



MENTOR GUIDE

FOR

PATHWAYS PROGRAMS



About Aum

Mission

To empower under-resourced females for success.

Vision

Women will be financially independent and socially responsible.

Motto

Empowering girls to empower their community!

Keep In Touch



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IMPORTANT REMINDERS

BOARD MEETING DATES

All board meetings will be held from 11:30am-1pm at the Aum Foundation Main Office

January 18, 2023

March 15, 2023

May 17, 2023

August 16, 2023

October 18, 2023

December 6, 2023

IMPORTANT PROGRAM DATES

AUMPALOOZA - APRIL 15, 2023

P2S GRADUATION - APRIL 23, 2023

BOLLYWOOD NIGHT - OCT 14, 2023

KEEP IN TOUCH

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What is "Aum"?

MEANING OF THE NAME

Aum (pronounced ohm or omm). Capital 'A' - lowercase 'um'.
(Not to be confused with Auburn University Montgomery or Assets Under Management.)

Aum is actually a symbol (and it's the M in our Aum logo). It is a sound that is known generally as the sound of the universe. It is often chanted to bring about **empowerment from within**.

It is only natural that as an organization whose mission is to **EMPOWER**, our name means exactly that!

WHY WE DO WHAT WE DO?

Aum Foundation was designed around the real-world problems the founder experienced dealing with financial hardship, discrimination as an immigrant, and being a single mother. Her journey led her to the belief that all women should be empowered from within and economically independent despite their circumstances.

Our Pathways Programs focus on change on the macro and micro levels. We equip future female leaders for success, and we work within the community and workforce to create a more inclusive work environment for them to thrive in. Our programs accomplish this through a combination of mentorship, enrichment classes, career exploration, ACT prep, Tools for School, and community partnerships & outreach.

These programs are transformational. This holistic approach to tackling every roadblock between our girls and future success is the difference between our program and others. To the best of our knowledge, there is no other program quite like the Aum Foundation.

You don't need permission to be empowered!



PATHWAY 2 OPPORTUNITY
High School Juniors



PATHWAY 2 SUCCESS
High School Seniors



PATHWAY 2 EMPOWERMENT
College Freshmen



GUARDIAN SQUAD
Alumni Assistance

Community Need

The demand for Aum Foundation's Pathways Programs continuously increases as awareness of the Foundation increases.

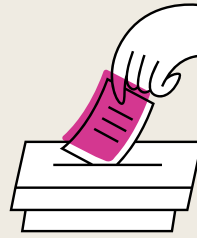
All of our participants come from under-resourced backgrounds, and the majority have faced childhood trauma and other challenges without much support, since a very young age. Some of the girls are the first in their families to learn English or apply to college. Others have the weighty task of caring for their younger siblings due to the parents having to work long hours.

A landmark study conducted by the Women's Foundation of Alabama shows that supporting initiatives like the Aum Foundation is critical for narrowing the economic gap across our state:

\$0.73



Women in Alabama earn **only 73 cents for every dollar** a man earns, compared to 82 cents for U.S. women overall.



Women make up **15.7% of the Alabama Legislature.**

15.7%

In other states, women **make up 29.2% of the legislature**, on average.



25%

Only **25% of Alabama women hold a university degree.**

17.8% of Alabama women live **below the federal poverty level.**



Poverty is **highest among 16-34 year old females** at 25.3%

17.8%

Source: <https://wفالabama.org/news/2020-status-of-women-report-released/>

The Aum Solution

We intend to be a positive influence in the lives of young women, offering programs that provide the advice and support they need to achieve generational prosperity: abundance and success for themselves, their community, and future generations.

These are smart, motivated young ladies who excel academically but lack the basic support to break the poverty cycle. Through Aum Foundation's Pathways Programs, they gain confidence and valuable skills that equip them in being positive, successful, and productive citizens.

And, the effects of these programs are far-reaching. Growth and empowerment doesn't stop with one girl. It changes the life of her mentor, the culture of business she interns for, the environment at the school she attends, her interaction with friends, the guidance she offers siblings, and endless others. We call this the "Aum Effect." It is the ripple that starts with one girl and radiates throughout her community.

