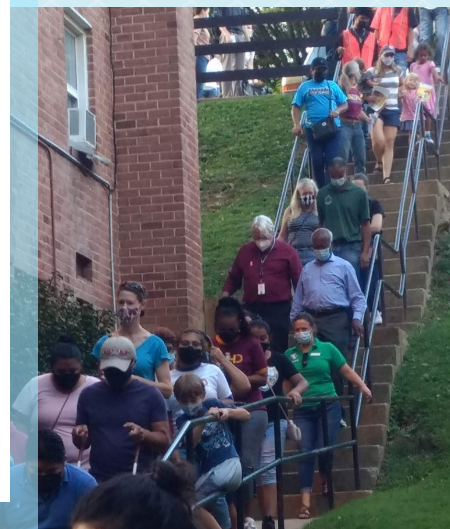
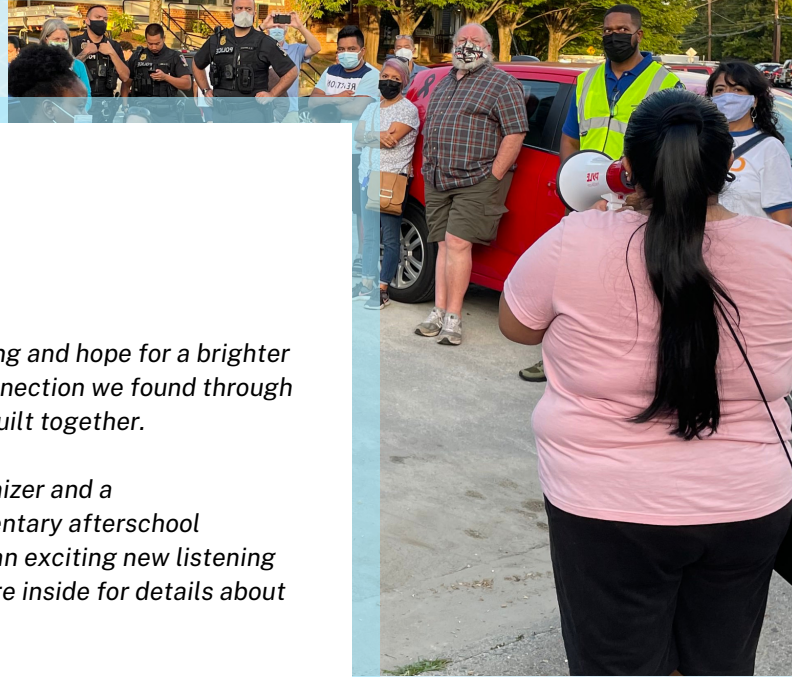


ACTION IN MONTGOMERY

Rooted in community. Committed to change.



A NOTE FROM AIM'S CO-CHAIRS

Dear Friends,

As we come to the close of the year, we enter a season of thanksgiving and hope for a brighter tomorrow. During this time, we reflect on the hope, meaning, and connection we found through AIM this past year in the victories we won and the relationships we built together.

In 2021, AIM doubled our staff, bringing on a full-time bilingual organizer and a communications lead. We expanded the Excel Beyond the Bell Elementary afterschool program, won record funding for affordable housing, and kicked off an exciting new listening campaign to develop a powerful People's Agenda for 2022. Read more inside for details about our work this year.

When we organize with AIM, we are building a beloved community dedicated to justice for all people: a community which takes to heart Rev. Martin Luther King, Jr.'s statement that "injustice anywhere is a threat to justice everywhere." We invite to the table as equal partners those who are often excluded and build meaningful connections with our neighbors. We become part of a movement with real power to make real change.

To paraphrase Proverbs 23:18, we believe that there is surely a future hope for AIM, and, with your continued help and support, our hope will not be cut off. AIM's vital work would not be possible without you — our friends, leaders, donors, and supporters. We thank you for your support and look forward to the victories we will share together in 2022.

