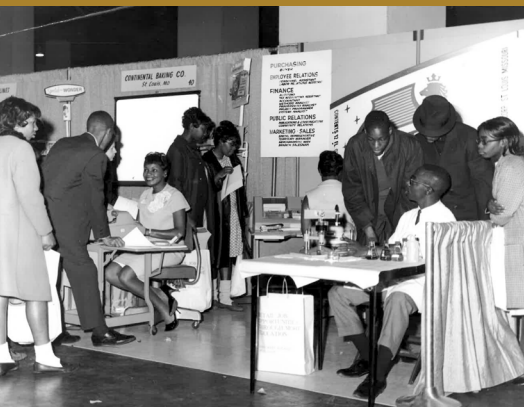
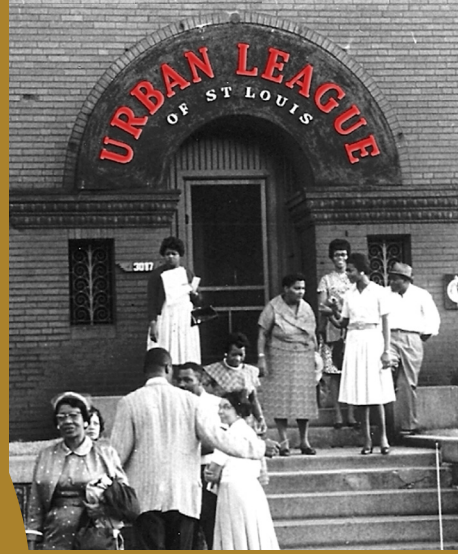




URBAN LEAGUE OF METROPOLITAN ST. LOUIS

CENTENNIAL PROGRAMS & SERVICES





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.

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;
- Can live in neighborhoods that are vibrant and thriving; and, share in the region's prosperity and well-being.

CONTENT

- 4 Roadmap To Equality
- 5 Strategy
- 6 Chairman's Message
- 7 President's Message
- 9 History & Milestones
- 15 Urban League Headquarters

Educational Excellence

- 18 Head Start & Early Head Start
- 20 Scholarship Programs
- 21 GED/HiSet
- 21 #1 In Civil Rights: STL African American Freedom Struggle
- 23 Advancing Education Equity Through ESSA

Community Empowerment

- 26 Community Empowerment Report
- 29 LIHEAP Energy Assistance
- 30 Food Pantry

- 30 Urban Closet
- 30 Utility Assistance
- 31 Rental Assistance
- 32 Housing Assistance
- 34 Home Repair
- 34 Residential Leadership
- 35 Summer Electronic Benefit Transfer
- 36 Urban Expo & Back To School Festival
- 38 Community Mobile Health Unit
- 38 100 Neediest Cases
- 38 Annual Turkey Distribution
- 39 Senior Empowerment Series

Economic Opportunity

- 42 Employment Services
- 43 Workforce Innovation & Opportunity Act (WIOA)
- 44 Project EmPOWER Job-Readiness Training Program
- 46 Skill-Up Job Training



- 47 SLATE Summer Job League
- 47 Transition for Change
- 48 Financial Literacy
- 49 Business Training Center
- 50 Save Our Sons Program
- 52 Great Rivers Greenway
- 54 Anti-Crime Initiative
- 56 Save Our Sisters Program
- 58 Weatherization

Civil Rights & Advocacy

- 62 Advocacy
- 63 Souls to the Polls
- 64 Urban League Guild
- 66 Federation of Block Units
- 67 NULITES/Project Ready
- 68 Urban League Young Professionals

Communications & Social Media

- 72 Communications Report
- 73 Client & Member Data
- 74 Photo Highlights of 2018

Development & Special Events

- 80 Development Report
- 80 Board Involvement Report
- 81 Memberships Report
- 81 Whitney M. Young Society Report
- 82 Special Events Report
- 82 Centennial Gala Report
- 83 Salute to Women in Leadership Report
- 84 Urban Expo Report
- 85 Martin Luther King, Jr. Report
- 86 Major Contributors & Event Supports
- 91 Whitney M. Young Society Members

- 92 ULSTL Memberships
- 94 Committees
- 97 Board of Directors
- 98 Staff & Employees

Financial Statements

- 100 Statement of Financial Position
- 101 Statement of Activities



Roadmap To Equality

The Urban League's 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 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 an outstanding positive employee engagement, staff motivation, efficient decision-making and higher level of accountability.



EMPOWERING COMMUNITIES. CHANGING LIVES.





Strategy

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

ECONOMIC OPPORTUNITY

Creating ladders out of poverty through jobs, entrepreneurship and financial responsibility.

EDUCATIONAL EXCELLENCE

Providing access to quality education for everyone from Pre-Kindergarten through college.

COMMUNITY EMPOWERMENT

Providing a social safety net to stabilize our neediest families.

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.

CHAIRMAN'S MESSAGE

Keith H. Williamson



What a year it was! In 2018, the Urban League of Metropolitan St. Louis celebrated its centennial year with grand events, including community empowerment festivals, a street dedication, the Urban Expo and Centennial Galas. It was a moment in time that we can all be proud of as we celebrated 100 years of dedication to civil rights and social service in the St. Louis region. Fittingly, we celebrated the past while embracing our future of enhanced collaborations and community outreach.

During the year, we greatly expanded our portfolio of social services and now provide 45 such programs in the areas of Educational Quality, Economic Opportunity, Community Empowerment, and Civil Rights/Advocacy. Our staff worked tirelessly the entire year, from the historic collaboration with Better Family Life, to the inaugural hosting of the Urban Expo & Back-to-School Community Empowerment Festival for a record 25,000 residents. And we saw innovations, from the launch of the Save Our Sisters program to address the needs of women, to the grand opening of the Enterprise Bank & Trust Integrated Teller Machine at our Outreach Center in Jennings.

Gun violence and crime are major issues. Thanks to Civic Progress, the Regional Business Council and 125 leading businesses in the region, we received \$250,000 in grants which we used to open the North St. Louis Community Empowerment Center, located at 1330 Aubert Avenue, to provide employment opportunities to residents living in Chief John Hayden's Anti-Crime Initiative Zone of St. Louis City. Better Family Life's Community Outreach and Gun Violence De-Escalation programs are also housed in the Center. To date, our Save Our Sons program has helped nearly 650 men find jobs throughout the St. Louis metropolitan area.

The Centennial Campaign Fund raised much-needed capital reserves to sustain the Urban League's facilities and operations for years to come. The Campaign was a phenomenal success with over \$4.8 million being raised in its first year from companies such as Enterprise and the Taylor Family Foundation, Centene Corporation, World Wide Technology, Ameren, Edward Jones, Anheuser-Busch and Wells Fargo.

The success of our Centennial year would not have been possible without the support of corporate donors, philanthropists, volunteers and members -- for this we are truly grateful. I would also like to thank our Board of Directors, President & CEO Michael P. McMillan, and our staff for their leadership, dedication and excellent service to the Urban League movement.

A handwritten signature in black ink that reads "Keith H. Williamson".

Keith H. Williamson
Chairman of the Board
Urban League of Metropolitan
Saint Louis, Inc.

PRESIDENT'S MESSAGE

Michael P. McMillan

Thank you for helping the Urban League of Metropolitan St. Louis, Inc. to have a most memorable and historic centennial year of celebration! Last year, we served more than 100,000 residents throughout St. Louis City, St. Louis County and St. Clair County, Illinois with programs in Economic Opportunity, Community Empowerment, Educational Quality and Equality, Civil Rights and Advocacy. We are proud to say that thanks to you, we are the largest Urban League affiliate in the nation with 225 staff members, 13 locations and a \$21 million budget.

In January 2018, we kicked off our 100th year celebration in partnership with Saint Louis University's 200th year commemoration at the St. Louis University/Urban League Martin Luther King Jr. Memorial Tribute honoring our keynote speaker, Ambassador Andrew Young with the Civil Rights Legend Award in addition to recognizing three Lifetime Achievement Award Honorees National Urban League President Marc H. Morial, Xernona Clayton and Judge Glenda Hatchett.

Following this occasion, we hosted the largest and most successful Annual Dinner, the Centennial Gala, featuring Oscar-Winning Actress Viola Davis and Platinum Recording Artist Eric Benét. The 2018 Salute to Women in Leadership broke new ground when we honored Rock & Roll Hall of Famer Martha Reeves, Gospel Legend Shirley Caesar and the four presidents of the top African American Sororities. In August, we debuted the Urban Expo Back to School & Community Festival. This free event combined the Urban League's annual Back to School Giveaway and featured free school supplies, 50,000 pairs of free shoes for the entire family, civil rights workshops, a literary book corner, entertainment by Fred Hammond, a Save Our Sisters Women's Empowerment Summit with BernNadette Stanis, Pam Chapman and much more! Having served more than 25,000 people over a three-day period, the Urban Expo became the largest event hosted by the Urban League of Metropolitan St. Louis in our 100-year history!

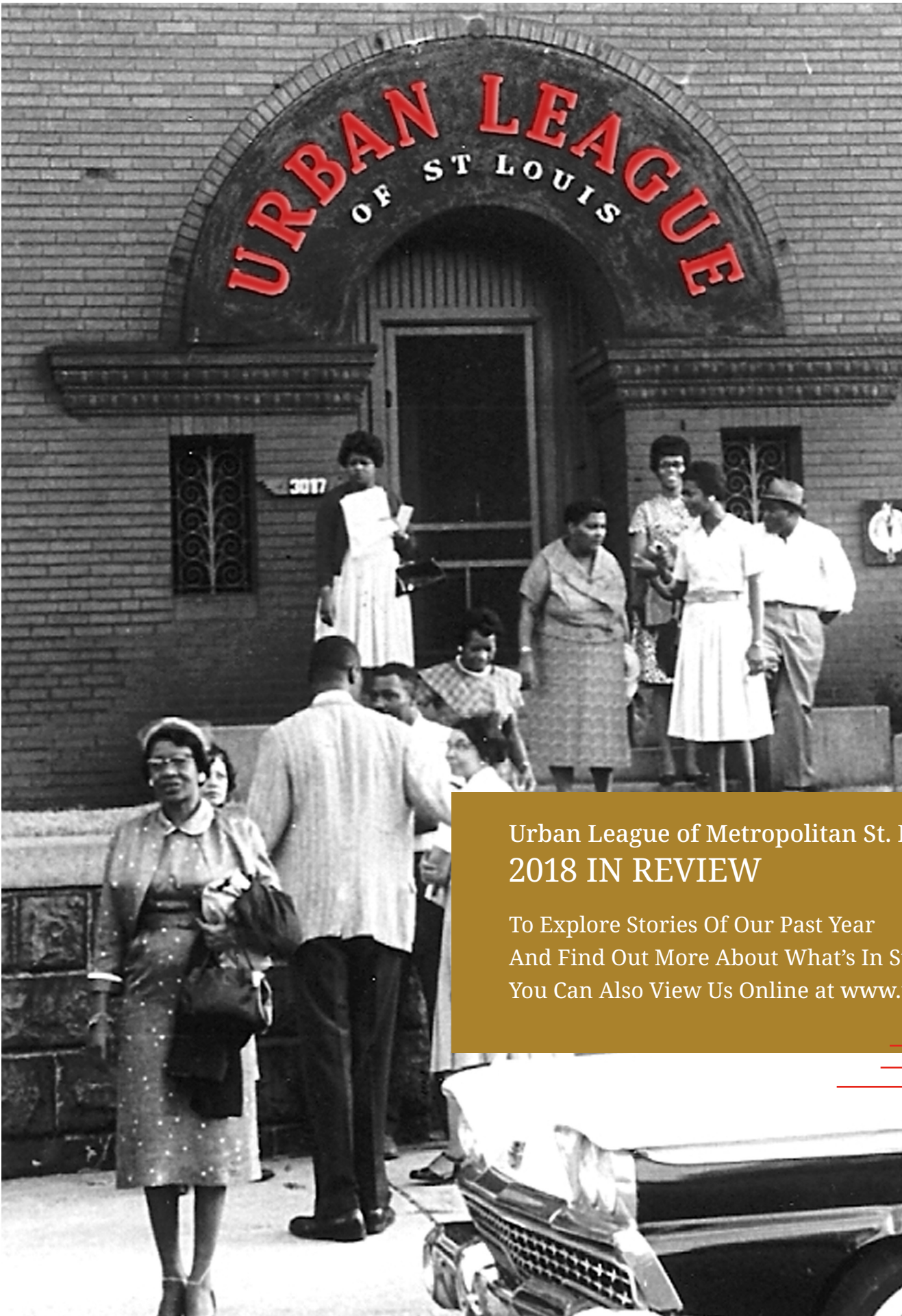
In the fall, the agency received an honorary street dedication of "Urban League Square" thanks to the City of St. Louis. On November 1, Enterprise Bank & Trust and the Urban League formed a partnership to open a financial services support center featuring an Integrated Teller Machine at the St. Louis County location at 8960 Jennings Station Rd. The Urban League of Metropolitan St. Louis, Inc. and Better Family Life, Inc. held a historic joint annual staff meeting on December 3 at the BFL headquarters to announce our historic partnership and collaboration which will serve more than 125,000 residents per year in the St. Louis region. On December 12, the Urban League completed our centennial fundraising season with the 6th Annual Whitney M. Young Society Reception at Powell Symphony Hall courtesy of Anheuser Busch. This event was attended by 300 loyal supporters of the Urban League.

As you can see, our Centennial Year has truly been a momentous and historic occasion for the Urban League of Metropolitan St. Louis! It is only through strong community support from our board, sponsors, donors, members, volunteers, staff and friends that we can make a difference in the St. Louis area. Looking ahead to 2019, the Urban League looks forward to increasing our collaborations and strategic partnerships with other agencies in order to better serve disadvantaged African Americans and others throughout the region.



Michael P. McMillan

Michael P. McMillan
President & CEO
Urban League of Metropolitan
Saint Louis, Inc.



Urban League of Metropolitan St. Louis 2018 IN REVIEW

To Explore Stories Of Our Past Year
And Find Out More About What's In Store,
You Can Also View Us Online at www.ulstl.com

History & Milestones

The Urban League of Metropolitan St. Louis can trace its roots back to 1910, the same year as the founding of the National Urban League. On April 28th of that year a committee of the Social Service Conference and one of the Committee for Social Service Among Colored People met at the Church of the Messiah, pastored by Rev. John Day to determine how they might work together to provide needed social services to the hundreds of blacks who had fled the South for northern industrial cities like St. Louis seeking jobs and an escape from sharecropping, Jim Crow segregation laws, fear of lynching and the Ku Klux Klan. Roger N. Baldwin, a Washington University professor who later founded the American Civil Liberties Union, presided over the meeting and explained its purposes, which was “to collect information and report to various committees conditions and needs of people” and to act on those needs not receiving services. At that time those in the black community had many social needs that had been neglected.

One hundred and one years ago in 1918, a small group of black and white St. Louisans came together and founded the Urban League of St. Louis in reaction to the East St. Louis race riot. Many who were impacted by the riot had fled to St. Louis. Their numbers added to the hundreds of others who were part of the great black migration from the south to northern cities in search of a better life and jobs at companies with federal contracts. This placed a taxing burden on the black community which already had a contained living area with the worst conditions, limited health services, old outdated school facilities, and limited job opportunities along with a high illness and death rate. This was also a time when racial tensions were high in the nation and city. The year before in 1917, St. Louisans passed a

segregation ordinance three to one, which was later ruled unconstitutional by the U.S. Supreme Court.

Then home-owners began using social covenants that secured promises from residents never to sell to a black person. Under these daunting conditions, the Urban League of St. Louis began its work of pursuing America’s promise for African Americans. This group of civic-minded individuals, believed to be the first of its kind in the city had as its goal, helping new arrivals adjust to the urban environment and alleviating some of the awful conditions they were facing in their daily lives. The Urban League also wanted to assist in easing some of the legal, social and racial tensions.

Then as today, no activities or projects are done without first conducting research and the development of a strategic plan, prior to taking action. The League’s ongoing efforts since its founding of defusing racial tensions and improving living conditions for African Americans in St. Louis. Although the League began as a social service organization, it has evolved to include:

- Educational Excellence
- Community Empowerment
- Economic Opportunity
- Civil Rights & Advocacy programs.

Today, the Urban League provides a **Roadmap To Equality** for African Americans and others through partnerships with a variety of corporations, community leaders, governmental and civic institutions. Because of the support of others they are able to stand on the front line of strengthening communities and diffusing racial tensions.

The St. Louis League is the largest League in the nation and the first to earn a five-star rating and one of two in the country to provide services in two states, Illinois and Missouri. It serves over 100,000 individuals annually, from its 13 facilities and 45 different programs.

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 48 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.



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 Metropolitan Saint Louis, Inc.



1918

The Urban League of St. Louis was founded under the leadership of Rev. John A. Day, the agency's first Board President and George W. Buckner served as the first Executive Secretary.

1918

The Urban League served its first 100 clients in the Saint Louis region as the Urban League of Metropolitan Saint Louis.

1922

Urban League operates Turner Branch School, for disabled black children and a free dental clinic. Gordon H. Simpson becomes Executive Secretary. The Urban League takes a comprehensive approach to the overall community service and problem solving. Urban League becomes a member of the Community Fund (known today as the United Way).

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.

1964

William E. Douthit becomes the fifth president of the Urban League of Metropolitan Saint Louis, Inc.

1964

The Beatrice T. Hurt Scholarship Fund was established by the Federation of Block Units and offers financial assistance to students who are seeking an undergraduate degree. The scholarship is named after Beatrice T. Hurt, who was a pioneer in the early stages of the Urban League movement as one of the first community organization specialists.

