

URBAN LEAGUE
OF METROPOLITAN ST. LOUIS, INC.
2015 ANNUAL REPORT



ROADMAP T_⊃ EQUALITY
EMPOWERING COMMUNITIES. CHANGING LIVES.

A photograph of a man and a woman walking away from the camera on a gravel path in a park. The man is on the right, wearing a pink polo shirt and khaki pants, with his arm around the woman's shoulder. The woman is on the left, wearing a light blue button-down shirt and blue jeans. The background is filled with lush green trees and foliage, with a body of water visible in the distance. The entire image is framed by a thin red border.

**EMPOWERING
COMMUNITIES.
CHANGING
LIVES.**

MISSION

The mission of the Urban League of Metropolitan St. Louis, Inc. is to empower African Americans and others throughout the region in securing economic self-reliance, social equality and civil rights.



OUR VISION

As the leading champion of empowerment and opportunity for African Americans, the Urban League of Metropolitan St. Louis envisions a region where all people:

- Are valued members of the community;
- Can adequately support themselves and their families;
- Live in neighborhoods that are vibrant and thriving; and, share in the region's prosperity and well-being.

OUR STRATEGY

The Urban League will advocate for and empower African Americans and others in Metropolitan St. Louis by pursuing the following priorities:

- 1. ECONOMIC OPPORTUNITY:** Creating ladders out of poverty through jobs, entrepreneurship and financial responsibility.
- 2. EDUCATIONAL EXCELLENCE:** Providing access to quality education for everyone from Pre-Kindergarten through college.
- 3. COMMUNITY EMPOWERMENT:** Providing a social safety net to stabilize our neediest families.
- 4. CIVIL RIGHTS AND ADVOCACY:** Advocating for fair and equal treatment of our constituents in all aspects of society, whether governmental, economic, social, educational or cultural.





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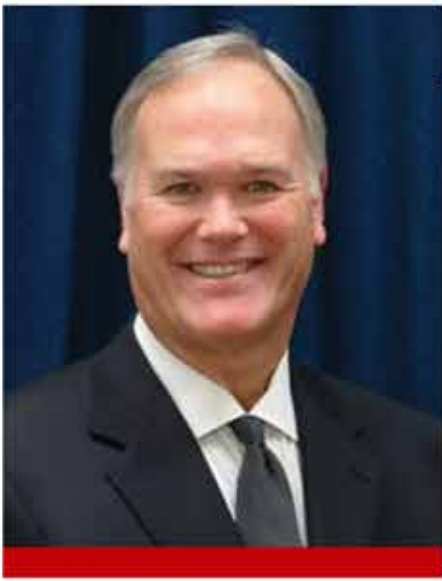
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CHAIRMAN'S REPORT

RICHARD H. MILES

URBAN LEAGUE 2015 ANNUAL REPORT

2015 was truly a transformational year for the Urban League as the agency completed 97 years of service to the St. Louis metropolitan community. In the past year, the League added several new programs to its portfolio of services within the divisions of Economic Opportunity, Community Empowerment, Educational Excellence, Civil Rights and Advocacy.

We are proud to report that Urban League Head Start has received accreditation for all four Head Start centers from the National Association for the Education of Young Children (NAEYC), a professional membership organization that works to promote high-quality early learning for all young children. In 2015, ULHS was also awarded a \$3.4 million grant to serve an additional 250 children in its Head Start and Early Head Start program.

Under the Economic Opportunity division, Urban League Workforce Development has greatly expanded the employment and job training services. Last summer the Urban League helped more than 1,000 youths find jobs throughout St. Louis City and St. Louis County thanks to a partnership with America's Job Center of St. Louis County and the City of St. Louis Agency on Training and Employment. Additionally, the League received a \$250,000 grant to provide 250 youth with 21st century IT skills training and credentialing that leads to long-term IT-related fields of employment in the St. Louis region from Citi Foundation, America's Promise Alliance. We are also looking forward to an expansion of employment services for St. Clair County residents in 2016 thanks to a sponsorship from Boeing.

The Urban League's Community Empowerment division provides a social safety net to stabilize our

area's neediest families. In 2015, the League offered the following new programs for our clients thanks to a new partnership with the City of St. Louis Affordable Housing Trust Commission: Affordable Home Repair, Lead Remediation, Homelessness and Foreclosure Prevention. The Affordable Home Repair grant is a new program that offers qualified St. Louis homeowners up to \$5,000 each to renovate their homes.

I would like to thank the Board of Directors, Urban League President and CEO Michael P. McMillan and the staff for their leadership, dedication, and excellent service to the Urban League movement. I also would like to thank our donors, community partners, volunteers, corporations, community and civic organizations that have helped us to serve more than 92,000 persons in the St. Louis metropolitan area.

Sincerely,
Richard H. Miles
Board Chair



2015 was a phenomenal year at the Urban League of Metropolitan St. Louis as we celebrated 97 years of providing service to residents in St. Louis City, St. Louis County and St. Clair County, Illinois in the areas of economic opportunity, community empowerment, educational excellence, civil rights and social justice.

For nearly a century our mission to foster economic self-reliance, parity and civil rights has prevailed following the aftermath of the Ferguson Crisis. The Urban League immediately began implementing the Save Our Sons program in January 2015 to help African Americans and other young men find jobs throughout the St. Louis region. We are extremely proud of this program that was literally birthed from the streets of Ferguson and has helped St. Louis County men find jobs in our community. We formed strong alliances and collaborations with supportive corporations as well as community activists. Our solutions were sustainable and responsive to community needs.

Last summer, the Urban League broke ground on the Community Empowerment Center of Ferguson that will transform the former site of the burned down QuikTrip on West Florissant into an urban center of economic opportunity programs designed to uplift Ferguson and its surrounding communities. We are especially grateful for our partnership with Provident Inc., Salvation Army, Better Family Life Inc., University of Missouri Extension and the Lutheran Church of Missouri-Synod who will provide additional services within the building. We also thank our sponsors who have helped to make this vision possible including QuikTrip Corporation, Centene Corporation, Edward Jones, Emerson, Starbucks, Regional Business Council, Civic Progress, TIAA-CREF, St. Louis County Government and the Centric Group. Thanks to them, the upfront costs of the building have been underwritten.

The 2015 National Urban League Conference entitled Save Our Cities featured a Presidential Candidates' Forum as well as plenary sessions about the Ferguson and Baltimore crises. To reinforce its commitment to St.

Louis, the National Urban League announced that our affiliate will host the 2017 Conference in St. Louis. In addition, the Urban League of Metropolitan St. Louis, Inc. was recognized with the Whitney M. Young Race Relations Award, 1st Place in Community Service and 2nd Place in Fundraising for our Urban League Guild.

In 2016, the Urban League looks forward to building the Community Empowerment Center of Ferguson on West Florissant, renovating and opening the St. Louis Community Empowerment Center on 929 North Spring and the Magnolia Head Start Center on 2725 Alhambra. We are grateful for the increased opportunities to offer enhanced comprehensive social services to more than 92,000 residents the Urban League serves throughout the region.

Currently, the Urban League of Metropolitan St. Louis, Inc. is slated for a \$24.75 million budget and a roster of 225 dedicated employees serving the St. Louis metropolitan area. I would like to thank Richard H. Miles and the Urban League Board of Directors for their hard work, support and invaluable service to the movement. I also would like to thank our staff, volunteers and members of the Whitney M. Young Society, Urban League Guild, Young Professionals, NULITES and the Federation of Block Units for their continued support of the Urban League's mission of empowering communities and changing lives and helping us reach unprecedented success as we move forward together for an even better future.

Sincerely,
Michael P. McMillan
President & CEO

URBAN LEAGUE HISTORY

The Urban League of St. Louis was founded in 1918, during a time of domestic and foreign conflict, with the purpose of defusing racial tensions, stabilizing communities, and improving the living conditions for African Americans in St. Louis. To meet this challenge, the Urban League, under the leadership of George W. Buckner, began the serious work of providing community services and solutions to African Americans and others in need. Although the Urban League of Metropolitan St. Louis began as a social services organization, it has evolved to include Educational Excellence, Economic Opportunity, Community Empowerment, and Civil Rights & Advocacy.

Today, the Urban League of Metropolitan St. Louis provides a **Roadmap To Opportunity** for African Americans and others through partnerships with corporations, community leaders, governmental and civic institutions.



URBAN LEAGUE HISTORY

1910 National Urban League is founded in New York City, NY.

1917 An infamous deadly race riot occurs in East St. Louis, Illinois. Black workers and migrants are attacked resulting in 39 deaths, hundreds wounded, and thousands left homeless. The U.S. Department of War quickly creates the Urban League of East St. Louis to help calm the situation. St. Louis voters approve a segregation ordinance.

- 1918** An interracial group of St. Louis citizens organizes the Urban League of the St. Louis Provident Association. George W. Buckner becomes the first Executive Secretary of the Urban League of St. Louis. The Urban League establishes a day nursery. Blacks are segregated, often poor and have the lowest-paying jobs. They attend the oldest, most crowded schools, and have the highest poverty, sick and death rates. The agency's name changes to the Urban League of St. Louis.
- 1922** Urban League operates a school for disabled black children and a free dental clinic. Gordon H. Simpson becomes Executive Secretary. The Urban League takes a comprehensive approach to community service and problem solving. Urban League becomes a member of the Community Fund (known today as the United Way).
- 1932** John T. Clark establishes the **Federation of Block Units**, an auxiliary to the Urban League, to unify neighborhoods and stabilize housing values. In addition, the Federation provides services to accommodate the growing migration of African Americans to St. Louis City.
- 1937** Homer G. Phillips Hospital, a hospital built to serve African Americans, opens with the support of the Urban League of St. Louis.
- 1950** M. Leo Bohanon succeeds John T. Clark as Executive Secretary of Urban League of St. Louis. In the postwar years, St. Louis goes through a changing period. During this time, the Urban League of St. Louis shifts its focus from preparing clients for jobs in domestic service to jobs in business and industry.
- 1951** The city of St. Louis experiences an unprecedented increase in the African American population – 109,000 in 1940 to 154,000 in 1950. As a result, The Urban League advocates a community-wide program to meet the overwhelming problems (substandard housing, unemployment, inadequate health and welfare services) facing the black community.
- 1968** Laws passed in 1963, 1964 and 1968 change the way the Urban League works with the corporate community and its clients. Douthit reorganizes the Urban League of St. Louis to meet challenges and opportunities coming from the social and economic climate.
- 1971** The Urban League opens an office in the all-black St. Louis county municipality of Kinloch.
- 1979** The Urban League of St. Louis and St. Clair County (Illinois) merge, becoming the Urban League of Metropolitan St. Louis, Inc.
- 1985** James H. Buford becomes the sixth president. With this change in leadership, the Urban League undergoes reorganization to meet change.
- 1986** The Urban League receives a charter to establish the **Urban League Guild**.
- 1987** The Board of Directors creates the first youth auxiliary, the **Progressive Young Adults** (ProYA).
- 1992** Urban League becomes Weatherization Assistance Program operator for the Missouri Department of Natural Resources.
- 1994** Urban League begins its Annual Thanksgiving Dinner Giveaway in partnership with Schnuck Markets and the St. Louis RAMS.
- 1998** The Urban League reorganizes service areas into three service regions, (St. Louis County Region, St. Louis City Region and St. Clair County Region). The League creates a Chief Operating Officer position to oversee the team of vice presidents who manage the service regions.
- 2000** The Urban League reinstates its link with young professionals by introducing the **Urban League Young Professionals**, (ULYP) formerly ProYa.
- 2000** The Urban League joins the St. Louis County Government and the Missouri Career Center to provide Workforce Investment Act youth services to at-risk high school students.

