

# Annual Report

2024-2025



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# Letter from our Board Chair

Dear LLT Community,

The 2024–2025 year marked a period of meaningful growth and momentum for Latinas Leading Tomorrow. As Board Chair, I am incredibly proud of how our organization continued to expand its reach while staying grounded in our mission to empower young Latinas through leadership, education, and opportunity.

One of our most significant milestones was the growth of our CORE after-school program. What began in three high schools has expanded to four high schools and two middle schools in Arlington, VA, allowing us to

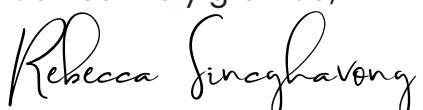
reach girls earlier and support them at critical stages of their academic and personal development. This expansion reflects both the demand for our programming and the strength of our partnerships within the community.

We also deepened our investment in STEM education by growing our STEM camp from one session to two. This allowed us to reach more girls, spark curiosity, and build confidence in fields where Latinas remain underrepresented. By creating additional access points, we are opening doors to future academic and career pathways that once felt out of reach for many of our students.

Equally important was the continued increase in community support for our work. This year, our impact and story were amplified through coverage by NBC Telemundo, bringing greater visibility to the voices and achievements of our students and validating the importance of our mission on a broader platform.

None of this growth would have been possible without the dedication of our staff, volunteers, partners, and fellow board members. Together, we are building an organization that is not only growing in size, but deepening in impact. As we look ahead, we do so with gratitude, pride, and a renewed commitment to ensuring Latinas Leading Tomorrow continues to create pathways for young Latinas to lead, thrive, and shape the future.

Con cariño y gratitud,



Rebecca Singhavong, CPA, MBA  
Board Chair



# Letter from our Executive Director

Dear LLT Community,

Stepping into the role of Executive Director of Latinas Leading Tomorrow this year has been one of the greatest honors of my life. As a first-generation Latina who navigated the education system with equal parts hope, uncertainty, and determination, I see myself in every young woman who walks into an LLT meeting, workshop, or event. I know firsthand the power of having a community that believes in you before you fully believe in yourself. LLT was built to be that community, one where our girls feel seen, valued, and supported as they pursue their dreams.

As the daughter of immigrants, I grew up watching my parents navigate sacrifice with quiet courage. They pushed forward for opportunities they never had so that I could dream bigger. Today, I see that same courage reflected in our students. They carry the hopes of their families, their communities, and generations before them. Our responsibility is to ensure they never have to carry those hopes alone. Across CORE, ELITE, and STEMpower, our students grew as scholars, leaders, and storytellers. They strengthened their confidence, explored new career paths, embraced their identities, and built lifelong sisterhood. Whether preparing for college, stepping into corporate spaces for the first time, or discovering their love for STEM, our girls demonstrated the courage and brilliance that define Latina leadership. Their voices, achievements, and resilience remind us why LLT's mission is not just important, it is essential.

As we look to the future, our commitment remains grounded in equity, cultura, and opportunity. I am grateful to our Founder, Board Members, advisors, partners, and donors whose dedication strengthens this work every day. To our students: thank you for allowing us to walk alongside you. You inspire us to dream bigger, lead boldly, and continue building a world where every Latina has the power, confidence, and support to thrive. Thank you for trusting us with your stories, your ambitions, and your light. You are the reason we do this work, and you inspire us every single day.

As we look ahead, our commitment is clear: to expand opportunities, deepen our impact, and continue building spaces where young Latinas lead with confidence, cultural pride, and possibility.

