyce**, city leader, ASP of Dallas (fourth from right) with ASTSN participants.



ASP of Dallas moved into its new home of Afterschool Development, named by the young people the "D House," short for Development House.

## SAN FRANCISCO BAY AREA

The All Stars Project of the San Francisco Bay Area is strengthening and deepening its roots in Northern California. In 2017, over 500 youth, donors and business partners participated in programming and special events in support of our 39 Development School for Youth students. Corporate leaders from Wells Fargo, EY, Dome Construction, TM Financial, Cooley, Farella Braun & Martel, MetLife and Latham & Watkins hosted workshops. It was our largest program partnership to date, and everyone gave DSY their highest marks, including 93% of corporate supervisors who rated the internship program as good/excellent and 90% who would recommend the program to friends or other companies. In 2017, volunteers donated over 700 hours.



The All Stars partnership-building in the tech sector was another area of growth, with more than 100 youth, tech professionals and tech firms interacting in our Tech and Leadership Development initiative sponsored by Silicon Valley Bank. Workshop sponsors included LinkedIn, Salesforce and Navisens.



**Elouise Joseph**, city leader, ASP of SF Bay Area (center), with DSY graduates.



## TALENTED VOLUNTEERS

In 2017, our award-winning talented volunteer program involved 1,532 people from all walks of life who participated in community outreach, worked as part of our talent show production teams and helped with an array of All Stars events and activities. Over 1,700 corporate employees — many of them young professionals — also volunteered and contributed their time and expertise to work with young people as program associates, workshop leaders and intern supervisors with the DSY.



**VOLUNTEERS CONTRIBUTED \$854,743 WORTH OF HOURS IN 2017.**



Drew Calderaro (center), ASP of NY program leader, outreach and volunteerism, at work in the box office with volunteers Janet Crane (left) and Jonathan Jennings (right).



The All Stars hosts Community Action Days, a volunteer initiative where young people, business and community partners come together to engage with the community while introducing them to quality afterschool organizations like the All Stars.

# GROWTH STRATEGIES

## AFTERSCHOOL DEVELOPMENT INITIATIVES

As a thought and action leader in the emerging field of Afterschool Development we are redrawing the map for how poverty is engaged, how youth development is done, and how performance is used.

### WORKING GROUPS AND CONFERENCES

Since 2010, ASP has held conferences, roundtables and working groups in all of its cities and is leading and organizing grassroots leaders from over 250 organizations nationally who are working together to share best practices and build the afterschool movement. Through 2017, ASP had over 10 working group meetings in Newark, Chicago, Dallas, New York and San Francisco; we also held Afterschool Development conferences in Chicago and New Jersey.

### EVALUATION

Our partnership with the **Center on Research and Evaluation (CORE)** at **Southern Methodist University (SMU)** is designed to provide quantitative and qualitative evidence of the impact of ASP's programs and to drive the Afterschool Development field forward by bringing into clearer focus what Afterschool Development does and how we know it works. The project is attracting broader attention, such as an article in *Education Week* which captures the impact and direction ASP is going in, including how we are tackling the important question of measuring outcomes.



**Kathryn Edin, Ph.D.**, professor of sociology and public affairs, Woodrow Wilson School, Princeton University, was a special guest speaker at the October 2017 President's Roundtable, "A New Conversation About Poverty." A member of the US Partnership on Mobility from Poverty, Dr. Edin spoke about the work she and her colleagues are doing to "...establish that relating to poor people with dignity inspires greater mobility than stigma and shame." She added, "I believe the All Stars Project is an exemplar of a program that is bringing a voice to people."



