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# 2024 ANNUAL REPORT

ALL  
GIRL  
EVERY  
THING.

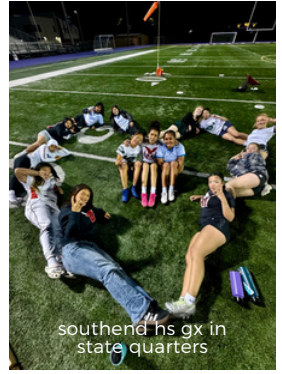
ALL GIRL EVERYTHING ULTIMATE PROGRAM



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summer internship crew on a hike



southend hs gx in state quarters



co-executive directors, ari and hana!



15th year of free summer camps at vanassel

## A NOTE FROM OUR CO-DIRECTORS, ARI & HANA

We're super proud of all our hard work this year! Check out more about how and why we do what we do at AGE UP in this year's annual report.

In the context of a challenging and complicated year, we are always reminded of the brilliance of young people and how important it is to center joy and community along the way.

Celebrate our successes with us!

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We do this work alongside so many amazing partners. Read our partner highlight: King County Play Equity Coalition!

### BY THE NUMBERS

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Throughout this report, check out statistics from our 2024 programs, as well as our year-end finances on page 7.

# HOW DO WE DO YOUTH LEADERSHIP?

Youth leadership is the heart of what we're all about! We believe all young people deserve the skill-building, opportunities, support, and role models to determine their own path. Our investment is evident in the way we hire staff, coaches, and interns from within the community. These folks are rooted in the Southend and share the identities and experiences of our young people.



*AGE UP has helped me find my voice! Whether joining every board subcommittee or hosting community events, AGE UP has consistently uplifted and supported me to make my mark on the world. Now that I have successfully climbed to the top of the board ladder, I know they will never get rid of me!*

- Melissa L, Board President, high school senior

## 2024 BY THE NUMBERS

- 8 high school board members
- 42 paid high school interns
- \$32K paid in youth leadership stipends
- 471 young people in our programs

## BOARD OF DIRECTORS

Our Board of Directors includes eight current high schoolers and recent graduates - including the Vice President and Co-President - to guide our organization by keeping us grounded in our community. Serving on the Board is also an opportunity for young people to understand the behind-the-scenes of a non-profit organization: budgets, HR, supervision, insurance, and more. They also plan and host our community events!



family feast planning crew and speakers



*I had never felt so included in anything I had participated in my life up to this point. I didn't realize at the moment but this was so inclusive because of the support from AGE UP and the player > participant > coach/intern > staff pipeline.*

*I coach all three frisbee programs at Cleveland alongside co-leading the boys program and I'm proud to say that I'm able to see myself in all the kids involved in my work which is why I love my job. Knowing that my work is so community-involved. I love AGE UP and everything they've done for me and my community.*

*I appreciate each and every one of you [who] has mentored me and helped me grow. I'm so proud of our youth... I appreciate everyone here for being a part of THE COMMUNITY that makes me feel so special.*

-Zeppelin Raunig, AGE UP Program Coordinator, an excerpt of his speech at 2024 Family Feast



## 2024 BY THE NUMBERS

- 51 alumni coaches
- \$75K paid in coach stipends
- 8 Southend schools with paid coaches
- 90% bipoc coaches
- 8/10 staff are program alumni

## STAFF & COACHES

We're the best fit to support the community because we ARE the community. Zig, Zepp, Taylor, Marc, Janyla, Jackie, Ash, and Ari (our Co-Executive Director), all grew up in the Southend and were AGE UP program participants. Hana and Sam have a combined 40+ years of organizing, working, and living in the Southend (and they're not even that old!).