Our program makes a positive impact on girls in Huntsville/Madison, Decatur, and Selma, AL by empowering under-resourced youth to be successful and socially responsible.

- During the program, the girls participate in enrichment classes that cover various topics not covered in an academic classroom setting. These classes aid our students in becoming high-potential employees in their future professional pursuits. The knowledge and skills they acquire during these classes are fundamental for their success and will carry through into their personal and professional lives.
- Working with a mentor helps them stay on track and make good decisions, provides them with a role model, and aids tremendously in building their professional network.
- The program also provides real-world career exploration opportunities and mock interviews which will help them identify fields of interest best suited for them.
- Each student receives private ACT tutoring and a free TI-84 graphing calculator, increasing both their scores and, consequently, their ability to obtain financial aid for higher education.

The positive impact of the Aum Foundation is undeniable, and we hope you join in our mission of helping economically under-resourced women become financially independent and socially responsible.

Our Programs

Pathway 2 Opportunity introduces the prosperity mindset to high school juniors. A personal mentor and carefully designed enrichment classes will help students begin to develop a new way of thinking about success.

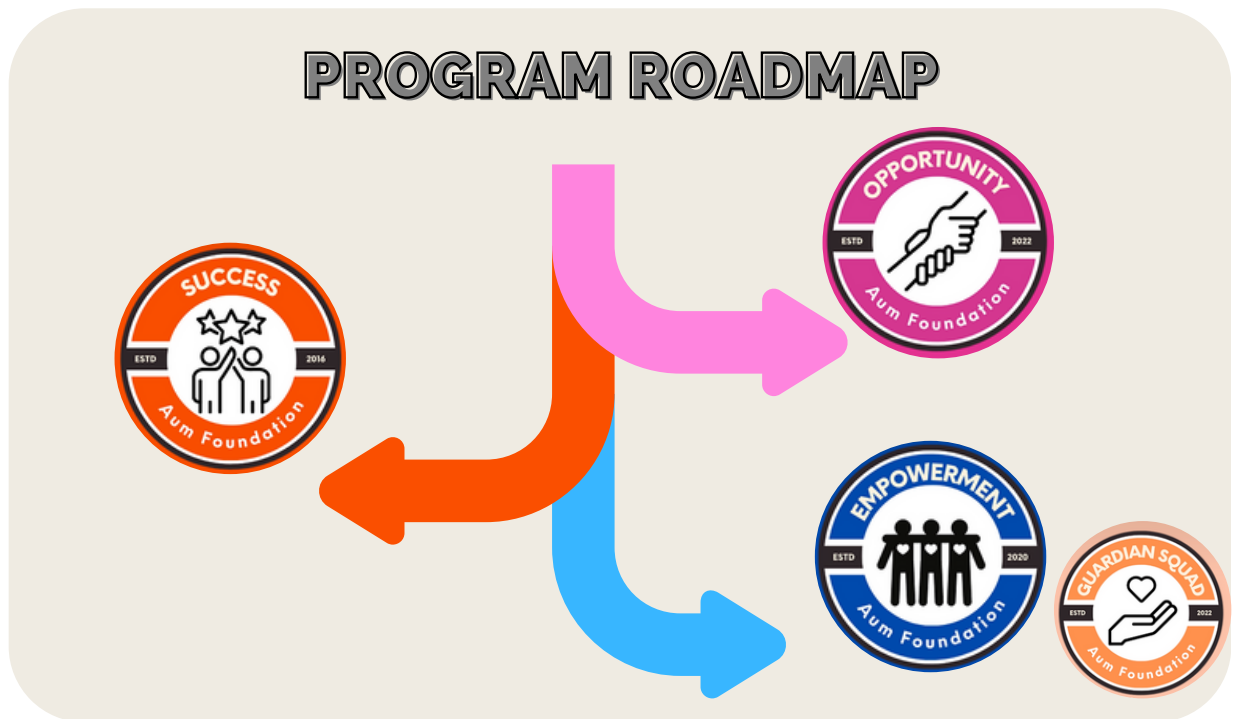
Pathway 2 Success, our flagship program, remains unchanged. Still focused on growing the prosperity mindset, high school seniors take a more in-depth look at careers and life after high school.

