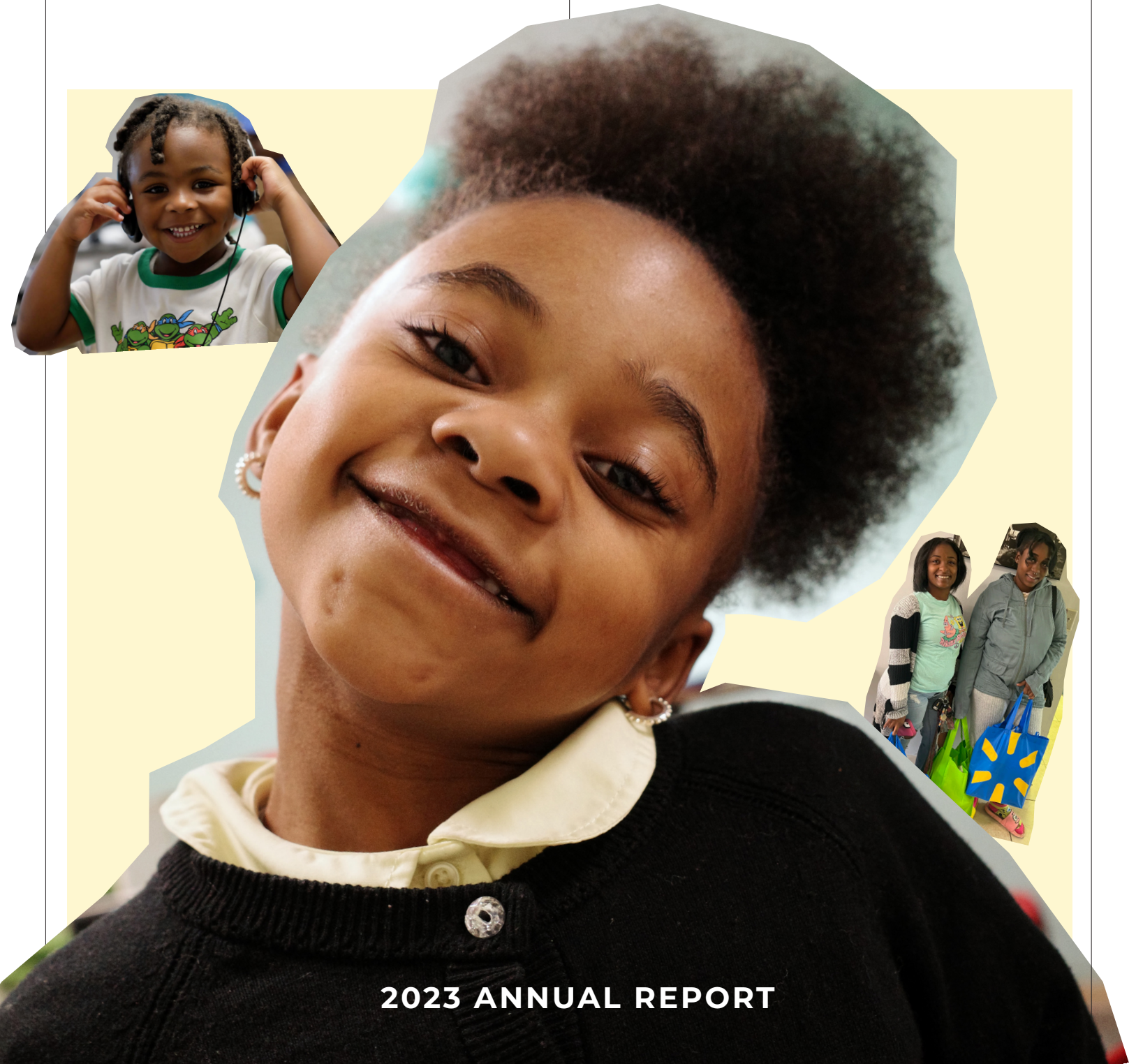


# ROOTED IN **HOPE**





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# MISSION & VISION



## MISSION

To empower underserved youth, families, and communities in Washington, DC by sharing the hope of Christ through compassionate action, caring relationships, and racial reconciliation.

