



**Empowering
families to achieve
their full potential**



FY23 IMPACT REPORT





A NOTE FROM THE CEO

Dear Community Stakeholders,

AYS is a purpose-driven, diverse, powerhouse of a service provider in Central Indiana, and it's an exciting time to be at the helm. We've been around for over four decades, and still continue to build upon a strong foundation to expand our impact, increase our reach, and accelerate our pace. We understand the need for enriching, reliable out-of-school time partners to better support the Hoosier community, and our vision is to empower every family within our care to achieve their full potential. During the 2022- 2023 school year, we proudly served alongside 28 school partners to do just that.

2022-2023 HIGHLIGHTS

With COVID-19's restrictions lifted, we focused on creating high-engagement experiences that extend school day learning to boost children's academic success and social and emotional well-being.

- We prioritized integrating and adopting a Diversity, Equity, Inclusion, and Accessibility (DEIA) lens for every aspect of our practices and formed a council to oversee and implement best practices.
- We worked to ensure all families could have access to our services regardless of socioeconomic status, so we leverage private and public funding streams with additional in-kind partner support.
- Through quarterly surveying and regular check-ins with school partners, AYS programs proved to boost academic performance and positive behavior while creating a sense of belonging among students.
- Day in and day out, we provided parents peace of mind knowing their children were in a safe, enriching space getting the most out of critical out-of-school hours.

Each step was made possible by the support of our staff, our Board of Directors, and you, our stakeholders. From reading our newsletters, to donating your time or making a financial contribution, to entrusting your children with us when school is out – thank you for being a meaningful member of our AYS community. We built our past by always building for the future. And we are, every day, beginning anew to stay uniquely positioned to serve alongside you. Through the following pages, you'll get to see just how unique this past year has been.



With gratitude,

Chrystal Struben
AYS, Inc. President & CEO

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 & families to better adapt our programs

Safety, not just physically but emotionally



WHY WE EXIST



Empowering families for over 40 years

Since 1980, At Your School (AYS) before and after school programs have empowered central Indiana families to achieve their full potential by allowing parents to focus on their goals while their children receive the support they need outside of school hours. With the peace of mind knowing their kids are in good hands, parents are able to advance their careers by earning job promotions and academic degrees to help better support their families. Located within the school, we offer a safe space for kids to learn and grow through enriching activities that help them excel academically and develop life skills that help them become well-rounded adults. We provide a pathway for every family to succeed, ensuring AYS feels like home for everyone.



Opening Doors and Shaping Futures

In addition to supporting working parents and those continuing their education, our community-school partnerships help address nonacademic barriers to learning by providing access to healthy foods and beverages, creating opportunities for physical activity, and cultivating a positive social-emotional climate. Unfortunately, for every one child enrolled in an afterschool program, three are waiting to get in. AYS is poised to help fill these gaps in our community and we could increase our reach by opening the doors to families and schools on our waitlists, with your help.