- 2001** The Urban League partners with YWCA to deliver Head Start Services in St. Louis City. The League creates a Vice President of Communications position to direct its public relations and marketing needs. Urban League relocates its St. Louis County Operations to the newly renovated Schnucks Building on 8960 Jennings Station Road.
- 2002** The Urban League opens its fourth Head Start Center located in Jennings. The center completes the Schnucks Building renovation and connects to St. Louis County Operations.
- 2003** The Urban League expands its St. Clair County Division, opening a 14,000 square foot facility as part of the East St. Louis Housing Authority Social Complex. The larger location allows this division to expand its basic needs and training services.
- 2004** The Urban League of Metropolitan St. Louis, Inc. receives a five-star rating from the National Urban League, becoming the top ranked affiliate.
- 2005** The Urban League of Metropolitan St. Louis, Inc. shifts its main focus to Economic Empowerment and Equality.
- 2006** The Urban League of Metropolitan St. Louis establishes its **NULITES** chapter.
- 2007** The Urban League of Metropolitan St. Louis, Inc. hosts more than 10,000 attendees at the 2007 National Urban League Conference in St. Louis. The Urban League receives Better Business Bureau accreditation.
- 2009** The Urban League receives a three-year, \$19.4 million federal contract to weatherize 3,000 homes in the St. Louis area.
- 2012** The Urban League opens a new City Community Outreach Center on 935 N. Vandeventer and a new Community Outreach Center on 10220 Lincoln Trails in St. Clair County, Illinois.
- 2013** The Urban League Board of Directors appoints Michael P. McMillan as the seventh president of the Urban League of Metropolitan St. Louis, Inc.
- 2013** The Urban League establishes the **Whitney M. Young Society**, a giving society for leadership donors.
- 2014** The Urban League launches its historic Save Our Sons program in Ferguson and North St. Louis County to address issues surrounding the civil unrest.
- 2015** The Urban League breaks ground on the Community Empowerment Center of Ferguson on the site of the former QuikTrip on 9420 West Florissant.





URBAN LEAGUE
of Metropolitan St. Louis, Inc.

EMPOWERING COMMUNITIES. CHANGING LIVES

PROGRAMS
& SERVICE

Educational Excellence

- Head Start
- Scholarships
- GED/HiSet Program
- Vaughn Cultural Center

Economic Opportunity

- WIOA
- Employment Services & Placement
- Business Training Center
- Housing Counseling
- Financial Literacy
- Bridging the Digital Divide
- Weatherization

Community Empowerment

- LIHEAP Energy Assistance
- Save Our Sons
- Utility Assistance
- Food & Clothing Pantries
- 100 Neediest Families

Civil Rights & Advocacy

- NULITES
- Urban League Guild
- Young Professionals
- Federation of Block Units

Special Events

- Whitney M. Young Society
- Salute to Women in Leadership
- Back to School Festival
- Urban League Annual Dinner Meeting

ROADMAP TO EQUALITY

The Urban League's new strategic plan will transform our affiliate into a national model for urban revitalization and community empowerment to impact the lives of 100,000 St. Louisans.

Community Agenda-Setting & Advocacy

- Create a systemic plan that focuses on meeting needs and priorities through the community's involvement.

Marketing & Communications

- Clearly communicate the League's purpose and how it positively impacts the community in a compelling, distinguished way.

Program Portfolio & Partnerships

- Focus the Urban League's program portfolio to target the growth of and investment in its programs and services that best meet the community's needs while strengthening the operations and impacts of those programs/services.
- Develop standard, agency-wide processes for attracting, developing and sustaining strategic partnerships.

Funding Diversity & Magnitude

- Develop and expand meaningful relationships with donors, members, and private funding sources to enlarge the Urban League's base of support.

Organizational Culture & Structure

- Pursue the critical components of an excellent, empowering, and innovative work environment that promotes positive employee engagement, staff motivation, efficient decision-making and higher accountability.





ECONOMIC OPPORTUNITY



URBAN LEAGUE 2015 ANNUAL REPORT

+ ECONOMIC OPPORTUNITY

WIOA

The Workforce Innovation and Opportunity Act (WIOA) in-school youth program is a year-round program that helps to improve educational achievement for all youth participants and prepares them for success in employment. Since 2000, the Urban League has served approximately 7,695 youth through the Jobs Training Partnership Act, the Workforce Investment Act and the Workforce Innovation and Opportunity Act programs.

The program provides linkages between academic and occupational learning, connection to the job market and area employers. The WIOA program helps youth to understand the connection between education and careers.

SCHOOL-TO-BUSINESS PARTNERSHIP PROGRAM

The School-to-Business partnership program is an extension of classroom instruction that provides in-school youth with the opportunity to see first-hand the connection between education and careers. WIOA participants attend monthly sessions that address a variety of workplace and employment topics. Each school year, participants are rotated to different corporations to learn about the culture of each company.

The Urban League has the following School-to-Business participating companies:

- AT&T
- Boeing Company
- Four Seasons Hotel
- Saint Louis University
- UPS

The program is open to any youth between 14-21 years of age, attending any school (post secondary, high school, alternative high school or an alternative course of study) whether full or part-time. WIA/WIOA Staff have met and/or exceeded in-school Youth Performance for 9 straight years:

- 109.89% - Youth Placement rate (State Requirement is 70%)
- 121.21% - Degree Attainment (State Requirement is 70%)
- 166.67% - Literacy Numeracy (State Requirement is 65%)

98.69%

2014/2015 Outcomes
Graduation Rate





SUMMER YOUTH WORK EXPERIENCE

The Urban League's Youth Services Department has been at the forefront of successfully implementing summer youth work experience programs since 1999. This vast experience has afforded the Urban League with the opportunity to showcase its experience by fulfilling the requirements of the summer program. In 2015, **1,017 area youth** gained work experience from businesses in the areas of **Healthcare Facilities, Education and Training, Hospitality and Tourism, Human Services, Business Management and Administration**. While realizing the importance of a summer youth program; this program is a beneficial component to the lives of the youth served. During the summer experience youth gained knowledge of the world of work by understanding work ethics, what an employer looks for in an employee, how to get to work on time as well as their responsibilities as an employee. In addition, each participant was provided with financial literacy training and received bank accounts.

The Summer Youth Work Experience program is a partnership between the Urban League, St. Louis County Government Human Services and SLATE Division of Workforce Development.

WIOA Success Story: Lynn Columbus



Lynn Columbus joined the WIA Youth Program in January 2011. She enjoyed working with her fellow classmates and receiving career development and life skills. Since her first summer job with the Urban League, Lynn has worked each summer that the program was made available. In 2011, Lynn worked at Kirkwood City Hall as an Administrative Assistant to the Finance Department. The supervisor at Kirkwood City Hall praised Lynn for her promptness and ability to work hard. In 2013, she worked at the YWCA Head-start in Kirkwood where she worked very well with the children. In 2014, Lynn worked for Laumeier Sculpture Park in Sunset Hills, MO where she enjoyed working outside and participating in sports with the students at the day camp. Lynn has stated that she has enjoyed each experience that she has had during her summer employment with the Urban League.

When Lynn first joined the program, she was being raised by her father in a home that consisted of four siblings. In August 2010, Lynn and her siblings lost their father, the only parent they had to heart failure.

Lynn was devastated by this loss but continued to remain strong. Her eldest sibling that was 23 at the time took on the responsibility of raising Lynn and her younger siblings, with the help of extended family. Lynn being one of the oldest stepped in and assisted with this difficult task.

Lynn continued with school and sports, attending the first School-to-Business program for Kirkwood School District students in 2011 at Monsanto. Lynn stated that the most important thing that she learned was to work harder, do her best, and push herself beyond her comfort zone. Lynn went on to attend the School-to-Business partnership programs held at the Four Seasons and Boeing. She graduated from Kirkwood High School in 2014. During her high school years she was a member of various clubs and played basketball, track and soccer. Lynn is currently a sophomore at the University of Central Missouri in Warrensburg, MO, majoring in Business Administration. Lynn is on her way to a bright and promising future.

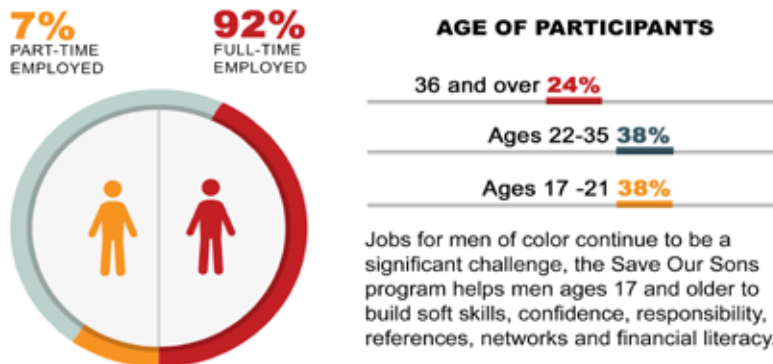
+ ECONOMIC OPPORTUNITY

SAVE OUR SONS

The Save Our Sons (SOS) program launched on January 12, 2015 provides Workforce Development job skills training to North St. Louis County and Ferguson men, from the ages of 17 and older, who are unemployed or underemployed. The SOS program serves as a catalyst for helping those that are chronically unemployed, underemployed or lacking workforce soft skills training with the ability to understand the demands of the labor market.

In addition to providing workforce instructional learning, the program has partnered with community members, educational institutions, non-profits and faith-based organizations to provide SOS participants with the insight that is required to succeed in today's supply and demand economic pipeline.

The program also addresses specific areas such as soft & hard skills as well as health and wellness which are all an essential component to succeeding in today's market.



99%
of Save Our Sons graduates received part-time or full-time EMPLOYMENT.



Curriculum guide includes:

- How to get a job
- How to keep a job
- How to get promoted
- How to remain marketable in the workforce



SOS PARTICIPANTS

The Save Our Sons program seeks to help economically disadvantaged African American men to find jobs and have the opportunity to earn livable wages. This program completes these objectives by assisting the participants in obtaining post-secondary education, job training, teaching the imperative career skills and work ethic necessary to become successful employees as they enter today's workforce.

URBAN LEAGUE

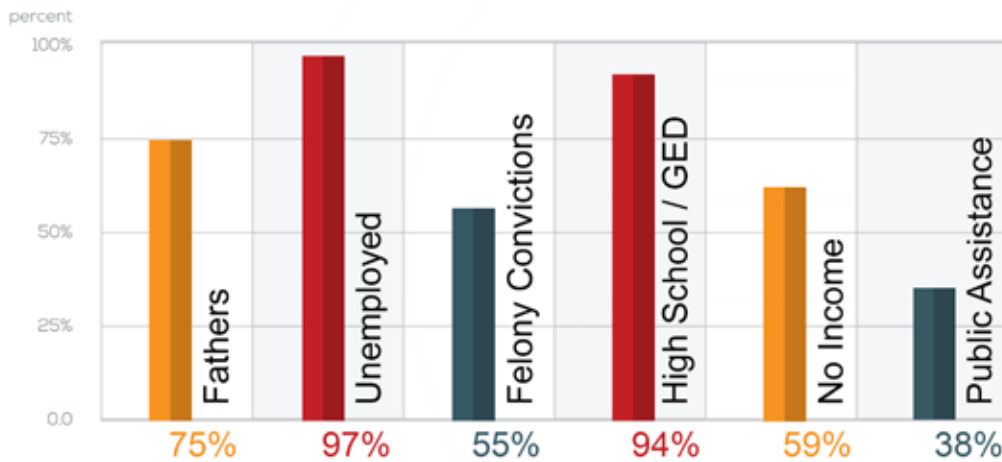
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STATUS OF MEN ENTERING SOS PROGRAM



Currently 54% of African American men graduate from high school, compared to more than 75% of their peers. Lacking a high school education often leads to elevated poverty and unemployment rates in the African American community.

