

Paving Unique Educational Paths For 20 Years



Step Up For Students
2021-22 Annual Report

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Introduction

Step Up For Students this year celebrated its 20th anniversary of providing families more options in their children's education, having awarded more than one million scholarships since it was founded in 2001.

Over that time, Florida has witnessed a sea change in education.

A generation ago, about 90% of Florida students attended assigned schools and the state had one of the lowest graduation rates in America. With a focus on matching the child to the right education environment, Florida created a variety of educational options, including Step Up's scholarships, to meet the needs of students. Today, nearly half the students in Florida attend a school of choice and the state ranks third in the country in K-12 achievement, according to Education Week.

Scholarship students and the private schools serving them have played a role in the state's educational success. An Urban Institute analysis of the income-based Florida Tax Credit (FTC) Scholarship found recipients were up to 99% more likely to attend four-year colleges and 45% more likely to earn bachelor's degrees than like students in public schools.

Denisha Merriweather is a testament to the power of education choice.

As a daughter of a teenage mom being raised in poverty, Denisha thought she was destined for a similar path. A scholarship from Step Up For Students changed her life.



Denisha had been a troubled student who was held back twice at her assigned public schools. But when she went to live with her godmother in sixth grade, her guardian applied for and received an FTC Scholarship. That allowed Denisha to afford tuition at the private school of her choice, Esprit de Corps Center of Learning in Jacksonville, where she blossomed.

Denisha went on to graduate with honors and then earned a bachelor's degree from the University of West Florida and a master's degree in social work from the University of South Florida. From there, she served as School Choice and Youth Liaison to the Secretary of Education at the U.S. Department of Education. In 2020 she founded Black Minds Matter, an organization devoted to promoting the development of high-quality school options for Black students. Recently, she became the first scholarship student alumnus to serve as a member of Step Up's Board of Directors.

Step Up is honored to have helped so many families over the last 20 years choose the best education setting for their children. Expect the next 20 years to be even more amazing.



2001



Florida



This year we celebrated our 20th year of serving families and schools. We have been honored to serve one million students over the last 20 years, and our current pace of growth suggests we will reach two million students served within three years.

What is most impressive are the students, families and schools behind these numbers. Our families know their children will not succeed in life without a good K-12 education, and they know each child is unique. They continually search for the best learning options that are the best fit for their child, and they look to us to help them with the funding they need to access these options.

We are also thrilled with the opportunities our scholarship programs are providing teachers. We have seen a surge of teachers following their dreams and creating their own schools that are financially viable because of the large number of scholarship families looking for a good fit for their child. Many of these new teacher-created schools are small and flexible enough to provide the level of customized instruction our scholarship students need. As the number of students we serve continues to grow, more and more teachers will be able to create their own schools. There has never been a better time in Florida to be an entrepreneurial educator.

Internally, we are working hard to implement the infrastructure we need to manage huge growth while continuing to provide outstanding customer service to our families and schools. I'm proud of the progress we are making in this area.

As always, on behalf of over one million students and their families, I want to thank our corporate donors. None of this extraordinary progress would be possible without our business and community partners.



Best Wishes
Doug Tuthill



Step Up For Students Mission Statement:

Step Up For Students empowers families to pursue and engage in the most appropriate learning options for their children, with an emphasis on families who lack the information and financial resources to access these options. By pursuing this mission, we help public education fulfill the promise of equal opportunity.

Step Up For Students is a state-approved nonprofit Scholarship Funding Organization (SFO) that helps administer five scholarships for Florida schoolchildren:

- Florida Tax Credit Scholarship Program and Family Empowerment Scholarship for Educational Options for students to attend private school
- Family Empowerment Scholarship for Students with Unique Abilities
- Hope Scholarship Program for public school students who have been bullied
- New Worlds Reading Scholarship Accounts for public school students in third through fifth grade who struggle with reading

Public education is rooted in the promise of equal educational opportunity, and nowhere is that covenant more relevant than in the lives of struggling or disadvantaged children.

These scholarships strengthen public education by offering options to struggling schoolchildren. Step Up For Students is a partner of public schools in giving all students the tools necessary to achieve success. We do this by empowering parents through the scholarship programs so they might have an equal opportunity to discover educational options that work best for their children.

Step Up has come a long way since the Florida Tax Credit (FTC) Scholarship Program was created in 2001 and served 15,000 lower-income students across Florida.

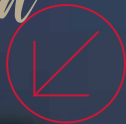
During the 2020-21 school year, Step Up reached heights that no other state education choice program has achieved: awarding our one millionth scholarship through the five different programs. Through our oldest program, the FTC Scholarship Program, Step Up has raised more than \$6 billion to support scholarships for more than 991,000 lower-income students. And since 2015, Step Up has served more than 60,000 students with special needs through the Gardiner Scholarship, now the Family Empowerment Scholarship for Students with Unique Abilities (FES-UA). Today, these two programs are the largest of their kind in the nation.

With these two programs and our other three scholarships, Step Up served more than 140,000 students during the 2020-21 school year. Each student served by these scholarships chose an educational path that would not otherwise have been available to them. In turn, we cannot help but be excited by the steady growth in enrollment.

