



2023

ANNUAL
REPORT

Becoming **ALL** Stars



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.

TABLE OF CONTENTS

Letter from the CEO.....	1	Introducing the Becoming All Stars Campaign.....	18–19
Performance Pillar.....	2	Performance Lab.....	20
Partnership with Caring Adults Pillar.....	3	Alumni Leadership Council and Young Professionals.....	21
Bridge Building Pillar.....	4	Applauding Our Philanthropic Partnerships.....	22
In the Community.....	5	Society for Racial Harmony Planned Giving.....	23
Talented Volunteers.....	6	Highlights of 2023 Corporate Philanthropic Leadership.....	24–25
Measuring Our Impact.....	7	Board and Volunteer Leadership.....	26
Strategic Partnerships and Model Building.....	8–9	Individual and Private Fund Philanthropic Partners.....	27–31
2023 by the Numbers.....	10–11	Corporate and Foundation Philanthropic Partners.....	32–33
ASP of Chicago.....	12	Financials.....	34
ASP of Dallas.....	13	Locations.....	Inside Back Cover
ASP of New Jersey.....	14		
ASP of New York.....	15		
ASP of the San Francisco Bay Area.....	16		
Announcing a New Leadership Team.....	17		

Dear Friends of the All Stars Project,

As I reflect on my first year as CEO, I am deeply grateful for your unwavering commitment to our mission. The All Stars Project's work has never been more vital, and I am inspired by the enthusiasm with which our young people across the country are embracing opportunities to grow.

In 2023, we recommitted ourselves to our grassroots focus, reestablishing in-person programming in underserved communities nationwide.

Our volunteers and staff touched the lives of over 8,400 young people, providing the transformative experiences that are the hallmark of our work. As a nation, we face profound challenges in uplifting our marginalized youth; All Stars remains at the forefront of innovation in this critical arena.

I was honored to meet the U.S. Surgeon General earlier this year at the Aspen Ideas Festival, where he underscored the mental health crisis gripping America's youth. He called for the creation of environments fostering "belonging, purpose and service"—the very principles that have guided the All Stars Project's work for the last several decades. As we move forward, we will redouble our efforts to create these healing, empowering spaces for young people across the country and share what we have learned with others through training and collaborations.

A centerpiece of my work as CEO is to develop and support the next generation of talent and leadership at All Stars. The appointment of Antoine Joyce and Shadae McDaniel to Senior Vice President roles is a testament to the dynamic bridge builders within our ranks. I am thrilled to collaborate with them, our new executive leadership team and our Board Chair, Nathaniel Christian, III, to shape the future of All Stars.



All Stars is committed to moving beyond silos toward constructive collaboration and partnership. We are proud to count among our newest and growing partners the ICA Cristo Rey Academy, Dallas College, the Newark Police Division, Paramount Global and KPMG. Also embracing our approach—and the playbook we have written on how to create impactful development and internship experiences—is Big Thought in Dallas,

whose President and CEO, Byron Sanders, invited Gabrielle Kurlander and me to author a chapter for a new book, *Built for More: The Role of Outside-of-School Time in Preparing Youth for the Future of Work*.

Everything we do is made possible by the generosity of our supporters. In 2023, close to 2,000 people, companies and foundations invested a total of \$11.3 million, resulting in one of the most successful philanthropic years

in our history. This investment will allow the community we are building—young people, adult volunteers, alumni and nonprofit partners—to continue to deepen our impact everywhere.

As I look to the future, I am filled with optimism. The potential of our "community of development" is limitless, and with your steadfast support, I know that All Stars will be a beacon of hope and transformation for years to come. Thank you for being on this journey.

Sincere regards,

A handwritten signature in black ink that reads "Chris Street".

Chris Street
President and CEO



All Stars Pillars

As All Stars Project moves forward toward a caring 21st Century America, we have three pillars to help ensure that we stay true to our mission so that young people and poor 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 grow together.

Our programs use performance as a tool for growth, both on stage and in life. **All Stars Talent Show Network** and **Performance Lab** utilize our development-through-performance approach, which is now recognized by leading poverty researchers and community advocates as uniquely suited to help all people develop.

PERFORMANCE



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 such as the **Development School for Youth (DSY)** and **Development Coaching**. We create community by bringing together caring adults—who serve as development coaches, DSY program associates, workshop leaders and internship supervisors—and poor and underserved youth so that they can build something new together.



PARTNERSHIP
WITH
CARING
ADULTS



Bridge Building

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

Operation Conversation was created to address the social and racial divides in America. In a two-part workshop, people from diverse communities and all walks of life learn and perform with new tools that develop empathy, appreciation, active listening and curiosity. All Stars Project is working with Fortune 500 companies interested in integrating Operation Conversation into their diversity and inclusion initiatives.

In 2023, All Stars was proud to continue our partnership with the Newark Police Division (NPD) through the development of a curriculum used to train its 1,000+ officers in our innovative approach to community policing. In New York City, All Stars hosted monthly ensemble-building workshops with young people referred to us by the New York City Police Department's (NYPD) Manhattan South Precinct.

Another 2023 highlight was our social justice partnership with the New York Jets, in which dozens of players and staff stepped up to volunteer throughout the year. In addition to serving as development coaches, 17 members of the Jets' rookie class, All Stars alumni and officers from the NPD signed up for the **Cops & Kids: Creating Conversations Workshop**.



BRIDGE
BUILDING

In the Community

All Stars was all about outreach in 2023. In cities around the country (and virtually), our teams visited classrooms and school fairs, knocked on doors and set up tables at community events, and partnered with other afterschool programs to reach 8,416 young people. As a result of these efforts, and with strong support from All Stars alumni, over 1,980 young people applied to our youth programs.