With gratitude,

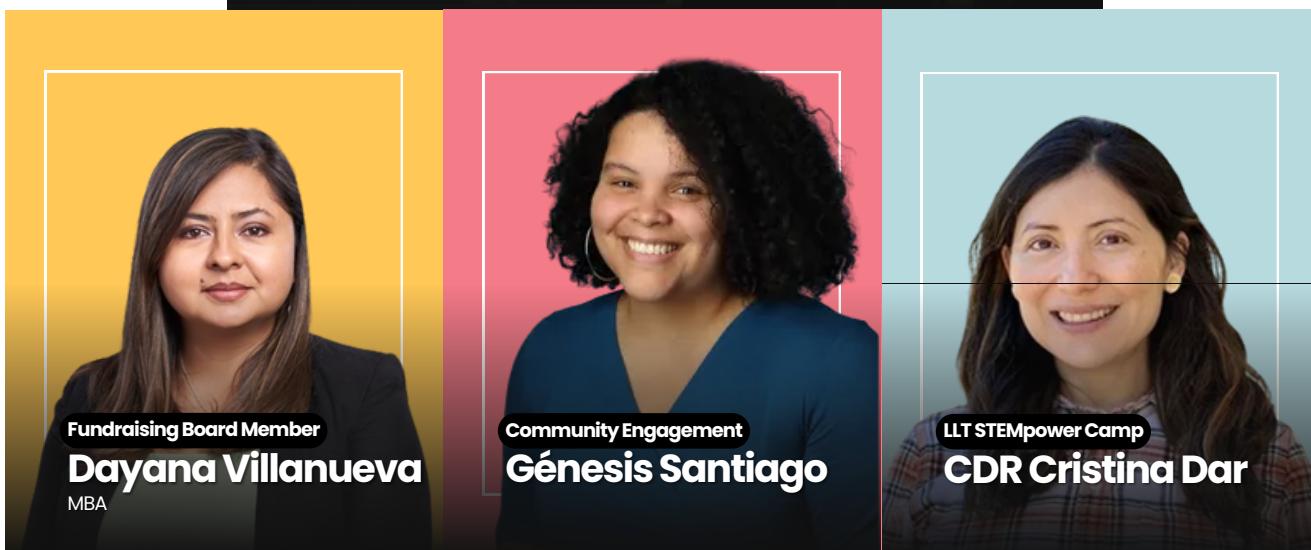
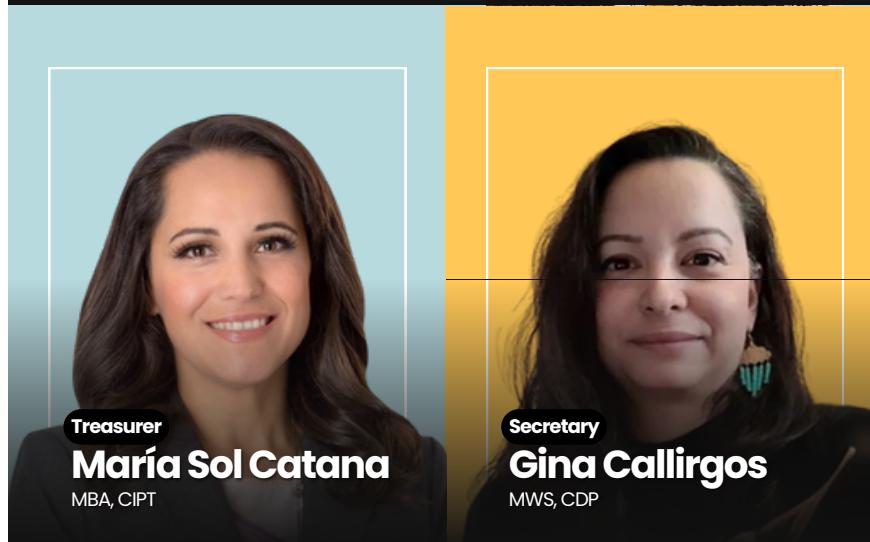
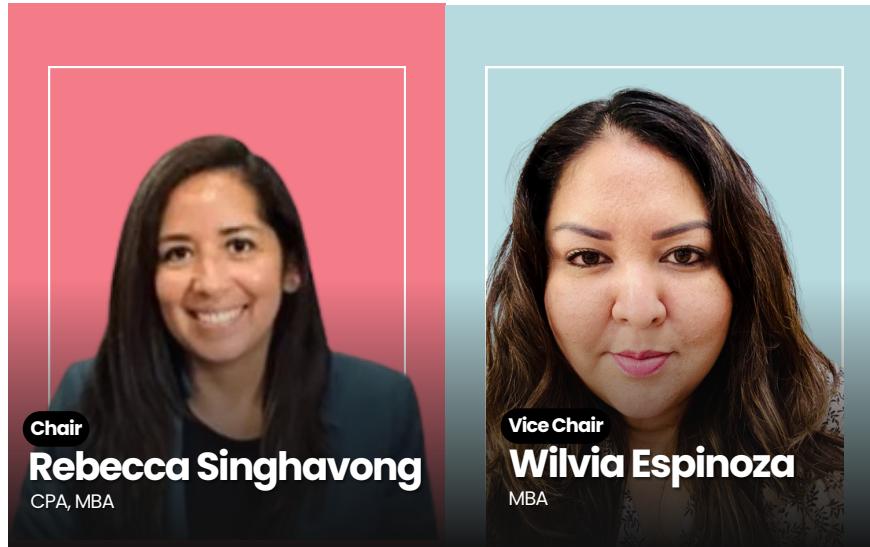