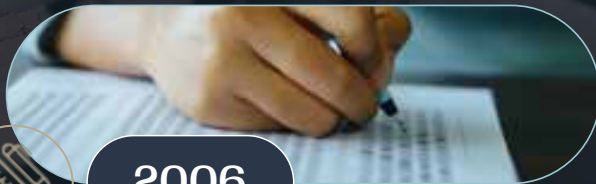
2001

Where it started

"This puts the parents in charge."



The Florida Legislature creates the Corporate Tax Credit Scholarship to give educational scholarships, worth \$3,500, to economically disadvantaged children in grades K-12. The program is capped at \$50 million. House sponsor Joe Negron said upon passage, "This puts the parents in charge."



2006

The scholarship increases to \$3,750 and the Legislature requires students to take a state-approved national norm-referenced test.



2008

The Legislature raises the program cap to \$118 million and increases the scholarship to \$3,950. The state Office of Program Policy Analysis and Government Accountability (OPPAGA) reports the program saved taxpayers \$38.9 million in 2007-08.

2009



The program is renamed the Florida Tax Credit (FTC) Scholarship Program. The first state-commissioned evaluation reports students in the program in 2007-08 experienced learning gains at the same pace as all students nationally.

2010

tax credits

The Legislature passes a major expansion to the program with the bipartisan support of

nearly 3/4 of the Legislature. The bill adds tax credits for alcoholic beverage excise, direct pay sales and use, and oil and gas severance taxes, and allows the program to grow with demand.



2011

Evaluators find scholarship students modestly outperformed lower-income peers in public schools concluding the academic improvements "are larger and more statistically significant than in the past year's results ..."

2014



The Legislature passes a school choice program called the Personal Learning Scholarship Accounts (PLSA) program for children with certain special needs.

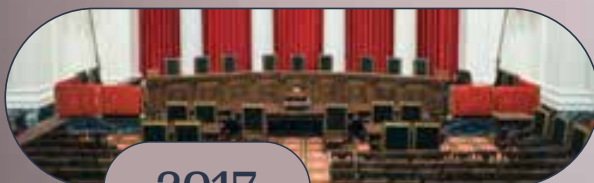
**2015**

The first year of the PLSA program begins with Step Up managing the accounts of more than 1,500 program participants.

2016

Andy Gardiner

The PLSA program becomes the Gardiner Scholarship Program, honoring Senate President Andy Gardiner and his family for their advocacy of special needs children in Florida.

**2017**

Scholarship families win a major case at the Florida Supreme Court, saving the FTC Scholarship Program for future generations.

2018

The FTC Scholarship Program reaches a historical milestone with more than 107,000 students served. Florida creates the Hope Scholarship Program, a first-of-its-kind school choice program providing scholarships to students who experienced bullying at their public school. Florida becomes the first state to offer an education savings account (ESA) for students enrolled in public schools with the introduction of the Reading Scholarship Accounts.

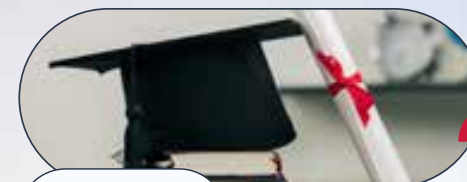
**2019**

The Gardiner Scholarship exceeds 10,000 students with special needs, making it the largest education savings account program in the nation. The Legislature creates the Family Empowerment Scholarship (FES) program helping both lower-income and working-class families; the first scholarship program of its kind to extend support to middle-income families. In its first year, 127 students from around the state used the Hope Scholarship.

**2020**

one millionth scholarship

Step Up serves more than 140,000 students through its five scholarship programs. Step Up funds its one millionth scholarship, making life-changing differences in the educational journeys of deserving children.

**2021**

Step Up For Students celebrates 20 years of providing educational opportunity to some of Florida's most deserving students. Throughout this time, Step Up has grown to administer five scholarship programs and deliver more than one million scholarships since it was founded in 2001.



Florida Tax Credit (FTC) Scholarship Program

Income-Based Scholarship



School Count

1,987



67.4%
of Students are
Black or Hispanic



Average Household
Income of

\$36,703



Average Household Size

4.03



56% of
Scholarship Students
Live in Single Parent
Households



Average Scholarship
is Worth
\$7,393



Total Number of FTC
Scholarships Funded
106,112

Dollars to Scholars

Step Up For Students offers a variety of educational choice opportunities to students, which are made possible by donors who support the organization in a variety of ways. Donor contributions range from tax-credited, direct scholarship support to philanthropic organizational support that funds innovative programs aimed to enhance the scholarship programs.

