



THE INGENUITY PROJECT

# DONOR REPORT

## 2019-2020







Pictured: Panel at The Innovator's Breakfast Honoring Men of Color in STEM (February 2020)

## DEAR FRIENDS,

2019-2020 was a year of firsts. We completed our inaugural year at a new school, James McHenry Elementary/Middle in Southwest Baltimore. Our first high school cohort participated in our new off-campus Innovation Practicum experience. And, our entire community navigated new ways to learn and connect through an unprecedented first in our lifetime -- a global pandemic.

With these new experiences came many lessons. We learned to be open to uncertainty, to be flexible, and to be compassionate. But perhaps the best lesson we learned is that our students are resilient – they have had incredible tenacity and creativity as they navigated unprecedented circumstances. From our 6th graders at James McHenry who dove into a challenging unfamiliar curriculum and forged friendships in an entirely new school; to our high schoolers in Innovation Practicum who were the first to work at local start-ups on real-world problems – Ingenuity students figured out much more than math and science problems this year.

As we wrapped up a five-year strategic plan and set to work developing our new Community Commitments and Actions Plan, we know that with this outstanding community of students, families, teachers, school leaders, board members, alumni, funders, and mentors, we are in a strong position to achieve our next set of objectives:

- Establish community-driven vision for a more inclusive culture and equitable student outcomes;
- Continue to develop an advanced math and science instructional model at James McHenry; and
- Refine and personalize student supports and STEM enrichment.

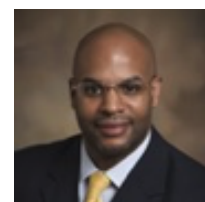
The first objective, to establish a community-driven vision for Ingenuity, has resulted in our new vision statement and community commitments – which we are thrilled to share with you here. **In the upcoming year, we are excited to work with our entire community** to develop our responsive plan to carry us through to 2025 – stay tuned to our communications as this develops, and for opportunities to get involved!

This is all possible because of the support of Baltimore City Public Schools and our funders. **Thank you for your steadfast commitment to Ingenuity and our remarkable students!**

Sincerely,

Lisette S. Morris  
Executive Director

Peter J. Griffin, III  
Board Chair



# OUR VISION FOR STEM LEADERSHIP

## How we got here....

In the summer and fall of 2020, a Core Planning Team of 40 community members (see appendix) came together to learn the Appreciative Inquiry Process, create inquiry questions, and conduct 120 interviews throughout the Ingenuity and Baltimore STEM community at large. Ingenuity students, alumni, and families, especially those historically marginalized in our schools and systems, played the largest roles in the process. In the fall of 2020, group listening sessions were also held with alumni from many generations of the program.

Part of what came out of this process is our new vision and set of core values. We are excited to share these with you now - and look forward to sharing our full Community Commitments and Action Plan later this year.

These Core Values will be the cornerstones of our work with and expectations of students, teachers, families, and partners. These values will shape our programs' culture, policies, curriculum, and instruction in order to better cultivate the next diverse generation of STEM leaders.

**Our new vision** is to educate and support a diverse cohort of Baltimore City students for seven years (grade 6-12) through an advanced, socially responsible STEM curriculum and leadership program that cultivates a passion for excellence, deep sense of curiosity, and strong desire to innovate and change systems for the greater good.

Through an affirmative and inclusive culture in and out of Ingenuity math and science classrooms, our students will build the integrity, self-reflection, resilience, and cultural competency necessary to listen, exchange ideas, and collaborate with diverse groups of people now and as STEM leaders in the future. A future fueled by diverse STEM leaders will not only improve each fields' ability to innovate, but will create solutions designed to advance a diverse global society.

**Future success** and satisfaction as a STEM leader is not determined only by a test score or report card grade, but also the extent to which leaders live by a set of values and passionately pursue their interests and talents in STEM.

## OUR CORE VALUES FOR THE NEXT GENERATION OF STEM LEADERS

### 1. PASSION FOR EXCELLENCE

Future STEM Leaders strive for excellence, not perfectionism, which requires integrity, self-reflection, and resilience. Success looks different for every leader and there are many ways to achieve desired goals.

### 2. SOCIAL RESPONSIBILITY

Future STEM Leaders use Math, Science, Technology, and Engineering responsibly and ethically to benefit society, our environment, and the greater good.

### 3. CURIOSITY

Future STEM Leaders pose meaningful questions to complex problems. They seek out and value multiple perspectives, promote open dialogue, and embrace new opportunities.

### 4. INNOVATION

Future STEM Leaders take risks, learn from failures, and desire to change systems and create new possibilities.

### 5. COLLABORATION

Future STEM Leaders collaborate across diverse groups by listening, exchanging ideas, sharing power, and developing the skills of others.

### 6. INCLUSIVITY

Future STEM Leaders cultivate meaningful relationships with people from different cultures and backgrounds. They affirm and honor others' interests and perspectives, checking implicit bias and building personal cultural competency.





