



2021 ANNUAL REPORT



Building Communities of Development

with Youth at the Center



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Dear Friends,

As I look back on 2021, it is with appreciation for our many philanthropic, corporate, academic and community partners who made it possible for All Stars Project to provide meaningful growth opportunities to young people growing up in poverty across America, whose often daunting life challenges continue to be heightened by social isolation, despair and economic uncertainty.

As you will read in the pages of this report, All Stars is finding new ways to maximize the developmental impact of our programs and initiatives. We are building new collaborations and conversations in and outside the organization; nurturing our next generation of leaders; diversifying and expanding our national and regional boards; and rethinking our physical presence in every All Stars city.

We do so emboldened by the results and findings of a five-year study released last year by the Center on Research and Evaluation (CORE) at Southern Methodist University. As CORE Executive Director Annie Wright told me after their assessment was completed: “We now know how to measure development aligned with the way ASP thinks about it. We used those metrics to measure the impact of such development on young people in your programs, and the impact is evident!”

All Stars is thrilled to now have a groundbreaking study demonstrating that development exists and identifying eight “dimensions of development” that empower our youth to be full participants in every aspect of society—in their communities, at school and in the workforce.

These dimensions have resonated with those in the All Stars’ community, including some of the most forward-looking corporate executives and philanthropic leaders in the country. We are also in conversation with colleagues in the field of youth development about how we can use the results of the evaluation and our continued discoveries about performance to scale and influence practice, research, and policy for years to come.

The future of afterschool development is as bright as it has ever been. I look forward to working with all of you on making sure our impact continues to be very big!

Sincerely,



Gabrielle Kurlander
CEO



Mission

Through the developmental power of performance, we transform the lives of youth from poor and underserved communities in partnership with caring adults, giving everyone the opportunity to grow.

Vision

All Stars Project is on the forefront of building community by bridging racial, economic and social divisions to develop a caring 21st-century America.

All Stars Pillars

As All Stars Project (ASP) moves forward toward a caring 21st-century America, we focus on three pillars to ensure that we stay true to our mission so that young people from poor and underserved communities have access to the highest quality development environments in the country.

Performance Programs

Recognized as a powerful engine of development, performance is at the heart of everything we do at All Stars, where people of all ages and from all walks of life are supported to step outside their comfort zones; experience new ideas, people and cultures; and learn and grow together. Our programs use performance as a tool for growth both on stage and in life.

All Stars Talent Show Network, Virtual Performance Playbook and Youth Onstage! all utilize our **development through performance approach**, which is now recognized by leading poverty researchers and community advocates as uniquely suited to helping all people grow and develop.



Partnership with Caring Adults

All Stars partners with caring adults who help guide and enhance the personal and professional development of young people in programs like the **Development School for Youth** and **Development Coaching**. We create community by bringing caring adults together with poor and underserved youth so that they can build something new together.



PARTNERSHIP

Bridge Building

Operation Conversation and **Operation Conversation: Cops & Kids** are ASP's innovative bridge-building initiatives.

Designed and led by CEO Gabrielle Kurlander and VP and ASP of Dallas City Leader Antoine Joyce, **Operation Conversation** was created to address the social and racial divides in America. In a two-part virtual workshop, people from diverse communities and all walks of life learn and perform with new tools that develop empathy, appreciation, active listening and curiosity skills. All Stars is currently working with Fortune 500 companies across the country interested in integrating Operation Conversation as part of their diversity and inclusion efforts.

The award-winning **Operation Conversation: Cops & Kids** program, run in partnership with the New York City Police Department (NYPD) and the Newark Police Division (NPD), is focused on cultural change and the building of new relationships between young people and police officers. In 2021, the NPD invited All Stars to support its Youth Engagement Strategy initiative by creating a training program that will introduce every NPD officer to the All Stars approach and serve as a model for other cities.



BRIDGE BUILDING

In the Community

While All Stars Project continued to find new ways to use social media and other online platforms to reach young people, 2021 saw a return to the in-person community outreach that has always been at the heart of everything we do.

All Stars outreach teams in New York, New Jersey, Dallas and Chicago spoke in classroom settings and, in partnership with afterschool colleagues, presented to young people from other organizations and programs. These presentations, coupled with word-of-mouth organizing from All Stars alumni, led to almost 900 young people applying to our youth programs.



Nearly 900 young people applied to ASP youth programs as a result of in-classroom presentations.