Alcoholic Beverage Excise Tax
up to 90%

Business Rent/Commercial Lease Tax
up to 100%

Corporate Income Tax
up to 100%

Direct Pay Sales and Use Tax
up to 100%

Insurance Premium Tax
up to 100%

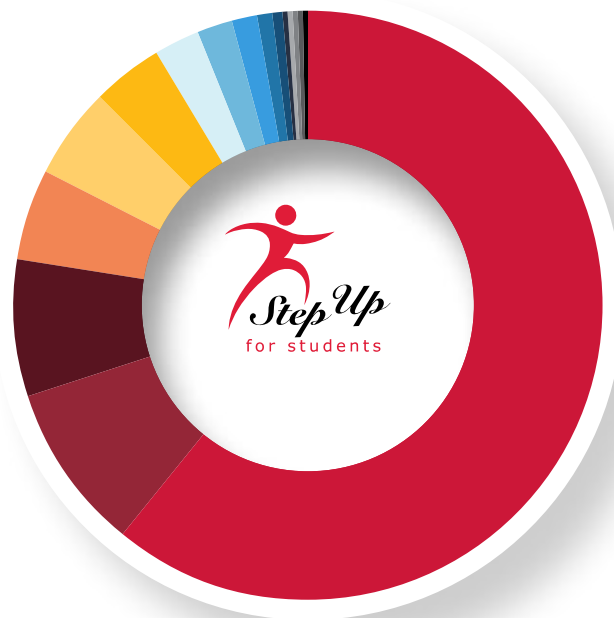
Oil and/or Gas Production Tax
up to 50%

Family Empowerment Scholarship for Students with Unique Abilities (FES-UA)

The Gardiner Scholarship Program, an educational option for students with unique abilities, was created by the Florida legislature in 2014. In 2021, the Florida legislature rolled the Gardiner Scholarship into the Family Empowerment Scholarship. More than 65,000 education savings account (ESA) scholarships have been awarded to children with unique abilities since 2014.

Diagnosis Type Percent

Autism Spectrum Disorder	59.76%
Rare Diseases	8.88%
Intellectual Disability	7.40%
Anaphylaxis	4.97%
High-Risk Child	4.88%
Multiple-Diagnosis	3.89%
Cerebral Palsy	2.28%
Down Syndrome	2.06%
Hearing Impaired	1.36%
Visually Impaired	0.68%
Spina Bifida	0.62%
Traumatic Brain Injury	0.39%
Muscular Dystrophy	0.26%
Hospital or Homebound	0.19%
Dual Sensory Impaired	0.18%
Prader-Willi Syndrome	0.12%
Williams Syndrome	0.08%
Phelan-McDermid Syndrome	0.03%



Total Number of Scholarships
Funded in 2021-22

23,685

Average Scholarship Amount
Funded in 2021-22

\$10,314

Hope Scholarship

Total Number of
Scholarships Funded

488

Reading Scholarship

Total Number of
Scholarships Funded

2,034

Hope Scholarship

Created in 2018, this innovative program provides an alternative for public school students who have been subjected to an incidence of violence or bullying by giving these students the ability to transfer to another public school with capacity or enroll in an approved private school under the Hope Scholarship Program.

Hope scholarships are funded by a 'no cost' tax election contribution from vehicle purchasers or registrants in Florida. The \$105 tax election comes from the state sales tax due on the purchase or registration of a vehicle. Automobile buyers or registrants can make the tax election at any automobile dealership, county tax collector or private tag agency in the state. The Hope Scholarship gives these students a fresh start at a new school so they can focus on academics rather than worry about their mental and physical well-being.

Pursuant to section 1002.40(6), Florida Statutes, when a student reports an incidence of violence or bullying at school, school district personnel are required to notify families of the Hope Scholarship Program. Reported incidents may be investigated at the district level, however, substantiation of the incident by the district is not required for the student to be eligible for a transfer to another public school with capacity or for the student to receive a Hope scholarship to transfer to an eligible private school.

Florida Tax Credit (FTC) Scholarship

Step Up's largest area of financial support comes from companies that make tax-credited contributions through the FTC Scholarship Program. The funds provide scholarships for lower-income children in grades kindergarten through 12 to attend the schools that best fit their needs. The benefit of this program is evident not only in the stories of thousands of students and families but also in the research. State-commissioned research has shown 12 straight years of learning gains, and a longitudinal study by the Urban Institute found that Florida's school choice program increases the number of kids who enroll in and complete college. Moreover, eight independent fiscal analyses found that the state benefits financially when corporations make tax-credited contributions.


Companies that give to Step Up invest in expanding opportunities for children across the state. By the conclusion of the 2021-22 school year, Step Up had funded more than one million K-12 scholarships through corporate contributions of over \$6 billion through this initiative. Six tax liabilities are eligible for the dollar-for-dollar tax credit. Any company with an eligible tax liability to the State of Florida can participate, regardless of where the company is headquartered. Examiners at bank Community Reinvestment Act (CRA) regulatory agencies have approved dollars transferred to fund FTC Scholarships for positive consideration under the CRA investment test.

Charitable contributions to Step Up help give every child access to the resources necessary for success by advancing educational freedom. Donors who support Step Up are dedicated to advocating for children and families at the local, state, and national level and enhancing the technology that makes scholarships accessible to every family.

This fiscal year, we received more than 2,500 individual private donations – an increase of more than 25% over the last five years. This progress shows our partners trust us to make sure education is a priority for children.

Ways to give:

- Personal Contributions
- Donor Advised Funds
- Workplace Giving Campaigns
- Employer Matching Gifts
- Vehicle Donations
- Planned Gifts

A photograph of a man in a light-colored suit and glasses, smiling and interacting with a young boy. The boy is wearing a dark t-shirt and light-colored pants, and is looking up at the man. The background is a solid dark blue color.