AGE UP staff on annual retreat

“

*It's an issue that's affected so many people in the Southend. It's affected me a lot personally. This breaks my heart because the neighborhood now feels sterile - it's slowly losing its personality, history, culture.*

-Aileen K, board member and program alumni, on gentrification

”

## GENTRIFICATION



## CLIMATE CHANGE

At this year's Family Feast, our board members and program alumni, Kelly & Aileen, led a workshop about climate change and its impacts on specific Seattle neighborhoods. We learned that South Seattle neighborhoods have higher exposure to pollution sources and have a harder time accessing health care, which impacts its climate resiliency. Read more about it here: [Climate Change Workshop](#)

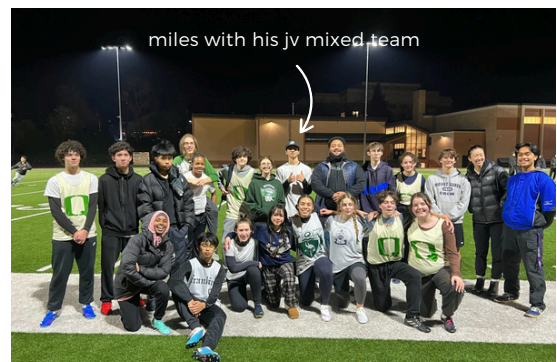
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*No matter who is the president our peoples [sic] oppression continues here and abroad this is why it's important to fight. The last year has changed me. It's been a year of genocide in Gaza under a Democrat. All of this slaughter will just intensify with the Trump admin. It is precisely the failure of the Dems that gave way to Trump. It is our job not to live in fear because the top of the empire has changed faces.*

-Miles H, board member and high school sophomore, on the 2024 presidential election

”

## THE 2024 ELECTION



## COVID-19 & GIRLS PARTICIPATION IN SPORTS

Since 2020, we've seen a decline in gx\* participation in our school teams and an increase in injuries playing ultimate.

\*We use gx and girls interchangeably to represent girls and anyone who wants to be in those spaces.

### SOME NOT-SO-FUN FACTS

By age 14, girls drop out of sports at two times the rate of boys.

In King County, only 16% of girls met the recommended 60 minutes of physical activity per day.

COVID-19 exacerbated drop-out rates for girls of color in participation in any sport

Data drawn from the 2023 Women's Sports Foundation report: [Power of Sport](#) and Aspen Institute's 2019 Seattle-King County [State of Play](#)



gx hat tournament

## HOW ARE WE ADDRESSING THIS?

Last spring, we made big increases in coach and staff investment into gx-only programs, JV teams, middle school teams, and introductory level programs. In particular, we are offering more playing opportunities for younger and newer girls, and chances for them to connect with their older peers in our cohort programs.



a gx lifting crew tradition: post workout selfie

## PROGRAM HIGHLIGHT: GX LIFTING!

In partnership with Rainier Health & Fitness, we re-started our gx lifting program this year to provide free and accessible gym space and trainer-led workouts to help our gx players learn more about injury prevention! We've learned how to do cleans, back squats and have been introduced to using different gym equipment.

# HOW DO WE BUILD COMMUNITY?

We are a part of the incredible work happening in Seattle and beyond for a better, safer, and more resilient city. We know working together with other organization and making time for relationship building is a sign of strength. Whether they've come in and facilitated a workshop, shared their office, or had us over to play some frisbee, we love all our partners! Here are a few of our favorites from this year:

- API Chaya**
- RVC Seattle**
- DiscNW & SevenHills**
- Racial Equity Coalition**
- UW Othello Commons**
- Rainier Health & Fitness**
- The Good Foot Arts Collective**
- Rainier Beach Action Coalition**
- UW Center for Leadership in Athletics**
- Delridge Neighborhoods Development Association**

## 2024 BY THE NUMBERS

- 3** hosted community events
- 400** people at Family Feast!
- 5** years of RVC Seattle operations support
- 15** years of Southend ultimate camp at Van Asselt Community Center

## COMMUNITY EVENT: BIPOC ROUND ROBIN

In May, we worked with a wonderful team of community members and the Seattle Tempest & Cascades to organize our first Seattle BIPOC Round Robin Tournament. The intention was to create an accessible space for BIPOC youth and adults from around the city to connect and play ultimate - and get to do it where our Seattle pro ultimate teams play! Affinity spaces like these are especially important in a white-dominant sport like ultimate.



BIPOC round robin group pic



Hana speaking at family reunion

*I believe there is radical, vital work to be done everywhere, at every level, and that all these struggles are deeply connected by a need for anti-racist, grassroots community building.*

-Hana Kawai - our Co-ED!

