



FAST TRACK TO THE FUTURE



$$y = f(x) = \sqrt{x}$$

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We look forward to a future where no child experiences learning gaps due to their neighborhood, skin color, ability, orientation, income, or any other factor. Our passion for providing the most current, relevant STEM education resources is unwavering, and we invite you to join us as we work to build a brighter future with better outcomes for students everywhere. Join us on the fast track to the future!

- Ahmad Shaheed, Board Chairman



INTRODUCTION



Fast Track to the Future

With STEM industries evolving at such a rapid pace, our students and teachers must keep up with the changes. Instruction and curriculum must reflect the demands of current and future workforce trends — most importantly, the cultural shifts to meet global demand. Removing barriers and making learning relevant to students' daily lives is essential in closing the learning gap and leveling the playing field for all students.

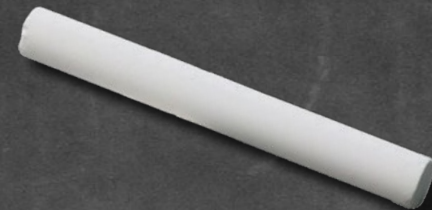
That's where C-STEM steps in, building the relevant curriculum and supplemental learning that ensures black, brown, and students in lower income areas, who are often underrepresented in STEM, get the exposure and tools they need to be the next generation of changemakers. Our teacher trainings and toolkits are designed to spark their interest around current STEM trends and topics, preparing them for better career opportunities.

In 2023, our curriculum dove into the topic of climate change. By focusing on the leading factors contributing to climate change and the role of technology in combating it, our program aims to equip students with the knowledge and skills to contribute to sustainable solutions. Climate change affects us all, and we believe it is absolutely imperative that the diverse voices and perspectives of often marginalized communities are included in these important conversations. Our curriculum has proven to be a great way to expose and engage students around topics that impact their futures.

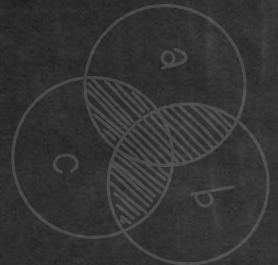
Everyday, we get the chance to be a "spark" in a student's life with the potential of helping them discover a path of untold possibilities. Although we've been doing this work for more than two decades, our passion is unwavering and we are committed to inspiring any students who encounter our work. Their enthusiasm energizes us and we count it an honor to be part of their stories.



Reagan Flowers, PhD
C-STEM Founder



$$y = f(x) = \sqrt{x}$$



ABOUT C-STEM

Next Steps in Our Journey

Since 2002, Houston-based C-STEM Teacher and Student Support Services has stepped up to be the catalyst in providing equal access to STEM education, both inside and outside the classroom. However, how those efforts look constantly evolves alongside the STEM landscape.

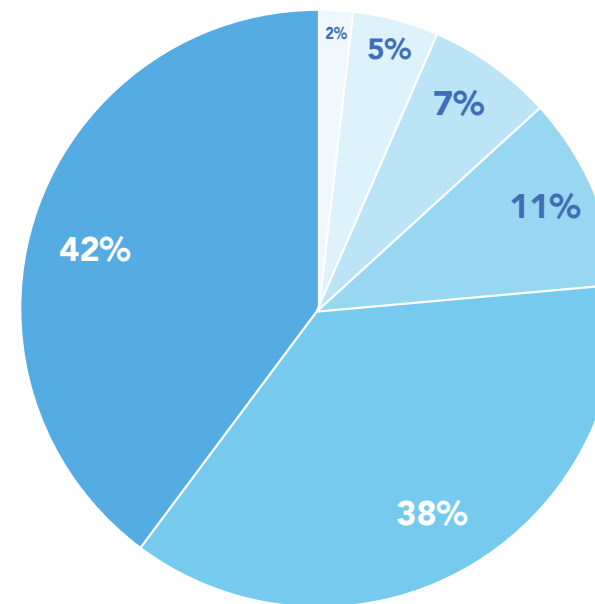
Our mission is to support teachers in delivering project-based learning that ignites curiosity and teaches Communications + STEM (C-STEM) skills to students historically underrepresented in STEM fields, specifically students of color and girls. In a recent survey of C-STEM schools, we learned that **75%** of elementary students and nearly **40%** of middle and high school students did not have any other STEM programs available to them besides C-STEM.

