



identity

# Annual Report

FY2022





## 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.

## What We Do

Like an extended family, Identity teaches and models for young people the social-emotional, academic, workforce and life skills they need to thrive. Programs and services are provided at school, in the community and on playing fields and are complemented by family case management, non-clinical emotional support, mental health and substance abuse counseling and recreation. We also work to empower parents to engage in their children's education and be champions for their success and the success of the community. Our youth and parents are full partners in the planning and implementation of Identity's direct services and community engagement. Like family, we celebrate their victories and offer help when something extra is needed.

## What Difference We Make

Identity is honored to have supported the successful growth and development of tens of thousands of young people living in high poverty areas of Montgomery County 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 other harmful behavior. Identity youth show improved school attendance and achievement, and their families report improved trust and communication and more involvement in their children's lives and in civic life after participating in our programs. Lifesaving safety-net support and caring human connections stave off hunger, homelessness and despair in families during times of extreme crisis. The personal perseverance of our youth and families and their ability to push beyond obstacles related to trauma, poverty, language isolation and fear inspires us every day.



## Dear friends and supporters,

There's really no simple way to capture the ups and downs of the past year. In so many ways, Identity's client community of Latino and other historically underserved youth and families was threatened physically, emotionally, academically and financially. We had to acknowledge the challenges and work through them together as we have for 24 years by keeping **a record number of young people engaged in education, older youth engaged in work skills development and parents equipped to help with both, while also providing life-saving case management and mental health support.** And yet, when we reflect on the past year, the word "**empower**" comes up again and again.

We began FY22 by revising our Strategic Plan to reflect circumstances beyond any of our imaginations or control. We persisted through a fire that devastated our headquarters, an unrelenting pandemic, and the arrival of a large number of immigrant and asylum-seeking youth and families, all of which accelerated a transformative expansion of Identity. The updated Strategic Plan also lifts up our founding yet previously unwritten commitment to **empowering** our client community with a direct role in program design and implementation.

- *Encuentros* is **empowering** the community to heal itself. Identity Community Mental Health Workers co-facilitated emotional support groups that helped 800 family and friends cope with stress, anxiety and despair.
- Teen Safety Ambassadors and Adult Promotores were **empowered** to connect over 1,000 isolated neighbors to emergency resources such as food and housing assistance. The teens were also empowered to survey and bring the voices of more than 2,000 of their peers to government officials as they were designing vaccine campaigns. The teens helped

Montgomery County vaccinate a higher number of Latinos than almost anywhere else in the United States.

- *Padres Latinos Conectados* is **empowering** parents to be champions for their children's success. One hundred and forty parents with children in 25 different schools are encouraging their peers to be advocates for educational equity and active in civic life.
- Expanded Workforce Development programming is **empowering** unemployed and underemployed parents with more sustainable opportunities to care for their families.
- Immigrant teens were **empowered** to design and deliver special programming to welcome more recently arrived newcomers and introduce them to organizations committed to helping them realize their dreams.
- And, Identity's Board of Directors and staff continue to be **empowered** and inspired by the resilience and determination of our clients, who have shown time and again that the right support at the right time allows people facing unimaginable challenges to imagine once again.

You, our treasured allies and donors, have **empowered** so many with opportunities to grow, thrive and give back.

Thank you for embracing our vision of a just and equitable society that nurtures all youth and is enriched by their contributions. We are honored to experience every day what **empowerment** really means for so many of our neighbors. Together, we are building a stronger Montgomery County.

