Leadership Letter

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Get Involved!
  Volunteer
  Donate
Dear Friends:

This past year, AALEAD continued to support low-income and underserved Asian Pacific America youth in developing their confidence and giving them the opportunities to lead. Their success is a true testament to what a committed team of Board, staff, mentors, volunteers, funders, and community supporters can do together. In 2015, AALEAD provided quality after school, summer, and mentoring programs to over 450 low-income and underserved APA youth in the District of Columbia; Montgomery County, Maryland; and Fairfax County, Virginia.

We are proud to share that we expanded programming in FY15 beyond the 300 youth we have been serving in past years. In Montgomery County, MD, we continued to support youth and our VA High School Program after school at Annandale High School was established.
In addition to programmatic achievements, AALEAD was selected for Raise DC’s Data Spotlight Award for use of data in an innovative and impactful way and received 2015 Nonprofit of the Year from Asian American Chamber of Commerce.

We expanded individual giving by nearly doubling the number of Aspire to LEAD Giving Society members and increasing the number of multi-year donors.

Organizationally, we hired two Directors to create a management team and continued our efforts around performance management by transitioning our software and gaining engagement by all staff.

We are grateful for the family of supporters we continue to have every year. Our combined efforts will promote better communities and create the foundation for our young people to grow, develop and thrive.

Surjeet Ahluwalia  
Executive Director

Ban Tran  
Board Chair
Mission

Asian American LEAD supports low-income and underserved Asian Pacific American youth with educational empowerment, identity development, and leadership opportunities through after school, summer, and mentoring programs.
fy2015 highlights

**Supported More Youth**
AALEAD served 460 youth in FY2015. This was a 40% increase from FY2014.

**Hired New Staff for Expansion**
In FY15 AALEAD expanded to 4 new middle schools.

**Opened a New Office**
AALEAD opened its VA office and now has permanent office spaces in DC, MD, and VA.
Awards

Received 2015 **Raise DC’s Data Spotlight Award** for use of data in an innovative and impactful way.

Received **2015 Nonprofit of the Year** from Asian American Chamber of Commerce.
AALEAD's programs support low-income and underserved Asian Pacific American youth in helping to navigate numerous issues including:

• **The Model Minority Myth:** AALEAD youth face challenges due to the model minority myth. Unlike the “model minority” stereotype of the successful Asian immigrant, many low-income immigrant families face barriers to becoming self-reliant. Adults often have received little education in their countries. Their limited English and skills relegate them to working long hours at low-paying jobs. Youth often lack engaged role models. Parents are also often unable to offer academic support, interpret report cards, or communicate with teachers. Schools are sometimes unable to meet specific needs of Asian/immigrant youth, at risk of dropping out of school and exhibiting other delinquent behaviors.

• **Bullying:** AALEAD youth face challenges due to bullying in the schools and the community. According to Barbara Greenberg’s November 2011 piece “News Alert Re: Bullying” in the Huffington Post, a 2009 U.S. Departments of Justice and Education study showed that 54% of Asian youth were bullied in school, compared to white (31.3%), black (38.4%) and Hispanic (34.3%) youth. They were 3 times more likely to be cyber bullied.

• **Mental Health:** AALEAD youth face stress factors that have the potential to lead to mental health issues. The National Alliance on Mental Illness reported in 2011 that Asian females, 15-24, had the highest suicidal ideation rates; 30%, grades 5-12, displayed signs of depression; higher than their white/African American peers. Our programs provide this overlooked population a safe, culturally sensitive space and critical resources to help youth become confident and engaged members of our community and the community at-large.
AALEAD develops programming to address these needs in Washington, DC, Fairfax, VA and Montgomery County, MD. In these areas there is often a misconception about the APA community, here are some facts about the APA community in these three areas:

**Washington, DC:** Asian Americans make up 4.5% of the DC population; 13.1% live below the poverty line. Additionally, in 2012, there were 16.1% of Asians in DC who were Limited English Proficient (LEP) and 52.4% who are foreign born. Based on the 2013-2014 school profiles, both Bancroft and Thomson are Title I schools with 71% and 99% of youth on free and reduced meal plans, respectively; 7% of youth at Bancroft are Asian American and 19% at Thomson, where Asian American youth make up the second largest ethnic group.

**Fairfax County, VA:** Membership by Ethnicity, Race, and Gender from September 2014 shows that 19.5% of the County’s school population was comprised of Asian American youth. At Annandale High School, more than 80% of the school is on free and reduced meals (FARMS); Asian Americans are the second largest ethnic group at 21.8%. In an article titled “One in fifteen children in the DC metro area are linguistically isolated,” published January 2015 by the Urban Institute, researchers Julia Gelatt and Will Monson report that in the DC metro area, Fairfax County, VA has the highest percentage of youth (ages 5-17) living in linguistically isolated households at 8%.

