



Annual Report

FY2020

Our Mission

In pursuit of a just, equitable and inclusive society, Identity creates opportunities for Latino and other historically underserved youth to realize their highest potential and thrive.

Our Vision

A just and equitable society that nurtures all youth and is enriched by their contributions.

About Identity

We assist students and opportunity youth living in high-poverty areas of Montgomery County, MD who are most at risk for poor social-emotional, academic and work-life outcomes. Identity supports their successful transition into adulthood at school, in the community, and on playing fields with bilingual and trauma-informed programs that strengthen social-emotional wellbeing, and support academic success and job readiness. And we support their ultimate support systems, their families.

Identity is honored to have supported the successful growth and development of tens of thousands of young people since 1998. Identity youth report real improvements in their ability to resolve conflict; speak up for themselves; connect to school, the workforce and the community; and avoid substance abuse and delinquent behavior. Identity youth show improved school attendance and achievement, and their families report improved communication and more involvement in their children's lives

after participating in our programs. Their personal perseverance and ability to push beyond obstacles related to trauma, poverty, language isolation and fear inspires us every day.

Our school-based programs offer social-emotional skill building and academic enrichment. Identity-run Youth Opportunity Centers, based in Takoma Park and Gaithersburg, provide older youth with the tools and supports they need to (re)connect to school and the workforce. Identity's parent education and leadership training helps parents to get involved in their children's schools, and to promote equitable opportunities for all young people. Wraparound services, available to all clients, include recreation, comprehensive family case management, and mental health and substance abuse counseling including family strengthening support for those who have experienced trauma and family separation.



Dear friends and supporters,

This year was like none other—a year upended by a prolonged pandemic and an overdue spotlight on racial injustice that was bookended by an extraordinary outpouring of care and support.

We began the year in celebration of Identity's 20th anniversary by honoring the resilience and achievements of tens of thousands of Identity youth, thanking those whose resources, advocacy and true friendship fuel their achievements, and pledging to never lose sight of the challenges and injustices confronting a growing number of our Brown and Black young people. Our honorees—Co-founder Candace Kattar, civil rights champion Cecilia Muñoz and community activists Neighbors Rising shared their awe for our community's resiliency and dreams of a future where we always rise for one another. This was followed one month later by the launch of the Black and Brown Coalition for Educational Equity and Excellence, and its first public forum.

We closed the year having been tested and supported in ways we never could have imagined. We were inspired by community members brought to the brink, who once stabilized, helped other vulnerable neighbors cope. We were inspired by staff who worked tirelessly to adapt programs and take on multiple new roles. We were inspired by the outpouring of support from donors and government and philanthropic partners who entrusted us to direct almost \$2 million in emergency aid where it was needed the most. Together, they showed up in creative ways to weave together a safety net to catch nearly 24,000 neighbors whose health, jobs and schooling were threatened by the scourge of COVID-19, racism and anti-immigrant actions.

In between and along the way, we remained laser focused on helping youth improve social-emotional skills, achieve academic success and prepare for work, and advocating for systemic changes that address disparities that leave Latino and other historically underserved youth and their families dangerously vulnerable. We did this while increasing our life-saving case management and mental health support. And, we embraced a new [Strategic Plan](#) with an updated mission statement that reasserts our focus on the Latino community while asserting our broader inclusiveness and welcoming approach with all youth from communities disadvantaged by inequities.

What follows is a deeper look at our impact through stories and numbers and our essential role in delivering life-changing services and creating a better Montgomery County.

In an exceptionally difficult year, as in better years, we thank you for trusting Identity with your most precious resource. . . your children.

**Un fuerte
abrazo,**



Diego Uriburu,
Executive Director



Stephen Metz,
Board Chair

Identity's Rapid Response to COVID-19

COVID-19 devastated our client community, as disproportionate numbers of parents and caregivers lost jobs, became ill or both – and many of our young people already struggling to succeed in school were suddenly thrust into the deep waters of distance learning.



Identity responded immediately, not only to keep young people engaged in their education, older youth in their work skills development and parents equipped to help them—but also with lifesaving safety net support and caring human connections to stave off hunger, homelessness and despair in our most vulnerable families. All front-line staff were cross-trained in case management and immediately began connecting current, former and walk-in clients to safety net services.

**Between
mid-March and
September 30,
2020**

Provided support and case management to nearly

19,000
people in 3,130 different families.

Emergency food assistance was up

519% ↑
compared to the same period last year.

Emergency housing assistance was up

4,771% ↑
compared to the same period last year.

Access to low-cost/no-cost internet was up

82% ↑
compared to the same period last year.

Vetted

983
families yielding nearly **\$900,000** in Montgomery County Emergency Assistance Relief Program (EARP) payments aimed at preventing widespread eviction and homelessness.

Distributed

\$356,792 in direct aid to families for food, medicine, rent, baby supplies and other emergency assistance.

Reached

2,800 families directly with critical health information to prevent the spread of COVID-19 and take care of ill family members, and reached thousands more through our website.

Completed over

2,943 interventions to help students transition to remote learning.

Community Mental Health

All front-line staff and community promotoras were trained in non-clinical community mental health support techniques to help more youth and families manage the unrelenting stress of the pandemic that exacerbated existing stressors related to unaddressed trauma, the anti-immigrant climate, and fear of hunger and homelessness. Now, clients who need emotional support but not necessarily clinical therapy, have greater access to a trained, empathetic ear, and tools to help cope with stress and anxiety.

Special Projects

- **Fifty-six** Youth Opportunity Center clients made **2,200** reusable masks for distribution to low-income neighbors.
- In partnership with Manna Food Center, Identity trained **11** community promotoras to connect **500** isolated neighbors with food.
- In partnership with the Montgomery County Food Council and Business Leaders Fighting Hunger, we trained Youth Opportunity Center clients to help residents access SNAP.
- In partnership with CAPSMD, we distributed **175** Creative Learning Kits to elementary and middle school students.

Denia C. and Her Family

Denia C. came to Identity in desperation. She and her husband were the sole support for eight young people—her younger sister, her husband's five children, and their two children together. But when COVID-19 hit and her husband was laid off, their savings weren't enough. Denia was in great distress, worried he would take a more dangerous job and get infected. Nightmares of the extreme poverty she experienced as a street vendor in Honduras were overwhelming. In search of a way to save her family, Denia knocked on many doors. Then she found Identity.

An Identity case manager helped her access food and clothing, and shared information on COVID-19 care and prevention. Most importantly, Identity was able to give the family a check for one month's rent, preventing eviction and giving them financial breathing room. Now Denia is paying forward what she can to her community, spreading the word on emergency food, clothing and housing aid to the most isolated and desperate families she knows.