All Stars Innovations

Social Development Partners (SDP) creates training solutions and designs new programming for nonprofits, community colleges and corporations based on the All Stars Project's performance approach. Settings include afterschool programming, workforce development and diversity and inclusion initiatives.

Newark Police Division Youth Engagement Strategy Training

The NPD asked the All Stars to create a training curriculum in support of their Youth Engagement Strategy, designed to ensure that officers are able to interact with young people in ways that contribute to ongoing efforts to change a culture of mistrust and misunderstanding in New Jersey's largest city.



“The work that the All Stars is doing in Newark is absolutely incredible and has had a direct impact in how police officers interact with youth in Newark. We've been very fortunate to have the All Stars and other community groups help us with our community engagement. Our officers have told us that, through their participation in Operation Conversation: Cops & Kids, they are able to have more open communication and find common ground with young people. This is why I am so grateful to the All Stars because the impact of these positive interactions is immeasurable.

— *Brian O'Hara, Deputy Mayor of Strategic Initiatives for Police Services/ Public Safety*





Dallas College

With recognition growing among educators and employers nationally that academics alone does not guarantee success—especially for young people growing up in poverty—Dallas College invited All Stars to work with them on creating programs designed to help students develop the interpersonal skills and attributes now recognized as key to professional growth and young people’s overall development.



Photo courtesy of Dallas College



New York Jets

Named by the New York Jets as a social justice partner, All Stars was proud to welcome dozens of Jets players and staff as volunteers throughout the year. In addition to serving as development coaches, several members of the Jets team joined All Stars alumni and members of the NPD in our Cops & Kids: Creating Conversations Workshop.



DSY alumni attending a Sports Business Day hosted by the Jets at MetLife Stadium.



Paramount Global Apprenticeship Program

Eager to insure that young people of color who apply to the company will emerge as successful candidates for employment, Paramount Global partnered with All Stars Project to create an apprenticeship training initiative. Paramount hired six of the 16 Development School for Youth summer interns the company hosted in 2021 to serve as apprentices in a year-round rotational program, three of whom were hired as full-time employees.



Promotional Partnerships

In 2021, All Stars partnered with three of the country's most iconic brands in support of young people and our development through performance approach across the country.

M&M's

To help celebrate the launch of their new MIX product, M&M's and Mars Wrigley worked with All Stars to create a virtual social media campaign designed to "inspire people to come together and connect with others." M&M's also made a contribution to support the All Stars and our efforts to build bridges through music and performance.



Robitussin

Robitussin

All Stars had the honor of partnering with Tony Award-winning actress Adrienne Warren on a campaign to help provide access to the performing arts for youth in underserved communities. With the support of Robitussin, which partnered with All Stars on their fall campaign to make all voices heard through the power of performance, Ms. Warren used her considerable social media platform to give All Stars youth the opportunity to shine.



Ruffles

Thanks to our partners at United Talent Agency, All Stars was chosen as one of three charities for a national online marketing campaign that gave audiences an opportunity to vote for the charity of their choice. As a featured nonprofit, All Stars received a donation for our work in Chicago and was introduced to the more-than-three-million people who participated in the campaign.



Alumni Leadership Council and Young Professionals



ALC Vision Statement

The Alumni Leadership Council will work to build community among All Stars alumni and provide a platform for alumni to give back and be an All Stars advocate.

In 2021, the **Alumni Leadership Council (ALC)** expanded to include a diverse group of 18 alumni eager to give back to the All Stars and their communities. As they have done since 2018, the ALC developed alumni involvement opportunities, including the first Development School for Youth Alumni Panel, which brought together 85 graduates to talk with alumni about their 2021 experience in the program and how to maximize their internship opportunity. The group also played a key role in recruiting young people to participate in virtual programming, raised \$10,000 in individual and corporate support and saw five alumni leaders join our national and regional boards in 2021: Denise Bernard (National); Lindsay McKenzie and Avriel Kelly (ASP of NY); Chioma Igwebuike (ASP of NJ); and Jocelyn Vega (ASP of Chicago).

All Stars Young Professionals (ASYP) also continued engaging people in their 20s and 30s who work across different industries and want to give back to their communities and make a difference in the lives of young people. Our dynamic ASYP team participated in volunteer events, door-opening activities, social outings and fundraisers, raising awareness and building valuable support for our youth development programs.

