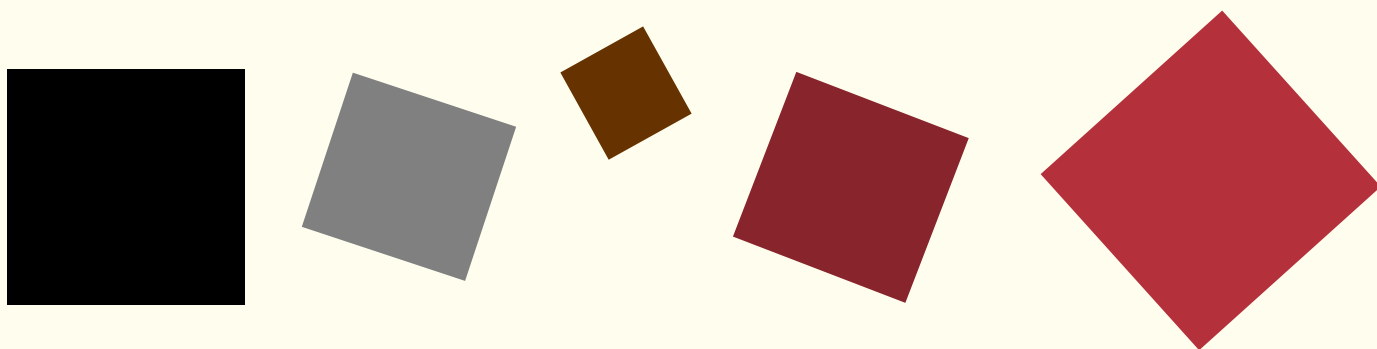




Identity

Serving Latino Youth and their Families

Laying the foundation for success...



...one building block at a time

*To Latino youth, Identity is
a space where they feel safe,
a community that supports them, and
a resource through which they become empowered.*

Greetings,

Maturing for an organization is a process that requires time, dedication, commitment to mission, and passion to provide quality services. Over the past 15 years, Identity continues as a maturing organization. Signs of maturity are reflected in the growth of programs, staff, and funds. These signs include being influential with the community Identity serves and with county officials who recognize the quality of our work by the excellent results we achieve. With that influence, we do well to advocate for the needs and concerns of our constituency, Latino youth and their families.

As Identity's Board of Directors, we are proud of the accomplishments achieved over this past year, including resources to add a much needed facility next to our headquarters, and winning two major contracts for managing new Wellness Centers in two high school sites. Although these are part of our growth as an organization, the Board is especially proud of the excellence that permeates the services provided by Identity staff.

We are expanding our work and resources. With these changes, both Board and staff recognize that we must reexamine our direction and how best to use our energies in a new way.

During these transitional steps, the Board is exploring new strategies and changing leadership. This provides us with the opportunity to open up and examine how our role and responsibilities can serve a different future. As Identity moves forward it gets stronger, and that strength ensures that we continue to improve serving and advocating for Latino youth and their families in Montgomery County.

As we, former and current Chairs of Identity Board of Directors, end one term and start another, we seamlessly transition our respective services to a maturing Identity. We join with the entire Board in dedicating ourselves to Identity's success.



J. Henry Montes, M.P.H.
Outgoing Board Chair



Elena Saenz
New Board Chair

Board of Directors

Elena Saenz, Chair
Chuck Hess, Vice Chair
Maribel Torres-Piñero, Treasurer
Gabriel Romero, Secretary
Stewart Edelstein
Michael Knapp

J. Henry Montes
Laura Newton
John Rumble
Jorge Urrutia
Teresa Wright

Dear friends and supporters,

This year, Identity celebrated its *Quinceañera*, 15 years of service to the Latino community in Montgomery County. What started as an operation of two people (Candace Kattar and me) in a tiny office has turned into an organization of 50+ staff working at five youth centers throughout the County. Our first group of program participants comprised about 20 people, and last year we served close to 4,500 clients. Our broad array of programs and services has expanded to 15 schools, and the initial \$800 investment we made has turned into a \$4.8 million operating budget. Throughout this expansion, however, what have remained constant are the values that have guided us since the beginning. We believe that Latino youth and families have invaluable talents that must be nourished, and they deserve the highest quality of services.

