2013 Annual Report

Urban League of **Greater Pittsburgh**

Empowering Communities. Changing Lives.

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95TH Anniversary CELEBRATION
1918-2013

MISSION STATEMENT

The mission of the Urban League of Greater Pittsburgh is to enable African Americans to secure economic self-reliance, parity and power, and civil rights.

VISION STATEMENT

We believe it is imperative that appropriate resources of the greater Pittsburgh community be marshaled to ensure equal, social, political and economic justice for all Americans. To that end, the Urban League will provide bold leadership and innovative programs, services and policies, which will contribute to the strength of the greater Pittsburgh region by ensuring that African Americans achieve their full potential. With the active engagement of community partners, the Urban League will serve as a premier advocate for economic opportunity and justice that lead to significant improvement in the quality of our lives.

Dear Friend,

Since its inception more than a century ago, the nationwide Urban League Movement has been a vigorous collaboration by people of good will of various races, ethnicities, economic strata, and social standing. Likewise since the Pittsburgh affiliate's founding in 1918, corporate executives, ministers, artists, single Moms, social workers, senior citizens, young professionals, dedicated staff and volunteers have united to improve conditions for African Americans.

Our 2012-2013 Annual Report illustrates the Urban League's mission of enabling African Americans to achieve economic self-reliance, parity, power and civil rights as reflected in the faces and profiles of just some who keep the Movement alive in the Pittsburgh region today.

The work of the Urban League is not simple to undertake nor is it easy to explain. Although it can appear at first glance to be far reaching, the Urban League's work continues to be as focused as when the effort began here in Pittsburgh 95 years ago.

The Urban League focus is on connecting those in need with the resources to meet that need and in almost all cases the primary resource being offered and fostered is the foundation of self-reliance. Through vital programs in employment and job training, education and youth development, family and child development, housing and self-sufficiency, Urban Leaguers work to level the playing field for all Americans and to equip disadvantaged families to care for themselves. That's the Movement. That's the Urban League way.

Thank you for taking the time to review this annual report. While these pages demonstrate that even in just one year a lot has been accomplished, headlines during that same year tell us plainly that our work is not completed. Your support is critical to our continued progress. In order to build a community in which a strong, diverse, and vibrant citizenry are able to rise to their greatest potential, we need the continued resolve and energy of people of good will. People like you.

Yours in the Movement,

Esther L. Bush
President & CEO

Annie Hanna Cestra
Board Chairperson

STATE OF BLACK PITTSBURGH 2013

from **Esther L. Bush**

Urban League of Greater Pittsburgh
President & CEO

"I thought we had already won this battle," is a phrase heard frequently in conversation with African Americans this year. Against this past year's national backdrop of setbacks and tragedy, Black Pittsburghers have been confronted by state regulations that make it more difficult for many to vote, unrestrained and unjustified police action, and poor educational outcomes and high unemployment determined by skin color and zip code.

2013 marks the 95th year of work by the Urban League in our region.

What makes our work difficult at the Urban League of Greater Pittsburgh is the fact that it is necessitated by inequities that should have been corrected and injustices that should have been eradicated many, many years ago.

Our National Urban League President Marc Morial's emphasis on "jobs, jobs, jobs" resonates strongly within the Pittsburgh Black community with its sad distinction of having the greatest poverty among African American children under five of any of the top 40 US metropolitan areas.

The Pittsburgh Promise can help many of our youth access higher education and the

vistas that open beyond that threshold. By all accounts, development of the Marcellus Shale in our region will fuel an enormous range and wide variety of numerous jobs. But, in order to take advantage of these prospective life changing opportunities, obstacles must be identified and paths must be cleared.

What distinguishes our work at the Pittsburgh Urban League — and nationally — is the "big picture" perspective we bring to the table. Our vision is truly far-reaching: to enable all African Americans to secure better education, economic self-reliance, parity and power, and civil rights. Ninety five years on, our mission remains steadfastly focused on improving conditions for African Americans in our region. I believe it is morally incumbent on all of us to make every effort to help clear obstacles and create opportunities for the betterment of conditions for African Americans in our region.

But when progress is made toward the accomplishment of these goals and when these goals are finally secured, it is our entire community that will be the better for it and all citizens who will benefit.

STATE OF BLACK PITTSBURGH:

COMMENTS BY

DORIS CARSON WILLIAMS, CCE

African American Chamber of Commerce of Western PA

Black Pittsburgh continues to face many challenges, while attempting to bridge the gap between the majority community and themselves. Education remains a top priority in order to move our youth and young adults to compete in our region's growing economy, but success has been limited. While showing promise, young educated African Americans long to see successful role models as encouragement to remain in the Pittsburgh region. The relocation of many Fortune 500 companies left a void in demonstrating Black upward mobility, as those who were in place, relocated. Identifying their replacements has proven to be difficult on many levels: they are often attracted but not retained.

Minority businesses, a critical link to our overall economic growth and development, continue to struggle at gaining access to local corporate business opportunities. Many firms are located in Pittsburgh, but find doing business outside our boundaries to be more welcoming and beneficial. During the recent economic downturn, the success of the region's economy has been attributed, in part, to the strength of our region's global recognition in education and medicine. Their success has contributed to the city's overall economic growth and helped support the retooling and modernization of traditional industries. This includes the number of small business startups that support new industries. The implication, therefore, is that continued economic progress hinges on our ability to effectively integrate minority consumers and businesses into the mainstream of Pittsburgh's economy — as employees as well as entrepreneurial partners.

In an effort to eradicate this polarization, we need to discuss what makes us different and the value of including those differences to move our region forward. It is imperative that the conversation include members of Pittsburgh's African American business and educational communities, and that it begins now and continues at every functional level. It will strengthen our ability to attract and retain the diverse talent needed to move our region forward.

