



Perfecting the
Act of Giving Back



2018 Annual Report



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Khue Bui
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Dear Friends,



It's hard to believe that 2018 has come to a close and already our 2019 has been busy with many exciting upcoming programs and events. Yet, as I am writing this letter and reflecting on my first full year serving as AASuccess Chairwoman, I'm overwhelmed with pride for what we have accomplished in 2018. It was another tremendous year for AASuccess and for our members. I am pleased to present our Annual Report for year ending on December 31, 2018.

Our organization has been pursuing the mission of "empowering children and young adults to achieve their true potential, while cultivating future leaders to spread ethical and humanitarian values in our communities" for more than 12 years. As time passed by, we watched closely the shifting changes within our organization – our member dynamic, the students, the variety of demands on life skills, and the community needs. At the beginning of 2018, we conducted a thorough review of those changes, and reevaluated our structure and operations. The result of this review brought comfort by confirming our continuous impacts to our members, and also motivated our Board of Directors to become more focused than ever.

We mapped out long-term goals to serve as our compass in the next five years to ensure that: 1) Our programs stay beneficial and impactful to our members; and 2) We continue to cultivate more caring and giving future leaders. Those goals are as follows:

MENTORING THROUGH LIFE SKILLS ACADEMY

- Continue to deliver consistent and valuable life skills training
 - Ensure the continuing inflow and outflow of students who graduate from each program
 - Develop and support senior students in their professional careers and their volunteer commitment as a sustaining member of the leadership team
 - Recruit more students from different backgrounds and nationalities
 - Obtain a constant inflow and outflow of at least 10 volunteers to support our work
 - Enhance and streamline the LSA program

- by training mentors, update policies and procedures, and execute quality improvement program
- Provide all students an outlet to practice giving back and learn real life experiences through meaningful projects within our group, or partnering with local businesses and communities within Arc360 program

OPERATIONS

- Ensure a more efficient and organized operation
- Improve timeliness, personal responsibilities, and responsiveness to all our promises

SUSTAINABILITY

- Achieve a sustainable funding model:
 - 80% of income is funded by solid sustaining members, grants, and/or sponsorships
 - Stable full - time staff who help coordinate our fundraising and mentoring efforts
- Continue stewarding income well and improving efficiency to reduce costs
- Expand and strengthen the board

I am pleased to say that we have made great strides toward these goals in 2018 as you review our accomplishments in this annual report.

I am honored to serve as the Chairwoman for AASuccess. As challenges come our way, I am often reminded by my members about the great vision we have had for this organization: We believe we can do more to serve others and bring forth positive changes to our community. We have done so in the past and will continue doing so moving forward.

Thank you for reading and caring for our organization. We are very grateful for all the support from our donors, volunteers, and members. We're looking forward to another great year of perfecting the art of giving back with you.

Warm regards,

Khue Bui
Chairwoman of the Board, AASuccess

2018

AT A GLANCE

1 Equip students with essential life skills training – deliver consistent and valuable life skills trainings

19 hours

group training: seminars, workshops, small group discussions



2,612 hours

one-on-one mentoring sessions for all mentors and students creating projects, and leadership and life skills training