Pathway 2 Empowerment continues Aum's mentorship and guidance into a student's first year of higher education and helps students begin to live the prosperity mindset.

Our goal is that girls will stay with Aum Foundation through all three levels and beyond.

This allows us to establish and expand a mindset for each girl where she is set up for success and supported along the way.

Our vision is that these pathways will build upon each other the same way our girls and mentors build up each other, ultimately delivering Aum alumni to a place of financial independence and social responsibility.



Our Programs

Pathway 2 Opportunity (P2O)

This year-long mentorship program introduces the prosperity mindset to females in their junior year of high school.

Pathway 2 Opportunity is modeled after the Pathway 2 Success program, but is less robust than its senior counterpart. It is defined by a five-pillar approach to helping under-resourced, high-potential high school senior girls achieve generational prosperity: mentorship, career exploration/job shadowing, ACT prep, tools for school, and enrichment classes.

Pathway 2 Success (P2S)

During their senior year of high school, girls begin to develop the prosperity mindset in a more robust mentorship program.

This program is defined by a six-pillar approach to helping under-resourced, high-potential high school senior girls achieve generational prosperity: mentorship, career exploration, ACT prep, scholarships, tools for school, and enrichment classes.

Pathway 2 Success is Aum Foundation's flagship mentoring program. Started in 2016-2017 with 10 students from Lee High School in Huntsville, AL, the program continues to expand across the state.

Pathway 2 Empowerment (P2E)

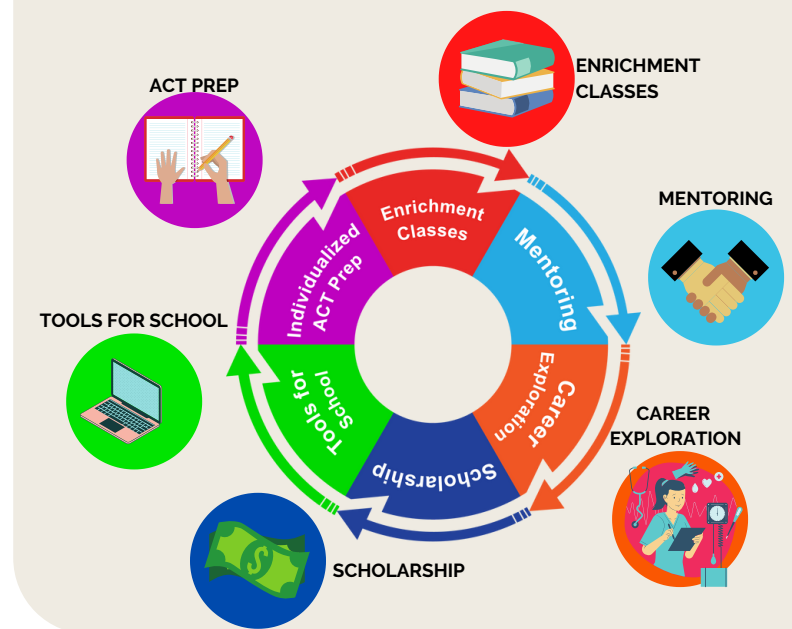
As Pathway 2 Success graduates move through their first year of college, this program maintains their mentorship relationship.

Additionally, students at this level have access to Aum Foundation Alumni Resources like the Guardian Squad and access to professional connections to help with career enhancement, networking, and job opportunities.

Guardian Squad

An alumni "safety net" program, the Guardian Squad allows Pathway 2 Success graduates to apply for hardship-based financial assistance on a case-by-case basis. Typically requests involve a monetary roadblock related to continuing higher education, a call for mental health support, or resources for homelessness.