COMMUNITY VOICES

COMMENTS BY

TIM STEVENS

Chairman & CEO, The Black Political Empowerment Project (B-PEP) & Co-convener, Coalition Against Violence (CAV)

One of the most devastating reports on the Pittsburgh Region was reported by Harold Miller in a Post Gazette article in June of 2010 which listed our Region as `dead last' in terms of the conditions of the Black working poor, and 40th out of 40 regions in terms of the conditions of our Black youth. The good news is there has been a coming together of leadership from the Allegheny Conference on Community Development, the Black Political Empowerment Project, the Urban League of Greater Pittsburgh, Vibrant Pittsburgh and many other community partners to boldly state that diversity, equity and inclusion must be a top priority for our Region. With the official launching of the Corporate Equity & Inclusion Roundtable (CEIR) which took place on May 13th, 2013 at Duquesne University a new commitment to move from `well meaning to well doing" within Corporate Pittsburgh has taken on a new meaning. In May of 2014 Corporate Pittsburgh will report on their progress. With the Commonwealth of Pennsylvania being listed as number one in the nation in 2007 with regard to the "Black on Black" homicide rate, number two in the most recent report of 2010, and the ongoing stories of the killing of our youth by our youth on a much too frequent basis in Pittsburgh, the issue of violence has moved to the top of our collective agenda. The Black Political Empowerment Project's Coalition Against Violence has begun to unveil a 35 section anti-violence document, "Strategies for Change: Creating More Peace Communities", including a document for schools and youth programs, as well as a "Community Services Directory" for those impacted by violence. Our goal is to seek partners for the implementation and mobilization of the hundreds of strategies identified in these important documents. The "State of Black Pittsburgh" can and must be improved

White House Highlights Esther L. Bush as a "Champion of Change" for Educational Excellence for African Americans

***WASHINGTON, DC** – On Tuesday, February 26th, the White House will honor ten leaders who have devoted their time and efforts to helping further education among African Americans. These individuals have provided exemplary leadership in the area of education in the African American community at the local, state or regional level.*

"President Obama has made providing a complete and competitive education for all Americans – from cradle to career – a top priority," said Senior Advisor Valerie Jarrett. That's why, last summer, he signed an executive order to establish the White House Initiative on Educational Excellence for African Americans. This week, we look forward to welcoming Champions of Change who have been working to ensure that all African American students receive an education that fully prepares them for high school graduation, college completion, and productive careers."

The Champions of Change program was created as a part of President Obama's Winning the Future initiative. Each week, the White House features a group of Americans – individuals, businesses and organizations – who are doing extraordinary things to empower and inspire members of their communities.

From the Champion of Change blog posting
At the White House
Esther L. Bush
President & CEO
Urban League of Greater Pittsburgh

I am honored to be designated a Champion of Change for African American education, an issue that has been close to my heart for as long as I can remember, and one to which I am fully committed..

I can still hear my parents' voices as they told us that nothing was more important than going to school and getting an education. They were right, of course.

Few things matter more to a community's well-being than the quality of its public education. You can see its long-range impact in virtually every aspect of daily life – from our employment rates to crime rates, from the number of houses being bought to the number of teen pregnancies. As a teen, I attended Westinghouse High School in Pittsburgh, Pennsylvania. I began my professional career as a high school teacher. I know first hand how important great teaching and quality education is to our future.

Here in Pennsylvania, we know that to have healthy and productive communities, education must be our No. 1 priority. That's especially true among low-income black students enrolled in the most at-risk, low-income schools.

Since 2008, we've seen slow but steady strides made in closing the "achievement gap" between black and white students. One of the proudest occasions of my life was facilitating and witnessing the birth of the Urban League of Greater Pittsburgh Charter School in 1998, where the achievement gap between black and white students has virtually been eliminated.

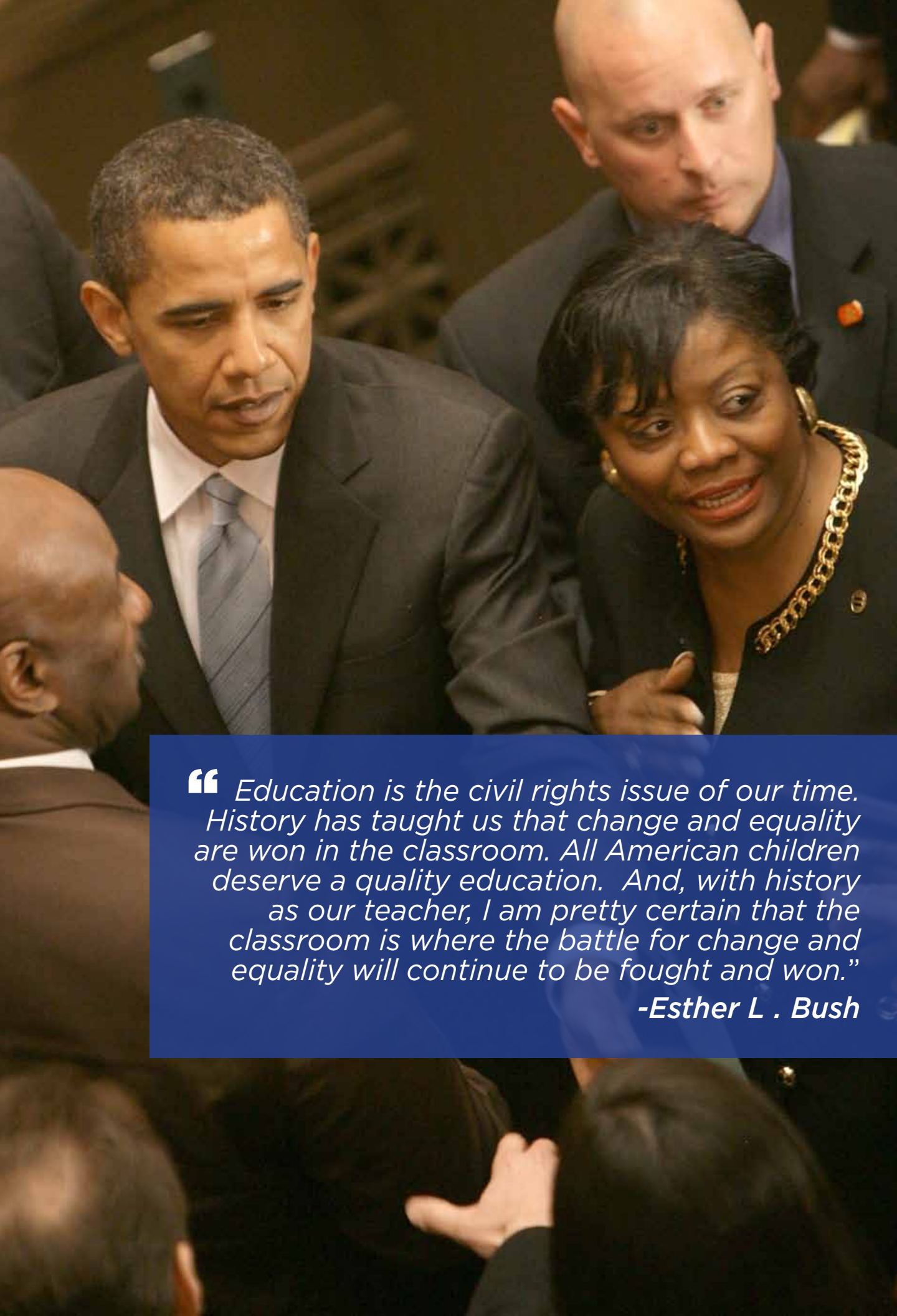
For the past several decades, I have worked tirelessly to build diverse coalitions and to unite diverse leaders in Baltimore, New York, Hartford and Pittsburgh to advocate for education reform and equity. As President and CEO at the Pittsburgh Urban League, I am called on to be a voice of reason and a coalition builder. To that end, three years ago I was asked to convene African-American visionaries representing the region's corporate, nonprofit, government, religious, civic and community sectors to respond to the needs of low-performing students in Pittsburgh Public Schools and to affect a culture of academic achievement and success for the region's African American youth. This group has evolved to be the African American Achievement Trust (AAAT.)