Un abrazo fuerte,



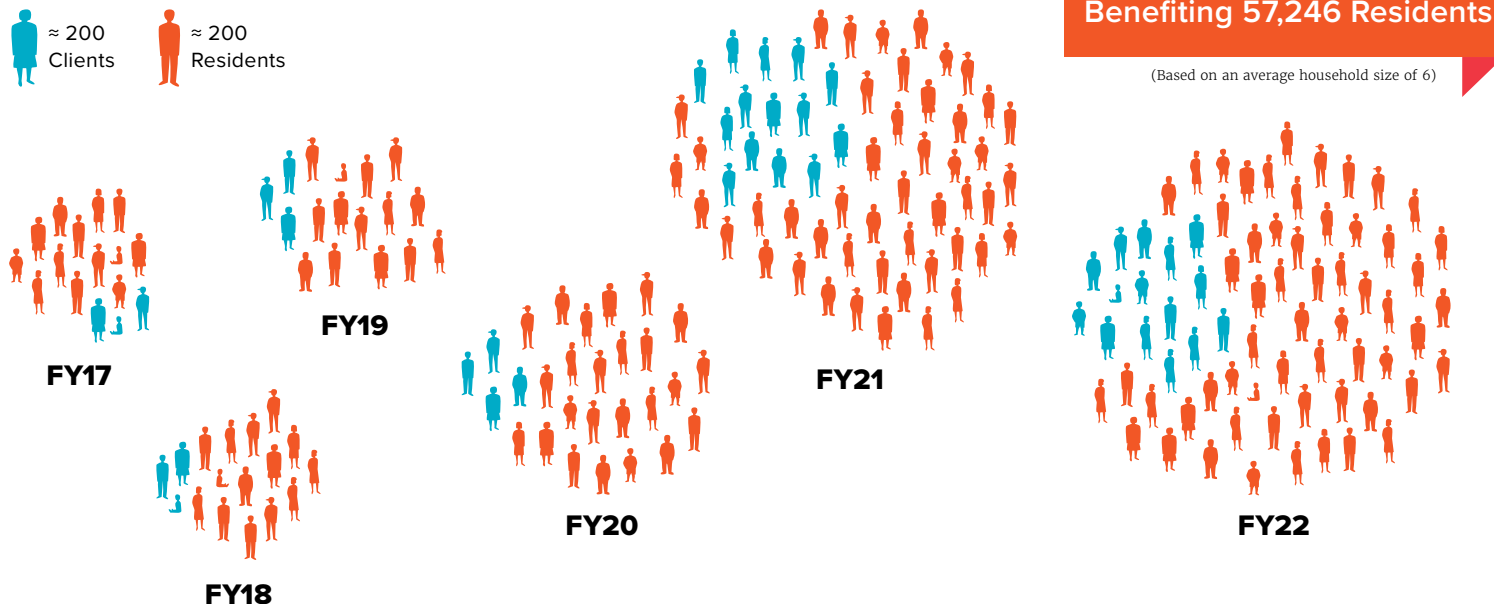
Diego Uriburu  
Executive Director



Sarah Whitesell  
Chair of the Board of Directors

# Who We Served

## FROM JULY 1, 2021 TO JUNE 30, 2022



### Socioeconomics

37%

of youth lacked health insurance.

64%

of students received Free and Reduced Meals (FARMs).

18%

of youth lived in precarious housing (rented a room, lived in a shelter or a group home).

80%

of families had an annual income of \$39,000 or less.

### Family Cohesion

39%

of youth lived in a single parent home; 15% lived in a restructured family (with stepparents); and 24% lived without either parent.

63%

of youth had been separated from one or both of their parents, mainly due to immigration or divorce.

9

was the average number of years of separation from a parent because of an immigration issue.

### Adverse Childhood Experiences (ACEs)\*

87%

of youth had at least one ACE.

31%

of youth had 3 or more ACEs.

42%

of parents had at least one ACE.

19%

of parents had 3 or more ACEs.

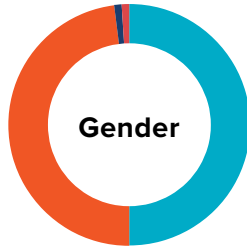
### Immigration-specific ACEs

Many of our youth and parents who arrived in the U.S. as minors have immigration-specific childhood traumas. A 2019 sample found 87% of youth and 74% of parents reported immigration-specific ACEs such as being afraid of dying, being lost, lacking food and water during their journey to the U.S., and/or having to leave their home country because of gang or political violence. One third of all Identity middle and high school youth surveyed worried about a family member or close friend being deported. Nearly 10% of these youth had seen someone beaten or killed by gang members, soldiers and/or police.

