

2016 Annual Report

STLOUISARTWORKS
CREATING. OPPORTUNITIES.

314.899.9734
www.startworks.org

STLOUISARTWORKS

In 2016, St. Louis ArtWorks hired 189 youth between 14-18 years old for 178 positions. These apprentices came from 43 schools in the metropolitan area and 51 zip codes, reflecting the diversity of our region. Of the youth hired, 52% lived within the St. Louis City limits. Diversity of age, gender, neighborhoods, schools, artistic discipline interest, and experience were used to select participants. Of the 2016 apprentices, 64% identified as African American/Black, 8% Caucasian/White, 4% identified as two or more races, 24% preferred not to answer.

ArtWorks offers year round program opportunities for teens during out-of-school hours. The Summer Program is our largest and served 69 teenagers in 2016. Apprentices worked five hours per day, five days a week for six weeks on a variety of projects and disciplines. Our Fall and Spring Programs met for five hours each week for 12 weeks after school and on Saturdays, and offered 120 paid positions.

The Creative Futures Program:

The Creative Futures Program is a Fall and Spring program which offers teens with multiple barriers to success the opportunity to increase their artistic skills, continue to build their job skills knowledge, and earn a paycheck while receiving extra support services, including counseling and college application assistance. To be accepted into the Creative Futures program, teens must live in households which fall below the HUD Federal Poverty guidelines. During the spring and fall, Creative Futures met after school hours for 5 hours a week.

Application Process:

In order to become part of the ArtWorks program, the youth were either recommended by the teaching artists they had worked with in previous programs, or were invited to interview day. The ArtWorks staff reviewed each youth application to assess if the applicant was eligible based on age, completeness of the application, previous employment/volunteer experience and/or artistic experience/interests, and letters of support from teachers or mentors. ArtWorks looked to reach a diverse group of youth to invite for interviews. A broad spectrum of community volunteers participated in the summer and fall interview days, ranging from college and corporate presidents to local artists and community residents.

Mission...

The mission of St. Louis ArtWorks is to broaden educational and career opportunities for youth in the St. Louis region through apprenticeships in the arts and through community collaborations.



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Thank You!





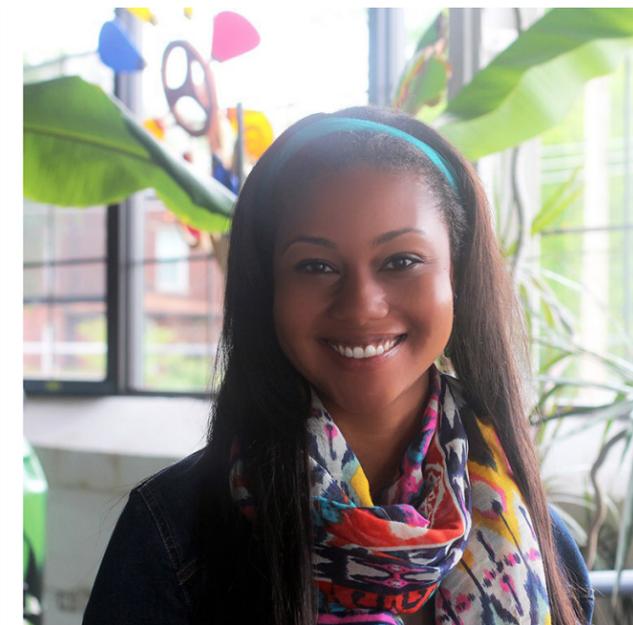
Kelly Scheffer, *Board Chair*



Priscilla Block, *Executive Director*



Susan TeStroete, *Assistant Director*



Andréa Purnell, *Program Manager*



Alayne Yates, *Office Manager*

St. Louis ArtWorks Board of Directors

Ben Gandhi-Shepard, *Vice-Chair*
Shaughnessy Daniels, *Program Chair*
Kedra Tolson, *Secretary*
Rhoads Hall, *Treasurer*
Jared Boyd
Stan Chisholm
Shelia Hudson

Rajeev John
Erik Karanik
Don Kennedy
Lilly Leyh-Pierce
Matt MacEwan
Roger Macon
Meridith McKinley

Roderick Nunn
David SeEVERS
Matt Semrad
Steve Shumate
Narcisa Symank
Erika Wilson



Donica England, *Site Supervisor*



Jessica Graham, *Spring Program Manager*



Vicki Kahn, *Media & Events Manager*



2016 School Year Programs



Spring

Sculpture: Apprentices learned sculpture as they created benches and furniture using re-purposed materials. These items were for sale and they were installed in Mary Anne's Pollinator Garden. Imagery was based on native Missouri pollinators and bio-mimicry design.

