



**Services for Youth and Youth Care Specialists**



## **AYS, Inc. ANNUAL REPORT**

**July 1, 2013-June 30, 2014**

**OUR MISSION: AYS ENRICHES THE LEARNING AND WELL-BEING OF CHILDREN  
IN A SAFE, CARING AND FUN ENVIRONMENT OUTSIDE OF THE SCHOOL DAY.**



## A Note from AYS' Board President


What a year it has been at AYS - our agency went through its biggest transition yet and exciting times are ahead. After 34 years as AYS' president/CEO, Ellen Clippinger announced her retirement in December. Erv Picha stepped in as interim CEO from April through August, while the board began their search for a new leader. We appreciate Erv's leadership in ensuring that services were delivered seamlessly during the five-month transition period. Looking back at this year, we are proud of our accomplishments. We worked as a team serving almost 2,000 children in central Indiana, adding great organizations to our roster of partners, updating our annual fundraiser, and certifying almost 500 people in First Aid/CPR.

On behalf of the board of directors, I thank Ellen for her leadership and tireless support of AYS for more than three decades. Not only did she found and lead the organization, but she remained a force in the out-of-school time movement and advancement of childcare regulations at the local, state and national level. An untold number of families have had access to safe and reliable pre-school, before- and after-school and summer programs offered by AYS and other organizations thanks to her vision and efforts.

We now welcome Chrystal Struben who began her role as the new President/CEO on September 2nd. Throughout her career, Chrystal has developed a strong track record of driving program standards, increasing donations and improving marketing. Additionally, as the parent of an AYS participant, she knows firsthand the impact the organization has on youth, families and the community. This experience will help AYS serve more low-income families, increase enrichment offerings at all sites, and ensure that all sites maintain high-quality standards. We are confident she will build on the solid foundation in place and strengthen our role as a vital part of the community.

As I look ahead to a new year at AYS, I see many exciting opportunities for agency growth. The board of directors will work with staff leadership to develop a new strategic plan, which will allow AYS to offer our high-quality programs to more families. In the meantime, families can count on a strong AYS to continue to serve the needs of children in our care.

Sincerely,



Tim Witmer  
AYS Board President



Tim Witmer

## AYS Founder Ellen Clippinger Retires



Ellen Clippinger

In 1980, Ellen Clippinger and two other concerned mothers founded At Your School Child Services at IPS School 70 with a grant from The Indianapolis Foundation. Ellen served as President/CEO from the beginning until her retirement on March 31, 2014. Ellen worked tirelessly to expand the scope of services offered by AYS, while ensuring that programs offered adhered to national standards. Her thoughtful leadership for 34 years made AYS a respected organization in central Indiana. AYS' Board Chair Tim Witmer expressed his appreciation for Ellen and admiration for her work. "Ellen founded AYS, Inc., 34 years ago to address a critical need in our community and during her tenure has led this organization to true success with her strong leadership and commitment," Tim said. "We are all grateful to her and know she has prepared this organization to continue its impact for years to come."

Throughout the 1980s and 1990s, she was actively involved in establishing Indiana legislation to ensure children and youth had access to safe and enriching programs. She assisted legislators in establishing the School Age Child Care fund and testified for Step Ahead legislation. Ellen has served on the Indiana Board for the Coordination of Child Care Regulation and previously chaired the Marion County Step Ahead Council.

Ellen was a long-time board member of the National School-Age Care Alliance (NSACA), which is now the National Afterschool Association (NAA), and is a past president. During her term as president in the late 1990s, she oversaw the introduction of national standards and an accreditation process for after-school programs and attended the White House Conference on Child Care in 1998. Last year, Ellen was recognized by NAA as a leader in the out-of-school time programming movement at the local, state, and national level and was awarded the 2013 Flame of Inspiration Award.

Ellen co-chaired the out-of-school time committee for the Central Indiana Talent Alliance and was actively involved with several state and local organizations, including the Indiana YouthPRO Association, Indiana Afterschool Network and Afterschool Coalition of Indianapolis. Ellen touched many in the youth work community, but the people she influenced the most were the ones who worked with her on a daily basis. Maureen Grey, AYS' Director of Program Operations, said, "I would not be at this point in my career without Ellen's guidance as a coach, mentor, and valued colleague. Her passion for continuous professional growth was such a driving force for our agency and staff. Working with her for over two decades, I always appreciated her support and advice in my endeavors."