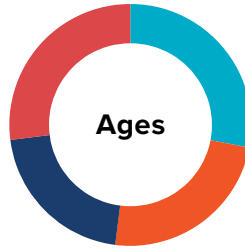


## Demographics

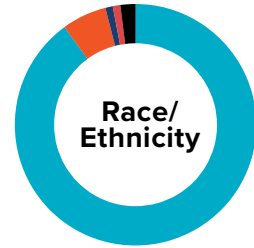
### Youth 25 and under



Male	51.12%
Female	48.65%
Non Binary	0.11%
Transgender	0.12%

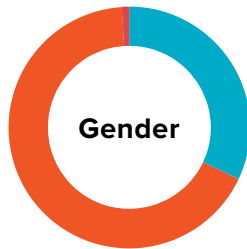


13 and under	28%
14-16	24%
17-18	21%
19-25	27%

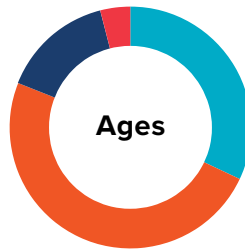


Latino	90.67%
Black/ African American/ African Origin	6.58%
White (Non-Hispanic)	0.71%
Asian/ Pacific Islander	0.82%
Other	1.22%

### Adults 26 and over



Male	31.89%
Female	67.99%
Transgender	0.12%

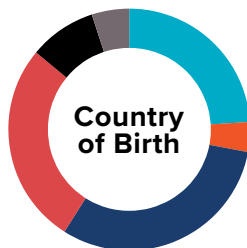


26-35	32.37%
36-50	49.03%
51-65	14.55%
over 65	4.05%



Latino	97.28%
Black/ African American/ African Origin	1.92%
White (Non-Hispanic)	0.35%
Asian/ Pacific Islander	0.10%
Other	0.35%

### All



US (with Latino heritage)	24%
US (without Latino heritage)	4%
El Salvador	31%
Other Central American and Caribbean Countries	27%
South American Countries	9%
Other	5%



Case Managers worked with  
21,000 youth and families,  
benefiting more than 69,000  
residents with:

Emergency food assistance to  
**12,636**  
families

Emergency housing assistance to  
**2,501**  
families

Emergency financial assistance  
totaling  
**\$3.9M**

Connection to health care for  
**6,479**  
youth and adults

Referrals for clothing for  
**4,181**  
families

Parents who participated in  
community-led emotional  
support groups  
**1,000**

# COVID-19 LONG-TERM RESPONSE AND RECOVERY

**MARCH 16, 2020 - JUNE 30, 2022**

We continued a tireless and sustained response as the pandemic shifted from a short-term crisis to one requiring a longer-term approach. Case management clients were still in extremis—many months behind in rent and utilities, some suffering long COVID conditions and unable to work. Many Identity youth, who already faced numerous challenges, struggled to gain ground on the disproportionate learning loss resulting from remote schooling. Both youth and parents faced a growing youth mental health crisis. While many Identity families did turn a corner, it will be a long road to recovery for those who struggled before the pandemic and suffered the greatest harm including the loss of family breadwinners.

Identity was recognized by President Joe Biden for rallying the community to be vaccinated. He wrote, **“Your efforts are not just saving lives, they are helping us get our lives back.”**

The City of Gaithersburg honored Identity’s Youth Safety Ambassadors “for doing critical work during the pandemic” with an official proclamation. The Montgomery County Executive honored Identity for our lifesaving case management work.

PSA

Three Identity teens starred in an award-winning PSA about the importance of vaccines. As Identity Safety Ambassadors, they and others connected their friends and neighbors to COVID-19 information, testing and vaccines as well as emergency food. They also surveyed 2,033 young people about their attitudes toward the vaccine, and 539 about boosters, helping our county improve its health information campaign.





# 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 likelihood of engaging in risky and negative behaviors, and continues to show positive benefits for years, including outperforming their peers academically (Meta-Analysis, *Child Development* 82:1, 2011). This approach builds on each young person's core abilities and works to improve their self-management, self-awareness, social awareness, healthy relationship skills and responsible decision-making (the CASEL Core Competencies). We bring a trauma-informed approach to all our programs.



## 56%

of elementary students reported strengthening or maintaining high levels of persistence after participating in our programs.