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.

1968

The Urban League co-sponsors the Ebony Fashion Fair to raise funds for the B.T. Hurt Scholarship.

1971

The Urban League opens an office in the all-black Saint Louis County municipality of Kinloch.

1972

The Urban League moves its headquarters to 3701 Grandel Square-St. Louis, MO 63108.



1977

The Urban League and Sears, Roebuck and Company pioneered a new concept in community planning with the transformation of the old Sears Department store at 1408 North Kingshighway into a Community Service Center.

1977

The Urban League establishes the Vaughn Cultural Center. Mrs. Ermalene Vaughn contributed funds for its establishment in memory of Dr. Arthur Vaughn, a Saint Louis University Medical School faculty member.

1979

The Urban League of St. Louis and St. Clair County (Illinois) merge, becoming the Urban League of Metropolitan St. Louis.

1985

James H. Buford becomes the sixth president. With this change in leadership, the Urban League undergoes reorganization to meet change.

1986

The 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 of Metro St. Louis becomes the 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).

2000

The Urban League re-institutes its link with young professionals by introducing the (ULYP) Urban League Young Professionals, formerly ProYa.



2000

The Urban League of Metro St. Louis 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 Saint 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 Services 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 its first five-star rating from the National Urban League, becoming the top-ranked affiliate.

2007

The Urban League hosts more than 10,000 attendees at the 2007 National Urban League Conference in Saint 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 Saint Louis area.

2012

The Urban League opens a new City Community Outreach Center on 935 North 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 Ferguson Community Empowerment Center on the site of the former QuikTrip (Ground Zero) on 9420 West Florissant.



2016

The Urban League receives a \$7.7 million contract from the U.S. Department of Health and Human Services to provide The Head Start/Early Head Start program.

2016

The Urban League partners with TIAA in hosting Annual Thanksgiving Dinner Giveaway.

2017

Generous Capital Campaign Donors who made the historic Ferguson Community Empowerment Center (FCEC) possible. More than 600 residents, community and civic leaders joined together to celebrate the ribbon cutting of the FCEC on the site of the QuikTrip that was burned down during the civil unrest that followed the death of Michael Brown at the hands of a police officer in 2014. The building is the 1st building to be built in ULSTL history with 80% minority participation in Saint Louis.



2017

The Urban League hosts the National Urban League Conference - Save Our Cities. The 2017 Conference was the largest conference in National Urban League history with the highest amount of revenue raised, most volunteers and over 25,000 in attendance.



2018

The Urban League of Metropolitan Saint Louis celebrates a Century of Service through Empowering Communities and Changing Lives.

2018

Urban League President Michael P. McMillan is inducted into the International Civil Rights Walk of Fame. He is the first Urban League affiliate president and youngest to be inducted to date.



2018

1,000 North County Residents attended the Ferguson Community Fair; sponsored by the Urban League, Centene Charitable Foundation and Home State Health at the Ferguson Community Empowerment Center.

2018

Unveiling of the Urban League Civil Rights Mural in the lobby of the Ferguson Community Empowerment Center. The mural depicts just a handful of those who pushed St. Louis forward as well as the entire National Urban League Leadership in empowering African Americans and others in securing economic self-reliance, social equality and protecting our civil rights.



2018

Ribbon Cutting of the Urban League of Metropolitan St. Louis and the Saint Louis Public Schools - Urban Expo / Back to School & Community Empowerment Festival, with largest crowd in the history of over 25,000.



2018

In recognition and tribute of its 100th Anniversary, the League hosted street dedication of Urban League Square - St. Louis, MO 63108.



Urban League Headquarters

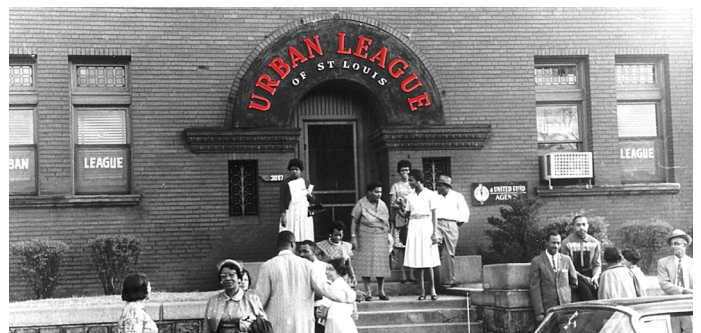
“

When we empower
our communities,
we all become
empowered.”

- Michael P. McMillan



1918 - 1937



1937 - 1966



1966 - 1972



1972 - Present



“

Develop a passion
for learning. If you
do, you will never
cease to grow.”

- Anthony J. D'Angelo



Educational Excellence

EMPOWERING TOMORROW'S LEADERS

The Urban League understands that education is one of the most important investments a person can make, this is why we are dedicated to empowering tomorrow's leaders.

CONTENT

- 18 Head Start & Early Head Start
- 20 Scholarship Programs
- 21 GED/HiSet
- 21 #1 In Civil Rights: STL African American Freedom Struggle
- 23 Advancing Education Equity Through ESSA



HEAD START & EARLY HEAD START

An investment in
knowledge pays
the best interest!

Urban League Head Start/Early Head Start (ULHS/EHS) is a comprehensive early childhood education program that provides services for children ages birth-5 years, expectant mothers and their families. A special focus is placed on school readiness, early childhood education, family and community engagement, health and nutrition services.

ULHS/EHS places significant emphasis on the involvement of parents and families in the program.

It encourages parents to become active participants in their children's learning, while shaping the learning environment through: volunteering in the classroom, functioning in governing bodies, advocating at state-level meetings, building community relationships and serving on Head Start committees.

Staff, parents, families and the community work in tandem to help children succeed now and as future leaders.

Throughout the year, the program partnered with several organizations and individuals to provide services and supplies for Head Start and Early Head Start children and their families.

One partnership is with the Betty Jean Kerr People’s Health Centers WIC (Women, Infants and Children) program. This partnership strives to eliminate barriers families face that may prevent them from utilizing WIC services. Enrolled HS/EHS families are now able to receive WIC services within three Head Start centers: North Spring, Mt. Zion and Magnolia.

The Office of Head Start (OHS) conducted its On-Site Federal Monitoring Visit on April 30-May 3, 2018. The areas reviewed were C.L.A.S.S. and Focus Area 2. The follow-up On-Site Federal Monitoring \results report concluded that the ULHS/EHS programs met the requirements of all applicable Head Start Program \ Performance Standards, laws, regulations and policy requirements.



Head Start/Early Head Start Combined Program Performance

Indicators for 2017 - 2018 Program Year	
▶ Funded Enrollment	672
▶ Number of Children Served	949
▶ Children with IEPs/IFSPs Served	65
▶ Family Services (Families receiving at least one of the family services offered)	295

90%

Percentage of children transitioning to Pre-K who met or exceeded age level expectations on the End of the Year Child Outcomes Assessment

+ Success Story

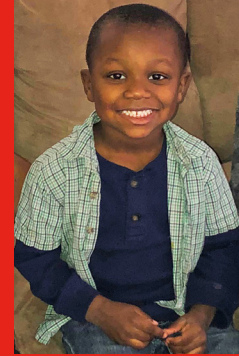
Head Start / Early Head Start

Mrs. Marian Davis and her husband, K.C Davis visited the Jennings Head Start/Early Head Start Center on July 25, 2018 to enroll their grandson, Kentrell in the Urban League Head Start program. During the enrollment process, Mrs. Davis mentioned that they had just received custody of Kentrell and his older sister the previous week. During the conversation with Brishae Turner, the Family Service Worker, Mrs. Davis shared that she wanted Kentrell in a learning environment. She had heard great things about Urban League and wanted to give Kentrell the opportunity

to learn and be around other children. Mrs. Davis stated that she currently goes to dialysis three times a week and this would be a great opportunity for her to be able to receive treatment and not worry about the care of her grandson. Rapidly growing their family, they were in need of beds for the children, food and clothing. After the enrollment process was completed, Mrs. Turner walked the family next door to the Urban League's St. Louis County Outreach Center where they were able to receive beds, food and sign-up for the food pantry.

During a recent home visit, Mrs. Davis was overwhelmed with emotion because she was so happy with

Kentrell's progress and the services they are receiving from the Urban League Head Start program and the Urban League's Outreach Center. Mrs. Davis told Mrs. Turner that she is worry free and can attend her dialysis appointments knowing that her grandson is safe.



I love my classes they are really fun; my favorite is story time!
- Kentrell

SCHOLARSHIP PROGRAMS

The Urban League understands that education is one of the most important investments a person can make, as it is critical to reducing many inequities within our society. The Urban League awards scholarships to students from the St. Louis Metropolitan area to support their college education and career goals. Currently, the Agency offers three scholarship programs: the Leslie Scholarship, the Ida Goodwin Woolfolk Scholarship and the Frankie Muse Freeman Scholarship .

These scholarships provide financial assistance to students pursuing their post-secondary education. Scholarship recipients major in subjects such as mechanical, electrical and aerospace engineering, biology, chemistry, business, accounting, law and pre-med.

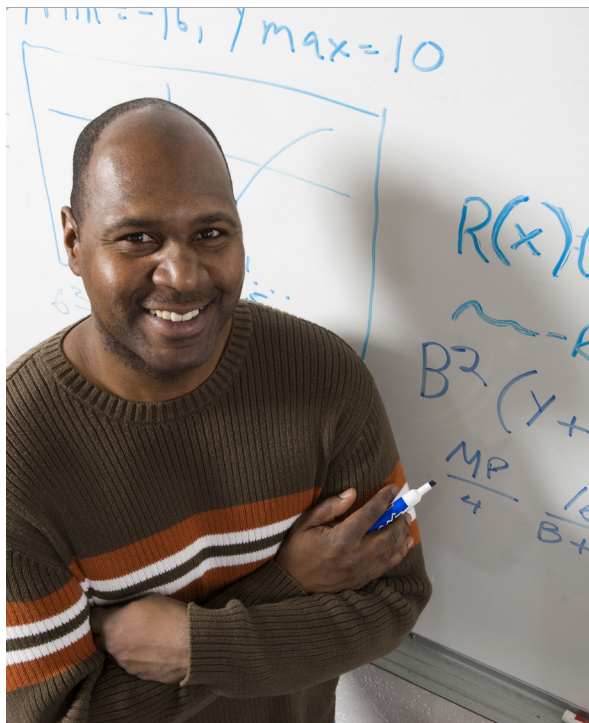
Scholarship awardees are selected based on their academic achievement, community service, character and financial need.

During the 2017-2018 academic year, there were thirteen scholarship recipients. Generous donations and gifts from individuals and organizations throughout the St. Louis community are used to fund the scholarships.

Scholarship awardees are selected based on their academic achievement, community service, character, and financial need.



GED/HiSet



The Urban League of Metropolitan St. Louis, Inc. hosts a high school equivalence certificate (HiSET) program in partnership with St. Louis Public Schools. The program is for anyone seeking to continue and complete their primary and secondary education. This program is comprehensive and provides many courses from grades 1 through 12. Basic educational coursework is offered in reading, writing, mathematics, oral communications, natural sciences and social studies with an emphasis in the development of critical thinking, problem solving skills, and career planning.

Students work closely with the instructor to establish short and long term educational goals, including the attainment of a High School Equivalency Test (HiSET). The GED/HiSET program has two scheduling options and is open to the entire community. This year over three hundred participants were enrolled in the program.

#1 In Civil Rights: STL African American Freedom Struggle

The Missouri History Museum's popular exhibit, #1 in Civil Rights: The African American Freedom Struggle in St. Louis, saw more than 260,000 visitors before closing on April 15, 2018. Due to the popularity and community impact of this exhibit, the Missouri History Museum has partnered with area institutions in order to share the powerful stories found in the exhibit with the St. Louis community for years to come. The bulk of the #1 in Civil Rights exhibit- labels of text, photographs and graphics – will travel to local institutions including the Urban League of Met-

ropolitan St. Louis, the Griot Museum of Black History, the University of Missouri–St. Louis and the Northwest Academy of Law and Social Justice. The Urban League will be the first to showcase the panels in an exhibit in the Vaughn Cultural Center on Grandel Square in the Grand Center Arts District.

The Urban League, which celebrated its centennial in 2018, opened the exhibit in the Vaughn Cultural Center last summer.



Dr. Mulugheta Teferi, UL Vice President, Barbara Bowman, UL Vice President, and Dr. Frances Levine, President of the Missouri History Museum



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

Advancing Education Equity Through ESSA

The reauthorization of the Elementary and Secondary Education Act (ESSA) – the Every Student Succeeds Act (ESSA) – signals a shift in the policy and accountability landscape, but intentionally leaves open the precise manner by which districts and states will ensure better student outcomes. The new law provides states and districts with more discretionary authority, but no additional capacity or resources to manage this new authority, while explicitly restricting the federal role. States and districts now have the opportunity to prove their explicit commitment to an equitable and excellent education for all children, and the Urban League Movement will hold states and local districts to this renewed promise from the planning through implementation stages. In Missouri, the plan is being



implemented with the collaboration and partnership of a primary team which is made up of the Department of Elementary and Secondary Education (DESE), Public Schools from St. Louis, Kansas City, and Springfield; the Urban League of Metropolitan St. Louis, representing the community; and higher education from Maryville University and

University of Kansas as well as the Missouri School Boards' Association.

In the last two years, the Urban League of Metropolitan St. Louis has been involved as an advocate of education equity and excellence in all schools representing the voiceless as the State was developing its education plan to submit to the

federal government. This work has been very invaluable in many ways but most importantly it created the communications needed for the League to continue to advocate in a meaningful and proper way. It is also the Urban League's responsibility to follow up to ensure that the public schools in the St. Louis metropolitan area are working to educate ALL

students equally and that the ESSA plan helps to hold the educators' accountable.

In 2019, the Urban League will follow up by mobilizing and organizing Parents and other community allies and by providing a platform for parents to share information, learn together and collectively demand accountability from their schools to ensure all students succeed. Schools belong to the community and the community engages educators to watch over social, emotional, and academic performance of all students. The dilemma is - who is responsible for the high number of African American students not being able to meet the social, emotional and academic expectations? The Urban League is addressing the cause and effect of student failures working along with the Department of Elementary and Secondary Education to influence changes. In the past such actions were determined solely by the districts and the state department of education.

The vision that all students must learn at high levels, equipped with the skills and knowledge to successfully compete in today's global economy can be realized and is premised if they are afforded a rich and demanding instructional environment in which priority is assigned to strong and well prepared teachers and school leaders at each school.



14.5%

of African Americans have less than high school diplomas

5%

GED or alternative credential

27.5%

Regular high school diploma

24%

Some College, no degree

8.5%

Associate's Degree

13%

Bachelor's Degree

7.5%

Graduate or Professional Degree

Source: <https://blackdemographics.com/educational/>



Community Empowerment

EMPOWERING FAMILIES THROUGH IMPACTFUL PROGRAMS

The Urban League provides resources that stabilize families so that empowered clients may focus on bettering themselves and their communities. The basic needs of food, clothing and shelter must first be met and available for clients and their families so they can then strive for their economic self-sufficiency.

CONTENT

26	Community Empowerment Report	34	Residential Leadership
29	LIHEAP Energy Assistance	35	Summer Electronic Benefit Transfer
30	Food Pantry	36	Urban Expo & Back To School Festival
30	Urban Closet	38	Community Mobile Health Unit
30	Utility Assistance	38	100 Neediest Cases
31	Housing Assistance	38	Annual Turkey Distribution
32	Rental Assistance	39	Senior Empowerment Series
34	Home Repair		



Community Empowerment Report

6th Annual Ameren/Heatupstlouis.org Winterizing Forum

The Urban League of Metropolitan St. Louis joined, Heatupstlouis.org and Ameren Missouri for its 6th Winterizing Utility Forum on October 5, 2018. More than 4,500 people were impacted by various funding pots. These funding sources included, Heat-Up/HUD/St. Louis County; Affordable Housing Commission/Heat-Up, Ameren Missouri and Spire grants, which totaled more than \$550,000 in one day.

The Urban League St. Louis City and County Outreach Departments worked with Heatupstlouis.org Board Chairwoman and UL Board Member Melanie DiLeo, to help qualify City and County residents by lifting their previous winter and/or summer financial

utility burdens, so that they could begin the upcoming 2019 heating season with more manageable household expenses.

In addition to uplifting area needy residents, seniors, and low-income families, the forum provided public safety tips on avoiding unsafe methods of heating, like using heaters as a primary heating source; financial literacy and budget billing on how to better manage electric and natural gas monthly bills and energy efficiency advice by experts; including weatherization referrals for needy homeowners, who continue to look towards driving down high utility costs in the summer and winter months.

Since its inception with the support of the Urban League of Metropolitan St. Louis, along with other community service partners, Heatupstlouis.org has touched the lives of more than 520,000 people in 34 Missouri and Illinois counties, including the City of St. Louis. In many cases, Heatupstlouis.org funds are used as a primary and supplement utility resource depending on the size of the utility bills.



Ameren/Heatupmissouri.org Crisis Funds: In late Fall 2018, Ameren Missouri embarked on a new state-wide energy assistance, energy efficiency and weatherization project. Although Heat-Up expanded its service area with its Ameren’s \$2 million commitment as far as the Bootheel of Missouri and Jefferson City/Columbia areas, the Urban League’s St. Louis City and County Divisions have been included by Heat-Up officials in its utility assistance outreach with some of those funds in an effort to further reduce the utility bills of the Seniors and the working poor by placing them on budget billing and providing various

other resources so that they can increase their quality of life. In 2018, Heatupstlouis.org also chose to award the Urban League’s city division with a new HUSTL/Senior City project partnership to help qualify new seniors over 60 years of age.