Upon Ellen's retirement, the AYS board of directors renamed the Financial Assistance Fund in her honor. This fund enables low-income, working families to send their children to AYS programs with the assistance of scholarships. To make a gift to the Ellen Clippinger Financial Assistance Fund, visit [www.ayskids.org/donate](http://www.ayskids.org/donate).



# 2013-2014 Program Sites

## Indianapolis Public Schools

School #43 ★  
School #59  
School #70  
School #84  
School #91 ★  
School #106 ★

## M.S.D. Decatur Township

Blue & Gold Academics ★  
Liberty Early Elementary  
Stephen Decatur Elementary  
Valley Mills Elementary ★  
West Newton Elementary

## M.S.D. Washington Township

Allisonville Elementary  
Crooked Creek Elementary ★  
Fox Hill Elementary  
Greenbriar Elementary ★  
John Strange Elementary ★★  
Nora Elementary ★  
Spring Mill Elementary

## Noblesville Schools

Hazel Dell Elementary ★  
Hinkle Creek Elementary ★  
Noble Crossing Elementary ★  
North Elementary ★  
Promise Road Elementary  
Stony Creek Elementary ★★  
White River Elementary

## North Montgomery Co.

Northridge Middle School

## North West Hendricks Co.

North Salem Elementary  
Pittsboro Elementary ★

## Shelbyville Central Schools

Hendricks Elementary

## Speedway Schools

Newby Elementary  
Wheeler Elementary

## Charter Schools

South East Neighborhood School of Excellence ★  
Phalen Leadership Academy

## Parochial Schools

St. Lawrence Catholic School  
St. Louis de Montfort Catholic School  
St. Luke Catholic School  
St. Maria Goretti Catholic School

## For FY14

- ★ Accredited by the National Afterschool Association
- ★ Accredited by the Council on Accreditation
- ★ Accredited by the National Assoc. for the Education of Young Children
- ★ IN State Licensed
- ★ Paths to Quality - Level 4
- ★ 21st Century Community Learning Center

## Board of Directors

### Board of Directors as of September 2014

Tim Witmer, *President*  
Nancy Mallon, *President-Elect*  
Justin Hayes, *Treasurer*  
Courtney King, *Secretary*  
Michele Brothers  
Vickie Davis  
Andrew Hedegard  
Bryan Hurst  
Lisa Kitchen Butt  
Patric McDowell  
Michael Moore  
Kris Myers  
Kay Phelps  
Alicia Smith  
Freedom Smith  
Betsy Whitmore

### Thanks to these retiring board members for their service ending September 2014

Raimeka Graham  
Lynda Blackwelder

THANK YOU FOR  
TAKING THE TIME TO  
HELP MY CHILD AND  
OTHER CHILDREN WITH  
HOMEWORK, RULES,  
PLAYING FAIR. I AM  
VERY HAPPY WITH AYS.

- AYS PARENT ”

## Volunteers

Jeri Bishop  
Qing Brookie  
Scott Brookie  
Laney Byrne  
Leslie Cannon-Grosz  
Ratasha Colbert  
Kirsten Eamon-Shine  
Jasmine Elizondo-Smith  
Marlene Hatch  
Jenny Holden  
Becca Hopson  
Clinton Hughey  
Fred Johnson  
Blair Karsch  
Brooke Klejnot  
Ben Leslie  
Luke Lofland  
Nancy Mallon  
Rachel Monroe  
Debbie O'Reilley  
Gene Olson  
Daniel Paquette  
Logan Schildknecht  
Ben Traub  
Olga Christina Villarreal Chico  
Jennifer Wyrick





# New Partnerships and Curriculum

## Nina Mason Pulliam EcoLab - Marian University

Sites: Crooked Creek, IPS 70, Liberty Early Elementary, Newby, Spring Mill, Wheeler

This year, AYS partnered with Marian University to bring science students to our programs. The students visited 273 kids at six program sites for 10 weekly sessions that involved hands-on activities to explore different aspects of science (e.g. biology, chemistry, physics) to demonstrate to the children that science can be fun and interesting. The goal of the NMP EcoLab is to increase the participants' "knowledge and appreciation of the environment, while also being inspired to learn and do more to preserve our precious natural resources."