**8,416
YOUNG PEOPLE
REACHED**



Talented **Volunteers**

In All Stars cities across the country (and virtually), **over 1,400 volunteers stepped up** to support the organization and make an impact on the lives of our young people. In addition to volunteering with our DSY and Development Coaching programs, people from all walks of life joined us in a variety of community-building activities and as leaders of our performance and development programs.



Measuring Our Impact

All Stars continued to disseminate our outcome evaluation conducted by the Southern Methodist University's Center on Research and Evaluation. This groundbreaking report systematically validates All Stars' discovery that development—as a foundation of learning that takes place when young people venture outside of daily school and life experiences—can be measured. It also shows that young people advance their own development through participation in our programs.

The evaluation process also identified and validated eight Dimensions of Development that, when strengthened, help youth to grow. At the heart of the All Stars model, these strengths and capabilities are closely related to what many refer to as 21st century skills—a set of skills now valued in corporate, educational and daily life environments because they are based not on what we know but on how well we can learn new things, collaborate and build relationships with people from differing backgrounds, beliefs and life circumstances.

8 DIMENSIONS OF DEVELOPMENT

Outcomes Produced by Our Programs

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."

Strategic Partnerships and Model Building

In 2023, All Stars continued to build on its success as an action and thought leader.

Through innovative collaborations and strategic partnerships, All Stars worked closely with nonprofit, community college and corporate partners interested in incorporating our performance approach in the design and implementation of training solutions and new afterschool programming as well as in the creation of workforce development and diversity and inclusion initiatives. We further invested in thought leadership activities, conversations, writing and research to advance afterschool development as a field and a game-changing strategy for social transformation. Together with like-minded partners, we are testing the scalability of our approach and, most importantly, reaching many more youth.

ICA Cristo Rey Academy

Advancing a workforce model for a national high school network



All Stars Project has formed a partnership with ICA Cristo Rey Academy, a 140-year-old all-female college-preparatory high school in San Francisco. Our partnership with ICA Cristo Rey is designed to empower young people to be leaders of their lives and communities, dramatically increase impact through each organization's strengths and achieve outcomes

based on All Stars' eight dimensions of development and 21st century skills. In 2023, the collaboration included several performance workshops and experiences that empowered students from poor communities in the San Francisco Bay Area to build confidence, try new roles and create new opportunities for their future in college and the workforce.

"We do coaching and provide mentorship, but the partnership with All Stars is helping us deepen that—both deepen it and lighten it a little bit, make it more playful, make it less angry, make it less angry, to show we're all just people. You can have more fun with that."

Karen Kenkel, Ph.D.
President,
ICA Cristo Rey Academy

Dallas College

Preparing college students for 21st century workplace success

In 2023, All Stars was honored to receive the Beacon Award, which recognizes partners with extraordinary passion and commitment to the mission of Dallas College—one of a growing number of educational institutions and employers across the country who recognize that academics alone does not guarantee success especially for young people growing up in poverty. Over the year, the All Stars team facilitated a workshop pilot for 25 Dallas College student interns and supervisors in the Employer Resource Center, led a career and technical education workshop pilot for 29 Dallas College staff focused on communication, critical thinking and teamwork and conducted a training with over 100 students and 48 corporate volunteers at five companies for a performance workshop on communication and networking.



KPMG

Developing a national high school internship program

As part of KPMG's Accelerate 2025 initiative—which focuses on ensuring that individuals from underrepresented groups advance to leadership positions within KPMG and the broader accounting services community—All Stars was invited to design and develop the Empower High School Experience (EHSE). A summer apprenticeship program, EHSE involved a diverse group of 200 young people—including 21 rising high school juniors and seniors enrolled in All Stars programs—in three-plus weeks of paid summer internships in 11 markets across the country.



Paramount Global

Creating apprenticeships that promote diversity and development in the workplace



As part of Paramount Global's commitment to ensuring that young people of color can emerge as successful candidates for employment, the company partnered with All Stars to expand a jointly designed apprenticeship training

initiative. In addition to scaling up its 2023 summer internship program commitment to DSY, Paramount Global began working with us on institutionalizing and expanding this effort. They also developed pro bono an All Stars Project Public Service

Announcement, which reached tens of millions of households nationally through its distribution on cable channels and social media platforms.



SCAN
CODE
to see
video

"DSY really puts the young people at the center of everything they do...They not only provide them with incredible opportunities for growth but also equip them with the tools to succeed in those opportunities.

It's not just development but development through performance. When you see the impact these young people are making, you can make the business case for further investment. Because of our success working together, we've now launched a new apprenticeship program for All Stars young people. This program is creating real, tangible pathways into full-time jobs."

Marco Cuoco

Vice President, Strategy and Operations
Paramount Global

Advancing Thought Leadership Activities



At the invitation of Byron Sanders, President and CEO of Big Thought (Dallas), Chris Street, ASP CEO and Gabrielle Kurlander* co-authored

a chapter—"Non-Artificial Authentic Intelligence: Creating Ecosystems of Development for Young People Outside of School (OST) and in the World of Work,"—for a new book, *Built for More, The Role of OST in Preparing Youth for the Future of Work*. The book, which is part of a series called Current Issues in Out-of-School Time, published by Information Age Publishing, was released in June 2024. The Current Issues series promotes original research, promising practices and policy perspectives, and has sparked critical conversations and collaborations across sectors.