## VISION

To help build communities of compassion and joy where underserved children, youth, and families flourish through holistic, wrap-around support, and practical resources.

## VALUES



We envision a community of racial and class reconciliation where mutual respect and authentic fellowship provide a place of healing and joy.



We envision all children and youth thriving in every way through academic support, character-development, arts, and recreation.



We envision adults engaged in gainful employment and moving out of the cycle of poverty.



We envision families being strengthened, children and youth becoming healthier and safer, and loving relationships flourishing.



# LETTER FROM STEVE

Dear friend,

**The emotional ups and downs of our work at Little Lights are an inevitable part of our calling.**

Even day to day, we can experience wonderful highs and heartbreaking lows. This is all the more reason to be rooted in hope that exists beyond current circumstances and challenges. It is also why I appreciate the diverse and committed community that exists at Little Lights.

From the students and adults we serve, to the community members who work at Little Lights, to our staff, volunteers, donors, and board members, there exists an interconnected village that helps provide love, care, and mutual encouragement to see greater flourishing to all those who are a part of Little Lights. We seek to be a community rooted in a deep sense of hope.

Little Lights works primarily with students and families living in public housing and those living in deep poverty, families who live on 50% or less of the poverty threshold. We have a unique model of working in neighborhoods, providing afterschool programs for students as young as three through elementary, middle, and high school, in addition to life after high school. We don't charge any fees to our students or families who attend our programs. We also provide jobs, a resource center, and year-round material support for families. This holistic support helps empower students and families to grow and thrive.

In 2023, we were excited to see the incredible progress of Markeith, one of the first students to sign up for the Next Step College and Career Program. Markeith graduated from high school after the pandemic abruptly ended his high school career. He did not get adequate support to apply to colleges and financial aid and found himself 8 months after graduating, sitting at home with nothing to do.

With the help of our staff, Markeith was able to begin college at Morgan State University, but he struggled his first semester. Since 2021, Little Lights has provided ongoing tutoring and coaching via Zoom to Markeith. Through this support and Markeith's hard work, he received a 4.0 GPA for the second semester of his sophomore year.

While we had tremendous victories in 2023, we also lost one of our former students, Mikeya Ferguson, to gun violence. Mikeya grew up in our programs, attended regularly, and had a consistent mentor. We were shocked and heartbroken this past fall to learn of her homicide just before her 19th birthday.

Through these ups and downs, we remain rooted in hope and rooted in faith. In 2024, we will continue to build on what we have learned over more than 28 years of ministry. We are also preparing to expand to a new neighborhood in 2025. With this rootedness, we are determined as ever to empower underserved children, youth, and families in Washington, DC for many more years to come. Thank you for your partnership.



Shalom,  
Steve Park

**“With this rootedness, we are determined as ever to empower underserved children, youth, and families in Washington, DC for many more years to come.”**

STEVE PARK





# K-8 PROGRAMS

Our K-8 afterschool programs continue to be at the core of our work with underserved youth in DC.

In 2023, 124 elementary and middle school students participated in Little Lights programs, including Homework Club, Reading Heroes, Math Heroes, Saturday tutoring, and Summer Lights.

In 2023, we prioritized hiring Social-Emotional Learning (SEL) specialists as part-time staff at our program sites. These trained SEL specialists are available to students who need someone to process difficult emotions or circumstances with. We have seen how valuable this resource is for our students and we hope to expand our SEL capacity so that every student has the space and care they need to emotionally thrive.

We are grateful for the continued generosity of our donors and volunteers. Their kindness allows us to continue providing this academic and emotional support at no cost to families who live in public housing.

**“Little Lights has given my children a safe space to come to receive help with their homework surrounded by great peers and an amazing team to guide them. We’ve been blessed by Little Lights by also creating a safe space for them to express themselves in a healthy way and environment.”**

LITTLE LIGHTS PARENT

Every year Little Lights administers math and reading tests to our students to assess their proficiency, track improvement, and tailor tutoring to each student’s specific needs and capabilities.

For some students, testing can lead to big emotions. Blake, a 5th grader who attends our afterschool programs, experienced a lot of anxiety when taking his math test last year. He became frustrated, began to cry, and was unable to complete his test.

