THE INGENUITY PROJECT
30 YEARS OF STEM EXCELLENCE

STRONGER TOGETHER

Cultivating Tomorrow's STEM Leaders Today

2024–25 Annual Report

OUR MISSION

To prepare and launch the next diverse generation of nationally competitive STEM (science, technology, engineering, and mathematics) leaders from Baltimore City Public Schools.

OUR VISION

To educate and support a diverse cohort of Baltimore City students for seven years (grades 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.

WHO WE SERVE

In SY 2024-25, Ingenuity served 882 students in four citywide middle schools (Hamilton, James McHenry, Mount Royal, and Roland Park) and hosts its high school program at Baltimore Polytechnic Institute (Poly). All 33 residential zip codes are represented by enrolled students:

537
middle school students completed Ingenuity's honors math and science curriculum

345
high school students are completing our advanced STEM high school pathway

We identify, recruit, and support gifted and advanced students who represent Baltimore City. In doing so, we improve access to exceptional STEM programming for historically untapped students:

46%
female

53%
male

59%
identify as students of color historically untapped in advanced STEM (African American/ Black, Hispanic, and multiracial)

47%
report living in limited-income households*

25%
of parents report not completing or attending college

** Household data is reported by applicant families and determined by income and the number of dependents, according to federal guidelines.*

ENSURING A CULTURE OF EXCELLENCE

79%
of Ingenuity middle school students over the past three years earned 80 or above in Ingenuity honors math classes, and 80% earned 80 or above in honors science classes

83%
of Ingenuity high school seniors over the past six years earned a 4.0 weighted GPA or higher

81%
of seniors over the past six cohorts enrolled in competitive colleges and universities, with 24% earning at least one "full ride" or notable college scholarship

From the Executive Director:

As soon as Ingenuity students enter the program in middle school and continue through graduation from Poly into their postsecondary and career pathways, our young scholars never cease to amaze me. I hope the pages that follow provide a glimpse into some of the many challenges they have tackled along the way and the inspiring success stories that have followed.

Last October, I was honored to receive a "Distinguished Trailblazer in STEM" award from The Center Club's Women in Business. This event was a celebration of women who are leading the way and inspiring the next generation of innovators and leaders, and I was recognized for my efforts in making advanced STEM programming accessible to talented students throughout Baltimore City.

But I believe our students are the real trailblazers. Ingenuity students embrace critical thinking and innovative problem-solving; they pursue mentorships and research opportunities; and they seek challenging careers in emerging fields. Their curiosity and love for learning are matched only by their perseverance and their courage to follow their dreams.

I would like to thank our board members, our supporters, our teachers and staff, and our families for all that they do throughout the year to ensure students in Ingenuity not only meet their potential but exceed it…in true trailblazer fashion!

Lisette Morris
Executive Director

Chairman's Farewell:

As I reflect on my seven years on the board of The Ingenuity Project, I am grateful to the directors and staff who served with me during that time and for the progress we have made in advancing Ingenuity's mission and vision.

This time has been incredibly rewarding, watching Ingenuity students work hard, attend competitive colleges, and embark upon amazing careers. Our collective efforts are providing transformational opportunities for our students and their families that will be impactful for generations to come.

I also want to extend my deepest thanks to our partners and donors who collaborate with us every day to achieve our goals and meet Ingenuity's mission. Together, we are supporting the creation of the next generation of STEM leaders in Baltimore City.

Michael E. Hinkey
Board Chair

FOSTERING CURIOSITY & INNOVATION

58%

of Ingenuity high school seniors over the past six years completed an out-of-class rigorous STEM experience, with many of those experiences including independent research

NEARLY 100%

of Ingenuity middle school students complete an independent or team science project and showcase them at school science fairs

For three years in a row, **over 97% of Ingenuity students earned qualifying scores on the AP Chemistry exam**, with 94% enrolled taking the exam. The national rate of qualifying scores was 73%, and participation rates in most districts and schools are far less than 94%.