Denia wrote,

"I'm blessed to be able to say that there are wonderful people around me who support me in difficult times and I don't want to miss the opportunity to thank everyone in the Identity program for the support they have given me and my family. God Bless you all."





Highlights

Our unwavering vision of a just and equitable society that nurtures all youth and is enriched by their contributions guided us this year to learn more, speak out more, partner more, and help young people and families facing trauma heal more. And our founding commitment to providing the highest quality services inspired several applied research projects to fuel data driven system reforms.

IMMIGRANT-SPECIFIC ACES

We helped advance the science and body of knowledge of unique Adverse Childhood Experiences suffered during the immigrant journey. By collecting and evaluating data on these experiences with the University of Maryland's School of Public Health, we are increasing awareness and piloting and testing new ways to address these traumas.

EARLY CHILDHOOD EDUCATION

We uncovered a high distrust, among Latino families, of non-relatives caring for young children in a survey revealing attitudes toward early childhood education. Our data helped inform outreach to Latino families and policies in the county-wide initiative to increase kindergarten readiness. Our report, [*Early Care and Education Needs Assessment Among Latino Families in Montgomery County*](#), also inspired our own expansion of ECE certification training for workforce clients.

EQUITY IN EDUCATION

Identity and the NAACP Parents' Council united the power of two historically disenfranchised communities to form the Black and Brown Coalition for Educational Equity and Excellence. Its first big action was to bring together nearly 1,200 people in October 2019 to call attention to ways to remediate documented systemic inequities in Maryland's largest school system. Soon after school moved online, we initiated a study with the University of Maryland School of Public Health to document the barriers to virtual learning among underserved students and what they believe is essential to learn in a remote environment and beyond. Read more about the specific call to action from this unique coalition on page 11.

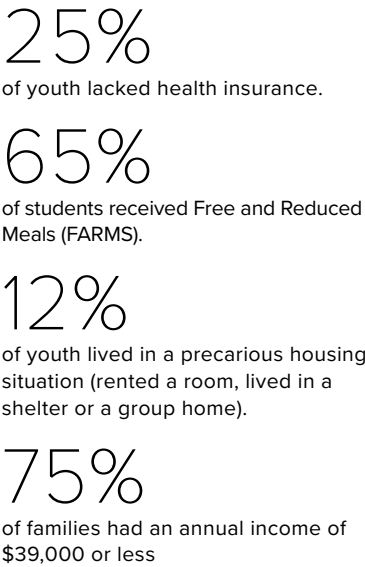
FAMILY REUNIFICATION

Client feedback and best practices research led to significant programmatic improvements and growth of our intergenerational program. The program helps teens reunite with their families after long separations due to immigration and the extreme levels of trauma caused by that separation, the journey itself, and feelings of being an outsider in their own families.

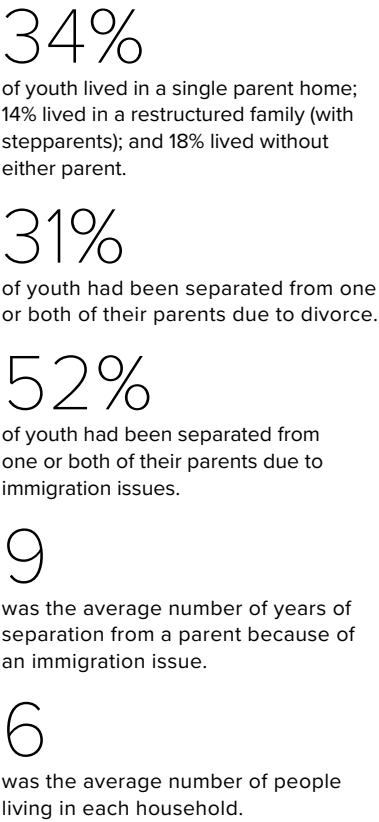
CENSUS 2020/HAZTE CONTAR!

We reached nearly 20,300 traditionally reluctant or hard-to-reach Latino residents with facts about the importance of being counted in the census, and helped nearly 1,613 people complete it. Identity staff and volunteers were honored with the *Montgomery County Executive's Todos Contamos Award* for bringing in nearly 30 million dollars of state and federal funds to our county over the next ten years.

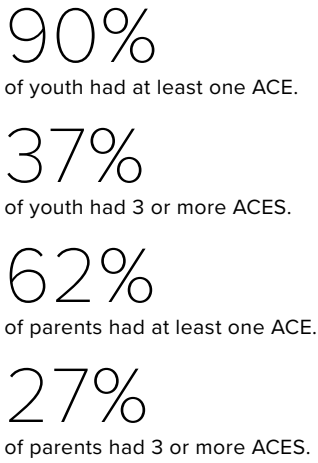
Socioeconomics



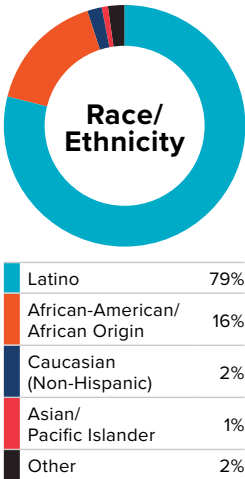
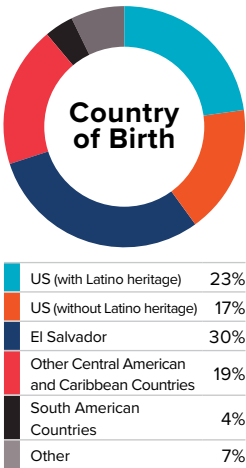
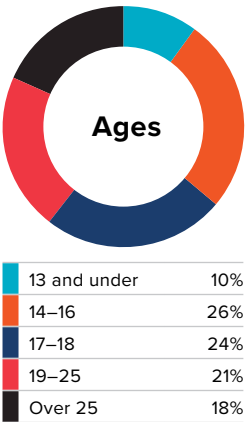
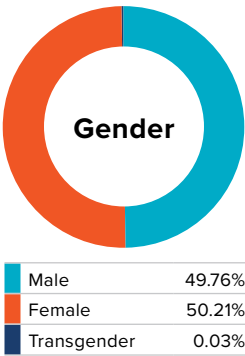
Family Cohesion:



Adverse Childhood Experiences (ACES):

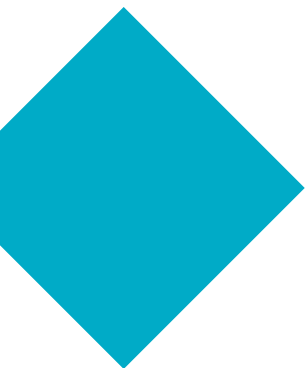


Who We Served



3975 Clients
benefiting 24,000* residents

*average family size of 6 based on a survey of 400 parents



Social and Emotional Learning

Identity programs are grounded in the Positive Youth Development model and work to increase protective factors such as self-esteem, self-efficacy, and conflict resolution skills. Strengthening these factors reduces young people's potential for engaging in risky and negative behaviors, and continues to show positive benefits for years, including outperforming their peers academically (Child Development, meta-analysis 2017). This approach builds on each young person's core abilities and works to increase their self-management, self-awareness, social awareness, healthy relationship skills and responsible decision-making. We bring a trauma-informed approach to all of our programs.

