

*"Full S.T.E.A.M. Ahead!"*

# AYC ANNUAL 2018 REPORT



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2018 was an exciting year for AYC, especially for all of the advances in our Educational Enrichment Services Department. We integrated our Science, Technology, Engineering, Arts, and Math (STEAM) Programming into our year-long after-school and summer school programs so that youth are engaged in STEAM Projects on a regular basis through-out the year. In addition, AYC successfully expanded the Project NEO after-school program to three additional K-8 schools in the Alhambra Unified School District after the successful merger between AYC and Project NEO, which has allowed us to increase the number of youth served annually by more than 100. Finally, AYC's Evaluation & Learning Project continues as we collect and analyze pre- and post-data to continuously improve the quality of programs and services.

Our Learning Agenda for 2018 was:

1) Are we doing what we say we are doing?

We used data collection to validate the processes and units of services provided and to compare our programs and services to the best practices in the industry. Yes, AYC is doing exactly what we say we are doing!

2) What is the impact on participating youth?

We collected pre- and post-test data to demonstrate increases in knowledge, improved academic performance, and other outcomes. We are having a positive and significant impact on participating youth!

3) How do we increase or improve upon that impact?

Each program has analyzed the data and created strategies to make the work more efficient and effective!

Now we are moving full steam ahead to implement these ideas.

Michelle Freridge  
Executive Director

### **MICHELLE FRERIDGE** *EXECUTIVE DIRECTOR*



Michelle Freridge became the Executive Director of AYC in 2012 after serving as the Program Director and Director of Development. She has over 20 years of professional non-profit experience. Ms.

Freridge completed a B.A. at Michigan State University, an M.P.A from Western Michigan University, and a J.D. at Loyola Law School. In 2018, she taught non-profit management classes as an Adjunct Professor in the MBA Program at University of the West and served on the Pasadena Community College President's Asian American Pacific Islander Advisory Committee, as well as on the Board of the Rosemead Kiwanis Foundation.

## MISSION

The Asian Youth Center (AYC) exists to empower low-income, immigrant, and at-risk youth and families, of all communities, to overcome barriers to success through culturally and linguistically competent education, employment, and social services.

## HISTORY

AYC was founded in 1989 to meet the social service and health needs of Asian immigrant youth and families in the San Gabriel Valley. Over the years the agency has grown from a small annual budget of \$160,000, serving less than 100 youth in a small geographic area, to the organization it is today, with an annual budget of more than \$4 million, serving more than 2,500 youth and families over almost a third of Los Angeles County. Along the way, AYC expanded its scope and services to include youth and families of all ethnicities, while still retaining its core cultural and linguistic competence with Asian immigrants. Today, AYC provides services in Chinese, Vietnamese, Spanish and English.



## VALUES

### *PASSION*

AYC's authentic passion for helping youth and families succeed drives everything we do.

### *RESPECT*

AYC treats all youth, family members, community partners and other stakeholders with respect and professionalism.

### *INTEGRITY*

AYC consistently chooses honesty, transparency, and doing the right thing in all the ways we do business.

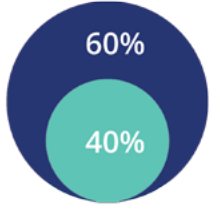
### *DIVERSITY*

AYC values people of diverse ethnicities, cultures, gender, age, and socio-economic status because diversity enriches and empowers the team and its members.

### *EXCELLENCE*

AYC demonstrates excellence in leadership, performance, and customer service.

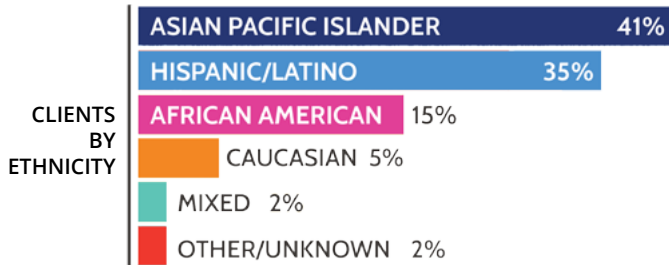
1,967  
UNDUPLICATED  
INDIVIDUALS



- YOUTH (AGE 0-24)
- ADULTS (AGE 25+)  
*INCLUDES PARENTS & CUSTODIAL GRANDPARENTS*

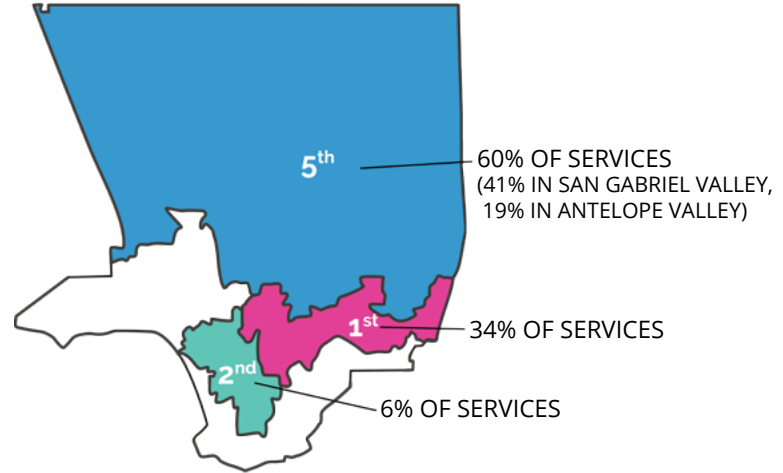


82% **LOW-INCOME HOUSEHOLDS**



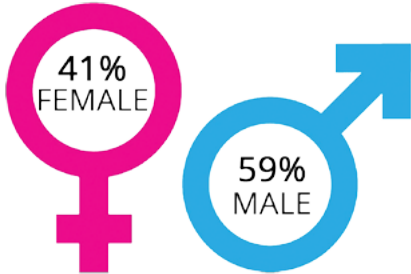
## GEOGRAPHIC AREA OF SERVICES

(BY LA COUNTY SUPERVISORAL DISTRICTS)

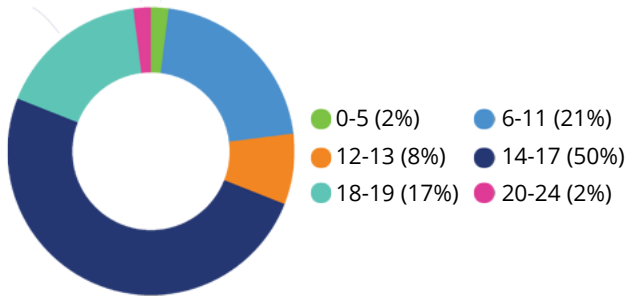


49% of individuals receiving services spoke English, 38% spoke Chinese (Mandarin or Cantonese), 12% spoke Spanish, 1% spoke Vietnamese, and less than 1% spoke another language.