Thank you
for trusting
us to make a
difference in
their lives.
Together,
we all will
continue to
rise!

Spotlight



20 years of Educational Opportunity: Once a beneficiary of education choice, Ashley is now an advocate

The first time Ashley Elliott realized her story could make a difference was when she found herself in Washington, D.C., moving from the office of Rep. Stephanie Murphy (D-Orlando) to Sen. Marco Rubio (R-Florida) to talk about the importance of education choice.

It works, Ashley said. You're looking at proof.

It was a Florida Tax Credit (FTC) Scholarship that changed the trajectory of her life for the better. She went from being a bullied student with failing grades at her district high school to one who aced her classes and made friends after enrolling in a private school as a junior. She was a college freshman when she was invited to Washington to share her story, and she didn't hold back.

"If I could change the hearts of legislatures then it meant that things could change for kids in Florida, as well," Ashley said.

Once a beneficiary of education choice, Ashley is now an advocate for education choice.

"I think where I see myself [in the future] is just always trying to make educational opportunity a continuing option, at least within Florida and hopefully in the U.S.," she said.

Step Up For Students celebrates its 20th anniversary this school year. Last year, it funded its one millionth scholarship. Many have used the FTC Scholarship, provided by corporate tax contributions to Step Up, to combat economic hardship and graduate from high school. And many of those high school graduates have pursued a college education.

Indeed, research shows Ashley is hardly alone. A report by the Urban Institute found FTC Scholarship students were up to 43% more likely than similarly disadvantaged students in public schools to attend a four-year college, and those who were on the scholarship for at least four years were 99% more likely to attend college. They also were more likely to earn bachelor's degrees.

Ashley counts herself among that group of FTC Scholarship alumni. She has an associate degree from Valencia College and she graduated from the University of Central Florida with a bachelor's degree in history. She would like to pursue a master's degree in history or education policy, and possibly continue on for a Ph.D. She currently works part-time as a writer for the American Federation for Children and would love to continue working for the nonprofit.

Ashley said "ninth-grade Ashley" never thought any of this was possible.

"She wouldn't know how I got here. She would be confused," she said. "But ninth-grade Ashley would be happy for me."

Growing up in Lakeland, Florida, Ashley described her life as the "epitome of American poverty." She and her younger brother were adopted by their grandmother. They both call Juanita McKinnon "Mom."

Despite the love at home and the sacrifices made by Juanita, who gave up her retirement years to raise her grandchildren, Ashley didn't see much of a future for herself. She didn't think she would graduate high school. She was resigned to being what she called "a statistic."

But the principal and a teacher at the alternative high school she attended took an interest in Ashley. When they moved to a private school, they asked Ashley to move too. With the help of the FTC Scholarship, Ashley entered Victory Christian Academy as a junior and went from a student with failing grades and discipline issues

to one who earned A's and B's and graduated with honors.

"Your education determines your future," she said. "When I received school choice, it changed my future. I want that opportunity for everyone, not just me."

Ashley forged tight bonds with her teachers at Victory Christian. She remains in touch with many of them. She'll ask some to proofread a paper before she turns it into one of her college professors.

"They're always there when I need them," she said. "I know I can go back and get the help I need at any point in my life."



Ashley is quick to recount a parent/teacher conference during eighth grade where she and Juanita met with seven of her teachers. Two thought Ashley could salvage her grades and graduate. Ashley felt the other five had given up on her.

It was only recently when sharing that story with a couple of her college friends when one asked, "Did you ever think you weren't receiving the proper help?" that Ashley fully grasped what it meant.

"And I was like, 'Oh, yeah, you're right,'" she said.

