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2023 ANNUAL REPORT



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A Journey Through Trust and Opportunity



Throughout the year, our AASuccess community has experienced and shared many new changes. We've witnessed bright and lively students eagerly sharing their accomplishments with loved ones but also some who had self-doubt and fought with their own beliefs. Some began taking their first steps out into their own journey and some turned the page to embrace the next chapter of their lives. Amidst the many changes, our organization underwent a profound shift. After an enlightening experience in Vietnam, three determined students initiated an innovative

approach to continue developing AASuccess's story of creating a small garden. For approximately three weeks in July, Angela Le, Liem Nguyen, and Erica Shin experienced a completely different environment across the world. Embarking on an unforgettable journey, they were immersed in the vibrant culture of Hanoi, Vietnam, venturing quite far from the familiar bubble of their homes in America. Angela and Liem took the opportunity to deepen their understanding of healthcare and psychology by shadowing local Vietnamese clinics. Immersed in Hanoi's



Liem Nguyen
Freshman
Virginia Commonwealth University

Angela Le
Sophomore
University of Virginia



Erica Shin
Freshman
James Madison University



summer heat, they absorbed insights from psychologists and empathized deeply with patients, forming indelible memories. Meanwhile, Erica honed her creative talents through learning the art of tattooing, overcoming doubts to join her team on a transformative journey where they forged familial bonds beyond mere teamwork. Throughout the entire trip, these three students received mentorship from AASuccess Board Member Dave Nguyen and AASuccess Senior Advisor Thanh Nguyen. Each passing day held new conversations and heartfelt exchanges, some lasting many hours or entire nights. Among these many discussions, one significant conversation sparked the idea of creating something special. Despite grappling with strong self-doubt, the three students were able to make a decision,

held together by their trust in each other. From this valuable conversation and trip as a whole, the AASuccess Operations Team was created, a testament to the young leaders' dedication to the organization's mission and vision. As a team and as a family, their collective efforts are focused on nurturing the growth of every student, supporting them with the skills and mindset needed to become an all-around successful individual. This story, just one of many, holds a meaningful place in the history of AASuccess. Each student and their story is a growing seed in our small garden. Whether someone grows to be a vibrant evergreen tree or something as simple as a dandelion, every person plays a valuable role in how our organization grows. Throughout the passing year of 2023, many students rose to achieve many

accomplishments, brightening the rest of our path with a light of hope and gratitude. To our entire AASuccess community, we sincerely thank you for showing us your support through encouraging words, donations, or simply by listening to our story. Each and every one of you is a part of our garden, and we hope that even though there will be storms and heavy winds, our roots will stay strong and keep us growing.

From the Operations Team
Angela Le, Liem Nguyen and
Erica Shin

Our Vision

AASuccess envisions a world where every young person has equal access to opportunities for personal and professional growth through life skills, leadership education, mentoring with practical applications. Our goal is to create an environment in which everyone leverages their collective resources and thrives in their careers and businesses while making a positive impact on the communities.

Our Mission

- Empower and train underserved youth reach their full potential through development of emotional intelligence and life skills.
- Cultivate ethical and humanitarian values through deliberate mentorship leveraging a network of community leaders and international partners.
- Transform students into the leaders of tomorrow through practical applications of projects directed towards healthcare, education, environmental sustainability, and finance.
- Develop a sustainable community-centric model that connects and empowers all students, volunteers and professionals involved.

“Since joining AASuccess, I’ve learned the importance of accepting flaws in myself and others, as well as embracing a mindset of letting go. Establishing and maintaining a routine has helped me maintain balance and focus. Additionally, I’ve realized the significance of guiding others and managing expectations in relationships, emphasizing the need to prioritize my own well-being and personal growth.”