From left, **Amy Weinberg, Ph.D.**, ASP board of directors member and chair of Afterschool Development Initiatives; **David Grusky, Ph.D.**, professor at Stanford University and co-director of the Center on Poverty and Inequality; **Khalil Gibran Muhammad, Ph.D.**, Harvard Kennedy School professor of history, race, and public policy and the Suzanne Young Murray Professor at the Radcliffe Institute for Advanced Studies; **Gabrielle Kurlander**, ASP president and CEO; and, **Lenora Fulani, Ph.D.**, ASP co-founder, at the 2017 President's Roundtable. Over the last five years, roundtables have brought together 250 thought leaders, philanthropists, business leaders and others across the country.



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## TALENT INITIATIVES

The ASP continues to create talent initiatives designed to attract, develop and retain leaders in the field of Afterschool Development.



### ACTIVISTS FOR SOCIAL DEVELOPMENT FELLOWSHIP

This fellowship is a competitive eight-week program for recent college graduates who want to be part of building the field of Afterschool Development as a new approach to engaging poverty in our country. Over the last five program years, 55 fellows have worked with us, 11 of whom have been hired to work full- or part-time with the ASP.

### FULANI FELLOWSHIP

Launched in 2016, this fellowship is a rigorous introduction to and immersion in the on-the-ground practice, methodology and approach to human development employed in the programs of the All Stars Project. A total of eight fellows have worked with us, two of whom have been hired to work full-time with the ASP.



### AFTERSCHOOL WORKING GROUPS

Over 60 core members are active in our working groups nationally, including representatives from Big Thought, Dallas Afterschool, Salvation Army and NTARUPT in Dallas. Three working group members have been hired to work full-time by the ASP — two in New Jersey and one in Chicago.

### TRAINING & DEVELOPMENT

The ASP is also investing in the development of staff through the design and implementation of program, fundraising and leadership training, including monthly development experiences with the organizations' top leaders, and an annual three-day retreat for ASP staff from around the country. We are creating pathways for advancement and encouraging employees to pursue new opportunities across the organization.



### DIGITAL START UP

The ASP began partnering with Corsis LLC and Stanford University to create innovative technology platforms through which to further involve and engage ASP alumni and volunteers.

With Corsis LLC, we are developing an on-line marketplace for DSY alumni and corporate partners to continue the conversation about full-time work. Called *Connected Communities*, we expect to pilot the project with our 4,000 DSY alumni and key corporate partners during 2018.

The ASP has forged a partnership with Stanford's Poverty and Technology Lab to design and produce technology-enhanced solutions that extend the development experience. In 2017, the team (pictured left) developed the first prototype of an All Stars-inspired tech platform designed to give our young people and caring adults additional opportunities to create development and community together.

# 2017 BY THE NUMBERS

93%

Of supervisors rated the DSY summer internship program as excellent and very good

17,283

People participated in our programs

798

Students, teachers and volunteers in UX

4,979

People attended shows at the Castillo Theatre

43,520

Minutes worth of content watched on our YouTube page





98%

Of alumni agreed the  
DSY had a positive impact  
on their life

300

NYPD officers  
participated in our Cops  
& Kids Demonstration  
Workshops

108,226,749

People reached through  
media coverage

249

People attended Afterschool  
Development conferences  
and working group meetings

\$10,954,292

Total donations and other income



# BOARD OF DIRECTORS AND LEADERSHIP

The ASP board of directors elected a slate of four new officers whose combined expertise and vision will strengthen our efforts to be recognized as the national leader in Afterschool Development.

We were so pleased to welcome a new chair, Maria R. Morris, a longtime personal champion and architect of our national partnership with MetLife. Mrs. Morris currently serves on the board of directors of S & P Global and Wells Fargo. Two long-time board members, Dr. Jessie Fields and Peter Langerman, joined Hunter L. Hunt as vice chairs, while

Gregory A. Tosko now serves as treasurer. Three new members – Gloria Strickland, Joseph Boren and Derek DiRisio – were also added to the board.

In addition to the national board, the All Stars has dynamic local boards that lead our growth in New York City, New Jersey, Chicago, Dallas and the San Francisco Bay Area. These leaders share an unwavering commitment to connecting youth from the poorest communities to the corporate, civic and cultural success of their cities.