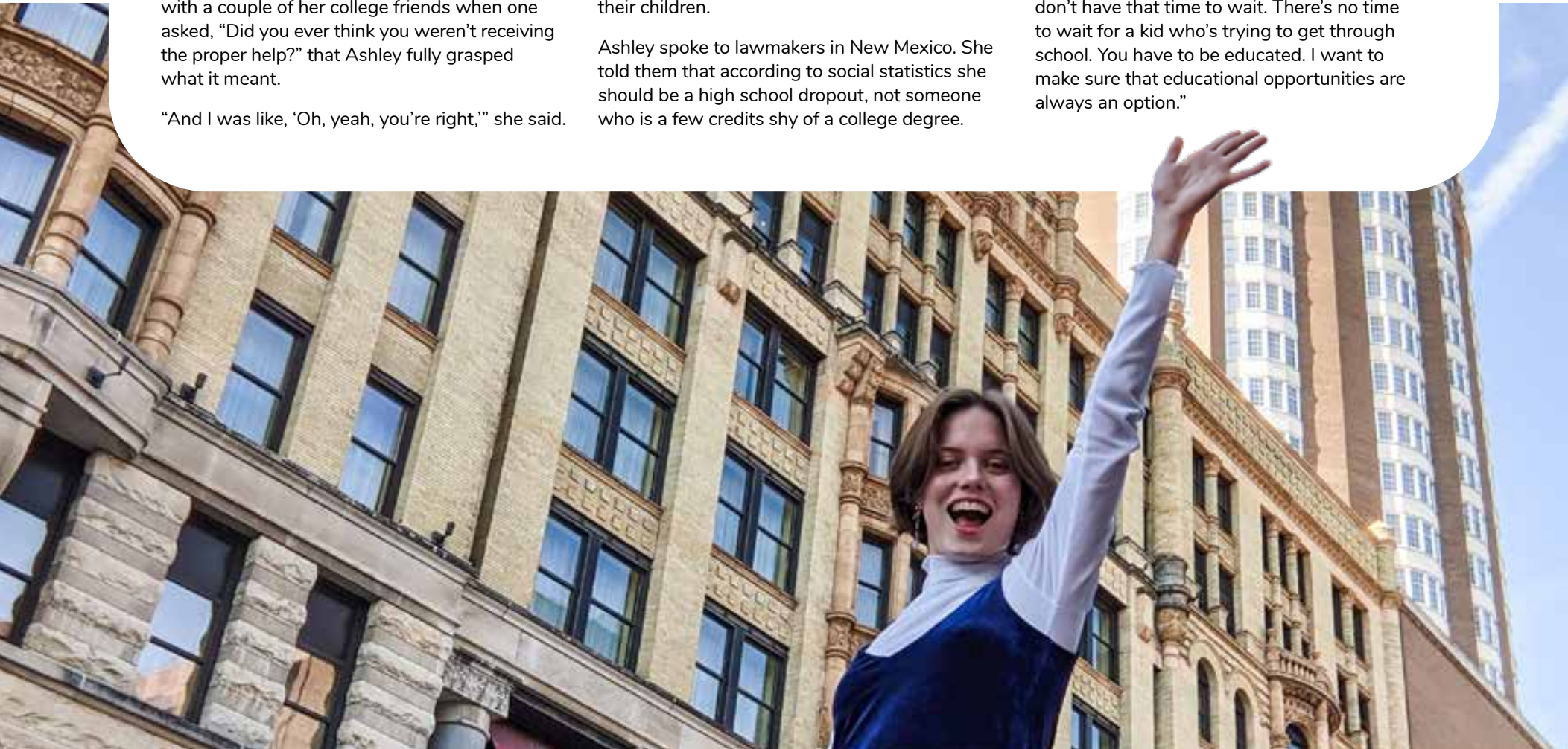
"Because when I went to Victory there were the proper teachers to help me. A lot of it was about finding the right environment that worked for me."

That's what Ashley advocates for: The proper learning environment for every student. It can be achieved, she said, if families have a say, a chance to choose the education environment for their children.

Ashley spoke to lawmakers in New Mexico. She told them that according to social statistics she should be a high school dropout, not someone who is a few credits shy of a college degree.

"It makes me really frustrated and upset that while our kids are going through the system and suffering, [lawmakers] are saying, 'Wait. Wait. Just wait for it to be fixed. We're working on it. Give it some time,'" she said.

"While legislators are saying that, school choice will be there to give an option for students who don't have that time to wait. There's no time to wait for a kid who's trying to get through school. You have to be educated. I want to make sure that educational opportunities are always an option."



Spotlight

Educational Savings Account leads to independence one step at a time

Dylan Quessenberry was 15 when he walked up a flight of stairs for the first time. It was 20 steps linking two floors at his school. But for Dylan, who has cerebral palsy, that staircase was more than just a route to the cafeteria at Learning Independence For Tomorrow (LiFT) Academy, a private K-12 school that serves neurodiverse students.

Those 20 steps were part of his journey to what he called “independence,” something he sought when he joined the school in the fifth grade on a Family Empowerment Scholarship for Students with Unique Abilities (formerly the Gardiner Scholarship).





"It was a defining moment in his life," LiFT Principal Holly Andrade said. "A massive milestone."

Dylan has gained a lot of independence during his seven years at LiFT Academy.

Dylan, now 18 and a senior at LiFT, recently recalled that day as if he were still standing at the summit, sweaty, spent and filled with a sense of accomplishment that few can understand.

Like a marathoner on race day, Dylan woke that morning knowing the years of work he put in with his physical therapist, Valerie, were about to pay off.

"Those stairs," he thought, "are mine!"

And they were, one arduous step at a time.

Leaving his walker at the bottom and cheered on by students who were involved in afterschool programs, the school staff still on campus and Valerie, Dylan made the ascent. He pumped his fists in the air when he finished.

It took nearly half an hour.

"It was amazing," he said. "I was like, glorified."

Andrade arrived on the scene in time to see Dylan reach the second-floor landing. "I cried like a baby," she said. "Oh my gosh! I'll never forget his face."

It's hard to imagine a bigger smile.

LiFT is not far from Dylan's home in Seminole, where he lives with his mother, Marlena, and his twin brother, Ryan. The school includes LiFT University Transition Program, a four-year, post-high school program that Dylan will attend after he graduates this spring.

The program is for neurodiverse young adults who won't follow the typical path for secondary education. It teaches employability skills, independent living

skills and social skills. Community partners offer internships, which often lead to fulltime jobs.

Dylan said his mom's blunt honesty about his physical limitations has allowed him to overcome a number of obstacles.