Ngoc Huynh - Level 1 Student



“AASuccess has been such a gateway to opportunities, enhancing my leadership skills and personal accountability. Despite being part of this organization for only a year, my experiences are as rich as if I’ve been involved for much longer. The lessons I’ve learned and taught have solidified my view of AASuccess as a cornerstone of our student community”

Allyson Nguyen - Level 1 Student

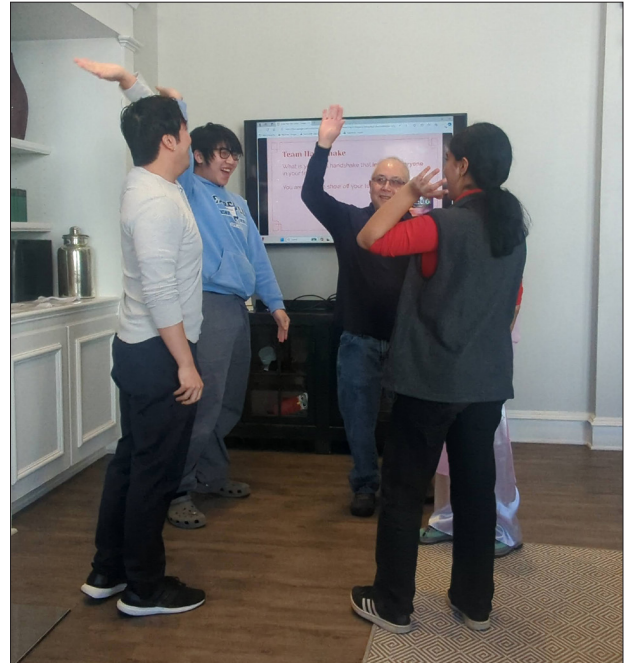
ALL-AROUND SUCCESS EDUCATION INITIATIVE

Empowering Future Leaders Through Life Skills and Emotional Intelligence

Inspired by our sustained AASuccess Life Skills Program, we are pleased to announce the 2024 All-Around-Success Education Initiative (AASE), which is designed to incorporate proven techniques to nurture underserved young students into all-around successful leaders, skilled at applying emotional intelligence, empathy, innovation, and crucial conversation skills across their careers and communities.

The newly launched AAS Education Initiative represents an innovative collaboration between the US International Business Development Consortium (US-IBDC) and AASuccess to develop the next generation of leaders, many of whom are underserved individuals. Aligned with AASuccess's vision to help youth reach their full potential, the initiative provides personalized development pathways blending life skills, emotional intelligence, and professional mentorships.

At the core is a curriculum focused on nurturing students into successful, values-driven individuals. The interactive courses emphasize practical application of concepts like empathy, integrity, and crucial conversations. Learners gain global perspectives through immersive collaborations with US-IBDC professionals, applying their skills in real-world projects. The initiative's four certification levels take a holistic approach,



integrating inner values, motivation techniques, and hands-on learning. Learners embark on a journey of self-discovery, career-readiness, and community engagement. The flexible delivery methods include in-person and online instruction, ensuring accessibility. By participating in workshops, retreats, and symposiums, professionals and students build the confidence, emotional acumen, and cultural competencies to excel in today's interconnected world. Needs-based scholarships, paid internships, and certificate programs provide additional opportunities, while the emphasis on core values instills an ethical foundation.



Life Skills Impact on Students

We Partner with Students by:



- Supporting students in voicing their opinions
- Listening to and sharing their stories
- Assisting with their passions and values

We Inspire by:



- Encouraging personal growth and the adoption of growth mindsets
- Emphasizing our Core Values curriculum with empathy and integrity
- Educating about the spirit of giving back

McKenzie's Growing Path



McKenzie Tran has been a part of AASuccess for nearly five years. As a rising 8th grader, McKenzie recognized the ample opportunity for growth, particularly in her confidence in public speaking. Though initially hesitant and nervous around unfamiliar faces, she soon discovered that these individuals would evolve into her second family.