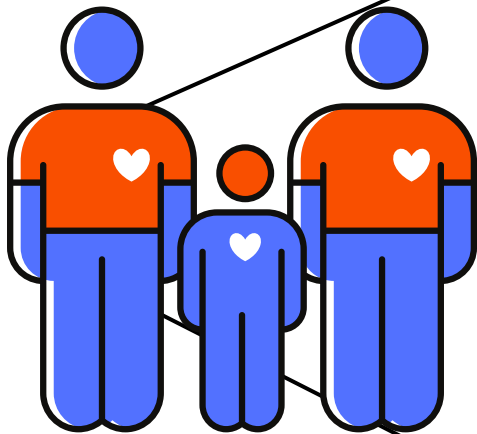
PROGRAM COMPONENTS



Student Application Requirements

- Live and attend a public school in: Huntsville, Decatur, Madison, or Selma, AL.
- Must be a female student entering her junior or senior year of high school.
- Must apply with a GPA of 3.0 or higher.
- Must submit a minimum of one teacher recommendation, along with high school transcript, student application, and parent application.
- Annual family income may not exceed the following amounts according to how many people live in the household:

HOUSEHOLD INCOME QUALIFICATIONS



1 person	- \$27,180.00 (Total Income)
2 people	- \$36,620.00 (Total Income)
3 people	- \$46,060.00 (Total Income)
4 people	- \$55,500.00 (Total Income)
5 people	- \$64,940.00 (Total Income)
6 people	- \$74,380.00 (Total Income)
7 people	- \$83,820.00 (Total Income)
8 people	- \$93,260.00 (Total Income)

Households with more than 8 persons, add \$4,720 for each additional person.

Mentor Expectations



RESPONSIBILITIES & TIME COMMITMENT

- Our mentors meet with their mentee based on the following guidelines:
 - **Pathway 2 Opportunity** - Meet at least two (2) hours per month; maintain open, consistent communication at all other times.
 - **Pathway 2 Success** - Meet at least one (1) hour per week; maintain open, consistent communication at all other times.
 - **Pathway 2 Empowerment** - Meet at least one (1) hour per month; maintain open, consistent communication at all other times.
- It is the responsibility of the mentee to initiate meetings, however, communication is a two-way street.
 - **Please notify us in your monthly report if communication falls off or you are unable to meet.**
 - **If a mentee misses a scheduled meeting with you, please let us know within 24 hours.**
- Mentors are required to complete a monthly report by the 5th of each month. Email reminders will go out each month.
- Mentors are **strongly encouraged** to attend the following events with their mentee:
 - **Pathway 2 Opportunity**
 - First Class (Orientation & Goal Setting) - Sunday, June 4, 2023 | 1pm-4pm
 - Open House - Sunday, December 10, 2023 | 4pm-6pm
 - Graduation - Sunday, April 28, 2024 | 2pm-5:30pm
 - **Pathway 2 Success (Huntsville & Decatur)**
 - First Class (Personality Analysis) - Sunday, July 9, 2023 | 1pm-5pm
 - Open House - Sunday, December 10, 2023 | 4pm-6pm
 - Personal & Workforce Etiquette - Sunday, January 14, 2024 | 10am-2pm
 - Graduation - Sunday, April 14, 2024 | 1pm-5:30pm (Decatur)
 - Graduation - Sunday, April 28, 2024 | 1pm-5:30pm (Huntsville)
 - **Pathway 2 Success (Selma)**
 - First Class (Personality Analysis) - Sunday, July 16, 2023 | 1pm-5pm
 - Graduation - Sunday, April 21, 2024 | 4pm-6pm
 - **Pathway 2 Empowerment**
 - ZOOM Orientation - | Time & Date TBD

OTHER IMPORTANT DATES

October 14, 2023 | 5pm-11pm | **Bollywood Night, Huntsville**

October 22, 2022 | 9am-4pm | **Learning & Leading for an Inclusive Society (DEI Training)**

Mentor Expectations



WHAT IS AN Aum MENTOR?

Our mentors act more as guides or advisors. They are not teachers, parents, guardians, or tutors. Our mentors pride themselves on engaging their mentees, rather than directing them. Whether that looks like working on college prep or facilitating the mentee in solving their own personal struggles, Aum mentors should lead by example and action.