Philanthropic Partnerships

During a year of continued change and challenge, All Stars went on “the offensive” when it came to increasing and improving opportunities for young people to connect to the world around them. We mastered and innovated virtual programs for youth in our six cities and beyond, and we deepened engagement with philanthropic, corporate and public partners who joined us in telling the story of our impact.

“The All Stars taught me, at a young age, what it means to be a professional.

I learned to do things outside my comfort zone. Too many people from my neighborhood don't see outside their neighborhood. That's why I am mentoring other young people and why I give back to All Stars. I want to make sure other young people have the same opportunities I had.

– **Wadnes Castelly,**
*Global Product Marketing Specialist, TikTok;
Member, ASP Board of Directors;
Chair, Alumni Leadership Council*



Innovation Leads to Involvement

Our philanthropic partners led the way in making this important impact possible through our free-of-charge programs. We are proud that thousands of people, corporations and foundations nationwide are stepping forward for youth development through meaningful contributions and volunteer support. The hands-on involvement of our partners through

workshops, development coaching, internship support, door-opening and so much more helped All Stars grow our impact—and share our work with millions of others. We were thrilled that our innovative development through performance model, 40 years in the making, was lauded and promoted by partners like Paramount Global, the New York Jets, Robitussin and many more.



A big thanks to people from all walks of life who are investing in our young people and making life-changing opportunities possible through the All Stars!

Board of Directors

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Peter Langerman

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KPMG

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Broadcast Journalist (retired)

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Peter Langerman
Franklin Mutual Advisors, LLC
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Ed Malmstrom
Bank of America/Merrill Lynch (retired)

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Lowenstein Sandler LLP

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Wells Fargo

Bart Schwartz
Guidepost Solutions

Richard Sokolow
Davidson Kempner
Capital Management

Mitchell Steir

Gloria Strickland
All Stars Project, Inc.

Gillian Teichert

John Thurlow
RBC Capital Markets

Gregory A. Tosko
CBRE

Amy Weinberg, Ph.D.
University of Maryland

Drew Williamson
Cooley LLP

Leading from the Heart!

Gabrielle Kurlander, Maria Morris and Gloria Strickland exemplify the quality of leadership that has made it possible for the All Stars to achieve a remarkable level of success and impact over the last 40 years.

“Diverse in background and experience, these three powerful women share a passion for giving young people—and adults—every opportunity to develop and a commitment to saying ‘yes’ to whatever is asked of them. Over the last two years, much has been expected of the All Stars, and it is tribute to Gabrielle, Maria and Gloria that we have been able to respond with boldness, creativity and innovation. On behalf of our entire staff, we are proud to work for them in creating a team and an environment where everyone in our community is growing. They make us all better, and with their vision and commitment, All Stars will innovate, influence and inspire for decades to come.

– **Chris Street**
President

– **David Cherry**
Senior Vice President,
City Leader ASP of Chicago



Left to Right: Gloria Strickland, SVP/Youth and Community Development, ASP; Maria Morris, Chair of the ASP Board of Directors; Gabrielle Kurlander, CEO, ASP



Building Community Across the Country

As the All Stars continues to create new local and national pathways forward for our programs and thought leadership initiatives, we are also reimagining what our physical presence needs to look like in each of our cities.

Reimagining Our Physical Footprint

In New Jersey, the All Stars accepted an invitation from Onyx Equities to move into the Gateway Complex, Newark's most prestigious business center, visited by tens of thousands of people every day. All Stars looks forward to partnering with Onyx on creating a forward-looking, development-oriented and inclusive environment at Gateway and on working with public and private partners across the city to ensure that Newark's continued renaissance is a renaissance for everyone.

The All Stars Project of Chicago is set to open a Hub for Afterschool Development in downtown Chicago's historic Printer's Row neighborhood, which ensures that young people from the city's poorest communities have a place to call their own and connect with the mainstream and success of the city. The Hub will give youth a space of belonging and opportunity to use all of Chicago as a campus for development as we look to create more partnerships for growth to transform the city's legacy into one of opportunity and inclusion.

In New York, we are doubling down on efforts to create the kinds of private and public partnerships that have been so instrumental in the growth of our impact and influence in All Stars cities across the country. As we come out of the pandemic and consider our physical footprint—including new opportunities for hybrid work—we are prioritizing investing our talented team and meaningful resources into our mission and reach in the community. As a result, All Stars is exploring the sale of our Performing Arts and Development Center on 42nd Street, with pride that our Center succeeded in creating a public platform and greater visibility for the All Stars and our approach to youth and community development over the past 20 years. The sale of the center will allow us to realize our strategic vision, invest more deeply in our local programs and offer young people every opportunity to grow. We will work with all our stakeholders to create our next office to support these priorities.