18

new students

59

total students, with 41 returning

2 Recruit new students and mentors—expand human resource base

3 Inspire students to give back

797

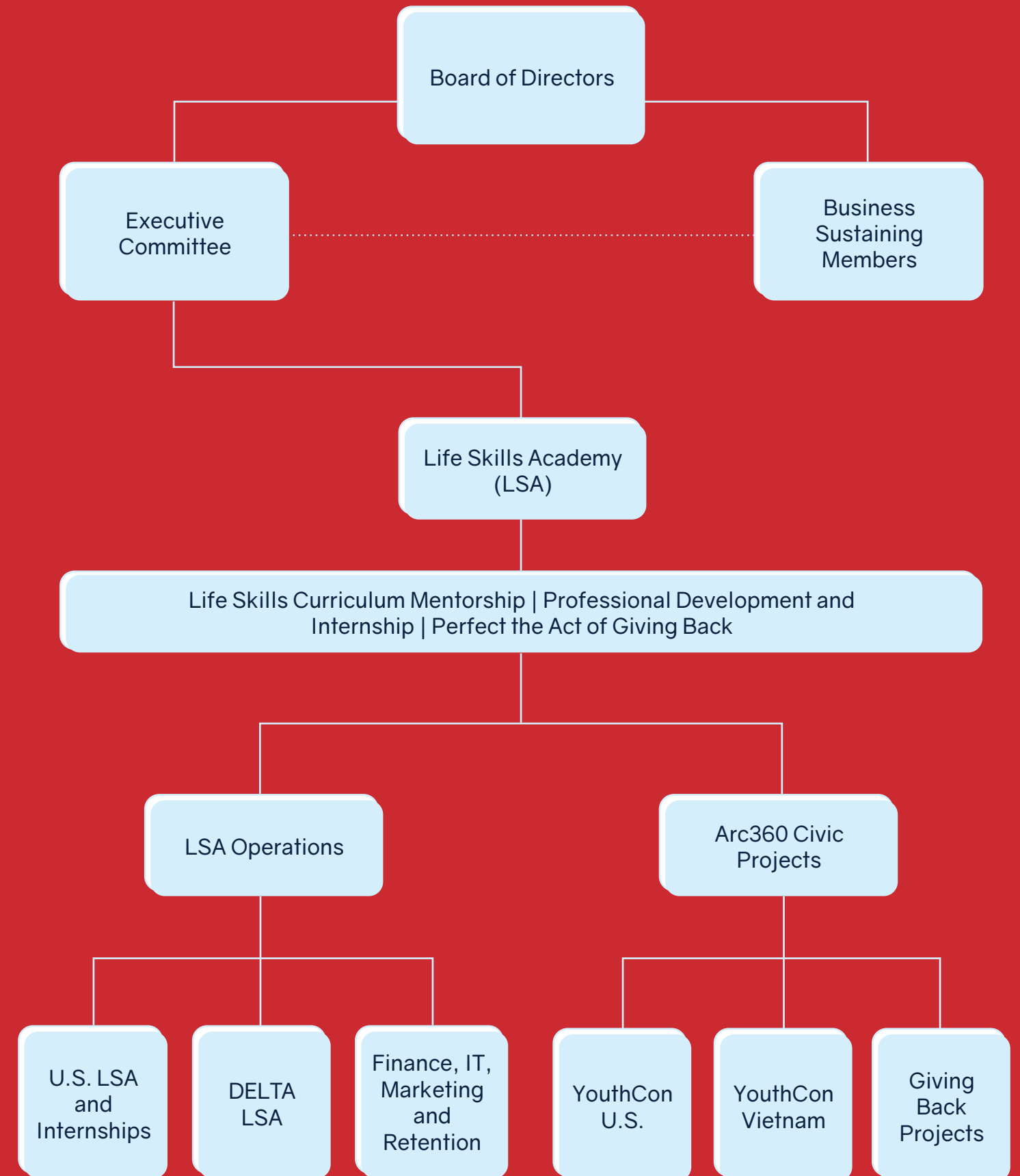
hours

119

volunteers

2,174

people impacted





Students practicing how to introduce themselves, and engage guests at our 10-year celebration party.

LSA

Our flagship, year-round program:
Life Skills Academy



21
mentees

5
new mentees

4
mentees moved from Pilot Program to Level 1 program

7
mentors

2,612
hours

1,900
hours of training on seminars, workshops, and etc.

LIFE SKILLS = LIFE JOURNEY

AASuccess' flagship program is the Life Skills Academy (LSA). LSA aims to guide AASuccess mentees (children and young adults, typically ranging from middle school to post-college) towards their personal and professional goals by fostering civic values and life skills through peer and professional mentorship.

While we hope to guide deserving mentees from the beginning of high school until graduation, and continue with the mentees during their college years, we recognize that

our mentees may enter the program at various points in their youth and young adulthood. Accordingly, the program's structure maybe adjusted and customized to meet the mentees' "points" in life and guide them into the standard program level as is skills source appropriate. Everyone involved in AASuccess operates and succeeds pursuant to the circle of giving of one's self to a "community effort" and in return being helped themselves by the AASuccess community.

1. Basic communication skills
2. Email writing and reporting
3. Learn, reflect, and prioritize core values based on 3-month plan
4. Assist, collaborate in projects (teamwork)
5. Self-motivation
6. Self-awareness

1. Group dynamics and building character
2. Demonstrate skill sets learned via resume building and internships
3. Learn and achieve measurable results based on 3-month plans
4. Stress management, focus on well-being
5. Apply emotional intelligence at school and work
6. Recommendations for paid work and/or annual or summer internships

1. Mentor mentees
2. Optimizing Work-Life-Body-Mind
3. Develop skill sets for advancement in professional career
4. Integrity, Compassion, EI, self-awareness, resilience and empathy
5. Project management and practice business applications

1. Community Leadership
2. Management Career
3. Develop skill sets for advancement in senior positions in both community and career
4. Lead with Integrity, Compassion, EI, self-awareness, resilience and empathy
5. AASuccess Leaders
6. AASuccess Board Members

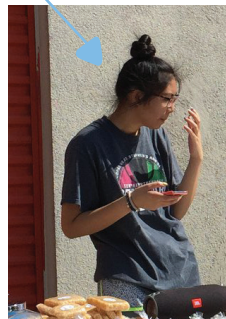
Highlights of LSA Mentees' Graduation Projects

Our Level 1 and 2 mentees created and participated in some projects such as...



