MOVING FORWARD THROUGH INNOVATION

2020 ANNUAL REPORT
MISSION

To inspire the next generation of innovators and thought leaders by engaging them in exciting hands-on projects solving real world problems to encourage entry into the talent pipeline, bolster self-confidence, and foster a well-rounded mastery of the areas of communication, science, technology, engineering, and mathematics.

About C-STEM

C-STEM Teacher and Student Support Services was founded by Dr. Reagan Flowers in Houston, Texas, in 2002. Over the past two decades, the organization has grown to serve students, educators, parents, and STEM supporters across the nation. Throughout the years, thousands of educators and students have benefited from curriculum and supplementary offerings including C-STEM Challenge Day and summer camps.
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2020 was a year like no other. When COVID-19 made in-person learning unsafe, C-STEM did not stand by and wait for a solution. The organization's leaders made a conscious choice to move forward, relying on innovation to continue to fulfill C-STEM’s mission in new ways. The organization was itself founded as the solution to a problem — lack of access to STEM education. Seeking new ways to make a difference was the only answer.

Throughout this report, you’ll see all the “firsts” we accomplished in 2020. Each and every one is rooted in meeting the needs of underserved students. In the midst of remote learning, canceled supplementary programs and decreased access to resources, C-STEM pivoted quickly to address problems that could not have been predicted even months before. We are proud of all we were able to accomplish, despite the challenges, and thankful for all those who continue to support us.

2020 Accomplishments at a Glance

- Dr. Reagan Flowers appointed as a Houston Community College Board Trustee for District IV
- New and expanded partnerships with several major corporations
- Raised $11,700 to mail C-STEM Anywhere Toolkits to students in need
- Partnered on virtual panels and camps
- First federal grant
- Dr. Reagan Flowers selected as Top Educational Innovator of the Year by the International Association of Top Professionals (IAOTP)
Dear Stakeholders, Investors, Collaborators, Family, and Friends,

As the Chairman of C-STEM Teacher Support Services, I am proud and humbled by all we accomplished this year. For the last 19 years, C-STEM has continued to excel at its three core functions: 1) creating innovative hands-on STEM learning opportunities for youth K – 12th grade; 2) providing teacher training and support to aid educators in making STEM exciting and real; and 3) advocating for STEM policies and initiatives on a local, regional, and national level. Though the way we performed these functions in 2020 was different, they still drove our efforts.

We made the very difficult decision to cancel the 2020 C-STEM Challenge. Though we look forward to seeing the teams, the collaboration, the innovation, and the growth each year, keeping everyone safe was a greater service to our community in this unique time. As the pandemic continues to limit in-person events, we look forward to holding the first Virtual Challenge Showcase in 2021. We can't wait to see so many bright young minds in action face-to-face again, but for now, we are excited about this new challenge.

In addition to bringing the cancellation of school and of C-STEM Challenge Day, the pandemic shed a light on the disparity in resources that exists. To address this, our efforts shifted to the C-STEM Anywhere Toolkits, which continued to engage students in STEM at home. It was incredibly rewarding to be part of making a tangible difference during a time when so many students are struggling.

Looking into 2021, there is a lot of uncertainty. We do not know when life will be close to normal again. However, as there is now a vaccine being administered, we are hopeful. Regardless, one thing is certain -- C-STEM will continue to innovate and to find new ways to live out its mission. Our methods will continue to evolve as the world and students' needs do, and that type of evolution is a true representation of STEM and all we aim to accomplish. Thank you for being an essential part of it.

Sincerely,

Ahmad Shaheed
C-STEM Board Chairman
We kick off each year looking forward to carrying out the vision and mission of our organization and we close out the year celebrating all that we have accomplished. As we begin 2021 and look back on 2020, this is as true as ever. Though we may not know exactly what the path forward will look like, we are certain we will continually innovate to meet our goals.

Thank you for your commitment to C-STEM and for your dedication to our students and our community. Your flexibility and continued support in 2020 helped us find new ways to engage students in STEM. Whether through C-STEM Anywhere Toolkits, virtual camps, or online events, we at C-STEM had a constant eye on the pulse of education, looking to make a difference every chance we could.

We were fortunate to celebrate so many “firsts” in 2020. Though we were saddened that many of our innovations were brought about by necessity during a difficult time, we were grateful that technology allowed us to move forward. We also focused on helping those with limited access to technology.