All Stars Project of Chicago

As the All Stars Project of Chicago moves forward in its campaign to open a Hub for Afterschool Development in downtown Chicago, we are more committed than ever to making sure that young people on the south and west sides of our city have a place where they are related to as leaders with the capacity to recreate their lives and grow their communities.

Under the leadership of **SVP and City Leader David Cherry** and **VP and Director Lauren Horn**, All Stars is partnering with front-line practitioners who are part of the Afterschool Development Working Group and with hundreds of philanthropic partners who have contributed over \$10.9 million in support of this effort. Among the most generous partners are members of our Chicago Board, which named Equity Residential SVP, Human Resources Catherine Carraway and Hilco Global EVP Ben Nortman as Co-Chairs in 2021. This year, the board also added its first alumni member, Jocelyn Vega.

Our impact in the community was also strengthened through partnerships with local schools and organizations, including Catalyst Maria, Curie and Noble DRW High Schools, Instituto, Governors State University, Communities in Schools, and Chicago Lights.



Additionally, David Cherry was reelected to a second term as President of the Leaders Network and invited to join the Institute for Healthy Communities Advisory Council of the Lurie Children's Hospital.



ASP of Chicago Board

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Equity Residential

CO-CHAIR

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Hilco Global

Sean Armstead
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Mary Clare Bonaccorsi
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Mark Haller
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Julia Hammond
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Suzu Neithercut

John B. Opdyke
Open Primaries

Eric S. Prezant
Bryan Cave Leighton Paisner LLP

Jocelyn Vega
Illinois Collaboration on Youth

Kenneth Veltri
AMLI Residential

Building Community Across the Country

All Stars Project of Dallas

Under the leadership of **VP and City Leader Antoine Joyce**, the All Stars Project of Dallas continued to deepen our presence as we launched new corporate, community and philanthropic collaborations and connections across the Dallas metropolitan area. Among our newest partners is Dallas College, which is working closely with All Stars on the design and implementation of programs that will support students to develop the nonacademic skills necessary for personal and professional success. We also invested in creating new virtual stages, including a Performance Gallery Youth Festival and a Dallas Celebrates Virtual Dance Party, which was developed in partnership with Dallas County Promise and introduced hundreds of young people to performance and new ensembles.

Additionally, All Stars welcomed four new members to the Dallas board in 2021 and a new board chair, KPMG Dallas Office Managing Partner Kim Kesler. We also expanded our leadership impact on the broader community, with Antoine Joyce continuing to serve on the Dallas Truth, Racial Healing & Transformation Board and as Chair of the South Oak Cliff High School NAF Academies Advisory, which helped design and lead a series of performance workshops for NAF team members in Texas and across the country.

ASP of Dallas Board

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KPMG

VICE CHAIR

Greg Arnold
TAC

VICE CHAIR

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Miguel Alvarado
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Taylor Bowen
AMLI Development
Company

Ed Christmas
Sology Solutions

Jay Fenlaw
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Harold Ginsburg
Southern Asset
Service Corporation

Frank Hernandez,
Ph.D.
Texas Christian
University

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Capital Partners

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Westwood Wealth
Management

Hank Neely
EY (retired)



As of June 2022

All Stars Project of New Jersey

Under the leadership of **VP and City Leader Shadae McDaniel**, the All Stars Project of New Jersey continues to grow as a vibrant epicenter of development and partnership for thousands of young people, families and partners from the business, education, cultural and nonprofit communities in Newark, Jersey City and across the state. We are proud to be moving into the Gateway Complex, one of Newark's most prestigious business centers. Our partners at Onyx, which is redeveloping Gateway, are eager to work with All Stars on creating a development-oriented and inclusive environment at Gateway and across Newark.



In that same spirit, our partnership with the Newark Police Division is also growing to new levels of involvement, with All Stars youth front and center in the development of a new youth-led training model that will support officer onboarding and impact the department's overall youth engagement strategy, which includes a training program in which every NPD officer will participate.