STUDENTS EXPLORE BOUNDLESS POSSIBILITIES IN SCIENCE AND TECHNOLOGY

STEM Unbound

In October 2024, 163 seventh graders from all four Ingenuity Project middle schools attended the inaugural STEM Unbound event at the University System of Maryland's Colwell Center in the Inner Harbor. BD (Becton, Dickinson and Company), one of the largest global medical technology companies in the world, partnered with the University System of Maryland to design a day for Ingenuity and UMB Cure Scholars to learn from astronauts, engineers, roboticists, game coders, biomedical researchers, and more through a full day of workshops, career panels, and hands-on STEM activities and stations.

Students had the opportunity to visit a variety of hands-on stations, exploring the many ways a STEM education can be put to practical use, including the National Aquarium's sea turtle rescue project, the Maryland Department of Natural Resources' "Horseshoe Crab in the Classroom" program, NASA's Landsat program, and Dulaney High's award-winning VEX Robotics Club.

Distinguished guests included **Lt. Governor Aruna Miller**, herself a civil engineer; **USM Chancellor Dr. Jay A. Perman**; **U.S. Senator Chris Van Hollen**; and **Nikos Pavlidis**, worldwide president of BD Diagnostic Solutions.

Students received a personal video address from Baltimore-area native and current NASA astronaut **Reid Wiseman** and a powerful in-person address from Towson's resident astronaut, **Dr. Don Thomas**, who told the story of how he was rejected three times from the NASA space program before finally being accepted, going on to man four space shuttle missions and orbiting Earth nearly 700 times during his 20-year career.


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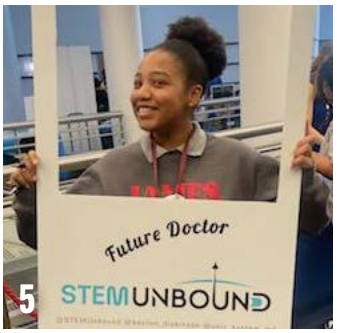

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(1) *TU Center for STEM Excellence lab* ***(2)*** *Hamilton student with R2D2* ***(3)*** *NASA Goddard volunteer with James McHenry student* ***(4)*** *Hamilton seventh graders* ***(5)*** *Future doctor striking a pose* ***(6)*** *Lt. Governor Aruna Miller and two James McHenry scholars* ***(7)*** *Students discussing NASA with Dr. Don Thomas* ***(8)*** *Incoming sixth graders at Summer Academy* ***(9-11)*** *Summer Academy sixth graders conducting experiments and STEM projects* ***(12)*** *Summer Academy Ingenuity teachers and alumni counselors* ***(13-14)*** *Seventh and eighth grade trips to National Air and Space Museum in D.C.*

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2025 Summer Academy

For the third summer in a row, Ingenuity hosted its two-week Summer Academy at Mount Royal Elementary/Middle School for our sixth graders from all four locations. Students came together to learn math, conduct simulated Science Fair projects, complete experiential projects, and engage in Ingenuity's core values for STEM leadership.

This past summer, rising seventh and eighth grade students visited the National Air and Space Museum in Washington, D.C., as well as the Computer Museum at Systems Source and the National Electronics Museum in Hunt Valley where they were able to take apart computers and build an electronic insect using soldering tools and circuits. "Students really got a kick out of learning what's inside of a computer by disassembling a desktop PC and then putting it back together," remarked Keyha Royster, Ingenuity's admissions manager and field trip chaperone. In total, Ingenuity served 310 students over the summer (117 rising 7th and 8th grade students and 193 6th and 9th/10th grade students).

2024–25 MIDDLE SCHOOL BY THE NUMBERS

533
middle school students served

92%
of eighth graders are enrolling in Academic Criteria high schools

54%
of eighth graders are enrolling at Poly

99%
passed high school honors algebra

64%
of middle school students met Maryland Algebra assessment proficiency, exceeding the state average of 21% proficient


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THE PATH TO REAL-WORLD IMPACT THROUGH STUDENT STEM RESEARCH

We are deeply grateful to the mentors, universities, and organizations that have welcomed students into their labs, shared their expertise, and nurtured a love of discovery. Their guidance has shaped meaningful research experiences and inspired students to pursue science beyond high school.