## COMMUNITY EVENT: FAMILY FEAST

This year's Family Feast was the biggest one we've hosted since 2019. Nearly 400 folks joined us for yummy food, games, and a chance to be in community and learn more about what we do at AGE UP.



## PARTNER HIGHLIGHT



The King County Play Equity Coalition (KCPEC) envisions a world where all youth can experience the transformative benefits of play, sports, outdoor recreation, and physical activity.

AGE UP is a founding member of the Coalition since 2019 and has served on both the leadership and executive teams for the past four years. This year, Ari played a key role in helping the Coalition transition to an independent organization by securing its 501(c)(3) status. Ari now serves on the Coalition's Board of Directors.

The Coalition is a network of organizations dedicated to challenging and changing systems, shifting power, and prioritizing physical activity as a key element of health and youth development. Being part of the Coalition allows us to connect with a broader network of sports-based youth development organizations beyond frisbee, while also offering our expertise as a BIPOC-led community organization focused on the needs of BIPOC youth.

This year, KCPEC led the successful effort to get a landmark recess bill signed into law for Washington State, requiring at least 30 minutes of recess for Grades K-5!

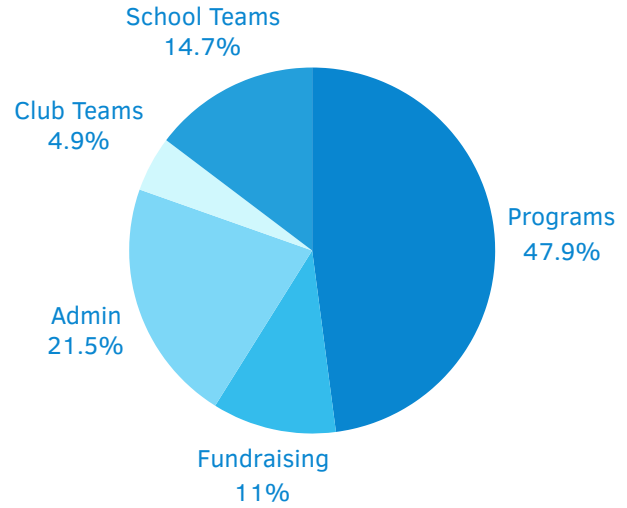


# FINANCIALS

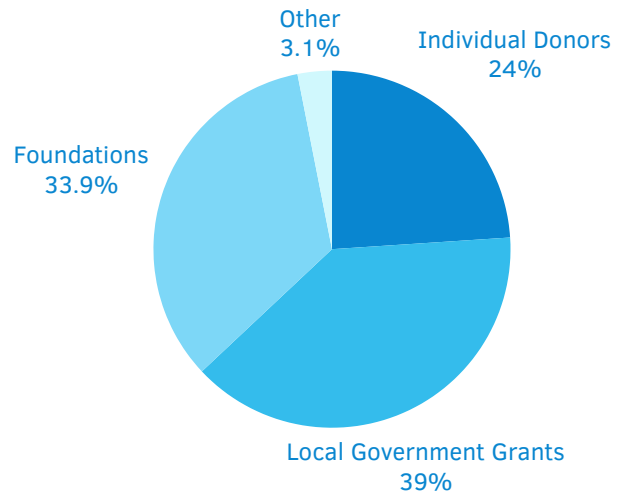
We are committed to spending our money in alignment with our values. The majority of our expenses go towards paying our people - this means staff, coaches, and interns. It's important for our folks to be compensated well for the care they put into our community.

Since 2021, we've noticed a big shift in HOW we get our money. Before 2020, 50% of our budget was funded by individual donors. We've grown significantly in the last five years thanks to a number of multi-year grants, but grant funding is unpredictable in the long-term. Individual donors are important to our long term sustainability because they provide a steady income stream to help us distribute resources like coaches, time, and organizing power to our schools and programs that need it the most.

## EXPENSES: \$942K



## INCOME: \$935K



### OUR INDIVIDUAL DONORS

- 130** monthly donors
- \$100k** raised during GiveBIG
- 50** new donors in 2024
- 40%** of our donors have donated 6+ years



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# THANKS FOR YOUR SUPPORT IN 2024!



## MAKE A DONATION TO OUR PROGRAMS HERE:

