

FY22 Impact Report



TABLE OF CONTENTS

1

A Note from
the CEO

2

Our Purpose

3

Diversity, Equity,
Inclusion, Accessibility

4

Brand and Market
Assessment

5-8

Program
Overviews

10-12

Partnership
Highlights

14

New VP of
Youth Programs

15-17

Grant Funding

18-19

Strategic Plan

20-21

Financials

22-23

Donors

24

Board of
Directors

A NOTE FROM THE CEO

"Children are a third of our population, and all of our future."

- Select Panel for the
Promotion of Child Health



The incoming of the 2021-2022 year carried with it challenges exacerbated by continued effects of the pandemic, but it also bore hope for the future. Within this shared experience, Hoosier organizations, individuals, and families have emerged with a resiliency that shines through our children when they learn a new skill enthusiastically, when they welcome a new student warmly, and when they practice empathy for themselves and others patiently.

This year, we conducted some deep research to determine how to better fulfill the needs of our families. As we looked inward and thought about how we have served and connected with families for over 40 years, we were excited to discover the mission, vision, and values statements that will shape us for the next few decades.

Furthermore, we made a meaningful investment in our programs by hiring our new VP of Youth Development Programs, Le'Joy White. Le'Joy brings a wealth of knowledge and experience in education to her new role and has already made a significant impact in staff development and program delivery.

While change is an important constant in our journey to evolve as an organization, one aspect that remains unchanged has been equally important - our partners, families, and staff are resilient. I am proud to say that AYS is stronger than ever because of our supporters and those we serve. We remain deeply committed to serving Central Indiana communities by providing nurturing, engaging, and needed out-of-school time programming for our Hoosier youth.

I invite you to learn more about our dedication to creating an accessible, reliable, enriching community where every child and family thrive beyond the school day within the pages of this report.

Thank you for joining our efforts to build a strong foundation for the future together.

With gratitude,

A handwritten signature in black ink that reads "Crystal Stubbs".

President and CEO

OUR PURPOSE

As part of an organization brand and market assessment, we updated our Mission, Vision, and Values statements to better reflect our organization's purpose. On March 23, 2022, our Board of Directors approved these new statements that will help AYS achieve its purpose for many years to come.

Our Mission

Create an accessible, reliable, enriching community where every child and family thrive beyond the school day.

Our Vision

To empower every family to achieve their full potential.

Our Values

AYS FEELS like home.

Fun is at the core of everything we do
Empowerment for children and families
Ease for families with busy schedules
Listening to children and families to better adapt our programs
Safety, not just physically but emotionally



Did you know?

88% of school partners agree that AYS aligns with and reinforces the school's DEI initiative



DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY

Amidst the national issues surrounding Diversity, Equity, and Inclusion (DEI), leaders of AYS, Inc. formed a DEI Council to improve policy and operations ensuring organization wide anti-racism and anti-oppressive practices. This council determined that outside consultation was necessary to gather the research needed to implement an effective plan. After consultation from Dr. Michael Twyman at InExcelsis Consulting was received after many stakeholder surveys, interviews, and observations, our DEIA Council decided to reconstitute in FY23 to engage these recommendations in the following manner:

- Build Organizational Culture around DEIA - Equip with adequate resources to expand capacity and influence; Develop and implement action plan based on report recommendations
- Enhance Board and Executive Leadership Skills in Racial Equity and Cultural Competency
- Align Program Delivery with best practice in DEIA
- Promote DEIA outside of AYS with intentional business practices
- Include DEIA in the foundational elements of the new strategic plan



Did you know?

75% of parents agree that AYS is dedicated to DEIA



BRAND AND MARKET ASSESSMENT

Throughout the first half of the fiscal year, a brand and market assessment was conducted by Willow Marketing to help AYS better connect with the communities it serves and align its messaging with the organization's strategic goals. From this assessment came thoughtful and tactical recommendations for AYS to implement and enhance the overall AYS brand. These included the updating of our Mission, Vision, and Values statements, establishing key differentiators, refreshing our brand visuals (including an updated logo), rebranding and optimizing the AYS website, and shooting a new brand video, among other tactics. These tactics were launched this past year and will continue to be executed throughout the 2023 fiscal year.