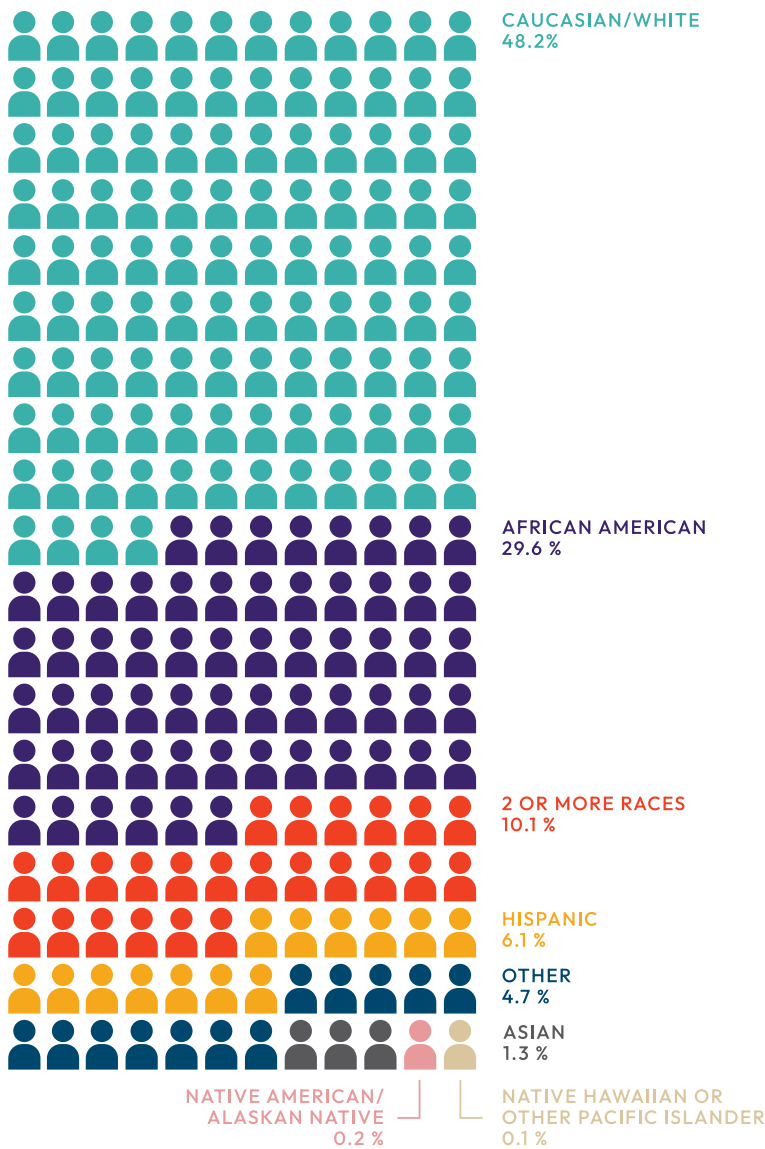
A Culture of Belonging

Our Diversity, Equity, Inclusion, and Accessibility (DEIA) mission is to create, nurture, and sustain a culture of belonging, where differences drive innovative solutions to meet the needs of our employees, students, families, and community partners. The council consists of 11 AYS team members who volunteered to serve on this pivotal committee. The inaugural cohort is truly representative of our AYS community, and they are focused on: a) developing the organization's DEIA Strategy; b) addressing current practices with language reframing, coaching, and adaptive equipment; and c) infusing best-practice DEIA principles into programs, Board of Directors work, leadership, and more.



STUDENT DEMOGRAPHICS

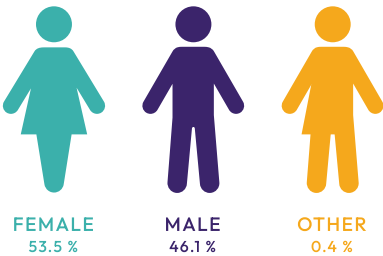
RACE



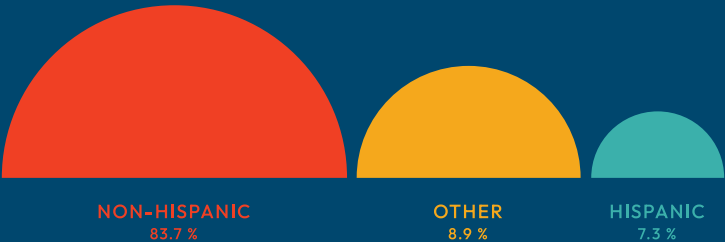
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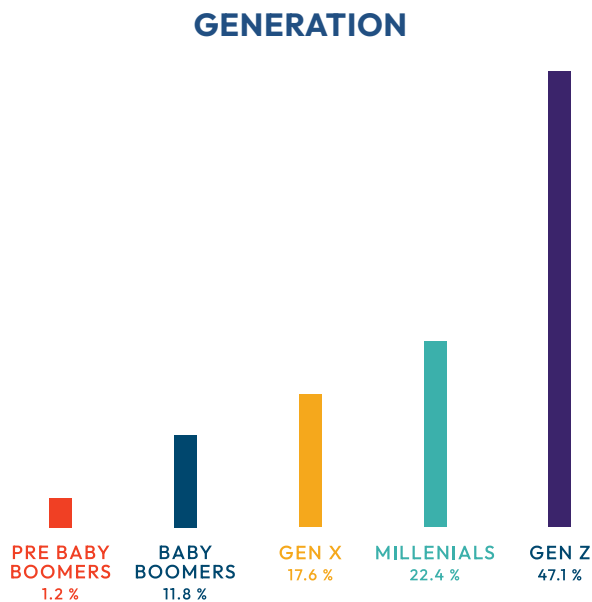
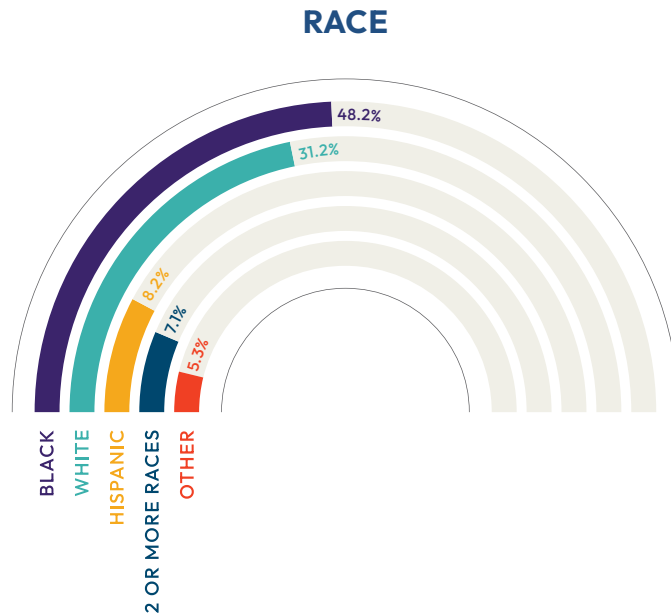
GENDER