The Collective Focus, led by the Urban League of Greater Pittsburgh in partnership with the AAAT and supported by the Pittsburgh Public Schools and the United Way of Allegheny County has identified a two-pronged intervention approach wherein African American Achievement Trust participants volunteer as 6th grade mentors and 12th grade Graduation Coaches.

Joining the ULGP in driving education reform in Pittsburgh and across Pennsylvania are the Urban League of Lancaster County, the Urban League of Philadelphia, and the Urban League of Shenango Valley. Collectively we are known as Pennsylvania's Excellence and Equity Project Consortium, a part of the National Urban League's Equity and Excellence Project (EEP.)

EEP seeks to improve outcomes for underserved students in public schools by building the capacity of parents and communities to successfully advocate on behalf of children and youth in Pennsylvania, Tennessee, New York and Ohio. This project is an important part of the National Urban League mission—to enable African Americans to secure economic self-reliance, parity, power and civil rights.

Education is the civil rights issue of our time. History has taught us that change and equality are won in the classroom. All American children deserve a quality education. And, with history as our teacher, I am pretty certain that the classroom is where the battle for change and equality will continue to be fought and won. Not by me or any one of us alone, but by many of us working together. I am humbled to be singled out as a Champion of Change for African American education. I accept it on behalf of the hundreds of individuals who are working with me in Pittsburgh and throughout the United States to make such change possible.



“Education is the civil rights issue of our time. History has taught us that change and equality are won in the classroom. All American children deserve a quality education. And, with history as our teacher, I am pretty certain that the classroom is where the battle for change and equality will continue to be fought and won.”

-Esther L . Bush

"WE **DEVELOP** ME"

The **Urban League Young Professionals (ULYP)** of Greater Pittsburgh are dynamic you the Pittsburgh Urban League affiliate and its activities and goals throughout the region. By a greater impact, build a strong community of young thinkers and activists and sharpen the Pittsburgh chapter set out to become a chapter of distinction while continuing to "Be the C the goal, ULYP was named the "Maudine Cooper Eastern Chapter of Excellence" for the ex through membership growth, development, and affiliate service at the 2012 National Urban

Kristen Guy has been active in ULYP for four years and has first hand experience of the kind of personal development and professional connections that can come from being part of such an engaged, service-oriented group. After joining ULYP at the suggestion of a college friend, the New Kensington native began attending events and meeting other members. Drawn on by the energy and vitality of the group, it wasn't long before Ms. Guy was chairing the Community Service Committee. "Their dedication is impressive," says Guy. "It's a great way to give back, and being so tight knit, everyone just drives each other. It's really a strong bond."

The close camaraderie itself is a draw, according to Ms. Guy. To her, ULYP is "a place that people new to the area can come and find out about Pittsburgh, to do service and acclimate to the city." By welcoming members from near and far, "we also help build diversity in Pittsburgh by giving young African American professionals a place to grow in this community, so that they end up staying and contributing more." Guy is quick to note the wider effect, too. "I draw inspiration and energy from the group and it constantly inspires me to bring this back home as well."

This summer, Ms. Guy was elected Vice President of the group and sees some great

ung professionals who convene to support
pooling their talent, ULYP members make
eir own leadership skills. Last year the
Change" in their community. Achieving
xceptional work that was accomplished
n League Conference in New Orleans.

opportunities ahead. "We've done some great work with the affiliate's youth programs," she says, "and we'll continue heavy involvement there. But we're also looking to expand our reach into the housing and health" and other programs offered by the Urban League."

The organization is also very interested in pursuing active collaboration with other groups and societies of young professionals and opportunities for member growth. "One of our mantras is 'we develop me,' and that's just what we are all about: growing through service."

GUILD MEMBER, DEB CAMPBELL ASSISTS BISHOP ZUBIK

URBAN LEAGUE GUILD

2012-2013 KEY MOMENTS

Founded in 1954 to assist the Urban League of Greater Pittsburgh in its fundraising activities, today's Guild shows no signs of slowing down.

In July 2012, Guild President Allegra Wakefield accepted the First Place Winner Award in the Eastern Regional Community Service area at the Guild Awards & Leadership Luncheon during the 2012 National Urban League Conference in New Orleans.

Sadly, just a few short months later, the Urban League bid a final farewell to beloved pioneer Guild member and former Guild President Lee Stephan who passed in September 2012.

During the year, Guild members continued to fill critical roles in key Urban League events including the 2012 Ronald H Brown Leadership Awards Gala in December and 95th Anniversary festivities and Urban League Sunday celebration in February.

Energetic participation in the National Healthy Awareness campaign was evident again when the Guild collaborated with the Urban League's Duquesne Family Support Center to present "Coping with Stress" at Duquesne's Community Resource Fair in early May.