Left to right: **Christopher Street**, ASP chief development officer; **Hunter Hunt**, ASP board vice chair; **Peter Langerman**, ASP board vice chair; **Maria Morris**, ASP board chair; **Gabrielle Kurlander**, ASP president and CEO; **Ron Schiller**, Aspen Leadership Group; **Jessie Fields, M.D.**, ASP board vice chair.

## BOARD OF DIRECTORS

**CHAIR:** MARIA MORRIS; **VICE CHAIRS:** JESSIE FIELDS, M.D., HUNTER HUNT, PETER LANGERMAN;

**TREASURER:** GREG TOSKO; **SECRETARY:** L. THECLA FARRELL

**JEFFREY ARON**, Fountain House; **DOUGLAS A. BALDER**, Balder Architecture; **KATE J. BARTON**, EY; **JOSEPH BOREN**, Ironshore, Inc. (Retired); **CATHERINE M. CARRAWAY**, Equity Residential; **DAVID CHARD**, Wheelock College of Education and Human Development at Boston University; **NATHANIEL H. CHRISTIAN**, CastleOak Securities, LP; **MARGO L. COOK**, Nuveen; **JOYCE G. DATTNER**, Life Performance Coaching Center; **SUSAN C. DAVIES**, New York University; **DEREK DIRISIO**, Public Service Electric and Gas Company; **AMY S. DOYLE**, MTV, VH1, Logo; **L. THECLA FARRELL**, HSBC; **JESSIE A. FIELDS, M.D.**, St. Lukes Medical Group; **DEBORAH A. GREEN**, Elliott Management Corporation (Retired); **HUNTER L. HUNT**, Hunt Consolidated Energy, LLC; **CAROLYN KRESKY**, Broadcast Journalist (Retired); **GABRIELLE L. KURLANDER**, All Stars Project Inc.; **PETER A. LANGERMAN**, Franklin Mutual Advisors, Inc.; **CARRIE L. LOBMAN, Ed.D.**, Rutgers University; **EDWARD C. MALMSTROM**, Bank of America/Merrill Lynch (Retired); **MARIA MORRIS**, MetLife (Retired); **SUZU J. NEITHERCUT**, **ELIZABETH NIETO**, MetLife; **MICHAEL G. PICKERING**; **ROBERT T. ROSS**, Wells Fargo; **RICHARD H. SOKOLOW**, Davidson Kempner Capital Management LP; **GLORIA B. STRICKLAND**, All Stars Project Inc.; **GREGORY A. TOSKO**, CBRE; **AVRAM TUCKER**, TM Financial Forensics LLC; **AMY WEINBERG**, University of Maryland; **DREW WILLIAMSON**, Cooley LLP; **JANET WOOTTEN**, Rubenstein Associates, Inc.



## ALL STARS PROJECT OF NEW YORK BOARD

**INCOMING CHAIR:** **BART M. SCHWARTZ**, Guidepost Solutions LLC

**VICE CHAIR, VOLUNTEER ENGAGEMENT:** **MARK E. DAVIDSON**, Proskauer Rose LP (Retired)

**ADAM AMES**, Artist/Educator; **MARK B. CICIRELLI**, Elliott Management Corporation; **JESSIE A. FIELDS, M.D.**, St. Lukes Medical Group; **WOODIE KING, JR.**, New Federal Theatre; **ROSE T. LAVANDERO**, TM Financial Forensics LLC; **LISA LIM**, EY; **KENNETH MEYERSON**, CBRE; **SAMSON ORINA**, JPMorgan Chase & Co.; **GEMMA POSTLETHWAITE**, SourceMedia, Inc.; **CHRISTINA ROCCOS**, Americord Registry LLC; **JOHN P. SINGER**, ART Advisors LLC

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## ALL STARS PROJECT OF NEW JERSEY BOARD