### Out-Of-School-Time Curricula

619 youth served

Identity's curriculum-based programs build upon youths' strengths and provide them with social-emotional support and tools to grow into healthy, successful adults. The programs address goal-setting, cultural pride, resiliency, emotional wellbeing, physical activity and parent-child relationships, and, for older youth, reproductive health and substance abuse prevention.



## 58%

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



### High School Wellness Centers

1,713 youth served

Identity is the lead agency at four of the county's high school-based Wellness Centers. In partnership with the Department of Health and Human Services, Montgomery County Public Schools and our diverse partners (480 Club, Emerging Triumphantly, EveryMind and True Connection Counseling), Identity manages on-campus centers that integrate social-emotional supports and programs with medical care at Gaithersburg, Seneca Valley, Watkins Mill and Wheaton High Schools. In addition, Identity is the implementation partner for evaluation of Child Trends' *El Camino* goal-setting and sexual reproductive health curriculum at the Wellness Centers and five additional high schools. 240 youth participated in *El Camino* this year.

# NEW WELLNES CENTER



In April 2022, our fourth and newest Wellness Center opened at the new Seneca Valley High School. With our partners 480 Club, Emerging Triumphantlly and True Connection Counseling, it didn't take long to draw students together for therapeutic recreation, academic enrichment, and programs to build up their social-emotional toolkit. The Seneca Valley High School Wellness Center is already a safe space for youth.

## Youth Opportunity Centers

690 youth served

The YOCs, located in Gaithersburg and Takoma Park, emphasize building social-emotional and job readiness skills to prepare vulnerable older youth to (re)connect to the educational system, the workforce, their families and the community. Individually and in groups, all services are complemented by intensive case management and behavioral therapy. With our multicultural partners, Pride Youth Services and Maryland Treatment Centers, the YOC staff is helping diverse young adults move toward a more positive future.

## Recreation

228 youth served

Our bilingual coaches not only provide youth access to healthy recreational activities and team sports without fees, they also model leadership and teamwork skills. This program may be the only option for our middle and high school players to just have fun and to be involved with competitive sports, as many don't qualify for school teams, leaving them especially vulnerable to disconnection. In addition to soccer, this year youth participated in tennis lessons with Adaptive Tennis, swimming and volleyball. Both youth and families hiked Sugarloaf Mountain and other nearby trails.

# 62%

of YOC youth who reported poor conflict resolution and anger management skills, reported increased skills after involvement in our programs.

# 58%

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

# 61%

of youth in the Rec Program who reported poor school connectedness, reported better connection to school after involvement in the program.

# 76%

of youth who reported low levels of physical activity, reported an increase at exit.



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## Community Mental Health

Our non-clinical support groups help youth and families manage the emotional impacts of trauma for community members who need emotional support—but not necessarily clinical therapy. These groups give them greater access to a trained, empathetic ear and tools to cope with stress, anxiety and despair.

### *Encuentros*

814 participants

Inspired by Latino cultural traditions of family and friends helping each other in times of emotional distress, Identity's *Encuentros* emotional support groups help community members manage the mental health impacts of their own and their families' trauma. *Encuentros* was designed with and for the Latino community and is co-facilitated by trained and trusted Latino Community Mental Health Workers with support from Identity staff. Community Mental Health Workers are natural connectors and trusted leaders in their community. The curriculum is evaluated and continuously improved through a partnership with the University of Maryland School of Public Health.

82% of *Encuentros* participants say they are better able to help their children and families handle difficult emotions.

## Family Reunification and Strengthening

200 participants

These multi-session healing programs help reconnect youth and their families who have experienced long periods of separation due to immigration. Adapting to a new family environment and siblings, poor or no communication during separation, and grieving the loved ones they left behind are some of the painful challenges they face. Group sessions, individual coaching and home-based exercises offer opportunities to forge new parent-child relationships. Many parents also participate in Identity *Encuentros* groups and in parenting workshops offered in collaboration with the Parent Encouragement Program.



# ENLACE

Identity and researchers at the University of Maryland School of Public Health launched *Enlace*, which means link or connection in Spanish. We use this word to describe our weaving together of research and community with a shared mission of strengthening the wellbeing of Latino youth and families.

