

**A PROUD PAST WITH
AN EMPOWERING FUTURE!**

CELEBRATING A CENTURY OF SERVICE THROUGH
EMPOWERING COMMUNITIES & CHANGING LIVES.



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MISSION

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



OUR VISION

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

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

OUR STRATEGY

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

1. **Economic Opportunity:** Creating ladders out of poverty through jobs, entrepreneurship and financial responsibility.
2. **Educational Excellence:** Providing access to quality education for everyone from Pre-Kindergarten through college.
3. **Community Empowerment:** Providing a social safety net to stabilize our neediest families.
4. **Civil Rights and Advocacy:** Advocating for fair and equal treatment of our constituents in all aspects of society, whether governmental, economic, social, educational or cultural.



CHAIRMAN'S MESSAGE

by Keith H. Williamson

This year marks an important milestone for the Urban League of Metropolitan St. Louis – our 100th year as an organization! As you would expect, this is highly meaningful for the board, staff, volunteers, partners and members who refer to themselves as “Urban Leaguers.” It is putting us in touch with our history, and that history has important implications for our work going forward.

Our affiliate was formed shortly after the East St. Louis race riots of 1917 in which 48 people were killed. In an effort to contain the crisis, the U.S. Department of War established an Urban League in East St. Louis to prevent further disruption to an industry that was vital to the war effort. Due to the volatility of the environment in East St. Louis, the Urban League was moved to St. Louis in 1918. Since the very beginning, we have been focused on economic self-reliance, social equality and civil rights. Today, we are the largest affiliate of the National Urban League movement.

Last year was momentous as we celebrated the grand opening of our Ferguson Community Empowerment Center and hosted the largest National Urban League Conference in history. We continued to offer 30 quality social service programs (addressing Economic Opportunity, Community Empowerment, Educational Excellence, Civil Rights and Advocacy) and added 14 new grants to enhance our program services.

2 To promote economic opportunity, we added programs such as “Project Reinvest” and partnered with funding sources such as the St. Clair County Intergovernmental Grants Department, The Private Bank, the National Urban League, Wells Fargo, and St. Louis County Government. Our programs are providing financial literacy, housing counseling, foreclosure prevention, and rental/mortgage assistance to families in economic distress. In addition, we added a home repair program courtesy of the St. Louis Community Development Administration that will enhance our “Weatherization” program services.

In 2015, we launched the “Save Our Sons” (SOS) program, and it continues to serve hundreds of unemployed and underemployed men throughout the St. Louis region. Last summer, the SOS program officially moved its headquarters into the Ferguson Community Empowerment Center alongside the Salvation Army, the University of Missouri Extension and the Lutheran Hope Center. We recently secured approval to offer Neighborhood Assistance Program (NAP) tax credits to SOS program donors.

Starting in 2018, the League now offers “Save Our Sisters”, a training/mentorship program for women which focuses on mind and body wellness, healthy relationships, life-skills education, parenting, career re-inspiration, entrepreneurship and finance. Save Our Sisters is sponsored by the Coca-Cola Foundation, US Bank and Country Financial.

It is truly an honor to serve as Board Chair of our affiliate. For the past 100 years, the Urban Leaguers in our community have worked tirelessly to empower our society and change the lives of African Americans and others in St. Louis City, St. Louis County and St. Clair County, Illinois. It is with great pride that I congratulate President and CEO Michael P. McMillan and his staff, as well as my fellow board members, for driving the affiliates growth and development during this historic Centennial year.

Keith H. Williamson

Chairman of the Board

Urban League of Metropolitan Saint Louis, Inc.

PRESIDENT'S MESSAGE

by Michael P. McMillan



Happy 100th birthday to the Urban League of Metropolitan St. Louis' board, staff, supporters and friends! Since 1918, the Urban League of Metropolitan St. Louis has worked hard to serve 100,000 local residents each year with programs of community empowerment, economic opportunity, educational excellence, civil rights and advocacy. Formed to address racial issues following the devastating East St. Louis race riots, the Urban League has been a stabilizing force and a catalyst for change in the St. Louis community for a century.

In 2017, the Urban League of Metropolitan St. Louis accomplished a number of milestones to complete our Century of Service to the St. Louis Community. Last summer, we officially opened the Ferguson Community Empowerment Center, the Urban League's first constructed building, on the site of the QuikTrip that was burned down during the height of the civil unrest in partnership with the Salvation Army.

The center now offers the Save Our Sons program, Pathways of Hope, youth services, entrepreneurship assistance and many other activities from our co-owners the Salvation Army, the University of Missouri Extension, the Lutheran Hope Center and through our community service partners. We are especially proud of the fact that the Ferguson CEC was built with 80% minority contractor participation and thankful to our donors for helping us to achieve this historic goal.

The grand opening of the Ferguson building also served as the kickoff event and press conference for the National Urban League Conference in St. Louis which was held on July 26 – 29, 2017. The NUL Conference theme was "Save Our Cities: Education, Jobs and Justice" with three major plenary sessions focusing on the State of Black America, the Main

Street Marshall Plan, a comprehensive outline for combating poverty and eliminating disparities, and the Ferguson Crisis. In addition, the Urban League of Metropolitan St. Louis hosted a Back to School Fest and Community Day which distributed backpacks and school supplies to over 10,000 students. Last year's conference in St. Louis was the largest and most successful National Urban League Conference in its 107-year history with 25,000 in attendance.

For 100 years, the Urban League has worked steadily in this community to empower communities and change the lives of African Americans and others in St. Louis City, St. Louis County and St. Clair County, Illinois. Since the very beginning it has been our mission to help our constituents to build better livelihoods for their families.

The Urban League began with core programs of education, employment, housing and civil rights. Currently, the Urban League is one of the largest affiliates of the National Urban League movement with an \$21.9 million budget, 200 employees and a five-star rating. I would like to thank our Board Chair Keith H. Williamson and the Board of Directors for their support and leadership throughout a busy and successful year. I'd also like to thank our sponsors, supporters, friends, volunteers and members of the Whitney M. Young Society, the Urban League Guild, the Urban League Young Professionals, the NULITES and the Federation of Block Units who greatly contributed to the success of the 2017 National Urban League Conference in St. Louis and for their continuous support of the Urban League movement.

A handwritten signature in black ink that reads "Michael P. McMillan". The signature is written in a cursive, flowing style.

Michael P. McMillan

President & CEO

Urban League of Metropolitan Saint Louis, Inc.

MILESTONES

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.

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.



1922 Urban League operates Turner Branch School, a school for disabled black children and a free dental clinic. Gordon H. Simpson becomes Executive Secretary. The Urban League takes a comprehensive approach to community service and problem solving. Urban League becomes a member of the Community Fund (known today as the United Way).



URBAN LEAGUE HISTORY

The Urban League of St. Louis was founded in 1918, during a time of domestic and foreign conflict, with the purpose of defusing racial tensions, stabilizing communities, and improving the living conditions for African Americans in St. Louis. To meet this challenge, the Urban League, under the leadership of George W. Buckner, began the serious work of providing community services and solutions to African Americans and others in need.

Although the Urban League of Metropolitan St. Louis began as a social services organization, it has evolved to include Educational Excellence, Economic Opportunity, Community Empowerment, Civil Rights & Advocacy.

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





1932 John T. Clark establishes the Federation of Block Units, an auxiliary to the Urban League, to unify neighborhoods and stabilize housing values. In addition, the Federation provides services to accommodate the growing migration of African Americans to St. Louis City.

1937 Homer G. Phillips Hospital, a hospital built to serve African Americans, opens with the support of the Urban League of St. Louis.

1950 M. Leo Bohanon succeeds John T. Clark as Executive Secretary of Urban League of St. Louis. In the postwar years, St. Louis goes through a changing period. During this time, the Urban League of St. Louis shifts its focus from preparing clients for jobs in domestic service to jobs in business and industry.

1951 The city of St. Louis experiences an unprecedented increase in the African American population – 109,000 in 1940 to 154,000 in 1950. As a result, The Urban League advocates a community-wide program to meet the overwhelming problems (substandard housing, unemployment, inadequate health and welfare services) facing the black community.



1964 William E. Douthit becomes the fifth president of the Urban League of Metropolitan St. Louis.

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 until 2008.

1971 The Urban League opens an office in the all-black St. Louis County municipality of Kinloch.

1972 The Urban League moves its headquarters to 3701 Grandel Square.

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 N. Kingshighway into a Community Services Center.

1977 The Urban League establishes the Vaughn Cultural Center. Mrs. Eralene 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, Inc.



1985 James H. Buford becomes the sixth president. With this change in leadership, the Urban League undergoes reorganization to meet change.

1986 The Urban League receives a charter to establish the Urban League Guild.

1987 The Board of Directors creates the first youth auxiliary, the Progressive Young Adults (ProYA).

1992 Urban League becomes Weatherization Assistance Program operator for the Missouri Department of Natural Resources.

1994 Urban League begins its Annual Thanksgiving Dinner Giveaway in partnership with Schnuck Markets and the St. Louis RAMS.

1998 The Urban League reorganizes service areas into three service regions, (St. Louis County Region, St. Louis City Region and St. Clair County Region). The League creates a Chief Operating Officer position to oversee the team of vice presidents who manage the service regions.



2000 The Urban League reinstates its link with young professionals by introducing the Urban League Young Professionals, (ULYP) formerly ProYa.



2000 The Urban League joins the St. Louis County Government and the Missouri Career Center to provide Workforce Investment Act youth services to at-risk high school students.

2001 The Urban League partners with YWCA to deliver Head Start Services in St. Louis City. The League creates a Vice President of Communications position to direct its public relations and marketing needs. Urban League relocates its St. Louis County Operations to the newly renovated Schnucks Building on 8960 Jennings Station Road.



2002 The Urban League opens its fourth Head Start Center located in Jennings. The center completes the Schnucks Building renovation and connects to St. Louis County Operations.