Out-Of-School-Time Curricula

Our curriculum-based programs build upon youths' strengths and provide them with the social-emotional support to grow into healthy, successful adults. We tailor each curriculum to the appropriate developmental age for students in elementary, middle and high school. The programs address goal-setting, mental health, physical activity and parent-child relationships, and for older youth, reproductive health and substance abuse prevention.

High School Wellness Centers

Identity is the lead agency at three of the county's high school Wellness Centers. In partnership with the Department of Health and Human Services, Montgomery County Public Schools, and our multicultural partners, Identity manages on-campus centers that integrate social-emotional supports and programs with access to medical care.

65%

of elementary students increased or maintained high levels of persistence as assessed by their teachers.

61%

of middle and high school students who reported poor expectations for their future at intake, reported more positive expectations at exit.

62%

of Wellness Center youth who reported poor conflict resolution skills, reported an increase in those skills after involvement in our programs.

Youth Opportunity Centers

The YOC programs emphasize building social-emotional skills to prepare older youth to reconnect to the educational system, prepare for work, and prevent gang involvement. These services are coupled with intensive case management and behavioral therapy, when needed. With our multicultural partners, the YOC staff is helping diverse young adults reach their highest potential.

70%

of YOC youth who reported poor expectations for a positive future believed in a more positive future for themselves after involvement in our programs.

Support and Reentry Services

Identity offers inmates at the Montgomery County Correctional Facility bilingual programs, pre-placement orientation, individual and family case management, interpretation services and reentry coordination.

163

Inmates were served at the Montgomery County Correctional Facility.

Recreation

Our bilingual coaches not only provide at-risk youth access to healthy team sports without fees, they teach leadership, conflict resolution and social integration skills. This program may be the only option for our middle and high school players to be involved with competitive sports, as many don't qualify for school teams leaving them especially vulnerable to disconnection.

66%

of youth in the Rec Program who reported poor conflict resolution skills at intake reported an increase in those skills after involvement in the program.



Steven's Story

I was 16 and an 11th grade honor student in Honduras. But when our family moved, I had to start over in 9th grade at Gaithersburg High School. I didn't speak much English. I was scared of this big school and big challenge. Then I met the people at the GHS Wellness Center, who immediately treated me like family. I started just going to the Wellness Center every day at lunch with my friends, sometimes after school. I felt like the Wellness Center was my second home, my second family.

It took me 6 months to learn English— I used Apps, read the dictionary, practiced with my sister. And I was getting A's in all my classes. But there were tough times too, and the Wellness Center staff really helped me, like when I was in a relationship and it was disintegrating and I felt like my world was falling apart. Luckily I had people to talk to at the Wellness Center, and they got me through it.

Although COVID-19 has prevented me and my friends from celebrating the end of our senior year together, my favorite memory will be the fall semester this year when I volunteered to help with younger students in a "Be Yourself" group. I felt like a teacher and part of the staff.

In the fall I will start full-time at Montgomery College. My dream is to be a person who can help the world, like the Wellness Center helped me.



Academic Support

Identity offers engaging, culturally competent academic support to students who have interrupted education or who are falling behind grade level. In mid-March these programs continued on virtual platforms, as well as by phone and text. Our signature wraparound services including comprehensive case management and counseling became even more important as a service available to all students and their families.

Elementary Schools

Identity offered its reading + social-emotional skill-building program in four high need elementary schools: Capt. James E. Daly, Clopper Mill, Stedwick, and Whetstone.

94%
of participants received
a grade C or higher
in reading.

Middle Schools

Our program at Neelsville Middle School focused on math and STEM. We worked to increase students' social-emotional skills and their connection to school. We also provided afterschool homework help and recreation to increase school connection at Gaithersburg and Montgomery Village Middle Schools.

64%
of participants ended
the year with an A or B
in math.

High School Wellness Centers

Wellness Center programs strengthened school connectedness and other protective factors that have been shown to lead to better academic outcomes. We also partnered with the schools to offer academic support programs for students who need extra help to thrive in school, such as Wheaton High School's Knight Time, Watkins Mill High School's Wolverine Time and Youth Summit, and Gaithersburg High School's Trojan Experience.

68%
of youth who began
the year with a
negative perception of
school, had a positive
perception of school
after participating in
Identity programs.



Youth Opportunity Centers

For clients who are no longer in school, Identity offered English and Spanish GED classes as an alternative path to a high school diploma, ESOL classes and tutoring hours. In addition, we offered industry-recognized certification classes in collaboration with Montgomery College. When possible, we advocated to re-enroll students in Montgomery County Public Schools.

83%
of youth who had dropped out of school before intake, re-enrolled in school or a GED program.

Parent/ Guardian Engagement

We offered education and engagement workshops as a roadmap to deeper involvement in their child's school and education. Workshop topics included increasing parents' understanding of grade level proficiency standards, online homework systems, report cards, teacher conferences, and child and adolescent development. Bilingual parent outreach workers also served as the parents' point of contact and school advocate. Building the ability of parents to engage with the school and their child's education has been shown to directly impact student success in school and in life.

138
hours of Identity parent education and engagement programming.

Mia and Debbie's Story

Mia struggled to stay engaged in middle school when COVID-19 forced learning online and turned her whole world upside down. Her parents struggled to find work and relied on her to help with five younger siblings. A participant in Identity's after-school social-emotional and academic enrichment program at Neelsville Middle School, Mia was drifting away from both school and Identity's virtual sessions.

But thankfully, Mia had a very determined math tutor from JCA Interages that matches older volunteers with our Neelsville students. After missing three sessions with her tutor Debbie, they made up for lost time, working extra hours together so Mia could catch up and finish three weeks of assignments. Mia passed her math class and continued to build her math skills over the summer to prepare for success in school in the fall.

At a time when our kids are desperate for it, Debbie and other volunteers are nurturing their minds while creating connections with caring adults.



