



## INTRODUCTION

### **Our Mission: To Develop Champions in Tennis, Education and Wellness**

Harlem Junior Tennis and Education Program (HJTEP) is a not-for-profit organization serving youth from the high-risk, lower-income, neighborhood of central Harlem, as well as other socio-economically-challenged neighborhoods in New York City. Each year, HJTEP opens its doors for an average of 1000 boys and girls, ages 6-18, to learn critical life skills through the game of tennis. By serving approximately 800 students during the school year with after-school sessions, as well as 150-300 kids with our summer tennis program, we deliver opportunities for youth self-development and a positive code of conduct through the sport of tennis; academic excellence, social and emotional competence, and other nutrition and wellness tools to fight obesity and lead healthier lives through HJTEP's Learning Resource Center. Our Tennis Against Obesity (TAO) program is designed to help students and parents recognize, address, and combat a growing obesity epidemic through its four keystones: fitness, nutrition, discipline, and fun.

Admission to the HJTEP program is on a first-come basis with preference given to returning students and residents of central Harlem. Parents pay a minimal registration fee that includes all of HJTEP's program components. We provide scholarships, as needed, whenever possible.

Success is measured not only by how our kids perform on the court but how they perform in the classroom. HJTEP enrichment programs instill students with confidence, and a strong sense of individual identity to help them become leaders in their communities and beyond. On average, our student-athletes remain with our program for an average of 7 years, and throughout their time with us, they also learn how to consistently improve their communication skills and personal fitness. HJTEP's Learning Resource Center (LRC) offers both educational and wellness support to help our student-athletes reach their goals. The LRC sets high standards for academic achievement and the average GPA of our high school participants is 3.1.

HJTEP has a long and successful history of building measurable tennis skills and academic achievement with a high school graduation rate of over 95% compared to 82% of students citywide and 38.1% of students in Central Harlem. Providing ACT and SAT prep is critical in assisting our college applicants, many of whom have gone on to attend notable colleges and universities across the nation from Community Colleges to storied institutions such as Hampton, Howard, Morehouse, Pitt, Spelman, Stanford, UCLA and many more.

*"Not only does HJTEP offer an amazing tennis program, but they stress the importance of education which is a parent's dream! They talk about it to the kids, and they talk about it to the parents, offering several tutoring and enrichment programs to help kids succeed at school. I think that speaks volumes about a sports program!" — Judith Rotardier-Vasquez, Parent*



## HJTEP HISTORY

Two Harlem residents and tennis enthusiasts, Claude Cargill, and Bill Brown, founded HJTEP in 1972 at the 369th Regiment Armory on 143<sup>rd</sup> Street. They understood that very few Harlem youth had exposure to tennis because at that time, it was a mostly white-dominated sport. They saw tennis as a means for personal development and a powerful character-builder that instilled polite behavior and consideration of others. They also knew that African American tennis greats Arthur Ashe and Althea Gibson, had played at the Harlem Armory and would serve as great role models for Harlem's youth.

One of the first African American police officers in New York, Claude retired as a youth patrolman in 1962. He organized and coached Police Athletic League basketball programs, as well as privately supported youngsters interested in playing tennis by purchasing equipment, paying for tournament entry fees and travel expenses, while also securing private coaches for some of the more talented players.

From this Central Harlem location, HJTEP has served over 20,000 New York City youth by providing its program offerings for student athletes ages 6-18 years in a holistically enriched environment of tennis, fitness, wellness, and academic excellence for the past 50 years. This age bracket represents the most critical range in terms of forming self-discipline and lifelong, healthy habits. HJTEP serves youth year-round in three 10-week sessions during the school year, as well as with summer camp programs. HJTEP's philosophy focuses on the whole child - to improve their physical, emotional, and mental well-being. Programming hooks youth with tennis, with a primary goal of building strong, independent thinkers and leaders who are prepared to take on higher education as well as athletic pursuits as they progress from elementary to middle to high school and then on to college. HJTEP student-athletes take the discipline of tennis very seriously - they enjoy their time on the court and value the full benefits that HJTEP programming brings to their lives. Our desire is for our youth to achieve their personal best, which requires that we also provide support to parents wherever appropriate and possible, as well as to our staff and volunteers.