Identity has come far and accomplished much in the past 15 years, but there is still so much more to achieve. We have developed programs that support young people to live healthy and productive lives; improve the relationship between youth and their parents; and empower parents to be more involved in their children's life and education. But addressing these needs is not enough.

As we look to the future, we want to build on our core strengths to improve educational outcomes and give our youth the foundation they need to succeed academically. We are embarking on this initiative in the same way we have always approached the design of our programs, by requesting the guidance and counsel of our community and partners on the most effective course of action we should pursue. Your support got us here. Let us continue to build the future together.

To our funders, including foundations and government and private agencies, Identity cannot fulfill its mission without you. Thank you for trusting us as the stewards of your programs and investments. Thank you for believing in the community we serve and in the work we do.

In closing, I would like to extend my sincere appreciation to Henry Montes as he concludes six years of dedicated service to Identity as the Board Chair. His leadership and genuine commitment to our mission have guided Identity through years of significant change and growth. For me personally, Henry has been a valued mentor, advisor, and friend. His steady hand and sage counsel have allowed us to seize challenges that have propelled us to dream big on behalf of the community we serve.

And now, I welcome Elena Saenz as the new Board Chair, and look forward to working with her as we steer the organization in the new direction and expansion.

With warmest wishes,



Diego Uriburu
Executive Director

Senior Management Team

Diego Uriburu, Executive Director

Leny Bautista, Director of Operations

Candace Kattar, Director of Programs

Cecilia Otero, Director of Community Relations

Who We Are



Through Identity's programs and services, our youth

◆ Learn ◆ Achieve

◆ Thrive ◆ Engage

Our mission is to provide opportunities for Latino youth to believe in themselves and reach their full potential.

We envision a just and equitable society that nurtures all youth and is enriched by their contributions.

Our Values

Young people come first.

Every child has great potential.

Youth deserve more than one chance.

Society is enriched by cultural diversity.

To serve others is a privilege and requires excellence.

School-Based Programs



School-Based Programs support the social, emotional, and environmental needs of our youth. Through a series of dynamic and interactive activities, the youth learn to set personal goals, enhance their connection with the school, take responsibility for their actions and wellbeing, and develop a strong sense of community. The aim is to build upon their strengths and give them the foundation they need to achieve at grade level, graduate from high school, and pursue post-secondary studies.



In the Spring of 2012, Identity initiated the **Parent Engagement Program** in two middle schools with approximately 35 parents. A year later, the program had extended to four middle schools serving more than 100 parents. This program is designed to address the needs and challenges that parents face as they adapt to a new culture, language, and educational system. The focus is on strengthening the role of Latino parents within the family and school, so they are better equipped to monitor their children's studies and support them academically. Parents also examine issues related to bullying, adolescent sexuality, family reunification, and the dangers of substance abuse.

Last year, the parents expanded the scope and reach of the Community Advisory Board enhancing the communication and interaction with the schools, as well as identifying ways in which the family as a unit can participate in community service activities, such as volunteering at soup kitchens and with other emergency service providers.

Next year, the program expects to reach about 150 parents, and expand this program to high schools where Identity operates Wellness Centers. The overall goal is not only to empower parents to guide effectively the social, emotional, and academic development of their children, but also become leaders in the schools and community at large.

Youth Centers



The **Wellness Centers** focus on the physical, social, and mental wellbeing of the students. Our programs and services provide the students a continuum of support and enrichment opportunities that they can access throughout their high-school years. Additional events and field trips encourage cross-cultural education, physical fitness, environmental stewardship, and increased connection with the school. The three Wellness Centers are housed at Gaithersburg, Northwood, and Watkins Mill High Schools in Montgomery County.

The **Youth Opportunity Centers** provide a pathway to the future for youth facing challenging situations, including gang involvement, and represent a stabilizing influence in their lives. We ensure that each youth has the opportunity to forge positive and trusting relationships with caring adults whom they can look up to as mentors and role models. Our goal is to give them the skills they need to advance their education, make healthy, positive choices, join the workforce, and become contributing members in their communities. The services provided at the centers include GED preparation, sports and recreation, workforce development, mentoring and tutoring, mental health counseling, and linkages to social services. The Youth Opportunity Centers are located in Takoma Park and Gaithersburg.