We are working toward a future where minority and economically disadvantaged students have high quality communication and STEM experiences that catapult them into transformative spaces, creating opportunities for economic and social mobility.

C-STEM achieves positive outcomes by evaluating emerging developments in STEM fields and careers, as well as evolving needs in education. The C-STEM community plays an undeniable role in helping us understand where we can do our part to address them. Throughout this report, you'll learn more about the amazing partners, sponsors, schools, and students that bring us so much joy in what we do.



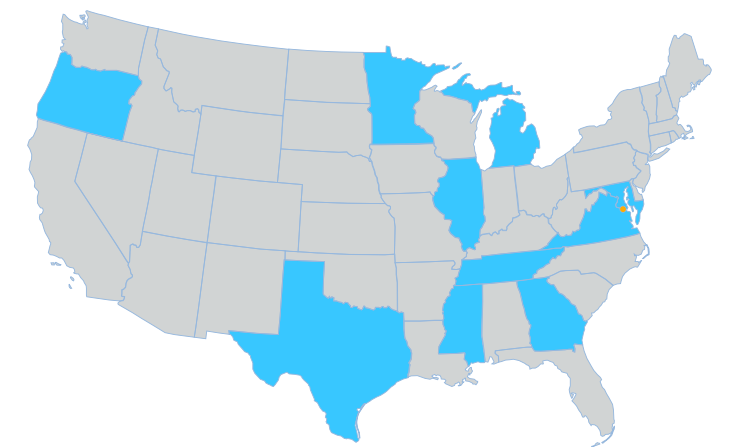
IMPACT & REACH SINCE 2002



National C-STEM Participation by Ethnicity

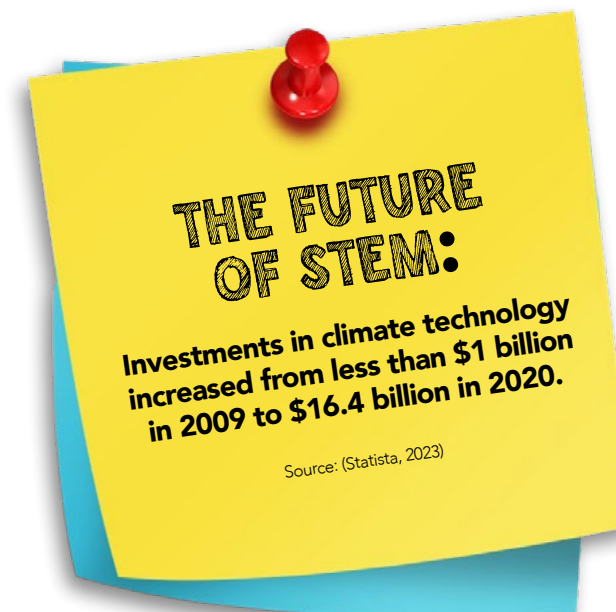
(Preschool -12th Grade)

Hispanic - 42%	Asian - 7%
Black - 38%	Other - 5%
White - 11%	American Indian - 2%



**TX | MD | MI | MS | TN | OR | GA | IL
MN | VA | DC**

C-STEM programs have been in these ten states as well as the Dominican Republic.



IT TAKES A VILLAGE

This work is too important and too complex to do alone. C-STEM has been fortunate to connect with a multitude of trailblazing educators, progressive schools and administrators, and a host of devoted partners to make it all possible.

