



JOIN THE

# AIM HIGH BOARD *of* TRUSTEES

Give back, transform lives, create opportunity.

## OUR MISSION AND VISION

Aim High creates life-changing opportunities during the summer and beyond.

Our community:



### NURTURES

the promise and potential of middle school students from low-income neighborhoods.



### PREPARES

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



### INSPIRES

the next generation of teachers and educational leaders.

**Aim High is committed to closing the opportunity and achievement gaps in Northern California through our transformative summer learning program. We envision every middle school student having access to joyful summer learning, inspired and innovative teachers, and the support they need to succeed in school and life.**

## ABOUT AIM HIGH

**Summer and middle school matter.**

When students are engaged and supported during these transitional phases, they have the confidence and resilience to succeed.

Aim High guides students through these pivotal periods by blending academics, enrichment, and youth development into an exciting tuition-free learning program. Students entering grades six through nine join us for five weeks during the summer. Once accepted into our program, they are invited back each summer until they reach high school.

**But our work doesn't stop there.** We hire teachers—many of whom are Aim High graduates—and carefully train and coach them so they are supported and inspired in our classrooms. In turn, they grow as education leaders, making a positive impact on Aim High students plus the thousands they teach during the regular school year.

Founded in 1986, Aim High is now the largest free summer academic program in the Bay Area. Since its inception over 30 years ago, Aim High has trained 2,000 teachers and prepared nearly 10,000 low-income middle school students for high school, college, and career success.

## WHY JOIN THE AIM HIGH BOARD?

We need compassionate leaders. Whether your commitment is specific to low-income students, emerging teachers and leaders, or the overall betterment of your community, we need you. We know there are many nonprofits in which you can invest your time, talent, and treasure. We hope you choose Aim High as the organization to which you dedicate your valuable skills and efforts.

## TOP REASONS TO JOIN OUR BOARD



### GIVE BACK

Education is the great equalizer in a society where young people do not have access to the same opportunities. Your service to Aim High as a board member improves educational access and opportunity for thousands of children every year. Invest your time where it matters most.



### LEADERSHIP DEVELOPMENT

Transfer your professional skills to the Board of Trustees, while also developing new leadership skills and achievements. You will make us better, and we will broaden your experience and organizational leadership.



### FULFILLMENT

Students and parents are grateful for Aim High's free summer learning and enrichment program. Teachers are grateful for the professional development and coaching in our classrooms. As a result, board members experience joy and satisfaction through their board service, and immense pride knowing that their leadership ensures Aim High's growth and prosperity for the next generation of students and teachers.



**AFTER GOING TO AIM HIGH, MY GRADES WENT FROM Ds TO Bs. I FEEL A LOT MORE CONFIDENT AND SOCIAL. I FEEL MORE COMFORTABLE BEING MYSELF.**



**YULIANA MENDOZA**  
Aim High Graduate



## WHO ARE OUR TRUSTEES?

- 25 elected Trustees (see names at [www.aimhigh.org/about-us/board/](http://www.aimhigh.org/about-us/board/)), representing a variety of professional backgrounds (financial, legal, education, business) who possess a capacity for leadership.
- Passionate about educational equity and access, adolescent development and/or summer learning and enrichment.
- Have valuable skills and work experience in marketing, public relations, finance, business, technology, education, government, or nonprofit management.
- Have personal or professional connections to philanthropic organizations and/or individuals.
- Have expertise in any area that will help Aim High achieve our collective goals.

## WHAT DO OUR TRUSTEES DO?

- New Trustees attend an orientation, tour a campus, and work with a Board Mentor during their first year.
- Meet five times annually (terms last for three years) and attend Aim High events.
- Serve on board committees, which meet quarterly (Governance & Stewardship, Development, Finance, Program & Evaluation, Executive, and Regional Councils).
- Know and champion our work and our ambitious strategic plan, Vision 2020.
- **Support Aim High in any of the following areas:**
  - Fund development and philanthropy
  - Fiscal management
  - Strategic planning
  - Legal
  - Event planning
  - Community outreach and public affairs
  - Teaching and learning

## HOW WILL I CONTRIBUTE?

Aim High asks Trustees to give of their time, talent, and treasure.