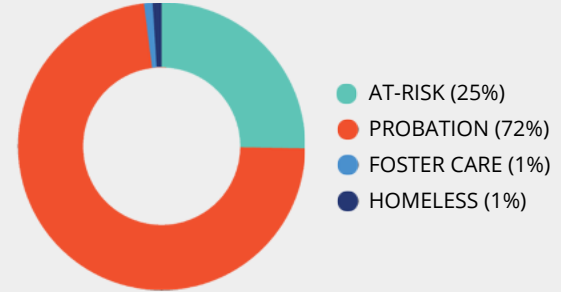
OF THE **1,181** YOUTH SERVED:



AGE DISTRIBUTION OF YOUTH



AT-RISK YOUTH



*\* Youth are considered "at-risk" when they have been assessed with multiple risk factors that may include being from a low-income family, living in a high crime or gang identified neighborhood, failing in school, and/or engaging in risky or delinquent behavior.*

In order to provide youth with prevention, intervention, skill development and all around support in home and in the community, AYC's programs are divided into four departments:

1. Educational Enrichment Services;
2. Youth & Family Services;
3. Employment Services; and
4. Community Outreach & Education.



### DISTRIBUTION OF SERVICES ACROSS DEPARTMENTS



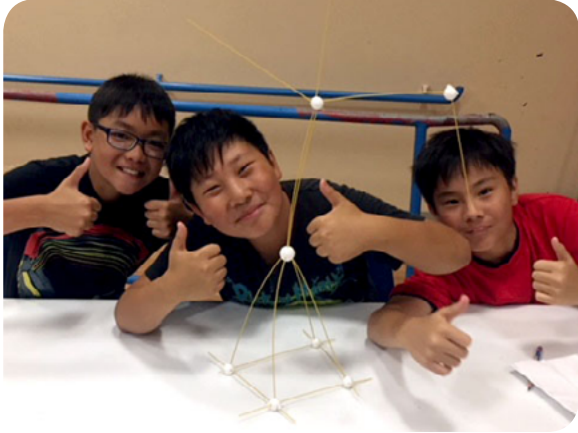
- YOUTH & FAMILY SERVICES (44%)
- COMMUNITY OUTREACH & EDUCATION (33%)
- EDUCATIONAL ENRICHMENT SERVICES (17%)
- EMPLOYMENT SERVICES (6%)

**YOUTH & FAMILY SERVICES (YFS)** programs are provided at school sites, community partner sites, and in youth homes throughout the First, Second and Fifth Supervisorial districts of Los Angeles County (this encompasses the Antelope Valley, East Los Angeles, South Los Angeles, and the San Gabriel Valley.) The YFS programs are funded by the Los Angeles County Probation Department and seek to decrease recidivism and juvenile delinquency through social emotional learning and case management services. AYC helps youth envision a future where they can fulfill their potential, and then helps them build the foundation they need to achieve it. In 2017, the YFS Programs served 872 youth and parents/family members and post-tests demonstrated significant increases in skills and self-esteem.



**COMMUNITY OUTREACH & EDUCATION** in Chinese and Spanish provided direct services to 641 unduplicated individuals. In addition, this department reached more than 25,000 people with educational information through in-language press coverage and community event outreach on a variety of topics last year including: Voter Registration; Parent Education; Medi-Cal and Medi-Care and CalFRESH eligibility; Domestic Violence; Immigration & Naturalization; Disaster Preparedness & Relief; Women's Health & Mental Health; Health Care Access; and Water Conservation.

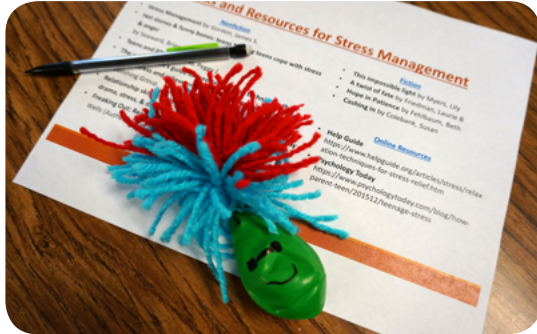




**EDUCATIONAL ENRICHMENT SERVICES (EES)** provides low-income and immigrant youth in the West San Gabriel Valley, ages 5-14, with much needed after-school and summer school programming. The programs have an academic focus on supplemental instruction in English Language Arts and Math, as well as programming in STEAM, Health and Arts. Participating youth receive homework assistance in all academic subjects, college and career preparation, recreation, mentoring and participate in positive youth development activities. These programs are registered Heritage Schools providing Chinese Language and other cultural education components as well. Last year, AYC served 337 unduplicated youth through this department. English scores improved an average of 22%, Math scores by an average 27%.

**EMPLOYMENT SERVICES** increase employment success among low-income youth ages 14-24. Services provide youth with access to and support for the completion of educational and vocational assessment, job skills development, vocational training, paid work experience, and job placement. Employment Services programs helped 117 youth in obtaining gainful employment and achieving long-term success in the workplace by removing barriers and providing opportunities. Ninety-five percent (95%) of youth successfully completed job preparation activities, 62% successfully completed paid work experience, and 11 youth successfully completed vocational training, enrolled in high-school completion or post secondary education, or found permanent employment.





AYC's Youth & Family Services department makes a positive, powerful impact in the lives of at-risk and high-risk youth and families. AYC believes that every individual has strengths and we take a strength based approach to our work. We partner with each youth and parent to empower, educate, and support the youth and families to overcome the challenges, barriers, and disadvantages they experience. Last year, 872 youth and parents received Youth & Family Services.