## Dow AgroSciences

Sites: Greenbriar, Nora, Spring Mill

The Dow AgroSciences' Science Ambassadors are volunteers supported by Dow AgroSciences who visit community sites to deliver science education and hands on learning to children in the Indianapolis area. At their visit, the Jr. Scientist Club featured a variety of science activities for 161 children, including analyzing the DNA of a strawberry, learning about and (if you dare) touching big Madagascar cockroaches, and making DNA charm bracelets.

## Arts for Learning – West African Dance

Pilot Program at Fox Hill

In conjunction with Arts for Learning's Ronne Stone, AYS piloted a dance program at one of our sites. Ronne visited the Fox Hill program five times to teach the kids about West African Dance. This program incorporates dance with multicultural learning by showing the students how other cultures greet and socialize with each other. The 47 students were challenged to analyze the movements they saw and interpret what they could mean socially.

## Social Health Association

Sites: Blue and Gold Academies, IPS 43, IPS 59, IPS 70, IPS 84, IPS 91, IPS 106, SENSE

The Social Health Association brought their program "Bullying and Violence Prevention - Empowering Bystanders" to 448 AYS participants. During the four sessions, the kids learned about bullies, targets & bystanders and the roles each play. They were asked to consider that laughing or joining-in can encourage bullying and learned that bystanders play a key role in preventing bullying. Through this enrichment, they learned to use safe strategies to stop bullies and help targets. The goal of this program is for children to gain awareness of the positive power groups can have to confront a bully and to be able to identify ways to feel comfortable seeking help from adults.

## Mr. Daniel Jamboree

Sites: North EC, White River EC, Fall Break EC Program

This year, AYS joined with local children's musician Daniel Paquette to provide 10 music enrichment sessions at two early childhood sites in Noblesville. Mr. Daniel uses sing-alongs, dancing, movement, instruments, and games to engage the students. Overall 74 children were exposed to musical concepts like beat, rhythm, melody, and tempo while singing traditional children's classics in a fun-filled learning environment. Through music, Mr. Daniel helps the children explore a wide range of topics like feelings, animals, numbers, friendship, humor, and all the other good stuff we want to teach our little ones. And they do this while genuinely rocking-out to some catchy tunes.

**“AYS HAS ALLOWED ME THE SECURITY OF BEING ABLE TO WORK DAILY AND KNOW THAT MY SON IS WELL SUPERVISED. HIS CREATIVE ABILITIES HAVE GROWN TREMENDOUSLY THROUGH HIS PARTICIPATION AT AYS. HE HAS LEARNED TO WORK WELL WITH OTHER CHILDREN IN A GROUP SETTING.”**

**- AYS PARENT**





## Art Yields Success

**March 7, 2014 | 9th Annual Event**

Our annual spring fundraiser showcases live art demonstrations and AYS children's art.

The Art Yields Success event moved to a new location for 2014. The Regions Tower proved to be a great location for the event, which featured a silent auction of more than 100 items including several sports memorabilia pieces. Flat12 Bierwerks provided tastings, and Get Dirty Ceramics was on hand for live art demonstrations. AYS' Director of Education Keith Monfreda showcased AYS curricula during several mini classes throughout the evening. The event netted \$13,200.

Event sponsorships more than covered the cost of the event, ensuring that silent auction and ticket sale proceeds directly benefited the Ellen Clippinger Financial Assistance Fund.