"This school has been amazing for him," Marlena said. "I don't know where we would be if we didn't have LiFT Academy."

"He's so fortunate to have this school. I'm so fortunate to have this school, because I can send him here and not have to worry about a thing."

The Family Empowerment Scholarship for Students with Unique Abilities, managed by Step Up For Students, is an education savings account (ESA). ESAs allow parents to spend their children's education dollars on a variety of educational purposes. Marlena uses it to cover Dylan's tuition.

"If he didn't have Step Up, he wouldn't have accomplished what he has today," Marlena said.

When Dylan arrived in the fifth grade, he couldn't button his shirt or zip his jacket. He couldn't open a bag of snacks or put a straw in his drink. He couldn't open a door or walk up a flight of stairs.

In seven years, he changed those can'ts into cans.

"I gained a lot of independence," Dylan said.

A lot of those gains were accomplished because of hours spent in physical and occupational therapy. Some were the product of surgeries.

"We've been through some surgeries," Marlena said.

How many? Dylan and his mom both answer the question with a groan.

"About seven," he said.

Dylan was born with scoliosis, reactive airway

disease, a Grade IV brain bleed, Hydrocephalus and a congenital heart defect. He's had surgeries to lengthen his hamstrings, heel cords and hip adductors.

On three occasions, Dylan spent six weeks in a cast that began at his chest and ran to the bottom of both feet.

What is remarkable about Dylan, Andrade said, is in the seven years she has known him, she has never heard him complain about his surgeries or the obstacles placed in his life.

"Not once," she said. "It's that kind of positive attitude that has gotten him to where he is."

Could you blame Dylan if he did? Especially when his twin brother does not have cerebral palsy.

"It was hard, at first," Dylan admitted, "but I overcame the hardships of life and moved on. It's still in the back of my mind."

Dylan's legs are not strong enough to support him on their own, so he uses a walker. He is working toward walking with canes.

The walker doesn't slow him down. With it, Dylan is one of the fastest students in LiFT's running club. Assistant Principal Darrin Karuzas never fails to offer this warning when he sees Dylan zip down a hallway:

"Slow down or you'll get a ticket!"

Marlena has taught Dylan to embrace being neurodiverse. She was adopted by her parents and vividly recalled the day in the first grade when she mentioned that in class. Her teacher scolded her for talking about it.

"I was proud of being adopted," Marlena said.

"My parents taught me to be proud of it, and that's what I tell Dylan, 'Be proud of who you are.' We don't refer to it as a disability."

Marlena has always been up front with her son about his physical limitations. There are some things Dylan can do and some he can't, and Marlena has helped him deal with both sides. It's that honesty that has allowed Dylan to overcome so much.

"One hundred percent," he said.

Dylan showed off his muscles.

Dylan endured the surgeries because he knew each would help bring him closer to the independence he craved.

"I hated it," he said, "but I had to do it. It helped me walk. It helped me get up in the car and everything I needed to do."

Dylan wants to get his driver's license. He wants to get married someday and start a family.

"That's my ultimate dream," he said.

He's hoping to land a job at a local Winn-Dixie, beginning first as a bagger then, hopefully, as a stock clerk.

"I can easily stock shelves," he said.

A lover of all things cars and trucks, Dylan would ultimately like to work in an auto shop, fixing cars, or maybe own a garage.

He also wants a Chevy Silverado.

"There is a lot he wants to do in life," Marlena said. "That's one thing about him, he is driven."



Step Up For Students Hosts 7th Annual Rising Star Awards

The Rising Star awards celebrate scholars and showcase how educational choice has transformed the academic journey for Florida's deserving students. Over the course of two weeks in April, there were six in-person events held throughout the state as well as a virtual event live streamed on YouTube. These events brought together scholars, their families and educators, as well as donors, legislators and Step Up leadership to celebrate Step Up scholars' incredible successes during the school year. Nearly 330 students were nominated for one of the following awards: High Achieving Student Award, Outstanding Student Character Award, Turnaround Student Award and Super! Senior Award.

The **High Achieving Award** was for students who excelled in a specific area like academics, athletics or the arts. The **Turnaround Award** was given to students who were struggling when they first started at their school but have made dramatic improvements. Students who received the **Outstanding Character Award** exemplified outstanding compassion, perseverance, courage, initiative, respect, fairness, integrity, responsibility, honesty or optimism. And the **Super! Senior Award** was given to seniors who demonstrated academic achievement, leadership community service and/or extra-curricular involvement.

Congratulations
TO ALL OF OUR RISING STARS
AWARD RECIPIENTS!





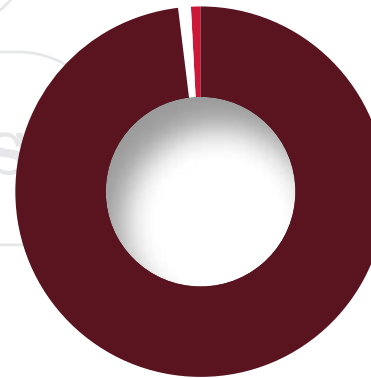
Fiscal Accountability

Total tax credit pledges and other revenues were \$820 million in the fiscal year ended June 30, 2022. Operating expenses decreased to \$614 million* in the fiscal year ended June 30, 2022 from \$700 million in the fiscal year ended June 30, 2021.