Youth & Family Services (YFS) Department includes four programs:

1. **The High Risk/High Needs Home Based Program;**
2. **Gang Intervention Program;**
3. **Better Outcomes with New Connections & Enrichment for Girls (BOWNCE); and**
4. **Youth on the Rise**

**The High Risk/High Needs Home Based Program** works to decrease criminal and delinquent behavior and to promote success for high-risk youth on probation. Designed for both youth and their parents, the program's case workers visit each family in their home to provide guidance for successful completion of probation. During these weekly visits, case workers lead discussions with youth about decision making, choices and consequences, anger management, substance abuse prevention, gender specific topics with female youth, and other social emotional learning topics. Case workers empower parents to work on developing effective communication, discipline, and household structuring skills. Four hundred and sixteen (416) youth and their parents participated in this program last year. AYC staff spent 2,636 hours in direct services with youth and parents. Pre- and post-test data indicated that youth and parents who successfully completed the program significantly increased their social emotional intelligence, decision making skills, and parenting skills.

### JOSEPH, AGE 17

When the probation officer sent Joseph's information to us, to enroll him in the program, he said "the minor has not completed any programs and has failed to complete the home based program once before, expect resistance". The Case Worker scheduled the first meeting for intake but Joseph was not present when she arrived, so she talked with and listened to the father. Twenty minutes later, a young man walked into the kitchen and said "sorry I'm late."

Joseph was very resistant to the program and told the Case Worker that he felt there was no point in participating. She assured him that she was there to help him and as she got to know the minor he started to share that he felt abandoned by his Mother at the age of four years old due to her drug addiction. Joseph shared that his father had kicked him out of his house at the age of twelve years old. He was homeless, not knowing where his next meal would come from or if he would have a place to sleep. His gang took him in, fed him, and gave him a place to sleep.

As the Case Worker taught the social emotional learning lessons to Joseph, they discussed self-talk and how we all choose if our self-talk will be negative or positive. This self-talk leads to how we feel, and the feeling leads to how we behave, and he got it!

He was able to comprehend that all his anger and negative actions stemmed from all the negative thoughts in his head. He then knew it would be up to him to change these thoughts so that he would not be stuck in the same state of mind.

The High Risk/ High Needs home based program was the first program he successfully completed. Joseph started to improve his school attendance and behavior and he set goals for himself and his future. His communication with his father improved as well. On his last home visit, Joseph told his Case Worker, "Thank you so much for caring and helping me get to know myself more than I ever thought I could. Now it is up to me to make changes and I believe in myself!"

At that very moment the Case Worker knew she had made a difference in his life and he was grateful for it, just as she was able to overcome the challenge in getting him to see his life in a different light. Sometimes just having someone to listen to you and believe in you makes all the difference in the world.

*"Thank you so much for caring and helping me get to know myself more than I ever thought I could. Now it is up to me to make changes and I believe in myself!"*

*- Joseph, Age 17*

The Gang Intervention Program promotes healthy adolescent development and decreases delinquency, criminal behavior, and gang involvement. Designed for at-risk gang-associated youth and their parents, participants engage in weekly discussion groups that focus on developing healthy cognitive-behavioral skills. Topics addressed include decision making, anger management, substance abuse prevention, and other social emotional learning topics. In addition, youth are engaged in three pro-social field trips. The parent component of the program focuses on empowering parents with effective communication, discipline, and household structuring skills. Two hundred and fifty-eight (258) youth and their parents participated in this program last year. Pre- and post-test data indicated that youth and parents who successfully completed the program significantly increased (by 31%) their social emotional intelligence, decision making skills, and parenting skills.

A word cloud of terms related to social emotional learning and parenting. The most prominent words are "social emotional learning", "decision making", "reality checking", "anger management", "consequences", "parenting", "impulse control", "management", "control", "social", "emotional", "learning", "decision", "making", "reality", "checking", "anger", "management", "consequences", "parenting", "impulse", "control".

## JACOB, JAYDEN, MASON, MICHAEL, AND NOAH HIGH SCHOOL STUDENTS

All 5 youth had been incarcerated, were on probation, had been kicked out of previous schools, and were dealing with anger issues. The first week was difficult as the students did not know each other and did not want to engage. However, after several sessions of skill streaming, anger control, and pro social activities (field trips), the students began to open up about their struggles, goals, and how they plan to improve their behavior. By the end of the program the students were giving each other positive advice, support, and their post-test results demonstrated an increase in their self-efficacy skills. All 5 students successfully completed the 10 week program without any incidents. The Case Worker is confident that these young men will continue to progress, learn, and improve on their behavior into their adulthood.

**Better Outcomes with New Connections & Enrichment for Girls (BOWNCE)**, also known as Gender Specific Services for Girls in the Community, promotes healthy emotional and mental development by encouraging positive self-image among middle-school and high-school girls. This program instills decision-making and interpersonal skills for female youth identified as at-risk of juvenile delinquency. The focus is on self-esteem, healthy relationships, physical development, conflict resolution, college/ career planning, and decision making. Participants also attend field trips and activities centered on the importance of education, fostering cultural awareness, and mother-daughter relationship building. Sixty-nine (69) youth and their parents participated in this program last year. 77% of participants successfully completed the program, over 282 hours of direct services were provided by staff, and 100% of those who completed the program demonstrated significant gains (28.5%) in post-tests (as compared to pre-tests) in self-esteem.

### JADE, AGE 16

Jade was referred to the program because she was ditching school, smoking and failing classes in October of 2017. Her mother did not know what to do so she reached out to the deputy probation officer (DPO) at the school. When the DPO referred Jade to the program, she informed the Case Worker that Jade was a good kid but was making some really bad decisions that were causing her to be unsuccessful.

Jade was quick to open up in group and was aware that the choices she was making were having a negative effect on her and her family. She stated she was behind credits because she failed 5 out of 6 of her classes as a freshman and might not be able to graduate with her class the following year.

While she was in the program, attending group every week, Jade set focused on her goals: 1) To pass her classes and 2) To stop smoking daily. Every week she would share how she was doing in regards to her goals and she was very honest when she felt like she fell off. The Case Worker and other group members reminded Jade that changing was a process, and offered support to keep trying, even when it seemed impossible to change. The Case Worker affirmed that everyone has bad days, and it is ok to have a bad day, but to make sure she got back on track and continue trying to accomplish the goals she set for herself. It builds resilience.

When Jade completed the Gender Program she informed the group that she was passing all of her 1st semester classes with at least a C. She had also not smoked daily in over a month. She shared with the Case Worker that she had other goals for the rest of the school year, the next year, and after graduation and she was confident she would accomplish them. Jade's mother called the Case Worker in June of 2018 to share that Jade was caught up with her credits and would be attending High School in the fall and would be able to graduate with her class.

