SUMMER TRANSFORMS
2015 Annual Report
**Dear Friends,**

In 2015 we celebrated our 30th summer—a huge milestone for us, and a tremendous success!

Aim High believes that **summer can transform lives.** As we reflect on the impact of meaningful summer experiences, we would like to share a few of our accomplishments from 2015. Because of your generosity:

**We served a record number of kids!** More than 1,900 middle schoolers walked through the doors of our 15 campuses. They learned about the path to high school and college, explored new interests, made academic gains, and started the school year ready to succeed.

**We launched our third campus on the Peninsula.** With the help of our committed South Bay partners, supporters, and educators, we opened a new site in Redwood City, welcoming 85 new students into our program.

**We hired a dedicated team of talented educators.** Over 450 teachers led our summer program. Doing more than just teach, they inspired our students to dream big, ask questions, and realize their full potential. From recent Aim High graduates in high school and college, to teachers-in-training and professional educators, our diverse community of teachers cultivated a safe space where students were eager to learn.

**We deepened partnerships with like-minded organizations.** Because our priorities will always be middle school and summer, we collaborated with excellent youth-serving programs to maximize our impact. Students in the South Bay will have year-round support with the help of the Boys and Girls Club, while our graduates will maximize their potential in high school and stay on the path to college under the guidance of SEO Scholars.

2015 was an exciting year of growth for Aim High. We are grateful for our community of supporters, partners, educators, and families who made it possible!

Looking ahead, we will celebrate 30 years in 2016. We invite you to join us as we commemorate three full decades of Aim High magic. Thank you for your generosity and support. It is changing lives.

With gratitude,

**BRUCE WHEELER**  
Board President

**ALEC LEE**  
Co-Founder & Executive Director
OUR FOOTPRINT

15 campuses in San Francisco, Oakland, Redwood City, San Rafael, East Palo Alto, and Tahoe/Truckee

STUDENT STATS

1,920 students
98% students of color
78% speak a language other than English at home
79% poised to be the first generation in their family to graduate from college
70% student retention

TEACHER STATS

210 teachers
240 teaching assistants
25% are Aim High graduates
57% are multilingual
70% are teachers of color

Student Spotlight

YULIANA MENDOZA
2014 Aim High Graduate

Before coming to Aim High, Yuliana struggled in school. She describes herself during this time as a challenging student. “I was a trouble maker. I acted out in class and didn’t do my schoolwork,” she says.

Things started to change once she joined Aim High. Under the care, guidance and support of Aim High educators, Yuliana began to thrive. “Classes are different at Aim High,” says Yuliana. “Teachers make you feel comfortable and they make you feel like there isn’t a wrong question. I felt like someone was actually making an effort to help me.”

Summers with Aim High: 4
During the school year: Sophomore at Truckee High School

After her first summer at Aim High, Yuliana’s grades went from Ds to Bs, and her behavior improved dramatically. “I feel a lot more confident and a lot more social. I feel more comfortable being myself around people.”

Yuliana graduated Aim High in 2014 and is now a volunteer in our program. She hopes to help other students like herself build the confidence and skills they need to excel in school and life.


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LAST SUMMER,

1,920 students visited 35 exciting corporations and companies, engaged in 300,000 hours of academic and enrichment activities, ate 45,600 healthy meals, experienced 10,000 hours of outdoor education, and participated in 150 different afternoon activities.

GET INVOLVED AND TRANSFORM A LIFE!

With your help, our kids, educators and families thrive.

We lean on our community to help create meaningful experience for students and teachers. From the books read, to the lessons taught, and the dreams to which our students and teachers aspire, it can’t happen without you. Please join us in creating life-changing opportunities for those who deserve it most.

DONATE.

VISIT.

VOLUNTEER.

For more opportunities to support Aim High, visit us online at aimhigh.org or call (415) 551-2333.
OUR IMPACT ON STUDENTS

90% of students said they have a more positive attitude about learning because of Aim High

87% of students showed improvement in their reading, writing, and science skills

86% of students said they feel respected by their peers at Aim High

95% of parents feel their child is better prepared for school in the fall

OUR IMPACT ON GRADUATES

95%* of students who completed Aim High in 2009 enrolled in college, compared to the national average of 49% among low-income students (*based on an 80% response rate)

OUR IMPACT ON TEACHERS

75% of professional educators believe they will be a better teacher during the academic year

85% of teachers without a credential are considering a career in education after working at Aim High

73% of teachers felt their site directors prepared them to teach collaboratively, effectively, and creatively
### Finances Results - Fiscal Year 2015