2003 The Urban League expands its St. Clair County Division, opening a 14,000 square foot facility as part of the East St. Louis Housing Authority 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 a five-star rating from the National Urban League, becoming the top-ranked affiliate.

2005 The Urban League of Metropolitan St. Louis, Inc. shifts its main focus to Economic Empowerment and Equality.

2006 The Urban League of Metropolitan St. Louis establishes its NULITES chapter.



2007 The Urban League of Metropolitan St. Louis, Inc. hosts more than 10,000 attendees at the 2007 National Urban League Conference in St. Louis. The Urban League receives Better Business Bureau accreditation.

2009 The Urban League receives a three-year, \$19.4 million federal contract to weatherize 3,000 homes in the St. Louis area.

2012 The Urban League opens a new City Community Outreach Center on 935 N. Vandeventer and a new Community Outreach Center on 10220 Lincoln Trails in St. Clair County, Illinois.

2013 The Urban League Board of Directors appoints Michael P. McMillan as the seventh president of the Urban League of Metropolitan St. Louis, Inc.



2013 The Urban League establishes the Whitney M. Young Society, a giving society for leadership donors.

2014 The Urban League launches its historic Save Our Sons program in Ferguson and North St. Louis County to address issues surrounding the civil unrest.



2015 The Urban League breaks ground on the Community Empowerment Center of Ferguson on the site of the former QuikTrip (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 provided to Head Start/Early Head Start.

2016 The Urban League partners with TIAA in hosting Annual Thanksgiving Dinner Giveaway.

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



2017 More than 600 residents, community and civic leaders joined together to celebrate the ribbon cutting of the Ferguson Community

Empowerment Center 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% of Minority participation in St. Louis.

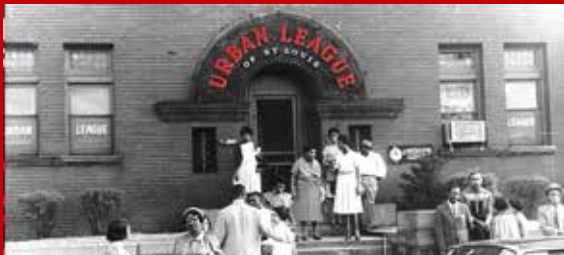
2018 Urban League President Michael P. McMillan is inducted into the International Civil Rights Walk of Fame. First Urban League affiliate president and youngest to be inducted to date.

2018 The Urban League of Metropolitan St. Louis, Inc. celebrates a Century of Service through Empowering Communities and Changing Lives.

URBAN LEAGUE HEADQUARTERS



1918 -1937



1937 -1966



1966 - 1972



1972 - Present

CENTENNIAL OVERVIEW

The Urban League of Metropolitan St. Louis will celebrate 100 years of continuous service to the community in 2018. Started as a result of the East St. Louis Race Riots during a time of domestic and foreign conflict in 1918, the Urban League was established with the purpose of diffusing racial tensions, stabilizing communities and improving conditions for African Americans in St. Louis.

Since then, the Urban League of Metropolitan St. Louis has remained committed to its mission and has grown to become the #1 Ranked 5-Star Urban League Affiliate in the United States.

As we celebrate the 100th anniversary of the Urban League of Metropolitan St. Louis, we are embarking upon an effort to ensure that the Agency will continue to thrive in the community.

The anniversary is an opportunity to recognize, honor and carry on the legacy of our forefathers who established this agency for us 100 years ago and to pave the way for future generations of the community.



**HOW WE
EMPOWER
C=MMUNITIES
& CHANGE
LIVES!**



ROADMAP TO EQUALITY

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

Community Agenda-Setting & Advocacy

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

Marketing & Communications

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

Program Portfolio & Partnerships

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

Funding Diversity & Magnitude

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

Organizational Culture & Structure

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

Educational Excellence

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

Economic Opportunity

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

Community Empowerment

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

Civil Rights & Advocacy

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

Special Events

- Martin Luther King Jr. Tribute
- Whitney M. Young Society
- Salute to Women in Leadership
- Urban Expo & Back to School Festival
- Urban League Annual Dinner Meeting



+ **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.

+ **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.

+ **COMMUNITY EMPOWERMENT**

EMPOWERING FAMILIES THROUGH IMPACTFUL PROGRAMS

The Urban League provides for needs 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.

+ **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.

+ EDUCATIONAL EXCELLENCE

+ HEAD START / EARLY HEAD START

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.

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

Head Start Annual Combined Program Performance Indicators for 2016 - 2017 Program Year.

- **672** Funded Enrollment
- **768** Number of Children Served
- **663** Children With Continuous Access to Dental Care
- **715** Children With Health Insurance
- **492** Children with Age Appropriate Well Child Care
- **737** Children Up-to-Date on Immunizations
- **61** Children with IEPs/IFSPs Served
- **204** Family Services
(Families receiving at least one of the family services offered)



100%

of Preschool Classroom
Teachers have an Associates
Degree or Higher Degree in
Early Childhood Education or
a Related Field.





+SCHOLARSHIP PROGRAM

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, UMB William Robinson Memorial Scholarship and the Ida Goodwin Woolfolk 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.

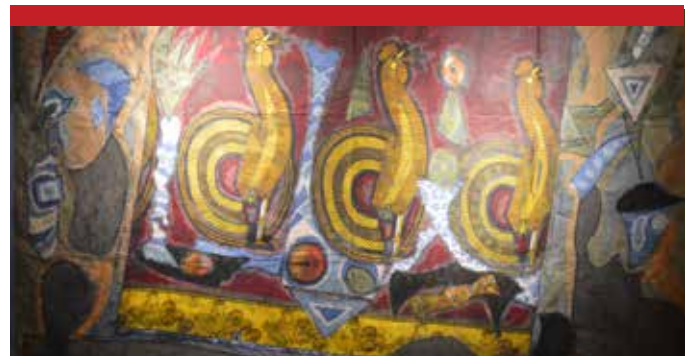
Generous donations and gifts from individuals and organizations throughout the St. Louis community are used to fund these programs. Scholarship awardees are selected based on their academic achievement, community service, character, and financial need.

+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 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 Certificate (HiSet). The program has two scheduling options and is open to the entire community.



+VAUGHN CULTURAL CENTER

The Vaughn Cultural Center concept began in 1976 when Mrs. Vaughn asked what the Urban League could do to foster greater understanding and appreciation of the arts among Black Americans; it was then that a gallery was proposed. The Vaughn Cultural Center was established in 1977 in memory of Mrs. Vaughn's late husband, Arthur N. Vaughn, who died in 1974. In 1978, Mrs. Vaughn named the Urban League as the chief beneficiary of her assets with the commitment that the funds would be used for cultural projects that will benefit the Black Community of St. Louis. Today the Vaughn Cultural Center remains in Grand Center and proudly displays a portrait of Mrs. Vaughn painted by St. Louis Artist, Vernon Smith. This portrait was commissioned by the Acme Arts and Culture Club, founded by Erma-line Vaughn in 1928.

The goal of the Vaughn Cultural Center (VCC) is to promote awareness of African American history and culture through art history exhibits, storytelling and special programs. The VCC features African American art, exhibits, supporting regional and national artists and providing a venue for local poets, musicians as well as published writers.

In 2017, the Vaughn exhibits were curated by The Griot Museum of Black History and funded by the Regional Arts Commission. Under this new partnership, the Vaughn hosted Potpourri, and eclectic presentation of artists and art forms and prepared the Talking Textile exhibit featuring, Nigerian musician, actor and master batik artist, Tunde Odunlade.

+ ECONOMIC OPPORTUNITY

+ 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 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



+ WORKFORCE INNOVATION AND OPPORTUNITY ACT

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

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 work place 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 2017, 113 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.

ACCOMPLISHMENTS:

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

+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 2017, the Urban League of Metropolitan St. Louis's 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.

One of the major collaborators with the Business Training Center in 2017 was the AARP Foundation, through its SCSEP Employee Training program. The Urban League provided Basic and Advanced computer training classes to hand-picked AARP workers. Classes were held at the Employment Connection building on Market Street. Students were given training in computer topics that included Microsoft Word, Excel and PowerPoint.

URBAN LEAGUE BUSINESS TRAINING SUCCESS STORY



Of noteworthy mention is one of the students who attended the AARP's Advanced Computer class, Martha Parnell. When Parnell began taking the Advanced computer class, she was working part-time at a local company. She had a modicum of computer skills, and expressed an interest in being a part of the class in order to "brush up on her skills". She did exceptionally well in the class, quickly grasping most of the topics presented with little or no difficulty. Her diligence and perseverance paid off, and on the last day of class, Ms. Parnell announced that she secured a full-time job at U.S. Bank in downtown St. Louis, where her computer skills would be put to constant use. She was especially grateful for the lessons that she received while attending the classes presented by the Urban League of Metropolitan St. Louis' Business Training Center.





+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.

ST. CLAIR COUNTY EMPLOYMENT SERVICES

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.

St. Clair County employment clients received job counseling and attended quarterly hiring events to enhance the opportunity to showcase job seekers. The quarterly hiring events received exceptionally well by job seekers and employers alike.

In 2017, the St. Clair County Employment Department exceeded its program goal by 39% and provided 336 job seekers with individual job counseling, employment information and access to various employers with 120 individuals receiving employment placement with an average wage of \$10.50 per hour.