... Led the Summer Giving Back Project and raised \$609 for the orphanage shelters and temples in Vietnam

Sarah



...Volunteered at the Food For the Homeless event to serve food for over 300 people

... Served as an important role for the organization, such as Finance assistant by Kim Do...
... Led a Krispy Kreme fundraising and raised \$267 for the 2018 Youthcon Scholarship

Kim

Vy

... Hosted a Halloween party for more than 30 children at a homeless shelter



... Participated in more than 5 workshops and seminars including communication, college application workshop, self-awareness, etc.



... Organized office activities and important events, such as ran warm-up activities, group discussions, prepared weekly office schedule, planned for Summer Retreat, YouthCon Scholarship, and The Center for Success Gala.

Samples of Mentees' Self - Evaluation

Description of the student's results and significant learning experiences during the past three months.

She has shown improvement in her working relationship with peers at school by more effective communication. At school, she is able to better express her opinions and concern without bringing too much negativity. She makes greater effort to compliment her peers in order to create a more positive working environment. She is also making an effort to place greater trust in those she works with.

Because of the Three-Month Plan, she feels more motivated to accomplish the goals in her daily life. During this time, she realized that goals are not only made to be accomplished, but rather, the journey is more important than the destination. She came into AASuccess as a very shy and inexperienced high school student. However, over the past 3 months, through her work on many AASuccess projects, her voice and self-improvement have generated many positive results.

Story of LSA Level 2 Mentee's Journey

Meet Sarah Nguyen

My name is Sarah Nguyen and I'm a senior at St. Stephen's & St. Agnes School. I joined AASuccess in 2013 when I was in seventh grade. Joining AAS was one of the best decisions I could've ever made for myself. Initially, I was just involved in small activities such as having LSA and learning about public speaking, however as I spent more time at AASuccess, I started to gain more experience and earned stronger roles. One of my earlier jobs was being the facilitator for AASuccess' weekly warm up in which our office participates in a group bonding activity. That job was what actually made me realize I really enjoy event planning and project managing. Since then, I've always made an effort to be involved in various projects. I began by helping mentors wherever I can with events such as the Youthcon ceremonies and our fundraising events. With the experience I've gathered from those events, I began to branch out and was trusted to lead some projects. Some of my favorite projects I've worked on were coordinating the AASuccess annual retreat, leading our 2018 Gala's auction and helping with our annual Summer Giving Back Project. Currently, I'm a co-coordinator for the 2019 Youthcon Scholarship with Kim Do, Vy Do, and Wendy Yuan.