Workforce Development

Identity works with youth to prepare them for sustainable, meaningful employment and a firm footing on a career pathway. Our model includes rigorous curriculum-based job-readiness training and industry-valued certification training; career navigation support; internships and paid work experience; mentoring and coaching; and financial and computer literacy training.

We continued our relationship with Montgomery College, which resulted in more clients getting scholarships for professional certifications in Early Childhood Education and as Certified Medical Assistants and Automotive Technicians. We offer other basic certifications such as HIPAA, OSHA, CPR, SafeServ, and Flagger. Our partnership continues with MCPS and Literacy Lab to promote career pathways in education.

When COVID-19 caused the cancellation of spring Internships as well as widespread job losses, we reimaged what work experiences could look like. The YOCs launched innovative projects that helped the community and provided work experience and stipends at the same time.

53

youth passed at least one GED test.

156

youth enrolled in Job Readiness Programs.

35

youth acquired jobs.

124

certifications were awarded.

86

youth acquired internships or work experiences.

56

youth built and sewed 2,200 reusable masks for distribution to low income neighbors.



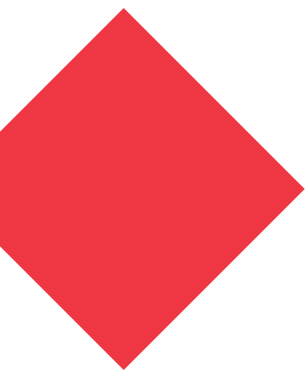
One of the biggest challenges to fighting hunger during the pandemic has been reaching families in sudden financial distress who are not only isolated by language, but fear accepting benefits no matter how dire their circumstances. YOC participant Nicolas U. completed a paid internship with the Montgomery County Food Council to help them with this challenge. Nicolas says his internship was life changing. He not only gained the confidence to talk to strangers in a professional setting, but also found a passion to help others. For Nicolas, the best reward was helping a desperate mother put food on the table for her three children. When her four-year old got on the phone to thank him, Nicolas says he could barely keep the tears from flowing.

Nicolas's Story

"The best reward was knowing I could change someone's life when I had a chance. This was huge for me."

NICOLAS U.

Identity Youth Opportunity Center Participant, Workforce Development



Wraparound Services

The whole person—the whole family. From our soccer coaches to youth development specialists to parent outreach workers, frontline Identity staff are all involved in identifying the wraparound services each youth and their family members need to transition youth into successful adulthood. This holistic approach has never been more important to our youths' wellbeing than during the pandemic, when so many families were plunged into sudden financial and health crises.

Case Management

Our case management effort went into high gear to serve current and past clients, their families, and walk-in clients from across the county, connecting youth and their families to food, housing, emergency assistance, internet, computers, clothing, legal assistance, healthcare and other nonprofit, and government benefits. Identity's efforts to help the community during the pandemic are detailed on page 3.

5,701

referrals made for emergency food, clothing or housing —a 323% increase.

Mental Health

Because of the prevalence of trauma among our client population, we routinely assess their ACEs, as well as their parents'. Clinical mental health services are available to all program participants. Also, all non-clinical staff are trained to recognize the signs and symptoms of trauma and to help young people and families manage the tremendous emotional impacts of trauma, including COVID-19 and immigration-related traumas.

290

individual clients were treated by Identity mental health counselors.

Family Reunification and Strengthening

These multi-session healing programs help reconnect youth and their families who have experienced extreme levels of intergenerational trauma and, in many cases, long periods of separation due to immigration.

78%

of the youth who reported a poor relationship with their parents/caregivers reported improvement at exit.

100%

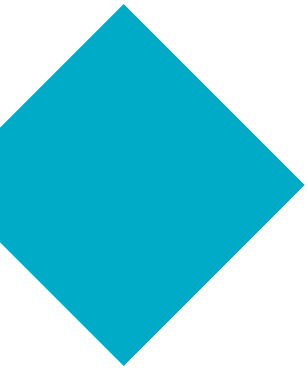
of the adults who reported a poor relationship with their children reported improvement at exit.

Substance Abuse Prevention and Intervention

In addition to the prevention skill building woven into our curricula across programs, Identity offers individual and group substance abuse counseling.

74%

of youth who initially reported risky drug or alcohol behavior, reported improved ability to refuse drugs or alcohol at exit.



Community Engagement

Identity champions equitable and sufficient resources, supports and opportunities for Latino and other historically underserved youth as an organization, and in coalition, to bring about systemic changes that would interrupt patterns of underachievement, lost hope and disconnection.



Ensuring Critical Services Reach the Most At-Risk Community

Drawing on deep relationships with the community, local elected officials and policymakers, Identity was at the table as a trusted advisor as the schools and county government responded to the pandemic. Together we raced to break down barriers to virtual education and to safety net, healthcare, and employment assistance. For example, Identity worked to ensure emergency rent assistance and eviction protection was available to people without a traditional lease. We advocated for culturally appropriate and equitable access to MCPS' online learning systems as well as food distribution. When the number of new cases of Covid-19 jumped in the Latino community, we helped the county design and stand up Por Nuestra Salud y Bienestar, an aggressive effort to contain and mitigate the impacts with increased testing, education, treatment, case management and emergency assistance.



Youth and Adult Leadership Academies

Forty parents and youth completed Identity's leadership development program, and we supported another 57 previously trained parent-leaders in their goal to create a more responsive, equitable education system for their children.



Census - Hazte Contar!

Identity led a large-scale effort to encourage residents in traditionally hard-to-reach communities to be counted by filling out the census. We reached nearly 20,300 people at gathering places such as grocery stores, and by canvassing door to door. We helped 1,613 households complete the census, bringing nearly 30 million dollars in federal aid to our county over the next ten years. Our Census team was honored by the County.



The Black and Brown Coalition for Educational Equity and Excellence

The Coalition gathered 1200 parents, activists, and County education and government leaders to reveal the data behind three systemic inequities in the state's largest school system and to push for concrete changes. County government and school leaders publicly committed to move aggressively towards ensuring Black, Brown and low-income students have access to effective and diverse teachers, effective and diverse school leaders, and the rigorous coursework necessary to succeed in college and careers.

Despite the disruption of school in mid-March, the 25 member Coalition kept the focus on key levers of progress, while also working to ensure that students suffering the greatest learning losses due to COVID-19 are not left behind in the recovery. School leaders have reported good progress on access to rigorous coursework, now making acceptance to higher math classes automatic by score instead of by teacher recommendation.



Thank you to each and every funder and donor on behalf of the youth and families whose lives you have touched.