AVERAGE RETENTION



The Save Our Sons program has a 96.71% retention rate in graduates holding and keeping employment after completing 4-week curriculum.

SOS Success Story: William Ruffin



William Ruffin was selected as the Save Our Sons Man of the Year for his excellence in performance throughout the program. A graduate of the Ritenour School District in St. Louis, William was raised by a single parent. His mother spent most of her time working so that she could sustain the home. William found himself trying to find ways to make money. He became self-employed by starting a lawn service but was still unsatisfied. He then began applying for jobs at different companies but was never hired, always denied. As a result of this frustration, William decided to join the Save Our Sons program after hearing the advertisement on the radio.

After graduating from the SOS program, William decided to go back and apply to the same companies that rejected his initial applications. This time, William was able to use what he learned from the SOS program and landed four job offers. William narrowed down his decision to his passion, working on cars. He chose to begin a career with Dobbs Automotive. Since being gainfully employed, he has continued to support the program by speaking to new participants of the SOS classes and giving his testimony of what the program taught him, and the opportunities the program afforded him.

As a technician at Dobbs, his supervisor Patrick McEwen speaks very highly of William who is currently being trained so that he can be elevated when the time is right. William has also spoken about going back to school so that he can further his education.



+ ECONOMIC OPPORTUNITY

YOUTH TECH WORKFORCE INITIATIVE



The Urban League of Metropolitan St. Louis, Inc. launched the Youth Tech Workforce Initiative to help train 250 youth in Information Technology (IT). The Urban League was one of only 12 organizations in the United States that was awarded the Youth Opportunity Fund grant. This funding, led by the Citi Foundation and America's Promise Alliance, was provided to the Urban League in an effort to create innovative ways to assist and inspire college and career success among low-income Youth.

According to the U.S. Department of Education, "the United States has developed as a global leader, in large part, through the genius and hard work of its scientists, engineers, and innovators." However currently, the number of students in America who pursue career and/or educational paths in the STEM fields is minimal. In the St. Louis metropolitan region, thousands of STEM jobs go unfilled each year due to candidates' failure to possess the necessary skill-sets.

In an effort to offset these discrepancies, the Urban League decided to utilize the Youth Opportunity Fund Grant to provide hands-on, project-based learning opportunities to Youth in the field of Computer Technology. The target population for the Youth Tech Workforce Initiative is low-income to moderate Youth between the ages of 16 and 24 who reside in the Saint Louis City or Saint Louis County region.

The Urban League has partnered with two reputable educational organizations in the Saint Louis community to provide Technology skills training in the following areas:

- Web Design & Coding (JavaScript, CSS 3 & HTML)
- Computer OS/Restoration
- Productivity Programs
- Computer Hardware/Cabling
- Cyber Security
- Junior Front-End Web Development

The ultimate goal of the Youth Tech Workforce Initiative is not only to empower Youth from low to moderate income subgroups to learn IT transferable skills, but to also help them apply these newly acquired skills by placing them to work in IT related fields. In order to increase their potential to make significant contributions to technology-related careers, participants will attend financial literacy seminars and undergo soft-skills instruction in conjunction with the aforementioned training.

It is evident that there is limited access to quality STEM learning opportunities for Youth in our community and "too few see these disciplines as springboards for their careers."

~US Department of Education. It is more important now than ever for our Youth to be armed with the knowledge and skills to be competitive in this increasingly competitive global marketplace. The Urban League wants to inspire future generations to be creators, not just consumers of technology.

EMPLOYMENT SERVICES



The employment services division provides free occupational services to the public. Through our job readiness program we provide resume preparation, interview training, online job search and job search assistance, job referrals and placement, case management and post-placement follow-up. Urban League clients are then able to utilize the skills they learn through the program when they attend job fairs and interviews.

In September 2015, the Urban League hosted its 2nd Annual Job Fair in Ferguson in partnership with the St. Louis Community College – Florissant Valley. More than 100 employers were present at the event with nearly 2,000 job seekers in attendance.

Employment Services Success Story: Cleveland Jones



Hello my name is Cleveland Jones and this is my lovely wife Carolyn. We would like to share with you our experience with the Urban League Employment Dept. program offered by the North County office. My wife and I have used the resume coaching workshops and the employment counseling program that are available. We feel these programs are helpful and important, but we also feel

even more importantly the personal touch that was afforded to us by Mrs. Hollis Whiting and her staff. I can only imagine how many people come through your doors on a daily and monthly basis, yet the staff and Mrs. Hollis would greet us by first name every time one of us arrived. It even got to where I personally used the facility and resources so much, almost daily, that the staff and I had a running joke that I should have my own office.

My wife and I both have found employment through the Urban League by using the resources available in the fields where they are not just jobs, but career paths. We sincerely thank the Urban League staff and Mrs. Hollis Whiting in particular, not only for her professionalism, but her personal touch. Mrs. Whiting provided an ear on issues that may not have been job related but more personal. Her door was always open to us. Thank you for listening. I would encourage anyone if you are unemployed or feel underemployed to please contact Mrs. Whiting or someone on this wonderful staff. They are there for you as they were for us. The Urban League Employment Program can change your life. We feel in our most humble opinion that if we had to vote the staff and Mrs. Hollis Whiting should be considered for non-profit staff and Director of the Year.

Again, we would like to thank you and your staff for all that you do, and continue to do for us. You only get so many blessings in life we will never forget you.

Thank you.
Sincerely,
Cleveland & Carolyn Jones

+ ECONOMIC OPPORTUNITY

BUSINESS TRAINING CENTER



In 2015, the Urban League's Business Training Center conducted a 10-week Basic Computer Class, a 10-week MERS Goodwill Senior Basic Computer Class and six Federal Community Development Block Grant (CDBG) Ready-to-Work classes.

The Basic Computer Classes consisted of training in Computer Fundamentals, Microsoft Word, Excel, and PowerPoint. The CDBG Ready To Work classes are centered around employment training designed to prepare individuals to obtain gainful employment. Employment training included Individual Assessments, Job-Readiness and Computer Training, Resume Writing and Preparation, OSHA and CPR training.

Gertha Smith, an 84-year old disabled former Accounting/Clerical worker, came to the Urban League initially to seek employment assistance. Ms. Smith enrolled in the Ready-to-Work program and demonstrated an enthusiasm for learning that was exemplary. Given her age, she performed extremely well in the class. She scored relatively high on all quizzes given, comprehended the course material well above her class peers, and completed the program with an "honorable mention" status. With the exception of one missed day for a doctor's appointment, Ms. Smith had perfect attendance! Upon graduation from the program, she interviewed for and accepted a position as a Cataloguing Clerk at the St. Louis Public Library.



HOUSING ASSISTANCE

A HUD certified consulting agency, since 1968, the Urban League of Metropolitan St. Louis has assisted individuals and families with their housing needs. Today, the Housing Department provides one-on-one and group counseling individually and collectively along with

community partners to educate residents on Financial and Credit Money Management, providing Pre- and Post-Purchase Housing Counseling and Mediation Counseling in Illinois, hosting Home Maintenance Do-It-Yourself Workshops as well as Loss Mitigation Outreach Sessions and advocating for Fair Housing.

The Urban League recognizes the need for networking and the importance of partnerships to better serve and transform lives. The Federal National Mortgage Association, commonly known as Fannie Mae, has partnered with the Urban League since 2011 to assist their clients through the Fannie Mae Mortgage Help Network. For the past few years, Wells Fargo has also partnered with the Urban League to host Housing Outreach efforts in collaboration with other local Housing Counseling Agencies. Additionally in 2015, Home Depot has hosted Do-It-Yourself Workshops in partnership with the Urban League at all three outreach centers throughout St. Louis City, County and St. Clair County, IL.





WEATHERIZATION

The Urban League Weatherization Assistance Program enables low-income families to permanently reduce their energy bills by making their homes more energy-efficient. The weatherization team consists of highly trained and professionally-certified personnel using advanced energy audits and sophisticated diagnostic equipment to identify cost-effective measures to improve each home. Measures may include caulking, installing insulation, furnace repair or replacement, and in some cases, window and door repairs or replacement with the goal of reducing home energy costs, improving its comfort and ensuring the health and safety of the home by improving its air quality.

The League's self-performing construction crews helped save 168 St. Louis City homes from expensive utility bills and energy waste through expansive construction projects through the support of the Missouri Department of Economic Development/ Division of Energy. The agency crews have also provided energy-efficient light bulbs and energy saving thermostats to over 1,375 low-income apartments in the Metropolitan St. Louis area in partnership with Honeywell-Ameren.

Qualifications are income based.



INCOME GUIDELINE, MISSOURI Family Size & Income Level

1		\$23,540
2		\$31,860
3		\$40,500
4		\$48,500
5 +		\$20,658 - \$56,820

INCOME GUIDELINE, ILLINOIS Family Size & Income Level

1		\$28,200
2		\$32,220
3		\$36,240
4		\$40,260
5 +		\$21,750 - \$53,200

TEAM WORK & COMMUNITY AWARENESS

In order to be more present and accessible in the community, the Weatherization Staff saturated the neighborhoods. Equipped with resources, energy saving measures and more, they met the community at various weekly functions throughout the city and counties of St. Louis determined to educate and empower residents with information and tools to help reduce utility costs.

+ ECONOMIC OPPORTUNITY

SAVINGS AND PARTNERSHIPS

The Urban League Weatherization staff has created savings for their clients through many partnerships. As weatherization worked hard this year providing energy savings in both cost and consumption, a partnership with Low Income Home Energy Assistant Program (LIHEAP) allowed clients to save time when applying for the much needed weatherization services such as furnaces, attic insulation, and mechanical ventilation. Team work, quality service, strong partnerships with Ameren and Laclede Gas all aid in the goal of fostering Healthier homes for St. Louis City Residents.

A continued partnership with Laclede's Red Tag Program also helped many of our clients with emergency furnace repairs. This partnership has

allowed past weatherization clients and others to maintain a healthy and safe level of air quality within the home.

The Urban League Weatherization department continued its partnership with the Illinois Department of Economic Opportunity's Urban Weatherization Initiative where applicants in East St. Louis have experienced energy savings education through various events and workshops. As a result, an additional forty homes were weatherized.