URBAN LEAGUE EMPLOYMENT TESTIMONY

I would like to thank Mrs. Hollis Whiting (Employment Director) and the Urban League so very much for being an inspiration and guidance to me. I moved here from Crossett, AR. It is a town with maybe 6,500 people living there. When I moved here to St. Louis the Urban League is one of the first places I went to get help with finding employment. Not only have I found employment but I have gained some friends and family. I started to volunteer for Mrs. Whiting as her administrative assistant in October and have been volunteering every since. I gained my certificate of completion from attending the job-readiness workshop classes. I learned how to market myself and to do a correct resume. I now know how to be relaxed and to be myself during an interview. Mrs. Hollis is like the mother hen over her chicks, she makes sure that everyone and everything is taken care of. She goes above and beyond her job and duties. She is a great listener and somewhat like a counselor. I am so very grateful for her. I love volunteering here at the Urban League. I started working at Caleres on June 19, 2017. I learned about the job through the Urban League. I would come in and check to see what was new and Mrs. Whiting informed me about the job and they contacted me, I went through the interviewing process and they hired me. I love the hours that they were offering and the benefits are wonderful.

I am so very grateful for the Urban League employment program and will continue to volunteer and let people know how important it is to come here if they are willing to receive everything that they need to get a good job.

Thank You
Donna Bowman



+HOUSING ASSISTANCE

A HUD-certified consulting agency, since 1968, the Urban League of Metropolitan St. Louis has assisted individuals and families with their housing needs. Today, the Housing Department provides one-on-one and group counseling individually and collectively along with community partners to educate residents on Financial and Credit Money Management, providing Pre- and Post-Purchase Housing Counseling and Mediation Counseling in Illinois, Home Maintenance Do-It-Yourself Workshops as well as Loss Mitigation Outreach Sessions and advocating for Fair Housing.

The Urban League recognizes the need for networking and the importance of partnerships to better serve and transform lives.

The Federal National Mortgage Association, commonly known as Fannie Mae, has partnered with the Urban League since 2011 to assist their clients through the Fannie Mae Mortgage Help Network. For the past few years, Wells Fargo has also partnered with the Urban League to host Housing Outreach efforts in collaboration with other local Housing Counseling Agencies.

Additionally in 2017, Urban League hosted Do-It-Yourself Workshops in partnership with Home Depot at all three outreach centers throughout St. Louis City, St. Louis County and St. Clair County, IL.



+WEATHERIZATION

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

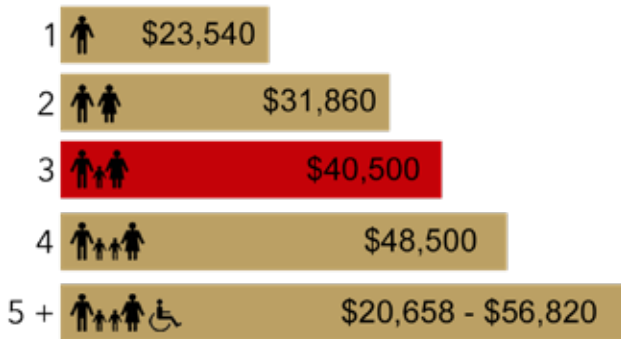
Post-Weatherization education plays an important role in enhancing the impact of weatherization services. The Urban League weatherization team creates an energy profile of each client's home and collects data on the household's energy usage which aids in helping the client understand how the weatherization 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

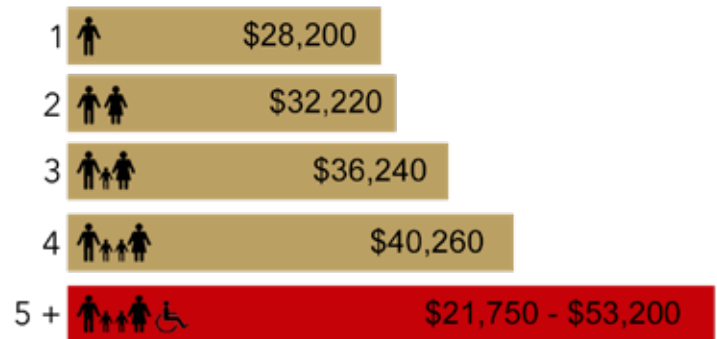
average annual fuel savings per dwelling by up to 13.5 percent, with electricity at 12.2 percent and natural gas at 23.4 percent making weatherization of the home a cost effective means to help low income families reduce their home energy cost and ensure the health and safety of the home.

In 2017, the League's self-performing construction crews helped save 143 St. Louis City homes from expensive utility bills and energy waste through expansive construction projects through the support of the Missouri Department of Economic Development/Division of Energy. The Urban League Weatherization Department also ranked #1 in the State of Missouri in MMBTU estimated energy savings for households served in 2017.

INCOME GUIDELINE, MISSOURI Family Size & Income Level



INCOME GUIDELINE, ILLINOIS Family Size & Income Level



+WEATHERIZATION

SAVING AND 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 Laclede Gas all aid in the goal of fostering healthier homes for St. Louis City Residents.



+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.



+SAVE OUR SONS

Despite our advances as a country, young men of color continue to face significant challenges. Currently 54% of African American men graduate from high school, compared to more than 75% of their peers. Lacking a high school education often leads to elevated poverty and unemployment rates in the African American community.

The Save Our Sons (SOS) program provides Workforce Development job skills training for men in the entire St. Louis region, from the ages of 17 and older, who are unemployed or underemployed. The SOS program serves as

a catalyst for helping those that are chronically unemployed, underemployed or lacking workforce soft skills training with the ability to understand the demands of the labor market. In addition to providing workforce instructional learning, the program has partnered with community members, educational institutions, non-profits and faith-based organizations to provide SOS participants with the insight that is required to succeed in today's supply and demand economic pipeline.

CURRICULUM

The curriculum includes classroom sessions over four weeks that combine educational, life and social skills in a holistic approach. These skills help give participants the tools required for achieving economic sustainability.

Training Topics include: Career/Employment/Work-Readiness, Life skills, Education including HiSet (formerly GED), Vocational Training, Community College Certifications, WorkKeys, Financial Literacy, Health & Wellness and Leadership Development.

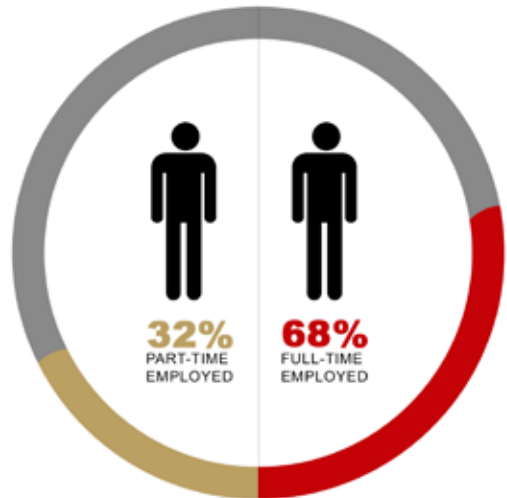
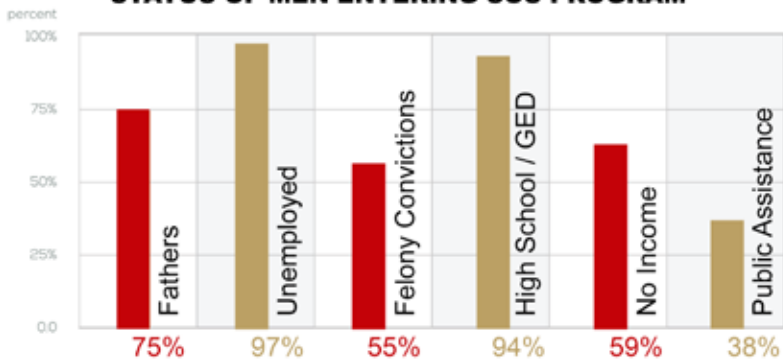




OUTCOMES 2015-2017

- Since program inception, 360 men have graduated and 292 have been employed.
- Types of Positions include: Electrician, maintenance, mechanic, restaurant, retail, construction, IT and various others.
- Wages range from \$7.65 to \$22 per hour. Average wage is \$10.49.
- Length of employment service ranges from newly employed up to 2 years.

STATUS OF MEN ENTERING SOS PROGRAM

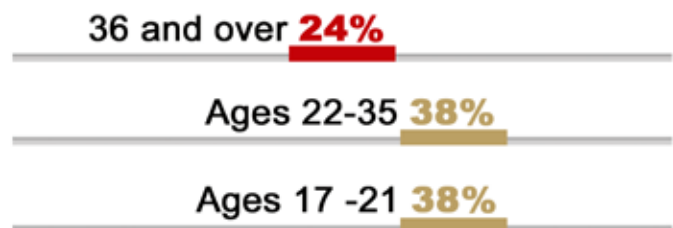


AVERAGE RETENTION



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

AGE OF PARTICIPANTS



URBAN LEAGUE SAVE OUR SONS SUCCESS STORY



Ronnie Ewing, Save Our Sons Graduate is a 27-year-old married father of two from Jennings who proved to be very determined to succeed from the beginning.

He had existing soft-skills but realized that his network wasn't strong enough to attain a job that he was passionate about. He was studious and participated in all of the workforce activities of the Save Our Sons program. Since completing the program, Ewing currently works two full-time jobs at Christian Hospital and Amazon.

In addition, he is currently a student at Lindenwood University where he will be completing his Bachelor's degree this year. He also plans to continue next year for their MBA program. He and his wife have been together for nearly five years and he attributes credit to the program for helping him to maintain his status. *"The Save Our Sons program has taught me to think things through, and differently how to apply myself and to never sell myself short,"* said Ewing.

Did You Know?

The Urban League of Metropolitan St. Louis has recently been approved to sell tax credits through the Neighborhood Assistance Program in the amount of \$250,000 through June 30, 2019 to support the Save Our Sons Program. Urban League Save Our Sons helps economically disadvantaged African American and other men living in the St. Louis metropolitan area find jobs.

To learn more information about how to receive tax credits for donating to the Urban League SOS program, call **Tom Bailey, Vice President of Development at (314) 615-3611** or email him at **tbailey1@urbanleague-stl.org**.