ASP of New Jersey Board

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Advisers LLC (retired)

Abdul Ajani
EY

David Barnett
D. Barnett Associates

Ruby Brar
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Brian Clark
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Christian Correa
Franklin Mutual Series

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Carolyn Dorfman
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Allison Williams
JAZZ Venture Partners

**EMERITUS
BOARD MEMBER**
Steve Alesio
Harvard University

As of June 2022

Building Community Across the Country

All Stars Project of New York

After **SVP of Youth and Community Development Gloria Strickland** was named Director of the All Stars Project of New York in 2021, she launched a series of conversations with local stakeholders—including youth, alumni, volunteers, supporters and community partners—on how All Stars can best use our energies and resources to



expand our impact on poor communities across the city and bring performance and development to every Big Apple neighborhood. At the heart of this new vision is collaboration—working together with community, civic, educational and other organizations to create culture and opportunities for growth in their communities.

Our talented staff are creating new kinds of fun and engaging performance environments designed to introduce All Stars and our core programs to young people referred to us by partner organizations, including the New York Police Department. We are also exploring how to creatively connect with mainstream arts and culture, business and civic organizations, among them the Covenant House, The Door, Manhattan Business Academy, New Vision Charter School, Uncommon Schools and Catholic Charities. The New York team also provided performance and production leadership to our virtual programs and initiatives nationally, all while continuing to operate our Performing Arts and Development Center on 42nd Street.



ASP of New York Board Board

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**Gemma
Postlethwaite**
Arizent

Christina Roccas
Americord Registry

John Singer

Blakely Stinebaugh

All Stars Project of the San Francisco Bay Area

The All Stars Project of the San Francisco Bay Area, together with our corporate and philanthropic partners, played a crucial role in advancing three important nationally significant areas: the development of virtual programs; thought leadership, research and evaluation; and partnership programming with high-performing local nonprofits. For example, the local board and corporate community—led by Gilead Sciences, who organized dozens of adult volunteers to support All Stars youth—played a key role in expanding the reach of Development Coaching in its first year as a virtual program.

Bay Area youth were involved in the virtual Development School for Youth and Summer Internship Program, with strong support and engagement from Cooley, EY, Grosvenor and RBC Capital Markets, among many others. ASP’s Afterschool Development Initiatives, which guide the overall expansion of our thought leadership influence, continued to advance under the leadership of San Francisco-based Bonny Gildin, Ph.D., Senior Director of Afterschool Development Research and Policy. In addition to the publication of newsletters and articles, ASP staff and academic partners began to share the results of our evaluation conducted by SMU’s Center on Research and Evaluation widely and develop new thinking on the value and impact of outside-of-school environments.



ASP of San Francisco Board

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Melissa Bergen MetLife	John Gunn EY	Avram Tucker TM Financial Forensics
Mark Bley Dome Construction Foundation	Timothy Hogan Avison Young	Chip Wadsworth RBC Capital Markets
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Alan Chamorro Lowe Enterprises	Carol Miller, M.D. UCSF Benioff Children’s Hospital	
James Day Farella Braun + Martel LLP	Michelle Peralta Deloitte	

As of June 2022

Afterschool Development Initiatives

Alongside our youth development programs, All Stars continues to invest in activities, conversations, writing and research to advance and further shape afterschool as a field and promote afterschool development as a game-changing strategy for social transformation.

At the heart of these efforts are Afterschool Development Working Groups (ADWG), which involve hundreds of leaders and frontline practitioners from community, faith-based, cultural, education, youth development and other grassroots organizations nationally. ADWG members in Chicago, Newark and Dallas engage with thought leaders, build grassroots conversations and promote new ideas, research and collaborations to bring more development into the lives of youth and communities.

At our fall 2021 benefit, All Stars celebrated a decade of building afterschool development by recognizing the grassroots and nonprofit leaders on the ground who are partnering to make growth and development the priority for our youth and communities.

We were honored to focus a much-deserved spotlight on five of the country's most dynamic afterschool and youth development leaders: Tiffany Brown, Ph.D. (California State University at Long Beach); Orlando Ceaser (Watchwell Communications, Chicago); Sergio Garcia (Big Thought, Dallas); Carrie Lobman, Ed.D. (Rutgers University Graduate School of Education); and Jessica Nuñez (Newark Museum of Art, Newark, NJ).



Evidence of Our Impact

A key development in 2021 was the dissemination of an ASP outcome evaluation designed and implemented over five years with Southern Methodist University's Center on Research and Evaluation (SMU CORE).

The evaluation systematically validated our discovery that development, as a foundation of learning that takes place when young people go outside of daily school and life experiences, can be measured. It also showed that, through participating in our programs, young people advance their development.