We could not have pursued so many “firsts” without the support of countless amazing partners. In these pages, you’ll see generous sponsors who made valuable investments in C-STEM, schools and groups who worked directly with us to help students, our unfailingly devoted board, and community members who continue to embrace our mission.

We are passionate about the work we are doing and appreciate your continued investment in C-STEM. More than ever, our students and teachers are doing their part by embracing innovation and preparing for the future of work.

Together, we continue to provide opportunities that create unlimited possibilities! We continue to evolve to identify learning gaps and to find new ways to address them as the world changes. Every year, our family of supporters grows a little more, and we're so grateful to have you as part of it.

Yours in the Journey of Education,

Dr. Reagan Flowers
President and CEO
C-STEM was part of many great initiatives in 2020. Even though in-person events were limited to the first quarter of the year, we were still able to support our local Houston community and key STEM activities. C-STEM founder, Dr. Reagan Flowers, was tapped to serve as a panelist and presenter in a host of virtual forums.

Young Houston elementary student LeReine, better known as “Cookie,” held a book drive-by for her 7th birthday, collecting approximately 500 books for the C-STEM Community Library in lieu of gifts.

C-STEM participated in a 2020 Census car parade in Houston’s Third Ward to encourage residents to be counted.

C-STEM is one of many anchor organizations in Houston’s 3rd Ward that hosts community meetings towards the advancement of cradle to career education initiatives that benefit its residents. C-STEM hosted The Houston Coalition for Equitable Development without Displacement in early 2020.

C-STEM participated in the STEM Education Summit with leaders from across the U.S. at Xavier University in February 2020.

C-STEM stayed active in the education community by focusing on safety and social distancing.
With help from our book donors and their continued support of the C-STEM Community Little Library Project, C-STEM donated 100 books to the African Affairs Council.

Thanks to our partnership with Comerica bank, C-STEM partnered with the Trinity, Texas, Chapter of The Links, Inc. to present a virtual camp. Twenty girls from grades five through eight attended the “C-STEM 2D Fabrication and Electric Circuits Virtual Camp” the morning of Dec. 19.

Black Girls Do Engineer (BGDE) hosted a virtual Venturous Coding Camp for 15 girls, ranging from second grade to college sophomores. Alex Howell, former C-STEM intern, remained with C-STEM as a volunteer to support the camp on the platform he sourced and set up for the virtual coding camp during his internship.

Dr. Flowers received rave reviews from Non-Profit Leadership students for her in-studio interview with Dr. Bob Sanborn at University of Houston-Downtown.

C-STEM held its first virtual camp with The Links, Inc.
In 2020, C-STEM was fortunate to work with several partners who demonstrated commitment to C-STEM’s mission by making generous investments in the organization’s work.

Working together with these partners, we were able to adjust plans to ensure their contributions were applied to create meaningful STEM opportunities, despite the pandemic.

C-STEM was selected to receive a generous $100,000 grant from Verizon in 2019, and began putting the funds to work in 2020. This partnership provided scholarships to two feeder patterns (six schools) to participate in the C-STEM Challenge Program.

Halliburton named C-STEM the recipient of a $20,000 grant. These funds enabled C-STEM to begin creating an Augmented Reality/Virtual Reality/Gamification experiences through our Integrated C-STEM Training Institute (ICTI).

2020 marked the continuation of C-STEM’s longstanding partnership with the American Society of Mechanical Engineers (ASME). Since 2002, ASME has supported the mission and vision of our work in the greater Houston community. C-STEM received a generous social investment of $25,000 from ASME to help our partnering schools create a sustainable C-STEM ecosystem on their campus.

Thanks to our partnership with Comerica bank, C-STEM partnered with the Trinity, Texas, Chapter of The Links, Inc. to present a virtual camp. Twenty girls from grades five through eight attended the C-STEM 2D Fabrication and Electric Circuits Virtual Camp the morning of Dec. 19. Comerica sponsored the C-STEM Anywhere Toolkits, featured on page 10.

C-STEM is developing more virtual activities in its curriculum to accommodate how the world has changed. The Anywhere C-STEM Toolkits was a major 2020 initiative that supported virtual learning, generously sponsored by our partners, Comerica and Verizon.
Program Highlight: C-STEM Anywhere Toolkits

2020 Featured First

Community members banded together to mail C-STEM Anywhere Toolkits.