2018 Hardee’s Rise & Shine for Heat:

UL CEO Michael P. McMillan led regional leaders in volunteering, as official greeters in the 18th year of Hardee’s Rise & Shine for Heat benefit where volunteers accepted public donations. McMillan, who is also a member of the HeatupStLouis executive board engaged his St. Clair County, St. Louis City and St. Louis County staff to participate as volunteers.

At the event, Hardee’s donated its Sausage and Egg biscuits for a special price of \$1.00 with the proceeds of the sale going directly to benefit Heat Up St. Louis utility fund clients. Heat Up St. Louis Partners Hardee’s and Ameren also underwrote the administrative costs, so that both will product sales and collections fund combined to help maintain

utility services in Missouri and Illinois needy households. Last year, more than \$400,000 was raised in a short period of time during Hardee’s breakfast hours.



14TH Annual Cooldownstlouis.org/Ameren Cooling A/C Give-A-Way

Over the years, the St. Louis region during severely hot summer months had joined so many urban cities throughout the United States with escalating heat-related deaths and heat strokes.

Cooldownstlouis.org’s mission 19 years ago was to bring public awareness through media partnerships on the danger of being without a working A/C unit. Over the years, the Urban League and Cooldownstlouis.org have taken notice of the decline in summer heat-related casualties throughout the St. Louis region.

The purpose of the Cooldownstlouis.org/Ameren Cooling A/C Give-a-Way project is to save lives, by networking closely with the St. Louis Fire Department, St. Louis City and

County Health Departments, and working with additional social services throughout Missouri and parts of Illinois. The Urban League is a proud partner in this effort to save seniors' lives and the physically disabled; and helping them to avoid heat strokes; as well as helping needy families with documented small sick children, so that there is no further danger because they lack a cooling source. In 2018, prior to the demise of Vatterott College, the public also had a chance to donate as neighbors helping neighbors.

During this time period more than 250 slightly used and new A/Cs were donated by area residents to help qualified clients without a unit in Missouri and Illinois. In addition, the anchor sponsor, Ameren donated 620 brand new energy efficient A/C window units to Cooldownstlouis.org. The Urban League received a large amount of air conditioners from Cool Down due to a very lengthy hot spring and summer period last year.

Over the years, the project included special funds from Ameren for utility services for seniors, who weren't required to have a disconnection notice. The Cooldownstlouis.org general summer project also provided financial utility grant resources to all three (3) of the Urban League service areas, which encouraged seniors and the physically disabled to "Keep on the Air." Urban League also participated in the 18th Annual public awareness Cool Down "Check on Your Neighbors" program, co-sponsored by Ameren, the St. Louis media and the St. Louis Metropolitan Clergy Coalition. These community activist groups also distributed with other partners thousands of Cool Down/Ameren cooling cards with resources to get help along with tips to stay alive and cool during hot temperatures.

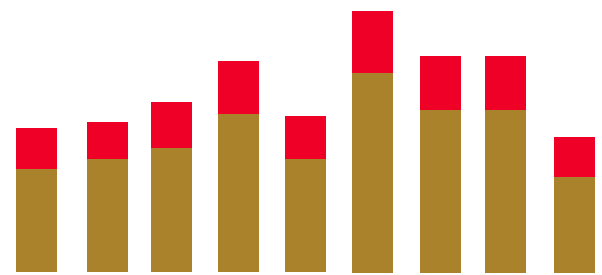




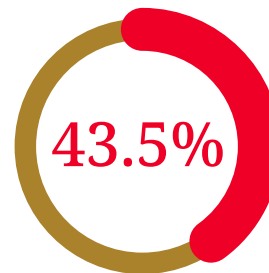
LIHEAP Energy Assistance

In 2018, over 10,000 individuals in eligible LIHEAP households in the service area of St. Louis City and Wellston were assisted with energy assistance through the Urban League LIHEAP Department. The LIHEAP program helps low-income households who spend a large proportion of their household income on utility expenses meet their energy needs.

The Urban League of Metropolitan St. Louis is thankful for support from the Missouri Department of Social Services, Ameren, Spire, Heat-Up/Cool Down St. Louis, Cardinal Ritter College Prep High School, and the Missouri Public Service Commission, Firefighter Institute for Racial Equality, as well as committed volunteers from US Bank, Delta Sigma Theta Sorority, Inc., St. Louis Alumni Chapter, Zeta Phi Beta Sorority Inc., United Way of Greater St. Louis and many others.



All households: **\$706** Average Heating bill for households with an average of **\$12,304**



LIHEAP paid 43.5% of the heating bill for Average households.



LIHEAP Energy Assistance paid 28.2% of the heating bill for high burden households.



The Urban League continues to be a staple in the community. Last year, the majority of the 100,000 clients that the Urban League served benefited mostly from safety net services which are food, clothing, rental and utility assistance programs.

Food Pantry

The Urban League's food pantry operations in St. Louis City, St. Louis County and St. Clair County Division distributed food to over 30,000 residents in 2018. We continued to see an increase in large families in need of food with 25% more families of 5 or more being served than in the previous year. The League's ability to provide food baskets is attributed to partnerships with the St. Louis Area Food Bank, Operation Food Search, Schnucks, Aldi's and Walmart, where food baskets are available at reduced or no cost to member agencies.

Urban Closet

The Urban Closet offers free clothing for all family members and features career clothing for those seeking job opportunities through the Employment Department, Save Our Sons and Save Our Sisters programs. The Urban Closet currently operates in the St. Louis County Outreach Center, the Ferguson Community Empowerment Center and the Save Our Sons / Better Family Life Community Outreach Center.



Utility Assistance

The Urban League provides utility assistance, resulting in reconnection and/or the prevention of shut-offs. Nearly 2,000 households received utility assistance in the St. Louis metropolitan area during 2018. This program is supported by funds received from Heat-Up / Cool Down St. Louis, Ameren, Spire, Dollar More, Dollar Help and the Federal Emergency Management Agency.

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. With the rise in utility costs, it becomes more important to assist families with maximizing and spreading their resources.

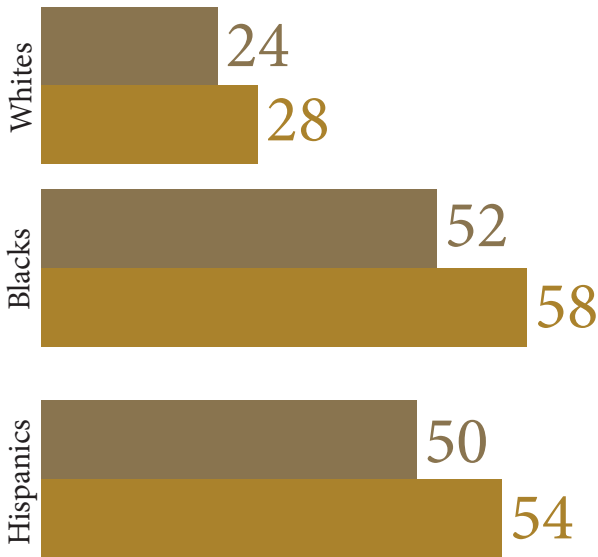
Rental Assistance

The Urban League helps families to keep their homes by preventing evictions and foreclosures through its rent/mortgage assistance programs. The Urban League served over 250 clients with rental or mortgage assistance through the St. Louis City Affordable Housing Trust Fund Grant (AHTF), St. Louis County Emergency Solutions Grant (ESG) and the Emergency Food and Shelter Program (EFSP) that is chaired by The Federal Emergency Management Agency (FEMA) to prevent homelessness in the entire St. Louis Metropolitan region.



Share of renting households increased for Whites, Blacks and Hispanics since 2016. % Of household heads who rent their home, by householder race/ethnicity

Source: Pew Research Center analysis of Census Bureau estimates of homeownership rates.



+ Success Story

Housing Assistance

Cassandra successfully completed a First Time Home Buyer's Workshop on May 12, 2018. She shared, "The class was very helpful and I was able to take away some great points for credit, money management, mortgage loans, etc." Cassandra felt the class was well worth it and would recommend anyone looking to purchase a home to take the class.

During class, we spent time talking about Money Management, Understanding Credit and strategies to help make improvements on your credit. This was a huge takeaway for Ms. Brownlee because she was able to implement those strategies she learned from class. Her credit score went from a 634 to a 768 due to her hard work and the information she took away from the class. Cassandra was able to pay off some credit cards and a car all while tackling a major life transition through a divorce.

On July 31, 2018, Cassandra closed on her home. She was so excited even though her closing took place during some challenging times in her life. Cassandra won a \$100 gift card to Home Depot for purchasing a home in 2018 and she also participated in the National Urban League Fintech Survey which qualified her to receive another \$10 gift card. It was a perfect holiday gift for a First Time Home Owner!

Housing Assistance

The Housing Department provides individual and group counseling along with community partners to educate residents on financial capabilities, credit and money management, pre-and post-purchase housing counseling, loss mitigation outreach sessions and advocacy for fair housing. In 2018, the Urban League served 1,468 new clients through mortgage services, homeownership, rent and utility assistance, financial literacy classes and workshops.

The League conducted bi-monthly home buyer classes in its St. Clair County Outreach Center for first time home buyers. In 2018, the St. Clair County Housing Department conducted 24 First-Time Home Buyer Workshops for over 128 participants resulting in the purchase of 37 new homes in the St. Clair County Region. Additionally, the St. Clair County Division processed 375 Norman Cash payments on behalf of Department of Children and Family Services families to help secure their housing and stabilize households.

In April 2018, the Urban League's Housing Director served as the keynote speaker for the Illinois Department of Human Rights, in partnership with the Illinois Housing Development Authority for the 50-year commemoration of the signing of the historic Fair Housing Act which was held at the Jackie Joyner Kersee Center in East St. Louis, IL.

In addition to partnering with Bank of America, Enterprise Bank & Trust, Montgomery Bank and Wells Fargo, the Urban League also serves as a member of



CIBC's Community Advisory Council to advise investments of \$3 billion for housing initiatives in the four Metropolitan areas of Chicago, Detroit, Milwaukee and St. Louis. Additionally, the Urban League received grants from CIBC, Enterprise Bank & Trust Associated Bank and Montgomery Bank to sponsor financial education and homebuyer courses.

The Urban League Housing Department also hosts the St. Louis Metropolitan Housing Task Force which is comprised of multiple leaders from lending institutions, governmental agencies, community stakeholders and nonprofits. The Metropolitan St. Louis Equal Housing and Opportunity Council is also in partnership with the Urban League to provide free education on fair housing laws to program participants.



For over 100 years, the Housing Department of the Urban League of Metropolitan St. Louis has been empowering communities, changing lives and restoring hope to residents. The Urban League of Metropolitan St. Louis has been a HUD-certified organization since 1968.



12.1%

Share of the US population that is African American

63.0% White
4.6% Asian
17.3% Hispanic



2.9%

Share of all conventional mortgage applications by African Americans

68.6% White
7.1% Asian
5.4% Hispanic



2.0%

Share of all successful mortgage applications by African Americans

73.4% White
7.0% Asian
4.5% Hispanic

Source: <https://blackdemographics.com/households/housing/>



Home Repair

The aim of the UL minor Home Repair Program is to provide minor home repairs to elderly and/or disabled homeowners with household incomes at or below the low to moderate income levels (80% of Area median income) as established by the U.S. department of Housing and Urban Development. By promoting the program through community outreach meetings and the distribution of flyer's throughout the community the Urban League successfully serviced 64 homes. The minor repairs consisted of minor electrical/plumping repairs, installation of toilets, facets, grab bars, hand rails and ceiling fans.

Installation/repair of wheelchair ramps, porches, stairs, minor concrete repair, and installation/repair of exterior/interior doors, storm doors and windows.

Residential Leadership

In 2018, the Urban League St. Louis City Outreach Department held 20 Residential Leadership Training workshops for nearly 200 participants. The workshop topics included:

- Do-It-Yourself Home Repairs
- Stress Management
- Women's Self-Defense
- Fire Prevention
- Health & Wellness

URBAN LEAGUE
DIY WORKSHOPS
HOME MAINTENANCE WORKSHOP

St. Louis City Operations | St. Louis County Operations | St. Clair County Operations
925 N. Vandeventer | 8900 Jennings St. Rd | 19201 Lincoln Trail
St. Louis, MO 63108 | Jennings, MO 63136 | Fairview Heights, IL 62208
(314) 615-3844 | (314) 256-5337 | (618) 274-1150

SATURDAY, APRIL 16, 2016
9:00AM - 11:00AM

SEATING IS LIMITED | MUST RSVP
BY CALLING 314.498.5311 OR EMAIL: POA@URBANLEAGUE-STL.ORG

HEALTHY NEIGHBORS WORKSHOP SERIES
STRETCH YOUR WAY TO BETTER HEALTH

In this interactive workshop led by Yoga Instructor Liz Horley, participants will learn about the health benefits of yoga and practice in a 'YogaAlign' class that uses self-massage, stabilizing exercises, and stretching to help regain the pain-free posture of your youth.

TUESDAY JUNE 6TH | Solar Yoga Center of St. Louis
6002 Pershing Ave., St. Louis, MO 63112
4:45pm - 5:15pm / Health Benefits of Yoga
5:30pm - 7pm / YogaAlign Class

PLEASE RSVP! BY CALLING 314.498.5877 OR EMAIL: DLARK@URBANLEAGUE-STL.ORG

HEALTHY NEIGHBORS WORKSHOP SERIES & ST. LOUIS AREA AGENCY ON AGING
HEALTH THROUGH AGES
A WORKSHOP ON AGING WELL

TUESDAY, MAY 2ND | 6-7:30PM
St. Louis City Urban League
James H. Buford Outreach Center
935 N Vandeventer | St. Louis, MO 63108

This interactive workshop, led by aging expert Mark Smith, will offer participants tips for aging well and the skills to navigate Medicare for health through the ages. This event is free and open to the public. Please RSVP.

PLEASE RSVP BY CALLING 314.498.2077 OR EMAIL: DLARK@URBANLEAGUE-STL.ORG

URBAN LEAGUE of Metropolitan St. Louis, Inc. | Empowering Communities. Changing Lives.
HEALTHY NEIGHBORS WORKSHOP SERIES
ASK THE DOCTOR
"Stress Management" How to Cope

THURSDAY DECEMBER 3RD FROM 6PM TO 8PM
LUX WELLNESS SPA
3016 S GRAND BLVD ST. LOUIS, MO 63118

RSVP AT 314.506.5308 OR DLARK@URBANLEAGUE-STL.ORG
FREE MINI MESSAGES

URBAN LEAGUE of Metropolitan St. Louis, Inc. | Empowering Communities. Changing Lives.
MONEY SMART WEEK
PATHWAYS TO HOME OWNERSHIP

HIGHLIGHTS:
MONEY SMART WEEK
HOME BUYING 101
PITFALLS TO AVOID
HOW MUCH YOU CAN AFFORD
WHO ARE THE PLAYERS
BUDGET AND CREDIT
FINANCING A HOME
SELECTING A HOME
INSPECTIONS
NEGOTIATIONS
CLOSING

WEDNESDAY APRIL 26TH, 4:30PM UNTIL 6PM
St. Louis County Urban League
8900 Jennings St. Rd | Jennings, MO 63136

SEATING IS LIMITED | MUST RSVP
BY CALLING 314.498.5311 OR EMAIL: POA@URBANLEAGUE-STL.ORG

URBAN LEAGUE DIY WORKSHOPS
HOME WEATHERIZATION MAINTENANCE WORKSHOP

Participants learn how to identify weatherization needs, how to select weatherstripping, weather stripping, window/door repair or replacement and much more.

SATURDAY, OCTOBER 15 | 9am - 11am

St. Louis City Operations | St. Louis County Operations | St. Clair County Operations
925 N. Vandeventer | 8900 Jennings St. Rd | 19201 Lincoln Trail
St. Louis, MO 63108 | Jennings, MO 63136 | Fairview Heights, IL 62208
(314) 615-3844 | (314) 256-5337 | (618) 274-1150

SEATING IS LIMITED | MUST RSVP
BY CALLING 314.498.5311 OR EMAIL: POA@URBANLEAGUE-STL.ORG



Summer Electronic Benefit Transfer

98.8%

Impacting more than 4,600 children in the Ferguson/Florissant school district

The Urban League partners with the Area Resources for Community and Health Resources to administer the Summer Electronic Benefit Transfer for Children Program (SEBTC) that provides eligible Ferguson families with children access to healthy meals. Last year, the League’s assistance with the SEBTC food program resulted in an official redemption rate of 98.8%, impacting more than 4,600 children in the Ferguson/Florissant school district. It is estimated that eligible families in the Ferguson/Florissant school district redeemed approximately \$417,870 in food purchases with local vendors, including farmer’s markets.

+ Success Story

Summer Electronic Benefit Transfer for Children Program

The SEBTC program helped my family so that we could shop more during the summer months. It is hard feeding a family of 5. I always have to budget for food during the school year and it helps out that I know my kids are able to have breakfast and lunch at school. Food is expensive and my kids eat a lot. My kids are big fruit and vegetable eaters which is great but they also like home cooked meals. We have never had the luxury of eating out a lot. Due to cooking more, I had the chance to really get to know my children. It is easy to take for granted time that can be spent with your family. We get so caught up in the day-to-day that we forget what is important. I could tell that my kids actually

liked being around me as well. We looked forward to planning out our dinners during the week and everyone had an opportunity to help out for dinner on Sundays and always made deserts as an all hands-on deck activity. I really hated to see the summer come to an end. We had a chance to make lots of memories and now we have made coming to dinner something to look forward to.