* Gabrielle Kurlander, ASP Founding CEO (1989-2023)

"With the release of the eighth installment, *Built for More: The Role of OST in Preparing Youth for the Future of Work*, we turn our attention to the ways in which OST programs and activities can foster economic empowerment with young people, not just for their first job, but for a life of career opportunities for which we don't yet know the names. This includes summer work, internships, apprenticeships, career-focused mentoring and more. As the world of work undergoes rapid evolution, it is imperative that we reframe our approach to education and youth development.

The All Stars Project is uniquely positioned to address this challenge in innovative and exciting ways, and it is actively designing better models for afterschool programs and reimagining the very nature of education.

With their 21st-century skills focus, they create a seamless and transformative experience for young people, preparing them for success in the workplace of the future."

Byron Sanders

President and CEO, Big Thought

Afterschool Development Working Groups

In 2023, Afterschool Development Working Groups—made up of hundreds of leaders and frontline practitioners from community, faith-based, cultural, educational, youth development and other grassroots organizations in Chicago, Dallas and New Jersey—continued to engage with thought leaders from many organizations, including the American Education Research Association and Chicago Learning Exchanges. They created grassroots conversations and promoted new ideas and collaborations to bring more development into the lives of youth and communities.

2023 by the Numbers



\$11,349,000
raised in 2023



180
youth placed
in summer internships



1,449
caring adults volunteered
with our youth programs



270
students graduated
from the
Development School
for Youth program





8,416
youth were engaged
through our grassroots
outreach teams



3,880
hours were spent
volunteering



556
online, print, radio and broadcast
segments were published

Building Community Across the Country

All Stars Project of Chicago

In 2023, All Stars Project of Chicago proudly opened its Hub for Afterschool Development in the historic Printer's Row neighborhood, with hundreds of philanthropic partners contributing close to \$11 million in support of this effort. The 6,264-square-foot Hub gives young people a space of belonging and opportunity where they can realize their creative potential and make use of the entire city as a campus for development. It is also a gathering place for community-based partners, which include organizations involved with the ASP of Chicago Afterschool Development Working Group.

In a year in which we enjoyed a robust return of in-person performance programming, All Stars joined with the Cook County Sheriff's Department and Chicago HOPES for Kids to produce an All Stars Talent Show Network Pop Up Performance at which a lively array of young singers, dancers and spoken-word performers were cheered on by 140 community members. Community outreach efforts reached over 2,800 young people, including 90 juniors at Catalyst Maria High School who participated in our first in-school resume prep workshop led by partners at EY and Driehaus Capital Management.

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All Stars Project of Dallas

In 2023, All Stars celebrated **A Decade of Development** in Dallas in the only way we know how—by bringing development and opportunity to young people in Oak Cliff, South Dallas and West Dallas, who are otherwise left out of the city’s current wave of growth. We hosted our first in-person talent show with community partner St. Philip’s School and Community Center in South Dallas. In the fall, All Stars launched an innovative Fall Leadership Program designed to introduce participants to different industries, including banking and real estate.

Under the leadership of Antoine Joyce, SVP/Dallas City Leader, and Natalie Sandifer, Associate Director, we deepened our strategic partnership with Dallas College and launched a collaboration with the University of North Texas (UNT) Dallas and its Trailblazers Elite Program. We also began working with UNT’s Conrad Leadership Program, which was founded by Texas State Senator Royce West to help students gain employment experience before they graduate. Antoine Joyce was a featured speaker at events hosted by Fidelity Scholars, the Kennedy Center and others. A 2023 graduate of the Presidential Leadership Scholar Program, Antoine is currently enrolled in the Leadership Arts Institute in Dallas.

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Building Community Across the Country

All Stars Project of New Jersey

In 2023, ASP of NJ celebrated its first full year of programming at our beautiful suite of offices and performance spaces at the Gateway Center, which has increased our visibility across the city and made it possible for many more young people, organizations and communities to be part of creating a forward-looking Newark. All Stars also partnered with the NPD on the design of a new Youth Engagement Strategy training initiative for its 1,000+ officers in our innovative approach to community policing. In recognition of this work, All Stars received a Community Partnership Award from the Department of Public Safety as well as a grant from the Office of Violence Prevention and Trauma Recovery. We were also invited to join the Brick City Peace Collective, which is spearheading a citywide community-based violence intervention and prevention strategy. Additionally, All Stars was pleased to forge a partnership with the Newark Symphony Hall, which welcomed 125 youth to its historic space for All Stars' community talent show.

All Stars SVP/ASP of NJ Director Shadae McDaniel was honored by the Newark Boys Chorus with a 2023 Rainbow Gala for Leadership in Youth Development Award and was once again named by *ROI Magazine* as one of their 2023 People of Color Influencers.



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Carolyn Dorfman
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All Stars Project of New York

As All Stars in New York creates a new stage and a new chapter of impact, we are doubling down on developing meaningful partnerships that expand our reach to young people and their families, building a broader, dynamic presence in poor communities across the five boroughs. In 2023, these partnerships included Here2Here, Thompson Drive and YouthBridge-NY, all of which hosted All Stars-led youth performance workshops for the young people they serve. We also continued our decades-long collaboration with the NYPD through monthly ensemble-building workshops with young people organized by NYPD’s Manhattan South. Additionally, dozens of young people, staff, volunteers and donors came together at the African American Day Parade in Harlem, where a vibrant, multiracial contingent marched under the banner “Always Growing, Always Performing, Always Building — Always All Stars!”