Cintya Flores  
Executive Director



# Board of Directors

Our Board of Directors is an active, hands-on governing body that plays a critical role in shaping our programs, driving strategic direction, and fueling organizational growth. Their leadership, expertise, and deep commitment are integral to advancing our mission and ensuring our impact continues to grow.



# Our Program Support Team



**Cintya Flores**  
Executive  
Director



**Jennifer D. Rodriguez**  
Program Director



**Isabel Brum Cancio**  
Program Coordinator



# About Us

Latinas Leading Tomorrow (LLT) is an Arlington-based 501(c)(3) nonprofit that empowers Latina students across Washington, D.C., Maryland, and Virginia. Founded in 2004 by Latina students and their counselor, Madeline LaSalle Frazier, LLT began as an after-school program at Wakefield High School to support first-generation, college-bound Latinas.

Today, LLT continues that mission by offering free programs that break down systemic barriers and ensure every student has access to the resources, role models, and mentorship needed to thrive. Our programs celebrate and uplift Latina culture, traditions, and lived experiences by fostering pride, confidence, and leadership in every participant.



## Mission

To connect and expose Latinas to opportunities that enrich their future through education, mentoring, and leadership development.

## Vision

To create a community of educated, committed, and empowered Latinas.



# Program Benefits

## Build Self-Confidence

We support students in strengthening their voice and presence, developing key skills that will benefit them in college and beyond.



## Learn Valuable Skills

From public speaking to LinkedIn branding, our workshops prepare students to lead with purpose

## Empower You to Succeed

LLT demonstrates the power of dedication, community, and resilience, proving that leadership is within reach for everyone.

## Create Your Personal Brand

We teach students to understand how they show up in the world and how to communicate their story effectively.

## Network with Latina Leaders

Participants connect with inspiring mentors and peers who share their goals and experiences.



# Highlights in 2024-2025



## Macy's Shopping Experience

In August 2024, the Top 10 Portfolio Showcase winners of our ELITE Academy participated in a personalized styling session at Macy's. Each student received professional attire, curated for college interviews, internships, and presentations, to help them put their best foot forward.



## Pepco Career Day

In August 2024, at Pepco's Edison Place Gallery, LLT hosted a career workshop that connected high school girls with women executives in STEM to learn real career paths, sharpen resumes and LinkedIn profiles, and gain practical skills to navigate professional spaces with confidence.



# Highlights in 2024-2025



## 3rd Annual Reach for the Stars 5K



In September 2024, LLT celebrated its 3rd annual 5K at Hains Point park, our biggest fundraising event yet. We raised \$40,000 and over 300 people joined us to run, walk, dance, and celebrate!

## University of Richmond Visit

In October 2024, the Arlington County Fair awarded Latinas Leading Tomorrow a \$5,000 grant to support a college tour experience for our students. Through this opportunity, students from Arlington Career Center, Wakefield, Yorktown, and Gunston toured Randolph-Macon College and the University of Richmond, where they learned about campus life, academic pathways, and scholarship opportunities.



# Highlights in 2024-2025



## STEM Workshop

In February 2025 at Catholic University, LLT hosted a hands-on STEM workshop where young Latinas tested real engineering skills and built confidence by seeing how their creativity belongs in STEM.

## DC United: Just Like a Girl

In March 2025, LLT students joined DC United for an empowering leadership experience during Women's History Month. Through the "Like a Girl" activity, a conversation with Danita Johnson, and a panel of women leaders, students explored confidence, representation, and breaking barriers in their own words.



# Highlights in 2024-2025



## Impact Day at Deloitte

In June 2025, at Deloitte's Rosslyn office, our students took part in a high-impact mentoring session where Latina professionals shared real career paths, taught networking skills, and helped our girls see how to build power and possibility in corporate spaces.