FOUNDATIONS, BUSINESSES, NON-GOVT

A. James and Alice B. Clark Foundation
 Adventist HealthCare**
 All Trades Remodeling LLC**
 Amazon Smile Foundation
 America's Charities
 Anonymous
 Aronson Capital Partners LLC**
 Asbury Methodist Village/Gaithersburg Beloved Community Initiative**
 Bender Foundation, Inc.
 Bernstein Companies**
 Bethesda Magazine**
 Bill and Melinda Gates Foundation**
 Blair MoCo Strong Relief and Recovery Fund
 Bozzuto & Associates, Inc.**
 Burness**
 Business Leaders Fighting Hunger
 Capital One**
 Car Wash Development & Management
 Center For Community Change**
 Chevy Chase United Methodist Church
 Children's Opportunity Fund, GWCF
 Choice Foundation
 Citizen Heights Church
 Clark Winchcole Foundation
 Cliff and Deborah White Family Foundation**
 College Tracks
 ColorNet**
 Comcast Foundation
 Community Change
 Costco Wholesale
 COVID Emergency Relief Fund, GWCF
 Creative Ways Therapy**
 Crimsonbridge Foundation
 David S. Stone Foundation, Inc.
 Del Pino Rivera CPA**
 Dollar General Literacy Foundation
 EDENS, La Cosecha**
 Eureka Facts**
 EYA LLC**
 Facebook Payments Inc.

Fund for Children, Youth and Families, GWCF
 Greater Washington Community Foundation**
 Healthcare Initiative Foundation
 Holy Cross Health**
 Honest Tea**
 Intentional Philanthropy
 Inter-American Development Bank
 J. Willard and Alice S. Marriott Foundation
 Jim and Carol Trawick Foundation
 John D. and Catherine T. MacArthur Foundation
 John G. & Jean R. Gosnell Foundation Inc.
 Kaiser Permanente**
 Koutras Construction**
 Kresge Foundation
 LTA Holdings LLC**
 Lyon Bakery**
 M&D Financial Inc.**
 Maggio & Kattar**
 Manna Food Center
 Mead Family Foundation
 Meyer Foundation
 Mission Partners**
 Montgomery Coalition for Adult English Literacy
 Montgomery College**
 Montgomery County Education Association**
 Morris and Gwendolyn Cafritz Foundation
 Mr Wash Car Wash**
 National Christian Foundation
 Neighbors in Need
 Montgomery Fund, GWCF
 Neighbors Rising
 NOPE Neighbors**
 Nora Roberts Foundation
 Offit Kurman**
 Olivarez Madruda Lemieux O'Neill, LLC**
 Open Society Institute
 Pathology Associates of Silver Spring
 Paypal Charitable Giving Fund
 Pew Charitable Trusts
 Resilience Fund, GWCF
 Richard E. and Nancy P. Marriott Foundation
 Ridgewells**

Ruppert Companies**
 Scott Brickman Family Fund**
 SEIU Local 500
 Shapiro & Duncan, Inc.**
 Sharing Montgomery Fund, GWCF
 Sharp Insight**
 Sovereign Military Hospitaller Order of Jerusalem of Rhodes and of Malta, Fed Association
 Stein Sperling
 SunTrust United Way Campaign
 Target Corporation
 The Samuel, Nadia, Sidney and Rachel Leah Fund
 Thomas W. Pyle Middle School
 United Way of the National Capital Area
 Urban Alliance
 Washington Area Women's Foundation
 Wegner CPAs, LLP**
 Weissberg Foundation
 World Bank Community Connections Fund

GOVERNMENT, STATE AND LOCAL AGENCIES

City of Gaithersburg
 Maryland State Department of Education
 Maryland State Department of Planning
 Montgomery County Council
 Montgomery County Department of Corrections
 Montgomery County Department of Health and Human Services
 Montgomery County Department of Recreation
 Montgomery County Office of the Executive
 Montgomery County Public Schools

INDIVIDUAL DONORS

Laura Abate
 Elizabeth Abdoo
 Mary-Camille Abdoo and James Menihane
 Christine Abrams
 Keith Adams
 Temitope Adenaike
 Ruthlee Adler
 Monica Aigner
 Anita Albertson
 Raymond Albright
 Janis Alcorn
 Asma Aleem Hussain
 Flor Alfaro
 Betsy Alley-Strocher
 Judith Allison
 Kristen Altamar
 Evie Altman
 Teresa Alutto-Schmidt
 Nelson Alvarado Guevara
 Aggie Alvez**
 Nooshen Amiri
 Anonymous Donors
 Gloria Aparicio
 Michaela and Andres Aparicio
 Teresa Arene
 Stephen Austin
 Stephanie Avakian
 Susan Baer
 Tabitha Bailey
 Leslie Baldwin
 Jaime Banks
 Sharon Baratz
 Linna M. Barnes and Christian Mixter
 Susan Barr
 Mekeba Barrett
 Alfred Bartlett
 Victor Basile
 Cecily Baskir
 Ann Batlle
 Wanda Bautista**
 Sarah Beck
 Elaine Becker
 Lise Becker Vezina
 James Belikove
 Yonis Benitez**
 Millard Bennett
 Joyce Bensman
 Karen and Roger Berliner
 Marielsa Bernard
 Donna Berry
 Kevin Beverly
 Vinay Bhargava
 Fernanda Bianchi
 Laura Billings
 Deborah Biswas
 Tara Bizjak
 Elizabeth Bizot
 David and Mikel Blair
 David Blakemore
 Lisa Bleckner
 Robert and Michael Blum
 Elizabeth and Lane Blumenfeld
 Susan Board
 Alex Bogdanovsky

Estela Boronat
 Dustin and Alvaro Borzet
 Donna Boxer
 Michelyn Boyd
 James Bradley
 Shirley Brandman and Howard M. Shapiro**
 David Bright
 Marta Brito Perez
 Eric Britton
 Kirby Broadnax
 Sarah Brophy
 Peter Bross**
 Barbara Bryniarski
 Lawrence Buc
 Bob Buchanan**
 Verena Buenten
 Elizabeth Burger
 Molly Burness
 Liza Burns
 Jacob Buxton
 Carolyn and Rodolfo Camacho
 Ksenia Camacho
 Cindy Campos
 Annie Canby
 Mike Canino
 Gilly Cannon
 Rachel Canty
 Ruby Carmen
 Thomas Carroll
 Heather Carroll-Fisher
 Xochi Cartland
 Nathan Casaday
 Olga Casillas
 Claudina Castro
 Bernadette Champine
 Jessica Chapman
 David Chavis
 Michaela Chen
 Sonia and Rick Chessen
 Margaret Clark
 Elizabeth Clark and Merrill M. Hessel
 Patricia Clay
 Catherine Clifford
 Donna Cobb
 Annice Cody
 Marge Coffey
 Lisa Cohen
 Marcy and Neil Cohen**
 Jennifer Cole
 Claudia Comins and Bob Friedman
 Anupama Connor
 Emma Connor
 Kevin Conroy
 Diana Conway