### TIME COMMITMENT:

- Estimated 6-10 hours per month.
- Attend annually at least 75% of meetings (four evening meetings per year) in addition to the required full-day board retreat and at least three special events.
- Serve on at least one of five standing committees, attending at least 75% of quarterly calls and meetings.
- Support donor stewardship and fundraising efforts by making thank you calls, sending thank you notes, creating and sharing prospect lists, and joining solicitation meetings.
- Fully support the Adopt-a-Campus program.

### TALENT COMMITMENT:

- Attend, and over time, assume leadership of important Aim High events (gala, luncheon, etc.)
- Support Aim High's strategic plan and decision-making.
- Be a brand ambassador of Aim High, championing our work among both your professional and personal networks.
- Over time, become board and committee leaders.

### FINANCIAL COMMITMENT:

- Make Aim High one of your top philanthropic priorities.
- Each Trustee must contribute ('give') or solicit ('get') funds for Aim High.
- Each Trustee's annual give/get goal is based on tenure: \$5,000 during the first full year; \$7,500 during the second; \$10,000 during the third (and beyond).

## ORGANIZATION STRUCTURE

**Founded:** 1986

**CFY Budget:** \$5.72M

**Year-Round Staff:** 18

**Sources of Funding:** 100% privately raised

### Major Fundraising Events:

- Annual Gala (November)
- Phone-a-Thon (December + April)
- Spring Luncheon (May)
- Summer Visiting Days (June + July)

**Summer Staff:** 500+

**Summer Volunteers:** 100

### Summer Campuses:

**8** in San Francisco

**3** in Oakland

**2** in Redwood City

**1** in East Palo Alto

**1** in San Rafael

**1** in Napa

**1** in Tahoe/Truckee

## ORGANIZATIONAL OPPORTUNITIES

**When you join Aim High as a Trustee, you can make us better:**

- Grow our financial resources
- Strengthen governance
- Manage growth
- Plan strategically
- Build a more sustainable organization
- Dream bigger





## 2017 BY THE NUMBERS

17 campuses in San Francisco, Oakland, Redwood City, San Rafael, East Palo Alto, Tahoe/Truckee, and Napa.