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Bank



Building Community Across the Country

All Stars Project of the San Francisco Bay Area

Together with our philanthropic partners, All Stars of the San Francisco Bay Area plays an important role in advancing three nationally significant areas: the development of virtual programs; thought leadership, research and evaluation; and partnership programming with high-performing local nonprofits. San Francisco Bay Area youth were involved in the virtual DSY and Development Coaching, with strong support and engagement from our local board and an array of corporate partners that include Cooley, EY, Gilead Sciences, Grosvenor and RBC Capital Markets. All Stars continued to grow our partnership with the ICA Cristo Rey Academy with the design and facilitation of eight performance-based workshops that involved close to 160 ICA freshmen, sophomores, juniors and seniors.



ASP of San Francisco Bay Area Board

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TM Financial
Forensics,
an HKA Company

Chip Wadsworth
RBC Capital
Markets

Allison Williams
Pacific Fusion

Drew Williamson
Cooley LLP



All Stars' New **Leadership** Team



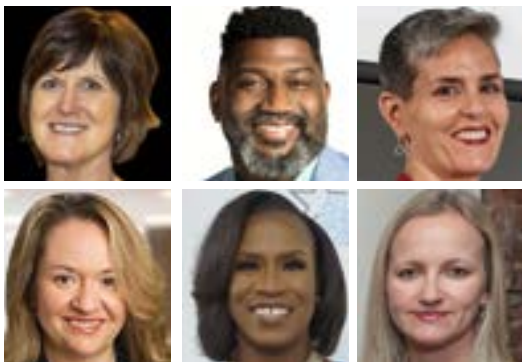
"As All Stars enters the next stage of our journey as a pioneering innovator in youth and community development, I am confident that these new leadership structures will strengthen our organizational capacity to create durable and developmental solutions and provide high-quality support and training for the next generation of All Stars executives and program leaders."

– *Chris Street, President and CEO*



SCAN CODE
to Meet Our New CEO
Message and Interview

Executive Leadership Team



CHAIR

Chris Street, President and CEO

Christina DiChiara, Vice President/
Office of the President & CEO

Antoine Joyce-Roach, Senior Vice
President/City Leader, ASP of Dallas

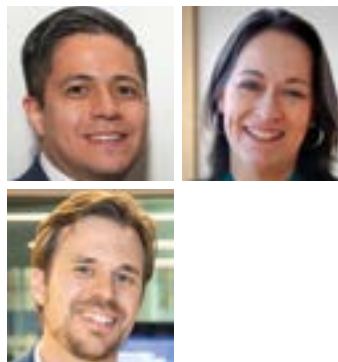
Jessica Massad, Vice President/
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Irina Robin, Chief Financial Officer

Shadae McDaniel, Senior Vice President/
Programs and Strategic Initiatives and
Director, ASP of New Jersey

Jenny Zak, Chief Development Officer

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Senior Vice President/Programs
and Strategic Initiatives and
Director, ASP of New Jersey,
Chair

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Director, ASP of Chicago

Natalie Sandifer, Associate
Director, ASP of Dallas

Diane Stiles, Vice President/
Director, ASP of New York

Becoming All Stars Campaign

Launching the Public Phase of our Growth Campaign

The recently debuted **Becoming All Stars** campaign aims to raise \$150 million by 2027 to transform over 100,000 young lives. The campaign has been building momentum since the quiet phase began in January 2018. When complete, the Becoming All Stars campaign will celebrate 10 years of sustained, innovative development programs reaching over 100,000 underserved youth nationwide, building awareness, partnership and investment in the critical field of afterschool development. This impact will be made possible by donations of all sizes. **Every dollar provides life-changing investments in four campaign pillars: Programs, Presence, People and Partnerships.**



The graphic features the All Stars Project logo on the left, which consists of a white star outline with the text 'ALL STARS PROJECT INC.' inside. To the right of the logo, the text reads 'BECOMING ALL STARS CAMPAIGN' in large, bold, white letters, followed by 'Creating Communities of Development, with Youth at the Center' in smaller white text. On the far right, a dark red box contains the text 'WE'RE ON A MISSION:' in white, followed by three lines of white text: '\$150 million', '10 years (2018-2027)', and '100,000 Young Lives Transformed'.

The campaign enables the heart and soul of All Stars Project's unique impact on underserved youth: *Creating Communities of Development, With Youth at the Center.*

All national and regional programs and all national and regional funds raised are, and will be, included in the Becoming All Stars campaign. We are grateful to everyone who has joined or will join All Stars Project to create high-quality, 100% free-of-charge programs for underserved young people. We invite you to applaud your fellow supporters from 2023 with us, many of whom we have gratefully listed in this report.

All Stars' Leadership Champions

Thank you to these philanthropic partners who have contributed \$1 million or more to the Becoming All Stars campaign since 2018:

C. Michael and Anne Armstrong

Ashley and Greg Arnold

Kate Barton

Margo Cook and Renee Cohen

EY and EY Partners

Hunter and Stephanie Hunt

Peter and Dana Langerman

Edward and Julie Malmstrom

John and Susi Manley

Maria and Barry Morris

Suzu and David Neithercut

RBC Capital Markets and RBC Foundation

Rich Sokolow and Sharon Tomao

Gillian Teichert

Amy Weinberg and Norbert Hornstein



Performance Lab

Performance Lab, All Stars' newest initiative, partners with theatre artists and organizations across the country to showcase and produce cultural events and bridge-building activities that explore human relations and social conflict through the lens of performance—both on stage and in life.

Performance Lab Initiatives

Performance Lab is led by Gabrielle Kurlander, All Stars Founding CEO (1989–2023) and a member of the ASP Board of Directors. Ms. Kurlander also has a 35-year career in political, multicultural and avant-garde theatre as an actor, award-winning director and producer.