Over the next several months, Blake regularly attended Homework Club to receive one-to-one tutoring in a supportive and focused environment. This year, when it came time for Blake to take his math test, Little Lights staff encouraged him and assured him that he was capable completing the test and of doing his best. Blake not only finished his math test with ease, he also completed his reading test on the same day! Blake and our staff were proud of him for this accomplishment.

87%

OF STUDENTS INCREASED OR MAINTAINED THEIR READING ASSESSMENT SCORES IN 2023

92%

OF STUDENTS INCREASED OR MAINTAINED THEIR MATH ASSESSMENT SCORES IN 2023

91%

OF STUDENTS SURVEYED SAY THAT THEY RECEIVE EMOTIONAL AND MORAL SUPPORT AT LITTLE LIGHTS





# COLLEGE & CAREER PROGRAM



66

PARTICIPANTS IN THE COLLEGE AND CAREER PROGRAM IN 2023

+\$249K

IN COLLEGE SCHOLARSHIPS AWARDED IN 2023-2024

6

COLLEGE VISITS LED BY LITTLE LIGHTS IN 2023

## 2023 was a big year for our Next Step College and Career Program!

Thanks to the generosity of a grant from the Hines Foundation, we were able to hire another full-time staff member in September to support our Next Step College and Career Program. Tia Kim serves as the College and Career Program Coordinator and Tutor, where she meets with high school and college students to provide individualized tutoring and works closely with the rest of the College and Career Program team to best support students.

With this additional support, we were able to walk alongside 15 students as they began or continued their college journeys. Whether we are helping students navigate financial aid, empowering them to develop strong study habits and time management skills, or meeting virtually to provide one-to-one tutoring, we are committed to seeing our college students excel.

We are excited about the growth of this program and look forward to investing in even more students who have big dreams for their futures.

**“Little Lights has been one of the most influential things in my life. It has made me a better person overall. Little Lights has assisted not only me, but my family. I feel super cared for and know I can always depend on them for anything no matter what.”**

JASMIN, LITTLE LIGHTS STUDENT

Little Lights has been a part of Jasmin's life since elementary school. As a young student, Jasmin attended our afterschool programs to receive academic enrichment and participated in our summer camp.

When it came time for Jasmin to choose her high school, Little Lights helped her get into one of the top-performing public high schools in DC, School Without Walls. Jasmin is thriving academically - as a highly motivated student, Jasmin spends at least 10 hours every week at our program site receiving homework help from volunteers and staff.

With Little Lights' assistance, Jasmin was accepted into the OSSE Scholars Program, where she spent four weeks at Emory University taking college-level courses. In the fall, Little Lights helped Jasmin apply for the Beavers Scholarship and she was one of five DC students chosen to receive \$10,000 for her future college education. Jasmin is in the process of exploring different colleges and will begin applying to schools this coming fall. We are so proud of our students, like Jasmin, who are working hard to achieve their dreams.

**“The Little Lights team is very nurturing of my scholars academically and socially. Every leader goes far and beyond the call of duty to ensure resources and opportunities are applied to their enrichment journey.”**

LITTLE LIGHTS PARENT



# Mentoring Program

Our Christian Mentoring program cultivates one-to-one relationships between volunteer mentors and students ages 8-18 in our programming.

These relationships often last for years, as mentors develop deep, meaningful relationships with their mentee. These positive adult relationships provide students with someone to look up to, go to for advice, and a space to feel seen, known, and loved.

One such pairing is Little Lights student, Daquan, and his mentor, Garrett. By a happy coincidence, Garrett was invited to an interview at Little Lights, which he thought was for a Math Heroes tutoring position, but to his surprise, he was actually at an interview to become a mentor.

After going through the rest of the interview process, Garrett saw a picture of 9-year-old Daquan and said, “I have to meet this kid.” The pair met on March 20th, 2019, and will celebrate their 5th anniversary of mentoring in March 2024. They have nurtured their relationship through many stages of life—Garrett has watched Daquan transform from a child into a 14 year-old young man.

**QUESTION: WHAT HAVE YOU LEARNED FROM GARRETT?**

**DAQUAN:** I have learned about love and consistency from Garrett. He shows me love because he always shows up, and I know he always has my back. We have been together for so long, and I feel like that’s really important. He is just really awesome, and we always have a lot of fun together.