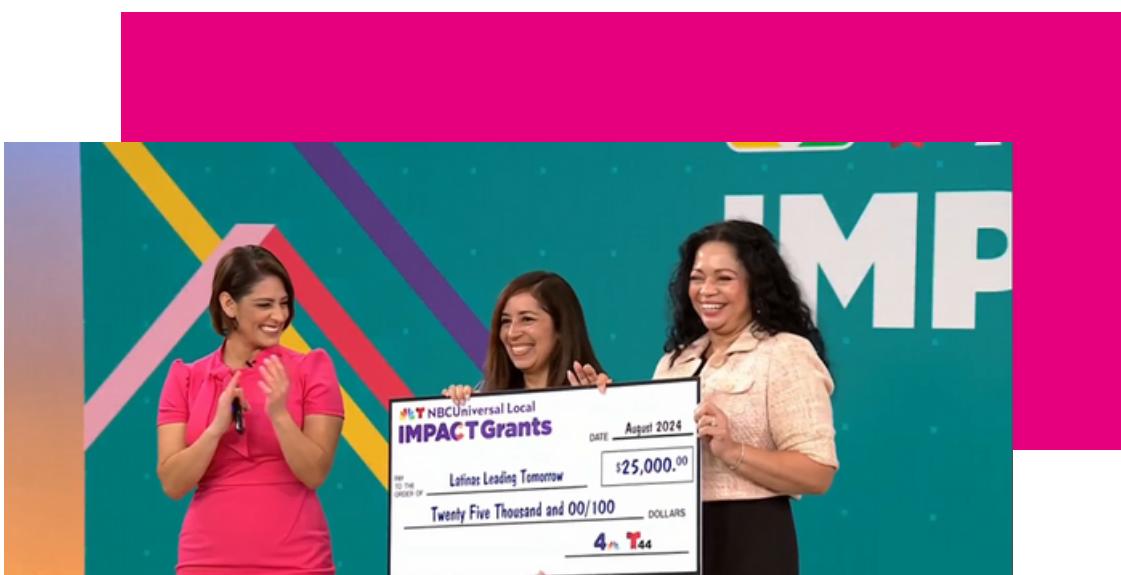
## Career Ready with Microsoft

In June 2025, at the Microsoft Garage in Reston, our students participated in a hands-on career-readiness experience designed to build confidence and professional skills. Microsoft staff led mock interviews, hosted a women's career panel, and guided students through a tour of the workspace.



# Special Spotlight: LLT at Telemundo

In August 2024, LLT received one of NBC4, Telemundo 44, and Comcast NBCUniversal's Local Impact Grant. The \$25,000 award helped expand our CORE programming to two Arlington Public Schools: Gunston Middle School and Thomas Jefferson Middle School.



Expanding to these two middle schools allows LLT to build a pipeline in our programming so that girls can benefit from culturally-relevant curricula at an earlier age. Research shows that middle school is a critical time for engaging girls in STEM. During this time, they solidify their interest in STEM career paths or lose interest altogether. LLT extends a most heartfelt thank you to NBC4, Telemundo 44, and Comcast NBCUniversal for supporting young Arlington students.



# Our Programs

LLT programs provide a safe and affirming space for young women to explore their identities and acquire the academic, social, and cultural skills necessary to become confident leaders.



## Creating Opportunities to Reach Excellence (CORE)

An after-school program that builds academic confidence, cultural pride, and leadership skills for middle- and high-school students. In FY 2024, CORE offered college readiness, community service, and skill-building workshops across six Arlington schools.

## LLT STEMpower Camp

A hands-on STEM experience that introduces middle school students to coding, engineering, biology, and math. Led with support from Marymount University faculty, LLT STEMpower builds confidence, curiosity, and problem-solving skills.