WEATHERIZATION

Weatherization Success Story: The Murrells



The Murrells came to the Urban League during a very deep hardship. Mr. Murrell was recovering from a major accident and Ms. Murrell was recovering from hip and eye surgery. As a result, their income was decreased drastically from not being able to work during their recovery time. Upon applying for the Weatherization Assistance Program, their utility bills were over \$2,000; the home was very drafty which made the winter season even more unpleasant. After receiving assistance from the Weatherization Assistance Program, the Murrells are extremely excited to report a major decrease in their utility bills; energy usage has decreased as well as they

have implemented energy conservation measures learned from the program. Mrs. Murrell states, **“Throughout our hardship, the Urban League was our guiding light and we’re so appreciative of your service. We were treated with such compassion and kindness; for that, we’re forever grateful.”**



EDUCATIONAL EXCELLENCE



URBAN LEAGUE 2015 ANNUAL REPORT

+ EDUCATIONAL EXCELLENCE



HEAD START / EARLY HEAD START



Urban League Head Start/Early Head Start (ULHS) is a comprehensive early childhood education program that provides services for children ages birth to 5 years and their families. A special focus is placed on school readiness; early childhood education, family and community engagement, and health services. Currently, the program is funded to serve 976 children for the 2015-2016 program year.

ULHS places significant emphasis on the involvement of parents in the program. It encourages parents to become active participants in their children's learning by volunteering in the classroom and serving on Head Start committees. Staff and parents work in partnership to help children succeed.

In July 2015, the Urban League of Metropolitan St. Louis was awarded Grantee status to serve 250 Head Start and Early Head Start children. Four Urban League Head Start centers and two of its child care partners (Beginning Futures Learning Center and Hilltop Child Development Center) are accredited by the National Association for the Education of Young Children (NAEYC).

The Urban League Head Start program is also a Missouri Eat Smart Child Care program.



QUALITY TEACHERS

Percentage of Preschool Classroom Teachers that have a BA or Higher Degree in Early Childhood Education or a Related Field **78%** (Exceeded state requirement)



CLIENT HOUSEHOLD
NUMBER OF SINGLE
PARENT FAMILIES **716**

- ATTENDANCE **80%** CHILDREN WITH CONTINUOUS ACCESS
- TO DENTAL CARE **758** CHILDREN WITH HEALTH
- INSURANCE **744** CHILDREN UP-TO-DATE ON AGE
- APPROPRIATE WELL CHILD CARE **660** CHILDREN UP-TO-DATE

- FAMILY SERVICES (FAMILIES RECEIVING AT LEAST ONE OF THE FAMILY SERVICES OFFERED) **383**
- ON IMMUNIZATIONS **797**

+ EDUCATIONAL EXCELLENCE

EDUCATION COMMITTEE

The Education Committee of the Urban League of Metropolitan St. Louis provides program oversight and supportive activities to the education programs offered by the agency. Each year, the committee's dedication and commitment to quality education are demonstrated through targeted activities. In June 2015 the committee sponsored its' annual Educator's Breakfast, "Empowering Students to Excellence". The event was moderated by Education Committee Chair, Dr. Art McCoy and featured Dr. Margie Vandeven, Commissioner for the State of Missouri Department of Elementary and Secondary Education, Dr. Mike Fulton, Superintendent of Pattonville School District, and Dr. Tiffany Anderson, Superintendent of Jennings School District. Participants in attendance were able to provide instant feedback which allows the Urban League to be greater community advocate in the area of education.

Additionally, In November 2015 the Education Committee hosted an Executive Leadership Conference for educators entitled "Forward: A Call to Action and Empowerment in Education." This inaugural event, co-sponsored by Webster University and Xerox, was held in November 2015 and featured Dr. Art McCoy as the moderator, and Webster president-Dr. Elizabeth Stroble, Senator Maria Chappelle-Nadal, Xerox Corporation Sr. Vice President for Delivery and Professional Delivery Services, Yvette H. Smith as opening speakers. During this event, participants engaged in conversation about the state of higher education and innovative ideas to maximize results. Guest speakers included: Michael P. McMillan, Urban League, Dr. Charles Pearson, Normandy Collaborative School District, Ola Oyeni, Claim Academy, Koran Bolden, Street Dreams, Tom Finan, Construction Forum, Alan Byrd, University of Missouri St. Louis, and Andrew Zerwig, NFTE.





SCHOLARSHIP PROGRAM



The Urban League understands the importance of getting a good education and offers support to local students through the Leslie and UMB Bank/William Robinson Memorial Scholarship. With the cost of attending college on the rise, these scholarships are designed to provide financial assistance to students pursuing their post-secondary education. In 2015, the Urban League provided a total of 23 scholarships to students attending academic institutions in the State of Missouri (14) and across the country (9).

Scholarship Success Story: Marissa Price

My name is Marissa Price, and I am a first-generation college student from St. Peters, MO who will be joining the 2016 Teach for America-St. Louis Corps this summer. I originally applied for the Urban League scholarship during my freshman year at Saint Louis University after realizing how expensive textbooks could be! I was elated when I was chosen to receive the scholarship during my junior year because it lifted the burden of paying \$500 for textbooks each semester from my shoulders, and allowed me to focus primarily on the excitement that a new semester should always bring. Now as a senior at Saint Louis University, double majoring in Finance and African American Studies, I am incredibly grateful to the Urban League for providing me with this scholarship because it has made my time as a college student just a little bit easier and a lot more manageable



VAUGHN CULTURAL CENTER



Vaughn Cultural Center (“the Vaughn”) was established in 1979 by Mrs. Ermaline Vaughn with a generous gift to the Urban League of Metropolitan St. Louis in memory of her late husband Dr. Arthur N. Vaughn, who died in 1978. Mrs. Vaughn envisioned that the Vaughn would “celebrate the achievements of Black Artists and further the cultural life of the community.” As the widow of the prominent St. Louis African American physician, establishing the Vaughn cemented her place in arts and culture history in St. Louis and the region. In 1928 Mrs. Ermaline Vaughn had founded the Acme Arts and Culture Club, an important St. Louis arts organization which thrived well into the 1980s. It was this Club that commissioned St. Louis Artist Vernon Smith to paint her portrait following her death August 9, 1980. The goal of the Vaughn is to

promote awareness of African American history and culture through art and artifacts exhibits, storytelling and special programs. It provides a venue for the presentation of local poets, musicians, published writers and other visual and performing talent.

Freida L Wheaton, the curator to lead the Vaughn starting in 2015, has been instrumental in transforming the gallery space for the presentation of visual art. Creating the Ermaline Vaughn Tribute Wall with her history and portrait gives appropriate homage to the founder. Wheaton has also continued and expanded collaborations with community organizations such as Crime Victims Advocacy Center, Riverwork Project, DanceSTL and Maturity and Its Muse.

Highlights from 2015 exhibitions are:



- **Faces Not Forgotten**, portraits of child victims of gun violence.
- **Vernon Smith RETRO: Presenting the Culture**, a survey of artist Vernon Smith’s work created in the late 1980s.
- **Black Americans in Flight - A Salute to Military Service**, an historical and graphic overview of the aviation mural at Lambert St. Louis International Airport; focusing on the Tuskegee Airmen and the St. Louis Pilots; Solomon Thurman, mural artist.
- **Fathers & Sons: Role Models and Uplift through Art**, presenting four pairs of St. Louis father and son artists, with focus on guiding, teaching, parenting, and creating art together.
- **Black Musical Icons - The Portraiture of Lenard Hinds**, focusing on some of the top and most influential musicians in American music history of the 20th Century
- **The Art of Howard Barry**, diverse art renderings by artist most known for #Ferguson related art painted on newspaper print during the height of the Ferguson protests.
- **Ten Years after Katrina: Remembering Like it was Yesterday**, a commemoration of the 10th anniversary year of Hurricane Katrina; included poetry, photographs, and paintings that were created to accompany the poem Refugee by Freida L Wheaton.
- **Mississippi: The River & Riverwork Project**, a collaboration with fabric artist Sun Smith-Foret and the River work Project, a mega-quilt creation focusing on the Mississippi River and Watershed, including over 50 contributing artists.
- **Joy & Celebration, an exhibition of the works of 21 artists**, providing uplift and a transition from the end of the year, through the holiday season, into the New Year.

Throughout 2015, the Vaughn has enhanced its exhibitions and programs with greater publicity, receptions and gallery talks, didactics, and greater exposure to St. Louis and the Region. Features on the Katrina exhibition were included in the winter 2015 edition of All the Art and in Urban Connection, a publication of the Urban League of Metropolitan St. Louis, Inc.



COMMUNITY EMPOWERMENT



URBAN LEAGUE 2015 ANNUAL REPORT

+ COMMUNITY EMPOWERMENT

COMMUNITY EMPOWERMENT REPORT

The Urban League of Metropolitan St. Louis, Inc. has been a key player in servicing thousands of low-to-moderate income residents who lack adequate income for food, clothing, housing or access to health care. The strain of the economy has impacted the social safety net.

Many families turn to the Urban League throughout the year however, at the same time, ongoing revenue shortfalls have forced deep cuts to critical support systems. Given the economic climate of recovery the need to spread every dollar to support their needs is at an all time high. Also, with the rise in utility cost it becomes more important to assist families with maximizing and spreading their resources. In 2015, the Urban League assisted nearly 800 struggling families in paying their utility bills and assisted over 150 with bill payment arrangements. Funds received from the Energy Assistance Foundation's Warm Neighbor Cool Friends Program and Heat-Up St. Louis, Ameren Missouri Dollar Help More Program administered by the United Way of Greater St. Louis, Heat-Up St. Louis, Inc; the Affordable Housing Trust Fund; the City of St. Louis Health and Human Services Division; and the Emergency Food & Shelter Program resulted in the reconnection of gas and electricity and/or prevention of these utility shutoffs.

To provide clear, supportive, and in-depth financial guidance to our clients, reducing repeat visits for assistance and achieving measured outcomes, our St. Clair County division offered financial literacy to every client receiving utility assistance while the St. Louis County office was able to provide it to those applying for funds through FEMA. This program took the form of group sessions and one-on-one mentoring with a counselor who helped over 400 clients organize their financial paperwork, pay off debt, increase savings, and improve their credit scores. The counseling went beyond budgeting, debt and credit focusing more on habits, goal setting and values to help participants develop a desire to improving their financial situation.



HEATUPSTLOUIS.ORG'S AGENCY OF THE YEAR

Heatupstlouis.org, a regional, advocacy, public education and utility assistance organization presented its 2015 Agency of the Year Award to the Urban League of Metropolitan St. Louis, Inc., for its outstanding partnership and leadership in accuracy of reporting, reaching effectively St. Louis City, St. Louis and St. Clair counties' seniors, disabled and low-income people with utility assistance through effectively "bundling" our funds and others to ensure that many qualified households are ceased from utility disconnection, as well as serving as a primary anchor partner with through our Ameren/HUSTL Winterizing Utility Winterizing Forum.

Here, honorary board chairs St. Louis Mayor Francis Slay and St. Louis County Executive Steve Stenger co-present honors at its annual business meeting. Accepting the honors are Linda Harris, senior vice president, administration and compliance and Michael Patrick McMillan, president/CEO of the Urban League Metropolitan St. Louis; as HUSTL assistance treasurer Donna Knight and executive board member Deborah Patterson, also outgoing president of Monsanto Fund look on. (Photo Wiley Price)



For many individuals and families the Urban League is sometimes their last resort. Recent years have taken a toll on many families and senior citizens due to the economic situation in our country, health reasons and other circumstances. The number of lay-offs, cost for food and other items continues to rise making it difficult to make end meets. The Urban League food pantry operations at the agency's Community Outreach Centers in St. Louis City, St. Louis County, and St. Clair County Division offices provided over 4,600 households with food baskets. The League's ability to provide food baskets is attributed to its membership with the St. Louis Area

Food Bank and Operation Food Search, where food products are available at reduced or no cost to member agencies. The clothing closet has served over 4,349 families as well, which is comprised of items that are donated to the agency and given to the families at no cost.