Teacher Training and Challenge Competitions

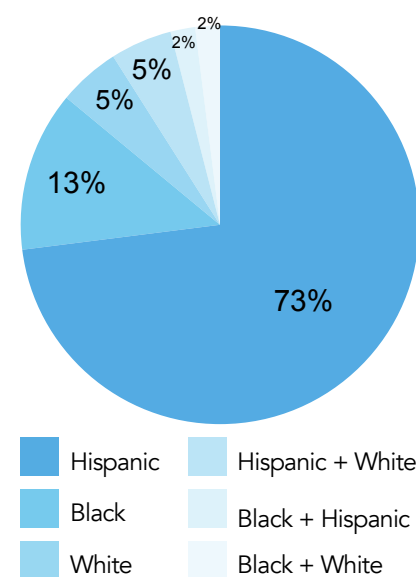
Our Integrated C-STEM Training Institute (ICTI) enhances student experiences by equipping teachers with relevant, real-world STEM expertise. The ICTI curriculum is revised each year to incorporate the latest developments in STEM. This supports teachers in providing students with hands-on problem-solving activities directly related to the skills they will need for the careers of tomorrow. The teacher training coupled with the curriculum and hands-on, project-based learning culminates in an opportunity for students to compete and showcase their learnings in a C-STEM challenge.

The 2023 C-STEM Challenge with Sheldon Independent School District provided a unique opportunity for 28 teachers and 127 students to put their learning on display via a competition that showcased their project solutions.

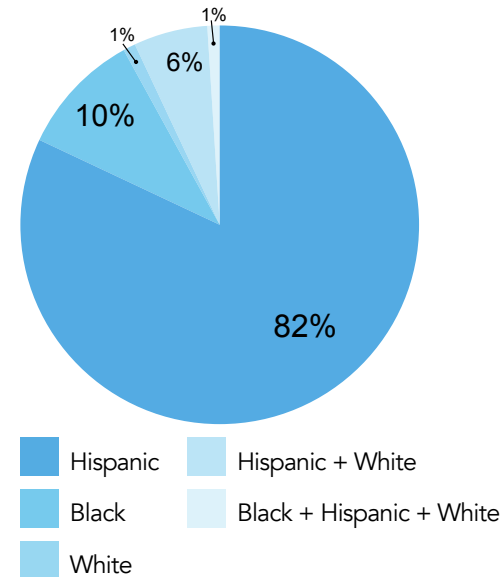
Here's the breakdown:



Participation by Ethnicity/Race:
Grades 3 – 5



Participation by Ethnicity/Race:
Grades 6 – 12



Evolving with Future-Focused Partners

C-STEM is fortunate to hold partnerships with forward-thinking companies at the leading edge of STEM. Their generous contributions help us build the next level of STEM support for the students we serve. These companies and organizations are each revolutionary in their own right, and provide essential mentorship and STEM representation for our students in addition to supporting our programs.

Hess Corporation

HESS Corporation is a leading independent energy company repeatedly recognized by Dow Jones and Newsweek for its sustainable practices. Our partnership with the HESS Corporation has empowered us to provide much-needed teacher training programs. During the second year of a three-year partnership, this generous donation funded training and curriculum for more than 25 Houston-area teachers for the 2022-23 school year.



CenterPoint Energy

Centerpoint Energy is a domestic energy delivery company that has evolved distributing electricity and natural gas for more than 140 years. Thanks to their support, we distributed nearly 500 toolkits and touched nearly 5,000 students with our programs and outreach.



Houston Arts Alliance

Through two generous 2023 grants, the Houston Arts Alliance empowered C-STEM to make much-needed renovations to our Free Little Library Public Art Project and continue development of the C-STEM Museum Exhibit: Becoming to Empowering Progress in STEM. The exhibit will be introduced later this year at the Buffalo Soldiers Museum. The acknowledgement of African Americans resilience and contributions to STEM, past and present, through the lens of C-STEM is significant.



Houston Fund for Social Justice and Economic Equity

The Houston Fund for Social Justice and Economic Equity awarded C-STEM the Wells Fargo Open for Business Grant. Thanks to this amazing opportunity, C-STEM will be able to reach more students with a customized, electric cargo van.



Howmet Aerospace Foundation

Howmet Aerospace Foundation is an innovative company setting the stage for new solutions for airplanes and vehicles. Generous support from this new partner is making it possible to launch our new two-year EmPOWERing Progress project at five PreK-12 schools. Funds from Howmet Aerospace and CenterPoint Energy were also used to sponsor toolkits and training for the UTMB Connect and C-STEM partnership to support UTMB medical students with implementing C-STEM programming in four schools in Galveston Independent School District.

Comerica Bank

Comerica Bank empowers C-STEM to award scholarships annually for our graduating high school seniors. In 2023, all six scholarship recipients were accepted to the colleges and universities of their choice.