Teaching Artists: Catharine Magel, Hap Phillips

Video Design: Apprentices learned documentary production and created a film about the history of Delmar Boulevard titled the Delmar Connection. It was shown at our Spring Sale, at the Tivoli at part of Cinema St. Louis Film Festival.

*Supported by: Missouri Humanities Council
Teaching Artists: Mark Clark, Quinsonta Boyd
Teaching Organization: Continuity STL*

Painted Rain Barrels: Apprentices learned about storm water run off and its impact on our sewer system. They looked at native Missouri flora and fauna to develop imagery to paint thirty rain barrels which were then sold at the Spring Sale.

*Supported by: MSD
Teaching Artists: Byron Rogers, Hap Phillips*

Fall

Screen Printing & Textiles: Apprentices learned screen printing and textile design creating items for the home including floor mats, table runners, napkins, placemats, and screen-printed T-Shirts. Their art was available for viewing and purchase at the Holiday Sale.

Teaching Artists: Stajah Curry, Dayna Kriz

Video & Graphic Design: Apprentices learned graphic design and created posters with a focus on Democracy and Voting. Their art was available for viewing and purchase at the Holiday Sale.

*Supported by: The Roblee Foundation
Teaching Artists: Mark Clark, Leah Simms*

Painting & Drawing - Mandalas: Apprentices learned painting and drawing creating a Mandala mural for Mary Anne's Pollinator Garden with imagery based on native pollinators. They created individual Mandalas on vinyl albums that were available for viewing and purchase at the Holiday Sale.

Teaching Artists: Byron Rogers, Stajah Curry

2016 Summer Programs

Summer

BloomWorks: Apprentices created Outsider Art themed works of art and fence installation.

Teaching Organization Saint Louis Art Museum

Teaching Artists: Dayna Kriz, Kami Litton

Video/Photography: Apprentices marketed St. Louis ArtWorks and AWE through video and photography, as well as created greeting cards with three themes determined by youth and the marketing client.

Teaching Artists: Mark Clark, Lois Ingram

BoomerRacks: Using upcycled bicycle parts, Apprentices created sculptures and bike racks for installation in public places and for purchase at the Summer Sale.

Teaching Artists: Deborah Wheeler, Hap Phillips

Printmaking & Painting: TRANSPORTATIONS: This is How We Roll! Apprentices created landscape prints and paintings, along with Boomerang Press Cards featuring travel on our rivers, rails, and roads.

Supported by: University of Missouri - St. Louis

Teaching Artists: Byron Rogers, Stajah Curry

Candace M.

“Prior to St. Louis ArtWorks, I had never had a job. I thought that it would be an opportunity to earn some money for school by doing my favorite thing: art. However, it was so much more than that. I have learned so many essential workplace skills, as well as the value of teamwork. My time here has been extremely beneficial.”

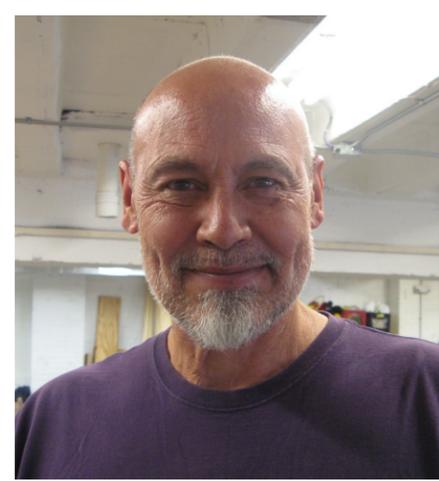


BUILDING. COMMUNITY.



