

 STEPS TO SUCCESS

LIMITLESS FUTURES

2024 IMPACT REPORT



Every Steps student has the opportunity to contribute something valuable to the world by following a path uniquely their own.



There are few things more rewarding than watching our youth walk these many paths and witnessing the energy, creativity, and passion they invest in pursuing their aspirations. The dreams students hold today can seem lofty or even daunting at times, but with each step, they move closer to those dreams becoming their reality. Whether they're working toward becoming an artist, engineer, entrepreneur, or activist, the effort they invest today builds the foundation for their future success. The return on this investment—whether it's through mastering an academic skill, overcoming a personal challenge, or simply persevering through difficult moments—is what turns the dreams of our elementary school students into the lives of our impressive graduates.

Some of our students dream of entering fields that have only recently begun to take shape, like artificial intelligence or digital media. Others are following more traditional yet equally as important paths, such as medicine or public service. Some are working toward personal achievements that aren't tied to a specific career but are nonetheless transformative—like traveling the world or becoming advocates for the causes they care about. Each of these dreams represents a unique contribution to the world, and watching our students move toward these goals is nothing short of inspiring.

Steps students remind us all that no matter who we are, the path to our dreams may not always be clear or easy—but it is always worth pursuing. Thank you for your continued commitment to helping our students confidently walk that path.

With gratitude,

A handwritten signature in cursive that reads "Nia Jacobs".

Nia Jacobs
Executive Director

Meet the Suriel Guerreros

Lesly, Mariano, and Kerimal Suriel Guerrero moved to Brookline in February 2009 and have been active members of the Steps community ever since. They credit Steps with not only helping them find their academic and career interests but also showing them the many paths they could take to achieve their goals. The amazing adults they are today serve as a shining example of the limitless future of Steps' graduates.



Lesly

BHS 2011 | UMass Amherst 2015 |
New England Law Boston 2018
Procurement Analyst,
Aquanima Grupo Santander |
Scholarship Program Director,
Foundation To Be Named Later



Mariano

BHS 2012 | UMass Dartmouth 2016 |
MGH Institute of Health Professions
2022
Physicians Associate,
Brigham and Women's Hospital



Kerimal

BHS 2016 | Howard University
2020 | Suffolk University Law
School 2023
Assistant Director
of Admissions,
Merrimack College





“They found us”

We believe that early outreach and engagement are critical to closing the opportunity gap in Brookline. We reach out to our students and families as early as possible to ensure they understand the community of support and resources they can access through Steps. Lesly experienced this outreach during her very first days at Brookline High School.

“I was in the middle of my sophomore year when we moved to Brookline, and we became a part of Steps, right away. That’s the beauty of it. They found us.” – LESLY

“The best way to grow”

Steps’ after-school programs are designed to help students not only develop academic and interpersonal skills but also build community and explore their interests. For Kerimal, Steps’ after-school programs were the building blocks for life-long friendships and a strong sense of self.

“Steps allowed us to have a safe place, where all our peers were also low-income with working parents, and you didn’t have to worry about explaining that part of your life. That layer was removed. It allowed me, and allowed other kids, to just be unapologetically ourselves, and that’s the best way to grow.” – KERIMAL

“The confidence to advance my education”

Mariano’s start in healthcare came through Steps’ summer career-readiness program, Work Connections. Students don’t just gain work experience in this program—after experiencing success in the workplace, many gain a greater sense of confidence that helps them strive toward their academic goals.

“In high school, Steps allowed me to get a job in the healthcare field at the Allergy and Immunization Department of Beth Israel. That was the start, you know, and doing well there gave me the confidence to advance my education and pursue honors classes.” – MARIANO

Our mission, our methods, and our measures of success

Steps promotes equity for **350 Brookline students from low-income families each year** by expanding their horizons, building upon their skills, and supporting their educational journeys to maximize their life choices.

Since 2001, we have helped more than **5,000 students** thrive both inside and outside the classroom.