**QUESTION: HOW HAS DAQUAN GROWN OVER THE PAST 5-YEARS?**

**GARRETT:** I have seen Daquan mature, but I love that he has continued to possess the same childlike joy and boyishness from when I first met him. He has an appreciation and reverence for others that is unusual for someone his age. As he has grown up, he has kept his sweetness and not let others or his environment negatively distract him.

**QUESTION: WHAT ARE YOUR HOPES FOR DAQUAN’S FUTURE?**

**GARRETT:** We have started to discuss his next steps because he is in high school now. I want to see him pursue something he will thrive in and is passionate about. I am here to help him each step of the way toward his goals and dreams.

Garrett and Daquan say some of their favorite outings together have been watching live football and baseball games, playing one-to-one basketball, and finding the best sushi in DC (Daquan’s favorite food).

You can tell by interacting with these two that they have brotherly affection and playfulness with one another because they have chosen to make a long-term investment in their relationship. Garrett and Daquan exemplify what our mentoring program is about - showing up and caring consistently through many seasons of life, thus creating a stable relationship where a young person can feel loved and valued.

1,152

HOURS MENTORS SPENT WITH MENTEES IN 2023

7

NEW MENTOR MATCHES MADE IN 2023

26

MENTORS IN OUR PROGRAM IN 2023





# COMMUNITY PROGRAMS

We have a wide variety of programs that serve adults in the broader DC community.

From providing tangible support and resources such as diapers and Christmas gifts to parents of our students, to leading anti-racism courses through our Race Literacy program, to employing residents of public housing, we are committed to providing holistic support to students and adults in our community.

Little Lights is especially proud of our continued ability to hire from within our community. In 2023, we employed 32 community members across our programs, including six men who served as landscapers on our Clean Green Team. Through this employment program, we provide opportunities for underserved teens and adults to gain valuable workforce experience so that they may pursue other careers.



## FAMILY CENTER

15,500

DIAPERS PROVIDED IN 2023

\$6,200

TOTAL VALUE OF DIAPERS PROVIDED IN 2023

\$3,042.58

TOTAL VALUE OF BABY PANTRY ITEMS PROVIDED IN 2023

250

UNIQUE VISITORS AT THE FAMILY CENTER IN 2023



## DISTRIBUTION

150

FREE BACKPACKS WITH SCHOOL SUPPLIES DISTRIBUTED IN 2023

180

GIFTS PROVIDED BY ONE KIND ACT FOR THE STUDENT CHRISTMAS STORE IN 2023

400

GIFTS DISTRIBUTED AT THE PARENT CHRISTMAS STORE IN 2023

305

THANKSGIVING BASKETS PROVIDED IN 2023



## EMPLOYMENT

31

STUDENTS EMPLOYED AT LITTLE LIGHTS IN 2023 THROUGH THE DEPARTMENT OF EMPLOYMENT SERVICES

32

COMMUNITY MEMBERS EMPLOYED AT LITTLE LIGHTS IN 2023

1,220

JOB COMPLETED BY THE CLEAN GREEN TEAM ACROSS CAPITOL HILL IN 2023

179

CLEAN GREEN TEAM CUSTOMERS IN 2023



## RACE LITERACY

42

PEOPLE ENROLLED IN 12-WEEK RACE LITERACY 101 CLASS IN 2023

152

PEOPLE ENROLLED IN RACE LITERACY CONNECTIONS IN 2023

6

RACE LITERACY CONNECTIONS WORKSHOPS/EVENTS IN 2023



## A LIFE OF SERVICE

Ms. Bonita is a fixture at Little Lights. Since 2002, Ms. Bonita has worked part-time at Little Lights, supporting our academic programs in a variety of roles. It is through her love of Little Lights and her community that many families heard about Little Lights for the first time and enrolled their students in Homework Club or Summer Lights.

Ms. Bonita is a consistent presence in the lives of Little Lights students and is a friendly face to all in the Potomac Gardens neighborhood. She has supported many families who needed help with childcare and has organized vigils and funeral services for grieving families. Ms. Bonita is truly an asset to the Little Lights community and we are blessed by her dedication and love for her neighbors.