## Exemplifying Leadership in a Team Environment (ELITE) Academy

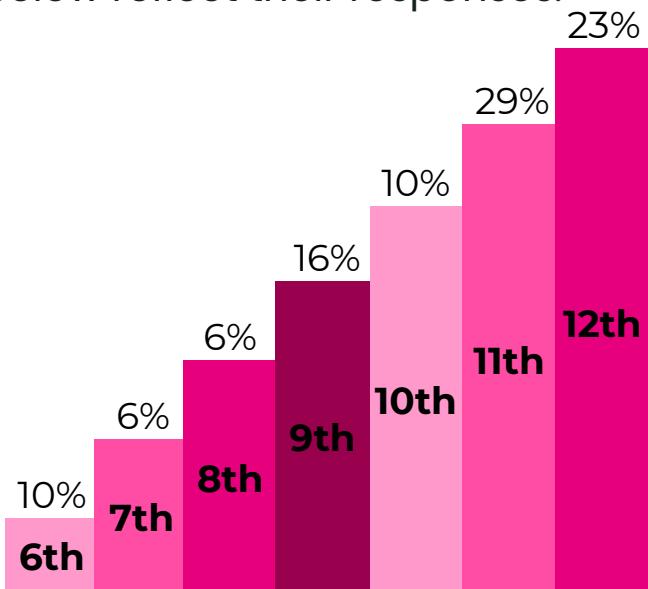
A leadership program that prepares high school students for college and career success. ELITE focuses on professional skills, self-advocacy, and personal branding, with mentorship at George Mason University.

# Meet our CORE Students



Through college readiness workshops, community service, and year-round activities, CORE provides students with a supportive space to strengthen academic skills, explore their cultural identity, and develop as leaders.

This year, LLT welcomed **289 students** from Arlington Career Center, Gunston Middle School, Thomas Jefferson Middle School, Wakefield High School, Washington Liberty High School, and Yorktown High School. Of the 289 students served, 126 completed the intake survey; the data and insights shown below reflect their responses.

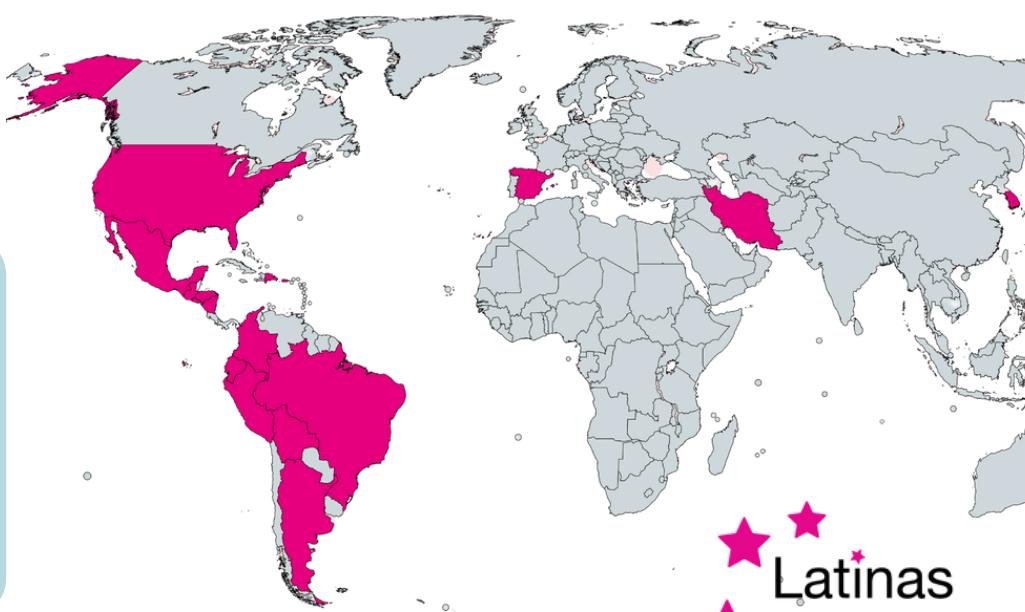


## Grade Levels Represented

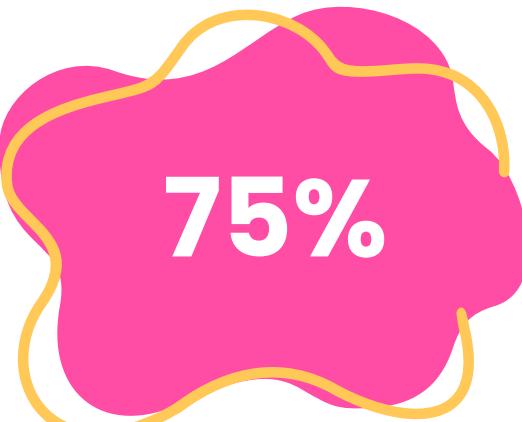
This year's participants ranged from 6th to 12th grade, reflecting LLT's commitment to guiding students through every step of their academic and leadership journey.