8 Dimensions of Development

SMU CORE established and identified eight dimensions of development that are at the heart of the ASP's model. These strengths and capabilities—by themselves or taken together—empower youth to be successful in both education and workplace situations and to fully participate in every aspect of society.

RELATING TO OTHERS

1 Appreciation

"In most every situation, I'm the type of person who values the effort people put into things."

2 Giving

"I believe that all members of a group, team or community can contribute something."

3 Interpersonal Competence

"I'm patient with others when I'm in a group."

NAVIGATING PROFESSIONAL SETTINGS

4 Personal Responsibility

"I ask for help when I don't understand how to do something."

5 Vocational Competence

"I know how to act in a professional setting."

ENGAGING WITH THE WORLD

6 Confidence

"I feel in control of my life and my future."

7 Improvisation

"I'm willing to make a mistake to find solutions."

8 Open Worldview

"I can learn from interacting with people from different backgrounds than mine."



"Afterschool is integral to the positive development of our young people because it offers youth a kind of support they aren't

getting in more formal educational settings. The tools that All Stars gives young people helps them build relationships, grow self-awareness and create a sense of belonging, which is especially important for young people from under-resourced communities. I especially appreciate that All Stars encourages young people of color to play, which is important because the margin of error for them is very small. They feel a lot of pressure to 'get it right,' so it's critical to give youth of color the space and support to try out new identities, discover their talents and dreams and explore new possibilities."

— **Tiffany Brown, Ph.D.**

Professor in the Family and Consumer Sciences Department at California State University, Long Beach;
Member, ASP Board of Directors



"For decades, organizations like All Stars Project have been supporting youth in poor communities to develop a broader world view,

to create and maintain relationships with people in their community and beyond, and to understand their future options. The SMU CORE evaluation begins to identify precisely the power of these out-of-school experiences. The pandemic didn't create the opportunity gaps that are a reality in poor communities, but it did remind us that youth in these communities need more developmental opportunities than schools can offer, and out-of-school time must be part of the answer."

— **David Chard, Ph.D.**

Dean, Wheelock College of Education and Human Development, Boston University;
Member, ASP Board of Directors



"One of the things I know as an educator is that we have to get young people in the right frame of mind—the right emotional

place—to learn. And what I love about the developmental work of the All Stars Project is that it takes young people from where they are, opens up their eyes and shows them the potential they have. Then, it is really up to us as educators to help connect and engage. So, I'm excited about supporting their work and look forward to what we can do to ensure that the developmental work doesn't end with All Stars but continues throughout their lives."

— **Joe May, Ed.D.**

Chancellor Emeritus, Dallas College;
Member, ASP Board of Directors

2021 by the Numbers

ASP raised
\$9,749,868
from individual,
corporate and
foundation partners.

1,116
youth participated in
one or more of our
programs.

170
youth participated in
both our Development
Coaching and DSY
programs.



20,061
people liked,
commented on,
shared or saved
ASP's social
media content.



4,231

supporters, volunteers,
young people and
community members
attended events.

248

people participated in
virtual performance
offerings.

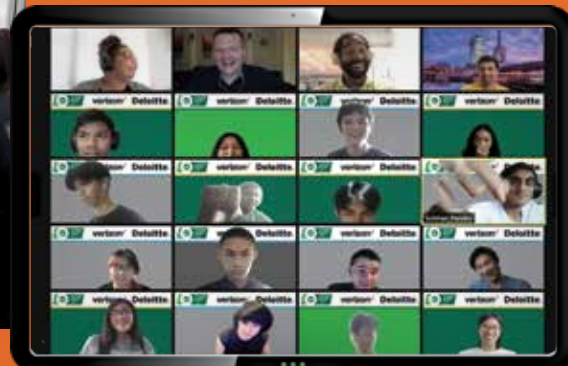
1,593

caring adults from all
walks of life volunteered in
our youth development and
performance-based programs.



158,482,360

people were reached through
ASP media coverage.



Corporate Partnerships

The All Stars works closely with hundreds of corporate leaders and partners every year, coupling high-impact investments with high-impact volunteering—what we call “involvement philanthropy”—as key to ensuring that our programs remain free for thousands of young people every year. These are a few of our exemplary involvement philanthropy partners!