I hope that this program continues and that families that benefited from it appreciate it as much as we did.

Thank You Urban League and SEBTC!

- The McCaa Family

Urban Expo & Back To School Festival



25,000

People attended the Urban Expo & Back to School Community Festival which was the largest crowd in 100 years.

50,000

Pairs of new shoes were given away plus free immunizations and health screenings.

10,000

Families received free backpacks filled with school supplies.

The weekend of August 10 – 12, the Urban League of Metropolitan St. Louis and the Saint Louis Public Schools hosted the largest crowd in the history of the back to school giveaways .

The Urban Expo was sponsored by Wells Fargo, Monsanto, Missouri Lottery, Walmart, Emerson, Schnucks, Regions Bank, Explore St. Louis, St. Louis Community Credit Union, Missouri Department of Transportation, Commerce Bank, Bank of America, BJC Healthcare, Anthem, Schicker Ford of St. Louis, KMOV Channel 4, USBank,

Coca-Cola Heartland, Urban One, Andy's Seasoning, St. Louis Community Credit Union, Kellogg's, IHeartMedia, Country Financial, KSDK Channel 5 On Your Side, St. Louis American, 1st Choice Home Health Services, Frazier Automotive, Domino's, Affinia Healthcare, Witherspoon Law Group and Metro Production Service.

The objective of the Urban Expo was to prepare students mentally and to provide resources they need for the upcoming school year.

The Urban Expo weekend began on August 10, with the Senior Day

where hundreds of local senior citizens were treated to a continental breakfast, lunch, financial and health literacy seminars, entertainment from the Motown Revue and Marty Abdullah and prizes.

The festivities for the Back to School Festival began on Saturday, August 11, with a ribbon cutting and fanfare from St. Louis Public Schools high school cheerleaders. DJ Kut and several local artists created a festive atmosphere as tens of thousands of families gathered to receive backpacks filled with school supplies courtesy of Walmart and TIAA, nearly 50,000 pairs of new shoes, free immunizations, haircuts and food samples from the Schnucks Markets' Festival of Foods pavilion. Local vendors and social service agencies such as Better Family Life and the St. Louis County NAACP were also made available to attendees. Workshops and panel discussions held during the Urban Expo included Civil Rights: From Protest to Policy and Programs, How to Be Successful in Business and Careers in the PGA.

The Save Our Sisters Women's Empowerment Summit was also well attended and featured Good Times' BernNadette Stanis and Pam Chatman as keynote and plenary speakers. Stanis' moving luncheon keynote speech highlighted her rise to fame while starring as Thelma on Good Times to her evolution to book author and caregiver to her late mother who suffered from Alzheimer's Disease. Pam Chatman provided the opening and closing plenary sessions and encouraged the participants to rise up and become their most empowered selves.

The grand finale of the Urban Expo was headlined with a concert by Grammy Award Winning Gospel Singer Fred Hammond featuring the Greater Grace Church choir to an enthusiastic audience and Urban League CEO Michael P. McMillan presented a 2018 Ford EcoSport to Mary Fox, the grand prize winner.





Community Mobile Health Unit

The Community Mobile Health Unit brings medical care to residents lacking basic health insurance coverage rather than waiting for them to seek care which may or may not happen, and if it does, may be dangerously delayed. Over 400 residents received health screenings in 2018. The free services included blood pressure, diabetes, cholesterol, HIV screenings and flu shots.

100 Neediest Cases

The Urban League serves nearly 1,000 low-income families through the United Way of Greater St. Louis/Post Dispatch 100 Neediest Cases Program.

The majority of adopted families receive numerous boxes containing items such as bed linens, clothing, shoes, appliances, etc. Families also receive gift certificates and financial aid. The 100 Neediest Cases began in 1922 as an annual charitable campaign that selects 100 families and individuals during November and December, that has evolved to include thousands of families each year.

The sponsoring organizations and other charities absorb the administrative cost. Local organizations adopt individual cases, donate food, medications, household necessities, holiday presents, etc.



Annual Turkey Distribution

The Urban League and TIAA Bank distributed 2,000 free pre-packaged Thanksgiving meals to low-to-moderate income residents. Thanks to major sponsorships by TIAA Bank and Schnucks Markets Inc. **“At TIAA Bank, we’re always here to support the communities where we work and live”** said Joseph Hernandez, Community Reinvestment Officer of TIAA Bank. “The Urban League of Metropolitan St. Louis is making a difference in so many lives and we’re honored to team up to make an even bigger impact at the 25th Annual Turkey Giveaway.”

TIAA Bank contributed more than \$35,000 to the Urban League of St Louis to host the area’s largest turkey giveaway. This marks the third year TIAA Bank has supported the cause as Presenting Sponsor. Since teaming up with the Urban League in 2016, the organizations have fed Thanksgiving meals to nearly 6,000 families in low-to moderate income areas in St. Louis, MO.

Senior Empowerment Series

The Urban League hosted Senior Empowerment Forums at Homer G. Phillips, Heritage House and Metropolitan Village Apartments, three local centers for senior citizens. The forums featured presentations on senior services, transportation, health and wellness. Lunch, gifts and clothing giveaways were also provided to the residents.

The Urban League Senior Empowerment Series Forums are held each year at local senior citizens centers. Target Corporation, Aetna, Charles Lowenhaupt, Don Brown Chevrolet, Dierbergs, Panera Bread, Jim Shaughnessy, Laborers Local #110, Saint Louis University, St. Louis Auto Dealers Association, Marriott St. Louis Grand Hotel, St. Louis Area Agency on Aging, Metro and At Home Care were the sponsors for this year's forums.





Empowerment is best served through rapid economic growth with rapid social change.

- Richard Mills



Economic Opportunity

SECURING ECONOMIC SELF-RELIANCE

The Urban League empowers African Americans and others to achieve economic self-sufficiency and wealth accrual by prioritizing “ladders out of poverty” programming.

CONTENT

- | | | | |
|----|--|----|--------------------------|
| 42 | Employment Services | 49 | Business Training Center |
| 43 | Workforce Innovation & Opportunity (WIOA) | 50 | Save Our Sons Program |
| 44 | Project EmPOWER Job-Readiness Training Program | 52 | Great Rivers Greenway |
| 46 | Skill-Up Job Training | 54 | Anti-Crime Initiative |
| 47 | SLATE Summer Job League | 56 | Save Our Sisters Program |
| 47 | Transition for Change | 58 | Weatherization |
| 48 | Financial Literacy | | |

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 St. Louis City, St. Louis County and St. Clair County, Illinois, the Urban League provided nearly 3,000 job seekers with individual job counseling, employment information and access to various employers with more than 300 individuals obtaining jobs.

The Boeing grant enabled the St. Clair County Division of the Urban League of Metropolitan St. Louis to provide primarily low-to-moderate income clients with comprehensive counseling and guidance to secure full-time or part-time employment in the St. Louis Metropolitan area and to assist clients with job placement in the workforce. In 2018, the Urban League's St. Clair County Employment Department exceeded its program goal by 93% and placed 106 residents in jobs.

+ Success Story

Employment Services

I cannot begin to thank the St. Louis Metropolitan Urban League for your courage and support during my time of need. Under the guidance of Mrs. Whiting, I was able to volunteer with the Urban League, which was a great experience. The staff members and other volunteers were very helpful and made me feel welcome. In the process, Mrs. Whiting assisted and guided me through a rough period in my life. I had recently lost my job and was having a hard time finding employment. I became depressed and wanted to give up, but Mrs. Whiting made sure I was not going to give up on her watch, she assisted me with improving my technical skills and refreshed my resume. She also talked to me and encouraged me and her enthusiasm and polish rubbed off on me.

Thanks to Mrs. Whiting, I was able to not only become employed again, but I work for a wonderful agency called Life Source Consultants, where I am a Client Service Advocate and assist domestic violence and sexual assault survivors with social and community support. I work under the guidance of the founder and CEO of the agency, Dr. Gloria Johnson, who is wonderful to work for, and in the short time I have been employed here, Dr. Johnson has educated me about domestic violence and the impact it has on the lives of so many.

In closing, I also want to thank Mrs. Whiting for believing in me when I stopped believing in myself. I would also like to thank the rest of the Urban League staff and a special thanks to Mrs. Paula Moore for her support as well.

This program is a powerful tool for empowering individuals and communities. Thank you Urban League of St. Louis.

- Akilah Pelt



Workforce Innovation & Opportunity Act (WIOA)

The Urban League of Metropolitan St. Louis, Inc. in partnership with Saint Louis County Government – Division of Workforce Development works with partnering school districts in St. Louis County to deliver the WIOA services.

Our Agency's Workforce Innovation and Opportunity Act (WIOA) is an early intervention In-School Youth Program that assists students with connecting education and careers.

The School-To-Business partnership is an extension of classroom instruction that allows youth the opportunity to see first-hand how school and careers connect.

Students attend monthly sessions that address a variety of workplace topics. Each new school year, students rotate to a different company to learn about the culture of that particular company. The following companies currently partner with the School-To-Business Program: Boeing, the Four Seasons Hotel, UPS, and MetLife Insurance. The Urban League Youth Services Division has been at the forefront of successfully implementing summer youth work experience programs since 1999. In the summer of 2018, 68 youth were placed in various positions through local municipalities, school districts,

non-profit, faith-based, child care, small businesses and local parks. For many of the youth participants, this was their first step in the field of employment.

100th PGA Championship

In celebration of the 100th PGA Championship at Bellerive Country Club, Aug. 6-12, the Professional Golf Association of America and the Urban League of Metropolitan St. Louis partnered to advance diversity in the golf industry, while creating a legacy of hope and opportunity in the region. Designed to change the trajectory of lives and serve as a catalyst for positive change in the local community, the partnership

also commemorated the Urban League’s centennial. As a result of the partnership, 11 WIOA students attended the 2018 PGA Beyond the Green Tour which inspired high school and college students to learn about careers in the golf industry through exposure to influential PGA Professionals, business executives and a behind-the-scenes view of the operations of the 100th PGA Championship. The event featured Daytime Emmy Award-nominated actor Dondre Whitfield, and opportunities for speed networking with PGA Vice President Suzy Whaley, Golf Channel Anchor Cara Banks, KSDK TV News Anchor Rene Knott, St. Louis Cardinals Beat Reporter Jenifer Langosch, iHeartMedia St. Louis Region President Derrick Martin, Enterprise Holdings Director of Creative Media and Sponsorships Michelle Russell Wazlawek and Golf Women Mean Business Regional Director Mary McCray. Youth participants were also treated to a panel discussion comprised of golf industry leaders and a case study competition on growing participation in golf.

Project EmPOWER Job-Readiness Training Program / Starbucks



The Urban League Youth Workforce Development division works with both internal and external partners and stakeholders to create a comprehensive approach to assisting members of our community with achieving their employment and training goals. The Starbucks Foundation has provided valuable support to the Urban League Workforce Development Division since 2016, through its Café Opportunity grant – locally coined the “Project EmPOWER” Job-Readiness Training Program.

The League’s goal in executing this grant was to provide comprehensive job-readiness training to underserved teens and young adults in Ferguson and surrounding communities, in an effort to prepare them to be successful members of the community and workforce. Using course material provided by Starbucks, the Urban League’s collaborative Workforce Development model, and support from various industry experts, we executed interactive job-readiness training activities that included “hard and soft” skill components, such as customer service, cash-handling, resume preparation, interview preparation, financial literacy, sales and presentation techniques, and workplace attire/grooming. We also engaged participants in activities that strengthened their

interpersonal skills, such as teamwork, ethics, empathy, problem solving and social media etiquette.

In the past year, ULSTL's Youth Workforce Development team engaged 103 youth in the aforementioned training activities. All training activities were conducted at the Starbucks Training Center, located in Ferguson, MO. Graduates of the Project EmPOWER Job-Readiness Training program are cognizant of their performance expectations on the job and are mindful of the type of employment that best suits their individual traits and skill sets. They are equipped with the skills and resources they need to secure entry-level employment.

“Project EmPOWER” Job-Readiness Training Program Statistics:

98% Retention: 101 of the 103 participants who joined the Project EmPOWER Job-Readiness Training program successfully completed the program – all graduates received certificates of completion and a Starbucks gift card. Additionally, the League offered internal supportive services (transportation assistance, rent/utility assistance, clothing pantry, computer labs, etc.) to all youth in order to ensure their ongoing participation in the program.

Employment/Internships/Education: To date, 62 youth have obtained employment or internships. 88 program graduates have continued (or pursued) educational programs to aid them in accomplishing their employment goals.



Skills Gains

Each participant is required to complete a pre- / post- assessment, which comprised the materials covered during our training activities. Of the 101 program graduates, the average pre-survey score is 24/40 (60%) while the average post-survey score is 37/40 (92.5%).



Exposure

Attending the Job-Readiness Training Program /Project EmPOWER meant a first time visit to a Starbucks for over 90% of this year's participants. Youth were delighted with the familiar technology (Wi-Fi, charging stations, etc.) available to them in the restaurant and training space, as well as the level of engagement and encouragement they received from store partners and leaders. Youth sampled many coffee- and noncoffee beverages, and even participated in hands-on Barista training led by the store's staff trainer. Cohorts enjoyed observing the Baristas through the glass training doors, and seeing first-hand how outstanding service is executed.



Community Engagement

Ferguson Starbucks and the Urban League continue to strengthen our partnership through various opportunities for collaboration and engagement. The Urban League uses the Ferguson Starbucks (and its training room) for a variety of other programs.

+ Success Story

Project EmPOWER

Shelvin Wesley joined the “Project EmPOWER” Job-Readiness Training Program during his senior year at McCluer High school, in the Ferguson-Florissant School District. At the time of his enrollment, Wesley had no formal work or volunteer training or experience. He was approaching graduation and was worried about his ability to provide for himself in the near future. Wesley was an attentive and inquisitive program participant. He was sure to ask the questions that his peers may have been afraid to inquire about. He was focused on landing his first job before the school year ended.

Upon completion of UL/Starbucks training activities, Wesley transferred into the League’s employment program. This program is designed to provide paid, hands-on work experience to teens, in preparation for joining the workforce. He was placed at his high school (McCluer) where he worked a few hours during weekday evenings. His worksite supervisor frequently complimented Wesley’s professionalism he even mentioned wishing some of the traditional staff members at the high school possessed his work ethic.

After Wesley completed his paid employment experience, the school district offered him a full-time custodial position! In July 2018, Wesley became a full-time substitute custodian for the Ferguson-Florissant School District and a productive member of his community and the workforce.



Just want to say, thank you to Starbucks and Urban League for helping turn my life around.

- Shelvin Wesley

Skill-Up Job Training

The Missouri SkillUP program works with Food Stamp recipients to provide free help with employability skills development, training, supportive services, and employer connections to get a job (or a better job.) In partnership with ARCHs, we are tasked with leading the nation in building the capacity of individuals, families, and communities to secure and sustain healthy, safe, and productive lives.

The Urban League is targeting voluntary Food Stamp recipients ages 18 to 59, who reside in the Ferguson, Florissant, Jennings, and Normandy neighborhoods. We are providing paid on-the-job training opportunities, job skills development, access to real job opportunities, and supportive services to ensure our clients’ success!



70% of the average households served have more than four dependents and under 25K annual income.



Education must not simply teach work - it must teach Life.

- W.E.B. Du Bois



Transition for Change

The Transition for Change Employment program is designed to help clients who are dealing with child support issues and are underemployed or unemployed find gainful employment and careers. Their skill sets range from high school diploma to master's degree, in different fields. Program participants in the Transition for Change, are given access to computers to strengthen their resumes, free career clothing, job boot camps, rapid hiring events and financial literacy courses.

SLATE Summer Job League

The Missouri Summer Job League program is a workforce placement program that helps emerging workers (ages 14-24) learn workplace skills and connect with area businesses. Youth gain real-world work experience while earning a paycheck, and supporting businesses access high-quality candidates at NO cost!

The Urban League of Metro St. Louis has partnered with St. Louis Agency on Training and Employment (SLATE) to provide meaningful employment training and experience to low- to moderate-income Youth and Young Adults in St. Louis City. In 2018, we provided 67 participants with a platform to build good work habits and job skills, in order to add to their career success.





supports mutual objective of the two organizations, providing financial and economic empowerment in the community.

As the Urban League celebrates its 100th year, the long-term partnership with Enterprise represents the first of its kind for the organization. *“We are thankful to Enterprise Bank & Trust for helping us to better serve our clients with increased financial services opportunities at the Urban League St. Louis County Community Outreach Center in Jennings,”* said Michael P. McMillan, President & CEO of the Urban League of Metro St. Louis.

Financial Literacy

From making a household budget or balancing a checkbook to evaluating life insurance and selecting an investment vehicle to fund a comfortable retirement, our clients must learn about personal finance in order to be successful overseers of their incomes and assets.

However, mere knowledge of financial matters isn't enough. The Urban League Financial Literacy Training program is designed to educate participants on how to make smart money management decisions.

Participants in the program learn how to:

- Manage Household Budgets
- Checking and Savings Account Management
- Understand Credit Reports
- Improve Negative Credit Ratings
- Recognize the Signs of Predatory Lending

In 2018, the Urban League provided Financial Literacy training to over 1,000 participants.

On November 1, Enterprise Bank & Trust and the Urban League of Metropolitan St. Louis formed a partnership to open a financial services support center at the St. Louis County location at 8960 Jennings Station Rd. The center

40%

Only 40% of adults have a budget or know how to make a budget.