2019

2021

McKenzie sought to challenge herself as a student by participating in the AASuccess Leadership Training Program, where she assumed a leadership role in the Marketing department. Over four months, McKenzie managed the social media, crafted e-newsletters, produced podcasts, and launched the #15-for-15 Marketing Campaign.



Students Grow by:



- Impacting societies and communities in leading projects
- Learning to embrace collaborative work
- Exploring unique passions, interests, and values

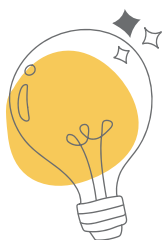
Students Lead by:



- Giving and inspiring others with personal and professional relationships
- Enacting changes in our communities through advocacy and action
- Shaping the next generation of leaders with the passion of giving back

Currently, McKenzie serves as an AASuccess Operations Apprentice, playing a supporting role in the nonprofit's operations and weekly office meetings. As a level 2 student, she is dedicated to leveraging both hard and soft skills developed to enhance the organization's development and structural integrity. As she prepares to study Economics at UVA, she is eager to apply these insights with enthusiasm and dedication.

2023-2024



Despite many challenges of life around us, the future is brighter because of our youth.

2023 Positive Student Highlights

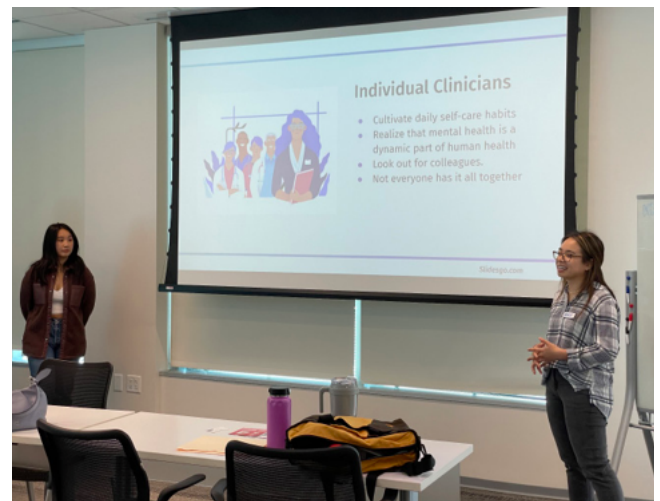
Grace Tonnu has been a student at AASuccess worth reflecting on, for her efforts—all done in the spur of the moment—have been valuable to the growth of the organization as a whole. Despite the busyness of her life, being a student and an employee, she chooses to come to AASuccess as much as possible and partake in activities that push the SUCCESS forward for not only AASuccess but also for herself and others. This isn't just about participation. One does not simply make the effort to arrive every so often just to make time for themselves; Grace inserts herself into the AASuccess scene every Saturday or so and again chooses to assist with office logistics, student mentorship, and even the concurrent Vietnam projects. This emphasis on choice underscores that her endeavors go beyond the minimum because, why come every Saturday, even for leisure? Why be the guardian of students who sometimes lack responsibility? These questions can only be answered by her, but her actions speak louder than words.



Grace Tonnu Shimizu
Senior, George Mason University



AASuccess 2024 Lunar New Year Celebration



Healthcare Symposium 2023



Thinh Nguyen
Freshman, Virginia Tech

As a former student at AASuccess, Thinh Nguyen is now enrolled at Virginia Tech University and has reflected on his experience since his time with the organization. We posed a simple yet meaningful question to Thinh: What does success mean to you?

“To me, success, and the root of it all, is defined by having balance. I believe that through balance, one can fully utilize their skills and potential to achieve what they want to do, whether it be gaining fame, wealth, or something else. I don't think there's an exact way to know when you've found it, but at least for me, when I've found that quiet and peaceful meadow within myself, that's when I know that I'm successful.”