SOS: PARTICIPANTS

Save Our Sons isn't for everyone but it is for anyone desiring to change their economic reality. We have trained men from the entire St. Louis metropolitan area from 17- 64 years of age. Participants with pre-existing soft-skills or college backgrounds are assisted through the "Fast Track" program which is designed to expedite the hiring process and find employment in a shorter time period than required in the traditional four-week training workshop.

SOS: VOLUNTEER SPEAKERS

Be the change you want to see in your community. Join the movement to help our unemployed and underemployed African American and other men secure economic self-sufficiency. The Urban League of Metropolitan St. Louis seeks caring, talented, giving individuals to help carry out the agency's mission and goals. Without volunteers, the Urban League would be far more limited in what it can do for our community.





+STARBUCKS TRAINING PROGRAM

The Urban League's Workforce Development program works diligently to coordinate and integrate services with various institutions (civic partners, employers, and other stakeholders in the community) to identify and/or provide training, employment, and educational opportunities to those that we serve.

The Starbucks Foundation Café Opportunity grant supported us in our efforts to advocate for our community's undeserved populations, in particular, our Youth. This funding extended our reach in the community, and provided a framework for other companies (who want to partner on such efforts) to consider utilizing.

The Urban League's goal in executing this grant was to provide youth and young adults (from Ferguson and surrounding communities) with comprehensive customer service and job readiness training, while conjunctively strengthening the diversity of our region's workforce. Using both the CSET curriculum and the League's Workforce Development curriculum as a framework, training activity topics covered were interviewing, cash handling, and resume preparation, as well as soft, interpersonal skills – teamwork, flexibility, communication, problem solving, work ethic, etc. – which can be difficult to quantify, but are just as imperative. Upon completion, program graduates understand (and are prepared for) the varying

trends in employment sectors, as well as the things they need to accomplish in order to land a job and be a productive employee.

The League engaged 70 youth in training activities at the Ferguson Starbucks Training Center. Major achievements of this project include:

100% Retention: All 70 participants who joined the training program finished the program, receiving a certificate of completion. This can be attributed to a meticulous recruitment and interviewing process, which heavily encouraged youth to hold themselves accountable for setting goals (and achieving them.)

Skills Gains: Each participant completed a pre- and post-survey, which detailed the materials covered during our training activities. The average pre-survey score was 13/25 (52%) while the average post-survey score was 23/25 (92%).

Employment/Internships/Education: To date, 84% of our program graduates have obtained employment or internships. 92% of our program graduates have pursued (or continued) educational programs to support their employment goals.

Exposure for Youth: More than 60% of our participants had never visited a Starbucks cafe

before joining this program. Youth were impressed by the quality of service that the Baristas provided to patrons, as well as their willingness to be of assistance to the training program in any way possible. The in-store training room allowed our participants to see first-hand how to execute outstanding customer service, and to sample a variety of Starbucks menu items as well.

Community Engagement: The partnership between the Ferguson Starbucks and the Urban League of St. Louis has afforded the opportunity for members of each organization to learn a great deal about the other as it relates to community engagement. We have collaborated on many instances to provide resources to members of the Ferguson community and surrounding areas. Starbucks' mission to have a greater presence in the community, coupled with the League's mission to empower communities, made this partnership undeniably worthwhile.

URBAN LEAGUE EMPLOYMENT DEPARTMENT SUCCESS STORY



Shertavia K. is a 22 year-old mother of 1, who joined our very first Starbucks Customer Service training cohort in early 2017. Shertavia has suffered from varying illnesses since she was 9 years old, which often led to being hospitalized for

weeks at a time. She regrets not having what she often refers to as a “normal” childhood, but is happy to now be in regression.

Upon graduation from high school, Shertavia looked forward to landing her first job. She spent several months seeking an entry-level, part time position that would be willing to accommodate her many visits to the doctor, but to no avail. She eventually gave up on her job search, and decided to make the best of the limited financial support she received.

As Shertavia got older (and got a better grasp on her health) she became more anxious to become a productive member of the workforce. She visited a local Missouri Job Center, who referred her to the Starbucks Customer Service Training program. During the registration and intake process, Shertavia was very persistent in expressing her willingness to do whatever it takes to land her first job. She was excited that the training opportunity was available to her. Shertavia was always the first to show up for class, and the last one to leave. She always had questions, and was always attentive. It was

apparent – she was steadfast in achieving her goal.

During one of our training classes, Shertavia and the other participants listened to a presentation from the talent recruiter at Dierbergs Grocery Store (a local grocery chain with Starbucks stores located inside.) The recruiter discussed the varying store, bakery, floral, and warehouse positions that were available, and instructed the trainees on how to apply. Shertavia took rigorous notes, and even gave a “pitch” to the recruiter at the end of the presentation. The employer seemed quite impressed.

The following morning, Shertavia met with the Agency's training facilitator to work on the online application. About a week after submitting the app, Shertavia was called for her first-ever telephone interview! Afterwards, she called the facilitator to share the great news – the phone interview went great, and she'd already scheduled the in-person interview for the very next day!

Shertavia utilized all of the skills and competencies that she'd gained during her training, and she got the job! Since March 3, 2017, Shertavia is a proud employee of Dierbergs, working as a bakery production associate! She calls often to give updates on her progress on the job. She is also looking forward to exploring opportunities for career growth within the company. We are very proud of Shertavia, and wish her all the best.

+ COMMUNITY EMPOWERMENT

+ COMMUNITY EMPOWERMENT REPORT

The Urban League of Metropolitan St. Louis continues to be a staple in the community, providing safety net services to thousands of low-to-moderate income residents who need food, clothing and housing. In one of the richest countries in the world, basic need services continue to be a major concern. The Urban League has remained a key player in the community to provide and empower the community one client at a time.

Community Empowerment is more than just involvement, participation or engagement of communities. It implies community ownership and action that aims at a social and political change. Once a community has taken ownership, there will be a shift in society as a whole for the better.

One of the largest components that have been added to all of the community empowerment programs is partnering the service with financial literacy education.

In 2017, the Urban League empowered thousands of clients by providing financial literacy training at each of the community outreach centers and for Head Start parents. The costs of housing, food and utilities continue to rise so it is crucial that our clients are empowered with budgeting skills to make better decisions on spending. The Urban League has partnered with organizations such as Operation Food Search to teach clients how to shop on a budget and how to prepare meals to eat at home. More families eating at home are healthier and builds the foundation of the family while saving their money.



2017 HARDEE'S RISE 'N SHINE FOR HEAT

Many MO/IL Hardee's restaurants featured volunteer greeters accepting public donations during the Rise 'N Shine event. These greeters included Urban League President/CEO Michael Patrick McMillan (also an executive board member of Heatupstlouis.org) and his UL staff from St. Louis City/County and St. Clair County.

Hardee's donated 100% of the sales from the Sausage 'N Egg and Egg Biscuit sandwiches in February. Partners Hardee's and Ameren also underwrote administrative costs, so all funds collected helped bi-state-area social service agencies, including the Urban League system, which uses Heatupstlouis.org funds as supplemental and primary utility grants for the qualified needy.



5TH ANNUAL AMEREN/HEATUPSTLOUIS.ORG WINTERIZING FORUM

On October 6, 2017, more than 3,500 people were impacted by the **Ameren Missouri/Heatupstlouis.org Winterizing forum**. It's a chance for area seniors, disabled and low-income utility customers to learn about energy efficiency, weatherization and budgeting and to improve their financial literacy.

Ameren Missouri, St. Louis County Community Planning, Spire and the St. Louis City Health Department provided a total of more than \$455,000 in one day to ensure that qualified City/County residents had less of a financial burden going into a bitter cold winter in 2017/18. It was also an opportunity to learn how to better manage their electric and natural gas bills for the upcoming year.



Since the inception of Heatupstlouis.org/Cooldownstlouis.org almost 19 years ago, this organization has impacted the lives of more than 380,000 individuals in about 15 Missouri and Illinois counties, including the City of St. Louis. The Urban League greatly benefits from the vital resources of our Heatupstlouis.org partner.

13TH ANNUAL COOLDOWNSTLOUIS.ORG/AMEREN COOLING A/C CARAVAN

Each year, Ameren Missouri and Vatterott College partner with Cooldownstlouis.org to support its **“Check on Your Neighbor”** and **S.O.S. (Save Our Seniors)** projects.

Summer consortium members who benefit from the Cooldownstlouis.org summer projects include each city, county and St. Clair Urban League unit, along with other Missouri/Illinois social service agencies and the St. Louis Fire and Health departments. The **Cooldownstlouis.org/Ameren Cooling A/C Caravan** campaign is designed to help save the lives of area seniors, the physically disabled and small sick



infants in needy households. If utilities are disconnected or there is no A/C, these individuals are at risk of experiencing heat-related strokes and other illnesses that can be deadly during the hot, humid bi-state area summers.

Energy efficient air conditioning units were distributed to area community partners by regional and state leaders, including St. Louis Mayor Lyda Krewson, St. Louis County Executive Steve Stenger, Missouri State Treasurer Eric Schmitt and St. Charles County Executive Steve Ehlmann. These government leaders were joined by Ameren Missouri's President/CEO Michael Moehn (also a member of the Urban League Board), Cooldownstlouis.org board member Brian Leonard and UL's President/CEO Michael Patrick McMillan.

Vatterott College serves as an important drop-off point for new or gently used A/C units from Missouri and Illinois donors.

Cooldownstlouis.org provides a tax deduction for those A/C units deemed useable. Being without a cooling unit for many area residents adds to the collapse of public health and safety; and can even result in death.