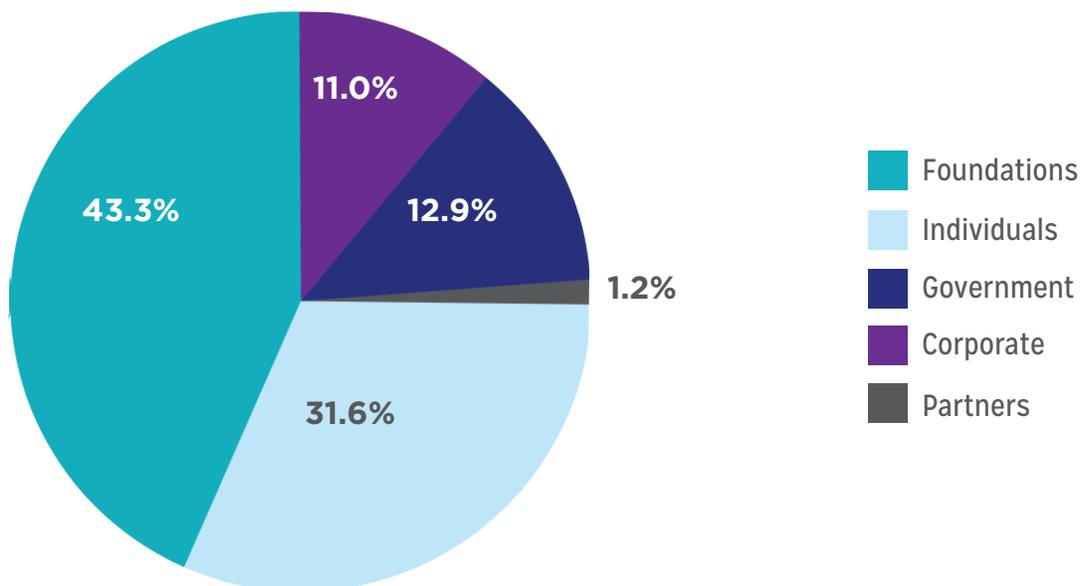
### 2,200 STUDENTS

- 98% students of color
- 95% live in low-income households
- 76% speak a language other than English at home
- 80% poised to be the first generation in their family to graduate from college

### 550 EDUCATORS

- 25% Aim High graduates
- 40% multilingual
- 75% teachers of color

## AIM HIGH FISCAL YEAR 2017 REVENUE



## AIM HIGH RESULTS

### Aim High strives to:

- Deliver a high-quality learning experience to all students
- Prepare students for the school year ahead
- Help students develop social and emotional skills
- Nurture a supportive environment where students feel safe and welcome
- Prepare students for success in college, career, and future life paths

“AIM HIGH IS ONE OF THE NATION’S  
BEST SUMMER PROGRAMS.”

NATIONAL SUMMER LEARNING ASSOCIATION



## OUR IMPACT ON STUDENTS

**72%** of students return annually

**93%** report that they receive helpful feedback from their teachers

**88%** have a more positive attitude about learning because of Aim High

**86%** improve their math, science, reading, and writing skills

**93%** say they understand how to make positive life choices

**92%** feel they are a part of a community

**98%\*** of graduates completed high school on time and enrolled in college, compared to the national average of 52% among low-income students

*\*based on an 84% response rate of Aim High's graduating classes 2009, 2010, 2011*

## OUR IMPACT ON TEACHERS

Aim High is committed to training and supporting a diverse faculty of educators. We encourage creative and collaborate teaching and inspire young people to pursue careers in education.

**82%** of teachers feel their teaching skills have improved because of Aim High

**71%** of professional educators believe they will be a better teacher during the academic year because of Aim High

**91%** of teaching interns report that they gained valuable and important job skills

## RECENT RECOGNITION

- **WHITE HOUSE'S CHAMPION OF CHANGE AWARD** presented to Aim High Executive Director and co-founder Alec Lee (2016)
- **EXCELLENCE IN COLLABORATION AWARD** - National Partnership for Educational Access (2013)
- **SAN FRANCISCO COMMUNITY LEADERSHIP AWARD** - The San Francisco Foundation (2012)
- **EXCELLENCE IN SUMMER LEARNING AWARD** - National Summer Learning Association (2008)

## CONTACT US

### How to Apply:

#### Via our online [application](#):

[https://docs.google.com/forms/d/e/1FAIpQLSfbwJvyDdSW4j\\_bRw9Glar\\_Y3bVAtPzFIL7PkOfc054cWH59Q/viewform](https://docs.google.com/forms/d/e/1FAIpQLSfbwJvyDdSW4j_bRw9Glar_Y3bVAtPzFIL7PkOfc054cWH59Q/viewform)

### Other Leadership and Volunteer Roles:

In addition to the Board of Trustees, Aim High also has a Young Leaders Board (ages 23-35) and Regional Leadership Councils, both of which offer meaningful and skills-based volunteer opportunities, but do not have fiduciary responsibility for the organization. Read more about these opportunities on our [website](#), or contact Bernadette Butler at [bbutler@aimhigh.org](mailto:bbutler@aimhigh.org).

### Questions?

Please contact Stacey Lewis at [splewis@aimhigh.org](mailto:splewis@aimhigh.org) or 415.551.2314.