Performance Lab initiatives include Operation Conversation (see Bridge Building on page 4), Pro Seminar Series and Transformative Community Theatre Collaborations.



Pro Seminar Series

The Pro Seminar series is a new flagship offering from Performance Lab. Led by the dynamic team of Ms. Kurlander and Gloria Strickland, member of the board of directors and former ASP Senior Vice President, this eight-week bi-weekly program offers an in-depth exploration of the core concepts and philosophies that power our transformative work. It is specifically designed to develop our senior staff from across the country, ensuring they have a deep understanding of our cutting-edge approach to human development and performance as a catalyst for growth. Participants engage with thought-provoking assigned readings and collaborate in dynamic discussions with our esteemed leaders, including Ms. Kurlander, Ms. Strickland and special guest discussants. Our inaugural sessions featured insights from Antoine Joyce, Senior Vice President and ASP of Dallas City Leader, and Shadae McDaniel, Senior Vice President of Programs and Strategic Initiatives and ASP of New Jersey Director.

The Pro Seminar Series exemplifies our commitment to investing in our people and strengthening our national network. We're confident this program will be a key driver of our continued success and innovation.

Transformative Community Theatre

The Performance Lab's first production was *The 1619 Project, One-Act Festival* at the Bishop Arts Theatre Center, which was co-sponsored by ASP and Dallas Truth, Racial Healing & Transformation. The festival consisted of seven original plays inspired by *The 1619 Project* and featured a Talk Back led by festival dramaturg and Harvard professor Khalil Gibran Muhammed, Ph.D., with Nikole Hannah-Jones, the Pulitzer Prize-winning journalist who conceived *The 1619 Project*. Ms. Kurlander also directed a play reading of *BALDWIN/KENNEDY*, a new play by Jared Glenn and Jacqueline Salit at the Castillo Theatre in New York City. Additionally, she helmed award-winning playwright Paula Vogel's *Indecent* at the Emerson Theater Collaborative in Sedona, AZ, and directed a workshop production of *This time* by Brian Dang at the Undermain Theatre in Dallas.



Alumni Leadership Council and Young Professionals

Since its launch in 2018, the **Alumni Leadership Council** (ALC) has spearheaded efforts to engage All Stars alumni across the country. In 2023, many alumni demonstrated how eager they were to give back to All Stars and their communities by developing involvement opportunities at their companies and giving financially. Highlights in 2023 include an in-person Career Planning DSY workshop hosted by Sherhone Grant (2007) at PwC in NYC, a virtual DSY workshop hosted by New York-based Deokie Ramjit (2007) at Law360 and the addition of Daniel Eisen (2018) to the ASP of SF Bay Area board and Dawn Harris (2014) to the Chicago local board.

The ALC and **All Stars Young Professionals** hosted the third annual Virtual Alumni and Young Professionals Panel, which helped 100 DSY graduates to prepare for internships.

Alumni Leadership Council

Wadnes Castelly
Yotpo

Chioma Igwebuike
Audax Group

Avriel Kelly
Bank of America

Vanessa Lake
Condé Nast Publications

Eric Marcelino
Arizent

Lindsay McKenzie
Office of the New York
State Attorney General

Jasmine Morrison
PSEG

Brandon Munroe
EY

Stacey Robinson
Bronx County District
Attorney Office

Glenroy Wason
RBC Capital Markets

"All Stars has given me hope, opportunity, confidence and long-lasting relationships that I still carry with me today. My first DSY internship opened new doors for me professionally and has shaped my trajectory 15 years later. My aspiration through the work of the ALC is to bring the gift of development to as many young people as possible."

– Avriel Kelly

All Stars Young Professionals

Arun Abraham-Singh
Goldman Sachs

Emily Baron
KIPP NYC College Prep

Quinn Casey
PS AI Labs

Christopher Creegan
LAMB Insurance
Services

Jamie Dalsimer
Forta Health

Rohan Shah
Goldman Sachs



Philanthropic Partnerships

Applauding our Philanthropic Partnerships

With your help, we are creating communities of development, with youth at the center!

Our philanthropic supporters are at the heart of enabling ASP's impact. Thousands of people, companies and foundations make gifts from \$10 to over \$1 million to ASP each year—every single gift goes a long way and is part of our Becoming All Stars comprehensive 10-year campaign. As we wrap up the quiet phase of our campaign (which entered its public phase in 2024), we deeply appreciate the 8,152 supporters who have been part of this campaign since 2018 and have enabled us to reach 41,500 youth through completely free-of-charge programs during this time.

And our partners give their time, too. By sponsoring our youth in summer internships, volunteering as development coaches, hosting performance and leadership workshops and so much more, our young people learn from our partners...and our partners grow alongside our youth!



Society for Racial Harmony

The Society for Racial Harmony is a special group of supporters who have committed 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.

Society for Racial Harmony Members

Rosemary Ames †

C. Michael and
Anne Armstrong

Jeffrey Aron

Martha J. Avstreich-Ross

Kate J. Barton

Elizabeth G. Black

Theodore Chu †

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Renee Cohen

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George A. Van Pelt †

Jean F. Waldman †

Glenroy Wason

Mary A. Weber

Amy Weinberg and
Norbert Hornstein

Agathe Wulkan †

† Deceased



“I have recently done my long-term planning and have incorporated the All Stars Project in that planning. I want to continue to build on my lifelong work of giving back to the community. This is also a good example to set for the young people in my family—we are all products of the communities we live in, and it is important that we continue to help others that are less fortunate or need a boost in their life. The All Stars has an amazing mission to help break the chains of poverty. I am proud to continue supporting All Stars youth for years to come!”