With the rise of at-home learning due to COVID-19 and the cancellation of C-STEM Challenge Day, we quickly shifted to helping students with hands-on learning from home.

Through the generosity of our partners Verizon and Comerica, as well as several online donors, we were able to provide 170 students with 850 C-STEM Anywhere Toolkit activities for free.

The kits include several hands-on STEM activities that could be completed with simple household items.
C-STEM partnered with school districts and organizations to provide Anywhere Toolkits to the students who needed them most.

We also provided toolkits for parents who submitted individual requests. Sheldon Independent School district, Emancipation Park Conservancy, and The Links, Incorporated Dallas Chapter are some of our partners in this effort. Our corporate partners with this effort were Verizon and Comerica; see the experiences of two of the students we helped below.

**Donovan Davis**  
6th grader from Null Middle School/Sheldon ISD  
“I liked it a lot and I liked when the q-tip made it seem like the dye exploded in the experiment.”

**Brayton Gray**  
6th grader from Null Middle School/Sheldon ISD  
“I was totally surprised and excited to get the project in the mail, I never get mail and the Magic Milk experiment was really cool and something I had never done.”
In 2020, the C-STEM internship program continued to provide real-world work experiences for talented college and university students.

75% of the interns said they chose a C-STEM internship because it aligned with their interests. They had the opportunity to work on exciting projects, including designing prototype kits, robotics and app development.

Jordan Austin
Kansas State University
Computer Science

Evan Engelhaupt
Trinity University
Physics and Applied Chemistry

Antonio Esono Ndong
Texas Southern University
Electrical and Computer Engineering

Elizabeth Sandoval
University of Houston
Mechanical Engineering

Alex Howell
University of Houston
Computer Engineering

Ayan Mukherjee
University of Texas at Dallas
Computer Science

Jaylon Tasby
Wiley College
Biology

Kindall Walker
University of Texas at Austin
Finance

2020 FEATURED FIRST

C-STEM interns collaborated virtually to complete projects.
INTERNSHIP PROGRAM

History Stats

75 INTERNS

27 SCHOOLS

Since 2014

Schools

• Carnegie Mellon University
• Cornell University
• Emory University
• Florida A & M University
• Hoover High School
• Houston Community College
• Kansas State University
• Lone Star Community College
• Massachusetts Institute of Technology
• Northeastern University
• Northwestern University
• Pennsylvania State University
• Rice University
• Rutgers University
• Saint Agnes Academy
• Sam Houston University
• St. Thomas University
• Texas A & M University
• Texas Southern University
• Trinity University
• University of Houston
• University of Houston Downtown
• The University of Nottingham
• University of Texas Austin
• University of Texas Dallas
• University of St. Thomas Houston
• Wiley College
Despite a lack of in-person events in 2020, C-STEM found new ways to reach out and connect.

C-STEMbreak Social Network: 3,219 Members

2020 Featured First

Throughout the year, C-STEM provided resources in the monthly newsletter to help parents and teachers continue to engage their students in STEM.

- 21.4% Academic Directors and Department Heads
- 22.2% Career/STEM Instructor Specialist
- 20.4% Teachers
- 14.8% Directors/Leaders of STEM Organizations
- 9.3% Principles and Administrators
- 5.6% Professors and University Educators
- 3.6% Students

* Results will be released in 2021.
Executive Board

The C-STEM Executive Board brings a diverse range of expertise and talent to the table. Thank you for your time, selfless spirit of giving and unwavering dedication.

Earl Cummings
Chairman Emeritus

Ahmad Shaheed
Chairman

Myoshia Boykin-Anderson
Co-Chair

Marlon K. Scott
Treasurer

Dr. Reagan Flowers
President

Dr. Kelly Coleman
Director

Kristal Palmer
Director

Advisory Board

Michael Aldridge
Finance

Joi Beasley

GoGo
Communications

Zawadi Bryant
Night Light Pediatrics

Bobby Bryant
DOSS

Lucy Bremond
Retired GE and HISD

Antonio ‘Tony’ Canales
Telemundo

LaQuita Cyprian
Chase Bank

Ruthie Esene
Sirvist HRC

Gayle Fallon
Retired HFTA

Trisha Frederick
Costello, Inc.