On November 19, 2015 we held our 22nd Annual Thanksgiving Distribution where nearly 2000 St. Louis Metropolitan Area and St. Clair County, Illinois, households received food baskets, thanks to support from the St. Louis Rams and Schnuck Markets, Inc. RAMS officials, players and cheerleaders joined Schnuck's officials, Urban League's Young Professionals volunteers, the Urban League Federation of Block Units, Monsanto, Enterprise, Citi, Regions Bank and others to distribute turkeys with trimmings to families.

The Community Health Mobile Unit aims to bring medical care to the people lacking basic health insurance rather than wait for the people to seek care (which may or may not happen, and if it does, may be dangerously delayed). Nearly 400 residents received health screening in 2015. The free services included blood pressure, diabetes, cholesterol, and HIV screenings and flu shots. The mobile unit, donated by Anheuser-Busch and supported by the Missouri Foundation for Health and BJC HealthCare. To improve cardiovascular health in the community, the Urban League partnered with OASIS Institute to support its Get Pumped!

Program through a grant from AstraZeneca HealthCare Foundation's Connections for Cardiovascular Health. The Urban League worked with adults living in nine high-risk ZIP codes in the St. Louis area who have at least one risk factor for cardiovascular disease (hypertension, physical inactivity or diabetes) by providing health screenings, education and exercise programs at community locations.

+ COMMUNITY EMPOWERMENT

LIHEAP ENERGY ASSISTANCE

The Low Income Home Energy Assistance Program (LIHEAP) is the main federal program that helps low-income households and seniors with their utility bills, providing vital assistance during both the cold winter and hot summer months. Low income individuals and families pay a high proportion of their household income for home energy and are often forced to make decisions between paying for energy, buying food or medicine. LIHEAP was designed to provide funding to low-income households targeting elderly, disabled and households with young children particularly because insufficient heating and cooling can cause health and safety issues for these group.

The Urban League of Metropolitan St. Louis, Inc. is so thankful for all the support it received for the LIHEAP program from the Missouri Family Support Division, Ameren Missouri, Laclede Gas, Heat-Up/Cool Down St. Louis, our staff and over 135 volunteers this year at our



2015 Winter Energy Assistance Fairs from US Bank, Laclede Gas, Ameren, Delta Sigma Theta Sorority, Inc. United Way of Greater St. Louis, Harris-Stowe State University, Cardinal Ritter College Prep High School, the Missouri Public Service Commission and the Urban League Head Start Team, Weatherization, and Home Repair Teams!

LIHEAP Success Story: The Domendens



In late spring of 2015 an elderly couple, the Domendens applied for the Weatherization Assistance Program. Prior to moving to Missouri, the family was in the process of purchasing a home in the St. Louis area sight unseen. In preparing for the relocation to St. Louis the couples expenses exceeded their available resources. Due to language barriers and unforeseen circumstances the family was not able to close on the purchase of the home and was out an excessive amount of money. In the spring of 2008 the couple did purchased another home in the city of St. Louis. Living on a combined limited income the move wiped out the family's available funds and they were unable to establish gas service at their new home. Over the last seven years during the winter months the family has maintained by only using 3 rooms in their home heated by space heaters.

Through the combined efforts of the Urban League LIHEAP and Weatherization teams, assisted by the Laclede gas marketing department, the family received funding from LIHEAP, Dollar Help/Dollar More and Weatherization Programs. Overcoming language barriers the team was able to get the home reconnected to the main gas line by linking the homes gas line to the new high pressure lines as well as installing a meter on the exterior of the home. The family received a new high efficiency furnace as well as air sealing. As a result of the services the family is now able to heat their entire home safely at a reduced cost. Mr. and Mrs. Domendens were very appreciative and thankful for all of the help and services they were provided.

Through LIHEAP, in 2015, the **Urban League was able to assist over 21,000 families in St. Louis City and Wellston with energy assistance and made over \$4.2 million dollars in energy assistance pledges.** The energy assistance provided went to some of the most vulnerable residents of St. Louis City and Wellston:

32%

SOMEONE 60 OR OLDER

54%

OF LIHEAP ASSISTED HOUSEHOLDS INCLUDED A DISABLED PERSON

69%

OF ASSISTED HOUSEHOLDS LIVE UNDER 75% OF POVERTY LEVEL

20%

CHILD UNDER THE AGE OF FIVE (5)

+ COMMUNITY EMPOWERMENT

100 NEEDIEST FAMILIES



Many families are struggling to make ends meet. Their resources are being spent on basic needs and many people don't have the funds to spend on desirable extras that make you feel good and excited during the holiday season. Over 700 economically challenged families received assistance during the 2015 Christmas holiday season as the result of the agency's continued participation in the United Way of Greater St. Louis/St. Louis Post-Dispatch 100 Neediest Cases program. Various corporations

adopted numerous Urban League clients and provided them with gifts during the season of caring and sharing: these included furniture, such as sofas and tables, appliances such as refrigerators and stoves, and items such as clothing, toys and books. The Urban League's St. Clair County division helps ensure that the homeless stay warm during the cold winter months, providing backpacks containing information on warming center locations, a blanket, gloves, a hat, a scarf, non-perishable food items and much, much more. Backpacks containing hygiene supplies and toys for the children were distributed at area shelters in St. Clair County.





CIVIL RIGHTS & **ADVOCACY**



URBAN LEAGUE 2015 ANNUAL REPORT

+ CIVIL RIGHTS & ADVOCACY

NULITES

NULITES, or National Urban League Incentives to Excel and Succeed, is a youth advocacy program started by the National Urban League Youth & Education Division in the Fall of 1989. The goal of this program is to strengthen the academic and social development of African-American and other youth of color and reduce disparities in education through: awareness, policy and research; advocacy and mobilization. The Urban League of Metropolitan St. Louis began its chapter in 2006. In 2015, via funding received by the National Urban League, the NULITES added Project Ready, a signature program of the National Urban League, a program that helps prepare youth for successful lives after high school by providing enhanced academic support to students, in preparation for post secondary success.



2015 NULITES OFFICERS

President, Cameron Hubbard

Vice President, Nia Plump

Secretary, Autriana King

Treasurer, Tatiana Moore



2015 Program Highlights

- Project Ready Program component added to NULITES via the support from the National Urban League to provide college readiness programming via the Project Ready Program.
- NULITES members participated in over 150 hours of College/Career Readiness programming, tutorial support, and mentoring were provided to NULITES members.
- NULITES members participated in the National Urban League Case Competition & Your Voice Matters Video Project.
- Nine NULITES members traveled to the National Urban League Youth Leadership Summit in Fort Lauderdale, Florida.
- NULITES members participated in 4 College Tours and 1 Behind the Business Tour.
- NULITES members participated in 3 Service learning events in support of the Urban League (National Night Out/SLPS Back to School Back Pack Distribution Day/2015 Thanksgiving Basket Distribution)

MEMBER SPOTLIGHT: Brendan Underwood

Brendan Underwood

Senior | Saint Louis University High School



Brendan Underwood is currently a member of the Urban League of Metropolitan St. Louis' NULITES chapter and is also senior at Saint Louis University High School. Brendan has participated in many NULITES activities this year through the Project Ready Program, including the "Your Voice Matters Video Project," and the 2015 National Urban League Youth Leadership Summit. Besides his active engagement with the Urban League, he is very interested in helping cultivate a better community.

Recently, Brendan hosted a leadership summit at his school. The summit called for students in attendance to look within themselves and identify what kind of leader they were. This was a very successful event as students from 8 different schools in the Saint Louis area were in attendance. Brendan was a speaker during this summit, but played a key role in inviting, Dr. Jason Purnell, to be the keynote speaker to discuss the adult perspective of what a leader looked like in these times.

Saint Louis University High school was impressed with Brendan so much that they nominated him to speak at the Ignatian Family Teach-In for Justice in Washington D.C. After being selected to be a speaker for this event, he had the opportunity to deliver his remarks in front of 1,300 students. His speech, entitled "My Awakening to Racial Issues and Racial Justice," addressed racial issues and how the formation of community is a key solution to many of the world's issues including racism. At the end of this school year, Brendan is looking forward to transitioning into college. Brendan has been accepted into variety of colleges including Saint Louis University, Loyola University Chicago, Howard University, Morehouse University, Xavier University (Louisiana) & Hampton University.



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URBAN LEAGUE GUILD

The Urban League of Metropolitan St. Louis Guild is comprised of community volunteers, civic leaders, business and professional men and women committed to improving the quality of life for African- Americans and others. The Guild is an auxiliary that serves as ambassadors for the St. Louis affiliate and the National Council of Urban League Guilds. The Guild promotes the Urban League's efforts to empowering African-Americans and others throughout the region securing economic self-reliance, social equality and civil rights.

The mission of the National Council of Urban League Guilds is to stimulate, develop and promote volunteer participation and leadership within the local Urban League Guild in consistency with the goals and objective of the local affiliates. The Guild was established to support the local Urban League and its programs through four basic program functions:

- Fundraising • Community Service • Public Relations • Leadership Development for Guild members



Last year, the Urban League Guild held a very successful Salute to Women in Leadership Gala celebrating local and national women's professional accomplishments and service to underserved communities in partnership with the Urban League of Metropolitan St. Louis. At the Salute, Denise Turner was recognized as Guild Member of the Year.

The Guild collaborated with the League and held the annual health fair at the O'Fallon YMCA in an effort to provide health education to at risk population. The Guild commits to providing this annual event with the affiliate and the O'Fallon branch. Over 75 people was in attends.

Community partners included: The Lupus Foundation of America;

Walgreens; Saint Louis University Medical School; Myrtle Hilliard Davis Health Center; St. Louis City Health Department; St. Louis College of Health Careers; My Blooming Health; Lincoln University Extension; Agape Adult Day Care; Damsels in Defense and Office of Minority Health. The fair's main focus was educating the community about Lupus.



URBAN LEAGUE YOUNG PROFESSIONALS

The Urban League Young Professionals of Metropolitan St. Louis (ULYP-STL) is an auxiliary of the Urban League of Metropolitan St. Louis, comprised of over 100 young, diverse leaders whose time, energy and talents are dedicated to improving the quality of life of residents throughout the metropolitan area and furthering the local Urban League Movement.

Urban League Young Professionals in 2015 once again joined the affiliate to advocate for civic change in the St. Louis region. From leadership development to community advocacy, ULYP-STL

has learned now more than ever the need our community has for servant leadership. Voter engagement, education and registration; community advocacy and empowerment were our charge to combat voter suppression, educational inequity and the overarching fight for justice and equality.

In the wake of the growing needs for our community, the young professionals continued to work diligently to partner and collaborate with many local organizations to help stabilize our communities.

Young Professionals empowered people to advocate.

ULYP-STL hosted its 3rd Annual State of Black St. Louis event in September at Harris-Stowe State University in 2015. Over 100 attended the panel discussion event, which highlighted persistent educational, economic, and health disparities within our community.

ULYP-STL continued to provide advocacy training for Urban League Head Start parents, equipping them with the tools, strategies and confidence to be a voice for their children.