2022 marked HJTEP's 50<sup>th</sup> year of community service, meeting the educational needs of youth from high risk, low-income, inner-city neighborhoods in New York City. A blended sports and education program has helped us to teach, mentor and shape our program participants into leaders, ready for the next stage of their life.

## HJTEP PROGRAM AREAS

### **Tennis**

Since 1972, our renowned youth tennis program has offered urban youngsters the chance to learn an unfamiliar sport and sharpen their skills on and off the courts. Participants transition from the Grassroots and Futures levels to the Tournament Level. Our top-level players are selected to participate on the Tournament Team where they will have attained both high standards of play as well as high academic achievement. HJTEP's metrics for success include maintaining 100% player retention while qualifying 36% of its players for tournament play and at least 13% of HJTEP athletes competing at the national level. The most advanced HJTEP players have also gained tournament experience at the international level. Admission to the HJTEP programs is on a first-come basis with preference given to returning students and Central-Harlem residents.



### Learning Resource Center (LRC)

According to researchers, racial minority status combined with poverty, is a significant indicator for increased risk of high school dropout rates, along with other factors that negatively impact high-school matriculation and college aspirations among BIPOC youth. Harlem youth are at greater risk of dropping out of high school based on their socio-economic circumstances. However, within its Harlem community, HJTEP's LRC is moving educational success stories forward in Harlem. While learning tennis, our players are hitting the books as well as the courts. We urge them to do all they can academically, to complete high school and enroll in college. Our student-athletes average a 3.1 GPA.

### Academics and Social & Emotional Learning

LRC works to establish an academic baseline and provide targeted Intervention with an adaptive diagnostic assessment called **Exact Path**. Private tutoring is offered to any HJTEP student athlete to further address specific learning styles and gaps. LRC provides homework help to parents and their K-8 graders and Focus Sessions for participants in 9th through 12th grades as well as virtual co-working space. The Winward Academy delivers SAT / ACT Prep and College/Career Counseling to HJTEP's older participants. LRC cultivates personal agency and the executive functioning capacity of its participants by providing Social and emotional learning programs through group workshops and 1-1 counseling led by our resident social worker and mental health counselors. Our students learn the importance of Social Accountability and how to advocate for themselves at HJTEP and in life.

### Wellness Programs

To combat the systemic and racialized issues of nutrition, obesity, lacking resources and safety zones, the cornerstone of the wellness initiative is **Tennis Against Obesity (TAO)**. TAO is designed to help students, parents, and schools recognize, address, and combat a growing obesity epidemic, and positive impacts of TAO are evident across the broader family units of our student athletes. TAO has four keystones: fitness, nutrition, discipline, and fun. Since the start of the 2022-23 school year, HJTEP student-athletes have also benefitted from the introduction of **guided meditation and mindfulness** practices at the LRC.

## CASE FOR SUPPORT

HJTEP is a close-knit, community anchor organization that leverages tennis as a medium to provide academic and athletic support and promote physical and mental wellness to a diverse group of inner-city youths, primarily from Harlem.

*Champions in tennis, education, and wellness.* Success for HJTEP is measured holistically: It encapsulates what children do on the court, how they perform in the classroom, strength of their overall mental health, and the goals they set to navigate a bright future. Participation in HJTEP enrichment programs instills students with confidence, identity, and character to become leaders in their communities and beyond.

For 50 years, HJTEP has worked to meet the educational needs of youth from high risk, low-income, inner-city neighborhoods in New York City. By blending a sports, education, and wellness program we have been able to teach, mentor and shape our program participants into leaders ready for next steps and big leaps on their journeys. We are proud that over 95% of our participants graduate from high school with an average GPA of 3.1 and over 80% are admitted to leading private and public universities;



with a solid percentage of them on tennis scholarships. The outcomes are clear, and we could not be prouder. HJTEP is making an indelible impact on the lives of thousands of young scholars and many of them return to us as alumni mentors and coaches. Now more than ever, our city and our kids are dealing with uniquely challenging times. Many are fearful, depressed, and anxious about their families, communities, and the future.

HJTEP leaders, coaches, and instructors have all worked feverishly to give our student-athletes holistic support and a sense of normalcy to help them overcome the past couple of years. Our programs helped to mitigate the challenges of social distancing with online experiences that brought them all together. For youth residing in such high-risk demographics, this kind of connection can be a lifeline to keep them focused on positive activities and reap the rewards of continued forward motion with physical and mental exercise. HJTEP cannot continue to provide these vital programs without your support each year.