## Youth on the Rise Program

AYC believes that all youth should be defined by their best achievements in life and not by their worst mistakes. AYC believes that all youth have the capacity to learn and grow and become contributing members of society regardless of past behavior, environment, and choices – they just need opportunities and a little help along the way.

After more than 20 years of working with probation youth in Los Angeles County, AYC believes that a first and critical step for successful re-entry for incarcerated youth is completion of their high school graduation requirements. Failure to complete high school is associated with high rates of unemployment, poverty, and involvement in the criminal justice system as well as with under performance in post-secondary education and employment. In addition, we believe that offering a combination of case management, social emotional learning/development, as well as academic and vocational supports increases the likelihood that youth who have been incarcerated can address the challenges to completing high school within a two-year period. High school completion and paid work experience establish the foundation for youth to be well positioned for post-secondary education and/or employment. A number of studies and evidence-based practices support a combination of case management, social emotional learning, academic and vocational services to be effective at increasing graduation rates and reducing drop-out rates.

The Youth on the Rise Program provided assessment, case management, goal setting, guidance, consistency and accountability for youth. Social emotional learning offers youth the opportunity to develop the tools to manage their feelings and exhibit positive behaviors that will allow them

to be successful in academic and vocational pursuits, as well as in life. Academic support services, including enrollment assistance, tutoring and advocacy, help youth access the right academic pathway for their needs and situation, while also providing tutoring to address basic skills remediation and improvement. Vocational support services are modeled on best practices in youth workforce development and provide job preparation, job readiness, as well as supervised paid work experience. This is based on best practices that help address immediate income needs of participating youth, while enabling them to gain work experience, on the job training and the opportunity to explore future employment and career pathways. The youth that were served by the Youth on the Rise Program presented with a wide range of unmet needs. Thus, we believe that offering a comprehensive and coordinated approach that combines case management, social emotional learning, and academic and vocational support services creates a synergy that can more effectively help youth address the barriers toward successful completion of high school, readiness for post-secondary education and employment and a successful re-entry to their communities.

This program allowed AYC to co-enroll up to 200 youth already receiving services in another program and addressed gaps in services that might have otherwise prevented them from moving forward. This program sunset in April of 2018, but it made a huge difference, especially for the youth who were able to receive anger management services that they could not get them otherwise.

### CALVIN, AGE 15

Calvin was referred to Home Based Services and then to Youth on the Rise for Anger Management services. The minor would get mad if he did not win a video game or if the teacher would not let him go to the bathroom when he asked. When the minor would get mad he would use profanity or slam his bedroom door. The mother informed the Case Worker that Calvin was not doing well in school because he would have a hard time controlling his anger toward his teachers.

The minor attended a few sessions but then stopped coming. The Case Worker called the mother every time the minor missed his sessions and Calvin finally shared that he thought it was waste of time because he still felt angry and was doing poorly in school. The Case Worker asked Calvin to give it some time and to think about it like sports. The minor agreed and started attending the sessions. They completed the curriculum lessons together and the Case Worker continued to draw on the example of sports and how much practice it takes for athletes to become really good at what they do. The Case Worker talked with Calvin about how athletes (even some that they both admired) also became angry but found a way to keep trying and to successfully control their anger. The minor began to understand and with practice began to improve his behavior.

The Case Worker could have terminated the minor's enrollment because he missed several sessions but he did not want to give up on him. The minor continued to attend Anger Management sessions and completed the missed lessons. He shared that he was doing a little better in school but still needed some work. The Case Worker shared with the minor it would take time and he did not expect him to change completely or to never get angry. Calvin completed both the Home Based Program and the Anger Management sessions and told his Case Worker that he was glad the Case Worker did not give up on him.



AYC has a long history of providing community outreach and education programs in Chinese and English in the San Gabriel Valley area of Los Angeles County to ensure that the immigrant communities are receiving up-to-date information about health, public safety, and other issues that affect them. In the past, AYC implemented outreach and education programs on a variety of topics including contaminated fish, breast cancer, Hepatitis C, HIV, pre-natal education, voter registration, immigration, naturalization, pedestrian safety, water conservation, disaster preparedness and other important issues.

In 2017-2018, AYC reached more than 3,401 people with educational outreach on a variety of topics including: Voter Registration; Parent Education; Homelessness; Medi-Cal and Medi-Care and CalFRESH eligibility; Public Safety (Including National Night Out and hosting the first San Gabriel Police Department Citizen Academy); Domestic Violence; Immigration & Naturalization; Disaster Preparedness & Relief; Cancer Prevention & Screenings; Women's Health & Mental Health; Health Care Access; Water Conservation; and Asian Pacific Islander Heritage Month. AYC staff participated in more than 15 community events such as the 4th of July celebrations, National Night Out, Harvest Moon Festival, Lunar New Year Celebrations and other events in multiple cities. AYC hosted 7 press conferences in Chinese and English reaching more than 25,000 people in the West San Gabriel Valley area; 9 community education workshops (attended by more than 635 unduplicated individuals); and 3 health fairs (each attended by more than 200 people).

AYC also partners with local municipal governments, school districts, the County of Los Angeles and others such as Asian Americans Advancing Justice, San Gabriel Valley Medical Center, City of Hope, United Way of Los Angeles and the San Gabriel Valley Homeless Consortium to support a variety of collaborative bodies and planning projects as well.

Finally, the **Emergency Food Program & Cal Fresh Enrollment** helps feed hungry families. For over a decade now AYC has partnered with regional food banks and local food manufacturers, distributors, and importers to ensure that families do not go hungry. Because so many of those we serve are Asian Pacific Islander and often new to the country, AYC has worked with Asian food manufacturers, distributors, and retailers to provide food that is more culturally appropriate and familiar. Last year, AYC provided more than 1,248 bags of groceries to more than 137 families through our Emergency Food program.





### MR. LEE, AGE 49

Mr. Lee, and his family of 5, immigrated to America in search for their American Dream. The first time Mr. Lee came to AYC for food, he shared with us in Chinese (he spoke very little English) that he was burdened with financial hardships. Although he was working, he was not making enough money to pay all of the bills and provide food for his family and he told us that the food from our program allowed his family to make ends meet. After being enrolled in our Emergency Food program for 8 months, Mr. Lee returned to inform us that he no longer needed to rely on our food program for support. He shared that his income had increased and that he was able to cover the cost of food as well as rent, health insurance, and other bills. He again expressed his gratitude for the food program that helped support his family in tough times.