2014



2016

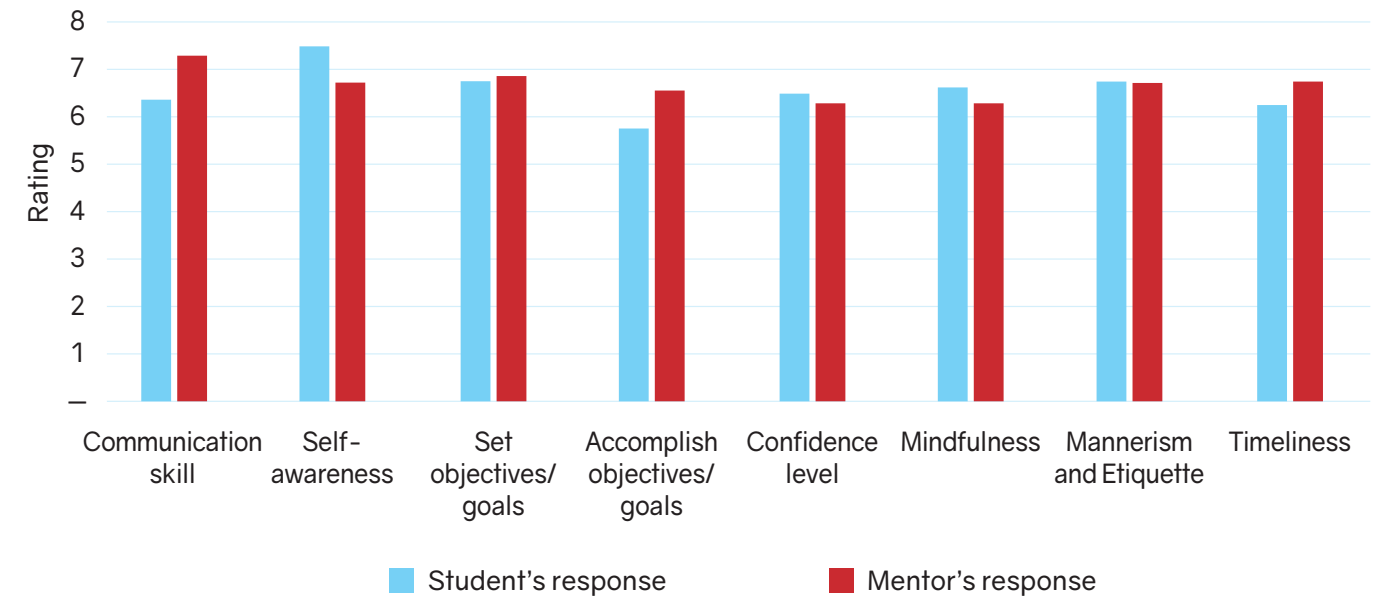


2017

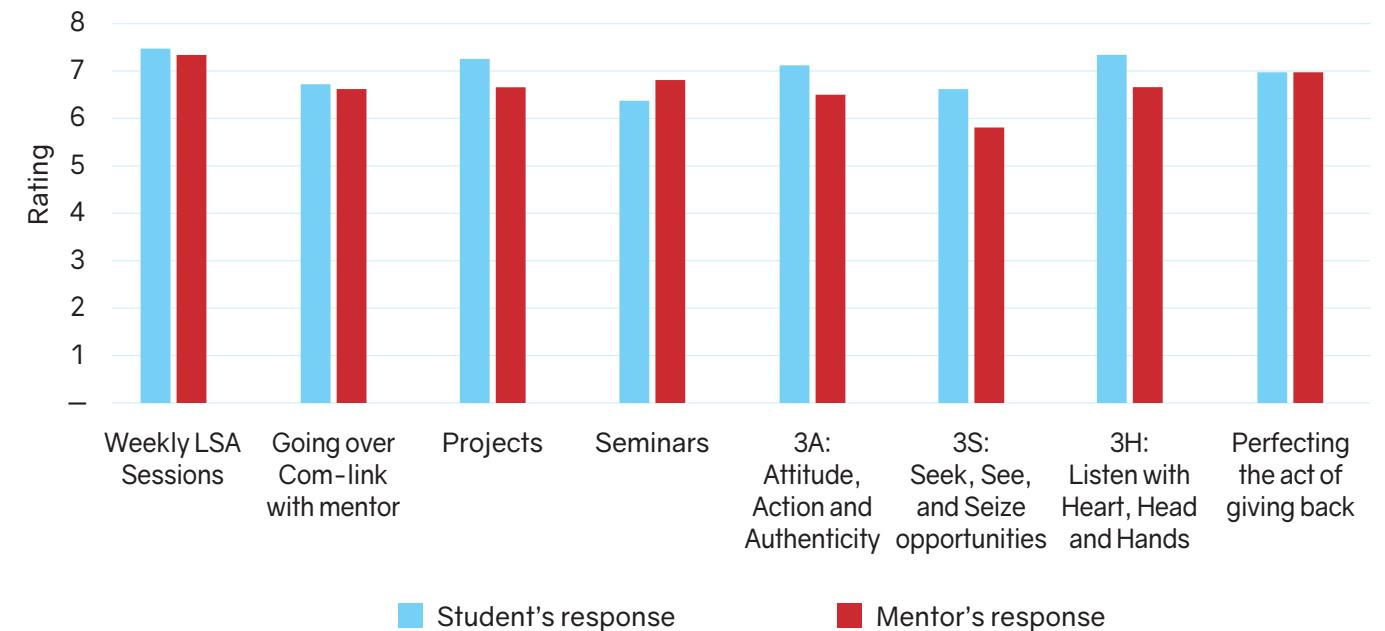


2018

2018 Personal Growth Assessment



2018 Skills Assessment



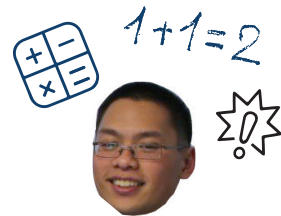
Story of Level 3 Mentee's Journey

Meet Duy Pham

Having held many positions within AASuccess, I am greatly humbled and honored to have been able to learn and experience the different aspects of running and managing a non-profit organization. John Myer, an AASuccess guest speaker, once said "Many people think their life path is going to be a straight line, but in reality it is more like spaghetti". As Finance Director, I learned from former Board Member, Scott Plein, the challenges and diligence required to produce accurate financial reports. Leading the IT Team aligned more towards my expertise, but allowed me to explore new technologies for the organization. Finally, as the Chief Operations Officer and Board Member, I had the opportunity to lead professionals and share with them my PMP knowledge. In the beginning I never expected to be more than just a student learning life skills from mentors but by the end I had gone on an unexpected journey helping to perfect the art of giving back.