+LIHEAP ENERGY ASSISTANCE

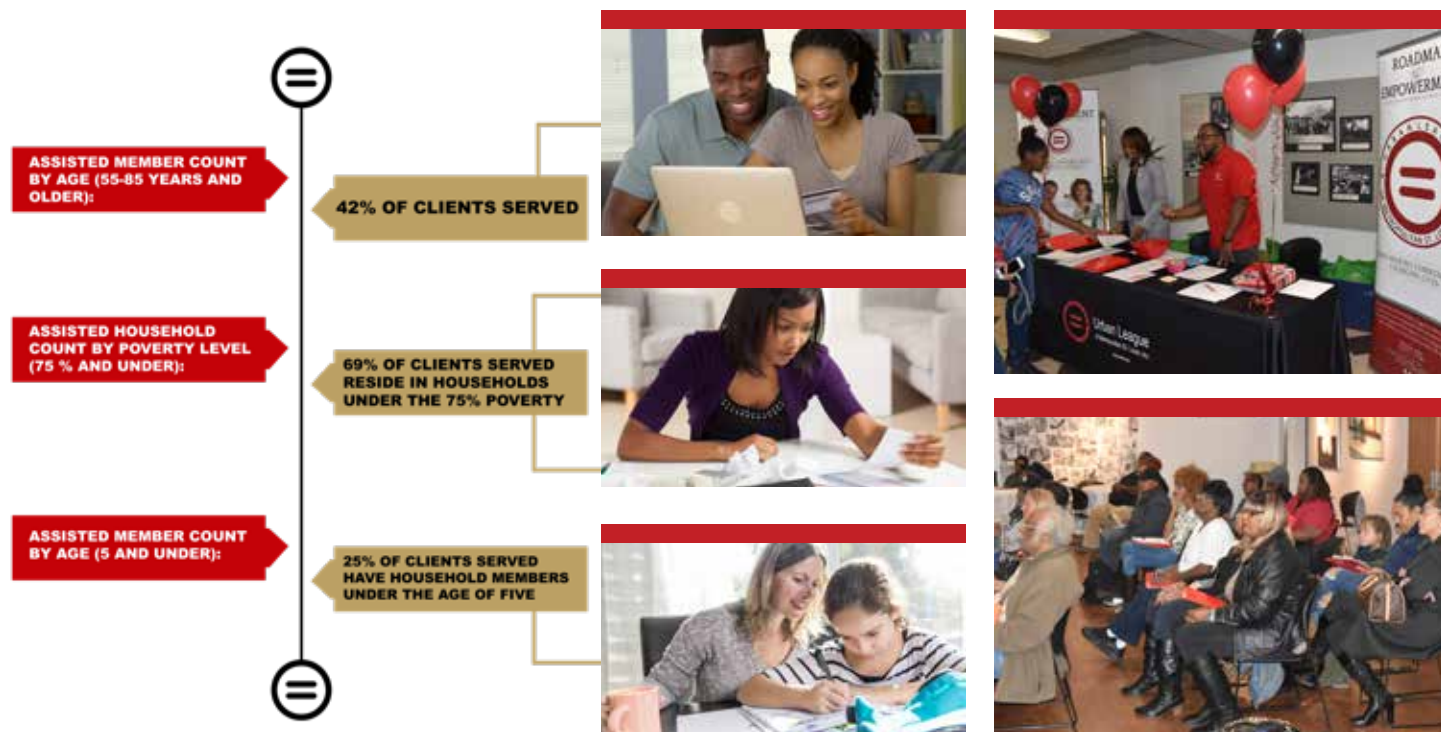
The Low Income Home Energy Assistance Program (LIHEAP) is the main federal program that helps low-income households and seniors with their utility bills, providing vital assistance during both the cold winter and hot summer months. Low income individuals and families pay a high proportion of their household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

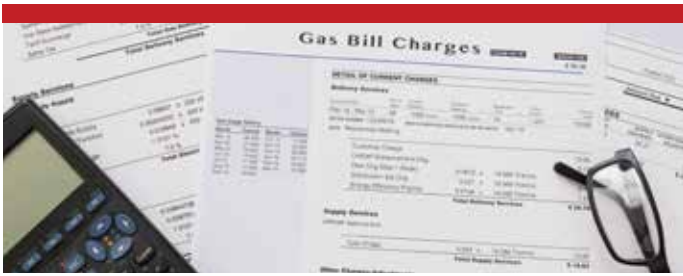
The Low Income Home Energy Assistance Program (LIHEAP) is designed to assist low income individuals in meeting their immediate energy needs. LIHEAP is designed to provide help to low income households targeting the elderly, disabled and households with young children. Inadequate heating and cooling can cause a greater possibility of health and safety issues in these vulnerable households.

2017 proved to be another successful season serving over 13,000 clients through LIHEAP

Energy Assistance and over 6,400 clients through LIHEAP Crisis funding. Those participating in the LIHEAP program also had the opportunity to participate in financial literacy workshops which offered education on budgeting and benefits from energy conservation.

Through our continuous outreach efforts, intake events were held throughout our service areas of St. Louis City and Wellston through partnering relationships with the UL Head Start Program, the Community Mobile Health Unit, Missouri Division of Aging, Legal Services of Eastern Missouri, MOST- Missouri 529 College Savings Plan, Better Family Life, and At Home Care to name a few. The Urban League of Metropolitan St. Louis is thankful for support from the Missouri Family Support Division, Spire Gas, Ameren MO, Heat-Up/Cool Down St. Louis and community partners such as Cardinal Ritter College Prep High School, New Northside Conference Center, the Missouri Public Service Commission, and 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.





+UTILITY ASSISTANCE

In 2017, the Urban League assisted thousands of struggling families in paying their utility bills. Funds received from the Energy Assistance Foundation’s Warm Neighbor Cool Friends Program, Ameren Dollar More Program administered by the United Way of Greater St. Louis, Heat-Up St. Louis, Inc; the Affordable Housing Trust Fund; the City of St. Louis Health and Human Services Division; and the Emergency Food & Shelter Program resulted in the reconnection of gas and electricity and/or prevention of these utility shutoffs.

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.



+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).

Nearly 620 residents received health screening in 2017. The free services included blood pressure, diabetes, cholesterol, HIV screenings and flu shots.

The Urban League worked with adults living in ten high-risk zip codes in the St. Louis area who have at least one risk factor for cardiovascular disease (hypertension, physical inactivity or diabetes) to provide health screenings, education and exercise programs at community locations.

The Community Health Mobile was donated to the League by Anheuser-Busch and supported by a grant for the Missouri Foundation for Health and BJC.



+TURKEY GIVEAWAY

On November 21, the Urban League of Metropolitan St. Louis distributed nearly 2,000 turkeys and Thanksgiving dinners to needy residents thanks to a major sponsorship by TIAA and Schnuck Markets, Inc. For the past 22 years, the Urban League has hosted the Annual Turkey Giveaway in St. Louis City, St. Louis County and St. Clair County, Illinois. Thanks to a major \$30,000 annual sponsorship from TIAA, the League was able to continue the Thanksgiving tradition.





+FOOD PANTRIES & CLOTHING CLOSET

The Urban League's food pantry operations in St. Louis City, St. Louis County, and St. Clair County Division offices provided over 14,000 households with food baskets in 2017. The League's ability to provide food baskets is attributed to partnerships with the St. Louis Area Food Bank, Operation Food Search, Aldi and Walmart, where food products are available at reduced or no cost to member agencies. A vast variety of food was received including premium meats and produce.



The goal is to give every person looking for food access to the services they need and to make sure that every food recipient is treated with dignity and respect.

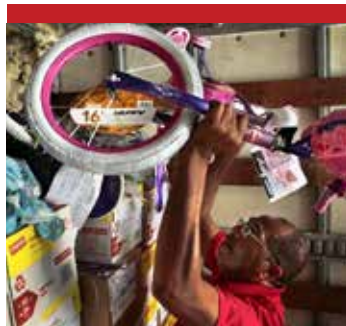
In addition our Clothing Closet is available for all family members. The Closet also features work-appropriate clothing and clothing appropriate for those seeking employment opportunities.

The Urban League operates the Clothing Closet in the St. Louis County Outreach Center.

+100 NEEDIEST FAMILIES

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

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.

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



+ CIVIL RIGHTS & ADVOCACY

+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 and reduce disparities in education through: awareness, policy and research; advocacy and mobilization. The Urban League of Metropolitan St. Louis began its chapter in 2006. In 2015, via funding received by the National Urban League, the NULITES added Project Ready, a signature program of the National Urban League, – is 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 course, and exposing students to STEM-related careers.

2017 PROGRAM HIGHLIGHTS

- Project Ready members participated in over 100 hours of College/Career Readiness programming, tutorial support, and mentoring.
- Project Ready members served as host to the 2017 National Urban League Youth Leadership Summit in St. Louis, MO. In its 28th year the National Urban League Youth Leadership Summit is a college based conference which immerses young people in a college setting that will provide them with a unique educational and development experience, focused on important skills for success in college, work and life.



Supported by Title Sponsors, Envolve and FedEx, the 2017 Youth Leadership Summit was held on the campus of Washington University in St. Louis. The theme for 2017 was; Show Me: Turn Talk Into Action, and was developed by our youth who were part of the Youth Leadership Steering Committee. Nearly 350 Urban League youth and their chaperones participated from states, including: CA / CT / FL / GA / IL / IN / KY / LA / MD / MI / MO / NC / NE / NJ / NY / NY / OH / OK / OR / PA / SC / TN / TX / WA / and Washington D.C.

This Summit is the annual culminating event for all National Urban League Education and Youth Development programs, and reinforces the goals and practices of the affiliates' work with middle and high school-aged youth from across the country.



+URBAN LEAGUE GUILD

AMBASSADORS TO THE URBAN LEAGUE MOVEMENT

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

Last year, The Salute to Women in Leadership Gala honored 16 distinguished women selected from various professional and civic categories. Yolanda Adams and Freda Payne were recognized as Lifetime Achievement Award winners. At the Salute, Michele Brown was recognized as Guild Member of the Year

The Guild collaborated with the League and held the annual health fair at the O’Fallon YMCA in effort to provide health education to at risk population. This year’s theme was “Fighting Hearing Loss and Chronic Disease in the St. Louis Community.” 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, hepatitis and HIV. A total of 110 screens were completed.