**September 1, 2014 - August 31, 2015**

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<thead>
<tr>
<th>Revenue</th>
<th>FY14</th>
<th>FY15</th>
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<tbody>
<tr>
<td>Contributions and gifts</td>
<td>$2,889,996</td>
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<td>Grants</td>
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<td>In-kind contributions</td>
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<td>Other income</td>
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<td>Interest income</td>
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<td><strong>TOTAL REVENUE</strong></td>
<td><strong>$3,489,114</strong></td>
<td><strong>$4,984,369</strong></td>
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<tr>
<th>Expenditures*</th>
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<th>FY15</th>
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<tbody>
<tr>
<td>Program</td>
<td>$2,805,919</td>
<td>$3,308,017</td>
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<td>Development</td>
<td>601,211</td>
<td>746,679</td>
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<td>General Administration</td>
<td>385,974</td>
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<tr>
<td>Other</td>
<td>1,914</td>
<td>10,627</td>
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<td><strong>TOTAL EXPENDITURES</strong></td>
<td><strong>$3,795,018</strong></td>
<td><strong>$4,401,902</strong></td>
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**Net Operating Income**

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<tr>
<th></th>
<th>FY14</th>
<th>FY15</th>
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<tbody>
<tr>
<td>Net Assets at Beginning of Year</td>
<td>3,163,156</td>
<td>2,857,252</td>
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**Net Assets at End of Year**

<table>
<thead>
<tr>
<th></th>
<th>FY14</th>
<th>FY15</th>
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<tbody>
<tr>
<td></td>
<td><strong>$2,857,252</strong></td>
<td><strong>$3,439,719</strong></td>
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*Expenses from unaudited financial statements.

### FY15 Fundraising Revenue by Source

- **Foundation** 51%
- **Individual** 25%
- **Government** 13%
- **Corporate** 8%
- **Other Income** 4%

### FY15 Total Expenses

- **Program** 75%
- **Development** 17%
- **General Administration** 8%

### Program Expenses Detail

- **Staff** 63%
- **Program Materials** 6%
- **Facilities and Transportation** 13%
- **Outdoor Education** 5%
- **Professional Development** 8%
- **Evaluation** 5%
OUR DONORS

30TH ANNIVERSARY CIRCLE
Celebrating donors who have contributed more than $500,000 since our founding.


Fiscal Year 2015
September 1, 2014 - August 31, 2015

INDIVIDUALS, FOUNDATIONS, AND PARTNERS

$100,000+

$50,000-$99,999
Anonymous  Lampert/Byrd Family Fund  Susan and Mitchell Cohen  Thomas J. Long Foundation  RMLow Foundation  Connie and Bob Lurie  Stephanie and Bill Mellin  Philanthropic Ventures Foundation  Quest Foundation  Silver Giving Foundation

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The Northern Trust

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THE AIM HIGH
FAMILY FUND

Because Aim High is free, parents frequently ask us how they can help support the program their children love. In 2014, we launched the Family Fund to honor their request. Each dollar raised goes straight back to the program, ensuring that the transformative magic of summer continues for years to come.

Thank you to the 194 families who collectively raised $9,415 in 2015. You are an integral part of the Aim High community.

Senaah Adams
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Elaine Leung and Tsun H. Ng
Since 1986, Aim High has been a leading force in narrowing the opportunity and achievement gaps prevalent among low-income middle school students. In the past 30 summers, Aim High has served 9,000 students and trained 2,000 teachers across Northern California.

We have more work to do. In 2015, Aim High launched Vision 2020, an ambitious new phase of growth and innovation. During this five-year plan, Aim High will broaden and deepen its impact to ensure that even more students and teachers have access to transformative experiences in the summer and beyond.

GROW AND STRENGTHEN OUR SUMMER PROGRAM

We will open five new campuses and serve 6,000 more low-income middle school students to meet the community demand. While expanding our reach, our commitment to delivering high-quality programming will remain strong.

INVEST IN TEACHERS AND EDUCATIONAL LEADERS

We will hire and train 1,000 educators and provide them with resources they need to feel supported and inspired. We will launch a new teacher fellowship for aspiring teachers and a leadership track for experienced educators, creating a community—and pipeline—that extends beyond the Aim High classroom.

LAUNCH STRATEGIC PARTNERSHIPS

We will strategically partner with organizations that complement our mission and model. By leveraging these partnerships, we will place 2,500 Aim High middle school students and graduates in programs that propel them through high school to college.

LOOKING AHEAD: VISION 2020

In the next five years, we must raise $10 million to support our growth and innovation.

Teacher Spotlight

RENÉ LY

Summers with Aim High: 4
First Role at Aim High: Humanities Teaching Intern
Current role at Aim High: Lead Issues + Choices Teacher
During the school year: San Francisco USD Substitute Teacher
College: CCSF and SFSU, B.A. Liberal Studies, minor in Special Education
Graduate School: USF School of Education, Masters in Urban Education and Social Justice, Multiple Subject Credential, and Reading Certification

René didn’t love school growing up. "It was about how well you did on a test, or what kinds of grades you got," she says. "It made me feel disempowered."

Inspired by her own experience, René decided to pursue a career in education. "I want to challenge the norm of how traditional classrooms are run throughout this country," she says. René is now a dedicated Issues + Choices teacher at Aim High. Every summer with her students, they discuss issues like identity, self-advocacy, and stereotypes. "It’s one of the few classes where their lives are the subject of the class."

Aside from teaching, René also leads a hip-hop dance club during Aim High’s afternoon activities. She encourages her students to express themselves and come together as a community.

"Students blossom when they know they are supported and cared for," René says.

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