Since 2018, UMD SPH researchers have worked closely with Identity to develop, implement and assess programming for immigrant Latino youth and their families. *Enlace* combines Identity's expertise in advocacy and effective youth and family programming with UMD SPH's theoretically informed basic and applied research in public health and family science.

In May 2022, *Enlace* hosted three live and interactive webinars on healing through community-based emotional support, the unique traumas of migration, and resilience and growth after trauma.



# Academic Support

Identity offers engaging and culturally appropriate academic support for students who have interrupted education, a fragile connection to school and/or are falling behind. The return to in-person instruction was rocky, with unpredictable closings due to COVID-19 outbreaks. Despite the challenges, our out-of-school-time, Wellness Center and GED programs offered uninterrupted academic support, learning enrichment and in-person activities to strengthen the connection of youth to their education, their schools and peers.

93%

received a grade C or higher in reading.

34%

increased one or more full reading levels compared to 15.7% for their peers.

60%

of middle school youth who initially reported low levels of school connection, reported increased connection to school at exit.

64%

of youth who began the year with low connection to school, felt more connected, happy and safe at school after participating in Wellness Center programs.

## ***Jóvenes de Mañana, Elementary Schools*** 100 youth served

Our Reading and Social-Emotional Skill-Building program is delivered at three high-need elementary schools: Gaithersburg, Stedwick and Whetstone. Small group instruction with plenty of hands-on literacy activities helped young students stay engaged and recover from learning loss, while creating connection with each other and trusted adults. We partnered with KID Museum and Adaptive Tennis to expose students to STEM and a broader range of enriching recreation activities.

## ***Líderes de Mañana, Middle Schools*** 173 youth served

Identity offered enrichment programs in three middle schools—Neelsville, Forest Oak and Gaithersburg—to increase students' social-emotional skills including their connection to school, belief in a positive future, physical fitness and wellbeing, conflict resolution and anger management. We partnered with KID Museum to offer hands-on STEM enrichment.

## **High School Wellness Centers** 1,713 youth served

Wellness Center programs strengthened school connectedness and other protective factors that have been shown to lead to better academic outcomes. We continued our partnership with MCPS to offer academic support integrated with social-emotional learning, arts and recreation for ESOL students who need extra help to thrive in school, through 21st Century Community Learning Centers at Wheaton and Watkins Mill High Schools. At Gaithersburg High School, we offered the Trojan Experience for rising 9th graders who could benefit from extra support.



65%

of youth who had dropped out of school before joining the YOCs, re-enrolled in school or enrolled in our GED program.

### Youth Opportunity Centers

192 GED and ESOL participants served

For clients who are no longer in school, Identity offers English and Spanish GED classes as an alternative path to a high school diploma; ESOL classes; and tutoring. In addition, we offer industry-recognized certification and career pathway courses in collaboration with Montgomery College. Whenever possible, we advocate to re-enroll students in Montgomery County Public Schools.

93

hours of Identity parent education and engagement programming.

### Parent/Guardian Engagement

789 parents

We offer parents education and engagement workshops as a roadmap to deeper involvement in their children's school and education. Workshop topics included navigation of the school system, use of ParentVue, report cards, effective communication with school staff, preventing bullying and cyberbullying, and child and adolescent development. Bilingual Parent Outreach Workers served as the parents' point of contact and school advocate. Building the ability of parents to engage with the school and their children's education has been shown to directly impact long-term success in school and in life.

100%

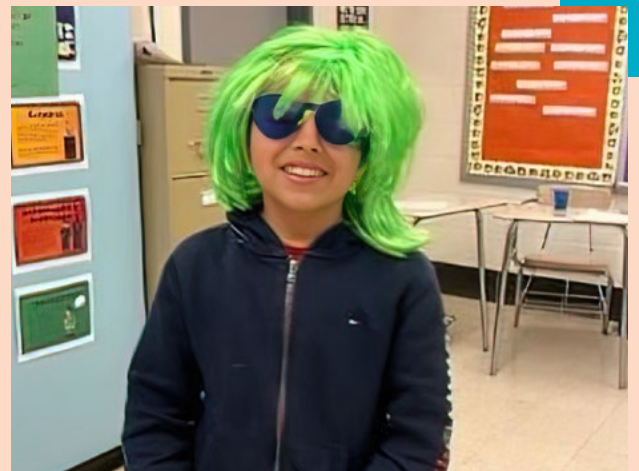
of parents of elementary and middle school program participants attended education and engagement workshops.