AASuccess 2023 Gala



AASuccess 2023 Tennis Fundraiser



2023 Events

Healthcare Symposium

The Healthcare Symposium aimed to assist pre-health participants in setting realistic expectations for their future healthcare careers and minimizing the gap between an idealized career and its realities. By addressing some of the work field issues that typically contribute to 'burn-out' and 'career fatigue' among healthcare professionals, the team hoped to equip students with strategies to handle common stressors in the healthcare field. Additionally, the goal was to provide resources and guidance for students to navigate the potential consequences of failure and pressures they may experience as pre-health students, such as cognitive distortions (e.g., 'imposter syndrome', fear of failure). Ultimately, the team wanted to empower the future of healthcare and learn together what changes they want to set forth to best support students and providers. The Healthcare Symposium Team included Vivian Cao-Dao, Angela Le, and Grace Tonnu Shimizu.



Healthcare Symposium Team: Vivian Cao-Dao, Angela Le, and Grace Tonnu Shimizu

2023 YouthCon

The theme for the 2023 scholarship, "Igniting the Spark," encapsulates a journey sparked by a glimmer of aspiration, aimed at making a meaningful impact. Applicants were encouraged to harness their passion to develop projects capable of serving their community while also igniting the passions of others, all within a budget of \$300. Congratulations to the winners of the 2023 YouthCon Scholarship: first place went to Leilani Co with her Engineer Girl STEM project, second place to Sofia M'mari with her Hair Love project, and third place to Bhargav Venkata with his Food Waste Management project.



Sofia M'mari received her 2023 YouthCon Second place Award at AASuccess Gala

Our Direction in 2024-2025

AASuccess Looking Ahead - Empowering Youth Through Practical Engagement and Collaborative Leadership

Since its inception in 2006, AASuccess has evolved from a vision to empower first-generation immigrant youth into a robust nonprofit organization with a strong focus on practical engagement and leadership development. The transformation has been marked by a shift from individual founding stories to a collective effort that harnesses the strength, empathy, and confidence of a diverse team.

The core of AASuccess's program is now the Student-Led Projects Program, formerly known as the ARC360 Civics Project. This initiative empowers high school and college students to manage and execute projects that directly impact their communities, providing practical experience and leadership opportunities. These projects are supported and guided by a diverse group of professional volunteers who bring a wide range of expertise and perspectives to the organization. In 2014, AASuccess was formally commended by the Virginia General Assembly for its significant contributions to the community. This commendation recognized the organization's success in mentoring Asian American students in the Washington, D.C., metropolitan area, highlighting its role in helping these students become responsible citizens and leaders. The acknowledgment was not just a milestone but a testament to the organization's enduring commitment to community service and education.

Today, AASuccess is not just a symbol of hope; it is a testament to the resilience and courage of its community. It stands as an example of how continuous learning and dedication to the betterment of others can lead to substantial growth and transformation. The leadership of AASuccess has expanded beyond its founders to include a vibrant, collaborative team of students and volunteers. This shift reflects a broader



vision of shared leadership, where every participant contributes to the organization's mission, driving it forward through year-round projects in the AASuccess environment.

The organization continues to build on its foundational programs, like the Life Skills Academy and job training centers, which equip students with vital personal and professional skills. These programs are crucial for developing self-discipline, stress management, decision-making capabilities, and personal accountability, all of which are essential for personal growth and success. As AASuccess looks to the future, it remains dedicated to its mission of fostering a culture of philanthropy and practical problem-solving. The organization's approach underscores the importance of working together to create meaningful change, not just within the community but also within each individual involved. This collaborative and empathetic environment encourages students and volunteers alike to take initiative, lead with confidence, and pursue continuous improvement in their efforts to serve and lead in their communities.

Finance by the Numbers

This section provides a detailed overview of the financial health of AASuccess, including income, expenditures, and investment outcomes. The report highlights how financial contributions have been allocated to support various initiatives directed to our students, most of whom are underserved due to soft skills shortcomings and/or negative stress issues, and the impact of these investments on the organization’s goals.