2016 Artists

- Quinsonta Boyd
- Mark Clark
- Stajah Curry
- SaRae Henderson
- Tara Hoppe
- Lois Ingram
- Dayna Kriz
- Kami Litton
- Catharine Magel
- Shakira Onwuachi
- Hap Phillips
- Byron Rogers
- Leah Simms
- Deborah Wheeler



Organizational Partners

Organizational Partners work with ArtWorks staff and Teaching Artists to provide the Apprentices with opportunities for educational and life skills development throughout the year. We are grateful for their support!





Investing in Community

178 Total
Apprenticeships

51 Zip Codes
Represented

54 Schools
Represented

93%
Of Our Seniors
Graduated High School

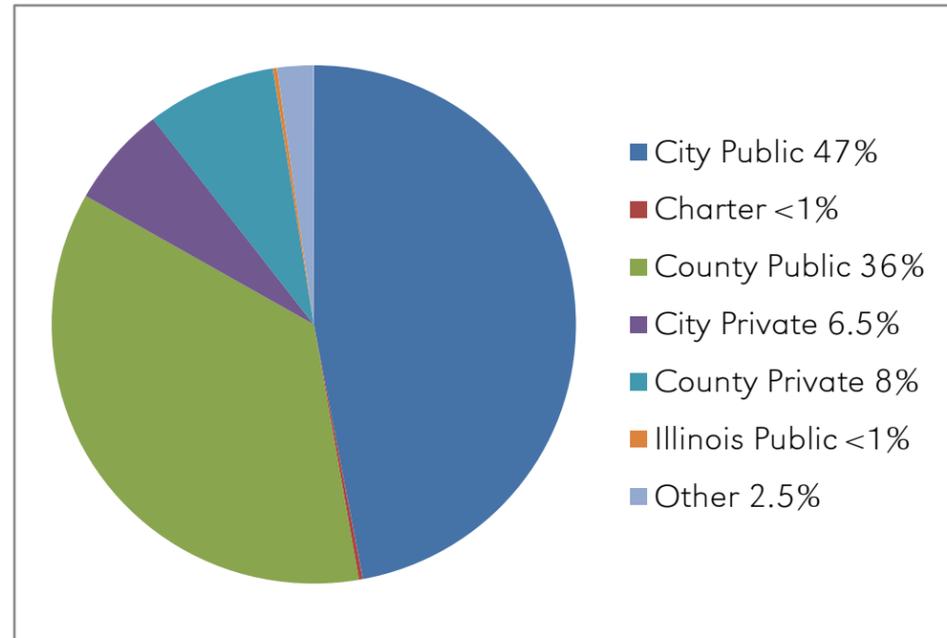


Demographics

RACE/ETHNICITY

| | |
|-------------------------------|------------|
| AFRICAN-AMERICAN/BLACK | 87% |
| CAUCASIAN | 9% |
| TWO OR MORE RACES | 4% |

SCHOOL TYPES REPRESENTED



Zip Codes Represented:

- | | |
|-------|-------|
| 62205 | 63117 |
| 63031 | 63118 |
| 63033 | 63119 |
| 63034 | 63120 |
| 63042 | 63121 |
| 63074 | 63123 |
| 63103 | 63129 |
| 63104 | 63130 |
| 63105 | 63131 |
| 63106 | 63132 |
| 63107 | 63133 |
| 63108 | 63134 |
| 63109 | 63135 |
| 63110 | 63136 |
| 63111 | 63137 |
| 63112 | 63138 |
| 63113 | 63139 |
| 63114 | 63147 |
| 63115 | 63177 |
| 63116 | |