## EDUCATIONAL ENRICHMENT SERVICES IMPACT

AYC's unique program designs include Group Academic Support Services and Cultural Enrichment Services. The Group Academic Support Services are provided on a 1 staff to 15 student ratio using professionally developed, validated, and developmentally appropriate curricula that is in line with California Common Core standards for English Language Arts (ELA), Math, and Science. Right now we are using the Measuring Up Curriculum but each year the Director of Educational Enrichment Services reviews and selects the most appropriate academic curricula. Students receive 5 hours of ELA, 5 Hours of Math, 1 hour of Science, and if needed (all students are individually assessed for need) 1 hour of additional English as a Second Language also using professional, validated, and developmentally appropriate curricula, each week for 38 weeks during after-school hours. Tutors are trained in the subject matter curricula, instructional skills, class room management skills, and positive youth development.



In the San Gabriel Valley Area of Los Angeles County where AYC is providing after-school programming, ethnic and race diversity has been gradually increasing over the last three decades. Hispanics/Latinos and Asian Pacific Islanders together make up more than 70% of the population, and more than 50% are first generation immigrants to the United States who speak a language other than English in the home. AYC's experience serving this population has led us to believe that helping youth develop an appreciation for their own cultural heritage as well as an understanding of and competence in other cultures is critical to their social, emotional, academic, and career success in the future. To that end we have researched and added Cultural Enrichment Services to our program. Cultural Enrichment Services are provided by trained bi-lingual tutors and consist of 1 hour of Chinese Language Acquisition per week for 38 weeks as well as both Chinese and Spanish Language Acquisition during summer session. Pre-approved outside speakers or other AYC staff provide 1 hour of Heritage and Cultural Appreciation per month that include music, dance, history, art, and field trips.



## EDUCATIONAL ENRICHMENT SERVICES IMPACT



**The Educational Enrichment Services (EES) Department has five programs:** Accelerated Children's Education (ACE) After-School Program; Accelerated Children's Education (ACE) Summer School Program; Project NEO; Teen Leadership & College/Career (TLCC) Preparation; and the Friday Night Club.

**The Accelerated Children's Education (ACE) After-School Program** provides English language and Math intervention tutoring for low-income, immigrant youth in elementary and middle schools after-school Monday-Friday for a little more than three hours each day, 122 days during the school year. Last year, the program served 66 youth in grades 1 – 8 at AYC's May L. To Educational Center. On average participating youth received 195 hours of intervention tutoring and improved scores in English by 22% and Math by 27%.

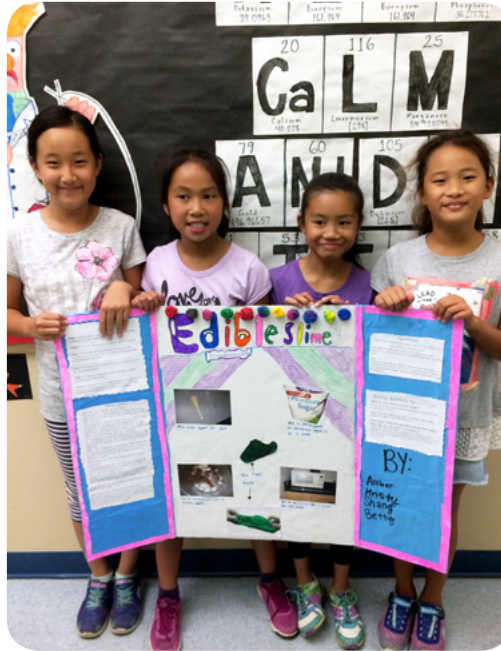
### **ALICE , AGE 10**

Alice is a 5th grade, first generation immigrant from China, whose English is very good, but was struggling in school for other reasons when she first started coming to AYC. Her family recently had a new baby brother and she was getting used to being a big sister. Alice wanted to be a well-rounded student, so she got involved in many extra-curricular activities, including sports and other afterschool programs along with AYC. When the school year began, she struggled with how to manage all of the activities and still get her academic homework done on time. She became frustrated but she found it hard to ask the tutor for help. She was distracted in class and felt overwhelmed by the work, unable to finish any of it. The tutors helped her plan ahead, keep track of time, and focus on one project at a time. She learned to prioritize, keep track of time, and her focus improved. Before long she was able to finish all her class work, academic homework, and her afterschool work on top of her extra-curricular activities. She now knows how to prioritize her responsibilities, plan ahead and accomplish her goals in a timely fashion. With the guidance and support of her AYC tutors and her parents, she was able to learn how to manage her time and stay on task while she is in the classroom and she will take these skills forward with her as her education becomes more challenging in Middle School, High School and College.



## EDUCATIONAL ENRICHMENT SERVICES IMPACT

The **Accelerated Children's Education (ACE) Summer School Program** provides English language and math tutoring for youth in elementary and middle schools Monday-Friday from 8am – 6:30pm all summer. Academic subjects include English, Math, Science, Technology, Engineering, Art, Dance, History, Health & Nutrition, Chinese Language, and Spanish Language. Activities include outdoor recreation, fitness, swimming, and field trips to museums, amusement parks, and the science center. Last year, the program served 173 youth in grades 1 – 8 at AYC's May L. To Educational Center in San Gabriel.



**Project NEO** after-school programming was provided at four Elementary Schools in the Alhambra Unified School District (Baldwin, Park, Ramona and Repetto). More than 71 youth in grades K-8 participated in after-school tutoring Monday-Friday throughout the school year (112 days). On average participating youth received 181 hours of intervention tutoring and improved scores in English by 22% and Math by 27%.

### **FIONA, AGE 8**

Fiona is in 3th grade, second generation Filipina-American and has been diagnosed with a learning disability. She lives in a single-parent, low-income family, and was struggling in school when she started after-school programming at Project NEO. At the beginning of the year, she was loud, distracted and focused on everyone else except her own work. This made it hard for her to get her work done and distracted everyone else from doing their work. Fiona was also easily frustrated and distressed by others. This could not only be seen in her expressions but also how she acted, she would sigh and groan in dismay about things that she did not agree with or protest when she didn't like something. Over time, she learned to follow the directions of the tutor, became more focused on her work, able to block out distractions, ask for help when she needed it, and was able to successfully complete homework projects on time. By the end of the school year, her Father reported that her grades had improved significantly, and her teacher reported that her classroom behavior had improved as well. We are proud of her and how she has grown both academically and socially.