– Kate Barton

Highlights of 2023 Corporate Philanthropic Leadership

Every year, All Stars Project partners with hundreds of corporate leaders to create an impact for our underserved youth and communities. Through a unique combination of thought leadership, hands-on volunteerism and meaningful funding support, thousands of young people are exposed to new opportunities thanks to the passion and dedication of our corporate partners. This year, we are proud to highlight some of our leading partners across the country.

Aon

The insurance industry has always been a leading partner of our youth development mission, and in 2023, Aon elevated what that partnership can look like. Under the leadership and care of Aon's Global CEO of Commercial Risk, **Joe Peiser**, and his dedicated team, Aon has made a tremendous impact on our community. Aon has been working "on the ground" with our youth and sponsored internships at their company for the first time in 2023 (and has doubled that commitment for 2024). We honored Joe Peiser—who also joined our national board—at our 2023 NY Fall Benefit, where he helped fill the room with insurance industry leaders and went on to raise over \$650,000 in private support. We are tremendously proud of our partnership with Aon, which is a true model for an impactful corporate partnership!



Bank of Texas

All Stars is breaking new ground in Dallas, and our partners at the Bank of Texas are right there with us! Last year, ASP of Dallas launched our Fall Leadership Program: "Intro to Industries." Together with Dallas Board leader **Gilbert Gerst** (Senior Vice President, Manager of Community Development Banking) and Dallas DSY Trustee **Molly Odgers** (Vice President, Relationship Manager—Commercial Real Estate, Senior Housing Group), we developed a workshop that introduced our young people to the world of finance. Bank of Texas also sponsored summer internships and donated over \$10,000 to our programs. We are so proud of our partnership with the Bank of Texas and their innovative spirit in helping us develop our Dallas community!



Hilco Global

Hilco Global has been one of our most impactful Chicago partners for over a decade, and they continued to shine in 2023. Hilco Global brought back their Night of Shining Stars industry benefit event, featuring All Stars Project as their charity of choice. This event raised over \$500,000 in corporate support and opened new doors in Chicago. What's more, to help prepare our young people for this event, Hilco leaders participated in a Youth Host Training workshop where they worked on conversation and networking skills with our young people. We thank **Ben Nortman**, **Karen Bubrowski** and **Gary Epstein** for their longtime support and commitment to our Chicago youth!



RBC Capital Markets and RBC Foundation

All Stars was a featured partner in RBC Capital Markets' "Change A Life" series in 2023, which included a powerful new video that highlights our partnership together and RBC's commitment to our youth. This video—featuring RBC U.S. COO and ASP national board leader **John Thurlow**—was shared on RBC and All Stars social channels and was an inspiring capstone to a big 2023, which included a \$1 million commitment over three years from RBC Capital Markets and RBC Foundation. This is All Stars' largest single corporate commitment, and we are honored to partner with caring leaders such as John, who has assembled a national coalition of RBC executives committed to changing the lives of our young people, including **Jennifer Grazel** (Global Chief Marketing Officer and ASP of NY board), **Chip Wadsworth** (Managing Director and ASP of San Francisco board), **Robert Maddox** (Managing Director and ASP of Dallas board) and NJ board leaders **Ruby Brar** (Head of Procurement), **Ryan Taylor** (Managing Director) and **Glenroy Wason** (Senior Accountant and DSY alum). We appreciate all our RBC internship supervisors, development coaches and supporters who make this partnership a truly special one.



SCAN CODE
to see video



JPMorgan Chase JPMORGAN CHASE & CO.

For nearly 25 years, JPMorgan has been a national champion of our youth development work and has partnered with All Stars leaders and youth across cities and regions. In 2023, JPMorgan became our first corporate partner to reach the milestone of providing a total of over 500 summer internships to our students—truly inspiring! Their teams are also active in our All Stars cities, hosting multiple workshops, speaking at events and sponsoring 50 internships in New York, Chicago, Dallas and San Francisco each summer. We offer a sincere All Stars thank you to all our JPMorgan champions, including ASP of NY board leader and NY DSY trustee chair **Anne Sylvester** (Managing Director) and Chicago DSY Trustee leader **Meredith Anderson** (Vice President—Corporate Treasury Consulting).

Russo Development



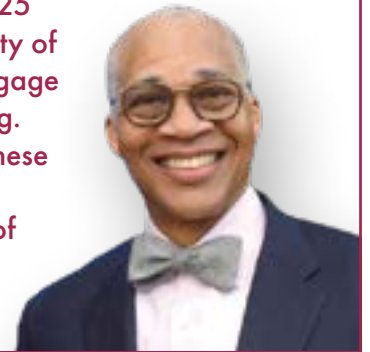
In 2023, Russo Development went all-in with the All Stars Project in New Jersey. Under the leadership of **Ed Russo** (Russo Development CEO) and with leadership support from **Courtney Mulligan** (Russo Development VP of Marketing), their team hosted a DSY workshop and were featured speakers at our DSY fall graduation, and Ed was honored at our 2023 ASP of NJ fall benefit, supporting at the \$50,000 level and raising over \$800,000 in private support from the real estate development community. We are excited to continue to develop our partnership with Ed, Courtney and Russo Development!



Board of Directors

We are excited to share that Nathaniel H. Christian, III has recently stepped into the new role of Board Chair at All Stars Project. Nathaniel has been a key volunteer, spokesperson and champion throughout two decades of service on the board of directors.