| | |
|-----------------------------|------------|
| CITY RESIDENTS | 61% |
| COUNTY RESIDENTS +IL | 39% |

Schools Represented

Cardinal Ritter

Carnahan School
of the Future

Central Visual
Performing Arts

Clayton

Clyde C. Miller Academy

Confluence Preparatory
Academy

Cor Jesu Academy

DuBourg

East St. Louis

Gateway STEM

Grand Center Arts
Academy

Hazelwood Central

Hazelwood East

Hazelwood West

Jennings

Ladue Horton Watkins

Lafayette

Lift for Life Academy

Loyola Academy

Madison

Maplewood Richmond Heights

McCluer

McCluer North

McCluer South-Berkeley

McKinley Classical
Leadership Academy

Mehlville

Metro

MICDS

Nerinx Hall

Normandy

Parkway West

Ritenour

Riverview Gardens

Rosati-Kain

Saint Louis Language
Immersion

Saint Mary's School

Soldan International
Studies

Sumner

Trinity

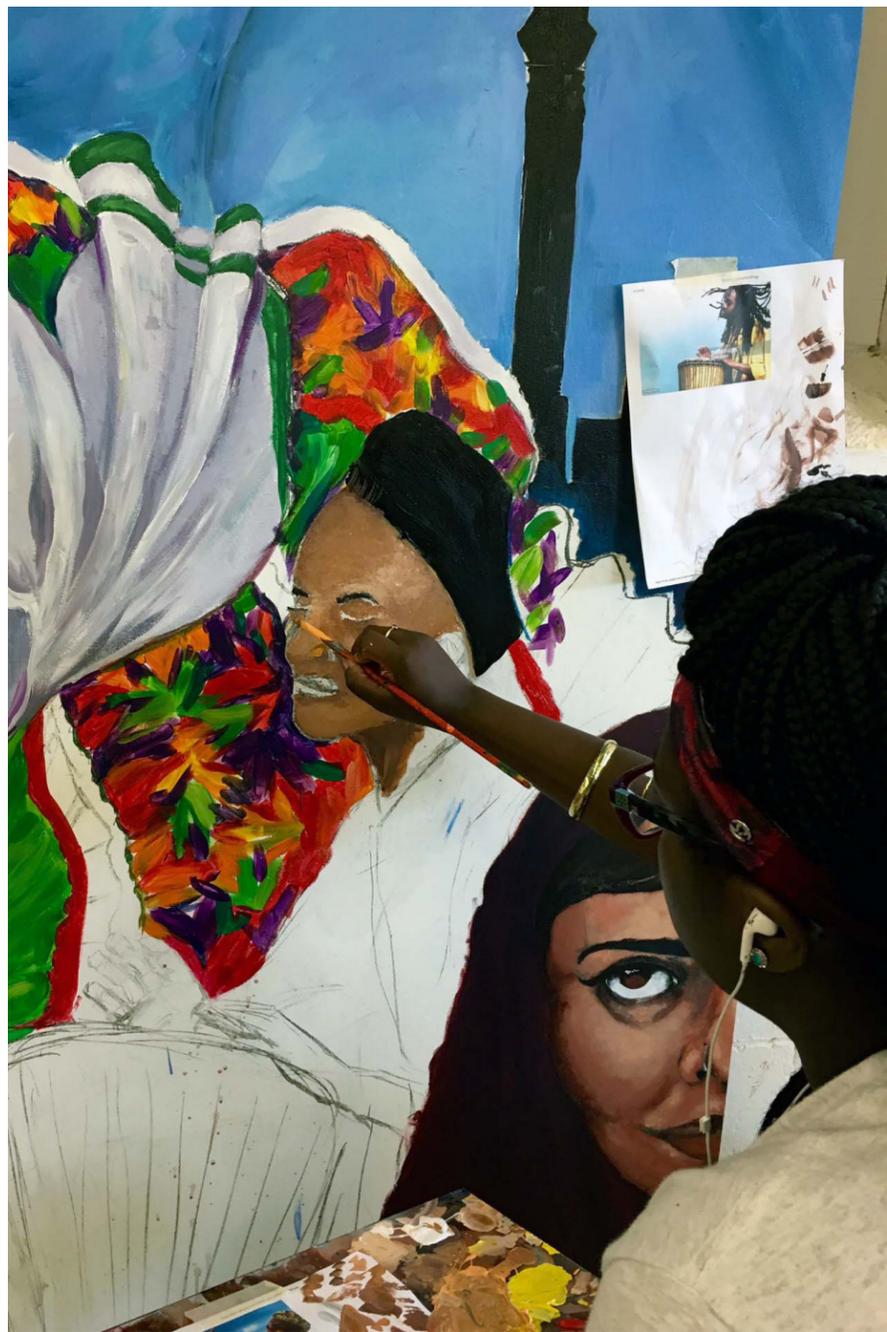
University City

Ursuline

Villa Duchesne

Webster Groves





Evaluation

Workforce Development

All apprentices went through an interview process with community members. 100% of teens were given a resume workshop and created their own personal resume. All apprentices also learned how to shake hands and make eye contact with adults, as well as how to explain their work in a professional manner.