80%

Of U.S. adults agree they could benefit from advice and answers to everyday financial questions from a professional.

39%

Of U.S. adults carry credit card debt month-to-month (almost 4 in 10).

+ Success Story

Project EmPOWER

Raymon Jones joined the “Project EmPOWER” Job-Readiness Training Program during his enrollment in the Saint Louis Job Corps Center. He was new to Saint Louis, and seeking techniques to remain marketable to employers in a new job market. Jones had work experience, but felt that he could be doing more to improve his chances of landing a job. While he was comfortable with his ability to complete entry-level job tasks, he wanted to learn ways to improve his interpersonal skills. The Urban League facilitator worked with Jones to increase his comfortability with working in a team environment and incorporated learning activities involving presentation skills, which he was later able to utilize during a job interview.

As part of his job-readiness training activities at Starbucks, Jones attended an information session with the Dierbergs stores recruitment team. He seemed excited about the variety of positions available, the benefits provided and the ability to work around his school schedule. The program facilitator noticed his eagerness, and agreed to assist him in applying for the position once he completed training.

After a 3-stage interview process in June 2018, Mr. Jones was hired as a stocker at the Manchester Dierbergs location. He has since been promoted to cashier, and is looking forward to growing with the company.



Business Training Center

Computer literacy training is a critically needed resource in low-income communities. The Business Training Center offers courses directly linked to the Employment Department and uses software that helps clients assess their computer skills for job-readiness.

Computer access and training help clients become better prepared for preferred employment and/or increased job earnings.

The Urban League Business Training Center provides services at three sites across the bi-state area: St. Louis City, St. Louis County and St. Clair County, Illinois.

SERVICES INCLUDE:

- Testing, assessment and training in administrative and computer skills.
- Access to and increased familiarity with computers.

In 2018, the Urban League of Metropolitan St. Louis Business Training Center continued to provide technical, soft skills and other training to our clients in St. Louis and surrounding communities. Classes offered included 14 Basic Computer classes, 3 Advanced Computer classes, and 11 Resume Writing sessions. In keeping with its commitment to take the training out into the community, the Business Training Center provided classes at several remote locations in addition to its in-house centers in St. Louis City, St. Louis County and St. Clair County.

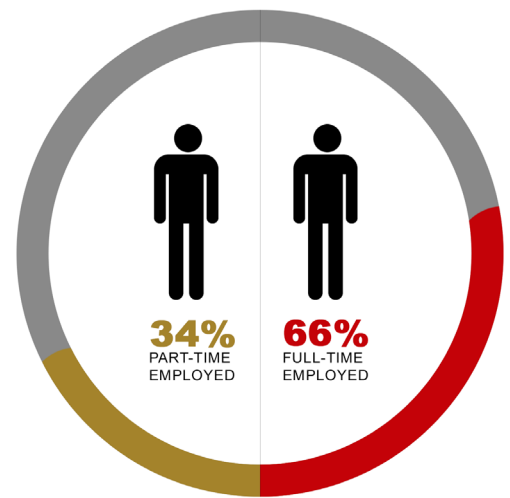


Save Our Sons

The Urban League's Save Our Sons (SOS) program helps unemployed and underemployed African American men and others in the Saint Louis County communities, find gainful employment and have the opportunity to earn livable wages.

Since its inception in January 2015, the Urban League has assisted 642 African American men and others with training and employment.

In June of 2018, SOS expanded into North St. Louis City so it can be more accessible to City residents. The primary focus will be to support Police Chief Hayden's Rectangle Zone. This designated zone corresponds to the location where 70% of the crime occurs in St. Louis City.



AGE OF PARTICIPANTS

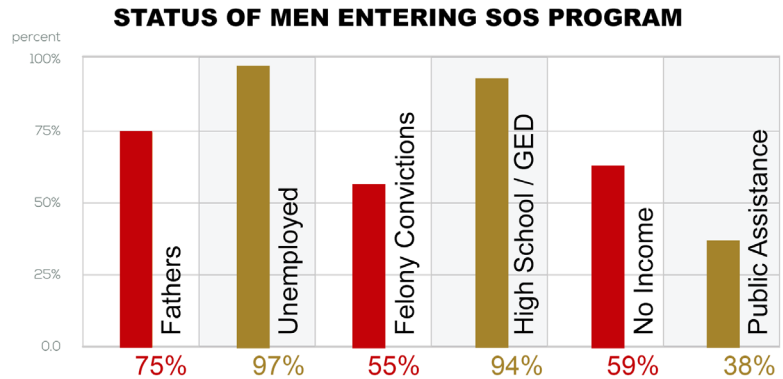
36 and over **24%**

Ages 22-35 **38%**

Ages 17 -21 **38%**

Although St. Louis City claims a 4% unemployment rate, neighborhoods within the primary focus area have unemployment rates ranging from 17% to 36%. Save Our Sons Program specializes in intentional target hiring. With this method, UL staff match the client needs with the needs of the employer.

This is followed by hosting in-house hiring fairs in which clients are pre-selected to fit the employers' need. This allows for SOS clients to build the confidence needed to obtain the best possible position. Since June 2018, the League hosted 12 hiring fairs within the City of St. Louis and this practice has been instrumental in helping SOS clients obtain gainful employment.



AVERAGE RETENTION



The Save Our Sons program has a 90.91% retention rate in graduates holding and keeping employment after completing a 4-week curriculum.

642

Men placed in part-time or full-time employment.

216

Men received dress shirts, full suits with dress shoes.

125

Have enrolled in advanced Urban League soft skill training programs.

PARTNERSHIPS

- A pilot project created by Save Our Sons and BJC Healthcare called “Options to Opportunities” which provides applicants the opportunity to obtain employment as a patient transporter to men who have little or no employment history and/or background issues.
- Partnerships with St. Louis Public Schools & Excel Center to help SOS clients have opportunities to obtain their high school diploma.
- A partnership with Cardinal Ritter College Prep a Private High School in which the Urban League will offer a full scholarship to a young male living within the zone.
- SOS has recently been adopted by Brooks Brothers. This adoption allows the League to dress the SOS participants for success.
- Partnership with Job Corps to make available 25 scholarships for students to be dually enrolled in Job Corps and post-secondary education.

+ Success Story

Save Our Sons

SOS cohort #30 participant Douglas Vaughn is a 54-year-old father and caretaker son of a mother who is very ill. His story was very riveting due to the fact that he previously served 27 years in prison and, through a referral from a concerned family member, he walked into the Ferguson Community Empowerment Center with a clear mind and high expectations. He participated in all of our SOS classroom activities and because he was among the elder statesmen of the cohort he often became a mentor to the younger participants. He did not know very much about the online job application process but with guidance and proper assistance from the staff he was able to navigate with relative ease. He stated that he would not graduate from SOS if he didn't receive a job and that's exactly what he did!

Vaughn had excellent time management and soft skills, and this landed him several job offers as he took advantage of the opportunities that our hiring partners made available. He announced at the graduation ceremony that the secret to his motivation was actually being able to vent some of his grievances from past experiences in a non-judgmental environment such

as the Save Our Sons classroom setting. After graduation he received multiple job offers but decided to take a position with MERS/Goodwill.

Since then, he has been back on task and becoming the proud man that he'd always dreamed of being. When asked at his SOS graduation, how did he go forth without displaying the bitterness of a 27-year prison sentence? His answer was "I willingly gave nearly thirty years of my life to the devil, so I can definitely give a little time to God! These four weeks have been some of the greatest weeks of my life!" This brother's humility and positive outlook on life was the key to his quick turnaround in his personal pursuit of happiness.



The Save Our Sons program helps with not only finding a job but how to keep it and stay marketable.

- Douglas Vaughn

Great Rivers Greenway

Since 2015, the Urban League has partnered with Great Rivers Greenway to provide staff to serve as Rangers for the Mary Meachum Freedom Crossing / St. Louis Riverfront Trail Visitors Center and Rest Area. Many of the staff are graduates of the Urban League Save Our Sons program and serve as community ambassadors to those visiting the St. Louis Riverfront Trail.

Great Rivers Greenway is the public agency connecting the St. Louis region with greenways. In 2000, a vote of the people created a sales tax to leave a legacy for future generations by investing in and connecting together some of our region's best assets – rivers & parks. Those funds allow us to collaborate with partners and communities to build, care for and bring to life your network of greenways, creating healthy habitats and watersheds along the way.

Over a million people are served throughout the 1,200 square mile district of St. Louis City, St. Louis County and St. Charles County. Great River Greenway collaborates with municipalities, public agencies, businesses and nonprofit organizations across the region to deliver on the community's vision for a vibrant, connected region.

In 2013, voters dedicated funds to support local parks departments, greenways and the transformation of the area surrounding the Gateway Arch, known as the CityArchRiver Project. As one of six partners in the CityArchRiver Alliance team, Great Rivers Greenway are the stewards of the taxpayers' investment and we collaborate to create a seamless and excellent experience from downtown St. Louis to the Gateway Arch to the mighty Mississippi.

Great Rivers Greenway is governed by a 12-member appointed Board of Directors that represent the region, is led by a staff of 25 people, works with 265+ partners and is accountable to the taxpayers through annual reports, collaborative regional plans every five years and ongoing community engagement at multiple levels.

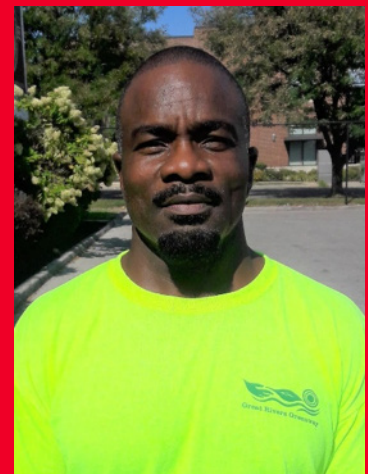


+ Success Story

Great Rivers Green Way

While living in Chicago, Craig Lang, a Kinloch native, was so impacted by the Michael Brown case that he would come home frequently and participate in response activities with his home church. He was also very impressed by the actions of the Urban League of Metropolitan St. Louis and the new Save Our Sons program. He decided that he wanted to come home. He reached out to Mr. Jamie Dennis to find out how he could become more active and receive assistance with finding employment. He met with Mr. Dennis who told him about a great project in partnership with Great Rivers Greenway. The partnership offered positions on the riverfront at the Mary Meachum Center as a bike guide along the Mississippi Greenway. As a person who loves the outdoors and active living, the opportunity to ride a bike and act as an ambassador to the many visitors of the Mary Meachum Center and the trail appealed to him.

During the interview, Mr. Lang so impressed Shontae Fluelen, Division Operating Officer –St. Louis City that she chose to extend an offer to him. Mr. Lang joined the Urban League of Metropolitan St. Louis as the Director of GRG Operations. Both the Urban League and Great Rivers Greenway have been very satisfied with his efforts. Both agencies look forward to Mr. Lang maintaining an active role in the growth of the project which has now been confirmed for the 2019 season.





diploma. The services include academics through virtual learning, soft skills training, mentorship and Work-Based Learning Experience (paid internships).

This is a year-round program because students will spend their summer in paid work-based learning experiences to obtain specific skills and credentials while earning a wage. This is especially important for disadvantaged individuals with immediate financial needs but impending plans. During the internship, students will start earning wages on their first day of work and earn better wages as they develop skills.

The dual program between a school district and a nonprofit helps the students to benefit from both ends in order to progress in life at a faster speed. This collaboration will implement the appropriate 21st Century soft skills needed by youth that will make them marketable for today's workforce. The students will develop skills such as work ethics, communication / interpersonal skills, critical thinking/problem solving skills, team work/collaboration, resume writing & interviewing skills, as well as ability to interact with different cultures, receiving knowledge about various businesses and industries before participating in a work-based learning experience as paid internship. The Youth Development Collaboration will reduce crime in the city of St. Louis by implementing a career readiness pathways program.

Anti-Crime Initiative

The Safety Net for Youth Initiative is a joint partnership between the Urban League of Metropolitan St. Louis and the St. Louis Public Schools to provide blended services to Youth at Risk between the ages of 16 – 21. The students participating in the program are recruited from the five St. Louis Public Schools Virtual School Program sites (Vashon, Sumner, Gateway STEM, Roosevelt and Dropout Prevention Site). These students are both males and females who currently meet the guidelines for free and reduced lunch which indicates that they come from families with low socio-economic household incomes.

These students are classified as full-time students who were on the St. Louis Public School District's dropout list and were given the option to return to school to get the required 24 credits to graduate as high school students with a St. Louis Public Schools



Save Our Sisters

In 2018, the Urban League implemented the Save Our Sisters program, a holistic wraparound service for all aspects of life for the everyday woman from any walk of life. With the Urban League - Save Our Sisters program, women are being helped to reach their full potential. Save Our Sisters holds workshops several Saturdays out of the month from 11:00 a.m. - 1:00 p.m. with a separate track being offered to women who are interested in becoming entrepreneurs that meets on weekday evenings.

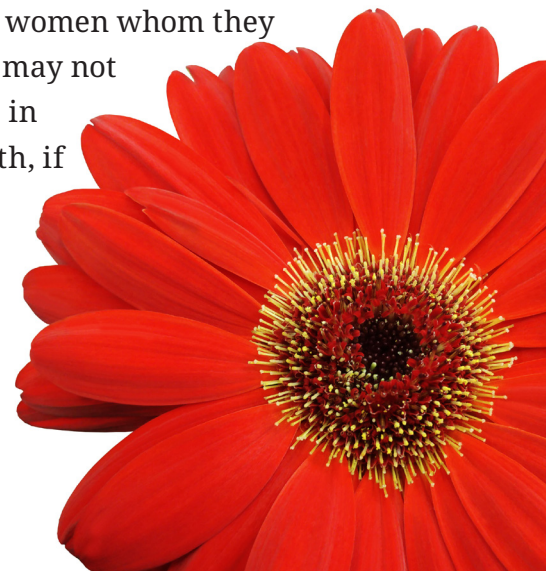
All Save Our Sisters participants also have direct access to all the safety net and economic opportunity services that are provided through the Urban League including employment, education, rental, mortgage and utility assistance. In addition, there is a case manager who works directly with Save Our Sisters participants to serve their individual needs.

Save Our Sisters has been a lifeline to many of the women participating in the program. Through surveys and one-on-one meetings, we have found that women are facing threats to their lives, health and well-being as a result of being overburdened with work and of their lack of power and influence. Save Our Sisters is designed to assist women in their effort to reach, expand, increase, build and explore the essence of their being and to nurture the power from within. The goal of the program is to empower women to walk away stronger, more knowledgeable and more fearless than when they first entered the life-changing experience of Save Our Sisters.

To date, 545 women have benefited directly from



Save Our Sisters. The program has provided the oxygen to women to live life to the best of their potential and to break free of the burdens that were holding them back. This is being accomplished through mind & body wellness, healthy relationships, life skills education, career re-inspiration, entrepreneurship, finance and mentoring. Save Our Sisters also provides networking opportunities to build relationships and share different ideas with women whom they otherwise may not have come in contact with, if not for the program.





8,120

Connected virtually. Individuals from around the world benefited from the Entrepreneurship Class.

545

Women, ages 18 and over participated in the Save Our Sisters Program.

50

Women completed the Entrepreneurship Classes, 10% started their own businesses, 60% are working on their business plans and 30% are seeking capital funding. Many women started the class thinking that they were ready to start their business but after the first session learned that they needed more preparation and guidance to cultivate unique skills and think outside the box.

On August 12, 2018 the Urban League hosted its 1st Annual Save Our Sisters Women's Empowerment Summit to broaden the program's audience and empower them to achieve clarity on their goals and realize what they need to achieve new levels of success. The theme was Fierce, Fabulous and Unstoppable. There were 250 women registered for the free summit that included continental breakfast, lunch and conference materials. The Women's Empowerment Summit surpassed expectations. The ultimate one-day power packed professional and personal development summit for women featured national speakers sharing inspirational stories and workshops on the issues that matter most to women, including leadership, women's overall health, financial wealth entrepreneurship and more. Women were an inspiration to each other to believe in themselves and become the best version possible.

The Opening and Closing Plenary Speaker was Pam Chatman commonly called “The Rising New Oprah of the South”, Pam Chatman has a larger than life personality in her job. She is a woman who has kicked down doors and broken glass ceilings to do what she loves and that is Empowering Women. She is the CEO/Founder of P. Chatman Mentoring, Consultant and Training Organization and Boss Lady PChat Business Coaching Outreach, which fosters teaching to women and young girls to love themselves first. BernNadette Stanis, best known as the quick-witted Thelma Evans from the groundbreaking, first African American sitcom “Good Times,” served as the keynote speaker. Since Good Times, she’s still acting. But Stanis has embraced another role as an Alzheimer’s advocate. She founded a nonprofit called Remembering The Good Times Foundation to raise awareness about dementia, something that her mother Eul Stanis died from in 2011. Stanis travels the country and shares her story of caring for her mother. Stanis recently published “The Last Night: A Caregiver’s Journey” about the disease’s impact on her life. Stanis is also the author of Situations 101 Finances and BernNadette Stanis Situation 101 Relationships.

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. Post-Weatherization education plays an important role in enhancing the impact of weatherization services.

The League’s weatherization team creates an energy profile of each client’s home and collects data on the household’s energy usage which aids in helping the client understand how the weatherization services received will affect the energy consumption profile of their home. Next, clients attend Post-Weatherization

workshops to learn strategies for taking full advantage of the installed-measure upgrades received in their homes.






