Aim High makes me braver.
In 2016, we celebrated Aim High’s 30th anniversary. It was a special year for our community, and to this day, we are still feeling the glow!

But more than a cause for celebration, 2016 was also a moment of reflection; a moment when we looked back on the 10,000 students who walked through our doors, the 2,000 teachers who empowered them, and the generous supporters, partners, and families who made the past three decades not only possible but remarkable. We are incredibly grateful for those who pushed us to grow and inspired us to think bigger. We hope you are as proud as we are with what we accomplished during our 30th anniversary year. Highlights include:

We served 2,183 students—a record for us! Of these students, 95% said they made new friends and 92% said they learned how to work with their peers. They also learned about the path to college, explored new interests, made academic gains, and returned to school in the fall feeling confident and ready to learn.

We opened two new campuses! With the help of our committed partners, we launched two new sites—one in Napa and one in San Francisco’s Bayview Neighborhood—and welcomed 170 new students into our program! Seventeen Aim High campuses now dot the landscape of Northern California. Read more about these two exciting additions on page 9.

We launched a teacher initiative to support our educators. Students deserve high-quality learning experiences, and that starts with innovative and empowered teachers. As part of our strategic plan, Vision 2020, we introduced an initiative to develop strong educational leaders whose impact will expand beyond Aim High and into classrooms during the academic year. Four teachers participated in the pilot program and spent more than a year learning from mentors in the community.

As you can see, 2016 provided us with many reasons to celebrate.

Looking ahead to 2017, we are excited to serve more students, train even more teachers, and ensure the future is hopeful and bright for thousands of young people across Northern California. Thank you for joining us in this journey. Your support of our work changes lives.

With gratitude,

SHAFIA ZALOOM
Board President

ALEC LEE
Co-Founder & Executive Director
PILLARS OF OUR AWARD-WINNING PROGRAM:

- Challenging & Engaging Curriculum
- Small Class Sizes & Enrichment Opportunities
- Social & Emotional Skill Building
- College & Career Awareness
- Project-Based Learning
- Team Teaching & Professional Development
- Multi-year commitment to students & families
- Parent Engagement
Nurtures
the promise and potential of middle school students from low-income neighborhoods

Prepares
students for high school, setting them on the path to college and future success

Inspires
the next generation of teachers and educational leaders

Our Approach
Summer and middle school matter. When students are engaged and supported during these transitional phases, they have the confidence and resilience to succeed.

Aim High guides students through these pivotal periods by blending academics, enrichment, and youth development into an exciting tuition-free learning program. Students entering grades six through nine join us for five weeks during the summer.

Once accepted into our program, they are invited back each summer until they reach high school.

But our work doesn’t stop there. We hire teachers—many of whom are Aim High graduates—and carefully train them so they are supported and inspired in our classrooms. In turn, they grow into leaders, making a positive impact on Aim High students and the thousands they teach during the regular school year.
1,001 students in San Francisco
82 students in Oakland
117 students in Tahoe/Truckee
115 students in San Rafael
449 students in Napa
419 students in Redwood City/East Palo Alto

OUR ALUMNI ARE THRIVING!

98%* of students who completed Aim High graduated from high school and enrolled in college, compared to the national average of 52% among high school graduates qualifying as low income.

*based on an 84% response rate from Aim High classes of 2009, 2010 and 2011.

OUR FOOTPRINT
17 campuses in Northern California, serving 2,183 students
OUR STUDENTS AND TEACHERS

98% are students of color

80% poised to be first generation in family to graduate from college

95% live in low-income households

75% are teachers of color

54% are multilingual

23% are Aim High graduates

OUR IMPACT

88% of students say they have a more positive attitude about learning because of Aim High

86% of students improved their math, science, reading, and writing skills

93% of students say they understand how to make positive life choices

92% of teaching interns report that they gained valuable and important job skills at Aim High

71% of professional educators believe they will be a better teacher because of Aim High

82% of teachers feel their teaching skills have improved because of Aim High
Before Aim High, my grades weren’t the best, but now, I have all A’s and one B.
**STUDENT SPOTLIGHT**

**Steve Johnson**  
2016 Aim High Graduate, Redwood City

When Steve found out his dad enrolled him in Aim High, he wasn’t excited. Like any other kid Steve says, “The worst thing you can hear is that you have to go to school during summer.”

But when Steve arrived on the first day, the warm environment and engaging curriculum quickly changed his mind. “As soon as I got here, it really became fun and interesting,” Steve says.

The subject matter that Steve discussed in class resonated with him, and the supportive community inspired him. With his classmates and teachers, he discussed Black Lives Matter and the American dream. “Aim High is different from regular school,” he says.

During his time at Aim High, Steve’s grades improved dramatically. “Before Aim High, my grades weren’t the best, but now, I have all A’s and one B. It really made an improvement in my education.”

Now a graduate of the program, he plans to return as a volunteer and eventually as a teaching intern to help other students like him. “I feel that if Aim High can help me, it can help everyone else too.”