AFRICAN AMERICAN ACHIEVEMENT TRUST COLLECTIVE FOCUS
ONE + ONE= BRIGHTER FUTURE

IN May 2011, African American entrepreneurs, academics, educators and professionals in fields ranging from health care and energy to sales and marketing answered the call to offer their knowledge, experience and service to improving educational outcomes for African American students. Out of this formation of the African American Achievement Trust, an effort has emerged which is focusing the Trust's efforts on the critical junctures of grades 6 and 12 at University Prep and Westinghouse. The Trust established the "Collective Focus" program with the mission of encouraging excellence and academic achievement among African American youth through mentoring and active involvement.

Breona Ferguson participated in Collective Focus as a senior at Westinghouse High School. She already knew that she wanted to attend college and was interested in a health care field. When her school counselor told her about the Urban League program, she jumped at the opportunity. Upon meeting members of the Trust, her eyes were opened to new, even greater possibilities. "I was amazed at the variety of professions there. There were people from all these different fields and businesses," Breona notes.

Her Graduation Coach, Arita Gilliam, helped her identify tangible goals and concrete plans for achieving them. Ms. Gilliam also "really got me interested in community involvement and helped me see how important it is to give back," she says. Breona is now a freshman at CCAC Northside and plans to transfer after her sophomore year. While she is focused on nursing, she is leaving the door open regarding a specialization. As she puts it, "I plan on doing well and looking at all of my options."

As she looks forward to coaching another student, Ms. Gilliam notes, "The sixth and twelfth grades are just so important because what (the students) do there has a profound effect" on their paths moving forward. Our goal is to raise their sights, because it doesn't matter what kind of deficit existed, what's important is what we do now."

AFRICAN AMERICAN ACHIEVEMENT TRUST

The Urban League of Greater Pittsburgh's African American Achievement Trust Initiative (AAAT) is a coalition of African American leaders building a culture of academic equity and excellence for African American Youth in Greater Pittsburgh through Advocacy, Accountability, Alliances and Trust. Developed and sustained through a partnership with the United Way of Allegheny County, the goal of AAAT is to create a pathway to academic excellence for African American K-12 students in greater Pittsburgh, by focusing on Equity, Advocacy, and Accountability. Volunteers are recruited from the pool of AAAT leaders to fill critical roles in projects such as the AAAT Collective Focus.

Urban League of
Greater Pittsburgh

95TH Anniversary CELEBRATION 1918-2013

95th Anniversary Year Starts with Weekend Kick Off

February 9th and 10th, 2013

On Saturday, February 9, past and present members and supporters of the Urban League attended a reception at the Senator John Heinz History Center in the Grand Hall beginning at 6 p.m. hosted by Esther Bush, President and CEO of the Urban League of Greater Pittsburgh, with Honorary Chairs Milt and Nancy Washington, Judy and Ron Davenport, Sr., Ann and Leon Haley, and Pittsburgh Urban League Board Chair Annie Hanna Cestra. Following the reception the attendees moved to the Mueller Center where **Wendell Freeland, Esq.** (pictured left) shared reflections of his experience with the Urban League. Mr. Freeland served as Board Chair of the Pittsburgh Urban League and as a Trustee of the National Urban League when Whitney Young was the National Urban League President & CEO.

Urban League President Esther Bush surprised Mr. Freeland by announcing the establishment of the Wendell G. Freeland Living Legacy Award and presenting him as the inaugural recipient of the award.

URBAN LEAGUE OF GREATER PITTSBURGH - 95TH ANNIVERSARY LEADERSHIP LUN

(Front Row, left to right)
Dennis Cestra, current Urban League Board Chair Annie Hanna Cestra, Cecilia Epperson, ULGP President & C
Chair & Distinguished Guest Wendell Freeland, Andrea Mahone, former ULGP Board Chair Doris Carson Willian

(Back Row, left to right)
Former Board member Ronald Davenport, Jr., current ULGP Board First Vice Chair Tim Nettles, former ULGP Bo
Chair & 95th Anniversary Co-Chair Ronald Davenport, Sr., Ken Spruill,95th Anniversary Co-chair Judith Davenp

Others, not present for photo: former ULGP Board Chair Garland McAdoo, George Miles and Victor Roque, 95
Board Chair Milt Washington, former ULGP Board Chair Glenn Mahone, 95th Anniversary Co-Chair Colleen O'

Ms. Bush described the Wendell G. Freeland Living Legacy Award as follows:

"HENCEFORTH TO BE GIVEN AT NO SET INTERVAL BUT RATHER ONLY ON SUCH OCCASIONS WHEN THE LIFE AND WORK OF AN INDIVIDUAL HAS SO INTERWOVEN ITSELF INTO THE FABRIC AND FOUNDATION OF OUR URBAN LEAGUE AFFILIATE AS TO HAVE BECOME PART OF THE LIVING LEGACY OF THE URBAN LEAGUE OF GREATER PITTSBURGH AND, THEREFORE, OF THE NATIONAL URBAN LEAGUE MOVEMENT."

CHEON - FEBRUARY 9, 2013

EO Esther L. Bush, Diane Nettles, 95th Anniversary Co-Chair Ann Haley, former ULGP Board
ms, and former ULGP Executive Director & 95th Anniversary Co-Chair Leon Haley.

ard Chair & current Board member James Barnes, former ULGP Board
ort, and current ULGP Board member Lara Washington.

5th Anniversary Co-Chair Nancy Washington, 95th Anniversary Co-Chair & former ULGP
Brien & 95th Anniversary Co-Chair & former ULGP Board Chair David O'Brien.

Following remarks by Freeland, guests viewed the movie, **Whitney Young: Powerbroker**, compliments of WQED Multi Media, and introduced by WQED journalist Chris Moore.

On Sunday, February 10, Rev. Dr. Randall K. Bush, Pastor of East Liberty Presbyterian Church, and his congregation hosted the 28th Annual Urban League Sunday beginning at 4 p.m. Guest keynote speaker was the Reverend Dr. E. Dewey Smith, Jr. of Greater Traveler's Rest Baptist Church in Decatur, Georgia. Music was provided by the East Liberty Presbyterian Church Adult Choir Soloists and the Mount Ararat Baptist Church Male Chorus. A reception followed the services.