Landlord Orientation workshops provide education about the weatherization assistance program as a long-term response to assist families with low incomes in meeting the high-cost basic necessity of home heating. A weatherized home can increase average annual fuel savings per dwelling by up to 13.5 percent, with electricity at 12.2 percent and natural gas at 23.4 percent making weatherization of the home a

cost effective means to help low income families reduce their home energy cost and ensure the health and safety of the home.






In 2018, the League’s self-performing construction crews helped save 92 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.

There are several benefits to those 92 home owners as well as countless others serviced through the program. Those benefits include healthier and more comfortable living environments within the home and reduced energy consumptions resulting in reduce utility cost.

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

Weatherization Savings & Partnerships

The Urban League Weatherization staff has created savings for their clients through partnerships. As weatherization worked hard this year providing energy savings in both cost and consumption, a partnership with 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 Spire Gas all aid in the goal of fostering healthier homes for St. Louis City Residents.



+ Success Story

Weatherization

Ms. Ann Williams a program participant owns a 3-story 3500 square ft. Victorian style home in the city of St. Louis. Ms. Williams manages her household on a limited income. Prior to weatherization services the furnace in the home was over 30 years old and Ms. Williams' monthly utility expenses averaged \$400. Her fuel and energy consumption meets the definition of a high energy burden household (households with incomes with 10 percent going towards energy cost) as

her utility expenses were greater than 31 percent of her income.

Ms. Williams's average monthly usage showed a reduction in energy consumption in a comparison of her Spire account pre-weatherization services in Jan 2018 with usage at 444.79 THERMS (thermal unit BTU) to Jan 2019 post weatherization services with usage at 247.99 THERMS. A comparison of the Ameren usage pre weatherization services Jan 2018 with usage of 2382 KWH (kilowatt hour) and post weatherization services Jan 2019 with

usage at 863 KWH.

Weatherization measures installed in Ms. Williams home included insulation of the floor joist of her main floor, attic insulation, five windows, three doors, and a 95 percent 100,000 BTU furnace. Ms. Williams stated the third floor of her home had no heat prior to weatherization services. Post- weatherization her third floor is currently well heated.

Weatherization

Teamwork & Community Awareness

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





Civil Rights & Advocacy

EMPOWERING CIVIC ENGAGEMENT AND SOCIAL JUSTICE

The Urban League engages customers and stakeholders in advocating for improved public policy to achieve social justice, becoming an expert source of information about the factors affecting African Americans. We utilize the advocacy efforts of our auxiliaries to promote civic engagement. Finally, our actions support the voice of the National Urban League and its efforts.

CONTENT

- 62 Advocacy
- 63 Souls to the Polls
- 64 Urban League Guild
- 66 Federation of Block Units
- 67 NULITES/Project Ready
- 68 Urban League Young Professionals (ULYP-STL)



Advocacy

The Urban League, a historic civil rights and urban advocacy organization dedicated to economic empowerment in underserved urban communities, is proud of its long and successful history of policy advocacy on issues that impact urban America.

Building a direct relationship with the local, city and federal government and ensuring that the Urban League plays an active role to educate lawmakers and other stakeholders on the challenges and opportunities facing urban communities, the Urban League of Metropolitan St. Louis works with other Urban League affiliates to achieve social and economic equality for African Americans. Through policy advocacy outreach and communications, the Urban League Movement informed on the status of key legislation and calls upon both our national and affiliate offices to take advocacy actions during key stages of the legislative process.

As we continue to expand our movement, the Urban League is developing tools and resources to support members such as (Urban League Affiliates, Young Professionals, Guilders, partners and community leaders) who are actively participating in the process to help shape and influence public policy at both federal and state levels.

As outlined in the Main Street Marshall plan, of the National Urban League based in New York, policy priorities champion solutions that seek to advance economic and social equality in crucial areas such as education, workforce development/jobs, housing and economic development, health and quality of life.

Souls To The Polls



African Americans have a history in both major political parties of the United States. After the Civil War almost all Blacks considered themselves Republicans. It was the Republican Party that was started by abolitionists and of course the party of President Abraham Lincoln. Meanwhile, Southern Democrats strongly opposed any rights to Blacks at the time and for almost a century thereafter. African Americans were not even allowed to officially attend the Democratic convention until 1924.

In 2018, the Urban League of Metropolitan St. Louis, Inc. initiated the Souls to the Polls program to increase voter participation in St. Louis City and County. The program included voter education, registration as well as transportation to the polls on Election Day. Mary Wheeler, a former director of the St. Louis City Board of Elections, served as the Urban League's manager for Souls to the Polls. In this capacity, she created partnerships with Missouri Black Vote, the A. Phillip Randolph Institute, attended various community events and ward meetings.

470
People registered to vote

67
People received rides to the polls on election day

38%
Of the new registered voters were under the age of 25

DEBATE
WATCH PARTY

SUNDAY, OCTOBER 9
HARRIS-STOWE STATE UNIVERSITY
DR. HENRY GIVENS JR. MAIN AUDITORIUM
3026 LACLEDE AVE, ST. LOUIS, MO 63103
DOORS OPEN 7PM
7:30 TO 10:00 PM

THIS EVENT IS NONPARTISAN. ALL POLITICAL AFFILIATIONS AND STANCES ON ISSUES ARE WELCOME.

WE HAVE THE #power
VOTE NOV. 8TH
GET MORE INFO
BY CALLING 314.615.2610 OR EMAIL: POWERS@URBANLEAGUE-STLO.ORG

URBAN LEAGUE
of Metropolitan St. Louis, Inc.

ENCOURAGES YOU TO

VOTE

VOTELESS PEOPLE
MAKE OUR COMMUNITY
HOPELESS PEOPLE!

VOTE ON TUESDAY, NOV. 6

YOUR VOTE COUNTS

REGISTER TO VOTE HERE TODAY!

"5 MINUTES OR LESS"
ASK FOR DETAILS!

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

VOTE



Urban League Guild

The Urban League Guild of Metropolitan St. Louis 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

In 2018, the Urban League Guild co-sponsored the Salute to Women in Leadership which honored 20 distinguished women from various professional and civic categories. Pastor Shirley Caesar, Martha Reeves, Cathy Hughes, Alpha Kappa Alpha National President Dr. Dorothy Buckhanan Wilson, Delta Sigma Theta President Beverly E. Smith, and Zeta Phi Beta President Dr. Mary Breaux Wright were all honored with Lifetime Achievement Awards for their contributions to the national and international community. At the Salute, former Guild President and Membership Committee Chair Kristina Hazley was recognized as Guild Member of the Year. The Guild was recognized with the 2018 First Place in Fundraising Award from the National Council of Urban League Guilds for the Salute Gala.

The Urban League Guild also completed the following Community Service activities:

- Registered 225 high school students to vote at several locations throughout the St. Louis area
- Prepared and hosted a dinner for families living in the Ronald McDonald House with their children who are seriously ill and receiving medical treatment
- Read to children in four Urban League Head Start locations
- Participated in the Sista Strut Breast Cancer Awareness Walk

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. This year’s theme was “Health Body and Mind.” Health information and education included hearing, vision, lupus, diabetes, hypertension, STD and HIV, hepatitis, lead poisoning and dental and oral hygiene. Screenings included blood pressure, glucose, cholesterol, eye, dental and hepatitis.

2018-2019

Urban League Guild - Officers

Marlene E. Davis

President

Shirlyn Myles

Vice President

Karen Thomas Stuart

2nd Vice President

Tamica Coleman

Treasurer

Ann Hamilton

Financial Secretary

Nakischa Joseph

Parliamentarian & Secretary

Sharon Ezell

Corresponding Secretary

Brenda Smith

Chaplain

Angela Morgan

Historian

Members-At-Large

Kristina L. Hazley

Rose Mary Johnson

Staff Liaison

Angelia D. Bills



Federation of Block Units

An auxiliary of the Urban League of Metropolitan St. Louis 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. General support for the Federation of Block Units and the Urban League programs and most importantly, 5. Civic Engagement and Advocacy.

New and existing partnerships were very key in 2018 for the Federation of Block Units in the area of Civil Rights. Community Engagement took an approach that focused on community growth through the uplift and engagement with the unhoused population of St. Louis. The Federation would also like to assist the

Urban League in helping residents utilize the 45 different programs to create transformative change in their lives and of those in that demographics.

The Federation of Block Units under the leadership of President Kristina Hazley, would like to continue to remain accessible to the growing and developing millennial advocate community. The more that they engage this community and position themselves as allies, the larger the Urban League's reach will be, while being conscious and respectful of internal resources.

At the end of 2018, the Centennial Year of the Urban League of Metropolitan St. Louis, under the leadership of President Kristina Hazley, the Federation of Block Units achieved their goal of 100 active and paid block units (surpassing 100)—21 of those are located in “Chief Hayden’s Rectangle.”



2018 Federation of Block Units

Highlights

- 86th Anniversary and Annual Delegate Assembly Meeting – featuring a Panel Discussion with Public Safety Director
- Jimmie Edwards, St. Louis City Police Chief John Hayden and St. Louis County Police Chief Jon Belmar
- Voter Registration Drives
- Unhoused Coat and Shoe Drive/ Unhoused Christmas Celebration
- Celebration of Kwanzaa with the Federation
- Several Neighborhood Clean Ups
- Improved relationships with Neighborhoods, re-establishing presence as change agents
- Held neighborhood leadership trainings throughout the year

2018 Federation of Block Units

Notable Partnerships:

- ConsciousSTL
- Black Greek Letter Organizations
- SLACO
- Better Family Life
- FrizzFest

2018 Federation of Block Units Officers

President - Kristina Hazley

1st Vice President - Lovey Davis

2nd Vice President - Barbara Martin

3rd Vice President - Ralph Tidwell

Treasurer - Andre Harris

Financial Secretary - Mary Davis

Correspondence Secretary - Joyce Hall

Recording Secretary - Toni Pearson

Parliamentarian - Andre Harris

Chaplain - Vernice Grace



NULITES / Project Ready

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 mission of this program is to strengthen the academic and social development of African-American and other youth of color to 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 set of evidence-based standards plus practical tools specially designed for and unique to the UL movement, for the purpose of getting African American and other urban youth ready for college, work and life.

Project Ready STEM (Science, Technology, Engineering and Mathematics) for high school students designed to ensure that urban students have the necessary supports and opportunities available to them to succeed in STEM-related courses, and exposing students to STEM-related careers.



Urban League Young Professionals (ULYP-STL)

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.

Empowered to Lead - #JOINWEEK18

ULYP-STL began the year celebrating young professionals and inviting new member participation in ULYP-STL with Join Week - 2018. Several events and activities were planned in conjunction with Urban League Young Professionals across the country during the month of January. Event topics included: Presentations 101, Know Your Miranda Rights and Financial Planning Day.

Young Professionals empowered people to advocate.

The State of Black St. Louis continued throughout 2018 with presentations at ULYP-STL general body meetings. This five part series which began in 2017, hosted by the Urban League Young Professionals of Metropolitan St. Louis discussed various topics that effect the community. This series is a way to engage the community and converse with the audience, primarily millennials select areas of concern. Educating Our Youth invited members and the community to the Missouri History Museum with panelists from Elementary and High Schools across the area to discuss strategies and opinions on the importance of educating African American and other minority youth. The St. Louis County edition invited those seeking office in St. Louis County to share their vision for the future of St. Louis County. Mental Health in the Black Community, the final topic in the 2018 series included

representatives from counseling organizations, a pharmacy representative and others in the field of mental health.

Young Professionals continued to serve.

2018 Service projects began with the MLK Day of Service. Partnering with Woerner Elementary School, ULYP-STL invited members to assist with school painting and clean up. ULYP-STL joined the Missouri History Museum in their Celebration of GratiTUDE as they celebrated the #1 in Civil Rights exhibit.

ULYP-STL donated 1,000 hours in March to the region, during its annual community service blitz, Young Blacks Give Back. Multiple opportunities to volunteer at both Urban League facilities and with other community partners continued this longstanding tradition of service to the community.

Urban League Young Professionals also supported the Affiliate by volunteering at Agency Special Events including the Salute to Women in Leadership and the Centennial Gala and several Young Professionals attended the 2018 Urban Expo.

ULYP-STL invited members and guests to join them in their special viewing of Black Panther. Young Professionals and their families supported the 24:1 Cinema in Pagedale with this sold out event.

2018-2019

Young Professionals - Officers

President

Jermaine Tarrant

Executive Vice President

Heather Tatum

Vice President of Administration

Amber Atkins

Vice President of Communications

Carla Johnson

Vice President of Finance

Jonathan Hamilton

Vice President of Fund Development

Ebonie Young

Vice President of Community Involvement

Sara Westbrook

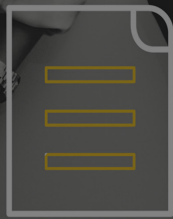




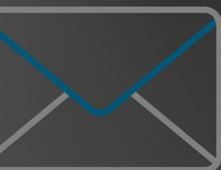
@ULSTL



• Video Viral



• Blog



• E-mail

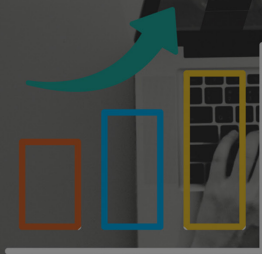


• SEO

URBAN LEAGUE COMMUNICATIONS & SOCIAL MEDIA



• Website



• Roi

The Urban League Communications Department is primarily responsible for directing media relations, marketing, advertising and the promotion of all agency events and services. The Department's advertising, public relations and cause marketing efforts are sponsored by KSDK Channel 5 On Your Side and the Tegna Foundation. The St. Louis American, Post-Dispatch, iHeartMedia, KMOV-TV 4, KTVI-Fox 2, KETC Channel 9, Charter Cable, Radio One, St. Louis Argus, Gazelle Magazine, Town & Style and the Ladue News also continue to partner with the League.

The Urban League's longstanding media partnership with KSDK Channel 5 on Your Side remains strong with the Tegna Foundation contributing \$5,000 for community marketing to the Communications department, the production of the Annual Dinner Video, telethons for the Urban Expo Back to School and Whitney M. Young Receptions.

Town & Style was added as a new media partner with an annual cover page promoting and highlighting the Urban League's Annual Dinner. Additionally, the League partners with the Saint Louis American to highlight special events and also features an insert of the annual Urban Connection news magazine into the newspaper. The Ladue News also features the Urban League on an annual cover page in November to highlight the Whitney M. Young Society.



On social media, the Urban League's largest digital footprint is on Facebook with over 20,000 followers and likes and a total post reach of more than 670,000 in 2018. On Twitter, the Urban League has 1,680 followers with over 185,000 post impressions.

100,000

CLIENTS SERVED IN 2018

IN 2018 ULSTL.COM WEBSITE RECEIVED HITS

OVER 4.5M



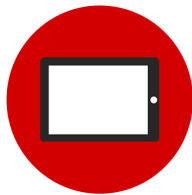
LAPTOP & DESKTOPS

56%



MOBILE PHONES

41%



TABLETS

3%

OUR CLIENTS AND MEMBERS DATA

HOUSEHOLD INCOME/NET WORTH

15K

Average Household Income

CLIENTS

50K

Average Household Income

MEMBERS

Including General, Guild, Young Professionals Federation and Whitney M. Young Society

EDUCATION

10%

College Education

CLIENTS

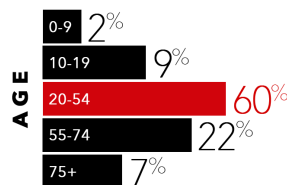
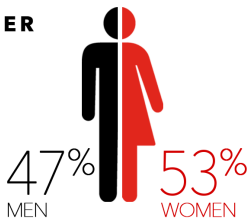
71%

College and Postgraduate

MEMBERS

Including General, Guild, Young Professionals Federation and Whitney M. Young Society

GENDER



CLIENTS



Saint Louis University and the Urban League of Metropolitan St. Louis, hosted a historic sixth Annual Memorial Tribute honoring the life and legacy of the Rev. Dr. Martin Luther King Jr. Noted civil rights activist, politician and diplomat Ambassador Andrew Young served as the keynote speaker and Civil Rights Legend awardee.



In recognition of its 100th Anniversary, the Urban League hosted an honorary street dedication of Urban League Square. Remarks from Mayor Lyda Krewson, Aldermanic President Lewis Reed, Alderwoman Marlene Davis, State Senator Jamilah Nasheed, State Representative Michael Butler and Jo Middleton, from Senator Claire McCaskill's Office. World Renowned R&B Singer Peabo Bryson made a surprise visit to the event to speak with members of the Urban League Save Our Sons program and bring remarks at the Street Dedication.



Singer and Songwriter Eric Benet, Actress and Producer Viola Davis, Ameren Illinois CEO Richard Mark, World Wide Technology Vice President Ann Marr and President and CEO Michael P. McMillan.



Urban League Director of Community Engagement Darryl Jones and Vice President of Communications Angelia Bills receives a \$5,000 donation from UL Board Member and Channel 5 President and General Manager Alicia Elsner.



Urban League of Metropolitan St. Louis - Senior Vice President Linda F. Harris, Actress and Author BernNaddette Stanis and President & CEO Michael P. McMillan at the Save Our Sisters Women's Empowerment Summit.



Heatupstlouis.org Founder Gentry W. Trotter interviews Heatupstlouis.org Founder Gentry W. Trotter interviews Ambassador Andrew Young, for the Urban League Centennial Campaign Kick-off.



Television Personality and Author Areva Martin (center) with Urban League Vice Presidents Angelia Bills and Barbara Bowman.



Renowned Neo-Soul singer, songwriter and actor Eric Benet rocks the house at the 100th Annual Dinner Meeting /Centennial Gala.