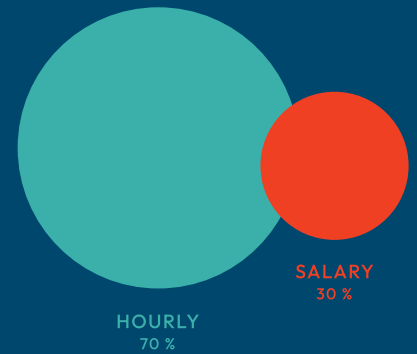
ETHNICITY



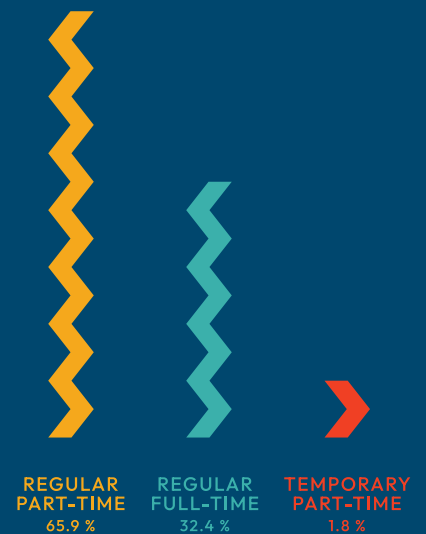
STAFF DEMOGRAPHICS



PAY TYPE



EMPLOYMENT TYPE



In FY23, AYS made the transformative decision to move all Youth Development Leaders to a year-round salaried position with a minimum of 3 weeks paid vacation, full cafe health plans, retirement contributions and professional development program. A year in, and the return on investment has been exceptional in terms of employee engagement and retention. This will have a tremendous impact on administrative efficiency, program quality, and relationship building with the children, school faculty, and communities we serve.

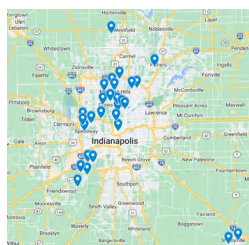


AT AYS, WE MEET KIDS WHERE THEY ARE.

Our staff welcome students with open arms, nutritious snacks, and space to be themselves. AYS supports the holistic growth of youth in our programs by demonstrating positive behavior, encouraging active participation in play and on projects, and engaging families, school personnel, and partners into our process. Our program is developed with each community we serve in mind. We elevate youth voices to let our future lead the way.

Four core curriculum areas

- Health
- Literacy
- STEM (Science, Technology, Engineering, Math)
- SEL (Social-Emotional Learning)



LOCATIONS

We served 34 schools across the state of Indiana in FY23. [Click here](#) to view all locations.



Before & After School
1,589 students



Average of break camps
during school year
~175 students

Fall Break, No School Days,
Winter Break, and Spring Break



Summer Days
759 students



21st Century Tutoring
163 students

AYS enhanced five school programs in Indiana with IDOE grants, serving 163 students, emphasizing literacy, math, and social development, and partnered with Listen to our Future for targeted tutoring.

PARTNERSHIP HIGHLIGHTS



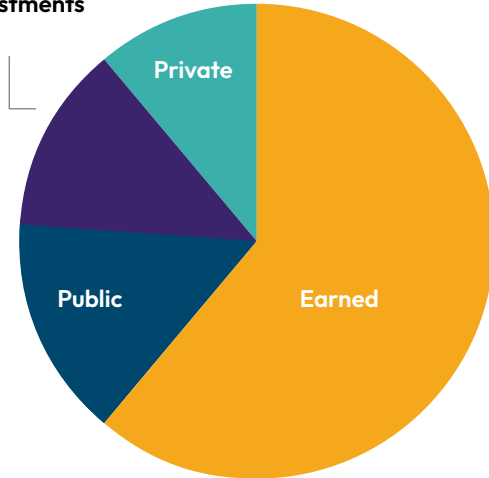
“The AYS staff are wonderful and clearly care about my child and the other children. My son’s confidence and ability to make friends with other kids has greatly improved. He looks forward to going to AYS every day and speaks highly of the staff and children frequently. He wants to stay at AYS as late as he possibly can because he loves the staff and we appreciate how much care the staff members give our child and family!”