Sarah Cooper	Steven Edgar	Janet and Harold Garman	David Hilzenrath	Kim and Whitesell
Geoffrey Corbett	Meg Edson	Kate Garvey	Anne Himmelfarb	Charitable Fund
Brenda Corbin	Sharon Eldor Gerling	Christopher Gates	Dorigen Hofmann	Emily Kirby
Natasha Coulouris	Julie Elfin	Lisa Gelb	Tracy Holbert	Andrea Kirsch
Susie Cowen	Cliff Elgin	Danna Gelles	Jay Holland	Amy Kirshner
Eileen Craig	Marc Elrich	Julianna Genao	Elizabeth Hood	Daniel Klotz
Rachel and Evan Croen	Marjorie Elson	Bobby German and	Ludley Howard	Ilana Knab
Raymond Crowel and	Jeannie Engel	Allison McNally	Brigid Howe	Cassie Redmond and
Cherri Waters	Claire Engers and	Michael Gibbs	Jeng Hsu	Mike Knapp**
Amy Crowley	David Silberman**	Susan Gibbs	Heidi Hudson	Glenda Koby
Fabiana Cuellar	Jayme Epstein	Jonica Gibson	Richard Humphries	Sara Kohler
Z. Rita Cuellar	Ansley Erdel	Sage Givens	Joanne Hurt	Jill Kolakowski
Patricia Cuff	Audrae Erickson	Thomas Glazer	Lilliam Ibrahim	Carol Krafka
Elizabeth Cullen	Monica Escalante	Hope Gleicher and	Nancy Ilgenfritz	Lois Kramer
Larry Cynkin	Carmen Estrada	Andy Burness**	Kathy Ingber	Jennifer Kraska
Dakade Charitable Fund	Elisabeth Evans	Gleicher Burness Fund	Julie Inlow	Mimi Kress
Lisa Dale	Jennifer Everett	Leah and Hal Gluskoter	Jennifer Iras	Barbara Krumsiek
Elizabeth Dalgard	Andrew Ewalt and	Susan Goda	Alan Isaac	and Bart Leonard
Mary Jean Davidge	Emily Beckman	Georgette and	Amy Iselin	Andrea Swift Krupinski
Belle Davis	Alison Ewing	Jeffrey Godwin	Camellia Jacobs	Diane Kupelian
Yolanda and Carl Deal	Alan Ezagui	Clay Goldberg	Meghan Jarvis	Colleen Labbe
Peter Dean	Elizabeth Falloon	Janlori Goldman	Paul Jaskunas	Tanya Lainez
Jane DeAngeli	Julie Farkas and	Deborah Goldstein	Suzan Jenkins	Elissa Laitin
Jackie DeCarlo	Seth Goldman	Jeffrey Goldstein	Hilary Weston and	Carina Lakovits
Marianela Del Pino-Rivera	Rebecca Fayed	Anne Gonzalez	Alexander W. Joel	Deb Lang
Victor Del Pino	Dan Feher	Angela González Muentes	Joel Family Charitable Fund	Suzanne Laporte
Christine Del Toro	David Feinberg	Susan Goodman	Lynn and Byron Johns	Margaret and Jose Latimer
Patrick Delaney	Dorothy A. and Joseph	Susan Gordon	Sebastian Johnson	Omar Lazo
Kim DeLaquil	G. Feinberg	Valerie Gordon	Tyler Johnson	My Le
Michael DeLong	Pam Feinstein	Nicky Goren	Michele Johnston	Benita Lee
Karen DelPrete	Jonathan Feldman	Dan Grande	Kim Jones	Nancy Leopold and
Mario DeLuca	Norma and Steven Fenves	Kerri Gray	Lucretia Jones	Jeff Wagner
Gina DeMatteis	Janet Firshein	Elizabeth Green	Deborah Joseph	Cara Lesser
Laura Dennis	Alicia Fishbein	Eleanor Greene	Keren Joshi	Debra Levin
Antonia Dentes	Fisher Family Fund	Alisha and Sean Griffey	Karen Judson	Jennifer Levin
Mia Dentoni	Katherine Flaxman	Gordon Groisser	Susan and Peter Kahn	Amanda Lewis
Lauren Depietro	Christine Fleming	Kelley Gronda	David Kaimowitz	Carol Lewis
Janice Derr	Gabrielle Fontana	Georgia Guhin	Naoko Kamioka	Barbra Lewis Green
Rachel Dinkes	Adrian Fontes	Lourdes and Luis Gutierrez	Barbara Kammerman and	Maggie Liftik
Sharon Diskin	Nancy Foster	Gabriela and Pablo	Frido Van Kesteren	Marcia Lim
Virginia Dixon	Steven Fowler	Gutman**	Ekaterina Kan	Margaret Lliteras
Brendan Doherty	Carrie Fox	Fresia Guzman	Erica Kane	Maribel and Rudy Lopez
Maryann Dolan	Malcolm Frazier	Susanlisa Gvinter	Gillian Karp	Linda Loranger
Ann Dolan and Bert Rindner	Jonathan Fredman	Bruce Haase**	Jacqueline Karp	Amada Lugo
Susan Domowitz and	George Freeland	Lily Hale	Bonnie Kattar	Janet Maceda
Paul D. McAllister	Alexa Freeman	Linda and John Hanson	Candace Kattar	Wendy Mackie
Nicole Donath	Jared Fribush	Louise Hanson	Susan and Kevin Kattar	Effie and John Macklin
Patricia Donner	Friedman Family Fund	Dale Harburg	Frank Kauffman	Sharon Madison
Carolyn Donovan	Patricia Friedman	Anna Hargrave	Melissa Kearney	Fallon Maggio
Ann and James Doyle	and Blair Levin**	Neil Harris	Jane Kearns	Andrea Magovern
Lisa and Kenneth Drexler	Sharon and Stephen	Elena Hartmann	Margaret Keil	Ashley Mahan
Mark Drury	Friedman**	Timothy Harwood	Susan Keisler	Maria Maisto
Ana Dudamel	Rodrigo Fuentes	John Davis Hatch	Colleen Kelly	Lori Manca
Raymond DuFour	Marco Fuggitti	Margaret and Richard Healy	Thomas Kelly	Rebecka Manglanathan
Alison Durland	Linda Fuortes	Madeline Henley	Noel Kesterman	Beatrice Marcus
Lindsay and Terry Eakin**	Josephine Gagliardi	Stefanie Hennes	Rishidev Khatak	Phyllis Marcus
Nancy Ebb and Gary Ford	Evelyn Gallego	Heidi Henning	Peggy Kidwell	Marcia Marsh and
Stewart Edelstein**	William Gant	Eric Hershberg	Julian Kim	Pete Smith
	Johan Garcia			