# PARTNERS

We are incredibly grateful for all of our partners and volunteers who help make our ministry possible. We could not do this work alone, and are encouraged and humbled by the many individuals and organizations who give their time and resources to further our mission of empowering underserved youth, families, and communities in Washington, DC.

COMMUNITY

- 11th Street Bridge Park
- Banneker High School
- Building Futures
- Capital Area Food Bank
- DC Central Kitchen
- DC Unity and Justice Fellowship
- DreamWakers
- Dress Lab
- Gonzaga College High School
- Greater DC Diaper Bank
- Guerrilla Gardeners
- Hill Havurah
- Hopkins Resident Council
- Howard University Community and External Affairs
- Howard University Student Organized Clubs
- Initiative on Faith and Public Life
- Little Lights Junior Service Council
- One Kind Act
- Potomac Gardens Resident Council
- SHARE Food Network
- Shirley Chisholm Elementary School
- St. Albans School
- The University of Maryland Terps for Change
- U.S. News & World Report
- USAID
- Washington Interfaith Network

CORPORATE

- B.Lin Catering
- Chu Contracting
- Colesville Dentistry
- Deloitte
- First Citizens Bank
- First Republic
- Fulcrum Properties Group
- The Gaskins Team
- Highlands Residential Mortgage
- Ignite Coaching and Consulting
- Kuya Ja's
- Nationwide Insurance - Tim Yang
- SuprTEK, Inc.

CHURCH

- All Saints Church
- Bridgeway Global Church
- Chesterbrook United Methodist Church
- Chinese Bible Church
- Christ Central Presbyterian Church
- Christ City Church
- Christ Church Washington Parish
- Christ Our Shepherd Church
- Christian Reformed Church of Washington DC
- Church of God of Prophecy
- Church of the Advent
- District Church
- Emmanuel COGIC
- First Baptist Church of Glenarden

8,247

TOTAL HOURS SERVED  
BY VOLUNTEERS IN 2023

484

TOTAL VOLUNTEERS IN 2023



- First Rock Baptist Church
- Great Commission Community Church
- Grace DC
- Grace Capital City Church
- Grace Community Church of Arlington
- Incarnation Anglican Church
- Korean Presbyterian Church of Washington (Cornerstone)
- Lord Jesus Love Presbyterian Church
- National Community Church
- National Presbyterian Church
- Open Door Presbyterian Church
- Passion City Church
- Redemption Hill Church
- Refuge Baptist Assembly
- Restoration Anglican Church
- The Church of the Resurrection
- Union City Church
- Washington Community Fellowship

FOUNDATIONS

- American Friends Services Committee
- Antoninus Hines Foundation
- The Capitol Hill Community Foundation
- Charleys Kids Foundation
- Crowell & Moring Foundation
- Enterprise Community Partners
- Greater Washington Community Foundation

- Heinz and Liselotte Nehring Stiftung
- Herb Block Foundation
- Holloway Family Foundation
- JKBae Foundation
- John Edward Memorial Foundation
- Jurie Foundation
- Molinini Family Foundation
- The Morris & Gwendolyn Cafritz Foundation
- New Life Foundation
- New York Life Foundation
- Richard E. and Nancy P. Marriott Foundation, Inc.
- 4G Foundation