- David, Washington Township Parent



FINANCIALS

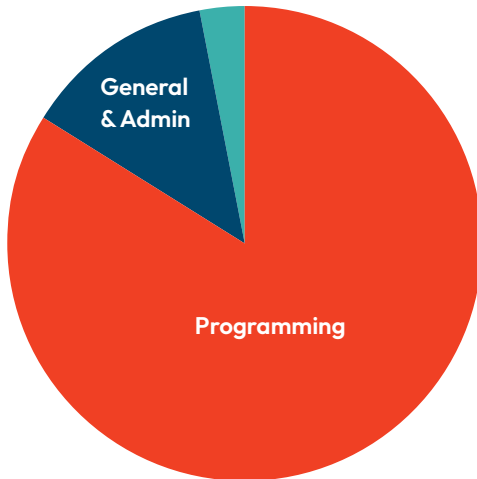
Revenue from Investments



Total Income
\$5,151,037

\$3,168,009	Earned Revenue
\$758,985	Public
\$648,732	Revenue from Investments
\$575,311	Private

Fundraising



Total Expenses
\$5,385,411

\$4,500,515	Programming
\$725,338	General & Administration
\$159,558	Fundraising

QUESTIONS?

If you have questions or are interested in working with AYS to achieve its financial and strategic goals, please contact Lindsay Walls at 317-283-3817, ext. 121 or lwalls@ayskids.org

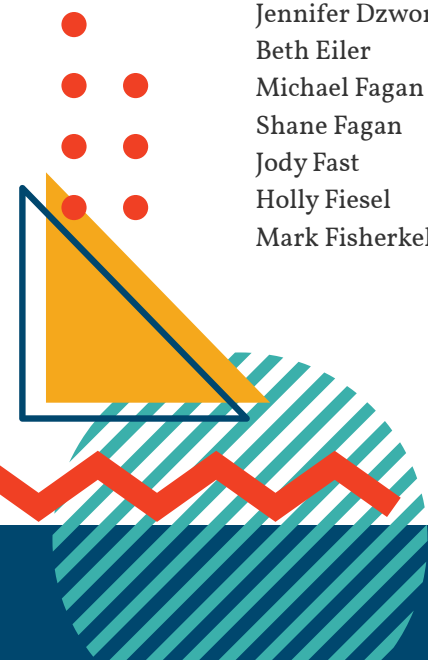
Financial performance for this fiscal year was consistent with the previous year. This demonstrates that AYS is effectively managing its resources and is steadily gaining momentum lost due to the market landscape over the last few years. AYS and many other non-profits are facing a sharp decrease in public funding to support programming and operations. AYS is currently heavily reliant on parent fees, public funding, and grants from private institutions. Opportunities exist in expanding other revenue streams by adding new services in keeping with its mission, leveraging partnerships to decrease expenses, and increasing individual private donations as well as corporate donations. These initiatives are key components of AYS's three-year strategic plan (July 2024 - June 2026) to diversify revenue streams and continue to build long-term sustainability.

INDIVIDUAL DONORS

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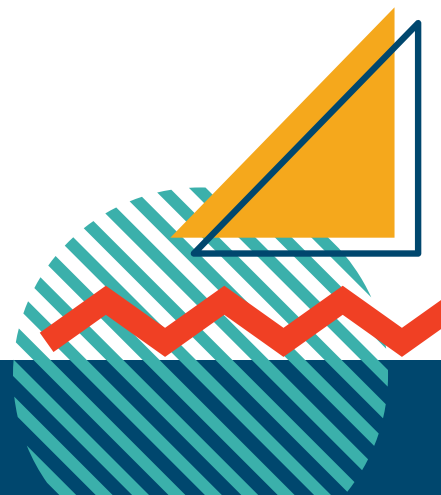
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Shane Fagen
Korey Smith



campaign to

OPEN DOORS

& strengthen families

**Help us shape new futures and
open doors for generations to come**

**Make an impact at
ayskids.org/donate**