“When I found the All Stars—or, more accurately, when the All Stars found me 25 years ago—I knew I had struck gold. To me, the All Stars represent a community of hope, a beacon shining brightly in a world that constantly challenges us to engage with the core questions of human development, compassion and understanding. Over the past three decades, I’ve witnessed the All Stars step up and lead in these critical areas. As the new Board Chair, I’m eager to bring a fresh perspective and energy to this role, working closely with CEO Chris Street and the Board of Directors. Together, we will continue to forge new paths, we will continue to build bridges between diverse groups and organizations, and we will continue to expand our impact on youth development.”



– Nathaniel H. Christian, III

SCAN CODE
to read Nat’s full letter



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Mitchell Steir

Blakely Stinebaugh

Gloria Strickland

All Stars Project, Inc. (retired)

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John J. Thurlow

RBC Capital Markets

Amy Weinberg, Ph.D.

University of Maryland

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Individual and Private Fund Philanthropic Partner Honor Roll

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John and Susi Manley
Maria and Barry Morris
Suzu and David Neithercut
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\$100,000-\$199,999

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 Mr. Peter Wolfson
 Ms. Elise A. Yablonski
 Mr. and Mrs. Ray G. Young
 Mr. Brandon Zilles
 Anonymous (5)



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Corporate and Foundation Philanthropic Partner Honor Roll

\$250,000+

RBC Capital Markets and
RBC Foundation USA
TAC

\$100,000–\$249,999

Aon
EY
Gilead Sciences and Gilead
Foundation
Hunt Consolidated Energy, LLC
New England Patriots Foundation
Paramount Global
PSEG and PSEG Foundation

\$50,000–\$99,999

AmWins Group, Inc.
CBRE
City of Newark
Dallas College
Hilco Global
Hunt Cares Employee Giving
Campaign
Kia America
KPMG and KPMG Foundation
M.B. & Edna Zale Foundation
MetLife and MetLife Foundation
RT Specialty, LLC

\$25,000–\$49,999

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PwC Charitable Foundation
Terminal Construction
The Vera and Imre Hecht
Foundation, Inc.
Wynnchurch Capital LP
Zurich

\$10,000–\$24,999

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Americord Registry LLC
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Ascot Group
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Barings
Belden Tri-State Materials
Berkshire Hathaway Specialty
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The Magnificent Mile Foundation
Marsh
Melillo - Bauer - Carman
Menard Group USA
Millenium Fire Protection
Minno & Wasko Architects and
Planners
MMS Education - Media
Management Services, Inc.
Moelis
Motorcycle Mall
MPA Painters
NAI James E. Hanson
Nationwide MLS
New York Jets Foundation
Newark Arts Council
Newmark
Nomad Framing
Northern Trust
NorthStar Contracting Group, Inc.
NY Urban

P & B Partitions
Port Authority of New York and
New Jersey
Portage Point Partners LLC
Positive Electric Co.
Ropes & Gray
Rutan Mechanical
Sadat Associates
Sanitary Construction Company
Sant Tec Electric Inc
Schindler Elevator
Sentinel Data Centers
SESI Consulting Engineers
Sewell Automotive
Shehadi Commercial Flooring
Shelter Systems
SIA Partners
Sidley Austin LLP and Sidley Austin
Foundation
Sills Cummis & Gross
Silverstein Properties
SL Green Realty Corp.
Smith Sondy
Starr Insurance Companies
Swiss RE
TH I Start
Travelers
Trinity Contracting
US Bank
Verizon
Victoria Foundation, Inc.
The Walsh Foundation
Wells Fargo Foundation
Wicklow & Laurano Landscape
Contractors
Winnetka Music Festival
Wiss & Company
Anonymous

\$5,000–\$9,999

Accel International
Alger
Amegy Bank
American Realty Advisors
Ankura Consulting
Babco Services LLC
Bank of America
Bank of Marin
The Beck Group
Big Thought

Birch Lake Holdings LP
Borst Landscape & Design
Bowhead Specialty
Brookfield Properties
Concrete Systems
Day Pitney LLP
Devine Roofing
Dor V' Dor LP
Expressive Lighting
Farella Braun + Martel
Fernando Electric
First Republic Bank
FTI Consulting, Inc.
Global Material Technologies
Charitable Foundation
H & H Cleaning Services, LLC
Hilltop Holdings
HLW International
Innovative Closet Designs
Katz Carting
The Kitchen Classics
KL Masters Construction Company
Kurtzman Carson Consultants
Lowenstein Sandler LLP
Markel Specialty
MDC Electrical Contractors, LLC
Morgan Stanley
MTS Health Partners
Northwestern Mutual
Old Republic Risk Management
Oncor
Park Lexington Advisors
Pegasus Bank
Penrose Group LLC
Piper Sandler
PNC Bank
Prologis
Redwood Logistics
Riverview Companies
Rotwein + Blake
RSC Architects
Schroders
SJP Properties
Sology Solutions
State Fair of Texas
Stifel Nicolaus
Stikemann Elliot LLP
STREAM Capital Partners
StreetTrend LLC
Tiger Group
Tito's Handmade Vodka
Tokio Marine HCC
ToneyKorf Partners, LLC
Vedder Price
Vornado Realty Trust
Webster Bank
Westwood Wealth Management