Sincerely,
Rev. Michael Armstrong, Colesville United Methodist Church
Linda Bleadingheiser, River Road Unitarian Universalist Congregation



"WHEN WE LISTEN TO OTHER PEOPLE'S STORIES, IT CHANGES US. IT ALLOWS US TO SEE THE WORLD IN A NEW WAY. WE HAVE BEEN IMMENSELY HELPED TO UNDERSTAND OUR PEOPLE AND BETTER SERVE AND SUPPORT THEM BECAUSE OF OUR INVOLVEMENT IN AIM."

-PASTOR ZANGAI PEABODY, HARVEST INTERCONTINENTAL CHURCH

WHAT MAKES AIM DIFFERENT

At AIM, we don't organize *for* people — we organize *with* people. AIM trains a diverse coalition of leaders in our 30+ member institutions to build power effectively through relational organizing, bringing communities together to act on shared goals and setting the groundwork for long-term, sustainable change. All campaigns are led by individuals actually affected by that issue.

We continue to teach our proven approach to new leaders across the county each year, adding new member institutions and expanding our work with Maryland IAF and our sister organizations statewide.

AIM VICTORIES IN 2021

EXCEL BEYOND THE BELL EXPANDS TO A TOTAL OF 12 SCHOOLS

Earlier this year, AIM leaders won expansion of the Excel Beyond the Bell Elementary (EBBE) afterschool program to two additional Title I elementary schools. Five days a week, the program provides an hour of academics, an hour of enrichment, and a hot meal to participating students. Welcome Wheaton Woods and Cresthaven Elementary to the EBBE program!

\$89 MILLION FOR AFFORDABLE HOUSING

In 2021, AIM won \$89 million in funding — the highest annual commitment to date — for the Montgomery County Housing Initiative Fund (HIF) to preserve and build affordable housing, bringing the total amount won by AIM leaders to \$900 million over two decades.

\$250,000 FOR SENIOR PROGRAMS

AIM seniors met with members of the County Council and won an additional \$250,000 for Montgomery County senior programs and services as well as a commitment to re-open senior centers safely and expeditiously. These measures will help address the physical, emotional, and cognitive health challenges posed by the COVID-19 pandemic, a recurring theme in AIM's 2021 listening sessions.

COVID-19 VACCINE OUTREACH

AIM leaders worked with the county to locate vaccine clinics in underserved communities and led community outreach efforts, helping hundreds of people sign up for and receive COVID vaccines. When 98 students at South Lake Elementary were mistakenly given overdiluted vaccinations in a county-sponsored clinic, AIM leaders stepped up to make sure affected families received the resources they needed to rebuild trust and ensure that affected students were properly vaccinated.

COMMUNITY WALK AT QUEBEC TERRACE AND NEW HAMPSHIRE ESTATES

AIM leaders at Quebec Terrace and New Hampshire Estates in collaboration with CHEER and New Hampshire Estates Elementary School won commitments from Councilmember Evan Glass and the county Department of Transportation to address community concerns about parking, pedestrian safety, and public transit access. Leaders continue to organize to hold county leadership accountable to these commitments.

A CROSSING GUARD FOR SOUTH LAKE

After a student was hit by a car near South Lake Elementary school in November, AIM leaders held a meeting with the police department and county representatives. (cont.)

GROWING OUR TEAM

In 2021, AIM welcomed two new staff members: communications lead Carrie Kisicki (left) and Spanish-English bilingual organizer Wanda Medina (right). Wanda is training parent leaders from high-poverty elementary schools, and Carrie is improving AIM's digital communications and supporting our listening and non-partisan election campaigns. Get to know Wanda and Carrie below!

Carrie Kisicki is a recent graduate of Carleton College with a background in campaign communications. Her favorite part of working with AIM is getting to know AIM leaders and helping to share their stories through newsletters, email action campaigns, and social media. Carrie is a fan of long walks, the NYT crossword, and her 3-year-old cat Teddy.

Wanda Medina is an Army veteran and mother of four who started her own company to help families with debt mitigation after the 2008 financial crisis and worked as a professional interpreter. She was born in the Republic of Panama and immigrated to the United States with her family in 1980.



With the support of fellow AIM leaders, particularly from Gaithersburg Beloved Community Initiative and Temple Beth Ami, South Lake secured a crossing guard to keep students safe on their walk to and from school.