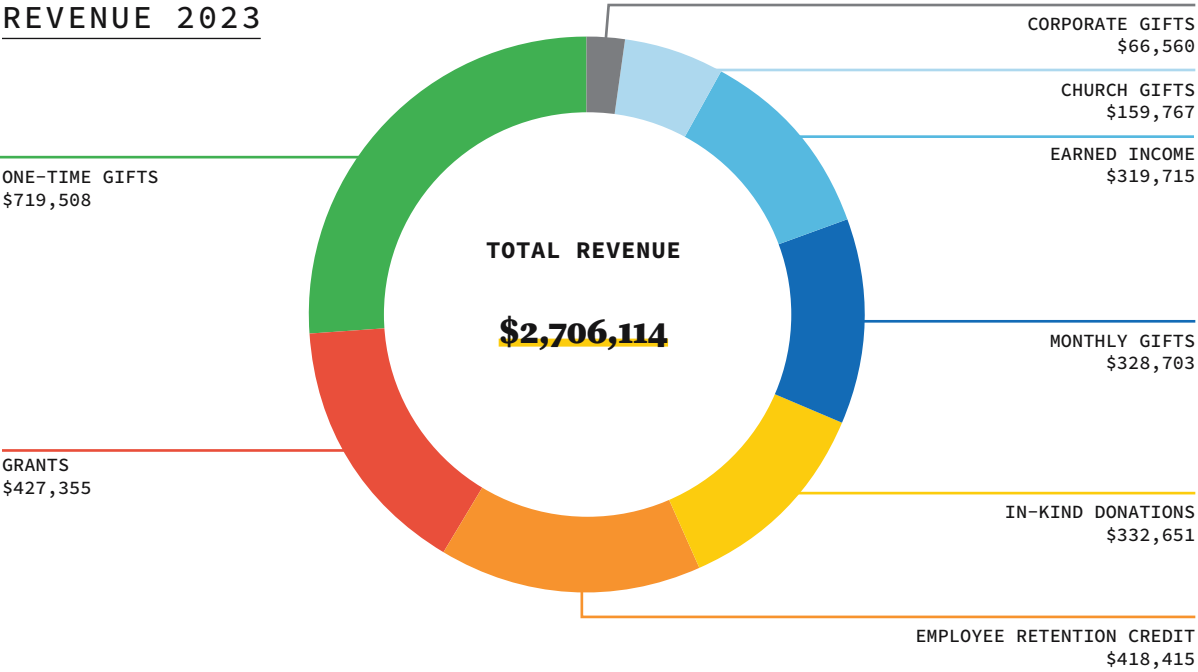
GOVERNMENT

- DC Housing Authority
- DC Public Schools
- Department of Employment Services
- Learn24 OST

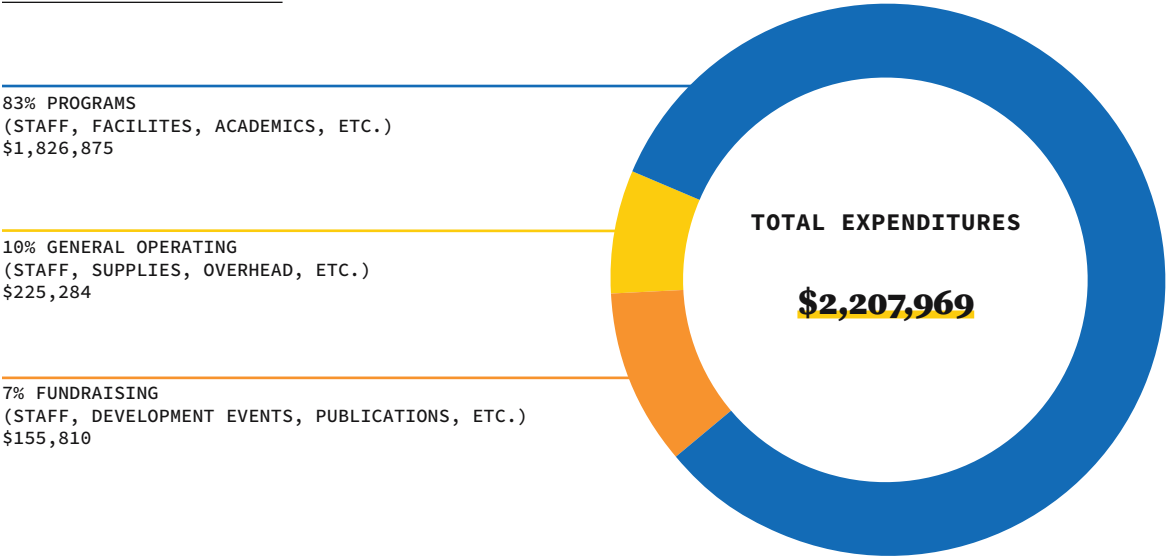


# FINANCIALS

## REVENUE 2023



## EXPENSES 2023





# STAFF AND BOARD

### CLEAN GREEN TEAM

Henry Dent  
Lawrence Dozier  
Kelvin Gordon  
Gary Sams  
Antonio Smith  
Bernard Tyree