Steve is also one of the nation’s best young boxers, and will compete in the Junior Olympics in 2017. Steve loves boxing, but as he says, “my education will always come first.”

See Steve’s story at: http://tinyurl.com/AHSteve
AIM HIGH’S 2016

Two thousand sixteen was a milestone year for Aim High! We served a record number of students, launched a bold new strategic plan, and celebrated our 30th anniversary. But it doesn’t stop there. Here are four points of pride that really made 2016 special:

The White House honors Aim High Executive Director

In February 2016, the White House honored Aim High’s co-founder and Executive Director, Alec Lee, as a Champion of Change for Summer Opportunity. An esteemed distinction created by the Obama Administration, Champions of Change celebrated everyday Americans who made extraordinary contributions to their communities. More than 450 individuals from across the country were nominated for their excellence in providing summer opportunities; just nine were selected.

For one day, Alec and his fellow Champions gathered at the White House to share their ideas on supporting youth during the summer. As President of the SFUSD Board of Education Sandra Fewer observed, “Honoring Alec with this award is the catapult he needs to take Aim High to communities across the state.”

Aim High hosts remarkable 30th Anniversary Gala

In November, Aim High hosted its 30th Anniversary Gala in San Francisco. More than 500 guests joined us to celebrate three decades of service to the Bay Area and commemorate the leadership and legacy of our distinguished honorees: the Golden State Warriors, former Aim High educator Vince Matthews, and Aim High alumna Michelle Cody.

That evening, students and teachers recreated the Aim High classroom at our second annual Curiosity Lab. Over dinner, Michelle delivered an inspiring speech about being an Aim High student and teacher, and the Golden State Warriors, including Steph Curry, congratulated Aim High on its 30 years of service.

Aim High’s anniversary gala raised enough money to welcome 500 new students to the program in 2017. Reflecting on the evening, Aim High co-founder Alec Lee remarked that it was “one of his life highlights.”
In June 2016, Aim High opened its doors at the recently rebuilt Willie Brown, Jr. Middle School in the Bayview to 80 middle school students. The site launched thanks to a six-figure seed investment from Salesforce.org.

Salesforce.org invested in Aim High because “we want to ensure inclusive and quality education for all, and promote lifelong learning, specifically in the middle grades,” said Ebony Frelix, Senior Vice President of Philanthropy and Engagement at Salesforce.org. “This is a crucial age because it’s when kids, especially girls, lose interest in math and science.”

Willie Brown students investigated weather patterns in science, wrote their memoirs in humanities, created self-portraits and took dance classes during afternoon electives, and visited GoPro’s San Mateo headquarters.

“For the kids who may have had a rough school year at Willie Brown, Jr. Middle School, I’m excited Aim High gave them a space to fall back in love with learning,” said Michelle Cody, founding co-director and Aim High graduate, and 2016 Distinguished Alumna.

Learn more about Aim High alumna and educator Michelle Cody and our first summer at Willie Brown, Jr. Middle School: http://tinyurl.com/AHMicahelle

Aim High expands to Napa: It’s Napa-ning!

In 2016, Aim High also expanded its program to serve the Napa community. Eighty students and an enthusiastic 20-person staff participated in the inaugural summer at Silverado Middle School.

When asked what her favorite part of Aim High was, Jennifer, a seventh grade student, immediately replied, “Everything.”

The origins of Aim High Napa date back four years ago when S.H. Cowell Foundation suggested expanding into the wine-producing region. In 2012, Cowell helped Aim High launch in another rural community, Tahoe/Truckee, and believed a program in Napa could achieve similar outcomes.

Aim High Napa was made possible with support from the Napa Valley Vintners, the Napa Valley Community Foundation and the E. Richard Jones Family Foundation. Other partners included On The Move, a youth-serving organization, and the Napa Valley Unified School District.
In 2015, after 30 summers of service, Aim High launched Vision 2020, a five-year plan to grow and innovate. To support our efforts, we also launched the Futures Fund, a $10M Leadership Campaign. Our plan will expand Aim High’s impact on students, graduates, and teachers and narrow the achievement and opportunity gaps that persist in Northern California.

### Our Progress

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<td>26</td>
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<td>Students served in 2017</td>
<td>17</td>
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<td>525</td>
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<td>Partner programs placement</td>
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<td>Futures Fund capital raised as of May 2017</td>
<td>1350</td>
<td>50</td>
<td>26</td>
<td>$2.6m</td>
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<td>Summer staff in 2017</td>
<td>610</td>
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<td>26</td>
<td>Futures Fund capital raised as of May 2017</td>
<td>525</td>
<td>4</td>
<td>18</td>
<td>$2.6m</td>
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<tr>
<td>Leadership Institute participants</td>
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<td>18</td>
<td>Futures Fund capital raised as of May 2017</td>
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<td>1</td>
<td>2</td>
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<td>$7.8m</td>
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<td>$1</td>
<td>$1</td>
<td>$2.6m</td>
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<td>Annual budget in 2017</td>
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<td>$5.7m</td>
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<td>Futures Fund capital raised as of May 2017</td>
<td>25</td>
<td>$1</td>
<td>$1</td>
<td>$2.6m</td>
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### Invest in the Futures Fund

If you believe, as we do, that educational equity is critical to the future of California and the nation, then please invest in our work. Your dollars create opportunity for low-income young people and narrow the achievement gaps that affect our communities. Join us today!