84% of apprentices reported that ArtWorks was their first job.

89% apprentices agreed that ArtWorks taught them skills that would help them find a job and 89% agreed that working at ArtWorks will help them perform better at a future job.

Art Knowledge and Experience

St. Louis ArtWorks curriculum adheres to the Missouri Grade Level Expectations and Show Me Standards for the high school level. Every apprentice takes a pre- and post-test based on these standards for their specific artistic discipline. Artistic concepts covered included: color theory, elements of design, group critiques, art history connections, and composition.

Each apprentice learns a specific artistic discipline under the apprenticeship of a professional teaching artist. 100% of apprentices were able to display and sell their artwork. In addition, apprentices create public art that will be displayed for the community to see for years to come.

Evaluation *cont'd*



YOUTH DEVELOPMENT:

Self esteem and Confidence:

97% of apprentices either agreed or strongly agreed with the following statement: "I felt proud when I received my acceptance to ArtWorks." 75% all either agreed or strongly agreed that they have more self-confidence just from being accepted into the ArtWorks program.

Money Matters:

Over the course of the program, the number of teens who reported that they kept a budget increased, and the number who reported that they saved their money increased. Apprentices also reported increased knowledge regarding credit cards, checking accounts, debit cards, and check books.

Specific financial benefits that ArtWorks Apprentices gain:

- A Stipend. The summer program stipend is \$900. The fall and spring stipend is \$360 per program.
- A Bank Account. Apprentices were required to have a bank account, into which their stipend was directly deposited.
- A budget. Every apprentice was required to make a budget after receiving their first stipend paycheck.
- A financial literacy workshop. Every apprentice participated in at least one financial literacy workshop, presented by Wells Fargo Advisors.

The majority of youth reported that they were leaving the ArtWorks experience with new attitudes, behaviors, and skills. Specifically related to work-readiness, professional development, and life skills, the top areas of gain reported by apprentices included:

- Budgeting and savings behavior,
- Identity development and recognition of themselves as artists,
- An increased knowledge of careers, especially as related to creative fields of employment.

ArtWorks strongly encourages fiscal responsibility. Prior to the ArtWorks program, 48% of youth did not have a bank account. However, at the close of their respective programs, 100% of apprentices had a personal bank account.



Life Skills Presentations 2016

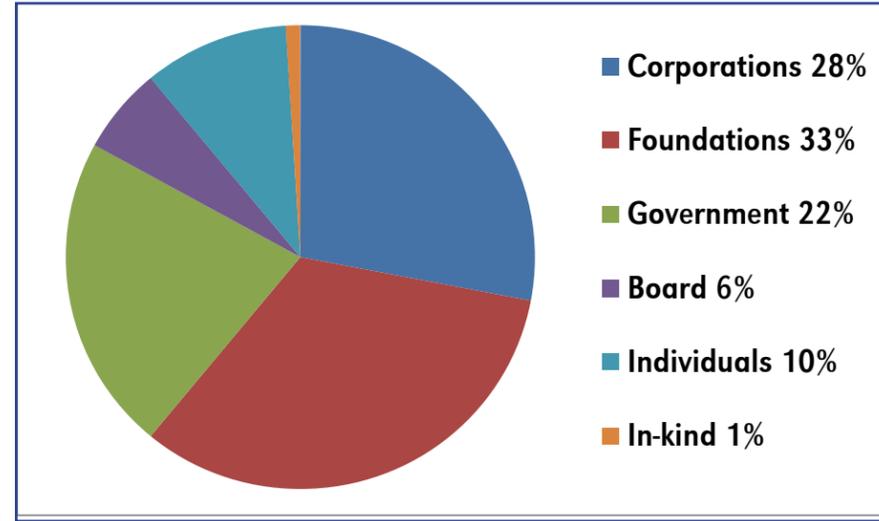
The life skills speakers presented information on a specific topic for an hour. The presentations were actively engaging and in an open discussion format which encouraged the youth to ask questions, thereby better absorbing and retaining the information presented. Presenters spoke about making healthy choices regarding nutrition and relationships, being environmentally and fiscally responsible, and how to navigate the college search and acceptance process.