ULYP-STL held a session in 2015 at Enterprise Holdings Inc. entitled “Progressing Forward,” where they worked to empower individuals today to take active roles in moving the region forward and equip community members with multiple skills and hands on knowledge to build community power to change.

ULYP-STL also held a session in 2015 entitled “From 1965 to Now, Where Are We Now” where community members commemorated the 50th Anniversary of the Voting Rights Act of 1965 and dialogued into the next steps the community must take to address the challenges that are still present today in voting rights equality.

Young Professionals strengthened the Affiliate.

Through membership dues and a successful 10th Annual Urban Renaissance Gala, ULYP-STL donated approximately \$7,350 to the Urban League of Metropolitan St. Louis.

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2015 GALA AWARDEES

Young Activist Award - Rasheen Aldridge; Director, Young Activist United
Young Entrepreneur of the Year Award - Jaylen Bledsoe; CEO, Jaylen D. Bledsoe Global Group, LLC.
Outstanding Young Educator Award - Keisha A. Mabry; Director of Innovation, College Bound
Financial Education Young Leader Award - Aaron Ezell; Financial Advisor, Edward Jones
Young Leader Award - Chalana M. Scales; Ferguson Associate Attorney, Lashly & Baer, P.C.
Young Leader Award - Robert D. Little II; Financial Analyst, Marcus & Millichap

Young Professionals donated over 2,000 volunteer hours to the Urban League in support of early childhood, youth development, and basic needs programs.

Young Professionals continued to serve.

In 2015 ULYP-STL donated 1,000 hours in March, during its annual community service blitz, Young Blacks Give Back. Their theme was Keep Calm and Give Back. In total, the Young Professionals donated close to 3,000 hours to the St. Louis metropolitan area in 2015



CONNECT WITH ULYP-STL

Twitter: [@ulypstl](#)

Facebook: [@ULYP STL](#)

LinkedIn: [@ULYP of Metropolitan St. Louis](#)

E-mail: information@ulyp-stl.org

Website: www.ulyp-stl.org

FEDERATION OF BLOCK UNITS

An auxiliary of the Urban League since 1932, the Federation of Block Units is dedicated to helping residents in the St. Louis community improve their neighborhoods. The Federation is the oldest self-help grassroots organization in the St. Louis area. The Federation is committed to improving & stabilizing neighborhoods through: **1.** Education & Youth Services **2.** Senior Services **3.** Housing & Crime Prevention, **4.** Civic Engagement and **5.** General support for the Federation of Block Units and the Urban League programs.

2015 Highlights

- Annual Delegate Assembly Meeting
- Block Yard is Beautiful Competition
- Voter Registration Drive
- Neighborhood Residential Training Workshops
- National Night Out
- Know Your Rights Workshop (in partnership with the National Bar Association, Kappa League, Walker Smith Foundation)
- Annual Martin Luther King Day March
- Neighborhood Clean Up (in partnership with Kappa Alpha Psi)
- St. Louis County Shred-It Event
- Violence & Crime March (co-sponsored with Memorial Baptist Church)

2015 FEDERATION OF BLOCK UNIT OFFICERS

President, Ronald Smith

1st Vice President, Mary Davis

2nd Vice President, Barbara Martin

3rd Vice President, Lovey Davis

Financial Secretary, Kristina Hazley

Asst. Recording Secretary, Lillie Clay

Treasurer, Barbara Thompson

Chaplain, Vernice Grace

Parliamentarian, Andre Harris



Communications



Thomas J. Irwin, Civic Progress, Kathleen T. Osborn, Regional Business Council, Malik Ahmed, Better Family Life, Warner Baxter, Ameren, UL CEO Michael McMillan, Patrick J. Sly, Emerson, Michael Johnson, QuikTrip, and Susan Trautman, Great Rivers Greenway at the Ferguson Empowerment Center Press Conference in March 2015.

Urban League Communications is primarily responsible for directing media relations, marketing, advertising and the promotion of all agency events and services. The Communications Department's advertising, public relations and cause marketing efforts are sponsored by KSDK Newschannel 5 and the Gannett Foundation. The St. Louis American, IHeartMedia, KMOV-TV and the Ladue News continue to partner with the League.

- In 2015, the Urban League had approximately 1,589 news articles and media clips reaching a potential audience of over 351 million with an advertising value of more than \$32.5 million.
- The League received worldwide coverage from MSN.com, Yahoo.com, Associated Press, the Huffington Post, St. Louis American, Post-Dispatch, ABC News, A&E, Bloomberg, Fox News, etc.
- The Urban League's website www.ulstl.org has had over 278,000 hits, an increase of 260% from 2014.
- To meet the demand, the Communications Department hired Richard Keith Davis, II - Director of Social, Multimedia Marketing & Graphic Design.
- Completed a draft of the Strategic Communications Plan with the assistance of a United Way Consultant.
- Hosted media training for management team and directors with the assistance of the Board.

The Urban League's social media and internet platforms are available at:

www.ulstl.com

Facebook: [@ulstl](https://www.facebook.com/ulstl)

Twitter: [@ulstl](https://twitter.com/ulstl)

Instagram: [@ulstl](https://www.instagram.com/ulstl)

#ULSTL #ULSOS #ULHeadStart

Communications



Each summer the Urban League of Metropolitan St. Louis partners in a joint venture with Cooldownstlouis.org and Ameren Missouri's Cool Down Caravan, project where more than 560 brand new energy efficient air-conditioners are distributed. The units are primary used for the most vulnerable – seniors, disabled and small infants with medical conditions in needy households. Here Michael Moehn, president and chairman of Ameren Missouri (back towards camera) and Michael Patrick McMillan, president of the Urban League of Metropolitan load up numerous A/C units including to the St. Louis Fire Department/EMS preparing to help those facing the deadly summer heat. Cooldownstlouis.org also has an SOS (Save Our Seniors) summer A/C program for the Illinois area. (Photo courtesy Gentry W. Trotter)



UL CEO Michael P. McMillan, Andrew Young, National UL CEO Marc H. Morial, Mayor Francis G. Slay, St. Louis CVC President Kitty Ratcliffe and Centene CEO Michael Niedorff prepare to announce 2017 National Urban League Convention will be held in St. Louis.



Michael Roberts, Jamie Dennis, Michael P. McMillan, National Recording Artist-John Legend, Mack Caldwell and Michelle Norris at the St. Louis County Urban League Outreach Center.



Michael P. McMillan, M.C. Lyte, Sigma Gamma Rho International President Bonita Herring and International Vice President Deborah Catching-Smith at the University of Missouri-St. Louis.



Michael P. McMillan and National Urban League President Marc H. Morial at the Urban League Community Empowerment Center of Ferguson Groundbreaking.



Members of the "From Ferguson to Baltimore" Plenary Session at the 2015 National Urban League Conference.

Development & Special Events

The Urban League of Metropolitan St. Louis operates with a board-approved fund development plan designed to identify and secure resources needed to advance the mission and strategic goals of the agency. This plan allows the League to build upon the administrative strength, reputation and fiscal capacity of the organization in order to provide excellent services to our clients. Our strategic direction provides a national model for urban revitalization and community empowerment to impact the lives of 100,000 throughout the region. As the Urban League expands its reach to assist more and more people, the continued growth of the League's support and volunteer base is very important.

The Urban League must be positioned to respond to the needs of the community, where lifestyles can change in the blink of an eye, or in the eye of the storm.

The Urban League Development Department along with the Grants Department is responsible for grant writing, foundation requests, special events, identifying and involving potential donors, members and volunteers to support the important work of the Urban League. To this extent, the Urban League will continue to build the administrative and fundraising capacity of the organization to ensure that all services remain the highest quality.

BOARD INVOLVEMENT

The Urban League's Board of Directors plays an important role in helping to increase its base of individual and corporate support. Board members give their time, expertise, company support and personal contributions in support of the Urban League's programs and services. This includes serving on board committees, serving as event chairs and sharing their resources. The 2015 Board Giving goal was increased by 25% over 2014.

MEMBERSHIPS

The Urban League is comprised of its membership and is governed by a diverse Board of Directors. Urban League members include people from all walks of life and cultural backgrounds. The common thread that binds them together is their commitment to the principles of equal opportunity and their support of the mission of the Urban League of Metropolitan St. Louis. The recruitment of new members and renewal of current members is an ongoing activity of the Development Department and the Membership Committee. The Urban League's membership portfolio includes: The Whitney M. Young Society, individual, corporate and organizational members, the Urban League Guild, the Federation of Block Units and the Urban League Young Professionals and NULITES. Over 1,000 members are now part of the Urban League movement.

WHITNEY M. YOUNG SOCIETY



The Whitney M. Young Society is a giving society of donors contributing \$500 or more to the Urban League. Since inception in 2013, donors have contributed close to \$400,000 in unrestricted revenue. Donors to the Whitney M. Young Society were celebrated with a holiday reception hosted by Anheuser-Busch and Board Member Julio F. Suárez, Senior Director, Community Affairs for Anheuser-Busch. Guests were welcomed by Urban League Board Member and Special Events Chair, Emily Pitts. Chris Miles, the first African American to host a nationally

Development & Special Events

televised racing magazine show airing on FOX Sports Net, shared the Joint United Nations Program on HIV/AIDS (UNAIDS) and William Ruffin a Save Our Sons program graduate, shared his personal story of success. Missouri State University presented the James H. Buford Multi-Cultural Leadership Scholarship to Ashley Rains. Thanks to Southwest Airlines, Ruth Lewis won a trip to Florida including two round trip tickets from Southwest Airlines.



SPECIAL EVENTS

2015 included a very special celebration. Over 300 Corporate and Community Leaders joined the Urban League for the Groundbreaking of the Community Empowerment Center of Ferguson. The Center will house the Urban League Save Our Sons Program and other community providers including Provident Inc., Better Family Life Inc., Lutheran Church Missouri Synod, University of Missouri Extension and the Salvation Army. Thanks to the generosity of the corporate community and Missouri Tax Credits, close to \$4 million has been raised for this building that will house economic sustainability programs. Along with individual donors, a \$1.2 million cash and in-kind donation was received from the QuikTrip Corporation. Other donors included: Ameren, Centene Corporation, Edward Jones, Emerson, Enterprise Holdings Foundation, Ferring Family Foundation the Regional Business Council, Centric Group, Starbucks and TIAA-CREF, Trust Company, FSB.

The Urban League sponsors two major fund-raising events annually: the Annual Dinner Meeting and the Salute to Women in Leadership. Over 1,100 corporate, civic and community members joined the Urban League for the 98th Annual Dinner Meeting. President and CEO, Michael McMillan shared the success of 2014 agency programs and services and announced the addition of the Community Empowerment Center in Ferguson. We were honored to be joined by: Harry E. Johnson President & CEO of the Friends of the Martin Luther King Memorial Foundation; former U.S. Secretary of Labor Alexis Herman, and Author and Motivational Speaker, George Fraser. Award of Merit recipients were Richard Mark and Emerson. The Chairman's Award was presented to US Bank.



Barbara B. Bowman, Vice President of Development for the Urban League of Metropolitan St. Louis, congratulates Monica Patton on winning Southwest Airlines flight gift certificates for two at the 2015 Salute to Women in Leadership Gala. Southwest is the Official Airline of the Urban League of Metropolitan St. Louis and celebrates phenomenal women leaders, through its support of the annual Salute Gala.