## FRELYN'S STORY

Thirteen-year-old Frelyn is devoted to Identity's after-school program. He hasn't missed a session, even when a COVID-19 surge forced the program to meet virtually for two months. In fact, he was a cheerleader for his program-mates, encouraging them to stay connected. But it wasn't always that way.

Frelyn's first school experiences in the U.S. were tough. He emigrated from Honduras with his dad just before the pandemic. He struggled to adapt to his new life and remote learning, which was incomprehensible and isolating. After visiting his aunt and uncle who are active in the Identity community, everything changed. Knowing Identity would give Frelyn a place to belong, his aunt enrolled him in an Identity program. That's where he started to open up.

With encouragement from Identity facilitators and peers, Frelyn slowly felt brave enough to practice English and ask questions. He found friends he could relate to, in a language he could understand. Now Frelyn is the first to show up for his Identity after-school sessions. He says Identity is teaching him about life and helping him enjoy school. He has close friends and relationships with adults he trusts to help him succeed.



Frelyn during an Identity roleplaying activity about staying away from bad influences.

# Workforce Development

Identity's Workforce Development program helps unemployed or underemployed older youth and parents establish a path to living-wage work. The program offers a comprehensive range of services to support clients in gaining industry-recognized certifications, obtaining work experience, and finding a job in their chosen field. Bilingual Case Managers help stabilize their living circumstances and remove the financial, social-emotional, and language barriers that frequently derail their efforts to find and maintain gainful employment. All services are free of charge and clients have direct access to scholarships.

Our clients this year earned certifications for Early Childhood Educator, Certified Medical Assistant, Certified Nursing Assistant, Electrical Technician, PC Technician, IT Specialist, Paraeducator and Soccer Coach.

## 122

youth worked on their GED studies.

## 225

youth enrolled in Job Readiness Programs, a 17% increase over FY21.

## 33

youth acquired jobs.

## 57

youth completed paid internships.

## 145

industry-valued certifications were awarded.

Like many teens, Jenni's first door into Identity was through soccer, on our Watkins Mill High School Wellness Center girls' team. During a tough time, Identity also helped her mother with food and other safety-net resources.

That's why, at 21, Jenni knew where to turn when she found herself alone raising two small children and wanting a better future for her family. She reached out to our Workforce Development program, determined to get the training that could give her that future. Her Identity job coach Camila Lavadenz says Jenni had a clear goal—she wanted to become a nurse, and every decision she made in training was based on that. Jenni trained as a Medical Assistant while working at a pharmacy, and then a pediatric office.

Jenni says her future is her responsibility and that she returned to Identity because she trusts us. And she trusts Camila will be there for her until she reaches her goal. Jenni is unwavering in her dream of becoming a nurse. With Identity's help, she obtained a scholarship for young mothers from Generation Hope plus a Pell Grant to attend Montgomery College for her associate degree in Nursing. Jenni knows that when times get rough, Identity's door is always open.



JENNI'S STORY

# Wraparound Services

The whole person—the whole family. From our job coaches to Youth Development Specialists to Parent Outreach Workers, frontline Identity staff identify 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 families as they continue to confront a disproportionately slow recovery from the pandemic.

## Case Management

13,652 clients served

Identity's Case Management, which expanded exponentially during the pandemic, helps youth and families access food, clothing, health care, internet and other essentials and benefits to stabilize and strengthen the capacity of their home support systems.

We focused on supporting those hardest hit by the pandemic and who are experiencing a slower recovery to stave off hunger, homelessness, illness and despair. This work is detailed on page 4.

Case Management also supported almost 1,000 newcomers from Latin America who arrived in Montgomery County after January 1, 2021. The county is a primary destination for immigrant and asylum-seeking children, youth and families, especially for those seeking to reunite with family after long separations or to find safety from mortal danger in their home countries. In the spring, we began to work with some of the families sent to the Washington D.C. area by bus from Arizona and Texas. One of the biggest challenges for these newcomers is that they have no relatives, connection or support system here.