Our Life Skills presenters included:

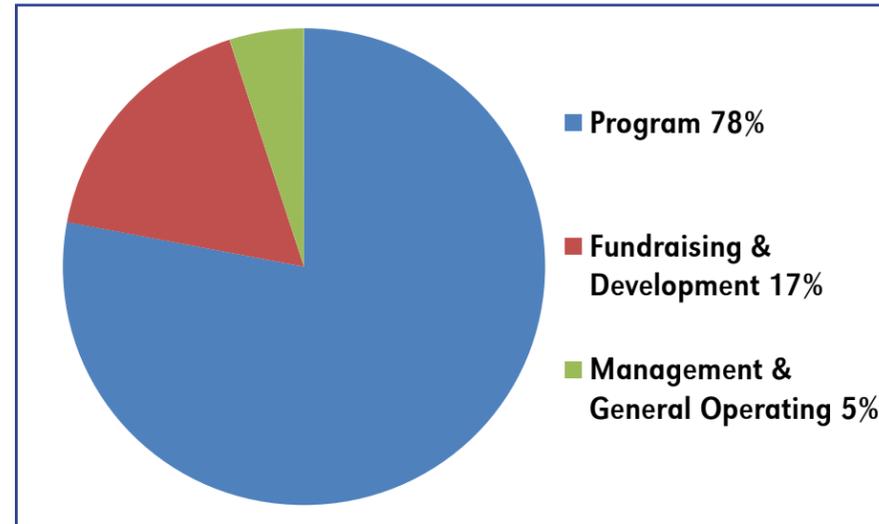


Financials

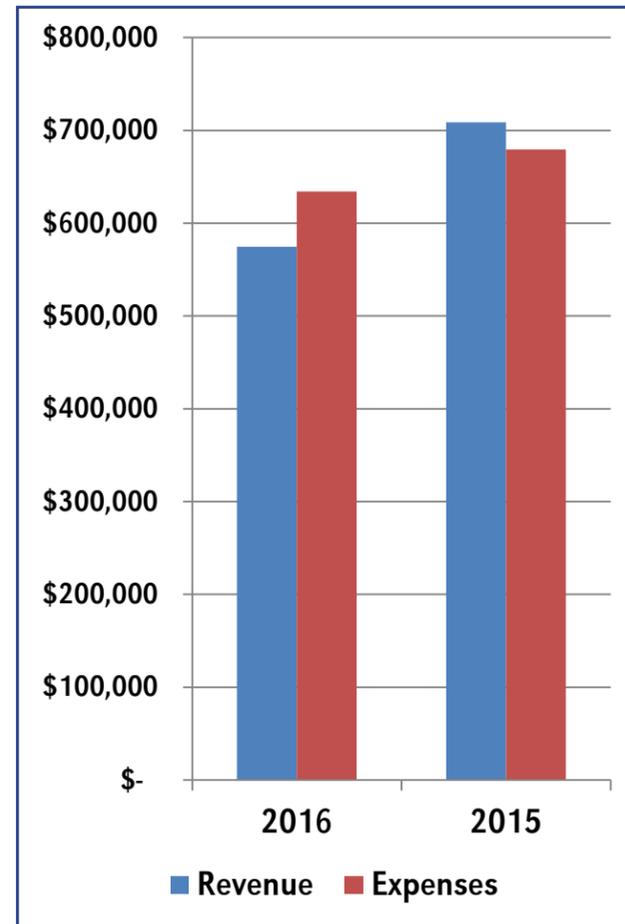
Funding Sources 2016



Allocation of Expenses



Total Revenue and Expenses



AnnaLise C.

"I like to use my art to capture my dreams, music I hear, or something I have read in a book. I want to be an illustrator, and what I've learned with St. Louis ArtWorks will help me in the future. I have learned to speak with more confidence, and to be more of a leader."