150+

of our students were engaged in high-quality summer programs, helping combat summer learning loss and unlock new opportunities



96%

of elementary and middle school students enrolled in Extended Learning Programs show an improvement in growth mindset and goal-setting



46%

more students are pursuing college and post-secondary pathways today compared to the height of COVID, as our community emerges from the challenges of the pandemic



3000+

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



Pre-K to 2nd Grade

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



3rd to 8th Grade

- In-school Advisors*
- Outside of school: after-school programs, outdoor opportunities and summer camp support, and work readiness programs



High School

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

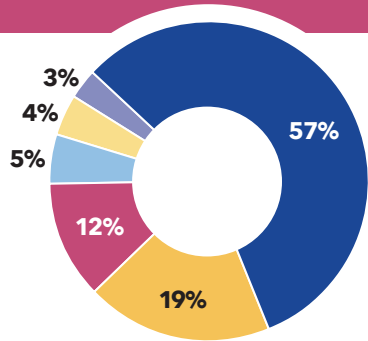


College and Career

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

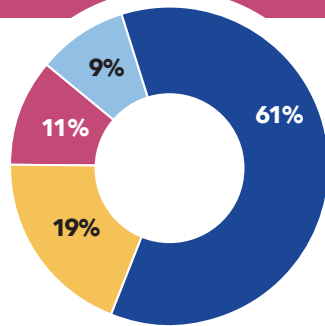
* in partnership with the Public Schools of Brookline

Thank you for supporting another strong year at Steps



REVENUE

Government	\$ 945,845
Individual Contributions	323,159
Event Income	200,201
Foundations	83,000
Misc & Investment Income	73,048
In-Kind Income	50,000
Total	\$1,675,253



EXPENSES

Programs	\$ 868,601
Scholarships	274,225
General Administrative	151,888
Fundraising	124,177
Total	\$1,418,891

What your donations means for our programs



\$5,000 Ensures students in Career Connections summer programs have access to a social worker



\$500 Funds a Summer Connections stipend for a 9th-grade student in our job readiness program



\$2,500 Provides a one-year scholarship for a College Success Initiative student



\$300 Supplies dinner and refreshments for a community building Family Night event



\$1,000 Covers lodging and food for an Outdoor Explorations overnight trip to the White Mountains



\$100 Pays for materials for a STEM enrichment session in an Extended Learning Program

"You'll have a team that can show you the path"

We asked the Suriel Guerreros what advice they have for the Steps students of today.



"Whatever your goal is, you should try to figure out a path. And if you don't know what that path is, you'll have a team that can show you the path and open doors to make it possible." – MARIANO

"The more opportunities you try and the more experiences you get, you'll get to see which of this world's infinite paths makes even a little bit more sense for you. So I would just encourage you to try everything that Steps gives you, even if you don't think you're interested. Be open, because you really don't know what you're going to end up loving in 10 years or 15 years or 20 years." – KERIMAL

"I know how much of an impact Steps can have"

Lesly has served on Steps' Board of Directors as Secretary since 2022. We asked why she decided to join Steps' leadership.

"As soon as there was an opportunity, I jumped at it. It wasn't even a question. My love for Steps is very great, and I'm very passionate about the work we do. I know how much of an impact Steps can have on a person, a student, a family, the overall community." – LESLY



Thank you to our SEES Members!

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



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Boston University–Bioinformatics Program
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Brookline Office of the Town Clerk
Brookline Recreation Department
Brookline Rotary Club
Brookline Teen Center
The Calculus Project
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Channel 5 Boston
Child Care Choices of Boston
The Country Club
Crossroads–Camp Wing
Fenway Community Development Corporation
Framingham State–Office of Admissions
Greater Boston Legal Services
Leadership Brainery
The One By One Project
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Summer at Park
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Wegmans
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World Ocean School

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Town of Brookline, American Rescue Plan Act
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DONOR SPOTLIGHT

Mark Allyn

For over two decades, Mark Allyn has been one of Steps' most steadfast donors. We asked him why, after all these years, he maintains his generous support for our programs.



"I was introduced to Steps in 2002 during my first year teaching 5th grade in the Public Schools of Brookline. I witnessed first-hand how Steps supported a student in her academic, social and emotional growth. Since then, I have supported Steps financially, as I deeply believe in its mission to promote equity for our neighbors in community housing. Steps has a proven track record that demonstrates its meaningful impact on the young lives it serves."

Will you support 350 bright futures?

Steps students are the leaders and change-makers of tomorrow, and your gifts support the bright futures of these Brookline students.

Will you donate to Steps today?

Give online:

stepstosuccessbrookline.org/donate

Send a check payable to:

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

Recommend a DAF grant:

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

Platinum
Transparency
2024

Candid.

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

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 **STEPS TO SUCCESS**