EY: All-in Partnership across the Country

As our largest national corporate supporter, EY has been an “all-in” partner for 20 years. In 2021, EY continued to innovate with the All Stars by sponsoring over 20 virtual internships and creating a gold standard for other companies to model their own virtual internships, as well as generating over \$500,000 in philanthropic support to ASP through company and employee support.



EY’s strategic leadership and support is present in all our markets. We thank **Kate Barton** (Global Vice Chair and ASP National Board), **Susan Robinson** (Global and US-East TMT-PAS Leader and ASP National Board), **Lisa Lim** (Global Tax Account Leader and ASP of NY Board), **Marc Ganz** (Global Tax Account Leader and NY DSY Trustee), **Abdul Ajani** (Partner and ASP of NJ Board), **Jay Fenlaw** (Tax Partner and ASP of Dallas Board), **Michelle Jenkins** (Tax Senior Manager and Dallas DSY Trustee), **John Gunn** (Tax Partner and ASP of SFBA Board), **Colleen Warner** (Partner) and the dozens of other EY leaders for their continued leadership and support!

RBC Capital Markets: Recognized as Official Arts & Culture Strategic Partner of RBC



Since becoming involved in 2015, RBC has grown into a cornerstone National Underwriting Partner of the All Stars. To date, RBC has contributed over \$500,000 in company and foundation support—including a \$100,000 gift in 2021 in support of our virtual programming—and continues to find impactful ways to partner with the All Stars and our young people.

This year, RBC Capital Markets and RBC Foundation recognized All Stars as their official Arts & Culture Strategic Partner, as well as the virtual partner representing the U.S. for RBC's Volunteering Around the World presentation for 500 of the company's HR leaders.

We were also proud to acknowledge RBC champions now serving on our national and regional leadership boards: **John Thurlow** (U.S. COO and ASP National Board), **Ruby Brar** (Head of Procurement and ASP of NJ Board), **Robert Maddox** (Managing Director, U.S. Head and ASP of Dallas Board); **Chip Wadsworth** (Managing Director and ASP of SFBA Board), **Glenroy Wason** (Senior Accountant and ASP of NJ Board) and **Chris Curley** (Director, Senior Counsel and NJ DSY Trustee), as well as the dozens of other RBC leaders and supporters for their continued investment in our mission and our young people.



Hilco Global: Breaking Records and Opening Doors

For close to a decade, Hilco Global and **Jeff Hecktman** (Founder and CEO) have set a high bar when it comes to their philanthropic support for, and employee involvement with, the All Stars. Fortunately

for young people in Chicago and nationally, 2021 was no exception. In addition to the company continuing to step up on behalf of DSY, **Ben Nortman** (EVP and CEO of Hilco Merchant Resources) was named Co-Chair of our Chicago Board. When Hilco Global was honored at our 2021 national benefit, Ben also joined with **Gary Epstein** (Chief Marketing Officer) and other All Stars champions to raise over \$430,000 in private support from their corporate peers. We thank Hilco Global for the generosity with which they have embraced young people in Chicago and across the country!



Talented Volunteers

In 2021, our award-winning talented volunteer program didn't miss a beat when it came to creating new ways for our national volunteer base to virtually impact on the lives of youth. Close to 1,600 people from all walks of life participated as development coaches, DSY program associates, workshop leaders, mock job interviewers and internship supervisors, Youth Onstage! teachers, and leaders of other performance and development activities.



Almost
1,600
volunteers
nationwide!

Society for Racial Harmony

The Society is a special group of supporters who have made a commitment to backing the programs of the All Stars Project through their estate planning.

It was created with the philosophy that getting beyond differences, including those of race and ethnicity, involves everyone developing together. Special bequests have provided millions of dollars in support for key All Stars initiatives in the last 20 years to foster the development that can create racial harmony.

“All Stars Project does exceptional work. We have seen how well the organization is run, how effectively its finances are managed and how life-changing the ‘power of performance’ is as a tool to give underserved youth a foot in the door. All Stars is making an impact on racial inequality, and we believe strongly that All Stars will not only survive for decades to come but will also continue to thrive and grow. We are proud to have joined the Society for Racial Harmony and included All Stars in our planned giving. It is one of the best long-term investments we can make.

— Blakely and John Stinebaugh

The Society for Racial Harmony Members

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IN MEMORIAM



Susan Massad, M.D.

The All Stars Project celebrates the life of Susan Massad, who passed away on November 29, 2021, at the age of 83. A physician and community activist, Susan was a 40-year volunteer of the All Stars community and the Chair of our Board of Directors from 1990 to 2005. As a member and builder of the Society for Racial Harmony, Susan’s impact on All Stars will live on for decades to come. Susan will be remembered for her passion for addressing poverty by making communities healthier and more developed every day.