FUTURE-FOCUSED PROGRAMS

Mentoring Makes a Difference

At C-STEM, we take every opportunity to implement mentoring for our students. Interacting with others of a similar background who are successful in STEM inspires confidence and aspiration. In one example in 2023, C-STEM founder Dr. Reagan Flowers mentored ShaQuoy Hines for a presentation at the 13th Annual Save a Girl, Save The World Summit. The duo presented A.I. Reimagined, which delved into how businesses can use A.I. technology. They even created an introductory A.I. video with avatars of themselves!



Launching Careers with C-STEM Internship Program

Students who graduate college without relevant career experience often have trouble landing their first professional role. The C-STEM internship program provides students real work experience as they perform a range of duties including managing select C-STEM projects. In fact, many of our interns have formerly participated in C-STEM programs, and this internship gives them the chance to pay it forward to their younger peers.



"I am excited to learn more about teaching and gain practical experience through my C-STEM internship. My hope is to make a positive impact on my future students' lives and inspire them to love learning as Dr. Flowers continues to do daily."

- 2023 Intern Jahlyn Sommerville

THE FUTURE OF STEM:

Students that have access to more STEM resources through competitions gained STEM knowledge, improved STEM skills, and generated or maintained interest in STEM careers.

Source: (IEEEExplore.org, 2022)



OUR PARTNERS

Building bright futures is what we do everyday, so every single contribution means the world to us... from the smallest to the largest. We are fortunate to have partners and donors who generously give of their time and talents as well as monetary and in-kind donations. We are incredibly grateful for every person and organization that helps us continue this important mission.



OUR DONORS

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OUR LEADERSHIP

Executive Board

The C-STEM Executive Board brings a diverse range of expertise and talent to the table. We appreciate their time, selfless spirit of giving, and unwavering dedication.



Ahmad Shaheed
Chairman



Marlon K. Scott
Treasurer



Dr. Reagan Flowers
Founder



Ellana Turner
Director



Dr. Kelly Coleman
Director



Kristal Palmer
Director



Dr. Joseph Seabrooks
Director

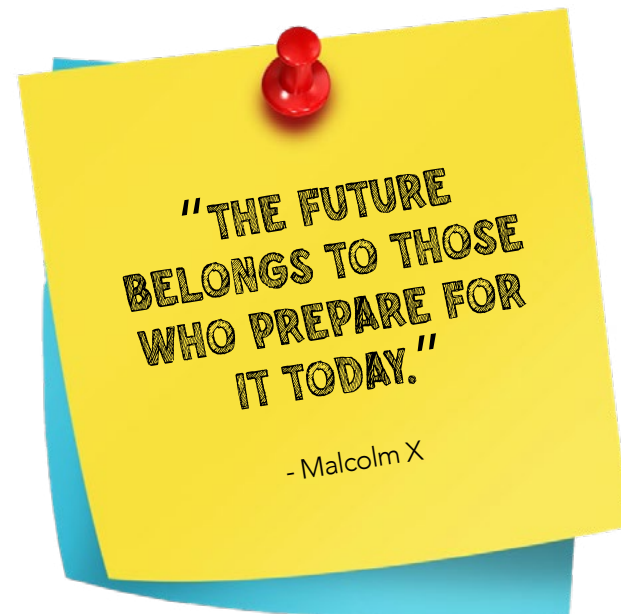


Earl Cummings
Chairman Emeritus

Advisory Board

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Antonio 'Tony' Canales
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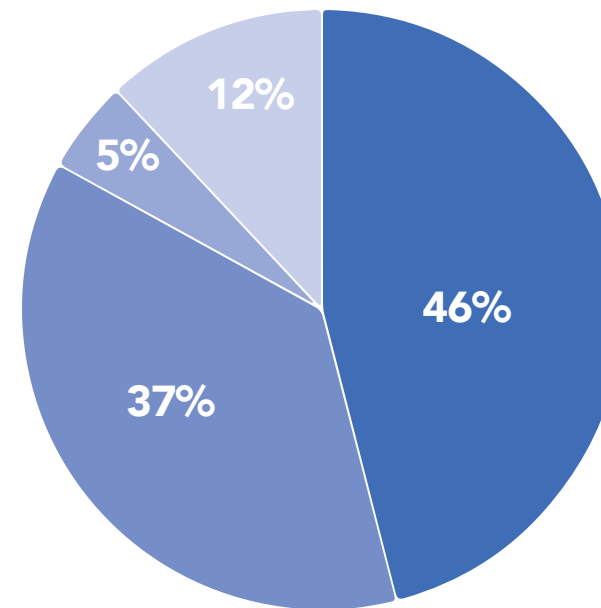
FINANCIALS