**CHAIR:** **DEREK DIRISIO**, PSEG Services Corporation

**DAVID BARNETT**, Corsis LLC Technology Services; **CHRISTIAN CORREA**, Franklin Mutual Advisors, Inc.;

**CAROLYN DORFMAN**, Carolyn Dorfman Dance; **ALVESTER C. GARNETT**; **MICHAEL HENINGBURG**, Image Dermatology P.C.; **JEFFREY KRONTHAL**, KLS Diversified; **PETER A. LANGERMAN**, Franklin Mutual Advisors, Inc.;

**GERARD MCGRAW**, FMR, LLC; **CONSTANTINO MILANO**, Hartz Mountain Industries, Inc.; **DOMINICK J. RIZZO**,

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**RAYMOND THEK**, Lowenstein Sandler PC; **JAMES VINCENTI**, Investors Bank; **GLENROY WASON**, MUFG Union Bank;

**STEVEN W. ALESIO (EMERITUS)**, Fellow, Harvard University

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## ALL STARS PROJECT OF CHICAGO BOARD

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**JEFFREY J. BAKKER**, Neal, Gerber & Eisenberg LLP; **DOUGLAS M. BRODY**, EY; **CATHERINE M. CARRAWAY**,

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**ERIC S. PREZANT**, Bryan Cave Leighton Paisner LLP; **MORT ROSEN**; **KEVIN D. SHANKLIN**, Blue Cross and Blue

Shield Association (Retired); **MARK A. SMILEY**, Hilco Global; **BARBARA A. ULLMAN MILES**; **MARK S. WEISBERG**

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## ALL STARS PROJECT OF DALLAS BOARD

**CHAIR:** **HUNTER L. HUNT**, Hunt Consolidated Energy, LLC

**VICE CHAIR:** **GREG ARNOLD**, TAC

**ED CHRISTMAS**, Sology Solutions; **MICHELLE HARTMANN**, Baker McKenzie; **FRANK HERNANDEZ**, SMU

Simmons School of Education & Human Development; **KIMBERLY KESLER**, KPMG, LLP; **KIMBERLY W. KITTLE**,

Bank of Texas; **HANK E. NEELY**, EY; **FRED SLOAN**, TAC Energy; **DAVID A. WHITE**, Hunt Energy Solutions, LLC

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## ALL STARS PROJECT OF SAN FRANCISCO/BAY AREA BOARD

**CHAIR:** **DREW WILLIAMSON**, Cooley LLP

**MELISSA E. BERGEN**, MetLife; **MARK BLEY**, Dome Construction; **RICHARD BUZIAK**, Kilroy Realty Corporation;

**ALAN CHAMORRO**, Lowe Enterprises; **MICHELLE DAY**, Clarify Health Solutions; **JAMES L. DAY**, Farella Braun & Martel LLP; **DAVID GRUSKY**, Stanford University; **JOHN F. GUNN**, EY; **TIMOTHY HOGAN**, Cushman & Wakefield;

**CAROL A. MILLER**, UCSF Benioff Children's Hospital; **MICHELLE PERALTA**, Silicon Valley Bank;

**KATHERINE RINGGOLD**, Pixar; **AVRAM TUCKER**, TM Financial Forensics LLC

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*Board listings as of June 2018*

# SOCIETY FOR RACIAL HARMONY

## IN MEMORIAM



### JEAN REED HAYNES, ESQ. (1949-2002)

"Jean was a special friend of the All Stars Project and the young people we reach. After retiring from a stellar legal career, Jean volunteered regularly with the All Stars and shared our passion for growth, development and racial harmony. We cherish her memory and continue to realize her legacy of impact. During 2017 her estate completed its very special support, establishing a permanent legacy of empowering young people to grow and dream bigger dreams."

– Gabrielle Kurlander,  
President and CEO, All Stars Project, Inc.