While the pandemic's quarantine period seems to have passed, schools, businesses, families, and youth are all still navigating this changeable time called 'new normal' and we need your help to ensure we continue to have the resources necessary to keep our children calm, engaged and active for as long as they need us. Here's how YOU can help today... Simply click [HERE](#) to make a meaningful donation to support our coaches and staff as they work arduously to support Harlem and New York City kids to become the champions they all have the potential to be.

We are seeking special people just like you to sponsor and support one or more of our program components. If this is something you feel called to do today, please email [kadams@hjtep.org](mailto:kadams@hjtep.org).

## SUMMARY

2022 was a pivotal year on many fronts as we celebrated our 50<sup>th</sup> anniversary, held our most successful annual Gala, and further diversified our funding streams. However, the COVID-19 pandemic continued to disrupt consistent attendance by our youth and activations of some of our planned neighborhood events. The extended effects of the pandemic introduced complex challenges for many of our student-athletes and created a level of uncertainty about what may happen next after 2 years without regular classroom attendance or consistent collaborative learning environments. The effect of school closures has added to the amount of time that students spend at home throughout the year without face-to-face instruction with their teachers or HJTEP instructors. This reality coupled with parents being left to educate their own children while juggling crisis, financial challenges, and uncertainty about the future, begets a certain amount of knowledge regression. Our student population is still at risk of being left behind and it will take more than one standard school year to help them catch up.

The Harlem Junior Tennis and Education Program needs support now more than ever. We are focused on the next 50 years with strategic plans for dynamic growth and the establishment of an endowment fund to secure the sustainability of our tennis, education, and wellness programs for the future. In addition, we hope to build our own facility, which will allow us to control our organization's destiny and create an additional community asset in Central Harlem. As a nonprofit organization, we will continue to rely heavily on our donors and fundraising events for support.



We continue to work hard to ensure that our on-court and educational components are available in-person and virtually, as needed, to keep our kids physically fit and emotionally well during an ever-changing pandemic that has taken hold of our city. Our donors, grantors, and sponsors all help to underwrite HJTEP's operating and program costs; allow us to hire dedicated and talented staff; and fund court rentals, equipment, tournaments, and travel costs. We will continue to aggressively pursue funding support for all of these components.

Sports is an equalizer for all. There should be no barriers; racial, socio-economic, gender or age disparities at the entry level. HJTEP is so much more than a tennis program, we are a connected community and a community service organization. Please support HJTEP to deliver programming to more deserving youth and sustain our proven platform for the next 50 years – THE FUTURE IS NOW.

## 2023 BUDGET

### Income

Individual & Corporate Donations	\$162,500
Grants	\$301,000
Program Income	\$338,500
Fundraisers	\$972,500
<b>TOTAL</b>	<b>\$1,774,500</b>

### Expenses

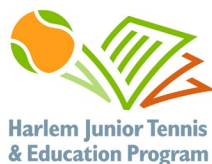
Program Service	\$655,105
General/Administration	\$607,341
Fundraising	\$314,888
Other	\$42,503
<b>TOTAL</b>	<b>\$1,619,837</b>

## LEADERSHIP

### **Katrina Adams, Executive Director**

Katrina started playing tennis at age 6 in a Chicago parks program. At 16, she was a two-time Illinois High School Association singles champion. Recruited by Northwestern University, she earned the NCAA doubles title there and was twice voted All-American. In 1988 she became a professional on the WTA Tour, retiring in 1999 with 20 career doubles titles. Ms. Adams was a

USTA national coach 1999-2002, helping to develop some of the nation's top players. She is currently an analyst for the Tennis Channel and a Co-Host CBS Sports Network. In 2005, Ms. Adams, a USPTA and PTR certified teaching professional, joined HJTEP and expanded the organization to over 1,000 participants and an operating budget over \$1.5 million. She served as the Chair and President of the USTA 2015-2018 and has been Vice President of the International Tennis Federation, (ITF) since 2015.



HJTEP's Board of Directors exercises fiduciary oversight by voting on the organization's annual operating budget, monitoring expenditures, and determining policies for the safe and effective operation of the organization and its programs. This group helps to set HJTEP's strategic direction and supports the sustainability of the organization with 100% of its members donating individually as well as giving to the annual gala event to build on HJTEP's non-restricted funding stream.

### **Board of Directors**

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