At C-STEM, our dedication to making a difference is matched by our commitment to prudent financial management. This past fiscal year, FY2023, was a testament to that, as we achieved an operating revenue of \$337,409, all while managing our expenses at \$245,129.

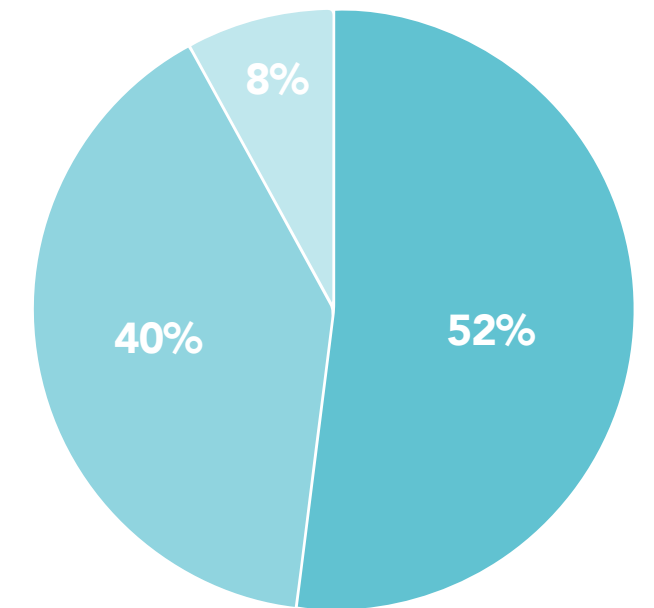
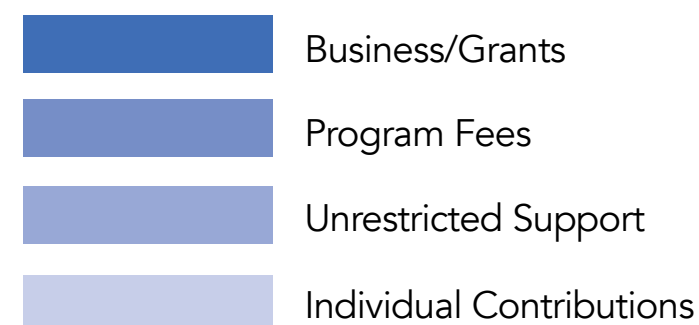
A highlight of our year was the overwhelming success of our annual giving campaign, which raised over \$140,000, kick-started by our inspiring State of STEM Stakeholder Breakfast.

Looking ahead, we're excited to channel our efforts into building internal capacity to deliver our programs, ensuring a solid foundation for future growth and impact.

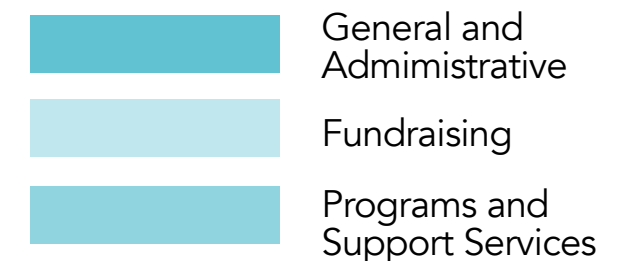
2023 Financial Performance



Revenue



Expenses





C-STEM

Everyone is an Artist and an Engineer™

Follow Us & Stay Connected.

Get the latest news, event information, and links to our social media on cstem.org.



There are so many ways to support our mission in the coming year. Here are a few:

1. Partner with us to sponsor training for teachers and student toolkits.
2. Sponsor a C-STEM after-school or ancillary instructor
3. Co-Sponsor the C-STEM electric van
4. Become a C-STEM Executive or Advisory Board Member

5. [DONATE](#)

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