Many thanks to our active research partners

Johns Hopkins University

Johns Hopkins University School of Medicine

Johns Hopkins Bloomberg School of Public Health

Space Telescope Science Institute

Institute of Marine and Environmental Technology

University of Maryland, Baltimore County

Loyola University Maryland

Morgan State University

Bowling Green State University

University of Maryland

(1) *Poster viewing at the Symposium at Loyola University Maryland* ***(2-4)*** *Kennedy, Alex, and Noah presenting their posters* ***(5)*** *AP Capstone student participating in the conference* ***(6)*** *William, class of 2025: published in a research journal before senior year; now a student at the University of Richmond*

INGENUITY'S RESEARCH OVER 20+ YEARS

783
research projects supervised since 2003

62
regional and national winners

33
students published in peer-reviewed journals

289%
increase in number of students conducting research annually since 2004


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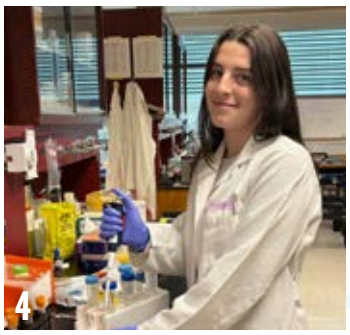
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(1) Ingenuity's senior researchers raising an apple cider toast after submitting projects to the Regeneron Science Talent Search (2-6, 8) Students at offsite labs with research mentors (7) Gabe, Abdullah, and Julia (class of 2026) presenting at the Mid-Atlantic Research Exchange (MATRX) (9) Nadiat, Anis, Mia, Alyssa, and Bryan (class of 2025) presenting at the Morgan State University Science-Mathematics-Engineering Research Fair (10) Ms. No, Ingenuity Lead Math Teacher (bottom right), and students at the Clemson Calculus Challenge at Clemson University in South Carolina

SHAPING THE FUTURE: FEATURED ALUMNI STORIES

Ingenuity proudly celebrates the remarkable achievements of four alumni whose journeys exemplify the transformative power of a STEM education. From medicine to computer science, environmental policy to health education, these individuals are making emerging contributions in their fields.

OMOBOLADE ODEDOYIN | CLASS OF 2019

- Johns Hopkins University, Ph.D. candidate Computer Science, GEM Ph.D. Fellow
- Johns Hopkins University, M.S.E. Data Science, GEM Master's Fellow & Rubenstein Fellow
- Johns Hopkins University, B.S. Applied Mathematics and Statistics, Elijah Cummings Baltimore Scholar

What is a major success or a challenge you have overcome?
Pivoting from neuroscience pre-med to applied mathematics and data science required deep reflection, academic risk-taking, and sustained effort to build mathematical fluency. Through this transition, I discovered a new passion and built the foundation for my current research in machine learning and statistics.

What is your advice to Ingenuity high school students?
Don't be afraid to explore different fields until one truly excites you. My journey to data science started in a neuroscience lab and evolved as I followed my curiosity. Lean on mentors, ask questions, and pursue challenges that align with your purpose, not just prestige.

What are some exciting trends in your field?
I'm especially excited about the intersection of machine learning and health care. From AI-driven mental health chatbots to predictive modeling for nuclear systems, machine learning is becoming a tool for both personal well-being and global safety.

MIRIAM HERRERA | CLASS OF 2020

- Descendant Engagement Intern at Hampton National Historic Site, National Park Service
- University of Maryland, College Park, B.S. Environmental Science & Policy, Banneker/Key Scholar

What is a major success or a challenge you have overcome?
Navigating college and the post-grad world has been difficult, as there aren't many accessible structures in place to help pre-professionals grow, especially those with marginalized backgrounds. But this has taught me the power of communities banding together to create safe spaces within themselves, and the great value in being able to find them.

What is your advice to Ingenuity high school students?
Pursue a well-rounded education, as interdisciplinary collaboration and intersection are key to solving problems and continuing to innovate in a rapidly changing world full of complications.