2017 GUILD OFFICERS

- President, **Denise Turner**
- Vice President, **Shirlyn Myles**
- Treasurer, **Tamica Coleman**
- Secretary, **Denise Pearson**
- Financial Secretary, **Ann Hamilton**
- Parliamentarian, **Mattie Moore**
- Chaplain, **Brenda Smith**
- Corresponding Secretary, **Sharon Ezell**
- Membership Chair, **Kristina Hazley**
- Historian, **Angela Morgan**
- Members-at-Large, **Marlene Davis, Kristina Hazley, Rose Mary Johnson**
- Staff Liaison, **Angelia D. Bills**

For more information about joining the Urban League Guild, call **Angelia D. Bills** at (314) 615-3604 or email abills@urbanleague-stl.org.



+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.

2017 FEDERATION OF BLOCK UNIT OUTGOING OFFICERS

- President, **Ronald Smith**
- 1st Vice President, **Mary Davis**
- 2nd Vice President, **Barbara Martin**
- 3rd Vice President, **Lovey Davis**
- Financial Secretary, **Kristina Hazley**
- Asst. Recording Secretary, **Lille Clay**
- Treasurer, **Barbara Thompson**
- Chaplain, **Vernice Grace**
- Parliamentarian, **Andre Harris**

2017 FEDERATION OF BLOCK UNIT INCOMING 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**
- Chaplin, **Vernice Grace**

2017 HIGHLIGHTS

- Celebrated 85th Anniversary and Annual Delegate Assembly
- Meetings held at Harris-Stowe State University
- Voter Registration Drives
- EmpowermentFest 2017 (in partnership with Stifel Bank & Trust, Money Smart Week, BlackOnBlack Love)
- St. Louis County Shred-It Event
- Several Neighborhood Clean Ups
- Improved relationships with Activist Community—establishing presence





+YOUNG PROFESSIONALS

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

This year was a landmark year working with President & CEO Michael McMillan. Working with the affiliate ULYP members were able to help plan, organize and execute various portions of the largest civil rights conference, the 2017 Urban League National Conference. We helped host over 20,000 national and local citizens who convened in downtown St. Louis for the conference.

The conference afforded attended an opportunity to engage Urban League leadership and members from across America, community leaders; elected officials; Fortune 500 executives; young professionals; the local community; and celebrities. The goal of the conference was to engage attendees in discussions of the pressing issues facing Africans Americans and to seek solutions to address these challenges. The major issues discussed at the conference include social and economic inequality across America, improving education in disadvantaged communities, increasing job opportunities and job training, health and quality of life issues that threaten the lives of African Americans and other minorities, creating quality affordable housing options and creating small business opportunities in African American communities.

YOUNG PROFESSIONALS EMPOWERED PEOPLE TO ADVOCATE.

Struggles and challenges facing our community were brought to the forefront and witnessed real-time. Voter engagement, education and registration; community advocacy and empowerment were our charge to combat voter suppression, educational inequity and the overarching fight for justice and equality.

In the wake of the growing needs for our community, the young professionals worked diligently to partner and collaborate with many local organizations to help stabilize our communities. Several new members were welcomed during the 2017 Join Week. The week included several opportunities for young professionals to learn about the Urban League movement and how to get involved in St. Louis.



ULYP-STL participated in the “State Of Black America” national viewing and discussion campaign which stemmed from the Leadership Policy Conference in Washington, D.C. May 2017.

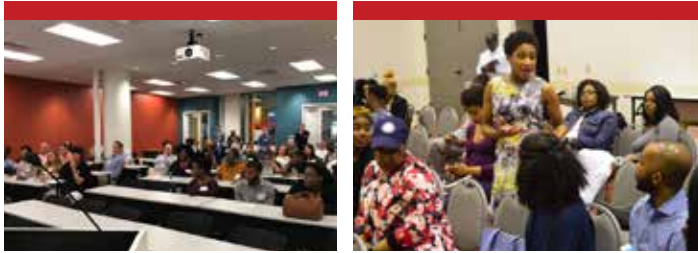
This was part of a national program aimed at increasing the awareness and educating our people about the state of our community in terms of politics and finances.

Within the discussion, ULYP covered building generational wealth, community organizing, building community leaders and the importance of the millennial generation staying involved in the policies guiding our community today.

YOUNG PROFESSIONALS STRENGTHENED THE AFFILIATE.

Close to 400 supporters joined the Urban League Young Professionals as they hosted the official Young Professional close out party for our 2017 National Conference which was held in place of

our annual gala that is sponsored by Regional Business Counsel, Enterprise Bank and Holdings and US Bank continued their support of the Urban Renaissance Gala along with other ULYP-STL programs. Through membership dues and hosting a successful National Conference party, ULYP-STL generated approximately \$7,500 for the Urban League of Metropolitan St. Louis.



YOUNG PROFESSIONALS CONTINUED TO SERVE.

In 2017 ULYP-STL donated 1,000 hours in March to the region, during its annual community service blitz, Young Blacks Give Back. Our theme was “R.I.S.E.” (Reclaim. Invest. and Stay. Empowered).

Urban League Young Professionals also supported the Affiliate by volunteering at Agency’s Special Events including the Whitney M. Young Society, the Salute to Women in Leadership and the Annual Dinner Meeting. Several Young Professionals joined forces with the affiliate in encouraging school attendance at the Annual Back to School Extravaganza during the 2017 Urban League National Convention here in St. Louis. Young Professionals volunteered along with supporting Affiliate programs throughout the day. The Urban League National conference the ULYP-STL encouraged



other young professionals in town to volunteer their time. Participants were able to see first-hand St. Louis outreach operations through various partnerships and activities with local and state wide businesses.

ULYP-STL also assisted with the Annual Urban League Thanksgiving Turkey Giveaway and closed the year with the Annual Holiday Party Toy Drive. Urban League Young Professionals of Metropolitan St. Louis enjoyed a Holiday Networking Party along with other professionals for an evening having a good time while giving back. Bags of toys were donated to the Affiliate from the annual networking with a purpose holiday party. **Young Professionals donated over 1,600 volunteer hours** to the Affiliate in support of early childhood, youth development, and basic needs programs.

2017 OFFICERS

- President, **Jermaine Tarrant**
- Executive Vice President, **Heather Tatum**
- VP of Leadership Development, **Teresa Clayton**
- VP of Community Involvement, **Monti Hill**
- VP of Fund Development, **Ebonie Young**
- VP of Communications, **Carla Johnson**
- VP of Administration, **Amber Atkins**
- VP of Finance, **Jonathan Hamilton**
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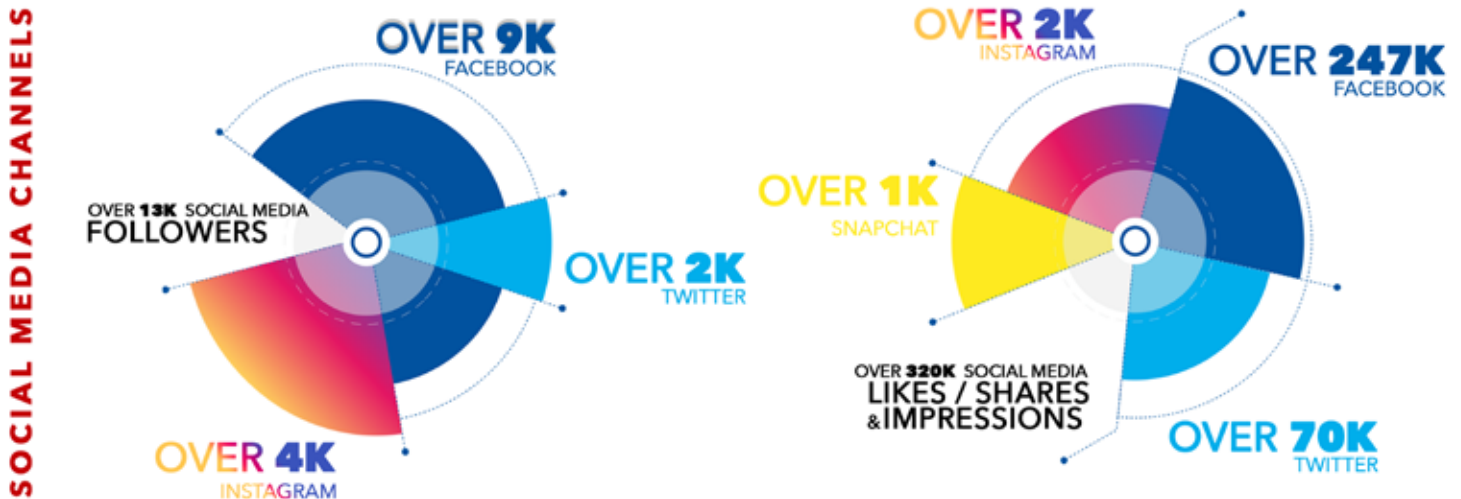
+ COMMUNICATIONS

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, St. Louis Sentinel and the Ladue News also continue to partner with the League.

During the National Urban League Conference, the League collaborated with several media partners and received over \$250,000 in donated advertising. The list includes: KTVI-Fox 2, KSDK TV-5, KMOV TV-4, KPLR-Channel 11, KETC Channel 9, IheartMedia, Radio One, St. Louis American, St. Louis Sentinel, St. Louis Argus, Charter Cable, Ladue News, CBS Outdoor and the St. Louis Post-Dispatch.