The **Teen Leadership & College/Career (TLCC) Preparation Program** served 27 youth (at Jefferson Middle School in the San Gabriel Unified School District, after-school hours during the school year – 120 three hour days) with academic tutoring, leadership development, and college and career preparation. On average participating youth received 180 hours of tutoring and improved scores in English by 22% and Math by 27%.

### **ROLAND, AGE 12**

Roland is in 7th grade and had only recently moved to the United States when he started attending the Teen Leadership & College/ Career (TLCC) Preparation Program. His grasp of English was very minimal and he has had to work very hard, using a dictionary to find the definition of every word that he does not understand. However, he memorized words and practiced reading, writing, and speaking daily so he can learn. He was also very shy in the beginning, and afraid to ask for help or make a mistake. The tutor spent time with him helping him understand that making mistakes and correcting them is how we all learn, and asking for help is an important part of education. Roland's fear and shyness slowly faded away until he was asking for help and correcting his mistakes openly and with excitement for learning. His social skills with other students and communication with his teachers improved along with his confidence and his ELA score improved from 12% to 53% over one school year!



The **Friday Night Club (FNC)** provides a safe-haven program for 110 low-income, at-risk youth in the community ages 5-14. It is offered as a refuge on Friday evenings 3:30pm-6:30pm to elementary and middle school students enrolled in other AYC programs and services. Students are able to participate in Open Recreation, which includes card games and board games, use of the pool and hockey tables, or sports in the gymnasium. FNC participants engage in life skills workshops such as: healthy relationships, tobacco and drug awareness, college and career education, nutrition, and other topics. Students are also involved in educational field trips and community service opportunities. The purpose of FNC is to prevent youth delinquency and gang involvement while giving these students a safe-haven where they can develop social skills, team work skills, and enjoy pro-social recreation.

How did you get your first job? Did your parents pay you to help them out at work? Friends of your parents? Most young people get their first work experience through a network of family and friends. So what happens to youth from low-income and/or immigrant families where parents and family members either do not work, or do not have a network that can help them with these much needed work experiences?

AYC's Employment Services meet this need among low-income youth ages 14-24. Services provide participating youth with access to and support for the completion of educational and vocational assessment, job skills development, vocational training, paid work experience, and job placement. Employment Services programs support youth in obtaining gainful employment and achieving long-term success in the workplace by removing barriers and providing opportunities.

AYC's Employment Services programs successfully served 243 youth in 2018 in the First and Fifth supervisorial districts of Los Angeles County including the Antelope Valley, San Gabriel Valley and East Los Angeles areas. Our Employment Services offices are co-located with the State of California Employment Development Department offices in Lancaster and Huntington Park. These programs are critical because so many low-income youth do not have other opportunities to develop job skills or experience.



The **Workforce Innovation and Opportunity Act (WIOA) Program** for Out-of-School Youth provides employment readiness, employment supports, job skills training and paid work experience for youth ages 16-21 who have dropped out of school or completed their GED and High School Diploma but are experiencing other barriers to employment. 117 youth participated in this program in 2017. 73 youth participated in paid work experience and completed leadership development workshops, 62% successfully completed paid work experience, and 11 youth successfully completed vocational training, enrolled in high-school completion or post secondary education, or found permanent employment.

**The Educational Pathways & Vocational Opportunities (EPVO) Program** is a re-entry program for incarcerated youth ages 16-18. EPVO helps participants acquire their high school diploma or G.E.D., and provides essential job readiness skills and vocational training. Participants receive academic assistance and career counseling, and are enrolled in vocational training or other post-high school educational programs. Program participants also receive a stipend for school fees and necessary items related to his or her educational and/or career path. 126 youth participated in this program in 2018.

### **ERIK, AGE 18**

Erik is a Hispanic male who was born and raised in the city of Pasadena. Erik was referred to the Educational Pathways and Vocational Opportunities (EPVO) program during the Winter of 2018. He was struggling with no longer being involved with his gang. He mentioned that he became involved in the gang due to his parents working too much. Erik only had his gang who looked after him as a younger brother. He felt he couldn't escape being involved in his gang because of where he lived. While working with his EPVO case manager, Erik took the initiative to move out of his home into his girlfriend's house to avoid any situation in his old neighborhood that would jeopardize his probation. Erik was also a new father and wanted to change for his son. He mentioned how he wanted to get off probation, focus on graduating high school and finding employment to help support his family. Erik was doing all he needed to do to get off probation. His school teacher mentioned he was completing all his homework and receiving good grades. He was also meeting weekly with his case manager for his tutoring sessions and was able to get his driver's license. Erik was doing so well in school and avoided staying out of trouble that he was released from probation and successfully completed the EPVO program.





### HELEN ROMERO SHAW, *BOARD PRESIDENT*



As Public Affairs Manager for the Southern California Gas Company, Helen Romero Shaw is responsible for the management of Public Affairs and Government Relations functions for thirteen cities in the West San Gabriel Valley. Prior to joining The Gas Company, Helen was an Agency Relations/Planning Associate with the Los Angeles United Way and assistant to Congressman Edward R. Roybal. Helen is a graduate of

California State University, Northridge and received a Certificate in Management Effectiveness from the USC School of Business.

Helen is a commissioner, appointed by Los Angeles County Supervisor Hilda Solis, to the Los Angeles County Commission on the Older Adult where she serves on the Legislative/Advocacy Committee. She co-chairs the San Gabriel Valley Economic Partnership Marketing Committee and participates as a board member of the San Gabriel Valley Public Affairs Network. Helen is a past president of the Arcadia Chamber of Commerce and is a board member of the Alhambra and Rosemead Chambers of Commerce, as well as the boards of East Los Angeles College Foundation and the United Latinx Fund.

Helen joined the Board of Directors of the Asian Youth Center in 2006 and served as board Secretary, Treasurer, and Vice-President prior to taking on the Presidency in 2017.