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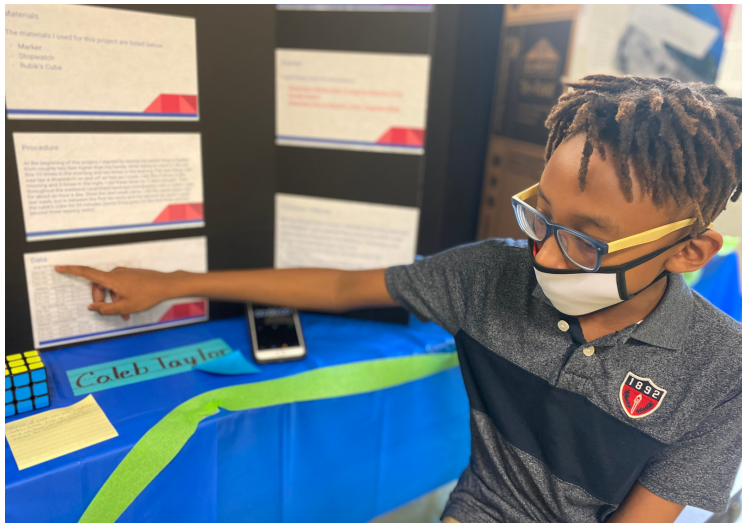
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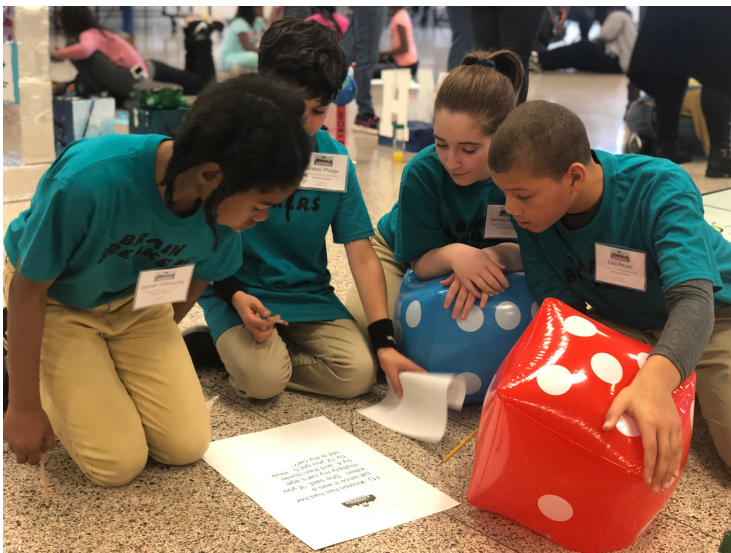
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## THANK YOU!

# LOOKING FORWARD

We expect changes to curriculum, classrooms, and program culture will have a positive impact on student retention, achievement, student pursuit of STEM careers, well-being, and sense of purpose.



## OUR COMMUNITY COMMITMENTS

# 1

### CURRICULUM

Create an Advanced, Socially-Responsible STEM Curriculum

# 2

### CLASSROOMS

Prepare Affirmative and Inclusive STEM Classrooms

# 3

### COMMUNITY

Develop Programming to Foster our Vision and Values for STEM Leadership

## GET INVOLVED! SHARE YOUR IDEAS FOR THE FUTURE OF BALTIMORE STEM.

Our Community Commitment and Action plan is a five-year learning plan; we **commit** to gathering feedback and adapting to discoveries along the way - we will hold ourselves to the same standards of leadership and inquiry that we ask of our students.

It is a **community** plan because it will take coordination with and commitment from our community of students, families, alumni, teachers, school leaders, staff, and board members.

**We need to hear from you** as we develop our next steps! As we return to school this fall, we hope you will join us and - your feedback will help us shape Ingenuity over the next five years. We will be coordinating several avenues for you to contribute, including:

- Town Halls
- Surveys
- Alumni Engagement





# STATEMENT OF FINANCIAL POSITION

June 30, 2019 and 2020

	2020	2019
<b>ASSETS</b>		
Cash and cash equivalents	\$605,893	\$530,702
Grants receivable	\$328,467	\$70,000
Prepaid expenses	\$4,780	\$ -
Net property and equipment	\$31,481	\$35,478
Grants receivable, long-term	\$35,000	\$15,000
<b>Total Current Assets</b>	<b>\$1,005,621</b>	<b>\$651,180</b>
<b>LIABILITIES AND EQUITY</b>		
Accounts payable	\$15,368	\$4,491
Accrued Salaries	\$25,504	\$17,068
Deferred revenue	\$230,000	\$ -
<b>Total Current Liabilities</b>	<b>\$270,872</b>	<b>\$21,559</b>
<b>NET ASSETS</b>		
Unrestricted	(\$115,751)	\$69,621
Temporarily restricted	\$645,000	\$560,000
<b>Total Net Assets</b>	<b>\$529,249</b>	<b>\$629,621</b>
<b>Total Liabilities and Net Assets</b>	<b>\$1,005,621</b>	<b>\$651,180</b>
<b>STATEMENT OF ACTIVITIES</b>		
<b>Revenues and Other Support</b>		
Baltimore City Public School System	\$417,700	\$383,000
The Abell Foundation	\$375,000	\$375,000
Foundation and corporate grants	\$292,075	\$210,000
Other Revenue	\$303,454	\$265,039
<b>Total Revenues and Other Support</b>	<b>\$1,388,229</b>	<b>\$1,233,039</b>
<b>Expenses</b>		
Program services	\$1,131,650	\$1,074,309
Management and general	\$188,365	\$166,858
Fundraising	\$168,586	\$147,287
<b>Total Expenses</b>	<b>\$1,488,601</b>	<b>\$1,388,454</b>
Loss on Disposition of Property	-	-
<b>Change in Net Assets</b>	<b>(\$100,372)</b>	<b>(\$155,415)</b>
<b>Net Assets at Beginning of Year</b>	<b>\$629,621</b>	<b>\$785,036</b>
<b>Net Assets at End of Year</b>	<b>\$529,249</b>	<b>\$629,621</b>

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