Total Cash Donations:
\$804,427,544

Total Scholarship Payments:
\$571,985,310

Revenue Sources



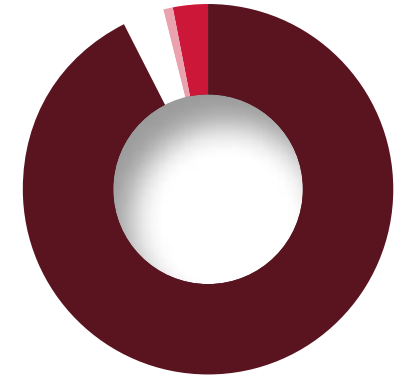
Total Revenue for 2022:
\$820,484,575

Tax Credit Scholarship Redirections:
\$799,072,167 — 97.4%

Foundations & Other Donors:
\$493,023 — .1%

Other:
\$20,919,385 — 2.5%

Operating Expenses*



Total Expenses for 2022:
\$613,576,299

Tax Credit Program Expenses:
\$585,286,873 — 95.39%

Other Program Expenses†:
\$19,400,003 — 3.16%

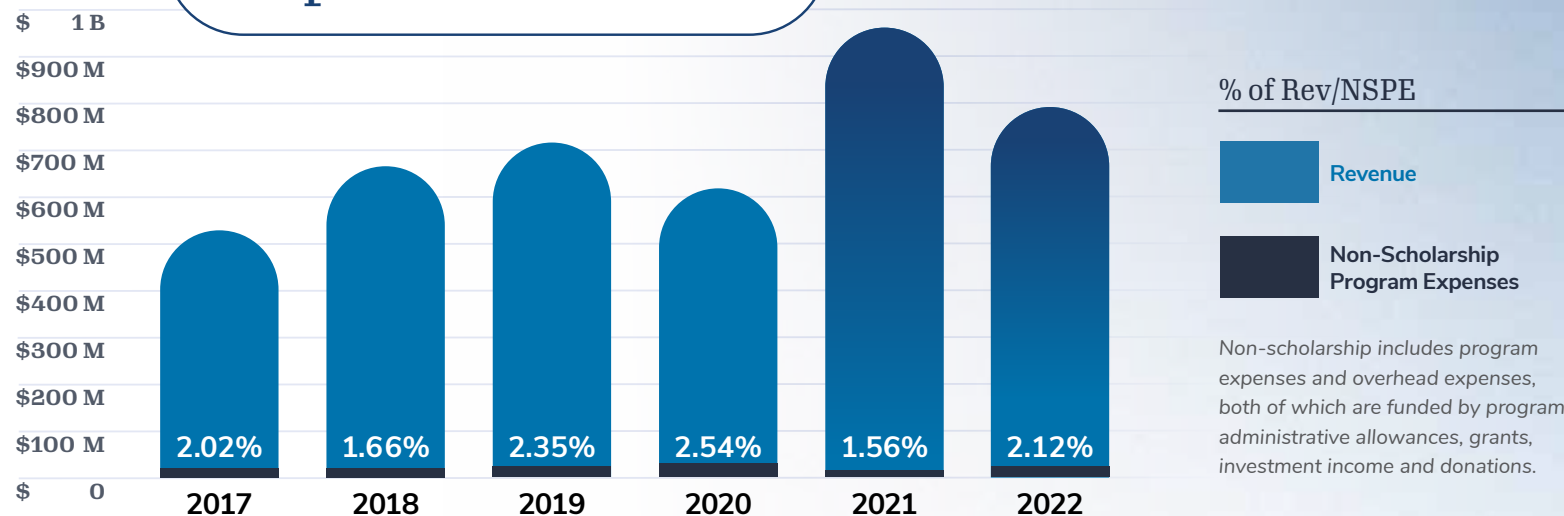
General & Administrative:
\$7,541,258 — .23%