Elisa Martin and Alejandro Yepes	Cecilia Muñoz and Amit Pandya	Lauren Rader	Lemma Senbet	Herb Tolbert
Jennifer and George Martin	Tatiana Murillo	Garrett Ramela	Jana Sharp	Kevin Toruno**
Rose Marie Martinez and Donald Shriber	James Murray	Amy Reichert	Vernelle Shaw	Jamie Tran
Allison Marvin	Meranee Naaman	Carol Reisen	Polly Sherard	Allison and Bill Treanor
Ann Massey	Sharon Natanblut	Melissa Reitkopp	Iris Sherman	Stephen Turow
Kirby Mastrangelo	Victoria Nathan	Paru Rellan	Rajendra Shetty	Chukwudi Uraih
Angels Masó	Maria Navarro	Jorge Restrepo	Dana Shoenberg	Orlando Urbina
Carine Mathurin	Michelle Neary	Barrie Richman	Caroline Short	Diego Uriburu
Hirdesh Matta	Elizabeth Nehrbass	Danielle Rinsler	Charlie Short Jr	Govindarajan Vadakpat
Andrea Mazur	Hester Nguyen	Brayan Rivas	John Shuchart	Angel Varela
John McCaffrey	Jeannette Noltenius	Patricia Rivas	Scott Shuchart	Deepthi Vattikuti
Sabrina McCarthy	Eric Nothman	Grace Rivera and Mark Owen	Michael Shuman	David Vaughan
Jackie McConarty	Mark Novak	Graciela Rivera	Guila Siegel	Pablo Venturino
Penny McCormack	Garrett O'Day	Jennifer Roberti	Mary Silva	Partap Verma
Marice McCoy	Jordana O'Grady	William Robinson	Karla Silvestre	Divina Vernigor
Robin McCue	Patricia and James O'Neill	Jorge Rodriguez	Steve Simon	Margaret and Richard Vert
Angie McGowan	Nicolas N. Ojeda	Joseph Rogers	Katherine Simonetti	Gabrielle Vetter-Taaffe
Lexi McKay	Philomena Ojeda**	Wendy Root	Jean Simons	Efrain Viana
Melissa McKenna	Nancy Olins	Jose Rosario	Jeffrey Singer	Daniel Vincent
Kathryn McNamara	Robert Olsen	Rose and Harold Kramer Fund	Meaghan Singer	K. Michele Walters
Elizabeth McNichol	Kelly Opiari	Jan Rosen	Lyle Sinrod Walter	Huikun Wang
Rona and Allan Mendelsohn	Mark Ormsby	Sally Rosenberg and Bruce Charendoff	Kathy Sklar	Bonnie Washington
Rebecca and Hugh Medrano	BB Otero	Yuri Rosenberg	Gayle and Jack Smith	Julia Waterman
Holley Meers	Elizabeth Padgett	Jacob Rosenblum	Katherine Smithson	Mary Watson
Michelle Menzies	Maria Palacios	Lawrence Rosenblum**	Olessia Smotrova	Tasmeen Weik
Eira Mercado	Joan Palmer	D Ross	Anna Spector	Carol Weil and David Medine
Ana Mercedes	Kevin Pan	Matthew Rosser	Maria Sprehn	Danielle Weiner and Samuel Burness
Molly Merrill	Jayne Park	Shannon Rubin	Jennifer Spreitzer	Ellen Weiser
Stephen Metz**	Kristen and Howard Parnes	Sally Rudney and Scott Hoekman**	Anne Starkey and George Missios	Beatrice and Kenneth Weiss
Frans Meuwissen	Marli and Art Pasternak	John Rumble	Colleen Stasheff	Jonathan Welle
Jennifer Meyer	Mary-Margaret Patterson	William Rumble	Julie Statland	Ingrid Wentzensen
Betty Miller	Maria Pekala	Patricia and Craig Ruppert	Laura Stewart	Russell Wermers
Carol Miller	Sarah Pekkanen	Ruppert Family Foundation	Lindsay Strozza	Elizabeth Wheaton and William Arnold
Devon Miller	Molly Peter	Allison Russell	Ana Maria and Horst Struckmeyer	Sarah Whitesell and Wan Kim**
Jessica Miller	Erin Petty	Dominique Rychlik	Catherine Sunshine	Daniel Whitlow
Katy Miller	Jake Phillips	Jeanne Salata	Nicole Sushka	Wendy Whitemore
Kathleen Millian	Loren Pickrell	Nadia Salazar Sandi	Frances Swanson	Tal and Steven Widdes
Susan Milligan	Beth Pincus	Sally Rudney and Scott Hoekman Family Fund	Erika Sward	Widdes Family Charitable Fund
Mary C. Mills and Thomas L. Kretz	Barry Louis Polisar	Hanna Salo	Leslie Swartzwelder	Elizabeth Wilcox
Laurie Minerbi	Robin Pollock	Amy Saltzman	Kristen Swiggett	Jason Wilcox
Eva Mineva	Rachel Pomerance Berl	Birgit Salzmann	Liz Symonds and Clayton Englar	Donna Wilder
Mariam Mokhtarzada	Diana Pomeranz	Carlo Sánchez	Daphne Tanouye	Antoinette Wilkinson
Marian Molinaro	Karla Ponce	Janna Sandmeyer	Cheryl Tatham	Anne Williams and John Burness
Carlos Monje	Paul Poppen	Stefanny Sarich	Naomi Taylor	Kirsten Williams
J. Henry Montes	Robert Portman	Scott Satterlund	Patricia Tellish	Ellen Wilson
Magda and Don Mooers**	Johanna Potts	Laurie-Anne Sayles	Kathryn Tenpas	David Winfield
Jennifer Moore	Suzanne Pranzatelli	Peter Schildkraut	Deblin Teo	Barbara Winnik
Susan Moore	Joanna Pratt	Maria Schofer	Melinda Green and Jeffrey Tepler	Kenneth Wiseman
Sonia Mora	Gislene Tasayco Prado	Susan Schreiber	Britta Thomas	Carol Wolchok
Judith B. Morenoff	María Connie and Richard G. Price	Mary Schroeder	Jennifer Thorp	Hubert Wright
Jefferson Morley	Paula Pruessner	Sidney Schwarz and Sandra Perlstein**	Ruth Anne and Paul Thran	Teresa Wright**
Matthew Morton	Susan and Scott Puritz	Helen Sebsow	Amy Thrasher	Linda and Bob Youngentob**
Laura Moulton	Laura Quigley and Manuel Menendez, Jr.	Johanna Selth	Pao-Lin Tien	
Joan Moyers	Sandra Quinn		Wendy Togneri	
	Yeraldine Quiñónez			