## Countries Represented

Our students proudly reflect the heritage of **17 different countries**, bringing a rich blend of cultures, stories, and perspectives to the LLT community.



# Meet our CORE Students



75%

of students served reported receiving **free or reduced-price lunch**. LLT continues to reach students who face systemic barriers to opportunity



60%

of students served are **first-generation college students**, demonstrating LLT's vital role in expanding access to opportunity and shaping the next generation of Latina leaders.



# A year of growth, connection, and leadership in action.



# Noche de Impacto

In May 2025 at Marymount University, Latinas Leading Tomorrow hosted Noche de Impacto 2025, an evening that brought together students, families, educators, and community partners to celebrate the achievements of CORE members and honor leaders who uplift Latina youth across Arlington.

This event was made possible by CleanTech, Marymount University, Women Giving Back, and Suited for Change, along with LLT's Board Members, volunteers, advisors, and community supporters.

## Guest Speakers & Emcee

The program featured Dr. Valery Maya as Emcee, a healthcare technology consultant and ALPFA DC President, along with two powerful speakers:

- Vanessa Cárdenas, Executive Director of America's Voice, delivered the keynote address.
- Maryland State Delegate Deni Taveras, the Distinguished Speaker, shared remarks and presented an official proclamation.



## Advisor Award

Mady LaSalle Frazier, LLT's founder and longtime CORE Advisor at Arlington Career Center, received the inaugural Outstanding Advisor Award



# Noche de Impacto: Student Awards



CORE members from LLT's six Arlington schools were recognized across four categories:

## Brillante Award (Highest GPA)

**Lisania Cruz Villatoro**, Wakefield HS

**Jennifer Montesflores Gonzalez**, Arlington Career Center

**Kaylee Lopez-Baran**, Yorktown HS

**Emily Guillén Nolasco**, Washington Liberty HS

## Estrella Award (Leadership)

**Melanie Sofia Encinas Mendoza**, Wakefield HS

**Cathy Buendia Villanueva**, Arlington Career Center

**Claudia Ochoa Rodas**, Yorktown HS

**Estrella Guandique Valdez**, Washington-Liberty HS

## Servicio Award (Community Service)

**Kiara Ferrufino Uyeno**, Wakefield HS

**Joshlyn Nicole Garcia Perez**, Arlington Career Center

**Daniela Gonzalez Castro**, Yorktown HS

**Alessandra Cruz**, Washington Liberty HS

## Inspiración Award (Cultural Pride)

**Lindsay Sanchez Sanchez**, Wakefield HS

**Sofia Ines Guillon**, Arlington Career Center

**Jennifer España**, Yorktown HS

**Zoe Mena Cruz**, Washington-Liberty HS





# Student Testimonials

"LLT really helped me to become a leader [who] is more secure when it comes to talking in public."

*–2024-2025 CORE Participant*



"LLT has helped me have a voice. I joined as a freshman and I was very shy. Thanks to LLT, I was able to finally learn about leadership and use it in my everyday life, I was also able to make new friends that are now like sisters to me."

*–2024-2025 CORE Participant*



"Overall, I loved being in LLT for most of my high school experience. I always found it as a place I could comfortably be in and connect with my fellow Latinas."

*–2024-2025 CORE Participant*



# Our Impact: LLT STEMpower



With guidance from Marymount University faculty, 37 middle school students from across the DC metropolitan area saw themselves as future innovators as they explored pathways to STEM education and careers. LLT STEMpower immerses students in hands-on science, technology, engineering, and math activities that spark curiosity and build real-world problem-solving skills. Due to increased demand, this year the program grew from one to two sessions.

## **Curiosity for technological innovation increased**

Before camp, nearly half of the participants (49%) reported a moderate level of enjoyment, with only 11% strongly agreeing.

**After camp, the number of students who strongly agreed more than doubled (22%), and the share who agreed also increased (41%).**

## **Students increasingly viewed engineering as fun and creative**

Before camp, 46% of participants agreed that engineering is fun and creative, with only 16% completely agreeing.

**After camp, the proportion who completely agreed rose to 22%, and those who agreed also increased to 65%, indicating a meaningful shift toward viewing engineering as engaging and creative.**



## **Science interest increased**

Before camp, nearly half of the participants (49%) reported feeling neutral about wanting to learn more about science.