Development & Fundraising:
\$1,348,166 — .22%

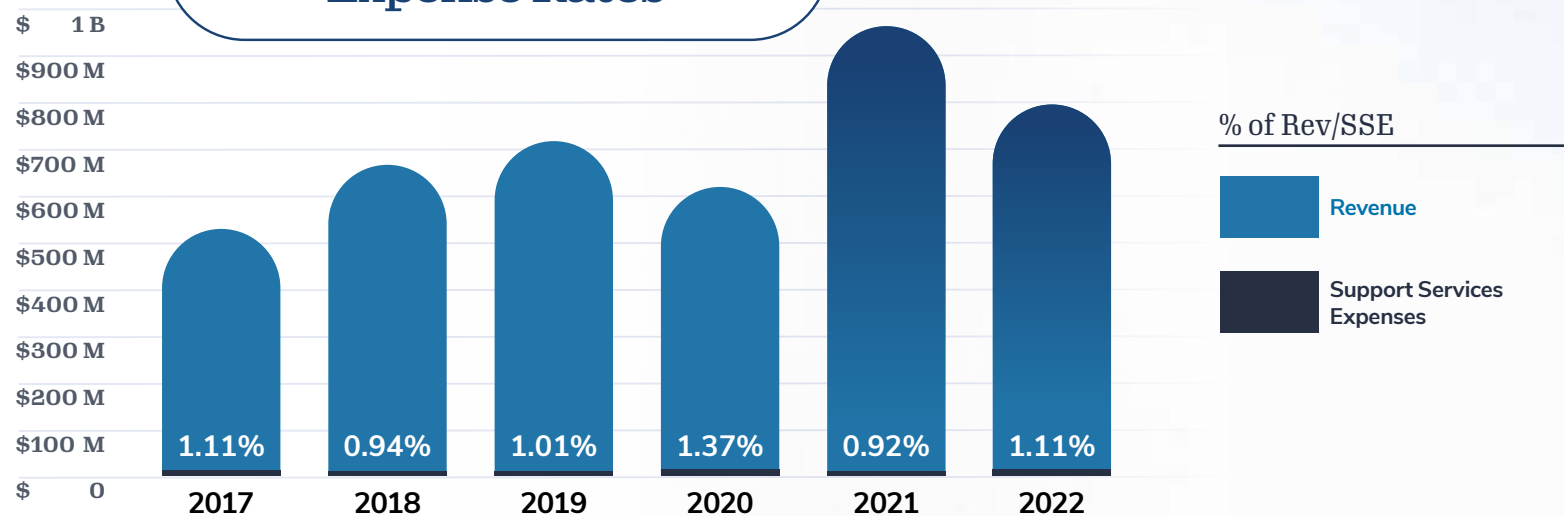
* Includes funds distributed as scholarships

† Foundations and other donors revenue included \$12,216,963 of the Private School Stabilization (PSS) Grant which was part of the Governor's Emergency Education Relief Fund (GEER) passed through of the Federal Coronavirus Aid, Relief and Economic Security Act (CARES).

Non-Scholarship Expense Rate Trends



Support Services Expense Rates



Governance Board

- **Allison Hertog**
- **Terry Jove**
Charitable Giving Director
Southern Glazer's Wine & Spirits
- **John Kirtley**
Co-Founder
KLH Capital
- **Al Lawson**
U.S. Representative
Florida's 5th Congressional District
- **John Legg**
- **Denisha Merriweather**
Director of Public Relations and
Content Marketing,
American Federation for Children
Founder,
Black Minds Matter
- **Richard Outram**
EVP and CFO
Signature Consultants LLC
- **Curtis Stokes**
Business Intermediary
Lower Middle Markets
- **Paul Sherman**
Co-Founder and Managing Director
ShermanSamuels

Advisory Board

- **Gary Andresen**
Florida Commercial Banking Marketing
Manager
US Bank
- **Jeff Beauchamp**
Tax Manager and Functional Lead of
State Income Taxes and Audits
SAP America
- **Benjamin Bright**
Director, Sales and Use Taxes
Hospital Corporation of America (HCA)
- **Michele Cavallo**
Director, Small and Medium Business
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FL Institute of CFOs (fiCFO)
- **Brian Lukasik**
Tax Partner and Southeast Market Tax Leader
PricewaterhouseCoopers
- **Michael Maddaloni**
Vice President, Treasurer
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- **Cole Peacock**
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- **Jeff Sabin**
Government Affairs Manager
Waste Management
- **Paul Shoukry**
CFO and Treasurer
Raymond James Financial



STEP UP ADVISORY
BOARD MEMBER

“The mission and impact of this program is impressive, and I am proud to help even more students by raising awareness of this important program.”

— **Jeff Beauchamp**
Tax Manager and Functional
Lead of State Income Taxes
and Audits, SAP America, Inc.

“Our students have experienced an academic setting that allows them to soar and thrive through parental choice and family empowerment. It has been a tremendous blessing to join such a trailblazing venture.”



— **Belinda Slater**
Principal, The Potter's
House Christian Academy



“This program provides educational opportunities for those who may not otherwise have access. This is something I feel passionate about and am proud to help an organization dedicated to the mission.”

— **Brian Lukasik**
Partner and Southeast Market
Tax Leader, PWC

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“It was a joy to be governor, I've had a blast doing it. The part I enjoyed the most was working along with some really, really, dedicated and committed Floridians to transform our education system and give people more chances.”



— **Jeb Bush**
Former Florida Governor,
Founder and Chairman of the
Foundation for Florida's Future



“When I became principal at Victory Christina Academy (VCA) ten years ago, after serving in public schools for 23 years, I wasn't familiar with the school choice scholarship program. I was excited to hear that families could chose a private school for their children if they wanted something different. SUFS has been a positive solution for so many of them! VCA is a family experience because of Step Up.”

— **Karla Collins**
Head of School,
Victory Christian Academy

“I am honored to help as many children as possible across the state of Florida establish a good foundation to better their lives through school choice.”

— **Paul Shoukry**
Chief Financial Officer
Raymond James Financial, Inc.



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1901 Ulmerton Rd, Ste 180
Clearwater, FL 33762

4655 Salisbury Rd, Ste 400
Jacksonville, FL 32256

(877) 735-7837

StepUpForStudents.org ⑦