The need for Step Up’s programming for women and girls creates a tremendous opportunity to serve.

Just as women are beginning to make strides in the workforce, underserved teen girls are at greater risk of falling behind. As education budgets are cut, the rest of the economy is moving ahead. Without a high school diploma and college degree, Step Up teen girls are likely to miss out on nearly $1 million in earnings over a lifetime.

As Step Up stays true to its strength - members’ ability to leverage their personal and professional skills and relationships to give back to the community – the organization recognizes that it is uniquely suited to provide a cycle of philanthropy that advances women and girls to new heights as each generation of Step Up women gives back to the next. It is an exciting time to be a woman, and perhaps, a more exciting time to be a part of Step Up Women’s Network.

Jenni Luke
Chief Executive Officer
CONTENTS

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Step Up connects you to the professional women you need and the underserved teen girls who need you.

By bridging communities of professional women and underserved teen girls through mentorship, networking and advancement, we ensure women and girls have the opportunities they need to create a better future. Step Up empowers high school girls in underserved communities to reach their full potential through dynamic after-school and Saturday enrichment programming that helps girls become confident, college-bound, and career-ready.
During adolescence, girls’ self-esteem drops twice as much as boys’ self-esteem. *But more than 85% of Step Up girls report feeling more positive about themselves.*

The Step Up curriculum begins with programming that builds confidence. Arts-based programming like photojournalism, drama, filmmaking, and spoken word provides girls with a platform to find their voice within the safe confines of Step Up. During the programs, Step Up members are paired with the students as mentors, like during the “I Dream To...” Photojournalism program. The semester-long classes focus on photography as a form of self-expression and end with a photojournalism project showcasing a mentor who works in a career the teen is passionate about exploring.

“Step Up has given me a sense of pride and self-worth. Before Step Up, I was embarrassed to speak up, but now I am more confident.”

-Diana Castro, Step Up Class of 2010, Yale Class of 2014
In America’s urban neighborhoods, nearly one in three high school students will not complete high school. **But Step Up students receive an average of 100 hours of enrichment programming a year, including programs focused on college preparation.**

As Step Up teens continue along the trajectory of programs, the focus shifts toward preparing for college. Whether a girl works with her mentor to discuss the best college options, visits an out-of-town campus on the College Tour, or attends a College Connections Conference, Step Up teens are exposed to all aspects of college, from the application process to understanding financial aid and scholarships, to student life on campus.

“Our students are told over and over again how these experiences of college and career are within their reach. Once in Step Up, our students are talking about which college they want to go to, not whether they will go.”

-Roger Lowenstein, founder/executive director of Los Angeles Leadership Academy, partner since 2005
Women over age 16 without a college degree are 2.5 times more likely to be unemployed. **But more than 85% of Step Up girls report that Step Up pushes them to consider new college and career possibilities.**

As Step Up teens move toward high school graduation, they experience career exploration programming that provides once-in-a-lifetime opportunities. Teens are paired directly with Step Up members for 1-on-1 career role modeling. They visit businesses of all sizes and industries on Pathways to Professions trips. They attend Career Connections Conferences and “Cool Women, Hot Jobs” panel discussions. Think of where we all could be if we had had informational interviews with the CEOs of global brands by age 15!

“Step Up is the best thing that has ever happened to me. It’s not about your past, but about what Step Up can do to better you for the future.”

-Jasmine Johnson, Step Up Class of 2010, Johnson & Wales University Class of 2014
Step Up is a network of over 50,000 supporters nationwide, with the core of our membership found around our offices in Los Angeles, New York and Chicago. The Step Up woman is professional, ambitious, savvy and philanthropically-minded. She looks to Step Up to provide her with career development programming that is effective and enjoyable, while giving her the opportunity to make a difference in her community.
The 2010 Luminary Circle is Step Up’s influential network of philanthropists who individually contribute $1,000+ annually. Each $1,000 donation represents a year of after-school programming for one underserved teen girl.