\$2,500–\$4,999

1 Huddle
360 Chicago
Accordion Partners
Advantage Title Agency Inc.
AMLI Residential
Arizent
Atlantic Engineering Laboratories
Baker Botts
Bioremedial Technologies Inc
Blake, Cassels & Graydon
Blake Engineering
Bohler Engineering
Boston Provident
Brown Brothers Harriman
C&S Foundations
Camber Real Estate Partners
Capital Advisors, Inc
Chilmark Partners
Chipman Brown Cicero & Cole
Class A Maintenance
Communities United
Contour Surveying
Cooley LLP
Davis Polk & Wardwell
Environmental Health
Investigations, Inc.
Enviro-Sciences of Delaware, Inc.
Epiq Global
Faye Business Systems Group, Inc
Foley & Lardner LLP
Gaber Group
Gensler
Google
Guidepost Solutions LLC
Havas New York
ICA Cristo Rey Academy
Innovative Recycling Technologies
Insight Sourcing Group
Jefferies
Kablan Plumbing & Heating
Knauf Insulation North America
KSS Architects
M.E. Wood Construction LLC
Matrix Development Group
Matrix Fitness
MCP Real Estate
Meli Plumbing and Heating
Midway Glass
New World Group
NFC Amenity
Paul Hastings LLP
Planned Companies
Polsinelli
The Posillico Foundation
Prestige Millwork LLC
Prime & Tuvel, LLC
PS&S LLC
Punch List Plus
Rebar Lighting Design

Rimkus Consulting Group, Inc.
Robert W. Baird and Co.
Roy Rock
RSM US LLP
Stonefield Engineering
Structural Pergola Systems
Texas Health Resources
Three 17 Construction
University Of North Texas
at Dallas
Vydia
Ware Malcomb
What If Media Group
Zipp & Tannenbaum, LLC

\$1,000–\$2,499

AMA Consulting Engineers, P.C.
American Landscape LLC
Axiom Communications
B Squared Inc
BH Properties
Blades Crout & Proulx
Bougades Electric
Canoe Brook Management
Casella Construction Corp.
Citizens Bank
Colliers
Concrete Washout Systems
Content Pilot LLC
Cook County Sheriff's Office
Cresa
D&K Gypsum Floors, Inc.
Davidson Kempner Capital
Management
Davis + Gilbert LLP
Delta Mechanical Systems, Inc.
Drivetrain LLC
Earp Cohn P.C.
Ellis Partners
Euclid Transactional
Evercore Partners Services East LLC
Federated Insurance
Flagstar Bank
Franklin Mutual Series
Frost Bank
Glasbilt
Global Infrastructure Partners
Headzup, Inc.
Hok, Inc.
Icon Interiors, Inc.
Industrial Cooling Corporation
InSite Engineering
Javier's Gourmet Mexicano
Joe's Champagne Wishes
Kafrouni Engineering, Inc.
Karlof Street Capital
KEA Engineers
Kilroy Realty Corporation
Kroll Restructuring Administration
LBJ Interior Solutions

Lewis S. Goodfriend & Associates
Liberty Elevator Corporation
LVC Interiors, Inc.
M. Holland Company
Maximum Impact Partners, Inc.
McCarter & English LLP
MentorMore Foundation
Metrowall, LLC
MIO Partners, Inc.
MKDA
Mountain Development Corp.
New Jersey Boom & Erectors
The Newark Museum Association
North Jersey Landcare Services
Pasternak Family Foundation
Patriot Sawcutting Incorporated
PBA Engineering
Peerless Concrete
Pierson Commercial Real Estate
Presidio Bay Ventures, Inc.
PSEG Power of Giving Campaign
QBE Insurance
Restoration Technologies Inc.
Reynolds Painting Group NJ
Riker Danzig
Robert Derector Associates
Safety National
SearchWorks LLC
Secured Finance Foundation
Seyfarth Shaw LLP
Shine Engineering
Sietsma Landscape Operations
SIMpro, LLC
Skanska USA
Sompo International Insurance
Southland Industries
Splendor Design
Stagen Leadership Academy
Stock Development Group, Inc.
Stout
Susser Bank
Team Resources, Inc.
Tidewater Capital
Tishman Speyer Properties, LP
TMG Partners
Tomco Construction, Inc.
Vision Real Estate Partners
Welco Realty
Winne Banta Basralian & Kahn, PC
Woodland Capital
Woodmont Properties
Anonymous

Financial Statements

Statement of Activities

Year Ended December 31, 2023

Revenues, Gains and Other Support

Contributions and Other Support	\$9,218,104
Special Events	2,167,435
In-Kind Donations	59,870
Other Revenue	117,939
Total Revenues, Gains and Other Support	\$11,563,348

Expenses

Performance-Based Programs	\$1,867,680
Development School for Youth and Development Coaching	3,745,824
Education and Afterschool Development Initiatives	1,560,036
Operation Conversation	1,048,431
Management and General	1,262,181
Fundraising	1,668,966
Total Expenses	\$11,153,118

Change in Net Assets from Operating Activities	\$410,230
Non-Operating Activities (Investment Income)	808,463
Change in Net Assets	\$1,218,693

Statement of Financial Position

As of December 31, 2023

Assets

Cash and Cash Equivalents	\$1,807,750
Investments, at Fair Value	9,753,005
Contributions Receivable	4,487,974
Prepaid Expenses and Other Assets	437,820
Fixed Assets and Assets Available for Sale	7,176,904
Right of Use Assets	2,134,844
Total Assets	\$25,798,297

Liabilities

Accounts Payable and Accrued Expenses	\$1,526,172
Mortgage Payable	7,413,512
Lease Liability	2,166,897
Total Liabilities	\$11,106,581

Net Assets **\$14,691,716**

Total Liabilities and Net Assets **\$25,798,297**



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BECOMING ALL STARS CAMPAIGN

Creating Communities of Development,
with Youth at the Center



**Their Journey of
Development
Begins With You**



SCAN CODE
to learn more.