Main sources of funding:



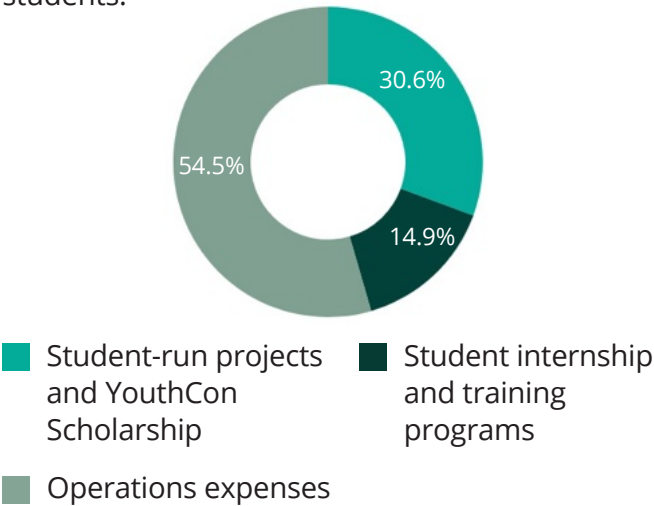
Income

Our gross income in 2023 was \$87,410 and our total expense was \$77,982. The net income is \$9,428. The main funding sources of AASuccess were from individual donations, contributions from our board of directors, and donations from members. Most of our funding came from individual donors who support our student-led community projects.

Income Breakdown	
Sustaining Members	\$75,895
Board of Directors	\$1,500
Annual donation	\$6,665
Student-Run Projects	\$3,350
Total Income	\$87,410

Expense

In 2023, 46% of total expenses went towards student-run community projects, student scholarships and internships, as well as student training programs directed for professional development, mental health, and entrepreneurship. 54% of total expenses went towards operations costs which include all office related expenses: rent, utilities and meals. These costs are necessary to provide a safe and encouraging environment for students.



With Gratitude!

This heartfelt acknowledgment section is dedicated to expressing gratitude to all the donors and sponsors whose generous contributions have fueled the continuous growth and success of AASuccess. Each donation and sponsorship play a crucial role in enabling the organization to reach new heights and expand its impact on the community. The support from these partners is not just financial but also a strong affirmation of the shared commitment to nurturing future leaders and making a positive difference in the world.

Top Donors

The Plein Charitable Trust
Eden Center
Fidelity
James Pan
Jim Kelman

Individual Donors

Asians@Amazon
Bailey's Crossroads Rotary Club
Doanh Pham
Erika Szuprics & Nandor
Szuprics
Freddie Mac
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Gigi Le
James Wolf
James Wu
Jimmy Nguyen
Joseph Flanz
Kieu M. Le
Linh Tran
Marsden for Senate
Michael Lowery
Nguyen Nguyen
Paul Hong
Phuong Lue
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Sunny Min
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Trust
Healing Hearts Vietnam
Thu Phan
Truc Tran & Khanh Linh Nguyen
Trung-Khanh Ngo
Uy Dinh Thien Le & Mai Do
Vane Wiggins
Viet Le
YC Electric LLC & Lysa Phan



Become a Volunteer

AASuccess offers a wide array of volunteer opportunities. Our goal is to serve the community around us, foster a fortified structure for our organization, and provide a rich and meaningful experience for 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 Donor

AASuccess' students are our most important treasures. We create a stable space for our students' development and allocate our internal staff with resources to ensure that our programs run efficiently as we serve more students yearly. By giving a financial gift to our 501(c)(3) AASuccess, you champion our diverse and passionate members who are devoted to taking action in their communities.



Become a Guest Speaker

AASuccess welcomes professionals from all work fields to share their experiences with our students and members. This enriching experience will provide an engaging environment for our students to meet, connect, and share their stories with speakers of various perspectives. Hosted every month, our AASuccess Seminar Program is open to both members and outside guest speakers from a vast range of fields including but not limited to business, career development, writing, public speaking, and finance.

Join Our Family!