SHACARRA RUSSELL WITH DAUGHTERS ZA'NIYA & ZA'RYA

EMPLOYMENT

It is true, acknowledges Lynette Taylor-Criego, Director of ULGP's Employment & Training Department, that there are a lot of good jobs in and around Pittsburgh these days. The challenge lies primarily with a lingering skills gap among working age residents. "One of the things we're faced with constantly," says Taylor-Criego, "is harnessing long-term goals to the next best step" for customers.

The path to sustainable, living wage employment often requires some short term sacrifices, Taylor-Criego notes. "People often need to take a transitional position while gaining skills, or hold down a full time job while they're in school and that's hard," she says. "But it can be done."

Taylor-Criego knows from experience. For years, she drove out to the Volkswagen plant in Westmoreland County. When the factory closed, she joined General Motors but knew, as she puts it, "there was something I needed to do." She took advantage of a management program offered by the company and earned a certificate in human resources at the University of Pittsburgh. When she found no real opportunities for advancement in human resources at GM, Taylor-Criego turned to the Urban League for help.

She began volunteering in the Employment

By the time Shacarra Russell enrolled in the Urban Empowerment College Bound Program (UECBP), most of her family had moved to another state and she was in the Pittsburgh area by herself. A 24 year old mother of two small children, nonetheless persevered and became UECBP's first participant to obtain a GED, and has subsequently found found full time employment working. For her part, Ms. Russell keeps her eyes to the future.

"I would recommend (UECBP) to anyone, and I have recommended it. I'm so happy to have my GED now and be getting a real start on a career. The staff was great. Everyone coming in to the program was at a different level, but they took the time to do that one-on-one coaching and they got me ready for the test. When my housing issues came up they went above and beyond. It's made such a difference having someone on my side in this whole thing."

& Training Department and worked at the Bidwell Training Center while she earned a career coach certification. In 2011, Taylor-Criego began working with female inmates for the Urban League's Director Employment & Training and eventually become Director of the department. "At heart, I always knew I wanted to be a caregiver," she says. "Part of caring is encouraging people's dream while helping them maintain focus on what's next, what's achievable from their situation right now."

That is why her department remains committed to connecting people to services and programs that fit their circumstances. The Employment & Training Department is ready to help mature workers find the appropriate employer, young mothers looking to reenter the workforce after a break, individuals coming back to the job market after involvement with the criminal justice system or people looking for a career change or help with a resume. As Taylor-Criego puts it, "with diligence and hard work, people can reach their goals, and we are ready to help."

2012-2013 EMPLOYMENT PROGRAM HIGHLIGHTS

» 2,265 individuals received general employment and training services, from job counseling to résumé development, leading to 136 full- or part-time jobs.

» 304 incarcerated individuals participated in job readiness and life-skills training through ULGP's Allegheny County Jail Collaborative Ramp program.

» 108 men and women over the age of 55 engaged in paid community service through the Mature Workers Program; 28 participants found jobs with a 98% retention rate.

» 54 individuals met the enrollment criteria for the GED preparation program Urban Empowerment College Bound Program. 16 of the participants received the GED

» 13 young adults between the ages of 18 – 21, who met the eligibility criteria enrolled in the Urban Youth Empowerment Program.

» 114 individuals enrolled the ULPGH job readiness program, Work Zone. 65 clients completed the 14 session program and 21 attain employment.

EDUCATION & YOUTH DEVELOPMENT

IN striving to achieve its goals of economic self-reliance, parity and power and civil rights, the Urban League movement has always invested heavily in young people. At ULGP's Education & Youth Development Department, Director Sabrina Saunders takes the notion of investment to a higher level. While the department maintains rigorous, outcomes-based goals for all of its programming, the department places a premium on leadership development among young people.
To that end, the department has forged new and meaningful partnerships with educational institutions, professionals and corporations, "bringing more stakeholders to the table," as Saunders puts it.
This past year saw the successful launch of STEM Girlz, an initiative that received funding from Google and is aimed at engaging young women with science and technology. In recent years, "we ran the risk of leaving girls behind," according to Sunders.
Focus has not shifted away from young men and boys, though. The Black Male Leadership Development Institute (BMLDI) was intense this year in the wake of the killing of Trayvon Martin. "There was a real shift in the conversation," Saunders says. "And it was challenging to deliver a quality leadership program to young men who were really looking at how a society sees them." The institute adapted, however, and used the opportunity to examine what leadership meant in the context of current events. "It was valuable, in many ways, because in gave us a fresh opportunity to directly discuss race."
The department incorporated those discussions into its educational reform efforts. "We are still seeing a fundamental lack of equity in education, especially for young people at the crucial developmental ages of 12 and 13," Saunders says. ULGP has brought Propel Schools, the Pittsburgh Public Schools, the Federation of Teachers and other major stakeholders, including parents, to to the table and will continue to fight for meaningful overhaul.
Complementing all of the department's efforts is the African American Achievement Trust (AAAT), a mentorship program being offered to students from University Prep and Westinghouse. "AAAT Gives young people a chance to see people like them who have made it in business, philanthropy, community development," says Sunders. "This really goes to the heart of what we hope to achieve here. We open doors, make connections and give young people tangible examples of success."

"WE OPEN DOORS, MAKE CONNECTIONS AND GIVE YOUNG PEOPLE TANGIBLE EXAMPLES OF SUCCESS."

2012-2013 EDUCATION & YOUTH DEVELOPMENT DEPARTMENT HIGHLIGHTS

220 youth engaged in various Urban League STEM related activities - Techno Teens, Digital Connectors and Build Your A Game – to get direct experiential learning in technology via video game production and exposure to IT careers in the region

- **19** youth were recruited for Digital Connectors with a total of 13 completing the programs.
- **17** youth participated in Techno Teens for fy2012-13.
- **184** campers participated in BYAG summer 2012 (July 2012 through August 2012)

86 youth participated in the African American Achievement Trust's Collective Focus mentoring and graduation coaching program at University Prep and Westinghouse 6-12 schools.

25 youth participated in the Urban League Young professionals Bridging the Gap Career Exploration and Mentoring program.

25 youth participated in Early College and Career Awareness (ECCA) programs to correlate school success to post secondary goals and to prepare for successful transitions into high school and college.

- **13** ECCA Work Prep youth developed transferrable 21st century skills through training and practical experience
- **12** ECCA Summer Interns work in various positions throughout the Urban League, learning work ethics and gaining practical skills.