ArtWorks Enterprises (AWE)

St. Louis ArtWorks' social venture comprised of three enterprises:

BOOMERANG PRESS/MEDIA provides graphic and media services to corporate clients (both businesses and organizations), designs, produces and sells notecards and holiday cards to our clients and individual buyers. The Media teams have created documentaries and PSA's, as well as providing multimedia presentations for clients.

BOOMERRACKS creates bike racks using up-cycled bicycle parts collected from the community and bike-related works of art such as garden sculptures.

BLOOMWORKS focuses on sustainable development projects for the garden, Public Park and urban streetscapes. This venture created painted rain barrels, planters, landscape architecture, benches and art from up-cycled materials.



BloomWorks sculpture installed at Queeny Park



“Joel has met so many other young people at St. Louis ArtWorks who are also interested in art, and he has enhanced his own skills, as well as acquired new ones. I believe the ArtWorks experience has made a significant impact on his work and on his confidence as an artist. I am certain St. Louis ArtWorks was the reason he was able to turn the corner from amateur to aspiring professional. Thank you so much on behalf of myself, my husband, and my son.”

-Parent of a 2016 Apprentice





NAHYA Program Award

On November 15, 2016, St. Louis ArtWorks' representatives Priscilla Block, Executive Director, and teen Apprentice AnnaLise Cason received the 2016 National Arts and Humanities Youth Program Award from First Lady Michelle Obama at The White House. St. Louis ArtWorks was one of only 12 organizations nationwide to be recognized in 2016 for its effectiveness in promoting learning and life skills in young people. The apprenticeship program received the 2016 National Arts and Humanities Youth Program Award, the nation's highest honor for these programs. The NAHYA Award recognizes the country's best after-school and out-of-school-time creative youth development programs for using engagement in the arts and the humanities to increase academic achievement, graduation rates, and college enrollment. The 12 awardees—chosen from a pool of 251 nominees and 50 finalists—were also recognized for improving literacy and language abilities, communication and performance skills, and cultural awareness.



“We hope this award will draw attention to the documented fact that programs like ours are essential investments not just in the lives of our young people, but in our community, as well. We’re incredibly proud of this achievement and of the young people, volunteers, supporters, board, and staff who made it possible.”
-Priscilla Block, Executive Director

Supporters



Strategic Plan

1. **PROGRAM STRENGTH:** *Build a sustainable program model that incorporates innovation and entrepreneurship.*

ArtWorks has long built entrepreneurship and innovation into its program model. With the move to the larger space, the organization now has the opportunity to think creatively about innovative models and continue to build entrepreneurship into these new offerings.

2. **GROWTH:** *Increase self-sufficiency through diversifying and growing revenues by 25%.*

The new facility offers the ability to diversify revenue beyond traditional fund development efforts (grants, corporate giving an individual donors) and ArtWorks' current entrepreneurial efforts. Rental income will become part of ArtWorks' revenue mix, though will remain modest as a percentage of total budget. While entrepreneurship is important, ArtWorks must continue to grow individual donations to increase financial sustainability.

3. **STRONG DATA / STRONG DECISIONS:** *Ensure that ArtWorks has the data necessary to make strong financial decisions.*

Clear, concise information enables the Board to make strong financial decisions. This first year in the new facility is an opportune time to collect baseline data and develop new systems and dashboards for how to approach paying down the debt from the new facility.

4. **BOARD DEVELOPMENT:** *Develop a Board that contributes to their highest and best use at all stages of service.*

Define expectations of ArtWorks Board Members. Develop and implement a Board recruitment plan. Develop and implement a consistent, comprehensive board member orientation. Provide ongoing board training. Create a Board Succession plan. Strengthen Board camaraderie and trust by building social time into the Board calendar.

5. **SUCCESSION PLANNING:** *Ensure organizational stability through succession planning.*

One of the most difficult decisions a Board has to face is the selection of a new Executive Director. Often we think only of the ED when considering succession planning, though best practices is to include all staff positions. Many of the practices that build a strong organization also position the organization to transition leadership.

6. **STAFF RETENTION:** *Develop ArtWorks as an "Employer of Choice."*

To reduce unwanted turnover, ArtWorks will undergo a thorough organizational review, including structure, culture and other internal factors impacting staff retention.

THANK YOU!!!



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