What are some exciting trends in your field?
Recently, I've witnessed scientists collaborating with communities in new and exciting ways that monitor the environmental factors putting them at risk. Air pollution and sound monitoring are now happening in backyards and church lawns, while families are learning what can cause asthma in their children. Simultaneously, interdisciplinary research is forming the environmental history field, restoring what I think is a natural worldview, where history and environmental science inform one another.

CHIAD ONYEJE | CLASS OF 2019

- Johns Hopkins University, Ph.D. candidate Biomedical Engineering, Vivien Thomas Scholars Fellow
- UMBC, B.S. Chemical and Biochemical Engineering, Meyerhoff Scholar

What is a major success or a challenge you have overcome?
Among the responsibilities I face in the STEM field is that of a mentor, though I did not always see myself capable of such. Having people I could look to as not just friends and teachers, but as mentors, really guided the kind of person I would want to reflect for others down the road. Ah, and lots of studying of course!

What is your advice to Ingenuity high school students?
Ask questions! Not just in class, not just to educators and the widely successful, but everywhere and to anyone you can. You'll be surprised by how much wisdom you can obtain from your family, friends, and new acquaintances.

What are some exciting trends in your field?
The general versatility to which biomaterial delivery has progressed (in both implantable and injectable forms) is astounding in how it genuinely seems to have a material or modulation for every problem we come across. I'm also really happy to see an increasing trend in the wider biomedical science world collaborating closer with the clinical world, ensuring smoother transitions from bench to bedside.

SHANTIKA BHAT | CLASS OF 2021

- Associate, Pfizer Multicultural Marketing for Vaccines
- Johns Hopkins University, B.A. Public Health Studies and Marketing & Communications, Elijah Cummings Baltimore Scholar

What is a major success or a challenge you have overcome?
One of the biggest challenges I've faced is navigating external forces, like global pandemics or shifting policies, that can limit the ability to conduct or support public health work. I've learned to pivot by focusing on adaptability and innovation, and continuing to center population health despite external constraints.

What is your advice to Ingenuity high school students?
Prioritize informational interviews and talk to people not only in the field you're interested in but also in adjacent or unfamiliar ones. These conversations will help build communication skills, expand your network, and give you tailored insights that no textbook can provide.

What are some exciting trends in your field?
While global health is currently facing unfortunate funding cuts, this challenge opens up space for exploring more diverse and sustainable funding models. There's growing potential to reimagine how public health systems operate, creating opportunities for greater innovation, equity, and long-term resilience in global health work.

2025 Alumni Panel with Symposium Leaders *(Left to right: Nicole Rosen, Ph.D., Diana Sagastume '12, Chiad Onyeje '19, Rebecca Brody '18, Josh Headley, Shantika Bhat '21, Omobolade Odedoyin '19, Miriam Herrera '20, and Lisette Morris*

EMPOWERING STEM STUDENTS AS FINANCIAL LITERACY LEADERS

Last year, Ingenuity and Brown Advisory partnered to launch the **Brown IGNITE Fellowship**, a year-long opportunity designed to cultivate talented high school STEM students into financial literacy leaders. After an interview process, 15 students in grades 10-12 were selected as inaugural fellows for the 2024-2025 school year.

Fellows were paired with Brown's financial professionals who provided mentorship, financial literacy education, and leadership guidance. They attended four half-day sessions at Brown Advisory and attended meetings with Ingenuity staff to debrief and plan culminating projects that would combine their understanding of STEM and financial literacy to educate their peers. Onsite sessions covered various financial topics, including budgeting, credit cards, interest rates, taxes, saving vs. investing, stocks, bonds, funds, investment portfolios, safety, and entrepreneurship.

On May 21, 2025, at the STEM Student Leadership Conference, three teams of IGNITE fellows delivered financial literacy workshops for their peers at Loyola University, with Brown Advisory mentors offering support during their sessions. These sessions were fully attended and highly rated by participants because of the fellows' confidence in delivering the information, their well-designed activities, and the fun, interactive nature of the experiences.