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Anonymous

\$1,000-\$2,499

Alaric Compliance Services
AMLI Residential
Bougades Electric
Casella Construction Corp.
Charles Schwab
Colliers International LLC
Cooley LLP
Cresa
CRS Facility Services
CSI International
Cullen and Dykman LLP
D. S. Meyer Enterprises, LLC
Davidson Kempner Capital Management LP
Davis & Gilbert LLP
Edmonds Contracting
Encon
Enviro-Sciences of Delaware, Inc.
FCS Metro, LLC
Ferguson Partners
First Midwest Bank
First Stop Health
Forman Sign Company
Grey Global Group Inc.
Greystar
Guardian Service Industries, Inc.
Havas New York
Jack Resnick & Sons
Kasa Living, Inc.
La Forza Construction, LLC
The Landis Group
McCarter & English LLP
McGuire Woods LLP
MentorMore Foundation

MKDA
Murphy Burr Curry, Inc.
MVRP Foundation, Inc.
NAF
Nationwide MLS
NBCUniversal
Omega Industries
Onex Falcon Investments
Pro-Tec Contracting Corp
Reckitt Benckiser
Research Foundation of The City University of New York
Rhodium Group
Robert Derector Associates
Romark Management
Ropes & Gray
Round Top Building Services, Inc.
Ryan & Juraska
SESI Consulting Engineers
Sharp Roofing Associates, Inc.
Shine Engineering
Sietsma Landscape Operations, Inc.
SIMpro, LLC
Sompo International Insurance
South Shore Construction LLC
Splendor Design
State Street Foundation
T.G. Basile, Inc.
Team Resources, Inc.
Ted Moudis Associates
Valley Health System
Wiley
Young Electric + Communications
Zeta Global

Financial Statement

Statement of Activities

Year Ended December 31, 2021

Revenues, Gains, and Other Support

Contributions	\$8,022,914
In-Kind Donations	159,928
Grant Revenue	1,331,711
Special Events	1,268,285
Investment Income	398,464
Other Revenues	123,806
Total Revenues, Gains and Other Support	\$11,305,168

Expenses

Performance-Based Programs	\$1,902,240
Development School for Youth and Development Coaching	3,300,763
Education and Afterschool Development Initiatives	1,390,264
Operation Conversation	653,377
Management and General	1,127,064
Fundraising	1,263,266
Total Expenses	\$9,657,170

Statement of Financial Position

As of December 31, 2021

Assets

Cash and Cash Equivalents	\$4,069,495
Investments	7,615,336
Contributions Receivable	2,921,724
Prepaid Expenses and Other Assets	535,519
Fixed Assets	7,579,488
Total Assets	\$22,721,562

Liabilities

Accounts Payable and Accrued Expenses	\$954,745
Mortgage Payable	8,075,805
Loans Payable	40,741
Total Liabilities	\$9,071,291

Net Assets **\$13,650,271**

Total Liabilities and Net Assets **\$22,721,562**



PERFORMANCE



PARTNERSHIP



BRIDGE BUILDING



All Stars Project of Chicago

P.O. Box 14892
Chicago, IL 60614
(312) 994-3107

All Stars Project of Dallas

D House
517 North Haskell Avenue
Dallas, Texas 75246
(214) 484-2112

All Stars Project of New Jersey

One Gateway Center
Suite 740
11-43 Raymond Plaza West
Newark, NJ 07102
(973)-856-6695

All Stars Project of New York

543 West 42nd Street
New York, NY 10036
(212) 941-9400

All Stars Project of the San Francisco Bay Area

(415) 986-2565

**For more information,
visit us at:**



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Twitter: @allstarsprojectinc



Instagram: @allstarsprojectinc



LinkedIn: All Stars Project, Inc.

The All Stars Project is a national nonprofit organization with a 40-year history of grassroots organizing and community building. ASP's award-winning development through performance approach brings people from all racial, economic and social walks of life together to create something positive, new and transformative for all involved. ASP operates nationally in six cities with volunteers, programming and partnerships in over 20 states. As the country's leading afterschool development organization, we are changing the national dialogue about how to meaningfully impact the lives of people growing up and living in poverty and the role that "outside-of-school" plays in preparing inner-city youth for success in their lives.