**Montgomery County, MD:** According to the 2012 U.S. Census, Asian Americans in Montgomery County make up 14% of the population and 6% live below the poverty line. The 2013-2014 MCPS School profiles show that 14.4% of the public school population is made up of Asian American youth; more than 7,000 Asian American youth qualify for FARMS.

References

2 DC Mayor’s Office of Asian and Pacific Islander Affairs, 2012 Asian American Infographic.
3 DC Mayor’s Office of Asian and Pacific Islander Affairs, 2012 Asian American Infographic.
4 DC Mayor’s Office of Asian and Pacific Islander Affairs, 2012 Asian American Infographic.
our history

1998

Sandy Dang establishes AALEAD to serve the needs of Asian immigrants in the DC area.

2002

Venture Philanthropy Partners (VPP) selects AALEAD to be an investment Partner for their first portfolio. AALEAD was able to build capacity through strategic planning, recruitment of executive talent, and professional organizational development.

AALEAD purchases the property at 1323 Girard Street in Columbia Heights to turn into a community center for youth.

2004

For excellence in youth development, AALEAD is selected for support from a limited pool of multi-service youth agencies in the nation by the Edna McConnell Clark Foundation.

AALEAD is selected by the Annie E. Casey Foundation as a FAMILIES COUNT — National Honors Program Honoree.

2006

AALEAD’s Secondary School Program is featured in the Community Foundation’s Spirit of Giving Guide for its success in improving the academic achievement and social development of middle school youth in the DC region.

AALEAD opens its doors to its new Wheaton office to address the growing needs in Montgomery County.

2008

AALEAD is listed in Washingtonian magazine as one of the top nonprofits in the DC area.
2010
AALEAD is named a finalist for the Washington Post Award for Excellence in Nonprofit Management.

2012
AALEAD is selected from over 210 candidates as a top community-based nonprofit in the Greater Washington area. We are featured in online and print versions of the Catalogue for Philanthropy: Greater Washington’s 2013-2014 Catalogue.

AALEAD’s youth host the region’s first ever Asian Pacific American Youth Summit, a for youth by youth leadership conference.

2013
AALEAD launches our first ever Aspire to LEAD Giving Society at the first Aspire to LEAD lunch fundraiser.

2014
AALEAD receives the 2014 Nancy Dworkin Outstanding Service to Youth Award in the Organization Category.

AALEAD officially launches in Fairfax County, VA with our first ever VA High School Program at Annandale High School.

2015
AALEAD opens offices in Annandale, VA to address the growing need in Fairfax, VA.
Asian American LEAD (AALEAD) believes all youth have the ability to succeed and make decisions to positively impact their educations and futures. AALEAD focuses on healthy development and striving toward outcomes, rather than aiming to prevent destructive habits and behaviors. Founded in 1998, Asian American LEAD is the only organization in the D.C. metro area that specifically targets low-income Asian Pacific American youth. All programs focus on three outcomes: educational empowerment, identity development and leadership opportunities.
AALEAD provides after school programming for youth in the District of Columbia, Montgomery County, MD, and Fairfax County, VA. After School Programs provide culturally-sensitive resources and support for youth pre-K to 12th grade.

At the elementary school level, programming provides daily academic support—including time for homework completion and literacy-building skills—and enrichment activities. Middle and high school programs focus on providing academic counseling and support, college preparatory assistance, hands-on enrichment activities, and opportunities for leadership development and civic engagement.

AALEAD’s goal is to provide a nurturing environment and culturally-sensitive guidance so that youth may develop into confident, engaged, and contributing community members and leaders.

In the District of Columbia, programs serve elementary school youth on-site at:

- Bancroft Elementary School
- Thomson Elementary School

In the District of Columbia, programs serve high school and middle school youth at community-based locations from:

- Banneker High School
- Basis Public Charter School
- Deal Middle School
- Hardy Middle School
- Jefferson Middle School
- McKinley Technology High School
- Sacred Heart School
- School Without Walls
- Wilson High School

In 2015 in Fairfax County, VA, AALEAD served youth on-site at:

- Annandale High School
In 2015 in Montgomery County, MD, programs operated on-site at:

- Argyle Middle School
- Eastern Middle School
- Loiederman Middle School
- Newport Mill Middle School
- Parkland Middle School
- Albert Einstein High School
- Montgomery Blair High School
- Wheaton High School
In 2015, AALEAD offered summer programming in DC and MD. Summer Programming provides the unique opportunity for full days of learning, which translates into the potential for engaging in larger, longer-term projects, teambuilding and bonding, and even deeper impact for youth in AALEAD programs. Summer programs focus on a unifying theme for each program site that connects and makes accessible AALEAD’s outcome areas to keep youth energized and engaged for full days of learning. In 2015, AALEAD ran the following summer programs: DC Elementary School Summer Program, DC Middle & High School Summer Program and MD Summer Program. The MD Summer Program served both middle and high school youth together as part of one overall program. Summer Programs run for 5-6 weeks from June to August. Throughout summer programming, high school youth from all three regions collaborated to plan, organize, and host AALEAD’s Annual Asian Pacific American (APA) Youth Summit, a day-long, youth-led leadership conference and the region’s only APA Youth Summit.
4th Annual Asian Pacific American Youth Summit

The 4th Annual APA Youth Summit took place on August 1, 2015 at Walker-Jones Education Campus in Washington, DC. AALEAD's high school youth planned this Summit all summer as part of their summer programs. The theme that youth chose for the Summit was: Dare to Be Different. The goal of the Summit was to connect APA youth to different cultures and educate youth by engaging in workshops focusing on Identity, Personal Interests, and Cross-Cultural Collaboration. 98 youth from DC, MD, and VA participated in workshops that emphasized self-empowerment, expression, and identity development. The morning workshops focused on mental health while the afternoon workshops gave youth opportunities to express themselves artistically.
AALEAD’s **Mentoring Program** serves elementary through high school youth throughout the region and addresses risk factors by matching them with a caring, committed adult who is complementary of their personality and interests.

Youth and mentors are asked to commit to their mentorships for at least one calendar year. Mentoring pairs determine their own schedules and program activities, spending at least 6 hours each month together.

Mentoring pairs spend time focusing on AALEAD’s outcome areas of Educational Empowerment, Identity, and Leadership through various activities, such as museum visits, career exploration activities, and attending monthly Mentoring Program events that bring together mentoring pairs from all regions to participate in program activities together.
EDUCATIONAL EMPOWERMENT:
Connecting youth with resources to succeed academically, choose a middle or high school, and prepare for college/future careers. Youth are connected to academic/college-related resources and support with engagement of parents/guardians. In 2015:

**70%** of youth agreed or strongly agreed with the statement "Because of AALEAD, I have more educational goals and know how to achieve them."

**60%** of youth agreed or strongly agreed with the statement "Because of AALEAD, I am more comfortable talking to my teachers, counselors, and school administration."

**82%** of all youth attended at least 3 career workshops or events.

**94%** of 5th grade youth had a one-on-one discussion about middle school with an AALEAD staff member.

**61%** of juniors and seniors participated in one-on-one college prep discussions and were supported through the college application process.

**51%** of juniors and seniors visited at least one college with AALEAD.

**68%** of youth met with a helpful resource teacher, college and/or school counselor at least once a semester.
IDENTITY: Giving youth the tools to develop pride in themselves and where they are from. Staff give youth the space to feel comfortable and confident in their cultural backgrounds and experiences, and learn to find their place as community members. AALEAD’s goal is to make sure youth feel accepted and proud of their cultures. In 2015:

82% of youth agreed or strongly agreed with the statement "AALEAD has exposed me to other cultures besides my own and helped me to see similarities."

74% agreed or strongly agreed with the statement "AALEAD has helped me to be more confident."

54% agreed or strongly agreed with the statement "Because of AALEAD, I have more tools to manage my stress and emotions."

88% of youth have participated in at least 5 Asian American focused activities.

85% of youth have participated in at least 3 mental health workshops.

89% of youth have participated in at least 3 cross-cultural activities.
LEADERSHIP: Giving youth every opportunity we can to help develop skills and experiences as leaders. Whether it is taking on a program responsibility, planning an activity, or public speaking, staff give youth opportunities to own their programs now and build leadership skills for the future. Youth are given the platform to make decisions, take action, and see results. In 2015:

63% of youth agreed or strongly agreed with the statement "I am a better leader because of AALEAD."

93% of youth participated in at least 3 leadership workshops.

95% of youth have presented in front of the class.

99% of youth have taken on a classroom responsibility.

49% of youth planned at least 1 mentor/mentee outing.

60% of youth participated in at least 1 leadership activity/event with their mentor.

AALEAD provided 274.12 Student Service Learning (SSL) hours across programs.

77% of youth served at least 3 SSL hours.

73% of youth participate in at least 3 SSL activities with AALEAD.
AALEAD manages to success, program effectiveness, and impact. All program activities and outputs work toward accomplishing the following results in each outcome area:

**Educational Empowerment:** Youth access academic resources available at school and advocate for their own educational development; youth make informed decisions about post-secondary education or pursuing a personal passion or interest.

**Identity:** Youth gain a better appreciation of their personal identities and cultural histories; youth develop healthy self-concepts and lead productive lives.