Brown ADVISORY IGNITE Fellows

"Watching our Brown Ignite Fellows grow over the school year has been nothing short of inspiring. Their intellectual curiosity in mastering investing and financial literacy, combined with the confidence they've built to lead peer-to-peer workshops, speaks volumes about their potential."

— MIA CONTRERAS, BROWN ADVISORY DIRECTOR OF HUMAN RESOURCES


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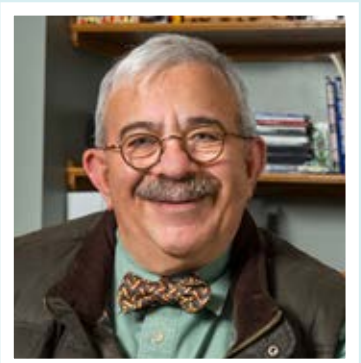
(1) *Brown IGNITE Fellows Jaidy, Helena, Tyler, and Nadiat presenting at the STEM Student Leadership Conference* ***(2)*** *Student participants in the Financial Literacy workshops* ***(3)*** *Fellows on their field day at Brown Advisory* ***(4)*** *Brown IGNITE leadership team and mentors*

CELEBRATING THE LIFE OF DR. GARY PASTERNACK



On October 13, 2024, The Ingenuity Project lost one of its most dedicated and insightful supporters.

"Gary was a critical contributor to The Ingenuity Project from its founding in 1995 to present times. With his scientific background and entrepreneurial management skills, he steadily guided Ingenuity's evolution over the years."

— BOB EMBRY, FORMER PRESIDENT OF THE ABELL FOUNDATION

Gary Pasternack served as director of the Division of Molecular Pathology at the Johns Hopkins School of Medicine and was CEO of Asklepion Pharmaceuticals. But he was so much more than a distinguished scientist and physician; he was a visionary leader and a dedicated advocate, particularly for the young people of Baltimore City.

Gary was known for his creative and detailed approach to science and his use of the Socratic method of teaching. He was a modern renaissance man who would request historical scientific articles from the Welch library, ask his classes to answer questions in a "Haiku format," and reference Kafka in his lectures.

For over 25 years, Gary poured his energy and wisdom into The Ingenuity Project, serving as a guiding force in the program's development and holding the role of board chair for many of those years. His leadership was instrumental in shaping Ingenuity's vision and ensuring its continued success. He believed fiercely in the potential of every student and dedicated himself to inspiring the next generation of diverse STEM leaders.

Losing Gary Pasternack has left a profound void in our community, but his impact will continue to resonate through the lives he touched and the opportunities he helped create.

"Gary believed in me at a time when I could barely believe in myself. His unwavering support and mentorship didn't just guide me, they changed the entire trajectory of my life and career."

— JON BRODY, PH.D.,
GARY'S FIRST GRADUATE STUDENT

To honor Gary's enduring legacy and to ensure his important work continues, The Ingenuity Project has established the Gary Pasternack Memorial Fund. Contributions directly support Ingenuity's programs to foster the innovation, creativity, and love of learning that Gary championed so passionately. Thank you Tucker and Anne Cantler Fulwiler, Owen Gray and Vanessa Bliss, Alison Moliterno, E. Susan Runge, Rebecca Voneiff, and Dan Weaver for spearheading gifts to this fund.

(1) *Gary Pasternack in his early career laboratory*
(2) *Gary and his wife, Michelle*

THANKING OUR DONORS

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Baltimore Polytechnic Institute
Hamilton Elem/Middle School
James McHenry Elem/Middle School
Mount Royal Elem/Middle School
Roland Park Elem/Middle School