Michael McMillan's induction into the International Civil Rights Walk of Fame in Atlanta. Accompanied by family, staff, friends, supporters and loved ones. Photo: Sherman George, Mulugheta Teferi, Rita McMillan, Barbara Bowman, Mead Ruesing, Linda Harris, Redditt Hudson, Kathi Hadley, Michael McMillan, Tom Baliey, Angelia Bills, Arnisa Samuel, Keesha Strong, Darryl Jones, Richard Davis and Charlotte Otley.



Unveiling of the Urban League Civil Rights Mural in the lobby of the Ferguson Community Empowerment Center which was attended by some of those pictured in the Mural, including: Ron Gregory (brother of Dick Gregory), Norman R. Seay, Shelbe Bullock (daughter of Frankie Freeman), Malik Ahmed and Percy Green.



The Urban League of Metropolitan St. Louis and TIAA Bank volunteers gave out more than 2,000 free pre-packaged Thanksgiving meals to low-to-moderate income residents thanks to a major sponsorship by TIAA Bank and Schnucks Markets, Inc. Photo: Michael P. McMillan, Community Family and Joseph Hernandez, Community Reinvestment Officer of TIAA Bank.



Believer, Father, Gospel Artist, and Producer Fred Hammond rocked the house at the Urban Expo / Back to School & Community Empowerment Festival with a crowd of 25,000.



The iconic singer and songwriter, Eddie Levert delivers a stellar live performance at the 2018 Salute to Women in Leadership Gala.



Forest Harper - Inroads President & CEO, Cheryl Jones of Girls, Inc. and Michael P. McMillan sign a Memorandum Of Understanding (MOU) for STEM Education programs.



Rita and Dr. Michael P. McMillan at Webster University's 99th Commencement Ceremony with Dr. Beth Stroble and her executive team.



1,000 North County Residents attended the Ferguson Community Fair; sponsored by the Urban League, Centene Charitable Foundation and Home State Health at the Ferguson Community Empowerment Center.



Ribbon-cutting of the Enterprise Bank & Trust "Integrated Teller Machine and Financial Literacy Center" at the Urban League of Metropolitan St. Louis, Inc. - St. Louis County Outreach Center in Jennings Missouri. Photo: Members of the Enterprise Bank Leadership Team and Staff led by Bank President Scott Goodman and Robyn Heidger.



Saint Louis University and the Urban League of Metropolitan St. Louis, hosted a historic sixth Annual Memorial Tribute honoring the life and legacy of the Rev. Dr. Martin Luther King Jr. Noted civil rights activist, politician and diplomat Ambassador Andrew Young served as the keynote speaker and Civil Rights Legend awardee.



The Urban League's host a ten-week recruiting program run by the Ethical Society of Police, an association that primarily represents St. Louis' black police officers. Applicants learned the basics of law enforcement, such as writing reports and conducting legal searches, but also lessons that run counter to protectionism among officers: calling out abusive colleagues, policing to serve and generally pushing back against elements of a criminal justice system that hammer poor black and brown communities the hardest.

“

The two words ‘information’ and ‘communication’ are often used interchangeably, but they signify quite different things. Information is giving out; communication is getting through. ”

- Sydney J. Harris

SIGN UP TO **EMPOWER** COMMUNITIES AND CHANGE LIVES

Become a member or volunteer of the Urban League of Metropolitan Saint Louis, Inc. and support an organization that works to improve the quality of life for the residents of the entire St. Louis region.

Your interest in becoming a member of one of our auxiliary members of the Urban League of Metropolitan St. Louis helps us in furthering our mission to advocate and empower African Americans and others to become economically self-sufficient.

When you volunteer you help the agency in more ways than one. Without volunteers, the Urban League would be far more limited in what it can do for our community. Volunteers serve as grandparents in our Head Start program. They are mentors to at-risk youth. They devote their expertise and know-how on program committees, distribute food in food pantries, and answer phones at receptionist desks. Currently, more than 600 individuals contribute to make a tremendous difference in Urban League services. Urban League volunteers do it all, because they want to make a difference.

FOR MORE INFORMATION

314.615.3668

www.ULSTL.com





URBAN LEAGUE
DEVELOPMENT &
SPECIAL EVENTS

The Urban League of Metropolitan St. Louis Development & Special Events Department celebrated 100 years of continuous service to the community in 2018 by raising more than \$4.8 million for the Centennial Campaign to fund the agency operations and reserves. The department operated with a board-approved fund development plan designed to identify and secure resources needed to advance the mission and strategic goals of the agency. As the Urban League has expanded its reach to assist more and more

people, the continued growth of the agency's funding support and volunteer base is very important. We recognize that the Urban League must be positioned to respond to the needs of this community where lifestyles can change in the blink of an eye, or in the eye of the storm.

The Urban League Development & Special Events Department is responsible for grant writing, development and implementation of 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 of Metropolitan St. Louis will continue to build the administrative and fundraising capacity of the organization to ensure that all services remain at the highest quality. As we have completed our work in 2018 our Centennial Year, our Mission, Vision and Strategy will continue to serve as our beacon of light as we work to empower the people of the St. Louis Community.

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, as event chairs where possible and sharing their resources.



Memberships

The Urban League of Metropolitan St. Louis has been consistently working to empower and transform African-American communities since our founding in 1918. Fundamental to our success has been providing supporter involvement in the Urban League’s membership portfolio to include The Whitney M. Young Society, Urban League of Metropolitan St. Louis Memberships, The Urban League Guild, The Federation of Block Units, the Urban League Young Professionals and NULITES. Urban League Memberships are the heart and soul of the Urban League movement. It expands our reach into our urban and suburban communities. Our members have helped to increase fundraising efforts, participated in community mobilization projects and supported the staff and programs as we provided critical services to 100,000 clients in 2018. Membership in the Urban League portfolio will continue to provide opportunities for those who are eager to get involved and become a part of the service tradition that has defined our community and our movement.

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



OUR 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.





WWW.ULSTL.COM

A National Urban League Affiliate.

Whitney M. Young Society

The Whitney M. Young Society is a giving society of donors contributing \$500 or more to the Urban League of Metropolitan St. Louis. The Society is named in honor of the great Civil Rights Icon and former National Urban League President/CEO Whitney M. Young who served the Urban League from 1961-1971. Since inception in 2013, donors have contributed \$679,452 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 at Powell Symphony Hall in St. Louis. Guests were welcomed by Urban League Board Member and Special Events Chair, Emily Pitts.



Special Events

Special Events at the Urban League of Metropolitan St. Louis play a critical role in raising unrestricted funds to support the 45 programs and services that are administered to 100,000 clients in the St. Louis Bi-State region. The Urban League sponsored three major Special Events in 2018.

Centennial Gala/100th Annual Dinner Meeting

A sold-out crowd of over 1,400 corporate, civic and community members attended the Centennial Gala/100th Annual Dinner Meeting. President and CEO Michael McMillan shared the success of 2018 agency programs and services in the Centennial Year. The historic evening was punctuated by phenomenal check presentations to the Centennial Campaign Fund of \$1 million from Michael F. Neidorff, Chairman and CEO of Centene Corporation and NUL Board Chair, plus \$1 million from Richard Mark, President and CEO of Ameren Illinois and Brian Leonard, Director of Corporate Contributions and Community Initiatives for Ameren Missouri, followed by a contribution of \$1.25 million from Ann Marr, Vice President of Global Human Resources for World Wide Technology, Inc.

The Gala's keynote speech featured Legendary Academy Award Winning Actress and Speaker Viola Davis providing a powerful message about African American empowerment and the need to support community organizations. She received a standing ovation! The Centennial Gala concluded with fantastic entertainment as Multi-Grammy Nominated Eric Benet provided an energized 60-minute concert to Gala attendees following the program! Since 2013, the Urban League Annual Dinner Meeting has grown from \$206,250 to \$761,040 in 2018, delivering much-needed unrestricted funds for Urban League programs and services.



The Salute to Women in Leadership Gala

In its 5th year, the Salute to Women in Leadership has gone from a free event for 10 years to officially bringing in over \$1,503,000 in sales and in-kind donations. The Salute to Women in Leadership was created to recognize the tireless contributions of outstanding women. The Urban League takes 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.

Women are selected from various professional and civic categories including community leaders, elected officials, educators, media, corporations, businesses and charities. Sold-Out attendance of 1,300 which is an increase of 500 people from the 2017 attendance was recorded for this festive event! Lifetime Achievement Awards were given to Gospel Superstar Shirley Caesar, R&B Artist Martha Reeves of Martha Reeves and the Vandellas and Kathy Hughes, owner of Radio One and TV One. The Four International Presidents of the Alpha Kappa Alpha, Delta Sigma Theta, Sigma Gamma Rho and the Zeta Phi Beta Sororities were honored. The Salute to Women in Leadership featured Legendary Entertainment by Shirley Caesar, Martha Reeves and the Vandellas and R&B Superstar Eddie Levert! 2018 Revenue increased to \$438,050 from \$220,000 in 2017, delivering much needed unrestricted funds for Urban League programs and services.



URBAN EXPO Back to School & Community Empowerment Festival

The Urban League 2018 Centennial Celebration year featured the debut of the Urban Expo & Back to School Community Empowerment Festival. The Urban EXPO provided attendees the opportunity to be educated and inspired while receiving free resources to include SENIOR Day, Save Our Sisters One Day Empowerment Event, Rumble in St. Louis Amateur Boxing, Employment Opportunities, Healthcare Screenings, St. Louis Public School Resources, Personal Development Information and more. The URBAN EXPO & Back to School Community Empowerment Festival combined to draw a record crowd of 25,000 which is the largest crowd in the history of the back to school giveaways and the 100-year history of the Urban League of Metropolitan St. Louis! Thousands of families attended to receive 10,000 free backpacks filled with school supplies courtesy of Walmart and TIAA, Free Haircuts and Manicures and Free Food courtesy of St. Louis Public Schools. Nearly 50,000 pairs of new shoes were given away, plus Free Immunizations and Health Screenings. Free Food samples were distributed by Schuck's Market, Kellogg's, Heartland Coca-Cola and Andy's Seasoning. The Grand Finale of the URBAN EXPO was headlined with a concert by Gospel Superstar Fred Hammond featuring the Greater Grace Church Choir to an enthusiastic audience! Urban League CEO Michael McMillan presented a 2018 Ford EcoSport to Mary Fox, the Grand Prize drawing winner!



MARTIN LUTHER KING JR. - MEMORIAL TRIBUTE CELEBRATION

Urban League of Metropolitan St. Louis, Inc. and Saint Louis University in partnership with Ameren Missouri and Centene Corporation, hosted a historic 6th Annual Memorial Tribute honoring the life and legacy of the Rev. Dr. Martin Luther King Jr. on January 12, 2018 in the Wool Ballroom of the Saint Louis University Busch Student Center. Noted Civil Rights activist, politician and diplomat Ambassador Andrew Young served as the keynote speaker and Civil Rights Legend awardee.

In addition to Ambassador Young, Xernona Clayton, founder of the Trumpet Awards Foundation, National Urban League President Marc H. Morial and Television Personality Judge Glenda Hatchett also received Lifetime Achievement Awards.



 Marc H. Morial Lifetime Achievement Award	 Xernona Clayton Civil Rights Legend Award	 Judge Glenda Hatchett Legal Legend Award
 Tom J. Irwin Civic Leadership Award	 Al Mitchell Corporate Leadership Award	 Dr. Kira Hudson Banks Donald Brennan Humanitarian Award
 Malik Ahmed Civic Leadership Award		




MLK

MARTIN LUTHER KING JR.
MEMORIAL TRIBUTE

FRIDAY, JANUARY 12, 2018

WOOL BALLROOM
of SAINT LOUIS UNIVERSITY
BUSCH STUDENT CENTER
20 N. GRAND BLVD. | ST. LOUIS, MO 63103

BREAKFAST: 8:00 A.M. | PROGRAM: 9:00 A.M.

Parking will be provided by Saint Louis University. Please park in the LaClede Garage located on Grand and LaClede Avenue.



Ambassador Andrew Young
Civil Rights Legend Award & Keynote Speaker

For more information or to RSVP please contact Rita McMillan, Diversity Consultant
Saint Louis University at (314) 977-2254 or by email at rmmcmilla@slu.edu

Urban League Major Contributors & Events Supporters

Corporate Contributions

\$100,000 or more

Ameren Charitable Trust
Ameren Corporation
Anheuser-Busch Inc.
Centene Charitable Foundation
Civic Progress
Crawford Taylor Foundation
Emerson
Enterprise Holdings Foundation
Heat-Up St. Louis
Monsanto Company
National Urban League
Regional Business Council
Steward Family Foundation
Taylor Family Foundation
United Way of Greater St. Louis
US Bank Foundation
US Bank National Association
Wells Fargo Advisors, LLC
World Wide Technology Foundation

\$40,000 or more

Bank of America
Edward Jones
Express Scripts, Inc
Missouri Lottery
Regions Bank
Target Corporation
The Boeing Company

\$20,000 or more

Anthem Right Choice
Citi
Enterprise Bank & Trust
Freddie Mac
Gardner Capital
MDRC
St. Louis Community Credit Union
Target
UPS/UPS Foundation Inc.
Walmart
William R. Orthwein, Jr. & Laura
Rand Orthwein Foundation

\$10,000 or more

Aetna
American Direct Marketing
AT&T
Commerce Bancshares, Inc.
Commerce Bank
Country Financial
GEICO Philanthropic Foundation

Macy's Foundation
Pettus Foundation
Reliance Bank
Rusnack Family Trust
Webster University

\$5,000 or more

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Alpha Kappa Alpha Sorority, Inc. -
Omicron Theta Omega Chapter
Alpha Kappa Alpha Sorority, Inc. -
Upsilon Theta Omega Chapter
Alzheimer's Association
Anonymous
Area Resources for Community
& Human Services
Ascension
Associated Bank
Ball Park Village Hldg. Co. LLC
BJC Healthcare
Boeing Employees Community Fund
Build-A-Bear Workshop Foundation
Busey Wealth Management
CIBC Bank
Delta Life Development Foundation
Delta Sigma Theta St. Louis Alumnae
Fast Sign - Brentwood
First Bank
Great Day Productions
Husch Blackwell LLP
Impact Strategies
Lashly & Baer PC
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Upsilon Sigma Chapter
Sigma Gamma Rho Sorority, Inc. -
Zeta Sigma Chapter
St. Louis Alumnae Delta Foundation
St. Louis College of Pharmacy
St. Louis Development Corporation
TEGNA KSDK-TV - 5 On Your Side

Washington University in St. Louis
Zeta Phi Beta Sorority, Inc.

\$1,000 or more

100 Black Men of Metro St. Louis
1st Choice Home
Ad Creations
Adgraphix
American Eagle Credit Union
Andy's Seasoning Inc.
Armstrong Teasdale
At Home Care St. Louis CDS
B.A.S.I.C
Barnes-Jewish Hospital
Behavioral Health Response
Better Family Life, Inc
BIOSTL
Bi-State Development
Boeing Employees Community Fund
Bryan Cave LLP
Carrollton Bank
Central Bank
Commercial Bank
Country Financial
Don Brown Chevrolet
Dream Builders 4 Equity
Enterprise Rent-A-Car
Explore St. Louis
Fathers' Support Center, St. Louis
Fleishman Hillard
Fontbonne University
Greater St. Louis Area Council Boy Scouts
of America
Heartland Coca Cola Bottling Co.
Heartland St. Louis Black Chamber
of Commerce
Heffernan Foundation
iHeart MEDIA
INROADS, Inc.
Kellogg
KMOV TV-4
Kwame Building Group
Laborers International Union
of NA Local NO.110
Lewis Rice, LLC
Madison County Urban League
Maryville University
Matthews-Dickeys Boys' and Girls' Club
McCormack Baron, Salazar Inc.
Metropolitan St. Louis Sewer District
Missouri Commission on Human Rights
Missouri Foundation for Health

MISSOURI WIN
Montgomery Bank
MSD
NAACP - East St. Louis Chapter
NAACP - St. Louis County Chapter
Paric Corporation
PGA of America
Quest Management Consultants, Inc.
Regency Enterprises Services, LLC
Rubin Brown Charitable Foundation
Salvation Army
Sandberg Phoenix & Von Gontard PC
Schnucks Markets Inc.
Sherwin Williams Company
Simmons Bank
SLATE/City of St. Louis
St. Louis American
St. Louis Auto Dealers Association
St. Louis Children's Hospital
St. Louis College of Health Careers
St. Louis Community College
St. Louis Community Foundation
St. Louis Economic Development Partnership
Sterling Bank
Technology Entrepreneur Center/ T-REX
The Bank of Edwardsville
The Pagaent L.L.C
Thompson Coburn LLP
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U.A.W. Region 5 Midwest States C.A.P. Council
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- Myles Munroe

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 1698 Pamela Talley
 1708 Sharon Childs-Evans
 348 Jessie Frenchie
 136 Sheila R. Davis
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 531 Vivian Brown
 1328 Deborah Adams
 1432 Charlie Johnson
 198 Chester Walker
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169 Norman Seay
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 1024 Zelra McNeal
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 1811 Thomas Bailey
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 1810 Paula E.W. Carey-Moore
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 1810 Linda F. Harris
 1382 Naomi Brown
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 1488 Clyde Hemphill
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- Nelson Mandela

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You don't have to be famous or rich to do a good deed. No matter how small it may seem, each kind deed sends a rippling action of kindness to humanity. Whether it is donating, helping the donor to implement or ensuring the donation recipients are treated right, each one of us has a role in philanthropy ”

- Gloria D. Gonsalves



Urban League Board of Directors

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Mark H. Levison

Vice Chair

Darryl T. Jones

2nd Vice Chair

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Urban League Staff & Employees

President's Office

Michael P. McMillan

President/CEO

Arnisa Samuel

Director, Presidential Services

Dr. Mulugheta Teferi, Ph.D.