### PART-TIME STAFF

Joann Acosta  
Ricky Altizer  
Ajayla Beach  
Alison Bleimehl\*  
Michael Campbell\*  
Sade Cole\*  
NyZIAH Crawford  
Tonya Crawford\*  
Markeith Davis  
TraRhonda Ford\*  
Caulah Francis  
Aaronica Glover  
Bonita Guerrero  
Samericka Harris\*  
Charmaine Hart  
Joslyn Henderson\*  
Taylor Hockenberry\*  
Kevin Hollins  
Kyona Hunt\*  
Kirsten Jackson  
Sullivan Jackson  
Jada Kamau\*

Foday Keita\*  
Shelly Malcolm  
Olivia McGlaughlin  
Ta’Shawn McKinney  
Darrien Miller-Dyer  
Patricia Moten\*  
Kiry Murray  
Jarmal Pannell  
Kayla Park\*  
Shantelle Powell  
Alona Robinson\*  
Izabella Robinson  
Jamiyah Scruggs\*  
Andrea Smith  
Camille Smith  
Deonte’ Smith\*  
Jasmine Stanfield\*  
Jennifer Tomlinson  
Danyel Turner  
Deniesha Tyree  
Joseph Washington  
Rosalia Washington\*  
Devonta Williams  
Kreceda Williams\*  
Shondra Williams  
Antwan Wright  
Kaylin Yang\*  
Anna Rozzo  
Jane Pak

### FULL-TIME STAFF

James Ahn  
Mary Daniel Cheek  
Isaac Choi\*  
Crystal Jenkins  
Tia Kim  
Katie Larkins  
David Lee

Sophia Nalty  
Courtenay Oliver  
Mary Park  
Steve Park  
Cierra Peterson  
Alizah Simek  
Karmen Taylor  
Maggie VanZalen



### BOARD OF DIRECTORS

**Ted Kim, Board Chairman**  
Deputy Associate Director, Refugee, Asylum, and International Operations, USCIS

**Steve Park, Board President**  
Executive Director, Little Lights Urban Ministries

**LaToya Archibald, Secretary**  
Executive Assistant, The International Association for the Study of Pain

**Derek Sykes, Treasurer**  
Vice President of Finance and Operations, Community of Hope

**Cherie Bellamy, Member**  
President, LaVie Medical

**Audrey Donnell, Member**  
Founder, Audrey Donnell Coaching & Consulting

**Candace Essel, Member**  
Pharmacy Manager of Regional Outpatient Center - Maryland, Children’s National Hospital

**Andrew Ho, Member**  
Director of Development, The National Academies of Sciences, Engineering, and Medicine

**Kay Kim, Member**  
Chief Practice Innovation Officer, Paul Hastings

**David King, Member\***  
President & Founder, Neuma Consulting LLC

**Alex Knight, Member**  
Vice President of Business Development, Cooley LLP

**Phillip Lee, Member**  
Associate, DLA Piper LLP

**Matt Luecke, Member**  
Deputy Associate Director at Board of Governors, the Federal Reserve System

**Anthony Minter, Member**  
Pastor, First Rock Baptist Church

**Muteba Mukendi, Member**  
Senior Manager, Deloitte Consulting LLP

**Olutosin Oguntunde, Member**  
Managing Director, Accenture Security LLP

**Michael Oh, Member**  
Director, FINRA, Office of Financial Innovation

**Tina Yoon, Member**  
Director of Philanthropy Consulting, The Nature Conservancy

\*indicates that they are no longer on staff or on the board



### Spotlight: Ted Kim

In 2024, Ted Kim will step down from the Little Lights Board of Directors after 9 years serving on the Board, and 7 years as Board Chair. He has been a passionate and engaged leader for Little Lights since he joined the board. Ted has given generously of his time, resources, and his connections to help Little Lights flourish. As Board Chair, Ted provided wise and faithful leadership during a period of significant growth for the organization. We are thankful for Ted’s contributions to Little Lights!





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/LittleLightsUrbanMinistries

SCAN TO GIVE