One of the main requests a mentor may get is to help her mentee navigate the challenges of applying to college. To your level of comfort, you may aid your mentee in finding funding, taking the right courses, and choosing a viable career. This can be a very important need, as the majority of our students are the first in their families with plans to enter college.

We truly believe the single most important component of this program is one-on-one mentoring. Studies have found that people with the support and understanding of strong, positive role models are more likely to be successful in life. Our mentors make a vital difference in the lives of students in the program, and our staff is always here to help answer questions or step in with guidance.



MONTHLY REPORTER

This brief monthly report is due on the 5th of each month and gives us insight into the growth of each student. The monthly report allows you to document the monthly activities between you and your mentee. We read each report monthly to keep track of progress, intervene when necessary, and provide support. Email reminders will be sent!



VOICE AMPLIFIER

As an Aum Foundation mentor, you are an official Aum Ambassador! As such, we ask that you like, share, comment, and promote our foundation, events, and updates both on social media and within your companies and friend groups. As a small grassroots local non-profit your support is needed and greatly appreciated.

Mentor Resources

WEBSITE & PORTAL

www.AumFoundationUSA.org is the best quick resource for all things Aum Foundation!

Our website even has a private Mentor Portal where you can access links for the Monthly Report, activity ideas with your mentee, a calendar of upcoming events, Mentor Forum, class handouts, and so much more.

Once you sign up for access to the Mentor Portal, you will get notifications (via email or app) when new information is posted.



OTHER MENTORS

Your peers are some of the best resources when it comes to guidance with mentorship and managing modern teenage struggles.

Throughout the year, Aum Foundation will host trainings, parties, and other social events for mentors to get to know each other and share insights. We also encourage mentors to look at each other as a valuable network of like-minded women who you can call on to help navigate mentor/mentee relationships.

It's not uncommon for mentors to schedule their own meet-ups with each other or with other mentor/mentee pairs. This is a great way to build relationships and explore new things!

Aum FOUNDATION STAFF



Our team is always just a call, text, or email away! And, we love to hear from you!

Make sure you save all of our contact information (on page 2) in your contacts so that you can reach us easily.

2023-2024 PATHWAY 2 OPPORTUNITY CLASS SCHEDULE (HUNTSVILLE)



DATE

CLASS

June 4, 2023 1pm-4pm	Orientation, Goal Setting, & Time Management
July/August TBD	Career Exploration at Drake State Community & Technical College
September 10, 2023 1pm-4pm	Communication & Public Speaking
October 29, 2023 1pm-4pm	Learning & Leading for an Inclusive Society
December 10, 2023 4pm-6pm	Open House
January 28, 2024 1pm-5pm	Strengthsfinders Assessment & Training
March 17, 2024 1pm-4pm	Self Esteem & Mental Health
April 28, 2024 2pm-5:30pm	Graduation

All classes will be held at the Aum Warehouse: 3068 Jordan Lane NW, Huntsville, AL 35810

Dates, times, & locations are subject to change.

Please reference the calendar at www.AumFoundationUSA.org for the most up-to-date information.
Ensure your most current, valid email address has been shared with Aum Foundation so you can receive updates.

2023-2024 PATHWAY 2 SUCCESS CLASS SCHEDULE

(HUNTSVILLE/DECATUR)



DATE

CLASS

May 20, 2023 1pm-5pm	Orientation, Goal Setting, & Time Management
July 9, 2023 1pm-5pm	Personality Analysis
August 27, 2023 1pm-5pm	College Prep
September 24, 2023 1pm-5pm	Conflict Resolution
October 29, 2023 9am-4pm	Learning & Leading for an Inclusive Society
November 12, 2023 1pm-5pm	Budget & Finance
December 10, 2023 2pm-6pm	Emotional Intelligence & Open House
January 17, 2024 10am-2pm	Etiquette & Dress for Success
February 11, 2024 1pm-5pm	Interviewing & Resume Writing
March 10, 2024 1pm-5pm	Leadership & Success Mindset
April 7, 2024 1pm-5pm	Self Esteem & Mental Health
April 28, 2024 2pm-5:30pm	Graduation

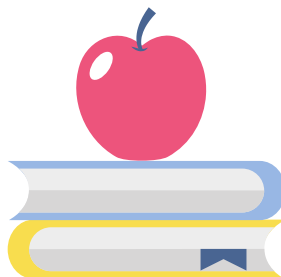
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Dates, times, & locations are subject to change.

Please reference the calendar at www.AumFoundationUSA.org for the most up-to-date information.
Ensure your most current, valid email address has been shared with Aum Foundation so you can receive updates.

2023-2024 PATHWAY 2 SUCCESS CLASS SCHEDULE

(SELMA)



DATE

CLASS

*May 20, 2023 1pm-5pm	Orientation, Goal Setting, & Time Management
July 16, 2023 1pm-5pm	Personality Analysis
August 13, 2023 1pm-5pm	College Prep
September 24, 2023 1pm-5pm	Conflict Resolution & Emotional Intelligence
*October 29, 2023 9am-4pm	Learning & Leading for an Inclusive Society
November 19, 2023 1pm-5pm	Budget & Finance
December 10, 2023 2pm-6pm	Emotional Intelligence & Open House
*January 17, 2024 10am-2pm	Etiquette & Dress for Success
February 18, 2024 1pm-5pm	Interviewing & Resume Writing
March 10, 2024 1pm-5pm	Leadership & Success Mindset
April 21, 2024 1pm-5pm 2pm-5:30pm	Self Esteem & Mental Health Graduation

***Indicates class will be held in Huntsville. Shuttle service provided.**

All other classes will be held in Selma.

Dates, times, & locations are subject to change.

Please reference the calendar at www.AumFoundationUSA.org for the most up-to-date information.
Ensure your most current, valid email address has been shared with Aum Foundation so you can receive updates.

Statistics & Achievements

Total **STUDENTS SERVED** since 2016: **195**

100% of program participants **GRADUATE** from high school

98% enter into **HIGHER EDUCATION**

15 STUDENTS achieved **FULL-RIDE SCHOLARSHIPS**:

80% from first batch in 2017 have now **GRADUATED** from college

Total **SCHOLARSHIPS AWARDED** to participants: **\$292,500**

Average **INCREASE** of **2.2 pts.** on **ACT** score. **LARGEST GAIN** was **7 points**

Approx. **24,480 HOURS** of **MENTORING**

Approx. **1600 HOURS** of **JOB SHADOWING**

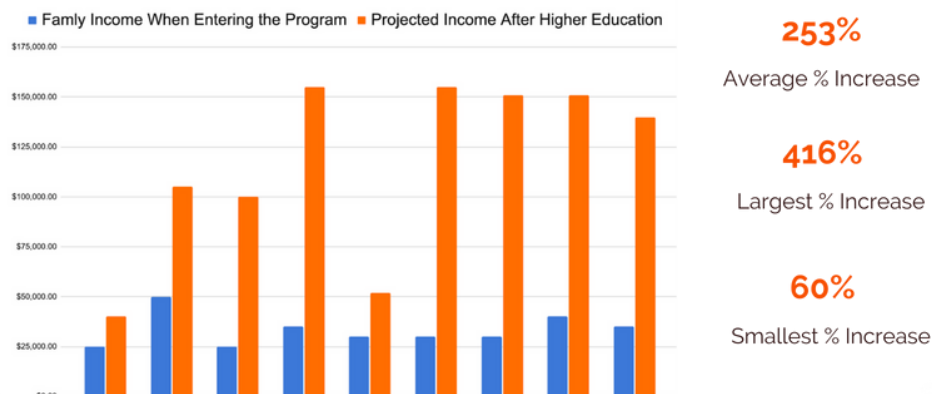
Significant **IMPROVEMENT** in Self Esteem, measured using the Rosenberg **SELF ESTEEM** scale

Student Sarah Arafat awarded **Princeton Prize in Race Relations**

Recruiting **OUTREACH INCREASED** from 16 to **19 high schools across AL**

Tracking Generational Prosperity

In 2016 we started the Pathway Program with 10 High School Senior Girls. Unfortunately one girl has pursued a longer pathway to success, however, tracking the other 9, the numbers below predict their entry level income upon completing higher education.