Vice President, Strategic Planning & Grants

Darryl Jones II, M.A.

Director of Community Engagement

Mead Reusing, M.P.A.

Executive Assistant

Development

Thomas Bailey, Jr.

Vice President of Development & Special Events

Kathi Hadley

Director of Special Events

Communications

Angelia D. Bills, M.S.W.

Vice President of Communications

Richard K. Davis, II, M.M.C.

Director of Social & Multimedia Marketing

Administration & Compliance

Linda F. Harris, M.S.W.

Sr. VP for Administration & Compliance

Kevante Boyd

IT Specialist

Human Resources

Keesha Strong, M.A., PHR, SHRM-CP

Vice President, Human Resources

Melanie Chambers, M.A.

Director of Employee Engagement/Training

Finance

Aundrea Young, C.P.A.

Sr. VP / Chief Financial Officer

Barbara B. Bowman

Vice President & Controller

Melissa Evans, Business Office Manager

Alicia Bams, Payroll Specialist

Tanyice Davis, Accounts Payable

Samuel Darrough, Jr., Sr. Accountant

Kalifa Gray, Financial Sr. Accountant

Sharon Jordan, Sr. Accountant

Monica Patton, Accounts Payable

Alyse Spenser, Accountant, Fin. Analyst

Rodney Williams, Maintenance Supervisor

Johnetta Sherrod, Receptionist

David Jordan, Custodian

St. Clair County Region

Kesha Chatman

Division Operating Officer

Charles Hamilton, Job Developer

Brittney Johnson, Housing Specialist

Antoinette Newsome, CO Specialist

Marvin Crider, Custodian

St. Louis City Region

Shontae Fluelen, M.A.

Division Operating Officer

Hosea Jackson, CO Specialist

LaVitta Shelton, Housing Counselor

Weatherization / LIHEAP

Leslie Miller, M.M.

Sr. Director of WX/LIHEAP

Sacretta Hopkins, LIHEAP Director

Desamonia Anderson, LIHEAP

Cathy Awad, LIHEAP

William Berry, Intake Supervisor

Debra Hambrick, LIHEAP

Shavonte Harris, LIHEAP

Ryan Howard, Processor

Laverne James-Bady, LIHEAP

Betty Johnson, LIHEAP

Lotoya Latimore, LIHEAP

Yolanda Leatherberry, LIHEAP

Debra Lewis, LIHEAP

Marilyn McElroy, LIHEAP

Melissa McRoberts, LIHEAP

Trinka Mitchell, LIHEAP

Christian Plummer, LIHEAP

LaTasha Smith, LIHEAP

Taylor Smith, LIHEAP

Alicia Stovall, LIHEAP

Rita Thomas, LIHEAP

Shermaine Whitehorn, LIHEAP

Charlisse Williamson, LIHEAP

David Averbeck II, Energy Auditor

Melissa Davenport, Asst. Program Mgr.

Justin Hamilton, Energy Auditor

DeAndre Hampton, Audit Supervisor

Cedric Hardin, Sr. Energy Auditor

Rocky Markham, Wx Tech

Anthony Johnson, Energy Audit

Rocky Markham, Wx Tech

Leonard Perry, Wx Tech

Rodney Stoddard, Wx Tech.

Christopher Story, Wx Director

Otha Thompson III, Wx Director

Craig Washington, Energy Auditor

St. Louis County Region

Quenesha Catron

Division Operating Officer

Housing

Paula E.W. Carey-Moore, Housing Director
Randen Click, Housing Counselor
Dominique Lark, Case Manager

Workforce Development & Employment

Michael K. Holmes

Vice President of Workforce Development

Cynthia Wilson

Division Operating Officer

Hollis R. Whiting, Employment Director

Treavon Stevens, Custodian

Linda McClain, Case Manager

JoAnn Smith, Case Manager

Bradford Tillis, Job Developer

Monique Williams-Moore, Project Director

Save Our Sons-St. Louis County

Jamie Dennis, Director SOS County

Anthony Cage, Recruiter

Gabriel Desince, Workforce Specialist

Morgan Bennett, Receptionist

Tarkus Ferguson, Custodian

Save Our Sons – St. Louis City

Tydrell Stevens, Director SOS County

Marcus Allen, Multimedia Specialist

Farrakhan Shegog, Workforce Specialist

Geoffrey Dudley, Workforce Specialist

Transition for Change

Marilyn Parker, Program Lead

Tawana East, Case Manager

Crystal Wilson, Case Manager

WIOA

Joann Smith, Case Manager

Bradford Tillis, Case Manager

Monique Williams-Moore, Special Projects

Head Start/ Early Head Start

Hazel Mallory, M.A. Ed.

Vice President, Head Start

Dr. Mary Hairston, Asst. Director

Pamela Williams, Asst. Director

Angela Henderson-Brown, ERSEA Coordinator

Ruby Sims, Parent Engagement Coordinator

Suzanne Null, MH/D/T Services Coordinator

Tiana Kimbrow, Health Services Coordinator

Mollie Dees, Executive Assistant

Carla DeBoe, Nutrition Coordinator

Isaiah DiLorenzo, In-Kind Coordinator

Kia Jeffrey, Education Coordinator

Patsy Mason, Education Coordinator

LaShawna Hunter, Child Care Partner
Specialist

Nadine Williams, Child Plus Specialist

Jennings Head Start Center

Danielle Parrish, Center Coord.

Mariah Tolson, Asst. Center Coord.

Shauntel Bardley, Asst. Teacher

Kimberly Boyd, Teacher Asst.

Patricia Buchanan, Teacher Asst.

Toni Burney, Teacher

Raneisha Casson, Teacher Asst.

Ebony Conway, FSW

Victoria Davison, Teacher Asst.

Karen Harrington, Teacher

Ryadah Heiskell, FSW

Paul Hill, Custodian

Monica Holmes, Teacher

Lavonda Hopkins, Teacher

Shana Irons, Asst. Teacher

Kellie Kelly, EHS Teacher

Patricia Little, Teacher Asst.

Selena Love, Teacher

Teresa Loyd-Bailey, Teacher Asst.

Keanna Martin, Teacher

Ivyonna Morris, EHS Teacher

Shauntiea Neal, Teacher Asst.

Vernice Payne, EHS Teacher

Tiffany Pettis, Teacher Asst. Floater

Dontay Ray, Nutrition Aide

Paulette Rogers, Teacher Asst.

Bridgette Shanklin, Data Entry

Stacey Sisley, Teacher Asst.

Kristen Slaughter, Teacher Asst.

Margaret Smith-Porter, Teacher

Lauren Taylor, Teacher Asst.

Willie Thomas, Custodian

Brishae Turner, FSW

Cherrell Wright, FSW

Magnolia Early Head Start

Miranda Mosby, Center Coordinator

Jasmine Brent, Teacher Asst.

Myriame Chery, EHS Teacher

Alisha Collins, FSW

Shantana Goodwin-Payne, Teacher

Venus Henderson, Teacher

Sakari Hoskins, Data Entry

Litricia Jones Brandon, Teacher Asst.

Jessica Kirk, Teacher Asst. Floater

Monica Lewis, Teacher Asst.

Jade McDaniels, Nutrition Aide

Shondrea McLorn, Teacher Asst.

Zoraida Reyes Carrera, EHS Teacher

Devinne Robinson, FSW

Shanneka Ruffin, Teacher Asst.

Melina Sebol, Teacher

Bianca Singleton, Teacher Asst.

Latrisha Taylor-Minner, Teacher

Brenda Tillman, Early Home Teacher

Jeri Tucker, EHS Teacher

Lisa Turner, EHS Teacher

Monique Williams, Teacher Asst.

Tiara Williams, FSW

N. Spring Head Start Center

Nichole Pettaway, Center Coordinator

Dellaphine Arrington, Secretary

Patricia Brown, Teacher

Pamela Cross, Compliance Monitor

Alisha Firstlist, Nutrition Aide

Bernadine Ivy, Teacher

Judith Kusnierkiewicz,

Compliance Monitor

Evelyn Lee, Teacher Asst.

Shakara McCoy, Teacher Asst.

Rhoda Rice, FSW

Shannon Sisley, Teacher Asst.

Faye Vickers, Teacher Asst.

Deatrice Washington, Operations

Debra Whiteside, Compliance Monitor

MLK Head Start Center

Yolanda Kemp, Center Coordinator

Marsha Caradine, EHS Teacher

Kiara Collins, FSW

Barbara Davis, Teacher Asst.

Larry Greene, Custodian

Alycia Harlan, Teacher Asst.

Brenda Helm, Data Entry

Jasmine Johnson, Teacher Asst.

Marie Johnson, Teacher Asst.

Michelle Lemee, Teacher

Jeanene McCrary, Teacher Asst.

Timiko McDile, Teacher

Teresa Nevitt, Teacher Asst.

Margaret Pettis, EHS Teacher

Lawanda Powell, FSW

Camille Rutledge, Teacher Asst.

Rhonda Strong, Teacher

Sharon Thigpen-Harris, Nutrition Aide

Nakeisha Whitney, Teacher Asst.

Estella Williams, Teacher

Stephanie Wright, Teacher Asst.

Mt. Zion Head Start Center

Megan McAttee, Center Coordinator

Takisha Duncan, Asst. Teacher

Benita Ivy-Khonsubey, Asst. Teacher

Kavin Kimble, Custodian

Evelyn Pettigrew, FSW

Jacqueline Marshall, EHS Teacher

Kavin Kimble, Custodian

Alvena Tolden, Asst. Teacher

Larinne Word, Teacher

Nakia White, Data Entry

Takisha Duncan, Teacher Asst.

Tanika Piffins, EHS Teacher

Tracy Murray, Teacher Asst.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

FINANCIAL POSITION

ASSETS	UL of Metro STL	Ferguson Fund	Total
Cash and Cash Equivalents	1,706,524	302,304	2,008,828
Accounts Receivable	2,521,798	133,327	2,655,125
Pledges Receivable Net	1,850,110		1,850,110
Prepaid Expenses	369,210	71,161	440,371
Other Current Assets	33,781	1,400	35,181
Inventory	21,930		21,930
Investments	6,635,874		6,635,874
FEC Intangibles		94,231	94,231
FEC Other Fixed Assets		4,005,153	4,005,153
PROPERTY AND EQUIPMENT: NET	2,370,231	639,393	3,009,624
Total Assets	\$15,509,458	\$5,246,969	\$20,756,427
LIABILITIES			
Accounts payable & accrued exp	833,667	5,050	838,717
Current maturities of notes payable			
Accrued payroll & related tax	626,419		626,419
Deferred Income	631,009		631,009
LONG TERM LIABILITIES:			
Long Term Note Payable UL	121,000		121,000
Mortgage Payable	26,955		26,955
Long Term Notes Payable - POB/FEC		5,790,000	5,790,000
Unamortized Debt Issuance Costs		(404,987)	(404,987)
Total Long Term Notes Payable	147,955	5,385,013	5,532,968
Total Liabilities	\$2,239,050	\$5,390,063	\$7,629,113
FUND BALANCE			
POB Member Equity		(143,094)	(143,094)
Unrestricted	3,315,575		3,315,575
Term Restricted	1,376,555		1,376,555
Permanently Restricted	663,316		663,316
Temporarily Restricted	7,914,962		7,914,962
Total Net Assets	13,270,408	(143,094)	13,127,314
Total Liability and Net Assets	\$15,509,458	\$5,246,969	\$20,756,427

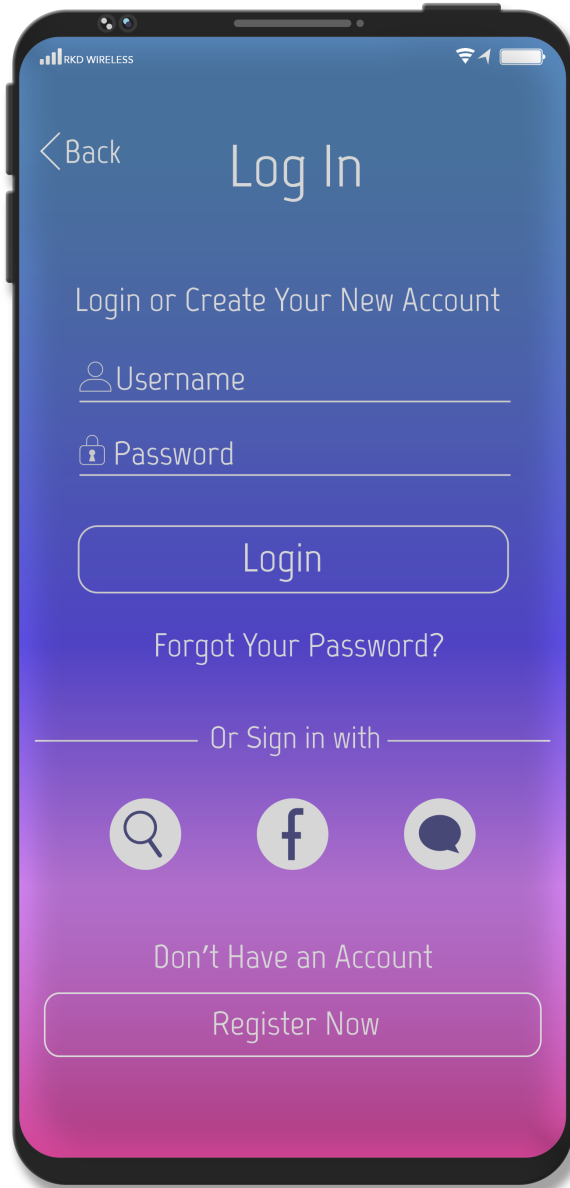
*Unaudited

STATEMENT OF ACTIVITIES

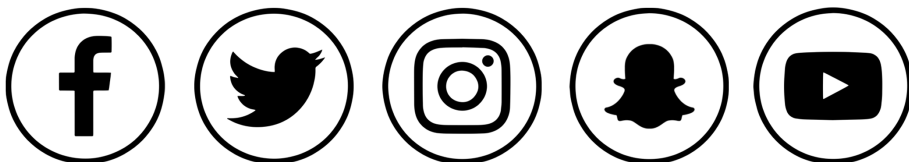
SUPPORT AND REVENUE

	UNRESTRICTED	RESTRICTED	TOTAL
PUBLIC SUPPORT			
Contributions	127,351	48,961	176,312
In Kind Contributions	783,275		783,275
Corporate & Foundation Grants	1,040,746	4,185,041	5,225,787
Memberships	16,459		16,459
Special Events (Net of Expense)	203,266		203,266
United Way of Greater St. Louis	968,502		968,502
Total Public Support	\$3,139,599	\$4,234,002	\$7,373,600
GOVERNMENTAL GRANTS	14,073,156		14,073,156
OTHER			
Program Service Fees	275,305		275,305
Investments	(81,558)	(41,830)	(123,388)
Miscellaneous	1,630,396	(1,705,999)	(75,603)
TOTAL SUPPORT AND REVENUE	\$19,036,897	\$2,486,173	\$21,523,070
EXPENSES			
PROGRAM SERVICES			
Educational Excellence	8,893,790		8,893,790
Economic Opportunity	3,600,917	18,846	3,619,763
Community Empowerment	4,946,243		4,946,243
TOTAL PROGRAM SERVICES	\$17,440,951	\$18,846	\$17,459,797
SUPPORTIVE SERVICES	240,829		240,829
FUNDRAISING AND DEVELOPMENT	823,540		823,540
TOTAL EXPENSES	\$18,505,321	\$18,846	\$18,524,167
INCREASE (DECREASE) IN NET ASSETS	531,577	2,467,327	2,998,903

*Unaudited



@ULSTL



W W W . U L S T L . C O M

LOCATIONS

URBAN LEAGUE OF METROPOLITAN ST. LOUIS

AGENCY HEADQUARTERS & VAUGHN CULTURAL CENTER

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

JAMES H. BUFORD OUTREACH CENTER

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

WORKFORCE INNOVATION OPPORTUNITY ACT IN-SCHOOL YOUTH PROGRAM

MISSOURI JOB CENTER
715 NORTHWEST PLAZA
ST. ANN, MO 63074
(314) 615-6015

NORTH ST. LOUIS COMMUNITY EMPOWERMENT CENTER

1330 AUBERT AVE.
ST. LOUIS, MO 63113
(314) 626-9977

FERGUSON COMMUNITY EMPOWERMENT CENTER

9420 WEST FLORISSANT AVE.
FERGUSON, MO 63136
(314) 528-5200

NORTH SPRING COMMUNITY EMPOWERMENT CENTER

929 NORTH SPRING AVE.
ST. LOUIS, MO 63108



HEAD START HEADQUARTERS

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

NORTH SPRING CENTER

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

MT. ZION CENTER

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

MARTIN LUTHER KING, JR. CENTER

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

MAGNOLIA CENTER

2725 ALHAMBRA CT.
ST. LOUIS, MO 63118
(314) 589-6298

**The agency also has two storage facilities and operates the Great Rivers Greenway facility on the Mary Meachum Trail.*

Production Staff

Angelia D. Bills

Vice President of Communications

Richard Keith Davis, II

Director of Multimedia Marketing

Kathi Hadley

Director of Special Events

Barbara B. Bowman

Vice President - Controller

Dr. Mulugheta Teferi

Vice President of Strategic Planning & Grant Management

Marcus Allen

Multimedia Specialist

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