**After camp, this shifted: the majority (78%) expressed agreement or strong agreement, showing a clear positive trend in interest toward science.**



# Our Impact: ELITE Academy

ELITE equips high school students with the tools to navigate college and professional environments with clarity and confidence. This year, 43 students applied to the ELITE Leadership Academy, and 23 were selected by a panel of three external judges based on the strength of their applications, academic records, recommendations, and community involvement.



**Career-readiness confidence rose from 6.1 to 8.8—a 44% gain.**

Through résumé building, interview prep, and LinkedIn training, **students left ready to navigate professional spaces.**

**Scores for personal-branding knowledge rose from 5.5 to 7.7, a 41% improvement.**

Hands-on LinkedIn and resume workshops helped students define **their strengths and project confidence in academic and career settings.**



**Understanding of networking's value rose from 6.2 to 8.4—a 35% increase.**

Conversations with Google, Amazon, and Salesforce leaders **showed how connections can open doors.**



**Comfort in storytelling grew from 6.0 to 7.8, showing a 31% increase.**

Through elevator-pitch coaching and personal narrative sessions, **participants learned to articulate who they are and what drives them.**





# Our Impact: ELITE Academy



**Presentation skills improved from 6.0 to 7.6—a 27% increase.**

Daily practice, peer feedback, and final showcases helped **build professionalism that students can carry into their classrooms and careers.**

**Students' overall self-confidence increased from 6.7 to 7.9, reflecting an 18% rise.**

Through reflection exercises and supportive peer circles, **participants built a stronger sense of identity and personal worth.**



**After a week of mentorship and team-based workshops, average leadership confidence rose from 6.2 to 7.3, a 17% increase.**

Students left ready to **take initiative and guide others** with assurance.



**Average comfort with public speaking increased from 5.8 to 6.7, a 17% growth.**

Practice sessions and the final Portfolio Showcase provided students with repeated opportunities to speak before peers and mentors, **helping them turn anxiety into confidence.**



# Participant Feature



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## Melanie Encinas

Melanie is a senior at Wakefield High School 'Class of 2025', and along with being on the Latinas Leading Tomorrow (WHS Chapter) Executive Board, she is also involved with the Symphonic Band and Marching Band.

Outside of school, she has volunteered and completed an internship for TurnUp, working alongside other students and leaders on social justice initiatives, activism, and past voter registration. She also serves as a College Board Big Future Ambassador, STEM For Her Student Ambassador, and a Virginia Aerospace Science and Technology Scholar.

After receiving a National Scholastic Art and Writing Silver Medal, she combined her art and passion for astronomy into her channel, Astrologic, which simplifies complex scientific concepts through art and animation for netizens.



# Participant Feature



## Sofia Ines Guiton

A 2025 graduate of Arlington Career Center and an LLT member for three years, is preparing to pursue a four-year college education. During her time with LLT, Sofia thrived in building connections, networking, and developing leadership skills.



She consistently valued the friendships formed during weekly meetings and the opportunities to grow as a leader.

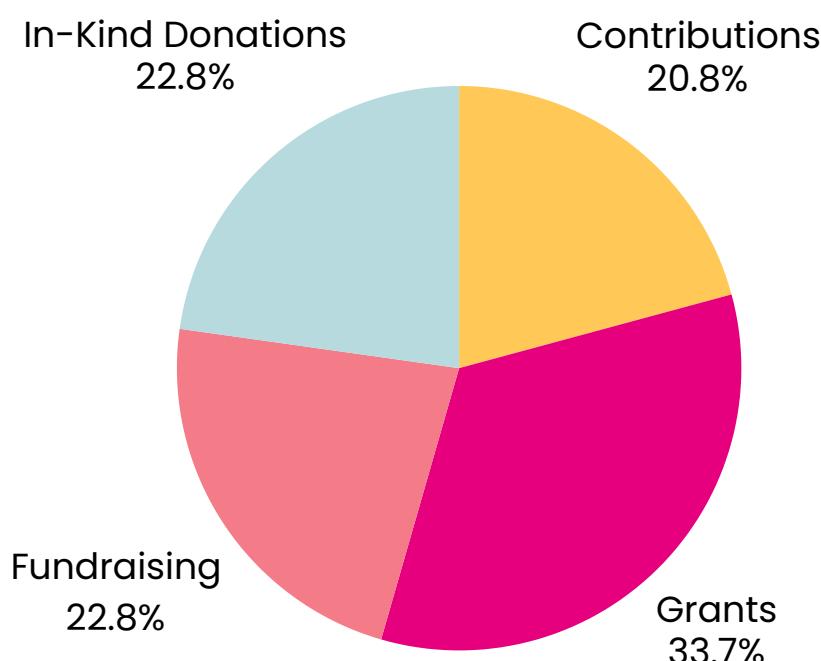
Sofia was recognized with the *Inspiración* Award for Cultural Pride for her dedication to instilling the values and pride of Latino heritage and culture in others. Through her commitment, enthusiasm, and example, Sofia has inspired her peers to embrace their culture and step confidently into leadership roles.