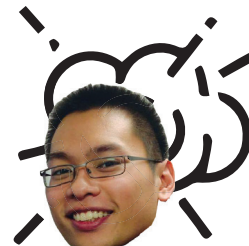
May 2007

joined AASuccess as a student



2010

Finance Director



2015

IT Director



2017

Chief Operations Officer

2018

Board Member



Level 3 Individual Leaders

10

mentees mentored

Provided

project management guidance to all Level 1 and Level 2 mentees through what they learned in LSA

1

mentee graduated from the Level 3 program

Organized

workshops, seminars, and volunteering events for all mentees

150+

guests hosted at the 2018 YouthCon Scholarship event in U.S. and Vietnam

Led & supported

core departments at AASuccess to sustain the structure for the organization

\$15,200

raised for 2018 YouthCon Scholarship

Supervised

and trained more than 20 mentees and volunteers in bookkeeping, email writing, schedule planning, event planning, public speaking, mannerism and etiquette, etc.

\$42,500

raised from hosting The Center for Success Gala to celebrate small businesses that contributed to the DMV community



LIFE SKILLS ACADEMY — VIETNAM VIRTUAL PROGRAM

DELTA Success program is a global program created by AASuccess for anyone interested in giving back, especially to the youth in Asia. We aim to provide a rich virtual educational program to the youngsters in Asia who speak some English, are eager to learn, and care about life and family. Through virtual English teaching and interactive life-skill trainings, we provide all participants an opportunity to not only learn but experience collaboration, mentorship, and friendship at a higher level regardless of distance and culture barrier.

Mentorship and relationship building between

a mentor and students have a unique way of unleashing our students' potential. Being a mentor is not only a community service activity. It teaches us humility, gratitude, patience, mindfulness, and compassion.

- D**iscover self
- E**xplore self-awareness and empowerment
- L**earn how to learn
- T**rain – Practice, Practice, Practice. Train to obtain the skill sets
- A**ct – Reflect – Adjust – Act



Location

Di Linh & Tay Ninh Provinces, Vietnam

27

mentees

21

mentors

600

hours

Final presentation topics:

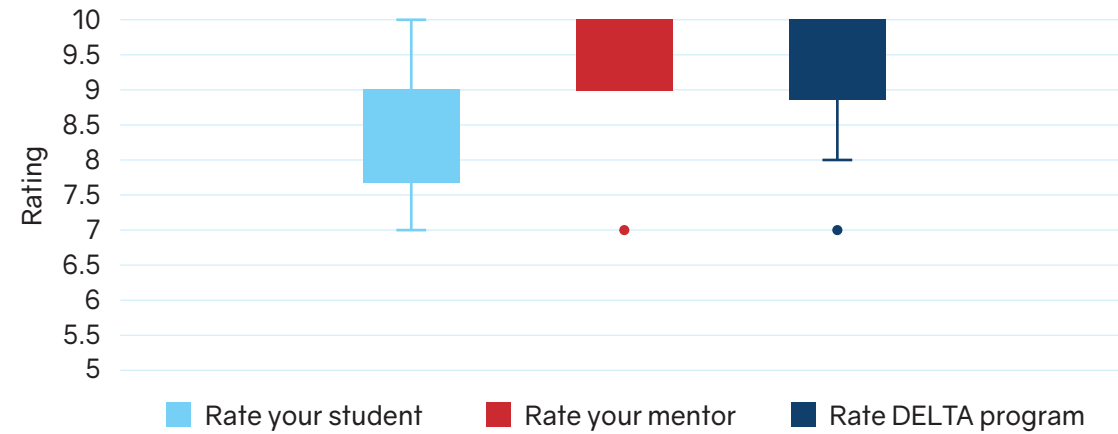
- My family
- My close friend who got sick
- Poverty in Vietnam

Summer Projects:

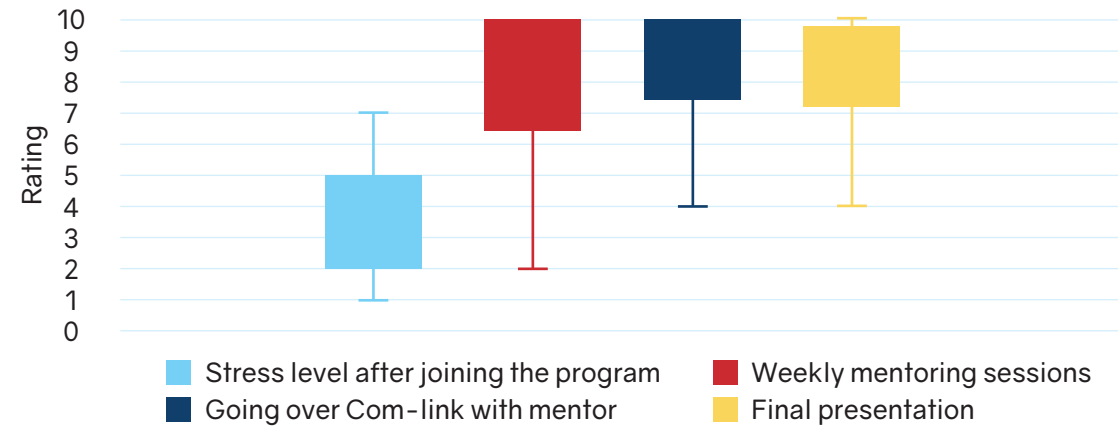
- Created an English club
- Visited a temple and volunteered at the temple
- Bought school supplies for Tay Ninh Orphanage