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The 2015 Salute to Women in Leadership Gala honored 14 distinguished women selected from various professional and civic categories. The Urban League along with the Urban League Guild take great pride in giving recognition to outstanding women who embody the mission of our organization to help create opportunity for disadvantaged and overlooked individuals and communities. Renowned Athlete and Sportscaster Cheryl Miller and National Recording Artist Angela Winbush were recognized as Lifetime Achievement Award recipients. Actor Richard Roundtree and Xernona Clayton, Founder of the Trumpet Awards joined us for the celebration and the honorees and guests were entertained by Ray, Goodman and Brown. Monica Patton was the door prize winner of two round-trip airline tickets donated by Southwest Airlines.

PROGRAM SUPPORT

The Management Team including the Director of Strategic Planning and Implementation and the Vice President of Development along with the President & CEO and the Board of Directors work to secure funds specifically for Urban League Programs. Board members support funding requests from their corporate foundations, sign letters of support and connect the agency to potential funders. Vice Presidents are actively involved in the community and assist in locating new partnerships and collaborations. In 2015, 70 funding requests were submitted in support of Urban League programs and services and 70% of the requests were funded. Key to the success of the execution of quality long term programs is the funding of strategic initiatives. \$1.0 million was received from the Taylor Family Foundation along with \$800,000 thousand from the Enterprise Holdings Foundation in support of the agency infrastructure.

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Rolanda G. Wheeler
R. Christopher White
Karen Wiley
Elaine Williams
Lisa Williams
Johnetta Williams

URBAN LEAGUE YOUNG PROFESSIONALS

Suzanne Ahlf
Rasheen Aldridge
Aleidra Allen
Patricia Anderson
Terrell Anderson
Amber Atkins
Samuel Bradford
Tavon Brooks
Frederick Brown
Tameka Bryant
Michael Butler
Simone Clark
Felisha Clay
Teresa Clayton
Cory Clines
Anthony Crawley
Suesan Daily
Stefanie M. Davis
Buffy Dillion
Corbin Doss
Walter Erike
Shawn Ervin
Alexis Evans
Michael Floyd
Taisha Foster
Patrice French
Tamyka Gilliam
Kellen Goodwin
Ty Hall
Montrinaa Hill
Aiesha Hinton
Trina Howard
Arlene Hudson
Danielle Hugg
Ebony Hutchinson
Demetria Jackson
Desiree C. Jackson
Jermya Jackson
Kierra Jackson
Shauna Jimerson
Carla C. Johnson
Ghellissa Johnson
Jessica Johnson
Monica Johnson
Kenndis Joy
Alisha Knight
Briana Lawson
Keisha Lee
Twyla Lee
Jourdin LeGard
Kenya Leonard
Evan Lewis

Jonathan Long
Maria Maysonet
Edwriette McDonald
Marvin Mitchell
Precious Mitchell
Hannah Mitchen
David Mosley
Mikeya L. Nicholson
Ranisha Noble
Monique Norfolk
Christopher Ochieng
Emmanuel Olatunde
Paul Paige
Lindsey Parnell
Chavelle Patterson
Deidre Powell
Christopher Presley
Stacey Pugh
LaTanya Reeves
David Robinson
Samantha Robinson
Lindsay Ryan
Malissa Shaw
Mitchell Shaw
Timothy Shaw
Divine W. Shelton
Brian Shockley
Kelcy Siddall
Alona Sistruck
Ebony M. Sistrunk
Dewarren Smith
Melissa Smith
Jennifer Stepney
Chauncey Tarrant
Jermaine Tarrant
Anna Tatum
Travis Tatum
Heather Tatum-Wright
LaTonia Thomas
Eboni Thompson
Erica Thompson
Jessika Triplett
Kira Van Niel
Ashley M. Walker
Chanel Walkings
Brittany Wallace
Jennifer Ward
Gariel Washington
Chanel Watkins
Arielle L. Weaver
Kaela Webb
Mark Whyte
Joe Wilkerson
Erin Williams

Malik Williams
Quentin Williams
Andrea Woods
Heather M. Wright



URBAN LEAGUE
of Metropolitan St. Louis, Inc.
EMPOWERING COMMUNITIES. CHANGING LIVES.

Urban League Members



FEDERATION OF BLOCK UNITS

Block Unit

Number Names

126	Linda Simms	1423	Mary Simmons	516	Frank Bell
151	Allen Lyles	1453	Amber Cole	551	Jean Gant
430	Ruth Hopkins	1606	True Light Baptist Church	831	Arlene Hayes
1035	Carliss Billups	1617	Barbara Thompson	1164	Ralph Tidwell
1696	Ranken Tech Staff	1632	Betty Jackson	1274	Carolyn Washington
1711	Juanita Newman	1700	Michael McMillan	1645	Hattie Guyton
143	Alberta Dillard	861	Granville Martin	1657	Kinsella Berry
271	Lee Richardson	924	Lois Champion	887	Toni Pearson
356	Carol Anderson-Redd	1086	Lovie McElroy	943	Lucille Merity
531	Vivian Brown	1238	Victoria Clincy	962	Veneice Walley
1102	Marilyn Sloan	1422	Almeta Conley	972	Dennis Clacks
1326	Ramsey Koliebo	1480	Marvlada Jones	1017	Mattie Spearmann
1328	Deborah Adams	1481	Amos Hampton	1113	Louise Griffen
169	Norman Seay	1610	Betty Frye	1024	Zelra McNeal
189	Brenda Williams	1656	Leon Smith	1133	Earl Thompson
305	Brenda Busby	1670	Roberta Ceasar	1168	Sheri Warlick May
386	Paulette Crawley	1674	Andrew Pruitt	1184	Winfred Calhoun
713	Kenneth Boyd	1689	Georgia Wilkerson	1382	Burke McCoy Jr.
965	Helen Bailey	1691	Ruth Clerkley	1383	Tommy Simril
976	Beth Wiseman	1705	Darlene Bell	1416	Jessie Frenchie
1044	Nancy Gates	1712	Kristina Hazley	1485	Lovey Davis
1052	Mollie J. Jordan	1800	Louise LeMelle	1550	Joyce Hall
1244	Kelvin Willis	331	Ronald Smith	1650	Ronald Fultz
1261	Andrea Porter	431	Robin Wheeler	1672	Robert Taylor
1326	Beatrice Hudson	472	Walter Rush	1713	Basiyr Rodney

2015 ASSOCIATE MEMBERS OF THE FEDERATION

- Lawrence Prograis, III
- Shannon Prograis, M.D.
- Trina S. Riney
- Arnisa Samuel
- Lucy Schroeder
- LaVitta Shelton
- Genesis Steele
- Amanda Walker
- Yvette Walker
- Theresa Wilkins

Memorials



Carrie E. Bash

June 10, 1918 – March 29, 2015

Carrie Eugenia Street Bash was born in Madisonville, Kentucky and educated at Crispus Attucks High School in Indianapolis and Lane College in Jackson, Tennessee. In 1966, she transferred to the Urban League of Metropolitan St. Louis from the Philadelphia Urban League. There she focused on the League's housing and job training programs. Her Urban League responsibilities expanded towards initiating outreach programs, making media appearances, seeking funding and writing grant proposals. She retired in 1992 as Executive Senior Vice President. During retirement, she retained an affiliation with the Urban League Guild and established and contributed funding to the Leslie Scholarship Fund, which she created to commemorate her deceased brother Roy Leslie Street. She is survived by her husband Dr. Harry H. Bash and her sister Margaret L. Thomas.



Donald L. Wolff

September 25, 1939 – November 20, 2015

Donald L. Wolff was a graduate of University City High School and the University of Missouri-Columbia School of Law. He worked as assistant St. Louis County Prosecuting Attorney before entering into private practice as a criminal defense and civil rights attorney, where he gained acclaim as a top national lawyer. At the Urban League of Metropolitan St. Louis, he served as Board Chair and General Counsel. He established the Donald L. Wolff Scholarship at the University of Missouri School of Law for disadvantaged and minority students. He also served on the Board of Regents for Harris Stowe State University, which houses the Don and Heide Wolff Jazz Institute. He is survived by his wife Heide, his three children, Michael, Nelson and Kristina, and his grandchildren.

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Frankie Freeman
Stephen C. Jones
Keith Williamson
Amie Needham
Steve Sullivan

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David Cade
Eric Madkins
Amie Needham

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Todd Schnuck
Robert Wallace
Col. William H. Young
Debra Denham

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Melanie DiLeo
Bishop V.G. Dudley
Quentin Williams
Jocelyn Ezell
Francella D. Jackson
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Barbara Thompson
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Eric Rhone
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Julio Suárez
Michael L. Moehn
Patrick Sly
Michelle Tucker
Tom Irwin
Allan Ivie, IV
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John Sondag
Malissa Shaw

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Ted Wohlforth
Freida Wheaton
Shari Skrabacz
Dr. Jeff L. Pittman
Dr. Gwendolyn Packnett

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Stan Roux, Chairperson
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Wayne Flesch
Samuel Gradford
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Eric Henderson
Kaci Huelsmann
George Hitt
Bill Miller
Dorothea Mary
Misty Shellner
Keith Turner
Arvetta Powell
Shannon L. Bagley
Daniel Ludeman

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Allan Ivie, IV
Emily Pitts

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Steve Sullivan
Darryl Jones
Allan Ivie, IV
Christina Anderson

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Terri Smith, Vice Chairperson
Angel Stallings, Secretary
Vacant, Treasurer
Elfirma Davis, Sergeant at Arms
Michael Burns

Bridg-ette Mahone
Cassandra Hunt

Tanika Hogan
Van Sledge
Tolight Morrow
Martez King
Samone Riney
Mary Thomas Crumbley
Kevin Wells
JoAnn Hunt
Yolanda West-Johnson

HOUSING COMMITTEE

Eric Madkins, Chairperson
E. Andrean Hoosman
Sandra Moore
Randy Weller
Alonzo Shaw
Bradley Streeter
Chris Cunningham
Ellen Steinfeld
Clayton Evans
Darrick Hibbler
Terry Lee
Gene R. Todd
John Mandelker
Chris Gilliam

HUMAN RESOURCES COMMITTEE

Steve Barney, Chairperson
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Akberet Boykin-Farr
Melanie DiLeo
Jovita Foster
Vanessa Keith
Darryl Jones
Benjamin Lipman
Kathi Chestnut
Allan Ivie, IV

MEMBERSHIP COMMITTEE

Christine Chadwick
Rev. E. G. Shields
Charles Stewart, Jr.
Dr. Constance Rockingham
Margaret Dyer
Marlene E. Davis
Malissa Shaw

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Kathy Osborn
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Merdean Gales
Kevin Jones
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Marv Danielski
Chris Pickel
Eric Rhone
Dr. Donald Suggs
Kendra Worley
Beth Davis
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Mary Atkin
Kathy Osborn
Marlene E. Davis
Dr. Constance Rockingham
Malissa Shaw
Eric Rhone

Employees

PRESIDENT'S OFFICE

Michael P. McMillan
President/CEO

Arnisa Samuel
Director, Presidential Services

Dr. Mulugheta Teferi
Director, Strategic Planning & Initiatives

Mead Reusing
Executive Assistant

DEVELOPMENT

Barbara B. Bowman
Vice President of Development

Kathi Hadley
Director of Special Events

COMMUNICATIONS

Angelia D. Bills
Vice President of Communications

Richard Keith Davis, II
Director of Social, Multimedia Marketing
& Graphic Design

DEPARTMENT ADMINISTRATIVE SERVICES

Linda Harris
Sr. Vice President of Administration
& Compliance

Melanie Chambers
Director of Training & Development
/Volunteer Services

Lori Burch
Sr. VP / Chief Financial Officer

Don Gaikins
Sr. Director of IT

Torey Merritt
IT Specialist

Lucy Schroeder
Admin Asst.