### OTHER BOARD OFFICERS

**1<sup>st</sup> Vice President:** *Mary Wong, CEO, Exact Tax Inc.*

**2<sup>nd</sup> Vice President:** *William Hsu, State Farm Insurance*

**Treasurer:** *Raymond Ho, Investment Specialist, GE Properties Inc.*

**Secretary:** *Julie Ho, L.C.S.W.*

**Past-President:** *Gay Q. Yuen, Ph.D., California State University, Los Angeles*

### BOARD OF DIRECTORS

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**Bruce Yu Chen, New York Life**

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## COMMUNITY ADVISORY BOARD

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**Edward Wong Ph. D.** *President, E. W. Financial Service*  
**Gary S. Yamauchi** *Former Councilman, Alhambra City Council*  
**Chun Fun (Jack) Yao** *Deputy Probation Officer, LA County Probation Department*



## VOLUNTEERS

AYC would not be the organization it is today without the many wonderful volunteers who share their time, energy, and heart with AYC and the youth and families we serve. Last fiscal year more than 78 volunteers contributed over 2,730 hours of time to support programs, services, administration, and fundraising. They work with the youth in our Educational Enrichment Services department, assist with our Emergency Food Program, and serve on the Board of Directors. We would like to thank all of our volunteers for their dedication, service, and enthusiasm!



## STAFFING

The AYC staff is as diverse as the communities we serve. In fiscal year 2018, AYC employed 51 staff: 29 full-time employees and 22 part-time employees. Seventy percent (70%) of staff were female, and 30% male. Fifty-four percent (54%) of the staff were Hispanic, 33% Asian Pacific Islander, 10% African-American, and 3% Caucasian. More than eighty percent (80%) of staff were bi-lingual or tri-lingual in Chinese, Vietnamese, Spanish, or another language and English.





**MAGED AZER, *DIRECTOR OF FINANCE & OPERATIONS***

Mr. Azer joined AYC in 2016 and oversees the fiscal department as well as administration, human resources, information technology, facilities, and vehicles. He brings more than 28 years of accounting and business experience, 19 years of management experience, and 12 years in non-profit fiscal and administrative management to AYC. He completed a B.A. in Accounting in 1986 and Certificate in Business Administration in 1988.



**KIMBERLEY DAUGHTON, *SENIOR PROGRAM DIRECTOR***

Ms. Daughton oversees programming in both the Youth & Family Services and Employment Services Departments. She brings more than 25 years of experience to AYC. She completed a B.S. in Business Administration, and B.A. in Psychology at CSU-Northridge. She completed both an M.S. and a Master of Social Work at the University of Southern California, Los Angeles and is a Licensed Clinical Social Worker.



**NICHOLETTE ESPINOSA, *PROGRAM DIRECTOR OF EDUCATIONAL ENRICHMENT SERVICES***

Mrs. Espinosa is responsible for after-school and educational programs. She has more than 17 years of experience educating and managing youth programs. Mrs. Espinosa completed her B.A. at Cal Poly Pomona in 2005, Multiple Subject Teaching Credential in 2009 at Cal State Fullerton, and went on to complete her Teacher Induction Program with UCLA in 2016, obtaining a clear multiple subject teaching credential. She is bi-lingual in Spanish and English.



**VERENA KWAN, *DEVELOPMENT MANAGER***

Ms. Kwan is responsible for AYC's marketing, social media, fundraising events, and individual donor campaigns. She completed her B.S. at the University of California San Diego and brings five years of non-profit marketing, development, and creative experience to AYC. She is bi-lingual in Cantonese and English.



**FLORENCE LIN, *COMMUNITY RELATIONS MANAGER***

Ms. Lin is responsible for community outreach and education programming, as well as Chinese Language media relations. Ms. Lin has a B.S. as well as a Master's Degree in Education from Oregon State University and brings more than 30 years of experience AYC. She is bi-lingual in Mandarin and English.



**NOU MOUA, *OPERATIONS MANAGER***

Ms. Moua is responsible for agency-wide administration, facilities, vehicles, and information technology. She completed her B.A. at California State University, Los Angeles, and brings 15 years of administrative, operations, and program experience to AYC. She is bi-lingual in Hmong and English.

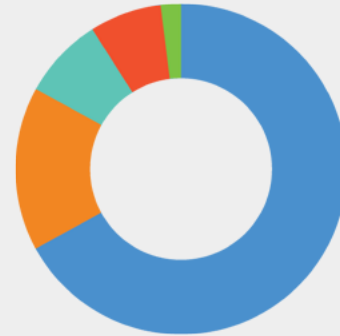
As of June 30, 2018, AYC closed the fiscal year with \$2,190,525 in net assets. Revenue and support for the year was \$3,013,099. Total Expenses for the year were \$3,123,388 because AYC chose to invest \$110,289 of our reserves in our infrastructure and development this year.

Eighty-seven point four percent (87.4%) of expenses were direct program expenses, while 9.3% was spend on administrative overhead and 3.3% was used for development and fundraising expenses.

AYC receives major support in the form of contracts and grants from the Federal Government and County of Los Angeles as well as foundations, corporations, individuals, community groups and collaborative partners. AYC receives support from the United Way of Greater Los Angeles and the Asian Pacific Community Fund. AYC's fundraising events provide additional support each year.

AYC is committed to sustaining its much-needed programs and services and developing new services to meet the emerging needs of the communities we serve through a well-managed diverse portfolio of funding strategies.

## FUNDING SOURCES



- GOVERNMENT (67%)
- FOUNDATIONS & CORPORATIONS (16%)
- FEES & EARNED INCOME (8%)
- INDIVIDUAL DONORS & SPECIAL EVENTS (7%)
- IN-KIND DONATIONS, INTEREST & OTHER INCOME (2%)

Our audited financial statements and single audit for 2018 indicate that AYC's financial statements present fairly the financial position of AYC, and are in accordance with accounting principles generally accepted in the USA. The audit found no material weaknesses, no deficiencies, and no instances of noncompliance of any kind. AYC's audited Financial Statements and Internal Revenue Service annual 990 forms are public record and are available at [www.guidestar.com](http://www.guidestar.com) or upon request.