Julio's Story

Julio experienced serious difficulties in school. He was caught using drugs, which led to an arrest and being placed on probation by the Dept. of Juvenile Services. He was required to complete a substance abuse program and community service hours.

In school, Julio was considered a child with special needs, but his family did not feel that his needs were being met. He repeated the 9th grade three times. After his arrest, he was treated differently by the staff and students. Julio became discouraged and felt unaccepted. His attendance was sporadic and soon he dropped out of school.

His mother brought Julio to the YOC concerned that he would encounter more serious legal consequences if he continued on the same path. After an assessment of his needs, the staff connected Julio with several services offered at the YOC, including GED classes, the men's support group, and the digital technology learning group. Julio has been an active participant in all these programs, and his mother has noticed a significant change in her son. Recently, Julio was accepted to an electrician apprenticeship program with an electric company. His attendance to GED classes is excellent, and he is working hard to obtain his diploma. His family and the staff are so proud of how much Julio has matured, and how he has been able to get his life back on track.

Mental Health, Case Management HIV Prevention, Re-entry/Rehabilitation



Case Management services complement all our programs and are an essential component of the integrated and holistic approach we offer to our clients. Identity provides emergency services to Latino families essential for their survival and well-being. Case Managers connect the families to resources available in the County, such as food and clothing assistance, emergency housing, affordable health care, and employment opportunities. These services constitute a critical bridge that serves to mitigate the challenges that our community faces.

HIV Prevention and Intervention. Identity provides social and emotional support to Latino gay, bisexual, and transgendered youth who are at high risk of HIV infection. We also offer HIV counseling, testing, and health referrals with a focus on youth ages 14-21. Prevention strategies for young men are addressed through behavior modification and intervention programs. These clients receive individual and group interventions that allow them to identify their personal HIV risk factors and engage in healthy behaviors. Identity implements these programs with input from clients from the target population who serve as peer educators, counselors, and street outreach workers.

Mental Health services are provided free of charge to low-income uninsured Latino youth and families. Short-and long-term interventions include counseling, crisis intervention, and referrals to psychiatric or emergency health services. Our social workers and counselors provide bilingual services and are assisted by interns pursuing graduate-level degrees in social work.