The **Society for Racial Harmony** (SRH) are partners who have made a commitment to supporting the programs of the All Stars Project through their estate planning. The SRH was created with the philosophy that in order to move beyond differences — including those of race and ethnicity — everyone must work and develop together. Special bequests continue to provide deeply meaningful support for key All Stars initiatives that foster development and create racial and social harmony.

### THE SOCIETY FOR RACIAL HARMONY MEMBERS

Rosemary Ames<sup>†</sup>  
C. Michael and  
Anne Armstrong  
Jeffrey Aron  
Martha J. Avstreich-Ross  
Elizabeth G. Black  
Theodore Chu  
Margo Cook and  
Renee Cohen  
Susan C. Davies  
Michael J. Dean

Margot A. Durrer<sup>†</sup>  
L. Thecla Farrell  
John A. Forbes  
Joseph A. Forgione  
David I. Ganz  
Helen G. Grunebaum<sup>†</sup>  
Carolyn Hamilton  
Jean Reed Haynes<sup>†</sup>  
Donald Leonard  
Deborah A. Linn  
Debra London

Edward C. Malmstrom  
John and Susi Manley  
Jessica Marta  
Susan Massad  
Maria and Barry Morris  
Timothy D. Neiman  
Bente L. Ott  
Claude Owen<sup>†</sup>  
Hugo Picciani  
Joel Press<sup>†</sup>  
Alice A. Rydel

Susanne Schnitzer<sup>†</sup>  
Royce N. Smith<sup>†</sup>  
Richard Sokolow and  
Sharon Tomao  
Christopher H. Street  
Gillian M. Teichert  
George A. Van Pelt  
Jean F. Waldman<sup>†</sup>  
Mary A. Weber  
Agathe Wulkan<sup>†</sup>

<sup>†</sup> deceased

### The sample legal language below is suitable for a general bequest:

"I hereby give, devise and bequeath to the All Stars Project, Inc., a not-for-profit corporation organized and existing under the laws of the State of New York, now having its principal place of business at 543 West 42nd Street, New York, NY 10036 [the sum of money] [\_percentage of my estate], the [sum] [percentage] to be used for the All Stars' general purposes."



# INDIVIDUAL AND PRIVATE FUND DONORS

## **\$250,000+**

Estate of Jean Reed Haynes  
Mr. and Mrs. Hunter L. Hunt  
Mr. and Mrs. Edward C. Malmstrom  
John and Susi Manley

## **\$100,000 - \$249,999**

Mrs. Catherine Andrus and  
Andrus Family Fund  
The Armstrong Foundation  
Ashley and Greg Arnold  
Ms. Kate J. Barton  
Margo Cook and Renee Cohen  
Norbert Hornstein and Amy Weinberg  
Peter and Dana Langerman  
Maria and Barry Morris  
Mr. and Mrs. Greg Mutz  
Suzu and David Neithercut  
Mr. and Mrs. John P. Singer  
Ms. Gillian Teichert

## **\$50,000 - \$99,999**

Burke Family Foundation  
Leah and Jeffrey Kronthal  
Mr. Gerard McGraw  
Stacey and Joshua Nadell  
Ms. Katherine Ringgold  
Richard Sokolow and Sharon Tomao  
Mark B. Taylor Family Fund  
Gregory and Donna Tosko  
Ave Tucker and Dianne Bostick  
Elizabeth and Andrew Vaden

## **\$25,000 - \$49,999**

Laura Abrams and Christian Correa  
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RSM US LLP  
Sandler O'Neill & Partners LLP  
Saul Ewing Arnstein & Lehr  
Secaucus Lodging Associates LLP  
SL Green Management  
SunTrust Bank  
ThyssenKrupp Elevator Corporation  
UBS  
United Way of Essex and West Hudson  
Wells Fargo Foundation and Wells Fargo  
Wheels Inc.  
Yetter Coleman LLP