## SUPPORTERS

### \$30,000+

Dwight Stuart Youth Fund  
The Ralph M. Parsons Foundation  
The Rose Hills Foundation  
Universal Sunlight Foundation  
Weingart Foundation

### \$10,000 - \$29,999

A-Sha Foods USA Co., Inc.  
Asian American Cultural & Artistic Foundation  
Exact Tax, Inc. / Mary Wong  
Hilton Los Angeles/San Gabriel  
Royal Business Bank  
Tawa Charitable Foundation  
The Green Foundation

### \$5,000 - \$9,999

Anonymous  
Chaokang Lu  
City of Hope National Medical Center  
Comerica Bank  
DA Jackie Lacey  
East West Bank  
EDI Media  
Frieda C. Fox Family Foundation  
Gay Q. Yuen, Ph.D.  
Law Offices of Daniel H. Deng  
New York Life Foundation  
OneLegacy  
Rose Hills Memorial Park & Mortuary  
Royal Business Bank  
Southern California Gas Company

Stanley M. Toy, Jr. M.D.  
State Farm Mutual Automobile Insurance  
Company  
Warner Bros. Entertainment and NAPA  
(Network for Asian Pacific Americans)  
Wells Fargo Foundation

### \$1,000 - \$4,999

Alex To & Family  
Anonymous  
Asian Pacific Community Fund (APCF)  
The Bank of America Charitable Foundation  
Benjamin Wong  
Caring and Sharing of South Bay  
Charles and Carmen Trevino  
Copy Free Technology Inc.  
Damien (Adrian) Orozco  
Elizabeth Yang  
Ed & Ada Chan Wong  
Evie Jeang  
First5 LA  
Francisco Alonso  
Garfield Medical Center  
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San Gabriel Grocery Outlet  
San Gabriel Valley Medical Center  
SPIDR Tech  
Susan Parks  
State Farm Companies Foundation  
Transtech Engineers, Inc.  
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### \$500 - \$999

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## SUPPORTERS

### \$500 - \$999 (cont.)

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Queena Wei  
Raymond and Stephanie Ho  
Ricky Choi  
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Shawn Dandy  
Stephen Christensen  
Supervisor Kathryn Barger, 5th District  
Tak Lau Charity Foundation  
TL Technology  
Upper San Gabriel Valley Municipal Water District  
Walmart Stores, Inc.

### \$1 - \$499

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Alice Lui-Tse  
Alice Ting  
Allen Houn  
AmazonSmile Foundation  
American Online Giving Foundation, Inc  
Amy Foell  
Amy Wong  
Anne Metevier  
Anonymous  
Anthem Blue Cross  
Anthony Portantino  
Apollo Travel  
Arthur Peng  
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Philanthropy (AAPIP)  
Asian Professional Exchange (APEX)  
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Cheryl Ann Shellhart  
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Chiung-Sally Chou  
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Derek Freridge  
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Dream Vacations - Getaways Made Easy  
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Karen Renee  
Karen Roberson  
Kathy Khommarath  
Kenneth Mitsunaga



## \$1 - \$499 (cont.)

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 Kim Van  
 Kristi N Cassar & Valentine Kapture  
 Kroger  
 Lamanh Tran  
 Learning Rights Law Center  
 Lee Ha  
 Leung Accountancy Corporation  
 Lewis Liaw  
 Lily Baba  
 Lily Wang  
 Linda Wah  
 Luci-Ellen Chun  
 Maged and Dina Ayad Azer  
 Manze Huang  
 Marissa Castro-Salvati  
 Mary Ann Garcia-Barlow  
 May & Jeffrey Poole  
 Mei (Anna) Jung  
 Mercy Housing  
 Michelle A. Christie  
 Michelle Li  
 Mickey Kwan  
 Mike Lee and Connie Yee  
 Miranda Freridge Cristales  
 Moonson Eninsche  
 NA Trading Company  
 Nai-Len Ishikawa  
 NAPAFASA  
 Nicholette Espinosa

Nicole Vuong  
 Nou Moua  
 OCA-GLA  
 Oscar and Corina Rolan  
 Pacific Pearl Inc  
 Pacific Wine Distributors  
 Paul Gomez  
 Paul Hudson  
 Paul Song  
 Pauline Tso  
 Peter Fong  
 Phoenix Tso  
 Polly Low  
 Preston Living Trust (Steve Preston & Janet Whaley)  
 Raymond and Rebecca Che  
 Renewal by Anderson  
 Robert Half  
 Robert King  
 Robert L. and Diane Kathleen Gin  
 Robin McCarthy  
 Rotary Club of San Gabriel  
 Ruben Rodriguez  
 Sam Yue  
 San Gabriel Chamber of Commerce  
 San Gabriel Women's Foundation  
 Shawn Bishop  
 Shawwna Huffman  
 Shumin Ching  
 Sin Yin and Kwan Siu Leung  
 Steve Arce

Suellen and Munson Kwok  
 Sung W. Lee  
 Taipei Economic & Cultural Office in Los Angeles  
 Tairen Truong  
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 Thomas Wong  
 Thomas Y Shiraga  
 Tiffany Rudek  
 Tracy Dang  
 TRUiST  
 Tzung-Lin Fu  
 US Bankcard Services  
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 Ying L. Lee  
 Yuanming Liu  
 Yunzhe Dong and Shuqing Zhao

## AYC OFFICES

### TAWA YOUTH CENTER (MAIN OFFICE)

100 West Clary Avenue  
San Gabriel, CA 91776  
Tel: 626.309.0622  
Fax: 626.309.0717

MICHAEL D. ANTONOVICH  
ADMINISTRATIVE OFFICE  
300 South San Marino Avenue  
San Gabriel, CA 91776  
Tel: 626.309.0425  
Fax: 626.309.0717

AYC ANTELOPE VALLEY  
212 East Avenue K-6, Suite 300  
Lancaster, CA 93535

AYC ANTELOPE VALLEY  
1420 West Avenue I  
Lancaster, CA 93535

### MAY L. TO EDUCATIONAL CENTER

232 West Clary Avenue  
San Gabriel, CA 91776  
Tel: 626.309.0425  
Fax: 626.309.0717

AYC SOUTH LOS ANGELES  
11612 Hawthorne Boulevard  
Suite 204  
Hawthorne, CA 90250

AYC HUNTINGTON PARK  
2677 Zoe Avenue  
Huntington Park, CA 90255

AYC POMONA  
401 North Gibbs Street  
Pomona, CA 91767



**Serving All Youth & Families**  
*Since 1989*



[www.asianyouthcenter.org](http://www.asianyouthcenter.org)  
[admin@asianyouthcenter.org](mailto:admin@asianyouthcenter.org)