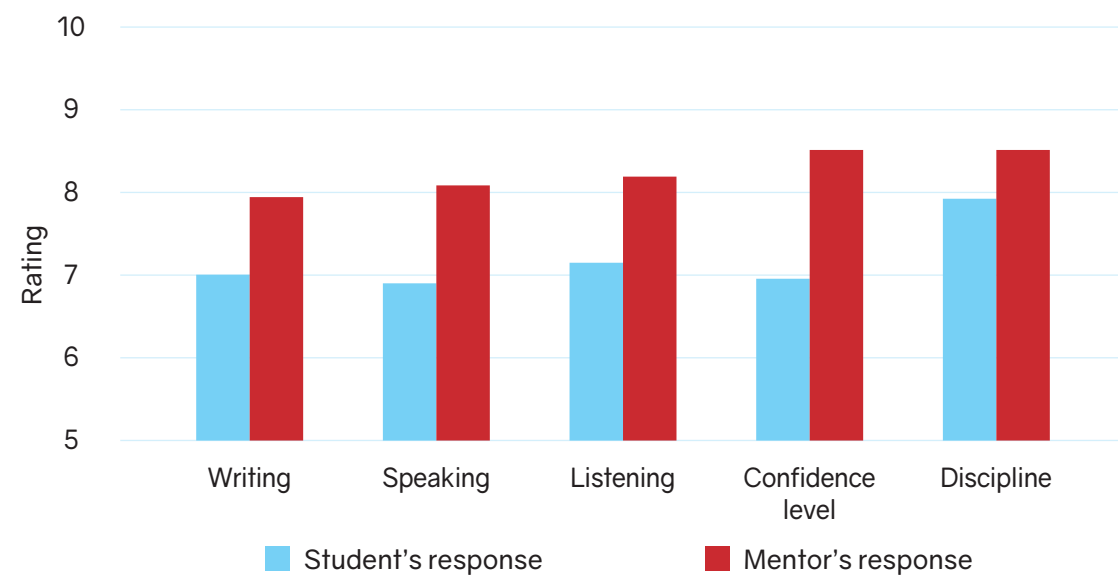
DELTA Mentor/ Student Rating



2018 DELTA Student Survey



DELTA Student Progress after 10 weeks



Feedbacks

FROM MENTEES

"I like my mentors. They are really kind, friendly, give me useful advice and encouraged my studies a lot."

– Tran Thai

"I like the topics that my mentors gave me every week. Because through these topics, you can learn a lot of things like environment, about yourself."

– Vy Tran

"Through this program, my English improved a lot. I love the friendliness between my mentor and I. I was very happy when I talked with her."

– Hung Thai

FROM MENTORS

"The program does well in preparing weekly topics and organizing the structure for 1 on 1 mentorship. The students speak enthusiastically and mostly do their best accomplish tasks."

"Really like the direct impact you can make. You don't find a lot of opportunities to work 1 on 1 with someone on the other side of the world and help them grow and develop."



Students learning and sharing tips on how to improve their oral presentation skills in preparation for our annual YouthCon Scholarship.

Arc360

Arc360 Civic Projects create meaningful live projects with other businesses and non-profit organizations for students to practice giving back, while applying practical business and life skills learned through LSA.



ARC360 CIVIC PROJECTS BUILD LEADERS WHO GIVE BACK

We enable students to put the knowledge learned in the Life Skills Academy to practical use by managing annual service and awareness projects. Mentees in the program develop ethical and humanitarian values while enhancing the community.

Arc360 is unique because mentees create

these projects inspired by their situation in society. This leads to more meaningful projects and well thought out execution for greater impact. They become more motivated to work on improving their skills, so they may collaborate with other organizations, influence peers to champion for the cause, while strengthening the community together.

6
projects throughout the year

4
new collaborations with local organizations

6
Level 1 and 2 mentees leading a project for the first time



797
hours

119
total volunteers

2174
people impacted

2018 Civic Projects

All projects are led and executed by the mentees, with the guidance of their mentors, and other community leaders.



2018 YOUTHCON SCHOLARSHIP: HOW FAR WE'LL GO

Scholarship Prompt: "If you could leverage \$1,000, what project(s) could or would you undertake to make improvements in your local neighborhood or community?"



WHEN A BOY SCOUT MET AASUCCESS

From Troop 702 Gia Dinh Scout, 16 year old scout Brandon Nguyen from Oakton High School believes in the power of books, and created a "community library". Anyone with access to the internet can check out books about Vietnam, or Vietnamese literature from our online library, pick it up from our office, and return it when they're done.