Your philanthropy will support three strategic priorities: summer growth, student and alumni opportunities, and teacher development. We also will make targeted investments in our organizational capacity and infrastructure to support and sustain our growth over the next 30 years.

Learn more online at aimhigh.org or contact Stacey Lewis, Director of Development, at (415) 551-2314.

### Founding Investors in Vision 2020

- Eustace-Kwan Family Foundation
- Hellman Foundation
- Susan and Mitch Cohen
- Laura Foulke
- Connie and Bob Lurie
- Susan Byrd and Mark Lampert
- Susan and Alec Lee
- Stacy and Matthew Perry
- Stephanie and Bill Mellin
- Joan Boyle and Larry Weiss
- Kimberly and Scott Wu
## FINANCIAL RESULTS

September 1, 2015 - August 31, 2016

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<th>REVENUE</th>
<th>FY15</th>
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<td>Contributions and gifts</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>$4,984,369</strong></td>
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<td>Program</td>
<td>$3,308,017</td>
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<td>Development</td>
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<td>General Administration</td>
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<td><strong>TOTAL EXPENDITURES</strong></td>
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<td><strong>$5,167,824</strong></td>
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<td>NET OPERATING INCOME</td>
<td>$593,094</td>
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<td>CHANGE IN NET ASSETS</td>
<td>582,467</td>
<td>241,346</td>
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<td>Net Assets at Beginning of Year</td>
<td>2,857,252</td>
<td>3,439,719</td>
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<td><strong>NET ASSETS AT END OF YEAR</strong></td>
<td><strong>$3,439,719</strong></td>
<td><strong>$3,681,065</strong></td>
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*Expenses from unaudited financial statements.
FISCAL YEAR 2016

FY16 TOTAL EXPENSES

- Program: 74%
- Development: 18%
- General Administration: 8%

Program Expenses Detail:
- Staff & Educators: 67%
- Materials & Curriculum: 23%
- Facilities & Transportation: 4%
- Professional Development: 2%
- Outdoor Education: 3%

FY16 FUNDRAISING REVENUE BY SOURCE

- Foundation: 48%
- Individual: 29%
- Gov’t: 13%
- Corporate: 9%
- Other: 1%
OUR DONORS, OUR CHAMPIONS

Fiscal Year 2016
September 1, 2015 - August 31, 2016

INDIVIDUALS,
FOUNDATIONS, AND
PARTNERS

$100,000+
Chan Zuckerberg Initiative
S.H. Cowell Foundation
Eustace-Kwan Family Foundation
Hellman Foundation
Gail and Charles McCabe
Oakland Fund for Children and Youth
SF Dept. of Children, Youth, and Their Families (DCYF)

$50,000-$99,999
Susan Byrd and Mark Lampert
Susan and Mitchell Cohen
Fullerton Family Foundation
John & Marcia Goldman Foundation
Walter & Elise Haas, Sr. Fund
Thomas J. Long Foundation
Connie and Bob Lurie
Stephanie and Bill Mellin
Oakland Unified School District
Quest Foundation
Silicon Valley Community Foundation
Silver Giving Foundation

$25,000-$49,999
Anonymous
Louis L. Borick Foundation
Dana and Robert Emery
David B. Gold Foundation
Noble & Lorraine Hancock Family Fund
Clarence E. Heller Charitable Foundation
Franklin & Catherine Johnson Foundation
E. Richard Jones Family Foundation
Mary Lemmon
Marin Academy
Henry Mayo Newhall Foundation
San Francisco Unified School District
The San Francisco Foundation
Irene S. Scully Family Foundation
Marney and Patrick Tenney

$10,000-$24,999
Anonymous (x4)
Frederick E. & Anne R. Barstow Fund
Susan Breyer
Ana and Abdur Chowdhury
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The Swig Foundation
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Tahoe Truckee Excellence in Education Foundation
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Tracy and Daniel Keller
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Annette and Jim Kingman
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Cathy Lego
Robert Leri

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Eric Tester
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$1-$499
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Zita Agazzi
Arlina Ahiuwalia
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Aim High is free for students, and always will be! Yet each year, families ask us how they can support a program their children love. In 2014, we honored their request and launched the Aim High Family Fund. Each dollar they contribute goes straight back to the program, ensuring that the transformative magic of summer endures for years to come. Thank you to the 218 families who collectively raised $9,670 in 2016. You are an integral part of the Aim High community, and we are proud to serve your children!

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