**Leadership:** Youth develop leadership skills in AALEAD programming; youth take on more leadership positions in their schools and communities.
Statement of Financial Position as of September 30, 2015

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<td>Investments</td>
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<td>Property and equipment, net</td>
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<td><strong>Total Assets</strong></td>
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<td><strong>Liabilities</strong></td>
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<td>Accounts payable and accrued expenses</td>
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<td>Deferred Rent</td>
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<td><strong>Total Liabilities</strong></td>
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<td><strong>Net Assets</strong></td>
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<td>Unrestricted</td>
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<td>Undesignated</td>
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<td>Board-designated</td>
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<td><strong>Total unrestricted net assets</strong></td>
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<td><strong>Total net assets</strong></td>
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<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$1,488,221</strong></td>
</tr>
</tbody>
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24
Statement of Activities as of September 30, 2015

<table>
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<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
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<tbody>
<tr>
<td><strong>Revenue and Support</strong></td>
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<td>Government Grants</td>
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<td>Special events, net of direct benefit to donors of $7,326</td>
<td>61,582</td>
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<td>Investment income</td>
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<td>Miscellaneous income</td>
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<tr>
<td>Release from restrictions</td>
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<td><strong>Total revenue and support</strong></td>
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<td>35,900</td>
<td>1,045,875</td>
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<td><strong>Expenses</strong></td>
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<td>Program services:</td>
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<tr>
<td>Elementary school programs</td>
<td>340,096</td>
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<td>340,096</td>
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<td>High school programs</td>
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<td>187,401</td>
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<td>Middle school programs</td>
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<td>Mentoring</td>
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<td>Parent outreach</td>
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<td>Supporting services:</td>
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<td>Management and general</td>
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<td>Fundraising</td>
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<td>242,278</td>
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<tr>
<td><strong>Total expenses</strong></td>
<td>1,092,591</td>
<td>-</td>
<td>1,092,591</td>
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<tr>
<td><strong>Change in Net Assets</strong></td>
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<td>(46,716)</td>
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<td>Net Assets, beginning of the year</td>
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<td>Net Assets, end of the year</td>
<td>$1,257,412</td>
<td>168,150</td>
<td>1,425,562</td>
</tr>
</tbody>
</table>
Get involved!

The work we do is possible because of the dedicated efforts of each and every member of our team. Whether it is interns providing staff and program support, volunteers taking time to host workshops, or donors contributing their financial resources, we are all committed to being advocates for our youth and to seeing them succeed. We always welcome new team members who share these values.
Volunteers contribute their time, talent, and skills to support and enhance our programs. Please consider making a difference for low-income and underserved Asian Pacific American youth:

**Mentors** build a friendship with a young person in need of a positive role model and support youth with academic and life skills. This requires a commitment of six hours a month for at least one year.

**Other volunteers** host workshops and provide support during program time or events. These one-time and short-term opportunities can be tailored to fit a busy schedule.
We welcome volunteers from all professional sectors to engage our youth in workshops and support staff during events. Please consider joining us and giving back to our youth!

For more information about volunteering, contact:

Stephanie Lim  
Mentoring & Volunteer Programs Coordinator  
202.884.0322 extension 104  
slim@aalead.org
Your donation ensures that our youth will continue to receive opportunities that will pave the way to brighter futures. We invite donors to join our Aspire to LEAD Giving Society at one of our sponsor levels, which supports youth with programming for one year. How your donation supports AALEAD youth:

- Youth Sponsor $1,000
- Sponsor of 10 Youth $10,000
- Program Sponsor (25 Youth) $25,000

Asian American LEAD is a registered 501(c)3 organization and your donation is fully tax-deductible. Please visit www.aalead.org/donate to make a secure donation or make checks payable to Asian American LEAD and send to:

Asian American LEAD
1029 Vermont Avenue NW, Suite 810
Washington, DC 20005

We are also a member of the Combined Federal Campaign for the National Capital Area (CFCNCA) and the United Way Campaign for the National Capital Area (UWCNCA). Our CFCNCA campaign number is 88412 and our United Way Campaign number is 9613.
our 2015 supporters

**Government**
DC Language Acquisition Division, DCPS
DC Mayor’s Office on Asian and Pacific Islander Affairs
DC Office of the State Superintendent of Education
DC Trust
Montgomery County Department of Health and Human Services
Montgomery County Collaboration Council

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Margery Myers
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Graystone Consulting, Morgan Stanley

Ki Wilson  
Director of the Global Network Field Operations  
Verizon

Joe Wong  
Director, Founding Partner, Wealth Manager  
Steward Partners Global Advisory
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Sharon Choi, Development & Communications Manager

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Tina Ngo, Mentoring & Volunteer Programs Coordinator

Mylinh Nguyen, Program Director

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