## \$2,500 - \$4,999

American Express Foundation  
Baker Botts  
Bank of Texas  
Binsky & Snyder Services, LLC  
Boston Properties  
Champalimaud Design, LLC  
Colliers International LLC

DCI Group  
 Fitzpatrick & Associates, Inc.  
 Fluor Enterprises, Inc.  
 Hathaway Dinwiddie Construction Co.  
 Hatzimemos / Libby  
 Icon Interiors, Inc.  
 Industrial Urban Corp.  
 Infrastructure Repair Service, LLC  
 Jones Lang LaSalle  
 JRM Construction Management, LLC  
 The KABR Group  
 KDC Real Estate Development & Investments  
 Kidder Mathews  
 Lincoln Property Company  
 Marchetto Higgins Stieve  
 McDonald's Corporation  
 McGuire, Craddock & Strother, P.C.  
 McMillan Electric  
 Medtronic Charity Trust Account  
 Morvillo Abramowitz Grand Iason & Anello PC  
 Newmark Knight Frank  
 NYCTIES  
 Panepinto Properties  
 Pashman Stein Walder Hayden  
 Pavonia Equities L.P.  
 Pearlman & Miranda LLC  
 Pearson Group Capital Management  
 People's United Community Foundation  
 Plescia Roofing Inc.  
 PSEG Power of Giving Campaign  
 Quick Response Fire Protection, Inc.  
 Savills Studley  
 Scarinci & Hollenbeck, LLC  
 Seyfarth Shaw LLP  
 Sobel & Co., LLC  
 Solar Energy Systems, LLC  
 Theatre Communications Group, Inc.  
 Welco Realty  
 Wilson Elser Moskowitz Edelman & Dicker LLP  
 Zuckerman Spaeder LLP

### **\$1,000 - \$2,499**

Amalgamated Bank of Chicago  
 AmTrust Title  
 Anderson Carpet  
 Barnum Financial Group  
 The Beck Group

Beirne Wealth Consulting  
 CAPCommunity Foundation, Inc.  
 Casella Construction Corp.  
 Chicago Title Insurance Company  
 Clara Maass Medical Center  
 Convene  
 Cooper Aerobics Enterprises Inc.  
 CRS Facility Services  
 Cullen and Dykman LLP  
 Culture Shock Games LLC  
 Cushman & Wakefield  
 Debevoise & Plimpton LLP  
 Development Specialists  
 Donnelly Industries Inc.  
 Duggal Visual Solutions, Inc.  
 Elliott Management Corporation  
 Finsbury, LLC  
 First Rate Inc.  
 Four West Red Oak Lane LLC  
 Friedman Properties  
 Genova Burns  
 Gensler  
 GGP  
 Goldman, Sachs & Co. Matching  
 Gift Program  
 Google  
 Guidepost Partners, LLC  
 Hartz Lindenbaum Associates  
 Hilltop Securities, Inc.  
 Hollister Construction Services  
 HSBC Philanthropic Programs  
 Innovid  
 Inside Source  
 Interstate Drywall Corp.  
 Karlin & Karlin  
 Kilgore & Kilgore PLLC  
 The Landis Group  
 Lemcor  
 Lowenstein Sandler PC  
 Lutz and Carr CPAs, LLP  
 Lynn Pinker Cox & Hurst, LLP  
 Marc Fisher Footwear  
 Mass Mutual  
 McMaster-Carr Supply Company  
 Menlo Engineering Associates Inc.  
 MGB Development Group, LLC  
 Mintz & Gold LLP