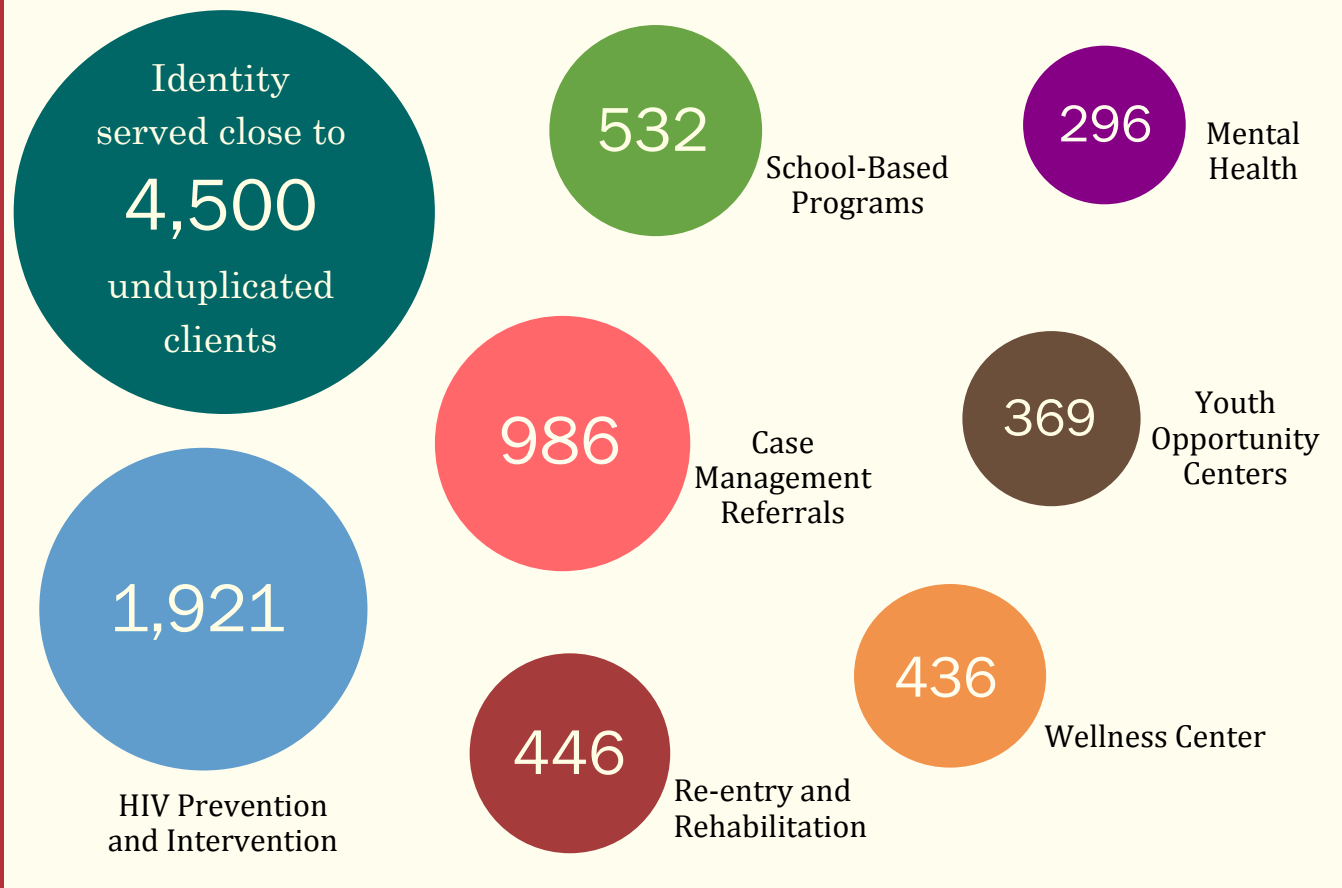
The Re-entry and Rehabilitation Program conducted at the Montgomery County Correctional Facility supports Latino inmates with a broad range of services, including workshops on behavior modification, parenting programs, conflict resolution, and problem solving. These programs engage the inmates in skill-building exercises, help them maintain healthy relationships with their families during incarceration, and provide them the tools and resources necessary to sustain productive lives upon re-entry.

Celebración 2013: Our Quinceañera



1. Montgomery County Executive Isiah Leggett presents Diego Uriburu, Executive Director, with a proclamation 2. Candace Kattar, Director of Programs, presents Tatiana Murillo with the *Youth Courage Award* 3. Sally Rosenberg, Shirley Brandman; recipient of the '*Excellence in Service to Latino Youth*' Award, Kim Schiffrin 4. Guests enjoying the party 5. Outgoing Identity Board Chair Henry Montes (middle), Cristina Montes, Luis Salgado 6. Teresa Wright with youth 7. Sidney Katz, Mayor of Gaithersburg, City Council Vice President Michael Sesma, Council Member Cathy Drzyzgula 8. Dancers from an Identity after-school program 9. Staff member Jose Rosario and family 10. Dancers and their family 11. Our Quinceañera cake

Clients Served, July 2012–June 2013



Montgomery County public schools where Identity implements programs

High Schools

Albert Einstein
Gaithersburg
John F. Kennedy
Quince Orchard
Magruder
Montgomery Blair

Northwood
Rockville
Springbrook
Watkins Mill
Wheaton

Middle Schools

Forest Oak
Gaithersburg
Montgomery Village
Neelsville
Takoma Park
Redland

Report of Giving Fiscal Year 2013

The following listings represent the generosity and commitment of a broad spectrum of donors—government agencies, foundations, corporations, and individuals—who provided critical assistance to Identity. We extend our deepest gratitude to each and every donor on behalf of the youth and families whose lives you have touched with your support. Listings include gifts and grants made during the fiscal year 2013 (July 2012 - June 2013). We have made every attempt to provide an accurate listing of all donors. If there is an error in your listing, please accept our sincere apologies and contact us at 301-963-5900 Ext. 20 in order to correct our records.