136 young black males participated in the Black Male Leadership Development Institute

- **56** young black males attended monthly workshops in our BMLDI 2012-2013 year round program to acquire effective leadership skills to advance their economic, social and emotional needs
- **80** attended the 2013 summer residential program

46 youth (21 new inductees; 25 alumni) representing 17 High schools publically celebrated their academic achievements, leadership and service by being inducted into the 2013 National Achievement Society

Over **285** individuals engaged in partner related college prep and exploration activities

- Approximately **180** students participated in the 12th annual College Success 101 hosted at Carnegie Mellon University
- **100** youth enrolled the free 5 week Penn State SAT Prep Workshop to prep for doing well on the SAT test
- **5** youth represented the Urban League as delegates at World Affairs Council Pittsburgh events in spring 2013

RAVENA ROSS AND DAUGHTER, SOMIYA

FAMILY GROWTH & CHILD DEVELOPMENT

Supporting children and helping the families that nurture them is absolutely fundamental to building a healthy, sustainable community. While that basic tenet is shared by a broad cross section of society, there are a few for whom it becomes a true calling and life mission.

Debra Squires, the Director of ULGP's Family Growth & Child Development Department, and her staff are such individuals. Squires has been involved with family support for nearly two decades and has seen the field grow and develop, terminology shift, trends come and go. At the center of it all, however, remain individual children and families in need of counseling and assistance, reassurance and support.

With three Family Support Centers in Duquesne, East Hills and Northview Heights, ULGP has a tangible presence on the ground. According to Squires, herself a Duquesne resident, this is essential, for offing comprehensive services to families in convenient, familiar settings. The centers serve as the venue for face-to-face consultations and as the venues for group activities, workshops, classes and fellowship.

They also serve as a base from which Family Development Specialists conduct in-home support visits.

“ WE LISTEN AND WORK WITH PEOPLE AS PARTNERS AND OVER THE LONG HAUL AND IN ALL AREAS, TO ACHIEVE STRONG, STABLE FAMILIES.”

It can be challenging work, says Squires, but ultimately very rewarding. “Our primary goal,” she notes, “is child abuse prevention. So our first goal is to establish whether there is nurturing and attachment, parental resilience, social connections, concrete support and parenting knowledge. From there, we can use the meetings, classes and referrals to get to work on really helping a family grow and become stable and successful.”

Flexibility and a willingness to meet and work with families where they are – geographically, socially, and economically – are essential to providing the best service to customers. While evaluation data, assessments, and demographics must all be collected and reported, Squires has learned over her 18-year career that empathy, attentiveness and understanding are key to her department’s work. “That’s what we do here – we listen and work with people as partners and over the long haul and in all areas, to achieve strong, stable families.”

2012-2013 FAMILY GROWTH & CHILD DEVELOPMENT HIGHLIGHTS

- 280 intensively enrolled families (have a child 0-5, receive home-visits)
- 240 generally enrolled families (most often, no 0-5 child. Participate in groups or activities. Do not receive home visits)
- Of the 847 enrolled children, 505 were in our targeted 0-5 age range.
- 74 fathers were enrolled (both general & intensive). 27 received 153 service visits. 14 received 164 group hours.
- 18 families and 29 children were active with CYF and received support with either reunification of adoption goals.
- 158 families have written goal plans and have made progress made on 117 of their selected goals.
- 372 families had 1986 service visits
- 189 adults attended at least 1 of 379 group sessions.
- 226 children attended at least 1 of 322 group sessions.
- 32 parents were active on Parent Council
- 177 children received Ages and Stages developmental screenings. 9 were referred for Early Intervention assessments.
- 105 families received referrals for assistance.
- 207 parents and 259 children participated in Connecting to Kindergarten school readiness and transition activities.

Director of Housing
Richard Morris

HOUSING

A secure, stable housing situation is essential for individuals and families to achieve economic self-reliance and parity. As head of ULGP's Housing Department, Richard Morris sees firsthand the full spectrum of challenges facing people in search of that stability. In many ways it is familiar terrain for Morris, who was with the Housing Authority and the Pittsburgh Job Corps Center before joining the Urban League.

The Housing Department provides services ranging from emergency rental assistance and foreclosure prevention to first-time homebuyers counseling. The key to successfully addressing issues, Morris says, is adaptability. Staff must quickly and accurately assess a customer's needs and create an appropriate plan of action.

That plan may take the form of direct counseling, representation, or even monetary assistance by the Urban League. At times it means referring an individual or family to the right agency or program and guiding them through the process. More often it is a combination. "The connections are there," says Morris, "the Urban League is here to help people make them."

> ***"[WE] HELP FAMILIES SAVE, PURCHASE HOMES AND BEGIN TO INVEST IN THEIR CHILDREN"***

One crucial function of the department is to help people assess their own situation. "Housing is such a basic necessity, but when

people are in trouble, they tend to draw in instead of reaching out." People may feel like there is a stigma attached to asking for help, he adds, but it is important that they make contact as soon as possible.

"The people we're seeing are younger and younger," he notes, "and they need help with some of the fundamentals." This has led the department to focus more on financial education, budgeting and planning, a shift that fits well with Morris' background in life skills counseling. Requiring attendance at financial literacy workshops, for instance, as part of receiving emergency rental funds or home ownership counseling, measurably increases success rates among participants. Ultimately, Morris says, "this helps families save, purchase homes and begin to invest in their children."

2012-2013 HOUSING DEPARTMENT HIGHLIGHTS

- 2,389 families received housing counseling assistance, spanning such topics as landlord-tenant rights, budgeting credit and credit repair, financial literacy, eviction and foreclosure prevention.
- 639 families secure safe and affordable housing through ULGP/CYS Program, with 175 families reunified through CYF traditional assistance.
- 1461 Children were saved from entering the foster care system and remain with their families through CYF's Family Housing Stabilization program.
- 476 families avoided eviction or moved into new housing units through grant assistance
- Nearly 992 families received food bank referrals, including emergency help at the ULGP's own Hunger Relief Pantry.
- 593 families were pre-screened for food stamp assistance.
- 537 families and individuals received holiday provisions and other essential items through ULGP's Thanksgiving distribution program.
- 200 families enjoyed Christmas dinner through efforts of ULGP's Hunger Services program.
- 83 clients received representation in court as part of ULGP's HomeSafe foreclosure prevention services
- 99 families attended Operation Home, first-time homebuyer workshops, to prepare for buying their first home; 26 clients received pre-closing education services as required by lenders prior to a home purchase.