### SPONSORS FOR 2014

**\$2,500:** Indianapolis Power & Light Co.

**\$500**

Broad Ripple Kiwanis Foundation  
CCR Technology Partners, Inc.  
Indianapolis Downtown Lions Club  
North Side Optimist Youth Club

**\$1,000:** Ice Miller Legal Counsel

**\$250**

CliftonLarsonAllen LLP  
CS Capital Management  
DairyChem  
Fearrin Insurance Agency  
Katz, Sapper & Miller  
Sikich, LLP  
Simons Bitzer & Associates  
U.S. Health and Life/Ned Campbell

## Audio Mask

**August 17, 2013 | 2nd Annual Event**

This Indie Rock Show fundraiser benefits music enrichment at AYS.

AYS' second annual Audio Mask, held at The Speak Easy on August 17, raised funds for music enrichment in AYS programs. Four local bands and a DJ donated their time to perform at the event hosted by WFYI's Melissa Davis. The donation of beer by Upland Brewing Co. meant that 100 percent of beer sales went directly to AYS. AYS thanks event sponsors Butler Toyota Scion and Kolman Dental for their support. The proceeds were used to pay for Mr. Daniel Jamboree to visit two early childhood programs for 10 weeks and a fall break camp.



**AUDIOMASK 2013**



## AYS' PROFESSIONAL DEVELOPMENT CENTER

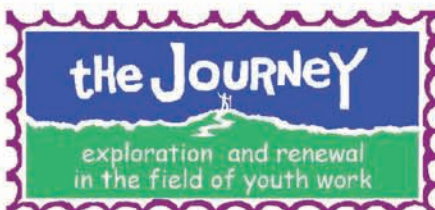
Each year, AYS' Professional Development Center (PDC) provides a variety of workshops and trainings for AYS employees and the community. In 2013-2014:

- AYS staff logged a total of 4,882 hours of training
- 41 adolescents were trained as Safe Sitters®
- 28 AYS students at three AYS sites participated in Friends & Family First Aid and CPR; Simons Bitzer and Associates provided a donation to give away first aid kits with this project
- Training was provided to 28 other agencies/schools/businesses
- 488 individuals were certified in CPR and/or First Aid
- 150 (approx.) community members participated in Infant CPR & Choking rescue demonstration at Babies R Us

## THE JOURNEY FELLOWSHIP PROGRAMS – Exploration and Renewal in the Field of Youth Work

The Journey Fellowship is a flagship program of The Journey, a collection of programs committed to equipping people to lead with their hearts by:

- Grounding people in who they are - their vocation and avocation
- Connecting people to each other – tapping into the power of community
- Inspiring peoples' beliefs about what they can accomplish on behalf of young people



The Journey welcomed new fellows this year in the following categories:

Journey Fellowship for Students	25
Journey Fellowship for New Professionals	21
Journey Fellowship for Executives	27

Previous Journey fellows remained engaged with the program:

Supporting a Journey Fellowship Network	over 800 Youth Workers
International Youth Worker Exchange to New Zealand and Australia	41
Journey Spark Initiative –Journey Fellows Transitioning into Retirement	55

## FINANCIAL MANAGEMENT

This past year was one of many changes in the leadership of our agency. In addition to AYS' founder, Ellen Clippinger, retiring, we welcomed David Cochran as the new CFO in April 2013. Primarily because of these transitions and the rising costs of labor and benefits, the net profit (Net Change in Unrestricted Assets) fell from \$315,303 to \$60,012. We expect the financial results to recover nicely in the current year with business returning to normal. The Temporarily Restricted Assets also fell by \$502,412 due to the expenses of a multi-year grant where the grant funds were recognized in the previous year of receipt.

### INCOME

#### Earned Revenue

Parent & Registration Fees	\$3,745,253
Child Care & Development Fund (CCDF) Vouchers	\$215,275
Professional Development	\$25,213
Miscellaneous Income	\$93,983
<b>Total</b>	<b>\$4,079,724</b>

#### Public Contracts

Government	\$516,141
Journey	\$502,412
Foundation/Community Grants	\$8,500
<b>Total</b>	<b>\$1,027,053</b>

#### Contributions & Special Events

Individuals	\$11,262
In-Kind Donations	\$25,000
United Way of Central Indiana	\$67,703
Fundraising & Special Events	\$33,526
<b>Total</b>	<b>\$137,491</b>