Government

Federal and Local Agencies

City of Gaithersburg
MD Dept. of Health and Mental Hygiene
Montgomery County Council
Montgomery County Department of Corrections
Montgomery County Dept. of HHS
Montgomery County Public Schools
US Dept. of Health and Human Services
-Centers for Disease Control and Prevention
-Admin. of Children, Youth, & Families

Foundations and Non-Government Organizations

America's Charities
Calvert Social Investment Foundation
Clark-Winchcole Foundation
Lincoln Financial Foundation
Richard E. & Nancy P. Marriott Fndtn.
Mead Family Foundation
Eugene and Agnes E. Meyer Fndtn.
Montgomery Alliance
Community Foundation
-The Sally Rudney and Scott Hoekman Family Fund
St. Luke's Episcopal Church
Suntrust United Way Campaign
United Way of the Nat. Capital Area
Harry and Jeanette Weinberg Fndtn.
World Bank Comty. Connections Fund

Corporations

Celebración 2013 Sponsors

Adventist HealthCare
Aronson Foundation, Inc.
Asbury Methodist Village, Inc.
ColorNet, Inc.
Group Benefit Services, Inc.

Hess Construction
Maggio + Kattar, P.C.
Maryland Soccer Foundation
Mont. County Education Assoc.
Montgomery College
MSI Universal
MT Pinero, C.P.A.
R & R Data Services, Inc.
Shapiro & Duncan, Inc.
St. Luke's Episcopal Church
Teresa Wright *
T. R. Klein & Company

Other Corporations

BP Realty Investments, LLC
MCG Golf Corporation
Puebla Construction

Individuals - Includes Celebración 2013 Donors

Bruce Adams
Joseph Adler
Charles and Quillie Alexander
Daniel Amaya
Andres and Michaela Aparicio
Teresa Arene
Zaida Arguedas
William Arnold
Michael and Estela Barnet
Victor Basile
Marcy Berger
Fernanda Bianchi
Maria del Mar Borrero
Carole and Nick Brand
Hon. Shirley Brandman
Peter Bross
Laura Casillas
David and Tracy Child
Claudia Comins
Tom and Elizabeth Cowley

Amy Crowley
Everett and Kisha Davis
John Dolman
Sarah Dougherty
Claire Driscoll
Mark Drury
Ana Dudamel
Stewart Edelstein *
Maria Gloria Elliott
Elizabeth Falloon
Norma and Steven Fenves
Gordon Forbes
Stephen and Sharon Friedman
Maria Garcia
Harold and Janet Garman
Kate Garvey
Thomas and Carol Garvey
Robert German
James Gibney
Jeffery and Georgette Godwin
Felisa Gonzales
Sandra Grossman
Joann Halle
Sylvia Hernandez
Chuck Hess *
Barbara Heuter
David Humpton
Ursula Iannone
Debra Kattar
Thomas Kelly
Jennifer Kelly
Michael Knapp *
Frieda Lacey
Jose and Margaret Latimer
Hon. Isiah and Catherine Leggett
Carol Lewis
Nancy Leopold
Stefan Lobuglio
Clarice Lopes-Ribeiro
Maria Lopez

Rudy and Maribel Lopez
 Michael and Judith Mael
 Charles Mann and Susan Wilder
 Carolina Martinez
 Rose Marie Martinez
 Margaret McGinn
 Carol J. McNiff
 Hugo and Rebecca Medrano
 Rebecca Medrano and Dallas Read
 George Missios and Anne Starkey
 Christian Mixter and Linna Barnes
 J. Henry Montes *
 Jeannette Noltinius
 Susy Olivera-Hansen
 Patricia O'Neill
 Teresa Otero
 Mark and Grace Oven
 Joseph Parada
 Enoc Parada
 Mario Parcan and Vicki Lake-Parcan
 Katherine H. Parmalee
 David Phillips
 Angie Pickwick
 Marianela del Pino Rivera