URBAN LEAGUE OF GREATER PITTSBURGH

2012–2013 STAFF

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Vice President of Programs & Services

Andrea Hudley
Executive Assistant to the Vice President of Programs & Services

Vera Parker
Receptionist

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Mary Kay Filter Dietrich
Vice President of Development & External Relations

Michelle Y. Thompson
Executive Assistant/Annual Fund Coordinator

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Vice President of Finance

Ruth Cox (PT)
Fiscal Specialist

Anna Marie Harrington
Fiscal Specialist

Regina Johnson
HR/Fiscal Specialist

Ramona Watkins
Fiscal Specialist

Kathy Helicher
Fiscal Specialist

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Lori Rue
Senior Program Manager

Felicia Brown
Program Assistant

Tanzania Guinyard
Program Assistant

BLACK MALE LEADERSHIP DEVELOPMENT INSTITUTE

Ryan Scott
Program Manager

Manden McCaskill
Program Assistant

AFRICAN AMERICAN ACHIEVEMENT TRUST COLLECTIVE FOCUS PROGRAM

Teanna Medina
Program Manager

EMPLOYMENT, TRAINING AND ENTREPRENEURIAL DEVELOPMENT DEPARTMENT

Lynnette Taylor-Criego
Director

Jacqueline Carter
Administrative Assistant

Darlene Wanamaker
Senior Employment Specialist

Barry Powell
Employment Specialist

URBAN YOUTH EMPOWERMENT PROGRAM

Nena Ansari
Project Director

Gina Brooks
Career Coach

URBAN EMPOWERMENT COLLEGE BOUND PROGRAM

Kenneth Lewis
Career Coach

John Brown
Instructor

Helen Roberts
Instructor

Georgetta Rue
Instructor

ALLEGHENY COUNTY JAIL COLLABORATIVE

Doug Silva
Program Manager/Instructor

Carolyn Settles
Instructor

MATURE WORKERS PROGRAM
Rodney Brown
Program Manager

Carol Allen
Case Manager

FAMILY GROWTH AND CHILD DEVELOPMENT DEPARTMENT

Debra Squires
Director

CONNECTING TO KINDERGARTEN
Amie Matson
Program Manager

Sara Nevels
Family Development Specialist

DUQUESNE FAMILY SUPPORT CENTER

Brenda Sorrentino
Project Director

Leslie Hill
Data/Office Manager

Janita Neal
Family Development Specialist

Dennis Johnson
Family/Child Development Specialist

Chantel Wallace
Family Center Worker

Ross Frye
Van Driver/Family Center Worker

Olive Hamilton
Van Driver/Family Center Worker

NORTHVIEW HEIGHTS FAMILY SUPPORT CENTER

Renita Freeman
Project Director

Danielle Johns
Data/Office Manager

Sara Green
Family Development Specialist

Tanelle Robinson
Data/Office Manager

Dawn Johnson
Family Development Specialist

Faith Harfield
Van Driver/Family Center Worker

EAST HILLS FAMILY SUPPORT CENTER

Bryan Mungin
Project Director

Donna Hamm
Data/Office Manager

William Green III
Family Development Specialist

Kelly Smithson
Family Development Specialist

Alicia McDonald
Family Development Specialist

Sandra Nelson
Family Center/Outreach Worker

Valerie Chavis
Family Development Specialist

Shartaraw Egleston
Van Driver

HOUSING DEPARTMENT

Eldolia Weir
Director

Richard Morris
Director

ALLEGHENY HOUSING COUNSELING

Paulette Tarrant
Program Manager

Paulette Tarrant
Housing Counselor

Dorothy Rue
Housing Counselor

HOUSING ASSISTANCE PROGRAM

Robert Reaves
Program Manager

Scarlet Howard
Reports Coordinator

Arlene Hurt
Housing Counselor

Sheila Poole
Housing Counselor

Pamela Saunders
Housing Counselor

HUNGER SERVICES

Jim Jackson
Program Manager

David Greve
SNAP Outreach Coordinator

Jane Wright
SNAP Outreach Specialist

Janet Baker
Program Assistant

Kathy Kennedy
SNAP Outreach Specialist

PITTSBURGH HOUSING COUNSELING SERVICE

Andrea Trowery
Intake Specialist II

Danielle Haskin
Intake Specialist I

Arlene Higginbotham
Data Specialist

OPERATION HOME

Angelica Matthews
Outreach Specialist III

Elizabeth Hill
Program Assistant (PT)

CYF COUNSELING & RELOCATION SERVICES

James Morris
Program Manager

Stephanie Johnson
Program Assistant

Edward Johnson
Housing Specialist

Sakara Bey
Housing Specialist

Mary Lomax
Housing Specialist

Elisa Frasier
Housing Specialist

Lea Etta Rhodes
Housing Specialist

EMERGENCY SOLUTIONS GRANT

Larry McCloud
Case Manager

TECHNOLOGY

Winford Craig
Director

CHARTER SCHOOL

Dr. Gail Edwards
Chief Executive Officer

Barbara Pagan
Vice Principal

Elaine Dudley
Dean of Students

Please see the Charter School's Annual Report for a complete staff list.

SERVICE LOCATIONS

Urban League of Greater Pittsburgh
Main Office
610 Wood Street
Pittsburgh, PA 15222-2222
412-227-4802

Duquesne Family Support Center
One Library Place
Duquesne, PA 15110
412-469-9870

Duquesne Community Mobilization Project
222 West Grant Avenue
Duquesne, PA 15110
412-469-0484

East Hills Family Support Center
2320 East Hills Drive, Rear
Pittsburgh, PA 15221
412-727-2640

Northview Heights Family Support Center
Arthur J. Edmunds Center
101 Hazlett Street
Pittsburgh, PA 15214
412-323-1020

Urban League Charter School Family Support Center
327 N. Negley Avenue
Pittsburgh, PA 15206
412-877-2981

Urban League of Greater Pittsburgh Charter School
327 North Negley Avenue
Pittsburgh, PA 15206
412-361-1008