BEFORE & AFTER SCHOOL

2,064

Students served

Our traditional out-of-school time programs that provide a balance of academic and social development



Locations

38 Sites

5 Districts

6 Charter Schools

4 Parochial Schools

FALL BREAK

202

Students served

Our full-day programs that provide students with active and enriching activities to keep them engaged during Fall Break

Locations

Blue & Gold Academy

Butler Lab School 60

Greenbriar



SPRING BREAK

154

Students served

Our full-day programs that provide students with active and enriching activities to keep them engaged during Spring Break



Locations

Blue & Gold Academy

Butler Lab School 60

Nora

SUMMER ENRICHMENT

227

Students served

Our full-day programs that focus on minimizing students' learning loss while offering them academic and social-emotional support over the summer


Locations

Blue & Gold Academy

Butler Lab School 60

Willow Lake





"I can't say enough good things about the
AYS staff at the program my son attends.
They go above and beyond to make our
whole family feel welcome during pickup
and drop off times. It's also clear to see
they are providing amazing guidance for
our son's personal/social growth,
discipline, and curiosity/learning, all while
he is having an amazing and fun time!"

- AYS Parent



Did you know?

93% of parents agree
that AYS helps students
develop social skills

PARTNERSHIP HIGHLIGHTS



AYS and MSD Washington Township joined forces to address students' learning loss due to the COVID-19 pandemic. Funding from the Indiana Department of Education allowed AYS to hire MSDWT staff to serve as site coordinators and academic tutors at each of the district's schools. Site coordinators were able to assess the individualized learning needs of each student and base their tutoring around each area to improve students' learning and help with their schoolwork.



Thanks to a generous donation from Corteva Agriscience, AYS was able to develop and implement a 7-week curriculum unit focused on environmental science at select sites. The program consisted of hands-on activities designed to teach students about sustainability, growing food, composting, recycling, and reusing. Each week, students shared what they learned about the week's topic and were encouraged to continue these practices at home.

PARTNERSHIP HIGHLIGHTS



Over the summer, AYS partnered with LifeSmart Youth, a local organization that helps promote health education to kids, to implement their Step Up for Kindness! curriculum at all our summer sites. Through play and fun activities, this program taught students kindness, empathy, compassion, and the skills needed to become an upstanding citizen who prevents bullying.



AYS was fortunate to partner with Arts for Learning during the AYS Summer Enrichment program in 2022. Arts for Learning recruited artists to develop lessons ranging from various visual arts to dance and movement, music and theater for our students.



PARTNERSHIP HIGHLIGHTS




CROSSROADS OF AMERICA COUNCIL BOY SCOUTS OF AMERICA®

Through a partnership with the Boy Scouts of America Crossroads of America Council, AYS campers enjoyed full-day field trips at Camp Belzer, participating in outdoor games, nature hikes, STEM activities, ropes/obstacle courses, and archery, among other fun activities!



AYS summer campers participated in the “Show and Tell” program with local firefighters. The program included a tour of the fire engine, introduction to firefighting as a career, and the opportunity to see how the fire engine operates and splash in the water from the fire hose!



"My son's confidence and ability to make friends with other kids has greatly improved. He looks forward to going to AYS everyday and speaks highly of the staff and children frequently. He wants to stay at AYS as late as he possibly can because he loves the staff and we appreciate how much care the staff members give our child and family!"

- AYS Parent



Did you know?