Kimberly Adams
Devin Adante
Mary Akpovi
Beth Aldrich
Joni Andrioff
Irene Apergis
Allison Arden
Rowena Arguelles
Sabah Ashraf
Kim Atkinson
Jana Augsberger
Rebecca Bacon
Andrea Bahamondes
Marci Bailey
Amanda Barnel
Dorian Baroni
Melanie Barr
Debra Baum
Lara Baumgarten
Suzan Baskin
Susan Berger
Sloane Berrent
Julie Bessent
Wendy Betts
Ariel Biscan
Christy Callahan
Julie Burgener
Kimberly Buffington
Ali Brown
Dorthy Bright
Meredith Brooks
Arla Lach
Kimberly Burlington
Julie Burgener
Christy Callahan
Sarah Carberry
Erin Carpenito
Catherine Cassidy
Caroline Ceniza-Levine
Ling Chan
Stella Cheung
Beth Cofsky
Jill Cohen
Marina Cohn
Jeanie Cole
Dawn Collins
Shayna Cook
Kate Coppola
Alexys Coronel
Traci Cooper
Amy Cramer
Nancy Cromer-Grayson
Erika Crowell
Ande D’Addona
Jennifer Daniels
Eli Danko
Embeth Davidtz
Sarah Davis
Crister Dela Cruz
Lori Dernavich
Tina DeSalvo
Christine Descano
Linda Descano
Isabella Di Stefano
Stephanie Dorman
Cynthia Dow
Theresa Durham
Angela Elbert
Jeanne Elfant Festa
Sarah Emerson
Maria Espinosa
Kristi Faulkner
Lucia Fedora
Tinamaria Feil
Maya Fidler
Denise Fisher
M.A. Fitzmaurice Reilly
Diana Fujimura
Jackie Ghedine
Shari Gibbons
Tal Gilad
Danielle Giordano
Paula Giovacchini
Ilanit Goodman
Jessica Goodman
Mia Gorman
Alexandra Grane
Erica Greene
Martie Griffin
Jenna Grosfeld
Melissa Grussard
G. Grunewald Simonds
Kammie Grytdahl
Selika Gutierrez Borst
Kelly Hanger
Julianne Hartzell
Tanya Hekimian-Brogan
Karen Henry
Emily Herakovich
Cate Hickey
Kimberly Hicks
Marilyn Hildebrandt
Traci Hill
Susannah Hofmann
Christine Holland
Sara Holoubek
Elizabeth Holt
Catherine Hovis
Yao Huang
Christine Hunsicker
Nicole Hunter
Shannon Ilyey
Diana Imhoff
Robbin L. Itkin
Darline Jean
Janna Jean
Aiysia Johnson
Linda Johnson
Leah Johnson
Shari Johnson
Wendy Jones
Shruti Joshi
Tara Kanti
Shari Kathe
Felice Keller
Jennifer Kenedy
Naomi Kent
Carrie Kish
M. Koleswski
Lisa Kovner
Claudia Kremen
Robert Kung
Christine Kurban
Arla Lach
Jeanne LaCours
Adrienne Lalla
Julie Langdon
Jessica Lanier
Jenna F. Leavitt
Ezina LeBlanc-Hoff
Traci Donaldson Lee
Victoria Lelash
Kim Lichtenstein
Bridget Livingston
Marianne Llewellyn
Leigh Ellen Louie
Ariane Lowder
Jenni Luke
Holly Lynch
Amy Mahan
Anne Mahoney
Wanda Mann
Kim Martin
Jaklyn Mashak
Sioban McCarthy
Mercedes McFarland
Kathryn McKechnie
Dina Mihalacos
Susan McPherson
Judy McQualter
Michelle Merriweather
Teri Meyer
Alison Miller
Catherine Miller
Alyson Miller
Naysa Mishler
Diane Mizota
Andrea Mondello
Jennifer Norman
Rene Nourse
Daphne Ortiz
Lila Orzech
Cheryl Overton
Marcia Owens
Margaret Paddock
Elizabeth Pagliarini
Jane Pak
Paola Palazzo
Debi Palestina
Bruna Papandrea
Philline Parlan
Alison Pascola
Anyahsa Pearce
Soul-Marie Perdis
Aimee Peterson
Alison Phillips
Kate Phillips
Desiree Pierce
Ivette Pimenta
Rosie Pisani
Michele Polz
JL Pomroy
Lauren Porat
Claudia Postor
Michelle Raimo Koyuate
LaShon Reese
Diane Reichenberger
Erica Reynolds
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C. Robinson Jackson
Shanna Rosen Belott
Michelle Rosenberg
Sonya Rosenfeld
Terry Ross
Peg (Margaret) Rowe
M. Rudberg-Leshnock
Beth Ruske
Cheryl Russell
Clar Ryu Derr
Sandy Sabeau
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Liz Dennehy Sanders
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Lynn Schultz
Jennifer Schulz
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Suzanne Shier
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Rebecca Stewart
Stella Stolper
Carolyn Stotesbery
Erica Strama
Wendi Sturgis
Delia Swan
Susan Sweet
Rosabel Tao
Genevieve Thiers
Kathryn Thomas
Johanna Toman
Ferne Traeger
Bonnie Tseng
Marcy Twete
Nancy Utley
Kathryn Van Ness
Kristin W. Collier
Jackie Walker
Maggie Walsh
Louise Ward
Wendi Wasik
Laura Wasser
Jessica Weiner
Jackie Wilgar
Rachel Williams
Annette Winkelman
Margo Wolf O’Donnell
Megan Wolfe
Cynthia Wolff
Jastine Wurwand
May Yeung
LEADERSHIP

National Board of Directors
Linda Descano - president & CEO, Women & Co., Citibank
Tal Gilad - executive director, Peace First Los Angeles
Kaye Popofsky Kramer - founder, Step Up Women’s Network
Betsy Sobiech - partner, Tiara International
Wendi Sturgis - executive vice president, sales, Yext
Jess Weiner - chief creative officer, Talk to Jess LLC
Megan Wolfe (chair) - senior manager, marketing & business development, Deloitte

Staff Leadership
Jenni Luke - chief executive officer
Angie Grabski - managing director, New York
Gina Marotta - managing director, Chicago
Jamie Kogan - managing director, Los Angeles
Alissa Zito - director, marketing & communications
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FINANCIALS
### 2010 Functional Expenses

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<td>Programs</td>
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<td>Special Events</td>
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<td>Administrative</td>
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<td>Fundraising &amp; Development</td>
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<td><strong>Total Expenses</strong></td>
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### 2010 Income

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<td>Donations</td>
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<td>Grants</td>
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<td>Membership</td>
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<td>Scholarships</td>
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<td>In Kind</td>
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<tr>
<td>Interest &amp; Dividends</td>
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<td><strong>Total Income</strong></td>
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### 2010 In Kind

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<td>Income</td>
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<td>Special Events</td>
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<td>Management &amp; Administration</td>
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<td>Fundraising</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$1,492,969</strong></td>
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**Net Income**: -$92,159

**Ending Net Assets**: 1,867,008