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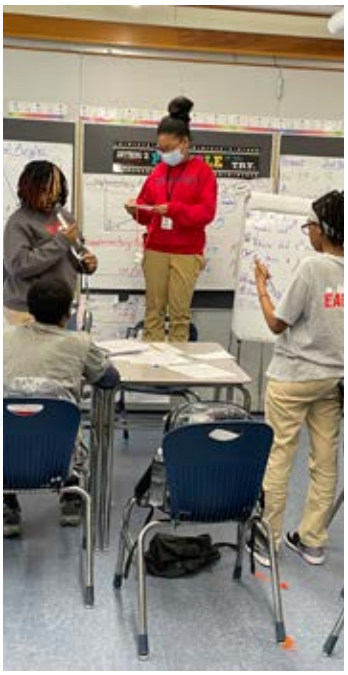

OUR JOURNEY THROUGH MATHEMATICS EXCELLENCE

Ingenuity's mathematics program has a long, distinguished history driven by a commitment to excellence. These milestones have not only shaped our students' STEM foundations but also informed our mathematics innovations emerging now, including the launch of new partnerships, courses, and nationally recognized curricula.

2025

Ingenuity partners with Morgan State University and Baltimore City Schools to offer Linear Algebra and Calculus 3.

Ingenuity adopts Amplify Desmos Math curriculum in all its Honors Algebra 1 middle school classrooms.

2024

The collaboration with UMBC's Department of Mathematics and Statistics to support math modeling is established.

2023

The first team of students attends the Clemson Calculus Challenge in South Carolina.

2022

The high school Math Modeling Club is established.

2019

Mathopoly is launched to recruit fourth and fifth graders.

1997

Ingenuity middle school students compete for the first time at the regional MathCounts competition.

High school students participate in Maryland Math League, American Mathematics Competition, and the University of Maryland High School Math Competition.

Two to four students qualify each year for the Johns Hopkins University Math Department's Future Scholars program.

1996

The Singapore math curriculum is adopted for Ingenuity sixth graders.

Statement of Financial Position for the year ending June 30, 2024

ASSETS	2024	2023
Cash and cash equivalents	$1,191,422	$1,332,379
Accounts receivable	-	-
Contributions receivable	$55,000	$740,000
Prepaid expenses and deposits	$36,746	$34,627
Property and equipment, net	$2,340	$4,405
Total Current Assets	**$1,285,508**	**$2,111,411**
LIABILITIES AND NET ASSETS		
Accounts payable	$589	$1,722
Accrued expenses	$61,533	$87,404
Note payable	-	-
Total Liabilities	**$62,122**	**$89,126**
NET ASSETS		
Donor undesignated	$1,143,386	$1,652,285
Donor designated	$80,000	$370,000
Total Net Assets	**$1,223,386**	**$2,022,285**
Total Liabilities and Net Assets	**$1,285,508**	**$2,111,411**

Statement of Activities for the year ending June 30, 2024

REVENUES AND OTHER SUPPORT		
Public support		
Contributions	$428,423	$1,538,277
Donated rent and services	$121,013	$133,301
Special events	$52,383	$19,200
Grants from governmental agencies	$763,008	$882,799
Other revenue	$32,088	$4,563
Total Revenues and Other Support	**$1,396,915**	**$2,578,140**
EXPENSES		
Program services: Education program	$1,764,355	$1,616,076
Supporting services:		
Management and general	$256,670	$252,712
Fundraising	$174,789	$165,471
Total Expenses	**$2,195,814**	**$2,034,259**
Change in New Assets Before Extinguishment of Debt	($798,899)	$543,881
Extinguishment of Debt—Paycheck Protection Loan	-	-
Change in Net Assets	($798,899)	$543,881
Net Assets—Beginning of Year	**$2,022,285**	**$1,478,404**
Net Assets—End of Year	**$1,223,386**	**$2,022,285**

80 CENTS

of every dollar in 2024 was spent on delivering advanced STEM curriculum and engagement to 882 students

$2,498

per student investment in 2024

Ingenuity Board Members at the January 2025 Donor Appreciation Breakfast *(Left to right, front row: Jaime Arribas Starkey-El, Maria C. Sanchez, Angela Venza, and Kevin Nelson. Back row: Da'Kuwan Johnson, Mike Hinkey, Camille Blake Fall, Esq., Torin Caverly, Mary C.H. Weller, and Lisette Morris)*

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