Donna Scott
Controller

Melissa Evans
Business Office Manager

Alicia Bams
Payroll Specialist

Tanyice Davis
Accounts Payable
Teresa Click
Staff Accountant

Sharon Jordan
Staff Accountant

Samuel Darrough, Jr.
Staff Accountant

Brenda Tillman
Receptionist

Kalifa Gray
Financial Rep. Accountant

Rodney Williams
Maintenance Supervisor

David Jordan
Custodian

ST. LOUIS CITY REGION

Genesis Steele
Division Operating Officer

Darryl Jones II
Community Engagement Coordinator

COMMUNITY OUTREACH / ORGANIZATION

Traci Carter
Mobile Health Unit Manager

Hosea Jackson
CO Specialist

David Jordan
Custodian

HOUSING LaVitta Shelton
Housing Counselor

EMPLOYMENT

Dr. Sharon Johnson
Business Training Center

Lawrence Prograis
Employment Dir.

Timothy Pazderka
Case Manager

WEATHERIZATION / LIHEAP

Leslie Miller
Sr. Director of WX/LIHEAP

Connie Backfisch- Sanchez
LIHEAP Director

Kesha Chatman
Dir. Of Weatherization

William Berry
Intake Supervisor

Beverly Bailey
Processor

Debora Hambrick
Specialist

Dominique Lark
Specialist

Ryan Howard
Processor

Elizabeth Schurk
Processor

Mikal Smith
Processor

Jerri Winters
Specialist

David Averbek
Energy Auditor

Peter Cleaveland
WX Auditor

Melissa Davenport
WX Program Mgr.

Isaiah DiLorenzo
Lead & Home Repair Admin.

Justin Hamilton
Energy Auditor

De'Andre Hampton
Audit Supervisor

Cedric Hardin
Sr. Energy Auditor
Rocky Markham
Wx Tech

Stephanie Nowden-Miller
Call Center

Sacretta Hopkins
Program Specialist

Employees



Anthony Johnson
Energy Auditor

Rocky Markham
Wx Tech

Leonard Perry
Wx Tech

Joe Roth
Special Projects Manager

Rodney Stoddard
Wx Tech.

Otha Thompson, III
Wx Director

Craig Washington
Energy Auditor

St. Louis County Region

Quenesha Catron
Division Operating Officer

Paulette Crawley
Admin. Assistant

Charlene Smith
Admin. Assistant

HOUSING

Paula E.W. Carey
Housing Director

Randen Click
Housing Counselor

Cheryl Johnson
Housing Counselor

EMPLOYMENT

Hollis R. Whiting
Employment Director

Marcus Allen
Custodian

WORKFORCE INVESTMENT AND OPPORTUNITY ACT

Herta Shikapwashya
Vice President of Workforce Development

Cynthia Wilson
Division Operating Officer

Pamela Johnson
Case Manager

Calvin Nelson
Case Manager

JoAnn Smith
Case Manager

Lisa Smith
Case Manager

Bradford Tillis
Job Developer

Monique Williams-Moore
Project Director

Carmen Clark
Program Assistant

SAVE OUR SONS

Jamie Dennis
Workforce Director

Mack Caldwell
Workforce Spec.

Darryl Colvin
Workforce Spec.

Michael Roberts
Workforce Spec

ST. CLAIR COUNTY REGION

HOUSING

Larry Gardner
Director of Housing

Anthony Johnson
Wx Director

Antoinette Newsome
CO Spec

Marvin Crider
Custodian

HEAD START

Hazel Mallory
Vice President, Head Start

Dr. Mary Hairston
Director

Vera Howard
Asst. Dir FCP

Angela Henderson-Brown
Asst. Dir.

Ruby Sims
Parent Involvement Coordinator

Suzanne Null
MH/D/T Services Coordinator

Tiana Kimbrow
Health Services Coordinator

Debora Whiteside
MIS Coord

Mollie Dees
Executive Assistant

ST. LOUIS COUNTY HEAD START CENTER

Dana Watts
Center Coordinator

Pam Cross
Asst. Center Coord.

David Baker
Asst. Teacher

Shauntel Bardley
Asst. Teacher

Roderick Bates
Custodian

Samantha Brown
Asst. Teacher

Miranda Bryant
Asst. Teacher

Patricia Buchanan
Asst Teacher

Karen Harrington
Teacher

Paul Hill
Custodian

Anthony Holmes, Jr.
Teacher

Lashawna Hunter
Lead Family Social Worker (FSW)

Rapheal Ingram
FSW

Kia Jeffrey
Early Childhood Coord.

Employees

Alicia Jones
Asst. Teacher

Kellie Kelly
Teacher

Tiana Kimbrow
Health Svc

Michelle Lemee
Teacher

Monica Lewis
Asst. Teacher

Selena Love
Teacher

Teresa Loyd-Bailey
Asst. Teacher

Teresa Nevitt
Asst. Teacher

Helen D. Perry
Teacher

Evelyn Pettigrew
FSW

Rhoda Rice
FSW

Paulette Rogers
Asst. Teacher

Patrice Saad
Teacher

Bridgette Shanklin
Data Entry

Montina Simmons
FSW

Margaret Smith-Porter
Teacher

Willie Thomas
Custodian

Jerrie Tucker
Asst. Teacher

Ronda Walter
Teacher

Arlene Woods
Teacher

EARLY HEAD START

Nichole Pettaway
Center Coordinator

Pamela Williams
Director

Kimberly Burdine
FSW

Pam Cross
FCP Coord.

Angela Davis
Admin. Asst.

Sakari Hoskins
Data Entry

Judith Kusnierkiewicz
Health Svcs. Coord.

Joshua Owens
FSW

LaShonda Portis
Home Visitor

Brooke Taylor
Early Childhood Coord.

Deatrice Washington
Prog. Operations Coord.

Nadine Williams
Child Plus/Data Spec.

Tiara Williams
Parent Engagement Coord.

Frank Williamson
FSW

N. SPRING HEAD START CENTER

Erika Caradine
Center Coordinator

Christine Anderson
Teacher

Victoria Davison
Asst. Teacher

Courtney Kerns
Custodian

Evelyn Lee
Asst. Teacher

Beverly Lyons
Asst. Teacher
Megan McAtee
Asst. Teacher

Timiko McDile
Asst. Teacher

Shondrea McLorn-Palmer
Nutrition Aide

Tracy Murray
Asst. Teacher

Teresa Nevitt
Asst. Teacher

Camille Rutledge
Asst. Teacher

Latyllia Steward
Asst. Teacher

Rhonda Strong
Teacher

Regina Tate
Data Entry

Tromon Weston
FSW

Estella Williams
Teacher

MLK HEAD START CENTER

Kelly Viviano
Center Coordinator

David Baker
Asst. Teacher

Kimberly Boyd
Asst. Teacher

Tonya Brown
Asst. Teacher

Miya Crawford
Asst. Teacher

Stephanie Goodlow
Asst. Teacher

Shantana Goodwin-Payne
Asst. Teacher

Larry Greene
Custodian

Regina Harrold
Asst. Teacher

Brenda Helm
Data Entry, Secretary

Precious Higdon, FSW

Lavonda Hopkins
Asst. Teacher

Yolanda Kemp, Teacher

Sara Lopez, FSW

Danielle Parrish, Teacher

Tanika Piffins, Asst. Teacher

Lawanda Powell, FSW

Rhonda Taylor, Asst. Teacher

Sharon Thigpen-Harris
Nutrition Aide

Michelle Washington
Asst. Teacher

Franzetta Woods-Jackson
Teacher

MT. ZION HEAD START CENTER

Annette Robinson
Center Coordinator

Dellaphine Arrington
Data Entry / Secretary

Takisha Duncan
Asst. Teacher

Benita Ivy-Khonsubey
Asst. Teacher

Natasha J. Leonard
FSW

Jacqueline Marshall
Asst. Teacher

Ashley Nichols, Teacher

Peggy Thomas, Teacher

Larinne Word, Teacher

Employees



Michael P. McMillan, President & CEO with 2015 Employee of the Year **Hosea Jackson**, CO Specialist.



Financial Statement 2015



FINANCIAL STATEMENT 2015

SUPPORT & REVENUE

PUBLIC SUPPORT

Contributions	\$731,836
In Kind contributions	\$1,477,963
Corporate/Foundational Grants	\$2,094,141
Memberships	\$227,190
Special Events (net of Expenses)	\$235,233
United Way of Greater St. Louis	\$1,200,675

Total Public Support	\$5,967,038
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GOVERNMENT GRANTS	\$14,105,542
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OTHER

Investments	\$207
Miscellaneous	\$18
	\$225

TOTAL SUPPORT & REVENUE	\$20,072,805
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EXPENSES

PROGRAM SERVICES

Education	\$8,164,971
Economic Empowerment	\$5,464,478
Basic Needs	\$4,925,174

TOTAL PROGRAM SERVICES	\$18,554,623
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SUPPORTIVE SERVICES	\$786,404
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FUNDRAISING SERVICES	\$716,761
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TOTAL EXPENSES	\$20,057,788
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CHANGE IN NET ASSETS	\$15,017
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UNDESIGNATED NET ASSETS AT 12/31/15	\$1,734,988
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LOCATIONS

URBAN LEAGUE OF METROPOLITAN ST. LOUIS

AGENCY HEADQUARTERS

3701 GRANDEL SQUARE
ST. LOUIS, MO 63108
(314) 615-3600
WWW.ULSTL.ORG

ST. CLAIR COUNTY OPERATIONS

10220 LINCOLN TRAIL
FAIRVIEW HEIGHTS, IL 62208
(618) 274-1150

ST. LOUIS COUNTY OPERATIONS

8960 JENNINGS STATION RD.
JENNINGS, MO 63136
(314) 388-9840

VAUGHN CULTURAL CENTER

3701 GRANDEL SQUARE
ST. LOUIS, MO 63108
(314) 615-3600

JAMES H. BUFORD OUTREACH CENTER

935 N. VANDEVENTER
ST. LOUIS, MO 63108
(314) 615-3690

WORKFORCE INVESTMENT ACT YOUTH PROGRAM JOBS FOR MISSOURI GRADUATES

MISSOURI CAREER CENTER
26 NORTH OAKS PLAZA
ST. LOUIS, MO 63121
(314) 679-3500

FERGUSON COMMUNITY EMPOWERMENT CENTER

9420 W FLORISSANT AVE
FERGUSON, MO 63136

HEAD START HEADQUARTERS

8964 JENNINGS STATION RD.
JENNINGS, MO 63136
(314) 867-9100

NORTH SPRING CENTER

911 N. SPRING
ST. LOUIS, MO 63108
(314) 652-2406

MT. ZION CENTER

1440 S. COMPTON
ST. LOUIS, MO 63104
(314) 773-0733

MARTIN LUTHER KING, JR. CENTER

1437 LAUREL
ST. LOUIS, MO 63112
(314) 389-8800

2015 Annual Report Production Staff

Angelia D. Bills

Vice President of Communications

Richard Keith Davis, II

Director of Social, Multimedia Marketing & Graphic Design

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