ANNUAL SUMMER GIVING BACK: PROJECT BUTTERFLY

Our U.S. students and DELTA program students collaborated together to provide supplies for living and education to over 30 underprivileged children in Vietnam living in orphanage and temple. Our U.S. students raised money through a car wash and bake sales. Our DELTA students bought the supplies and also spent time cooking and playing with the children.



KET DOAN FOOD DRIVE

We supported Ket Doan's annual Food for the Homeless event to set up food stations, give out food and other supplies to over 100 local Washingtonians.



KATHERINE HANLEY SHELTER HALLOWEEN PARTY

We partnered with the Katherine Hanley Shelter (Fairfax County) to throw a festive Halloween party for all the children there.



FAIRFAX COUNTY HEALTH DEPARTMENT

Since 2013, as part of an on-going campaign, we've been representing Asian Americans at the quarterly meetings with Tuberculosis Taskforce to provide insights to raise awareness about TB.

Words from Our Mentees

... and other participants involved in our civic projects.

I applied ... to hopefully win the scholarship to pay for college. But... I ended up focusing on how to better the future of others. That was a good mental shift and a change in perspective that I think people can experience.
— Thuy Linh Bui

I'm the leader, so I have to make plans and arrange the works for other students. Through this project, I learned how to plan and work with other people in an effective way. I'm very happy because I helped the poor children in the orphanage. I really like working with AASuccess because they are very friendly and support us a lot. I hope we can work on another helpful project like this in the future.
— Le Ngoc Doan Nhi

I enjoyed doing the Project Butterfly because I got to meet new people... They helped me to practice my Vietnamese while we sold cookies to the Vietnamese elders. This was... helpful because I learned that there are things I can do to help people.
— Nancy Cu

By donating English books related to Vietnamese culture, this will help promote the Vietnamese culture to more Vietnamese American teenagers.
— Brandon Nguyen

To see people line up and get to personally help and talk to them just made everything seem so real and kind of emotional. Until I volunteered at this event I've never realized how sheltered I've actually been.
— Sarah Nguyen

On behalf of the NOVA TB Taskforce, I wanted to thank you for your assistance in identifying Trung and Phuong. Their insights and feedback will undoubtedly ensure that we deliver a meaningful TB campaign across Northern Virginia.
— Jay Chikobe, Community Health Specialist

Running on Life Skills

Other non-civic projects we accomplished together, through all the blood, sweat and tears, to grow mentally and physically



The Center for Success Gala

- Recruited: 7 new volunteers
- Engaged: 5 new businesses, organizations, and affiliations in our outreaching effort
- Created connections with more than 20 political leaders and organizations in the local community to support our cause
- Recruited more than 50 new donors



Half Marathon Run

6 mentors and students of AASuccess ran in the Navy Half Marathon Run on August 13th to raised funds for Life Skills Academy. We raised a total of \$4,000 to fund:

- Reach and train at least 100 children and adults in character building, leadership skills, and giving back mindsets, both in local DMV areas and Vietnam.
- Student run giving back projects throughout the year, including our annual You50thCon, summer & winter community projects..
- Offer more scholarship, student stipends and internships to allow students applying their life skill lessons in practical circumstances.



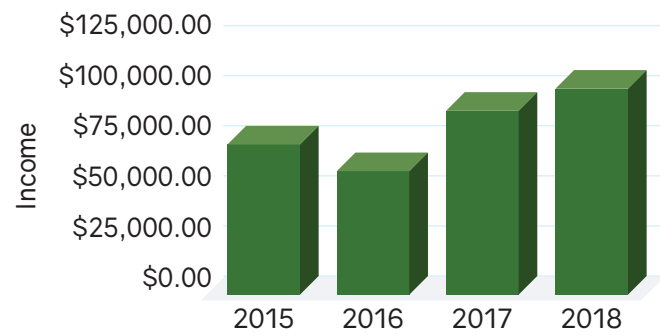


Our finance manager, Cho Kiu, training a volunteer.

Finance

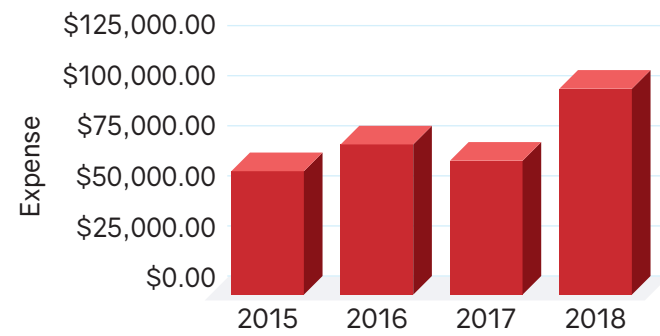
We greatly appreciate all of the generous contributions and time our donors and partners invest in our goals. Without your support, we wouldn't be able to make a difference in our students' lives.