# 34,807

referrals for safety-net and health needs, an increase of over 1,000% from FY19

# 4,145

referrals for safety-net support for 880 newcomers





# YOUTH SUMMIT



The Identity-run Wellness Centers co-hosted two events to welcome newly arrived youth called the *Bienvenidos* Youth Leadership Summits. By the second summit, newcomer youth helped plan and run it. They led icebreakers and breakout sessions on topics such as family separation, being successful in school and youth substance abuse for more than 150 of their recently arrived classmates.

## 238

individual clients were treated by Identity's bilingual mental health counselors.

### Mental Health

238 clients served

Clinical mental health services are available to all program participants. Because of the prevalence of trauma among our client population, all non-clinical frontline staff are trained to recognize the signs and symptoms of trauma and are trained in non-clinical techniques to help young people and families manage the tremendous emotional impacts of trauma, including COVID-19 and immigration-related traumas.

### Substance Abuse Prevention and Intervention

114 clients served

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

# Community Engagement

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

## Identity's *Padres Latinos Conectados*/Parent Leadership Academy

Family, friends, staff and Board members gathered for the June graduation ceremony of 47 parents who completed the 8-session *Padres Latinos Conectados* training. Guest speaker, Identity Board member Gislene Tasayco surprised her mother, graduate Scarlet Tasayco.

Identity parents are active leaders in 25 schools, as Identity's *Padres Latinos Conectados* trained three new groups of parent leaders and mobilized another 90 graduates to advocate for positive change in their communities and schools. This year eight PLC graduates testified in front of the County Council to increase funding for mental health and Positive Youth Development programs. Fifty-six PLC graduates met with the State Superintendent of Education to provide feedback on the Blueprint for Maryland's Future.







Identity Promotores and staff attend the County Executive's celebration of *Proyecto Salud & Bienestar*, where they were recognized for their community outreach during the COVID-19 pandemic.

Neighbors engaged neighbors. Promotores helped isolated neighbors access food in partnership with Manna Food Center. They also conducted COVID-19 testing and vaccine outreach. Some Promotores trained as Community Mental Health Workers to co-facilitate non-clinical emotional support groups. Combining workforce training and crucial public health outreach, teen and young adult Safety Ambassadors connected their peers and neighbors to COVID-19 information and testing, vaccines and emergency food. They also conducted thousands of surveys on teen attitudes on the vaccine to inform the county's outreach.

168 volunteers and interns worked almost 9,000 hours.

COMMUNITY PROMOTORES  
AND SAFETY AMBASSADORS



### **The Black and Brown Coalition for Educational Equity and Excellence**

Three years ago, 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**, now comprised of 35 organizational partners.

In FY22, the Coalition co-sponsored two virtual forums in four languages bringing over 1,000 Black and Brown parents into direct conversation with both the Interim Superintendent Dr. Monifa McKnight and the Board of Education. Black and Brown parents poured out their real concerns about learning loss and school safety with raw intensity and MCPS' leadership responded. Dr. McKnight addressed questions directly, provided 170 written responses and promised to continue these conversations. The coalition also issued a Board of Education candidate scorecard in advance of the July 2022 primary.

For more information about the Coalition's agenda, go to [www.bandbcoalition.org](http://www.bandbcoalition.org)



Co-founders Byron Johns and Diego Uriburu received the 2021 Roscoe Nix Distinguished Community Leadership Award in recognition of their careers of service and in particular for their work launching the Black and Brown Coalition. Identity serves as the Coalition's fiscal sponsor.

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

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Montgomery County Department of Recreation  
Montgomery County Office of the Executive  
Montgomery County Public Schools

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The **CRISTINA G. MONTES FAMILY FUND** was established this year for Identity families by Cristina's husband Henry who is a former Chair of the Identity Board of Directors, and son and daughter Enrique and Liana, to honor the memory and generous spirit of their wife and mother. Each month the fund helps one or two Identity families in dire and immediate need with emergency assistance. Cristina is remembered as a renaissance woman who served others selflessly throughout her life. This fund not only honors her generous spirit but helps families when they need it the most.