89% of school partners agree that AYS staff are reliable

NEW VP OF YOUTH DEVELOPMENT PROGRAMS



In February 2022, we deepened our commitment to positively influencing the development of Central Indiana young people. We found the perfect fit for our Vice President of Youth Development Programs in Le'Joy White! Le'Joy is an Indy native who is passionate about increasing access to equitable education and believes in the power of learning. She is a life-long learner currently pursuing her PhD in the Urban Education Studies Program at the IUPUI School of Education and tirelessly works to move the needle for youth in our communities. In addition to her role within AYS, Le'Joy supports school, community, and government agencies in building organizational capacity as a consultant and leadership coach. She has been an incredible asset to our team, and we look forward to what 2023 holds for our Youth Development Programs.

STUDENT LEARNING

RECOVERY GRANT PROGRAM



AYS was the recipient of the Student Learning Recovery Grant from the Indiana Department of Education (IDOE), used to support accelerated learning for our students in the areas of literacy, mathematics, and college and career readiness. With the grant, AYS developed a staffing structure and used designated coordinators, instructional/SEL coaches, instructional aides, family liaisons, and AYS site staff to determine the individualized learning needs of each student and other supports each child's needs based on family/student circumstances. Site coordinators met 1-2x per week to enhance communication between AYS staff and teachers, family liaisons, and school support programs in MSD of Washington Township schools.

Dedicated academic recovery activities were aligned directly with IDOE grade-level standards and standardized testing assessments, and were implemented into AYS programming to further help students in their learning.



This year, we received public assistance from the Build, Learn, Grow (BLG) Stabilization Grant, which allowed AYS the ability to increase our staff members' wages to a degree that wouldn't have been possible for several years.

According to the [America After 3pm report](#), a study about the demand, benefits, challenges, and support of afterschool programs, the safety of environment was extremely important to parents when selecting their child's afterschool program. 75% of parents said that knowledgeable and caring staff were extremely important in their decision-making process as well.

This year, the BLG grant allowed AYS to create a livable wage structure and increased training for our program staff. We were able to create salaried positions for our site-level staff and increase our recruitment and retention of dedicated staff while also making more time for their professional development. This helped and will continue to help ensure our staff's contentment and allow AYS to continually infuse high-quality care into our programs to make them feel like home for our kids and their families.





Summer Youth Program Fund



Thanks to the Summer Youth Program Fund, AYS was able to have a very successful summer! For the first time since the outbreak of the COVID-19 pandemic, we were able to increase our capacity for students served in each of our three partner districts. Enrollment was higher than the previous two years and we were able to staff our programs adequately, resulting in a great summer of academic support, learning, and fun for our campers!

This year, we created a summer program environment that was more student-driven. Activities were designed to be hands-on and interactive, creating an environment that increased student engagement and investment, which ultimately created a more memorable and enriching experience for those involved!

We were able to reintroduce field trip experiences into our camps as well, with the help of health safety restrictions being lifted. Although we were able to access public venues, we did keep some of our "virtual field trip" opportunities as part of the experience, an enjoyable benefit derived from the two previous summers when restrictions were in place.

STRATEGIC PLAN UPDATE

AYS leadership and the Board of Directors, in consultation with Loring, Sternberg & Associates, began the process of developing a new 3-year strategic plan this year. While strategic planning is always an important aspect of the AYS, Inc. business model, this plan will be especially vital as we are positioned to significantly address emerging community needs surrounding learning loss, social-emotional learning, and generational support services.

Through stakeholder interviews, large and small group discussion, and best practice research, we have established the fundamental pillars of the plan:

- **PROGRAM DELIVERY** - Deliver high impact programs that empower and support AYS children and families
- **ORGANIZATIONAL CULTURE** - Foster a culture of acceptance and belonging for all AYS stakeholders and customers
- **COMMUNITY ENGAGEMENT** - Engage community stakeholders to strengthen AYS's reach and impact
- **ORGANIZATIONAL OPERATIONS** - Operate effectively and efficiently without sacrificing quality



STRATEGIC PLAN UPDATE

Interwoven through every pillar, we'll be dedicated to:

- **QUALITY** – Practices contribute to student success, a healthy environment and efficient, effective, and consistent implementation
- **INNOVATION** – Problem solving and program development requires a creative approach with voices at all levels of the organization
- **DEIA** – Diversity, Equity, Inclusion, and Accessibility ensure a sense of joy and belonging for our youth, parents, staff, and stakeholders
- **SUSTAINABILITY** – Each action must ensure long-term sustainability; we do not believe in quick fixes or solutions without clear outcomes

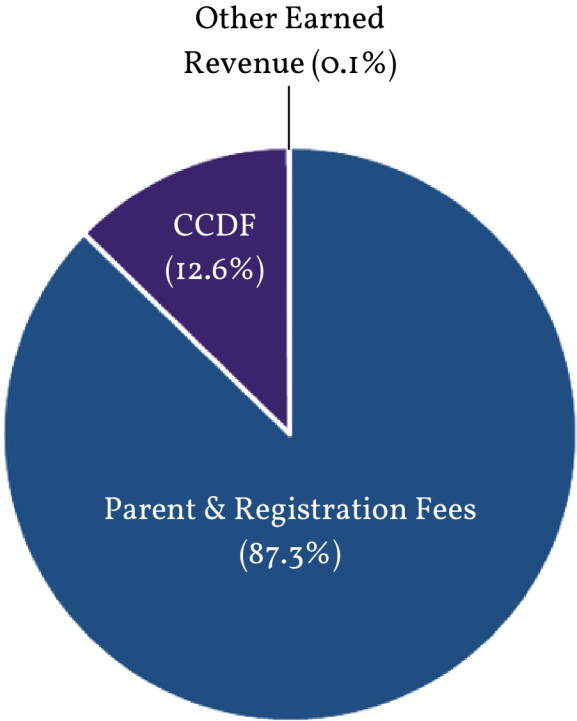
During the first half of FY23, our strategic work will establish clear and measurable outcomes and goals as well as holistic review from all stakeholders.

The energy around this plan signifies a new era at AYS. It will be an era that will challenge our organization with an expanded purpose and renewed dedication to ensure AYS feels like home.



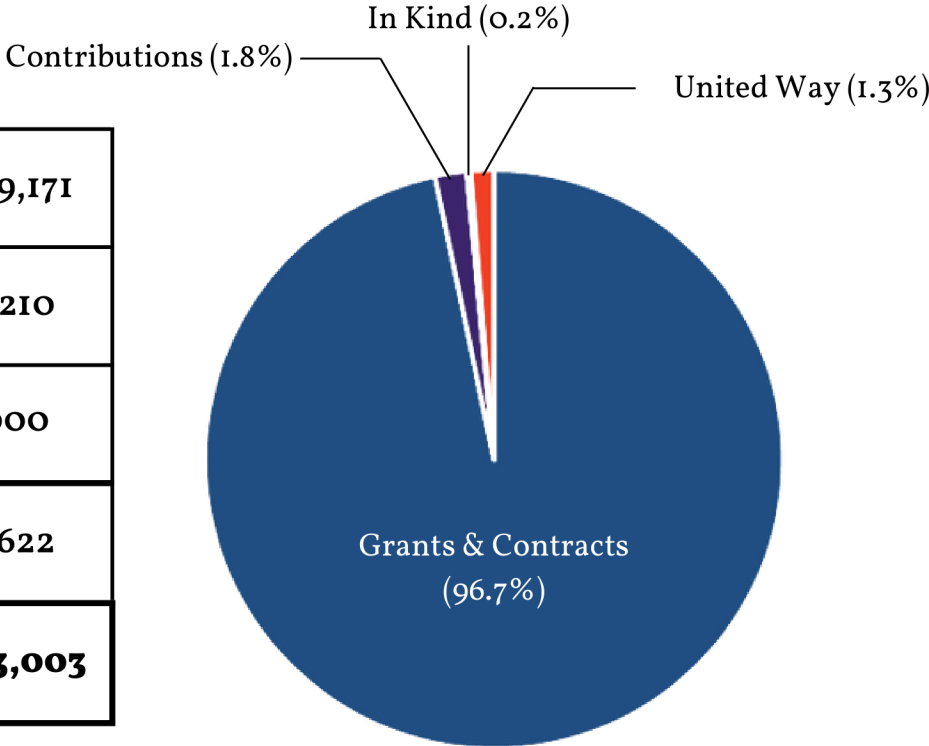
Did you know?
70% of parents believe
AYS is easier and more
convenient than its
competitors