Modern Electric Co.  
 Mount Sinai Health System  
 Much Shelist, P.C.  
 Neal, Gerber & Eisenberg LLP  
 New Lounge 4324, LLC  
 New York Life Insurance  
 Northern Trust  
 Open Primaries  
 Parkway Bank & Trust Co.  
 Petrillo Klein & Boxer LLP  
 Petroven, Inc.  
 Pioneer Natural Resources Company  
 Pircher, Nichols & Meeks  
 Porzio, Bromberg & Newman  
 PS&S LLC  
 PSEG Power Connecticut LLC  
 Quiñones & Arbona Law Offices PSC  
 Robert Derector Associates  
 Round Top Building Services, Inc.  
 RPM Development, LLC  
 Rutgers University  
 Salesforce.org  
 Shore Group Associates  
 SIMS Metal Management  
 SiriusDecisions, Inc.  
 Skyline Construction Inc.  
 Sology Solutions  
 Solomon Cordwell Buenz  
 Standard Parking  
 Starcom Worldwide, Inc.  
 Tailored Sportsman LLC  
 Teahan & Constantino LLP  
 Team Resources, Inc.  
 Ted Moudis Associates  
 Texas Health Resources  
 Texas Instruments  
 Thompson & Knight Foundation and  
 Thompson & Knight LLP  
 Tiffany & Co.  
 Trammell Crow Residential  
 Two Trees Impact  
 Waters McPherson McNeill, P.C.  
 Western Carriers, Inc.  
 Wintrust Financial Corporation



# 2017 FINANCIALS

## STATEMENT OF REVENUE & EXPENSES Year ended December 31, 2017

### REVENUES, GAINS AND OTHER SUPPORT

Contributions and Net Special Events Revenue	\$9,879,449
Program Revenue	67,559
Donation of real property	710,000
Interest and Dividends	107,110
Realized and Unrealized gain on Investments	142,039
Other Revenues	48,135
<b>Total Revenues, Gains and Other Support</b>	<b>\$10,954,292</b>

### EXPENSES

All Stars Talent Show Network	\$1,992,703
Development School for Youth	2,839,977
Operation Conversation: Cops & Kids	1,086,753
Castillo Theatre	751,434
Volunteerism and Education	838,975
Management and General	965,830
Fundraising	1,426,966
<b>Total Expenses</b>	<b>\$9,902,638</b>

<b>Change in Net Assets</b>	<b>\$1,051,654</b>
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<b>Ratio of Program Services to Total Expenses</b>	<b>76%</b>
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## BALANCE SHEET As of December 31, 2017

### ASSETS

Cash and Cash Equivalents	\$2,369,916
Investments	3,520,545
Contributions Receivable	2,071,797
Prepaid Expenses and Other Assets	156,000
Fixed Assets - Net	10,922,714
<b>Total Assets</b>	<b>\$19,040,972</b>

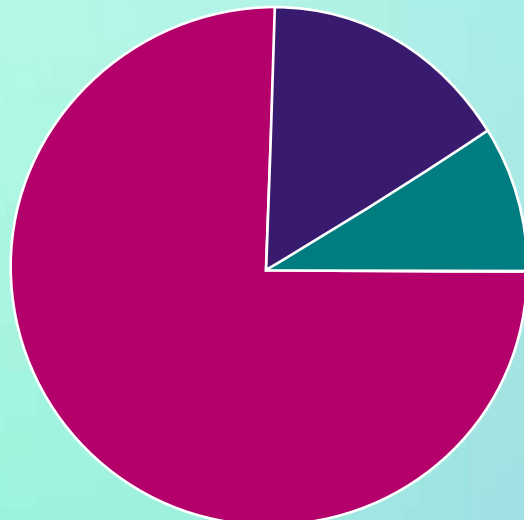
### LIABILITIES AND NET ASSETS

Accounts Payable & Accrued Expenses	\$902,338
Mortgage Payable	\$9,194,260
Deferred Rent	\$207,670
Loan Payable	\$399,162
Other liabilities	\$66,735
<b>Total Liabilities</b>	<b>\$10,770,165</b>

<b>Net Assets</b>	<b>8,270,807</b>
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<b>Total Liabilities and Net Assets</b>	<b>\$19,040,972</b>
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**Program Expenses 76%**  
**Fundraising Expenses 14.5%**  
**Management and General 9.5%**





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