Liane Lunden  
John and Effie Macklin  
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Monica Marquina  
Rose Marie Martinez  
and Donald Shriber  
Sandra Matus  
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Laurie Minerbi  
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Henry, Enrique, and  
Liana Montes  
Don and Magda Mooers  
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# BACKPACK DRIVE

Knowing the return to school would be daunting, especially for students who are new to our community and whose families were hard hit by COVID-19, we distributed **635 backpacks** to elementary school, middle school, high school, GED and workforce students. The Jewish Community Relations Council, Citizen Heights Church, Stein Sperling and 150 friends of Identity filled backpacks with supplies and personalized notes of encouragement—a small but important equity effort to make sure Identity youth started school with optimism and tools for success.



Identity staff and Board members are elated and energized to work together in person again. This photo shows our joy and reflects our transformational growth.

# Financials



Revenue		
Local Government Grants and Contracts		
\$10,760,670	77%	
Federal Grants and Contracts		
\$668,406	5%	
Foundation Grants		
\$1,509,077	11%	
In-Kind Donations		
\$218,392	2%	
Individual Contributions		
\$493,160	3%	
Other Revenue		
\$240,695	2%	
\$13,890,400		



Expenses		
Support of Youth and Families		
\$9,746,324	84%	
Management and General		
\$1,369,278	12%	
Fundraising		
\$470,753	4%	
\$11,586,355		

Revenue includes funds promised in FY22 restricted to spending in FY23 or beyond.

Financial statements are pending final audit review.

# Where We Served

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

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

### High School Wellness Centers

- Gaithersburg High School
- Seneca Valley 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

- Gaithersburg Elementary School
- Stedwick Elementary School
- Whetstone Elementary School
- Forest Oak Middle School
- Gaithersburg Middle School
- Neelsville Middle School
- Magruder High School
- Montgomery Blair High School
- Albert Einstein High School
- John F. Kennedy High School
- Northwood High School
- Quince Orchard High School
- Seneca Valley High School
- Springbrook High School

### Board of Directors

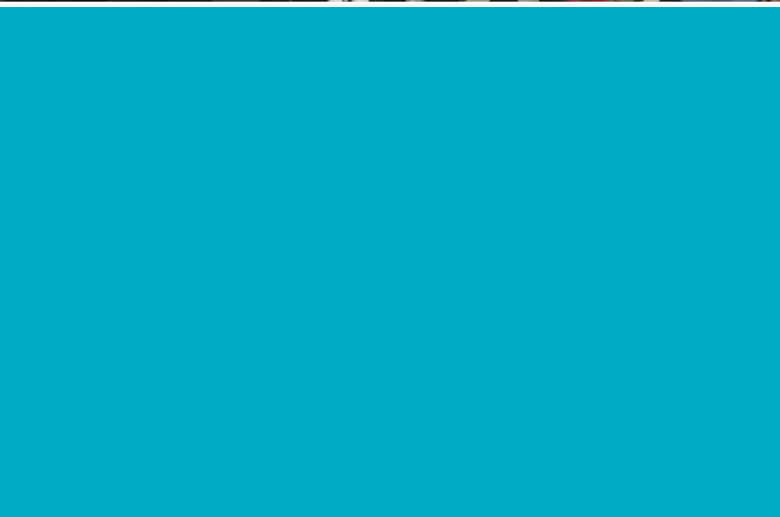
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\*Chair Emeritus

### Staff Leadership

- Diego Uriburu, Executive Director
- Carolyn Camacho, Program Director
- Carmen Estrada, Director of Evaluation and Quality Assurance
- Hope Gleicher, Chief Strategy Officer
- Fresia Guzman, Program Director
- Angie Jameson, Director of Finance and Operations
- Nora Morales, Program Director
- Allison Russell, Senior Manager, Grants
- Amy Thrasher, Senior Manager, Development and Communications





**IDENTITY**  
 c/o Nonprofit Village  
 15800 Crabbs Branch Way, Suite #300  
 Rockville, MD 20855  
 TEL: 301-963-5900

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