INCREASING BILINGUAL OUTREACH

Thanks to the support of AIM's donors, AIM hired a full-time bilingual organizer, Wanda Medina, in August. With our increased capacity to conduct bilingual trainings, actions, and outreach, AIM is moving towards being a fully bilingual organization, allowing us to build deeper relationships between our leaders.

STRENGTHENING OUR CLERGY CAUCUS

AIM is building a stronger coalition of clergy and organizational leaders to building relationships and ground our social justice work in a larger sociopolitical and moral context. AIM's revitalized clergy caucus will play a key role in leading campaigns and developing relational cultures in our institutions.

EXPANDING OUR MEMBERSHIP

AIM grew this year and is excited to welcome Arts on the Block, S.E.A. Change Coalition of B'nai Israel and Washington Hebrew Congregation, Wheaton Woods Elementary, and Cresthaven Elementary as new members!

BUILDING STATEWIDE POWER

AIM leaders are holding relational meetings and joint trainings with our sister organizations across Maryland throughout 2021, intentionally strengthening our statewide coalition as we prepare to hold actions with state political leadership and advance a statewide issues agenda for the 2022 statewide election.

KICKING OFF OUR LISTENING CAMPAIGN

AIM's member institutions have committed to listening to over 2,500 Montgomery County residents before March. At the kick-off in October, 200+ AIM leaders gathered virtually where mother and daughter Naomi and Yolanda Rodrigues of Sligo Seventh-Day Adventist Church taught us the concept of *saudade*, a profound feeling of longing that moves us to take action. Go to the "Resources" section of our website to see videos of the event.

We are meeting inside and outside our institutions to discover what gets in the way of our members and neighbors thriving, and what we have the potential to act on together to make a meaningful difference in people's lives.

At St. Camillus Catholic Church, AIM leaders are holding listening sessions with community members in line at the church food pantry. At Wheaton Woods Elementary, leaders are inviting parents to share what they most long for during weekly afterschool playdates.

Through this listening process, we will identify and train new leaders and develop a powerful People's Agenda of AIM's issue priorities for the 2022 elections. This agenda will guide the priorities of our organizing work for the next few years in the county and state.

LOOKING TO THE FUTURE

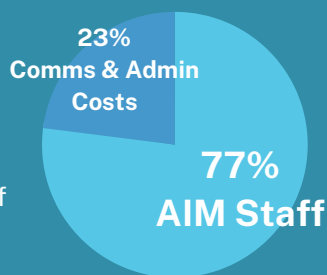
Our listening campaign will position AIM to win big locally and statewide on significant issues such as affordable health care, the racial wealth gap, equity in education, affordable housing, immigrants' rights and more. Our listening sessions will lead to research on effective strategies for addressing this problem and then creating a "People's Agenda" that we will ask candidates to commit to. Through our agenda and Get Out The Vote strategies, we will build democracy on the local and state level in 2022 when nearly every elected office in Maryland will be on the ballot.

Thanks to our ongoing investment in relationship-building with AIM's statewide affiliates, we will be able to move on issues not just within Montgomery County but also in the statehouse. This work will be further energized through clergy leadership and our increased bilingual organizing capacity. In 2022, we hope to boost this capacity even further by hiring a fourth organizer who is bilingual.

Your contributions fund this important work. Scan the QR code on the back page to donate to AIM and support our work in 2022.

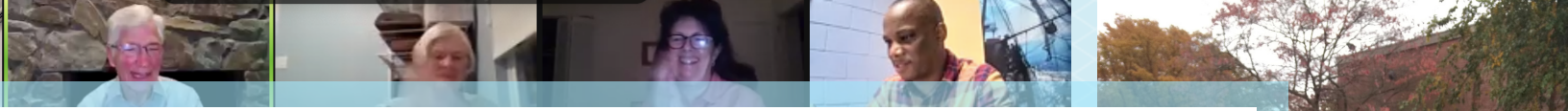
AIM'S BUDGET

AIM is funded by dues from member institutions and donations from individuals and foundations. The bulk of AIM's budget goes toward the salaries of our professional staff members who guide and serve our member institutions. The remaining budget covers communications and administrative costs associated with AIM's organizing, including publications, website and database fees, insurance, and training and leadership development.