2017 HIGHLIGHTS

- The Urban League achieved the best public relations coverage and biggest brand presence ever with over 124 stories nationwide and 5.7 million hits on its website, WWW.ULSTL.COM.
- On social media, posts related to the conference were viewed over 247,000 times on Facebook and nearly 70,000 impressions on Twitter. ULSTL has over 25,000 Facebook, Twitter, Instagram, YouTube and LinkedIn combined followers after implementation of a concentrated daily plan to expand the audience of the League and reach multiple generations.
- The Urban League Communications Department created marketing presentation folders, a comprehensive agency program and service brochure, a media kit and re-formatted the former Urban Connection newsletter into an annual newsmagazine with a circulation of 100,000 at this year's National Urban League Conference and as an insert in the St. Louis American newspaper.



100,191

CLIENTS SERVED IN 2017

IN 2017 ULSTL.COM RECEIVED
OVER 5.7M
AND **800K** A MONTH!



LAPTOP & DESKTOPS

56%



MOBILE PHONES

41%



TABLETS

3%

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



Capital Campaign Donors for the Ferguson Community Empowerment Center. Thank you to all of our generous contributors who made this historic building possible. We honor your dedication to making a difference in the lives of the people of Ferguson and the entire St. Louis region.



Regions Bank - Community Listening Session:
Photo: Regions Bank Midwest Vice President & Community Affairs, Eric Madkins; President & CEO Michael McMillan; U.S. Senator Lacy Clay and Regions Bank Midwest President, Mike Hart



Family, friends and staff supports CEO, Michael McMillan on his induction of the International Civil Rights Walk of Fame. Photo: Sherman George, Mulugheta Teferi, Rita McMillan, Barbara Bowman, Mead Ruesing, Linda Harris, Redditt Hudson, Kathi Hadley, Michael McMillan, Tom Balley, Angelia Bills, Arnisa Samuel, Keesha Strong, Darryl Jones, Richard Davis and Charlotte Ottley

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





100

+ DEVELOPMENT

The Urban League of Metropolitan St. Louis Development & Special Events Department is responsible for all aspects of raising funds and volunteers for the organization, including pursuing and obtaining funds from foundations, corporations, individuals and government sources. This is done through activities such as grant writing, selling sponsorships, annual appeals and the efficient implementation of Urban League Special Events. As a top ranked, 5-star Urban League Affiliate, the Development Department's goal is to continuously earn the support of our partners and potential donors through providing first-class service, value and accountability.

2017 was a successful year for the Urban League of Metropolitan St. Louis Development & Special Events Department. In addition to posting record-breaking Special Event revenues and attendance, ULSTL hosted and facilitated the largest Annual Conference in the history of National Urban League. During the conference, the Urban League of Metropolitan St. Louis raised \$1,125,000 to eclipse our Fundraising goal of by 52%.

In addition, the NUL Conference posted the following:

- Largest attendance in the history of National Urban League with over **25,000 in attendance!**
- Highest amount of sponsorship dollars raised for National Urban League!
- Generated the Most Volunteers, with over 800 volunteers!
- Earned the designation of #1 in Attendee Satisfaction from NUL post-conference interviews.
- Hosted the NUL Conference inaugural kick-off event at the new Ferguson Community Empowerment Center on the site of the burned-out QuikTrip that drew national and international coverage.

BOARD INVOLVEMENT

The Urban League of Metropolitan St. Louis Board of Directors as our governing body play a vital role by advocating and assisting Urban League efforts to increase individual and corporate support in addition to overseeing our organizational activities. The Urban League Board of Directors consists of members elected to 3-year staggered terms. Our board members are very active serving on board committees, serving as event chairs and giving their time and resources. In 2017, Urban League Board members contributions, exceeded 2016 giving by 66%.



MEMBERSHIPS

As an organization that serves over 100,000 clients annually, the Urban League seeks the support of people with an interest in advocating and empowering African Americans and others to create economically self-sufficient lives in the St. Louis Bi-State Region. People who support the Urban League mission, value and vision can join the Urban League movement by becoming a tax-deductible member of our membership portfolio that includes: the Whitney M. Young Society, individual, corporate and organizational members, the Urban League Guild, the Federation of Block Units, the Urban League Young Professionals and the NULITES.



NEW MEMBERSHIP CARDS

THE WHITNEY M. YOUNG SOCIETY

We are honored to acknowledge, recognize and solicit new donors who give \$500 to over \$5,000 to the Whitney M. Young Society in unrestricted revenue for Urban League programs and services. These Whitney M. Young Society donors are celebrated with an annual holiday reception each December. The 2017 Whitney M. Young Society Reception was hosted by Anheuser-Busch in the Biergarten by Board Member Julio F. Suárez, Senior Director, Community Affairs for Anheuser-Busch. Guests were welcomed by Urban League Board Member and Special Events Chair, Emily Pitts and Board Member Frank Hamsher gave an impassioned appeal for continued support. Since inception Whitney M. Young Donors gave over \$600,000.



SPECIAL EVENTS

The Urban League of Metropolitan St. Louis presented two major fundraising events in 2017: The 99th Annual Dinner Meeting and the Salute to Women in Leadership Gala. Both special events posted historic unrestricted revenues to support the agency's programs and services. The Annual Dinner featured a report to the community given by President and CEO Michael McMillan about the success of Urban League Programs and Services and provided an update on the successful construction of the Community Empowerment Center in Ferguson.

The Urban League was honored to bestow Lifetime Achievement Awards to David L. Steward, Founder and Chairman of World Wide Technology, Inc., and Michael F. Neidorff, Chairman and CEO of Centene Corporation. Both of those recipients have made a tremendous impact on the City of St. Louis, the region and our nation. We were honored to be joined by Judge Glenda Hatchett who provided an educational and inspirational keynote address.

The 99th Annual Dinner Meeting posted \$517,952 in revenue, to exceed our goal of \$450,000 by 15%.



The Salute to Women in Leadership Gala was created to recognize the tireless contributions of outstanding women. The 2017 Salute to Women in Leadership Gala recognized and honored 16 distinguished women who were selected from various professional and civic categories.



The Salute to Women in Leadership Gala celebrates women who embody the mission of the Urban League: to empower African Americans and others throughout the region in securing economic self-reliance, social equality and civil rights. Gospel Superstar Yolanda Adams and R&B Singer Freda Payne were honored with Lifetime Achievement Awards. Xernona Clayton, founder of the Trumpet Awards joined us for the celebration and we were all entertained by National Recording Artist Howard Hewett.

The Salute to Women in Leadership Gala posted revenues of \$220,992, the most in history of the event and exceeded our revenue goal by 5%.

PROGRAM SUPPORT

The Vice President of Development & Special Events, the Vice President of Strategic Planning and Grants Management and the Urban League Management Team along with the President & CEO and the Urban League Board of Directors work in tandem to secure funds specifically for Urban League Programs and Services. In 2017 New grants totaled over \$1.6 million. Highlights of 2017 Program Support: \$500,000 of Neighborhood Assistance Tax Credits (NAP) for Save Our Sons (2-year program) from the Missouri Department of Economic Development and a \$200,000 Coca-Cola Grant Award to support the establishment of the Save Our Sisters Program. The key initiatives in 2017 also included raising funds as noted for the implementation of the National Urban League Annual Conference and the 2018 Centennial Campaign.

+ MAJOR CONTRIBUTORS & EVENTS SUPPORTERS

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\$50,000 OR MORE

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Regions Bank
Starbucks Foundation
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\$20,000 OR MORE

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B. Lockette
Preston Martin
Christina McCauley
Loretta McDonald
Amber Mitchell
Ranisha Noble
Kehkeh Nyeayea
Osadeba Omokaro
Nana Kwam Owusu
Joane Pascal
Stacey Pugh
Ebonie Reed
Daniel Riley
Shaleen Robertson
David Robinson
John Robinson
Jeffery Rodgers
Samatha Royston
Kamilah Russell
Phillip Sangokoya
Charmaine Savage
Kaelyn Seymour
Alona Sistrunk
Zena Stephens
Chauncey Tarrant
Jermaine Tarrant
Jessica Tennon
Kayle Thompson
Shanequa Tolliver
Gabriel Washington
Chanel Watkins
Sara Westbrooks
Darrah White
Reggie Whitted
Frank Williams
Jason Williams
Frank Williamson
LaRhonda Wilson
Heather Wright
Wendy Wright
Ebonie Young

URBAN LEAGUE GUILD

Nicole Adewale
Theresa Badgett
Rebecca Barnes
Debra Boler
Amber Boykins
Alexxus Xzavier

Michele E. Brown
Ryvette Brown
Barbara Bryant
Drucilla Caldwell
Lisa Renee Callicott
Juanita Chambers
Tamica L. Coleman
Angela Coleman
Lisa Collier
Vanessa Cox
Paulette Crawley
Laura Elizabeth Crosby
Ruby Allieze Curry
Marlene Davis
Vivienne N. Dobbs
Stacy M. Edwards
Sharon Ezell
Shontae Fluelen
Dr. Andrea Flynn
Linda Ford
Beverly Foster
Iver Jean Gandy
Renee Garr-Jackson
Lisa Gates
Anthony Gills
Karen Graham
Lorraine Graham
Joan Gray
Rosalind Guy
Ann Hamilton-Union
Mary J. Hayden
Cassandra Hayes
Mary Lawrence Hayes
Kristina Hazley
Victor Henderson
Tracey Jeffries
Donna Joseph
Nakischa Joseph
Beverly Jones
Edna Johnson
Michelle D. Johnson
Rose Mary Johnson
Tamekia Juszczyk
Bernice Jones-King
Twyla Lee
Kenya Leonard
Edmund Lowe
Levance Madden
Rosalyn Madden
Lisa McNichols
Karen Miller
Cheryl Milton-Roberts
Maria Montgomery
Mattie Moore
Angela R. Morgan
Pearlie Morris
Karen Morrison