# Financial Review

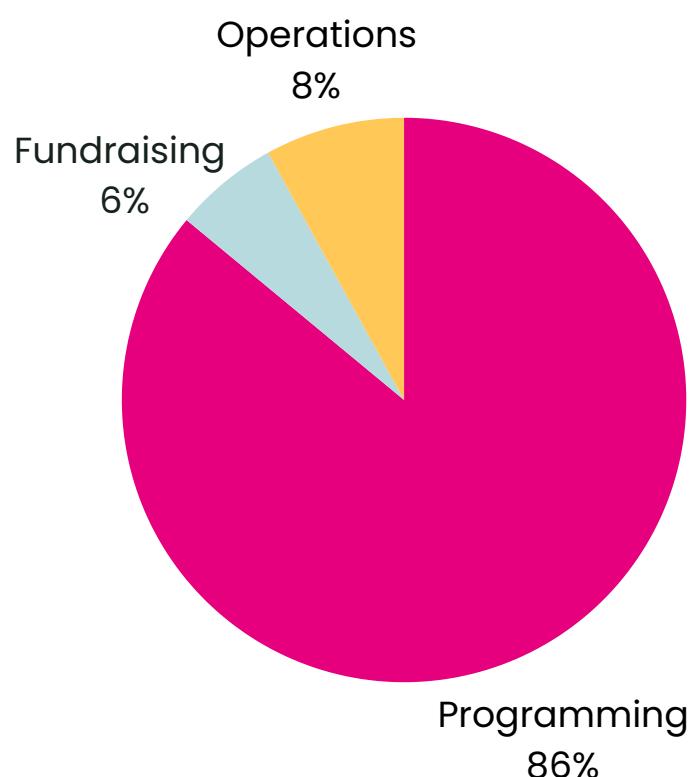


At LLT, we are committed to using our resources to create the greatest impact for the students we serve. In FY2024, 86% of expenses went directly to programming, including support for school chapters, workshops, and community activities. The remaining 14% covered essential operational and fundraising needs that allow us to run programs consistently and safely and raise funds for the following year.

## Revenue



## Expenses



# Letter from our founder



Dear LLT Family,

At the heart of Latinas Leading Tomorrow is a bold conviction: true empowerment begins with agency and decision-making. Our girls are not just participants, but architects of their own experiences, they design programs, projects, and initiatives that reflect their voices, values, and visions.

When we began over twenty years ago, LLT was born from a belief that young Latinas deserve a space to lead, to access opportunity, and to see their culture reflected in the world around them. What started as a small after-school club has grown into a movement rooted in belonging, sisterhood, and purpose.

Today, every CORE chapter meeting, Madrina event, ELITE session, and service project builds confidence through choice, leadership through action, and connection through community. LLT girls are redefining leadership, and it is grounded in culture, service, and courage.

This year, I was surprised to be recognized with the LLT Advisor Award. I share this not as a personal milestone, but as a reflection of the power and brilliance of the young women we serve. I continue to do this direct line work because the girls are at the very core of my why. In their daily growth, resilience, and leadership, I am reminded again and again that this work matters, now more than ever. While I am deeply honored by the award, what means the most are the relationships and everyday interactions I am privileged to have with them.

Thank you for nurturing this vision with corazón and commitment. Together, we are not just leading tomorrow, we are transforming today.

With love and Orgullo,

**Madeline LaSalle Frazier, LCSW, Ed.S.**

Founder, Latinas Leading Tomorrow



# Thank You To Our Partners & Sponsors