2021 Budget: \$387,987

AIM maximizes our organizing capacity while keeping our costs down thanks to in-kind donations from member institutions. In particular, we would like to thank Sligo Seventh-Day Adventist Church for providing our office space, and Westmoreland UCC for partially funding Carrie Kisicki's yearlong communications staff position.



DONATE TO AIM

When you donate to AIM, you invest in **lifelong leaders and real victories for real people.**



ACTION IN MONTGOMERY
8900 GEORGIA AVE.,
SILVER SPRING, MD 20910

A Lifetime of Leadership

AIM's leadership training and unique community-led model prepare leaders to actively engage in our democracy for their whole lives. Your donation supports our work with leaders like AIM Strategy Team member Ogechi Akalegbere, who worked with AIM to win on affordable housing and after school programs, and was recently honored as a nationally recognized young Catholic leader.



Real Power, Real Change

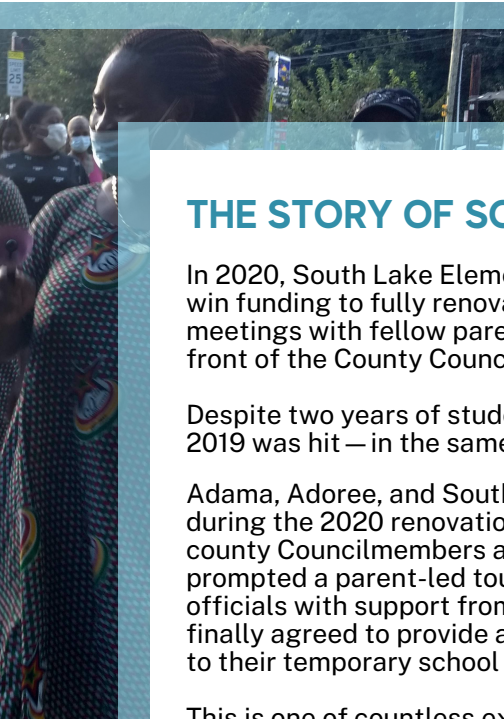
AIM wins real, measurable victories for people in Montgomery County. In our more than two decades of organizing, we have won \$900 million in funding for affordable housing, afterschool programming for over 1,400 students in high-poverty schools, funding for senior programming and recreation centers, and numerous victories for tenants' rights, pedestrian safety, and more in local campaigns.

Transforming Communities

AIM's model of organizing extends beyond individual campaigns to provide a foundation for sustainable, long-term change. Read below about how AIM's leadership training at South Lake prepared leaders like Adama to react quickly and effectively when an urgent issue threatened the safety of South Lake students.

WAYS TO DONATE

1. Scan the QR code below to donate through AIM's website.
2. Visit our website: actioninmontgomery.org/donate
3. Donate with credit card or check via the enclosed envelope.
4. Mail a check to the address above.



THE STORY OF SOUTH LAKE: WHAT MAKES AIM POWERFUL

In 2020, South Lake Elementary parents Adama and Adoree were two of countless leaders trained by AIM to win funding to fully renovate their overcrowded, non-ADA compliant school. They learned to hold relational meetings with fellow parents, organized actions to secure commitments from county officials, and testified in front of the County Council.

Despite two years of students and staff calling for a crossing guard, in November 2021, a third student since 2019 was hit — in the same location as a previous student — by a car in front of the school.

Adama, Adoree, and South Lake leaders quickly took action using the skills and relationships they developed during the 2020 renovation campaign. Leaders at South Lake organized a bilingual letter-writing campaign to county Councilmembers and made calls to county officials. This prompted a parent-led tour of pedestrian safety risks for county officials with support from AIM organizations. Afterwards, the county finally agreed to provide a crossing guard until the students move to their temporary school while South Lake's renovation takes place.

This is one of countless examples of the power of AIM's unique organizing model. Leaders learn the skills needed to form committed coalitions of people using effective strategy to win real change in their day-to-day lives and transform our communities.

AIM's work is supported by donors like you. Please consider scanning the QR code above or visiting actioninmontgomery.org/donate to help fund our continued work in 2022.