Income



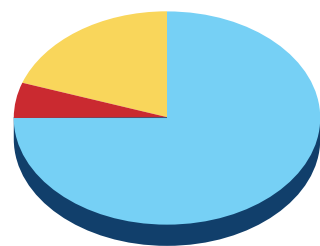
Income	2015	2016	2017	2018
Facility	\$52,688.05	\$28,661.33	\$77,843.65	\$77,255.92
LSA	\$10,590.00	\$2,900.00	\$1,570.00	\$4,790.00
Arc360	\$10,677.00	\$27,533.35	\$11,680.00	\$20,533.75
Gift In-Kind	\$2,149.00	\$1,599.00	\$307.00	\$0.00
Total	\$76,104.05	\$60,693.68	\$91,400.65	\$102,579.67

Expenses



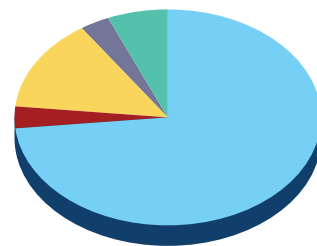
Expenses	2015	2016	2017	2018
Facility	\$44,816.29	\$43,342.19	\$57,161.75	\$75,196.14
LSA	\$4,827.77	\$2,764.12	\$4,168.38	\$2,905.25
YouthCon	\$8,557.03	\$5,022.48	\$0.00	\$14,216.19
AAS Today	\$3,084.82	\$24,534.37	\$5,331.12	\$3,444.00
Payroll				\$6,286.70
Total	\$61,285.91	\$75,663.16	\$66,661.25	\$102,048.28

Income breakdown



Facility & Classroom LSA Arc360

Expense breakdown



Facility & Classroom LSA YouthCon
AAS Today Payroll

* Prior to 2017, AASuccess Fiscal Year went from September to August. In 2017, AASuccess switched its Fiscal year to match the Calendar Year: From January to December.

Thank You

AASuccess is a grass root non-profit and our funding comes from local individuals and businesses. We are pleased to acknowledge the following members of our global movement who are committed to building the next generation of leader by investing the equivalent of \$200 or more each year to make that vision a reality.

Aesthetics Health, LLC
All in 1 Stop
Andrew Tran
Ban That Ton & Man Nguyen
BCLC Global Inc.
Bryan Port
Cuong Hung Dinh & Tram
Ngoc Dinh
Dan Dinh Lai & Lai Thi Nguyen
Darren Banh
DatCom LLC (Tuan Q. Tram)
Dave Marsden
Dave Nguyen
Dennis Romero
Dieu Le
Dieu Thi Nguyen
Donald Le
Dung T. Cao
Duy Pham
Eden Center

Eric Hasbun & Jeffrey Scudy
Fannie Mae
Hoan Dang
Hien T. Dematteis
Hieu Nguyen
Holly Nail Spa LLC
Hue Nguyen
Jim H. Alstrum-Acevedo
James Kelman
James Pan
John Victoria
Kars4Kids
Keith Le
Keri Tran
Kevin Lee
Khang Tang
Khanh Q Nguyen
Khue Bui
Kim Dung Thi Tran
Kim Hai Thi Vo

Lan Nguyen
Landmark HHH LLC
Leon Nguyen - Web
Commerce LLC
Lethanh J. Le
Linh Phan
Linh Tran
My Nguyen
Network for Good
Peter J & Piyawan C Kovach
Richard Edward Hood &
Severina E Hood
Robert B West
Sang Van Tran
Scott Plein
Skyline Salon Inc.
Sripriya Krishnakumar
The Center for Asian
American Success
Thien-An Tran (Nick Tran)
Thien Vien Tuong Van
Thu Kieu
Tien Le
Trang Chu Lam
Triet C. Phan & Nancy Thi
Pham
Trung Lam
Viet Hoai Chau
Vivian Dac Ho
VM Media
Wendy Yuan





HELP AASUCCESS DELIVER LASTING CHANGE

Become a Volunteer

AASuccess offers a wide array of volunteer opportunities. Our goal is to serve the community around us, building stronger structure for the organization, and provide a rich and meaningful experience to the volunteers that dedicate their time. We provide both long-term and short-term volunteer opportunities, with flexible hours to fit with each volunteer's schedule.

Become a Guest Speaker

AASuccess welcomes professionals from all work fields to come and share their experiences with our student members. Not only does this enrich the learning experiences at AASuccess, but it also provides an engaging environment for students to meet, connect, and share their points of view with the guest speakers. Hosted every month, the AASuccess Seminar Program is open to both student members and outside guests. Topics cover a wide array of field, such as business, career, writing, public speaking, finance and AI.

Become a Donor

AASuccess is a 100% volunteer-run organization, with all administrative cost donated by our leadership and key partners. Every dollar you donate goes straight to our students in supporting their projects, facilities and classrooms.



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