Sera Yu
 Elaine Zaidan
 Rebecca Zarutskie
 Valerie Zimmermann
 Susie Zohlman
 Lisa and Alan Zuckerman
 David Zwerdling

IN-KIND DONATIONS

Diedre Abbott
 Adventure Theater
 Aggie Alvez
 Anonymous
 Caryn Lynn Anthony
 Asbury Methodist Village
 Bethesda Magazine
 Peter and Victoria
 Gray Bross
 Lawrence Buc
 Burness
 Ruby Carmen
 Giselle and Lisbeth Carrillo
 Nicholas Carson
 Janine Carter
 CentroNiá
 Bernadette Champine
 ColorNet Printing
 & Graphics

Celebración20: We marked our 20th Anniversary with over 400 sponsors and supporters, honoring retiring Co-Founder Candace Katter, community group Neighbors Rising, and civil rights activist Cecilia Muñoz. Celebración 20 raised almost \$200,000 for our work, helping move vulnerable youth closer to reaching their highest potential in school, in work and in life. At that time, we also launched the LIFT Fund to provide short-term financial relief to clients facing truly extraordinary crises or hardship. No one imagined how quickly and dramatically the LIFT Fund would be activated as so many lives were upended by COVID-19.

** Our Celebración 20 Sponsors

Community Food Rescue
 Community Science
 Fabiana Cuellar
 Gabriela Di Bonaventura
 Donation Nation
 Mark Drury
 Jeannie Engel
 Jayme Epstein
 Eleanor Greene
 Susan and Stephen Gross
 Betty Hawks
 Inter American
 Development Bank
 Invisible Hand
 Candace Kattar
 Kid Museum
 Kind Works
 Linda King
 Jane Kostick

Carol Krafka
 Winanne Kreger
 Jennifer Leadership
 Montgomery
 Leveling the Playing Field
 Debra Fried Levin
 Manna Food Center
 Montgomery County
 Department of Recreation
 Montgomery County
 Latino Health Initiative
 Montgomery County
 Public Schools
 NBC4/T44 Food 4
 Families Program
 Neighbors Rising
 North Carolina
 Outward Bound
 Nourish Now
 Olive Garden
 Jill Ortman-Fouse

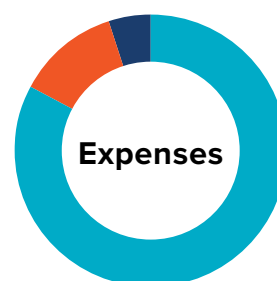
Veronica Parcan
 Pyle Middle School
 Melissa Reitkopp
 Sandra C Rosengarden
 Alicia Salmeron
 Amy Saltzman
 Susan Schreiber
 Jean Simons & Steve Solow
 Marissa Sher
 Kathryn E Stevens
 Susan Trebach
 United Solutions
 Universities at
 Shady Grove**
 University of Maryland
 School of Public Health
 Delphine Uriburu-Wilder
 Anna Utter
 William P Wilder

PARTNERS

480 Club
 Adventure Theater
 Company
 Artivate
 Creative Ways Therapy
 EveryMind
 Kid Museum
 Manna Food Center
 Montgomery College
 Montgomery County
 Food Council
 Montgomery County
 Public Schools
 Parent Encouragement
 Program
 Pride Youth Services
 University of Maryland
 School of Public Health
 Universities at Shady Grove



Local Government Grants and Contracts	
\$4,775,441.00	63%
Federal Grants and Contracts	
\$458,877.00	6%
Foundation Grants	
\$1,638,821.00	22%
In-Kind Donations	
\$191,612.00	3%
Individual Contributions	
\$258,525.00	3%
Other Revenue	
\$250,425.00	3%
\$7,573,701.00	



Support of Youth and Families	
\$5,204,088.00	81%
Management and General	
\$851,325.00	13%
Fundraising	
\$337,460.00	6%
\$6,392,873.00	

Revenue includes funds promised in FY20 restricted to spending in FY21 or beyond.

Financials

Where We Served

After school. In the community. On the playing fields.

We help youth, and the families who love them, improve social-emotional learning skills, achieve academic success and prepare for work. All programs are supported by case management, recreation, parent engagement and education, and mental health and substance abuse counseling.

High School Wellness Centers

- Gaithersburg High School
- Watkins Mill High School
- Wheaton High School

Youth Opportunity Centers

- Crossroads Youth Opportunity Center
- Up-County Youth Opportunity Center

Out-of-School-Time Programs and Family Programs

- Capt. James E. Daly Elementary School
- Clopper Mill Elementary School
- Stedwick Elementary School
- Whetstone Elementary School
- Gaithersburg Middle School
- Montgomery Village Middle School
- Neelsville Middle School
- Redland Middle School
- Montgomery Blair High School
- Seneca Valley High School
- Northwood High School
- Albert Einstein High School

Correctional Facility Reentry Program

- Montgomery County Correctional Facility

BOARD OF DIRECTORS

- Steve Metz, Chair
- Shirley Brandman, Chair Emeritus
- Kevin Toruno, Treasurer
- Aggie Alvez, Secretary
- Wanda Bautista, Yonis Benitez, Marianela del Pino-Rivera*, Victor Del Pino*, Stewart Edelstein, Bruce Haase*, Michael Knapp, Christian Mixter, Don Mooers, Jorge Restrepo, Tal Widdes, Sarah Whitesell, Teresa Wright**, Alejandro Yepes, Linda Youngentob*

*completed terms in FY20.

**Board Emeritus

Staff Leadership

- Diego Uriburu, Co-Founder, Executive Director
- Carolyn Camacho, Program Director
- Carmen Estrada, Evaluation and Quality Assurance Manager
- Hope Gleicher, Chief Strategy Officer
- Fresia Guzman, Program Director
- Nora Morales, Program Director
- Tatiana Murillo, Director of Finance
- Amy Thrasher, Senior Manager, Development and Communications



414 EAST DIAMOND AVE., GAITHERSBURG, MD 20877
TEL: 301-963-5900 FAX: 301-963-3621

IDENTITY-YOUTH.ORG

FACEBOOK.COM/IDENTITYINYOUTH

TWITTER @IDENTITYYOUTHMD