Michael Harris
Pagel, Davis, & Hill, P.C.

Renee Logans
Access Data Supply, Inc.

David Medina
Rice University

Cherrilyn B. Nedd
NED Solutions, LLC

Dr. Martina Ogbonna
Physician

Dr. Letitia Franklin
Ozoude
Physician

Antoinette Jackson
Attorney

Dr. Sandra Saldana
Ortega
Brand Institute

Dr. Robert Satcher
Retired Astronaut (NASA)
and MD Anderson

Charles Samuel
AIG

Miloni Shah
C-STEM Alum

Ross Peters
Chevron Phillips

Susan Taylor
Chief Editor,
Emeritus Essence Magazine

Shomari Williams
Verizon

Dr. Frazier Wilson
Shell Oil Company

Syalisa Winata
Real Estate
Investment

Laolu Yemitan
Five Woods, LLC

2020 FEATURED FIRST

The C-STEM board met virtually for most of 2020, demonstrating their commitment to the organization’s mission, no matter what.
We appreciate our sponsors and non-profit partners.

Your generosity is changing lives.
Your donations are helping C-STEM students rewrite their future.

We thank you endlessly.

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<th>Amount</th>
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<td>$25,000+</td>
<td>• ASME</td>
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<tr>
<td>$20,000+</td>
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| $10,000+ | • Comerica Bank  
• Kelly Coleman  
• Ahmad Shaheed |
| $5,000+  | • 400 Years of African American History Commission |
| $3,000+  | • Gulf South  
• Emancipation Park Conservancy  
• Marlon Scott  
• Educational Consulting Services (In Kind Donations) |
| $1,000+  | • Andrew Winata  
• Chenier Energy Inc.  
• Dr. Eugene Barrington  
• Lucy Bremond  
• Martha Tompkins  
• Tejuana Edmond |
| $200+    | • Martina Ogbonna  
• Harriet and Nathan Wasserstrum  
• Cherry Gooden  
• Roger Watkins  
• Felicia Stone  
• Fred Zeidmanz  
• Gerard Rogers II  
• Roland Cruickshank  
& Nelia Manhema  
• Bright Funds Foundation  
• Jonte Lee  
• GE United Way Campaign  
• Denise Duverney  
• Gerald & Alesia Shealey  
• Kristen White  
• Sangeeta Gad  
• Lereca Coxeff  
• Rosalyn Francis  
• Zawadi Bryant  
• Kenneth Whitmore  
• Amazon Smile  
• PayPal Giving Fund |
Quilting Makes STEM More Accessible

C-STEM recently received one of its most creative, impressive donations in 2020. The Gulf Coast Modern Quilt Guild donated a beautiful quilt, created to celebrate the 50th anniversary of the Apollo 11 moon landing. C-STEM auctioned off the quilt in early 2021 to support its programs, raising $4,500.

The Gulf Coast Modern Quilt Guild is made up of women, who are mostly engineers or in science fields. Many of the members work at NASA or in the Oil & Gas industry in Houston.

The guild members were so excited to give back, and inspire young girls thinking about careers in STEM. We at C-STEM are honored to partner with the guild, and thank them for this amazing gift.
With your donations, we are creating a better future for our youth.

We thank you immensely!

The total operating revenue for the 2020 fiscal year was $94,236.91 and in-kind revenue was $1,372.72. Total expenses for the same time period were $180,259.55.

Despite an operating revenue loss of 61.8% over 2019, C-STEM continued to have a direct impact in the Houston community and beyond. In 2020, the organization faced budget shortfalls, staff reductions, COVID-19 restrictions, and closed schools. In the midst of all these obstacles, C-STEM still accomplished as much as possible with limited resources.

### 2020 Financial Performance

**Revenue**

- **70%** Business/Grant Contributions
- **23%** Fundraising Events/Individual Donations
- **6%** Fee For Service Programs & Other Fees
- **2%** In-Kind Donations

**Expenses**

- **68%** Operations
- **17%** P-20 Programs
- **11%** Support Services
- **2%** Fundraising
- **1%** Marketing/Advertising
As we approach the 20th anniversary of C-STEM, we find it’s important to always take a moment to look back and see how far we’ve come.

It’s all possible because of amazing supporters like you.
Follow Us & Get Connected.

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