**TOTAL INCOME** **\$5,244,268**

### EXPENSES

Youth/Child Enrichment Programs	\$3,490,352
Journey	\$502,412
Professional Development	\$51,969
Fundraising	\$44,571
General & Administrative	\$1,094,952

**TOTAL EXPENSES** **\$5,184,256**

### CHANGE IN NET ASSETS

Current Year - Unrestricted \$60,012

### CHANGE IN NET ASSETS

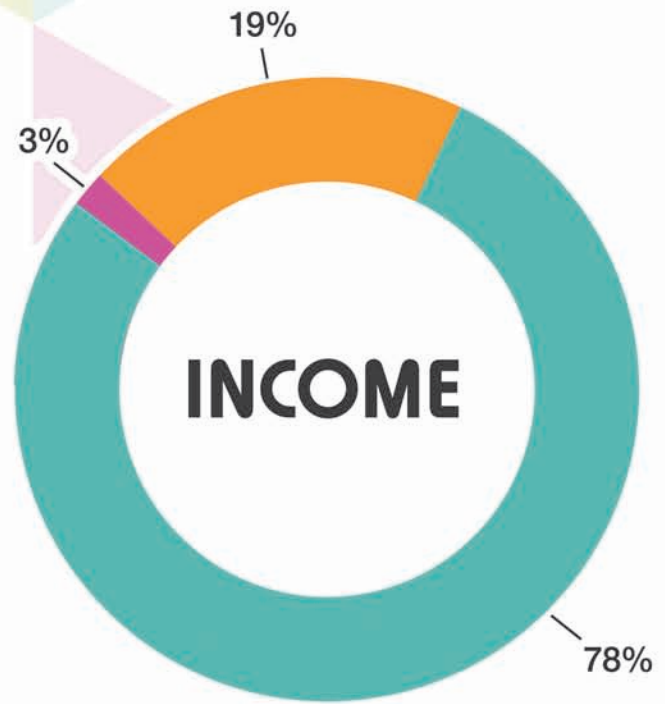
PREVIOUSLY RESTRICTED (\$502,412)

### CHANGE IN NET ASSETS

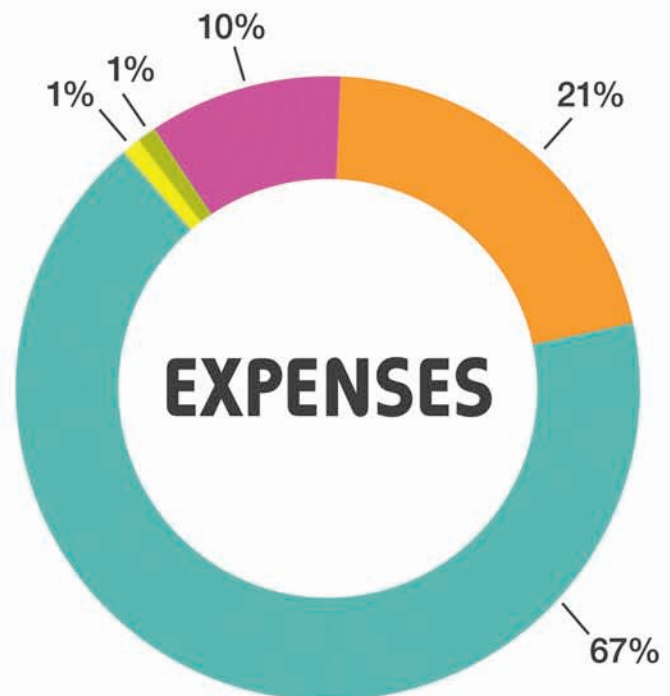
Current Year As Adjusted (\$442,400)

**NET ASSETS, BEGINNING OF YEAR** **\$2,705,603**

**NET ASSETS, END OF YEAR** **\$2,263,203**



- Earned Revenue
- Public Contracts and Grants
- Contributions and Special Events



- Youth/Child Enrichment Programs
- General and Administrative
- Journey
- Professional Development
- Fundraising



**AYS HAS ALLOWED ME TO REDUCE MY OWN STRESS AND ANXIETY IN REGARD TO FINDING A QUALITY PROGRAM THAT OFFERS EDUCATIONAL GROWTH AND ENRICHMENT FOR MY CHILD, AS WELL AS ACCOMMODATING MY HECTIC WORK SCHEDULE. ”**

**- AYS PARENT**

## WHAT WE DO

AYS operates before- and after-school, summer and early childhood programs throughout central Indiana.