DeRionne Pollard
 Paul Poppen
 Deborah Preston
 Sally Rosenberg
 Fran Rothstein
 Brigitte Rouson
 Diana Rubin
 Jerome R. Sachs and Gail Naftalin
 William Schlossenberg
 Elmer J Servellon
 Charles Short
 Warren and Maggie Simonsen
 Rebecca Smondrowski
 Jose Sousa
 Horst and Ana Maria Struckmeyer
 Michael Subin
 Jeffrey Tenen
 Maribel Torres-Piñero *
 William Treanor
 David and Wendy Vanbronkhorst
 Gregory Votaw
 Gabrielle Vetter-Taaffe
 Mark and Sharon Waldman
 Donna Wilder

Karen Woodson
 Carol L. Wolchok
 John and Lucille Wright
 Bob and Linda Youngentob

In-Kind Donations

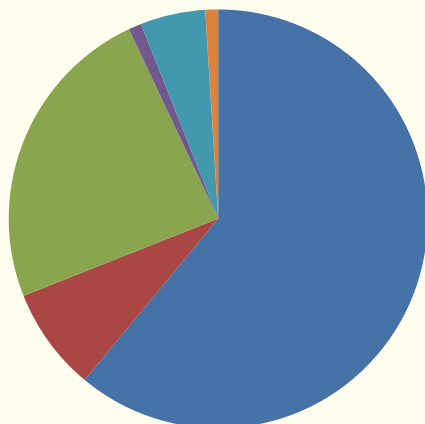
Alison Brown, Esq.
 The Bolger Center
 El Carbonazo
 Fabrication Events, Inc.
 Hess Construction
 Maggio + Kattar
 Nourish Now
 Pollo Rico
 RKtects
 Ritz Hotel
 The Universities at Shady Grove
 Vocelli Pizza
 John Rumble *

Volunteer Hours

More than 500 hours were donated

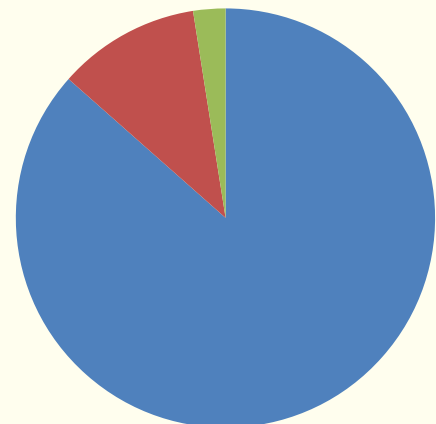
*Identity Board member

REVENUE*
\$4,025,515



■ Montgomery County Gov. 61% ■ Foundations 5%
■ Federal Gov. 24% ■ City of Gaithersburg 1%
■ MD State Gov. 8% ■ Corporations / Individuals 1%

EXPENSES
\$3,786,566



■ Programs and Services 87%
■ Management and General 11%
■ Development 2%

* Net gain represents revenue received at the end of the fiscal year for program use in the following fiscal year, and revenue received for property expansion and improvements.



Headquarters

414 East Diamond Avenue
Gaithersburg, MD 20877
(301) 963-5900

Wellness Center at Gaithersburg H.S.

314 South Frederick Ave.
Gaithersburg, MD 20877
(301) 840-4700

Up-County Youth Opportunity Center

415 East Diamond Avenue
Gaithersburg, MD 20877
(301) 591-1790

Wellness Center at Northwood H.S.

919 University Boulevard West
Silver Spring, MD 20901
(301) 649-8550

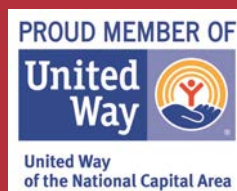
Crossroads Youth Opportunity Center

7676 New Hampshire Avenue, Suite 411
Takoma Park, MD 20912
(301) 422-1270

Wellness Center at Watkins Mill H.S.

10301 Apple Ridge Road
Gaithersburg, MD 20879
(301) 840-3959

www.identity-youth.org



No. 9642

No. 55422