OUR WORK .................................................................04
CONFIDENT ..............................................................05
COLLEGE-BOUND ......................................................06
CAREER-READY ........................................................07
MEMBER PROGRAMS ..................................................08
LUMINARY CIRCLE ......................................................09
LEADERSHIP ..............................................................11
FINANCIALS ..............................................................15

CONTENTS
“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 Women’s Network is a nonprofit membership organization igniting women and girls to fulfill their potential by:

- creating and implementing impactful after-school and weekend programs that empower teen girls from under-resourced communities to be confident, college-bound, and career-ready
- propelling professional women through connections, collaborations, and continuous development
- inspiring our network to invest in the future success of girls through mentorship and financial support
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 goal of Step Up’s teen empowerment programming is for our girls to graduate high-school confident, college-bound and career-ready. Our partner schools focus on the IQ: the reading, writing and arithmetic. At Step Up, we focus on the EQ: the emotional and social skills they need to be successful and pull themselves out of poverty. Our 9th and 10th grade Confidence Curriculum offers 30 weeks of after-school programs annually dedicated to increasing girls’ confidence by exploring identity, relationships, voice, vision, action and expression. Step Up’s professional women members volunteer as guest speakers and mentors in the classroom to enable our students to interact with and learn from the women they hope to become. -
In America’s urban neighborhoods, more than one in three high school students will not complete high school.

**But 100% of Step Up seniors graduated high school in 2010 and 2011.**

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.
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 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.
Ali Brown
Alison Miller
Alison Shiry
Alissa Vradenburg
Allison Arden
Allison Park
Amanda Silverman
Amie Luke
Amie Petersen
Aneysha Pearce
Angela Elbert
Anne Mahoney
Annette Winkelman
April Renee Storms
Arianne Lowder
Ariel Biscan
Arla Lach
Ashley Ludgood
Barbara Bernstein
Bela Gandhi
Beth Cofsky
Beth Ruske
Bridget Loves
Bridget Stachowski
Brittney Castro
Cari Sommer
Carol Bradford
Caroline Ceniza-Levine
Carolyn Bekkedahl
Carrie Mantha
Catherine Cassidy
Catherine Hovis
Catherine A. Miller
Charisse Works-Carter
Cheryl Ainsworth
Cheryl Overton
Christina Manuel
Christine Beauchamp
Christine Cassiano
Christine Kurban
Cinnamon Chambers
Clara Ryu Dern
Claudia Kremen
Cynthia Murray
Cynthia Wolff
Danielle Carrig
Daphne Mazarakis
Daphne Ortiz
Darline Jean
Debi Palestina
Delena Spann
Delia Swan
Desiree D. Pierce, CFP
Diana Fujimura
Diane Holland
Diane Mizota
Diane Reichenberger
Dinah McLean
Divya Bala
Dorcas Parker
Dorthy Bright
Eli Davidson
Ellen Guggenheim
Embeth Davidtz
Emily Collins
Emily Rolkowski
Erica Greene
Erica O’Malley
Erica Reynolds
Erika Crowell
Erik Carpenter
Erin Crawford
Erlinda Vo
Felice Keller
Francine Della Badia
Hadley Rierson
Haley Fisher
Heather Dahill
Jackie Ghedine
Jackie Smith
Jackie Wilgar
Jacqueline Urban
Jacquelyne Weatherspoon
Jane Wurwand
Jeanne Elfant Festa
Jen Robertson
Jenna Grosfeld
Jenna F. Karadbil
Jenni Luke
Jennifer Daniels
Jennifer Schulz
Jessica Weiner
Jill Cohen
Jilene Stelding
JL Pomeroy
Joanna Furlong
Joni Andrioff
Judy Meguire
Julie Bachman
Julie Bessent
Julie Burgener
Julie Langdon
Julie Spira
Julie Weix
Karen Henry
Kate Coleman
Kate Coppola
Kathryn Enright
Kathryn McKechnie
Katie Rak
Megan Wolfe, CHAIR
senior marketing manager, Deloitte

Linda Descano, VICE CHAIR
managing director and head, digital partnerships, content & social, North America Marketing; President & CEO, Women & Co., Citibank

Leslie E. DeHoff, TREASURER
partner, assurance services, Ernst & Young LLP

Melanie Barr-Levey
CEO, Barr Insurance Services & vice president, Millennium Corporate Solutions, Inc.