INCOME



Earned Revenue	
Parent & Registration Fees	\$3,264,557
Child Care Development Fund	\$472,408
Other Earned Revenue	\$2,881
SUBTOTAL	\$3,739,846

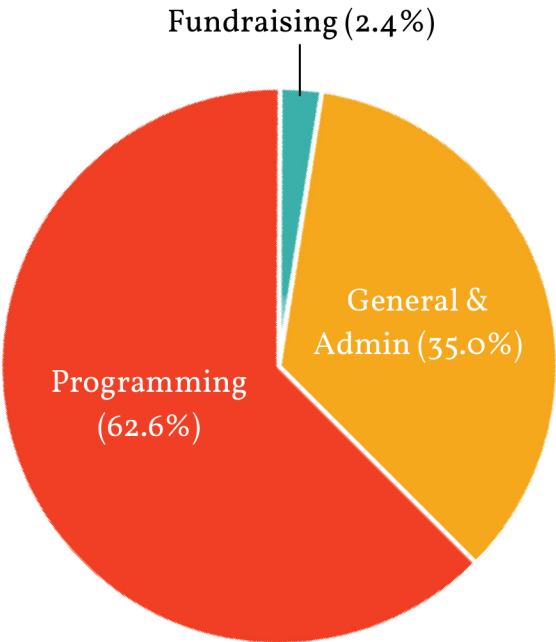
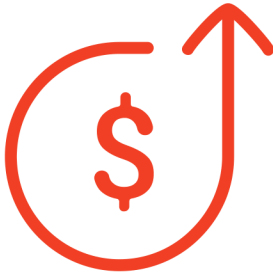
Contributions	
Grants & Contracts	\$2,769,171
Contributions	\$50,210
In Kind	\$7,000
United Way	\$36,622
SUBTOTAL	\$2,863,003



INVESTMENTS	-\$1,481,599
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TOTAL INCOME	\$5,121,250
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EXPENSES

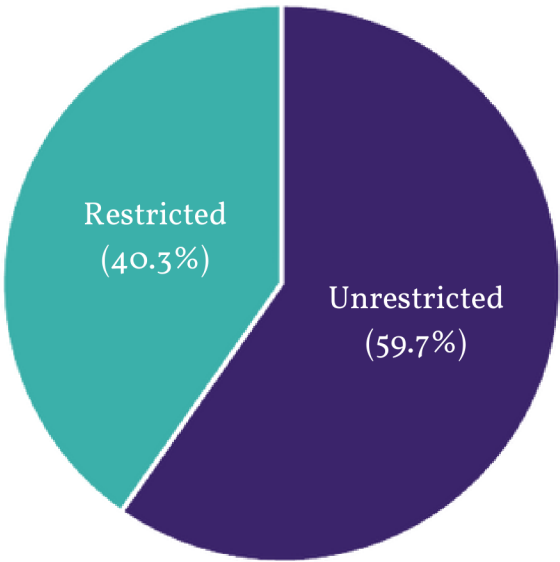


Programming	\$3,010,458
Fundraising	\$115,826
General & Administration	\$1,686,144
TOTAL EXPENSES	\$4,812,428



CHANGE IN NET ASSETS

UNRESTRICTED	\$184,485
RESTRICTED	\$124,337



INDIVIDUAL DONORS

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MAKE A DIFFERENCE!



**Accessibility for
the Community**



**Reliability for
Parents**



**Enrichment for
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ayskids.org/donate**