BOARD OF DIRECTORS

JULY 1, 2012- JUNE 30, 2013

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David M. O'Brien

2012 Ronald H Brown Leadership Award recipients

(Front row, left to right) Tim Stevens for Lifetime Achievement and African American Chamber CEO Doris Carson Williams and Carnegie Mellon President Jarod Cohen for Corporate Leadership shown here with (Back row, left to right)Gala Honorary Chair Mark Rendulic of First Niagara, ULGP President & CEO Esther Bush, Gala Co-Chair Evan Frazier of Highmark BCBS, ULGP Board Chair Annie Hanna Cestra of Howard Hanna Real Estate, and Gala Co-Chair and ULGP Board member Alan Trivilino of PNC

FINANCIAL REVIEW

URBAN LEAGUE OF GREATER PITTSBURGH

JULY 1, 2012 TO JUNE 30, 2013

Highlights

- The drop in revenues from government sources (less $500,000 FY2013 than FY2012) is reflects the conclusion in FY2012 of stimulus funded housing programs administered by ULGP.
- Nearly half of all government funds received by the Pittsburgh Urban League are used to provide direct payments to qualified clients for housing and training.
- A continued emphasis on diversifying fundraising efforts yielded a 9% increase in funds raised from all non-governmental sources for a total of $1,021,543.

FINANCIAL REPORT

Statement of Program Operations (Expenses) - July 1, 2012 to June 30, 2013

Membership Dues, Fundraising, Solicited Income, Administrative Income	
United Way of Allegheny County	**$1,228,441**

Grants, Governmental Agencies	
Children, Youth, and Families (Allegheny County)	464,631
Duquesne Family Support Center (Allegheny County)	365,847
Emergency Solutions Grant (Allegheny County)	14,835
Three Rivers Workforce Investment Board	29,700
East Hills Family Support Center(Allegheny County)	306,899
FEMA	8,640
Family Stabilization Program (Allegheny County)	539,757
Housing Counseling Services (Allegheny County)	112,652
Housing Assistance Program (Allegheny County)	267,788
Housing Counseling Services (City of Pittsburgh)	171,055
Hunger Services (Alleg. Cty., City of Pittsburgh, State of PA, FEMA,PCSI)	159,884
Jail Collaborative (Allegheny County)	102,808
Northview Heights Family Support Center (Allegheny County)	262,808
National Mortgage Foreclosure(National Urban League)	20,183
Pittsburgh Summer Youth Employment Program(City of Pittsburgh)	29,802
Subtotal Government Agencies	**$2,857,289**

Other Support	
African American Achievement Trust Collective Focus (Pittsburgh Foundation)	47,066
African American Achievement Trust (United Way)	104,861
Bank on Greater Pittsburgh (United Way)	63,205
Black Male Leadership Development(Robert Morris Univ, Buhl Foundation)	137,830
Ben Roethlisberger Football Camp (The Greater Cincinnati Foundation)	11,875
Clinical Translational Program (Univ of Pgh)	26,671
Digital Connectors (National Urban League)	21,996
Techno Teens (Comcast)	26,743
Early College and Career Awareness (Pittsburgh Foundation,One Economy)	29,725
Equity in Excellence Program (National Urban League)	43,991
Hunger Services (Individuals,Gtr. Pgh. Comm. Food Bank,Allegheny County Bar Foundation)	27,108
Intensive Financial Literacy (United Way, Junior Achievement)	56,395
Mature Workers Program (National Urban League)	938,192
Northview Heights (Contributions)	12,554
Connecting To Kindergarten (United Way)	166,497
Operation Home (National Urban League, Allegheny County/HACP)	79,930
STARS Program (United Way)	16,919
Summer Dreamers Academy (Pittsburgh Public Schools)	56,598
Technology Fund (Buhl Foundation)	1,400
Urban Youth Employment College Bound (National Urban League)	147,692
Workforce Development (Highmark)	70,888
Urban League Empowerment Program (National Urban League)	66,606
Subtotal Other Support	**$2,154,742**

Total Support	**$6,240,472**

COPIES OF THE COMPLETE AUDITED FINANCIAL STATEMENTS MAY BE OBTAINED BY WRITING TO THE URBAN LEAGUE OF GREATER PITTSBURGH, 610 WOOD STREET, PITTSBURGH, PA 15222

Urban Legue of Greater Pittsburgh, Inc.

Statement of Activities - Year Ended June 30, 2013

With Summarized Comparative Financial Information for the Year Ended June 30, 2012

PERCENT EXPENSES FOR ALL OPERATIONS

Fiscal Year 2012 versus 2013

	FY 2012	FY 2013	Percent FY 12	Percent FY 13
Expenses for all operations	6,993,340	6,240,472	100	100
Program Services				
Employment Training and Economic Development	1,554,927	1,488,907	22.2	23.9
Family Support	992,670	929,323	14.2	15
Health Advocacy		176,983		2.8
Housing Counseling	2,798,601	2,342,149	40	37.6
Informal Education & Youth Development	659,974	570,713	9.4	9
Supporting Services				
Management and General Operations	871,818	620,557	12.5	9.9
Fundraising	101,850	98,340	1.5	1.6
Unallocated payments to the National Organization	13,500	13,500	0.2	0.2

PERCENT INCOME FROM ALL OTHER SOURCES

Fiscal Years 2012 versus 2013

	FY 2012	FY 2013	Percent FY 12	Percent FY 13
Income from All Sources	6,695,599	6,107,869	100	100
Government	$4,718,245	$4,211,245	70.5	69
Contributions	618,896	643,943	9.2	10.5
Membership	50,042	42,270	0.7	0.7
Special Events net of direct expenses of $111,834 and $87,588 respectively	267,926	335,330	4	5.4
United Way	509,501	438,750	7.6	7.2
Rental Income	326,972	328,607	4.9	5.4
Investment Income	15,724	73,133	.1	1.2
Miscellaneous Income	187,630	34,591	2.8	0.6

NOTE: THE ABOVE AMOUNTS FOR 2013 ARE PRELIMINARY AND SUBJECT TO ADJUSTMENTS PENDING COMPLETION OF THE FINANCIAL STATEMENT AUDIT.

Urban League of
Greater Pittsburgh

Empowering Communities.
Changing Lives.

Celebrating 95 Years of Service

610 Wood Street
Pittsburgh, PA 15222

United Way

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