Christine Beauchamp
fashion and beauty industry executive

Angela Elbert
partner, Neal, Gerber & Eisenberg, LLP

Diane Holland
global chief financial officer, Possible Worldwide

Kaye Popofsky Kramer
founder, Step Up Women’s Network

Stacy London
co-host, “What Not to Wear”; co-founder, Style For Hire; New York Times best-selling author

Jenni Luke
CEO, Step Up Women’s Network

Wendi Sturgis
EVP, sales and services, Yext

Jess Weiner
chief creative officer, Talk to Jess, LLC

NATIONAL BOARD OF DIRECTORS

LEADERSHIP
LEADERSHIP

STAFF

Jenni Luke
chief executive officer

Angie Grabski
director, corporate relations

Jennifer Dreher
managing director, New York

Cassandra Gaddo
managing director, Chicago

Jamie Kogan
managing director, Los Angeles

Alissa Zito
director, marketing & communications
2011 DONATIONS

$25,000+
- Dermalogica
- Gillette Venus
- Maidenform Inc.
- MissRepresentation
- Samy Co.

$10,000-$24,999
- Allstate
- Beats By Dre
- Coach Foundation
- The Container Store
- Diageo
- Freeborn & Peters LLP
- Frog Crossing Foundation, Inc.
- GUESS?
- Davis Wright Tremaine LLP
- Marie Keese Lelah Foundation
- NuWorld Beauty
- Silicon Valley Community Foundation
- The Young Women’s Leadership Foundation
- Trina Turk
- US Bank
- Yahoo!

$5,000-$9,999
- Gilt City
- Ann Taylor
- Bingham
- CAA Foundation
- CBS Entertainment
- Citi
- City National Bank
- Coalition of Women’s Initiatives in Law Firms
- Comerica
- ComScore
- Grant Thorton, LLP
- Isaay.com
- Katrina Kelly Jewelry
- Kohler Waters Spa
- LinkedIn
- Lionsgate
- McGladrey
- OWN, The Oprah Winfrey Network
- Patrina Foundation
- Proskauer Rose LLP
- Prudential
- Raytheon
- SONY Pictures
- Terri & Verne Holoubek Foundation
- The Foley Mansfield Charitable Foundation
- The Seattle Foundation
- Tides Foundation
- WME

$2,500-$4,999
- Action Learning Systems, Inc.
- Baker Tilly Virchow Krause, LLP
- BMC Group
- Capitol Group Co. Foundation
- Deloitte
- Discovery Clothing
- Disney
- EMC Corp
- Fresh Events Company Inc.
- Grainger
- Intimacy
- Juicy Couture
- LUNA
- Manhattan Beachwear Inc.
- McCormack & Schreiber Legal Search
- Natori
- Neal Gerber Eisenberg
- Pillsbury Winthrop Shaw Pittman
- Redbox
- Scoop NYC
- Spool, LLC
- The San Francisco Foundation
- United Talent Agency
- Warner Bros. Entertainment
- WE tv
FUNCTIONAL EXPENSES

- Programs: $1,096,712 (70.41%)
- Special Events: $124,780 (8.01%)
- Administrative: $213,814 (13.73%)
- Fundraising & Development: $122,388 (7.86%)
- Total Expenses: $1,557,694

INCOME

- Donations: $556,367 (33.12%)
- Grants: $106,358 (6.44%)
- Membership: $487,859 (30.29%)
- Special Events: $227,331 (14.72%)
- In Kind: $82,736 (5.18%)
- Interest & Dividends: $12,157 (0.76%)
- Total Income: $1,472,808

IN KIND

- Events, IA & S&D: $57,674 (30.29%)
- Program: $25,062 (14.44%)
- Total In Kind: $82,736

FINANCIALS
### Financials

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Beginning Net Assets</strong></td>
<td><strong>1,867,008</strong></td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>$556,367</td>
</tr>
<tr>
<td>Grants</td>
<td>$106,358</td>
</tr>
<tr>
<td>Membership</td>
<td>$487,859</td>
</tr>
<tr>
<td>Special Events</td>
<td>$227,331*</td>
</tr>
<tr>
<td>In Kind Donations</td>
<td>$82,736</td>
</tr>
<tr>
<td>Interests &amp; Dividends</td>
<td>$12,157</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>$1,472,808</strong></td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
</tr>
<tr>
<td>Programs</td>
<td>$1,096,712</td>
</tr>
<tr>
<td>Special Events</td>
<td>$124,780</td>
</tr>
<tr>
<td>Administrative</td>
<td>$213,814</td>
</tr>
<tr>
<td>Fundraising &amp; Development</td>
<td>$122,388</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td><strong>$1,557,694</strong></td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td><strong>$84,886</strong></td>
</tr>
<tr>
<td><strong>Ending Net Assets</strong></td>
<td><strong>1,906,902</strong></td>
</tr>
</tbody>
</table>