Our school-age programs provide a safe place for children during out-of-school hours where they participate in a variety of educational and enriching activities led by trained staff.

Our summer day camps allow campers to explore their interests, make new friends, and learn while having fun. Camp activities concentrate on four curriculum areas: arts, science, health and environment.

Early childhood programs utilize research-based curriculum to prepare young children for school. The programs are designed to increase cognitive, gross- and fine-motor, and social skills.

AYS' Professional Development Center offers a variety of workshops and training classes for AYS staff and the community.



## PARTICIPANTS & SITES

Total enrollment for FY14	1,962
Number of children receiving funding/scholarships	325
Number of children with special needs	569
Number of summer sites in 2014	10
Number of before-/after-school sites in FY14	37
Number of early childhood sites in FY14	4
Number of sites that received COA accreditation FY14	6

## DIAGNOSED SPECIAL NEEDS

Autism	19
ADD/ADHD	116
Allergies	181
Asthma	161
Behavior Management Plan	9
Diabetes	2
Down Syndrome	4
Epilepsy/Seizures	4
Hearing/Visual Impaired	13
IEP	55
Learning Disability	23
Physical Disability	5
Other	66



# Contributions

## Individual Donors

### Monetary

Michael Baker  
Mark Bare  
Sue BeMiller  
Jeffrey Bercovitz  
Lynda Blackwelder  
Catherine Blair Adler  
Emmanuel Boulukos  
Craig Brindle  
Michele Brothers  
Ned Campbell  
Leslie Cannon-Grosz  
Eileen Carroll  
Joseph Cline  
Michael and Ellen Clippinger  
Michael and Cecilia Coble  
Ratasha Colbert  
Donna Copple  
Terri Czajka  
Rickie Daniel  
William and Nancy Darosett  
Anjanette Dilley  
Mark Dunlap  
Diane Dunn Hoover  
Brandy Earl  
Mark and Rochelle Efron  
Chaunda Fabio  
Marni R. Fechtman  
Drew Federau  
Angela Ferguson  
Marta Fetterman  
Crystal Francis  
Andrea Freund  
Scott Gilchrist  
Susan Good  
Cathleen Graham  
Julie Graue  
John and Maureen Grey  
Mary Lou Hadley  
Janice Hair  
Hope Hall  
Leslie Hankins  
Marlene Hatch  
Mary Jo Havens  
Justin Hayes  
Andrew Hedegard  
Mark Hedegard  
Bryan Hurst  
Tamara Jousset  
Kay Kelly  
Courtney King  
Lisa Kitchen Butt  
Robert Seelbach and  
Elizabeth Koenen-Seelbach  
James Koenig  
Lara Lemon  
Jennifer Lewis  
Paul and Tiffany Longstreth  
Rosemary Mahoney  
David and Nancy Mallon  
Iris Marshall-Wiley  
Christa Martini  
Marcus May  
Cheryl McBride  
Stephanie McCafferty-Saxon  
Patric McDowell  
Amy McQuiston

Diane Miller  
Michael and Alicia Moore  
Geri Mundy-Patterson  
Lynn Murphy  
Kristine Myers  
Dana Nauyokas  
Jennifer and Scott Niemeyer  
Patricia Novelen  
Nancy and John Null  
Matthew O'Connor  
Ralph and Barbara Pack  
Cynthia Parish  
Gary Pellico  
Keith and Kay Phelps  
Pamela Phelps  
Arlene Phillips  
Barbara Poore  
Tijza Powell  
Matt Quoss  
Roberto Rodarte  
Phyllis and Richard Russell  
Patricia Rutledge  
Carrie Ryan  
Brad Schildknecht  
Alice K. Schloss  
Peg Sharples  
Susan Sibbald  
Chad Slaughter  
Donna Smith  
Freedom Smith  
Holly Solomon  
Marilyn K. Solomon  
Jeffrey Springer  
Denise Staschke  
Thomas Tate  
Thomas Thaman  
Shyla Tilley  
Kenneth and Jo Ann Todd  
Jerry and Betsy Traub  
Joan Trendell  
Amy Trobec Norwalk  
Ken and Elizabeth Tuller  
Joanna Tuohy  
Bill and Janet Wakefield  
David Wallace  
Joseph Weaver  
Dave Welch  
Betsy Whitmore  
Jeff and Erin Williams  
Anne Wilson  
Tim Witmer  
Nikki Woodson  
Brian and Jennifer Wyrick  
Deborah Zapanta