Corporate Communication

WHY IT MATTERS

Economic independence impacts not only the life of the girl who achieves it but also those of her family and community. Filling essential educational and resource gaps encourages the creation of generational prosperity. Aum Foundation elevates under-resourced girls to empower communities through 1:1 mentoring, critical life skills classes, private ACT tutoring, holistic support, and more.

Aum SUMMED UP

Aum Foundation increases generational prosperity by addressing root-cause issues in the lives of under-resourced girls.

Through our holistic model, Aum Foundation's Pathways programs provides multi-level support for yearly cohorts of under-resourced, high-potential girls. By leveraging strategic community partnerships, Aum has established a workforce development-focused model that empowers girls to become economically independent through unparalleled financial, academic, social, and technological support.

Our Pathways participants receive:

- 1:1 weekly mentoring with successful women from a variety of fields.
- Private ACT tutoring
- A \$2,000 college scholarship and a laptop (If not provided by University/College attending)
- \$500 stipend after completing first year of higher education
- Tools to help them succeed such as TI-84 calculators, laptop computers, tablets, program materials, and more.
- Essential life skills classes -- ranging from mental health to budgeting to resume writing and interview prep -- led by subject matter experts.
- Lifelong access to the Aum network, including internship and job boards plus support through their higher education journey.

KEY STATISTICS

In 2022-2023, Aum Foundation's:

- Expanded the pathways program to include Juniors
- Introduced the 3 year Pathway's Program (**Pathway 2 Opportunity**, **Pathway 2 Success**, & **Pathway 2 Empowerment**)
- 4 students attend college debt free

KEY PERFORMANCE INDICATORS:

- **2.2** Average ACT Score Increase
- **3** All-day Seminars on Diversity, Equity, & Inclusion
- **10** workforce & leadership development skills classes
- **230+** job shadowing experiences
- **750+** private ACT tutoring hours
- **5200+** mentor hours
- **\$290,000+** in scholarships awarded

Program Costs

P20 PROGRAM COSTS

Tablet - \$500 per student (10 Students)	\$5,000
ACT Tutoring - \$650 per student	\$6,500
Ti-84 Calculator - \$150 per student	\$1,500
12 class lunches - \$15 per student	\$1,800
Program Materials - \$250 per student	\$2,500
T-shirts per student (10) and mentor (10)	\$500
Marketing Materials	\$1,000

\$18,800 PER PROGRAM YEAR

Average costs of
Aprox. \$1,800 per student

P2S PROGRAM COSTS

\$2000 Scholarship per student (60 students)	\$120,000
Laptop - \$750 per student	\$45,000
Ti-84 Calculator - \$150 per student	\$9,000
ACT Tutoring - \$650 per student	\$39,000
12 class lunches - \$15 per student	\$10,800
Program Materials - \$250 per student	\$15,000
T-shirts per student (30) and mentor (30)	\$3,000
Marketing Materials	\$4,000

\$245,800 PER PROGRAM YEAR

Average costs of
Aprox. \$4,000 per student

P2E PROGRAM COSTS

\$500 Stipend (30 students)	\$15,000
Program Materials - \$100 per student	\$3,000
T-shirts per student (30) and mentor (30)	\$1,500
Alumni Relations	\$5,000

\$24,500 PER PROGRAM YEAR

Average costs of
Aprox. \$800 per student

ESTIMATED YEARLY PROGRAM EXPENSES = \$290,000

Board of Directors



BOARD OF DIRECTORS

2023 Board

Board Chair:	Kenny Watson		
Founder:	Alka Bhargav		
Board Members:	Alden Cayse	Melissa Morrison-Ellis	Sady Zayas-Visser
	Shawn Fairburn	Pranteek Patnaik	Cliff White
	Samantha Brinkley	Garrick Sams	
	Amber James	Dr. Patricia Sims	
	Angele Monconduit	Nicole Slyman	

NON PROFIT DETAILS

Name:	Aum Foundation
501(c)(3) Name:	Aum Foundation USA Inc.
501(c)(3) received:	September 14, 2021
501(c)(3) #:	87-2555726

CONTACT

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