### In-Kind

Michele Brothers  
Michael and Ellen Clippinger  
David Cochran  
Raimeka Graham  
Andrew Hedegard  
Bryan Hurst  
Lisa Kitchen Butt  
David and Nancy Mallon  
Patric McDowell  
Kay Phelps  
Amanda Schmitz  
Freedom Smith  
Cynthia Stout

Betsy Whitmore  
Tim Witmer

## Organization/Group Donors

### Monetary

AmazonSmile Foundation  
Energizing Indiana  
Esguerra Medical Practice Inc.  
GoodSearch.com  
The Indiana Ice  
Indiana YouthPRO  
Association  
NUCOR  
Pinheads Entertainment  
Simons Bitzer & Associates, PC  
Sweeney Commercial  
Maintenance Services  
Terry Girls Legacy Fund

### Employee Match

Give with Liberty—Liberty  
Mutual Employee Giving  
JPMorgan Chase Foundation

## Audio Mask 2013

### Sponsor

Butler Toyota Scion  
Kolman Dental, P.C.

### In-Kind

Upland Brewing Co.

## Art Yields Success 2014

### Sponsors

Broad Ripple Kiwanis  
Foundation  
CCR Technology Partners, Inc.  
CliftonLarsonAllen  
CS Capital Management, Inc.  
DairyChem  
Fearrin Insurance Agency  
Ice Miller LLP  
Indianapolis Downtown  
Lions Club  
Indianapolis Power & Light  
Company  
Katz, Sapper & Miller, LLP  
North Side Optimist Youth  
Club  
Sikich, LLP  
Simons Bitzer & Associates, PC  
U.S. Health and Life

### In-Kind

Animalia  
Arts A Poppin  
Arts for Learning  
AYS at Blue and Gold  
Academies  
AYS at Hinkle Creek  
AYS at IPS #91  
AYS at Newby  
AYS at North Salem  
AYS at Northridge  
AYS at Pittsboro  
AYS at Promise Road  
AYS at Spring Mill

AYS at Stephen Decatur  
AYS at Stony Creek  
AYS at Valley Mills  
B. Zech Studio  
B'Dazzled Boutique  
Bazbeaux  
Benihana  
CCR Technology Partners,  
Inc.  
The Center for the Performing  
Arts  
Classic Cleaners  
Coopers Hawk Winery &  
Restaurant  
de la piel Spa  
Fab Hair Design  
Fresh Market  
Get Dirty Ceramics  
Glass Utopia  
Good Morning Mama's Café  
Goose the Market  
Indiana Fever  
Joe's Butcher Shop  
Karisma Boutique  
Locally Grown Gardens  
MacNiven's Restaurant & Bar  
Mass Ave Toys  
Moe & Johnny's  
Mystery Café  
Newfangled Confections  
Noble Romans  
Pinheads  
Rays Trash Service Inc.  
RCI  
Republic National  
Distributing Company  
The Ripple Surf & Board  
Shop  
Rock Bottom Brewery  
Royal Pin  
Ruth's Chris Steak House  
Pet Supplies Plus  
Prestige Performance II  
The Sinking Ship  
SkyZone  
Ten West  
Touch of Europe  
WFYI  
Shannon Cross  
Jo Havens  
Beth Koenen-Seelbach  
Nancy Mallon  
Amy McQuiston  
Diane Miller  
Nicki Moon  
Leslie Newland  
Kay Phelps  
Sue Turner