Dr. Nat & Sandra Murdock 1663
 Michael Myles 1671
 Shirlyn Myles 1673
 Lois Nowlin 1696
 Trina Parks 1698
 Denise Pearson 1708
 Kedra Pelloquin 348
 Duane Peoples 1711
 Barbara A. Pepper 1802
 Loretta L. Person 1815
 Dr. Stephen Player 1901
 Pamela Rice
 Cheryl Milton Roerts-Young
 Deborah W. Robinson
 Linda Robinson
 Betty J. Shackelford
 Alonzo Shaw
 Kathryn L. Simmons
 Brenda Smith
 Brenda L. Smith
 LaWanda Smith
 Dr. Monica Stewart 531
 Hyland Stuart 568
 Christine Sutton 735
 Carolyn Taylor 1102
 Fannie Taylor 1324
 Stephanie Taylor 1328
 Jessica Tennon 1432
 Karen Thomas-Stuart 1649
 Simeon Thomas 1668
 Sylvia Ross Toney 1701
 Lana Turley 1706
 Denise Turner
 Dr. Kevin Turner
 Kimberly Turner
 Judy Tyler
 Taren D. Walton
 Ollie Tucker Ward
 Gail R. Watkins
 Elaine Williams
 LaRhonda Wilson
 S. Nicole Williams
 Stephanie Williams
 Brenda K. Wince
 Shalita Winters
 Sarah Woolfolk
 Dr. David Yuan

1663 Valerie Smith
 1671 Orlando Lewis
 1673 Arsenia Burnett
 1696 Ranken Tech Staff
 1698 Pamela Talley
 1708 Sharon Childs-Evans
 348 Brian Schmidgall
 1711 Juanita Norman
 1802 Aneesah Banks
 1815 Jerri Winters
 1901 Cynthia McCrea

B COUNCIL

21 Laurel Washington
 33 Barbara Felton
 143 Alberta Dillard
 182 Annette Lyons
 271 Lee Richardson
 302 Davis Moore
 356 Vera Dotson
 Francine Strain
 Vivian Brown
 Kenny Alford
 Cassandra Owens
 Marilyn Sloan
 Ramsey Koliebo
 Deborah Adams
 Charlie Johnson
 A. Hughes
 Val Grimes
 Darnella Petty
 Dwinderlin Evans

CD COUNCIL

8 Alberta Murphy
 305 Charlene Bell
 56 Fannie M. Simpson
 169 Norman Seay
 189 Brenda Williams
 305 Brenda Busby
 328 Kenneth Farwell
 386 Paulette Crawley
 713 Kenneth Boyd
 965 Helen Bailey
 976 Beth Wiseman
 1044 Nancy Gates
 1244 Kelvin Willis
 1261 Andrea Porter
 1326 Beatrice Hudson
 1423 Mary Simmons
 1483 Amber Cole
 Rosie Patton
 1606 True Light Baptist Church
 1607 Rosie Willis
 1617 Barbara Thompson
 1644 Rose Mary Green
 1703 Ronald Kirk
 1632 Betty Jackson
 1709 Rita McMillan
 1700 Michael McMillan
 1453 Amber Cole
 1695 George Jones
 385 K. Williams

FEDERATION OF BLOCK UNITS

A COUNCIL

10 Ann Hamilton
 89 Katrude Palmer
 126 Linda Simms
 127 Daisy Lomax
 151 Allen Lyles
 200 Ola Fort
 280 Laverne Pearson
 351 Vincent Phillip
 430 Ruth Hopkins
 806 Marvin Daniels
 1035 Corliss Billups

1636 Stephanie Person
 Arrica Gilmore
 1710 Robert Ware

ST. LOUIS COUNTY COUNCIL

861 Granville Martin
 924 Lois Champion
 1086 Carolyn Tomlin
 1238 Victoria Clincy
 1422 Almata Conley
 1444 Barbara Herrod
 1481 Amos Hampton
 1488 Clyde Hemphill
 1610 Betty Frye
 1656 Cynthia Smith
 1670 Roberta (Ceasar) Ousley
 1674 Andrew Pruitt
 1677 Bessie Addison
 1689 Georgia Wilkerson
 1691 Ruth Clerkley
 1699 Rosie Chambers
 1702 Margaret Mitchell
 1705 Darlene Bell
 1707 Geraldine Jones
 1712 Kristina Hazley
 1800 Louise LeMelle

E COUNCIL

37 Deborah Dupree
 331 Ronald Smith
 431 Robin Wheeler
 468 Annie O' Neal
 472 Walter Rush
 500 M.P. Jones
 516 Frank Bell
 551 Jean Gant
 556 Wendy Wright
 831 Arlene Hayes
 1019 Deloris Smith
 1164 Ralph Tidwell
 1274 Carolyn Washington
 1361 Lendell More
 1481 Amos Hampton
 1645 Hattie Guyton
 1655 Irene Langford
 1657 Kinsella Berry
 1678 Steven Joiner

F COUNCIL

385 Kneely William
 887 Toni Pearson
 927 Mattie Carpenter
 961 Patricia Hamm
 962 Veneice Walley
 972 Dennis Clacks
 1024 Zelra McNeal
 1059 Moszie Williams
 1113 Louise Griffin
 1133 Mary Davis
 1139 Rosie Patterson
 1168 Sheri Warlick May
 Pamela Taylor

Cynthia Brown
 1184 Winfred Cal-
 houn
 1383 Tommy Simril
 1398 Mercedes Ja-
 cobs
 1408 Teon Crumwell
 1411 Annetta Booth
 1416 Jessie Frenchie
 1485 Lovey Davis
 1550 Joyce Hall
 1600 Bobby Williams
 1650 Ronald Fultz
 1684 Clara Irving
 943 Jessie Dickson
 1011 Katie Borders
 1017 Mattie Spearmann
 1382 Burke McCoy

AT LARGE

1812 Angelia Bills
 1803 Kathi Hadley
 1811 Thomas Bailey
 1804 Arnisa Samuel
 1810 Darryl Jones II
 1805 Charlotte Ottely
 1806 Mulugheta Teferi
 1807 Mead Ruesing
 1808 Marsha Williams
 Jamie Dennis
 Pamela Williams
 1809 Sharlene Griffin

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Quentin Williams**

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Patrick Sly
John Sondag
Julio Suárez

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Evan Krauss**
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Dr. Jeff L. Pittman
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Ted Wohlforth**

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Tamyka Gilliam
Samuel Gradford**
Brian Grant**
Crystal Granger

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Eric Henderson**
Erin Henkrickson
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George Hitt**
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Jennifer Newbie
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Misty Shellner**
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Jarrett Washington
Jacqueline Womack

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Dr. Donald Suggs

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Steve Sullivan

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Angel Stallings, Vice Chairperson
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Keyonta Stewart, Sergeant at Arms
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Michael Burns
Reshawna Cannon**
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Tiara Green**
Candis Ivy**
Yolanda West – Johnson**
Kena Jones**
Genevive Jones**
Ciara Lynom**
Tanya McNulty**
LaKisha McPherson**
LaShonda Norman**
Alisha Nsoah**

Frankie Terry**
Angela Williams**
Keisha Williams**

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Christa Cunningham**
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Clayton Evans**
Karen D. Helm**
E. Andreal Hoosman
Crystal Avery-Morris**
Elisabeth Ricsh**
John Robinson, III**
Alonzo Shaw**
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Elvis C. Stephens**
Gene R. Todd
Alisa Warren**
Randy Weller

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Kathi Chestnut**
Akberet Boykin-Farr
Allan Ivie, IV
Darryl Jones
Vanessa Keith**

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Margaret Dyer**
Christine Chadwick
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Charles Stewart, Jr.

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Kathy Osborn

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Merdean Fielding Gales**
David Hitt**
Kevin Jones**
Courtney Jordan**
Eric Madkins
Trish Muyco-Tobin
Chris Pickel**
Kendra Worley**

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Mary Atkin
Kathy Osborn
Dr. Constance Rockingham**

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President/CEO

Arnisa Samuel

Director, Presidential Services

Mulugheta Teferi, Ph.D.

Vice President, Strategic Planning & Grants Management

Mead Reusing, M.P.A.

Executive Assistant

DEVELOPMENT

Thomas Bailey, Jr.

Vice President of Development

Kathi Hadley

Director of Special Events

Isaiah Dilorenzo

Executive Assistant

CIVIL RIGHTS AND ADVOCACY

Redditt Hudson

Vice President, Civil Rights and Advocacy

Darryl Jones II, M.A.

Director of Community Engagement Coordinator

Communications

Angelia D. Bills, M.S.W.

Vice President of Communications

Richard Keith Javier Davis II, M.M.C.

Director of Social Multimedia Marketing & Graphic Design

ADMINISTRATION AND COMPLIANCE

Linda F. Harris, M.S.W.

Sr. Vice President for Administration & Compliance

Kevante Boyd

IT Specialist

Torey Merritt

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

Teresa Click

Accountant II

Samuel Darrough, Jr.

Accountant II

Kalifa Gray

Accountant II

Sharon Jordan

Accountant II

Monica Patton

Accounts Payable

Jerri Winters

Receptionist

Rodney Williams

Maintenance Supervisor

David Jordan

Custodian

ST. CLAIR COUNTY REGION

Kesha Chatman, Division Operating Officer

Brittney Johnson, Housing Specialist

Antoinette Newsome, CO Specialist

Marvin Crider, Custodian

ST. LOUIS CITY REGION

Shontae Fluelen, M.A., Division Operating Officer & Community Outreach

Hosea Jackson, CO Specialist

Dominique Lark, Mobile Health Mgr.

Marcus Allen, Custodian

LaVitta Shelton, Housing Counselor

WEATHERIZATION / LIHEAP

Leslie Miller, M.M., Sr. Director of WX/LIHEAP

Sacretta Hopkins, LIHEAP Director

Cathy Awad, LIHEAP Specialist

William Berry, Intake Supervisor

Christopher Edwards, LIHEAP Specialist

Krystol Gilyard, LIHEAP Specialist

Debora Hambrick, LIHEAP Specialist

Yolanda Holmes, Program Coordinator LIHEAP

Betty Johnson, LIHEAP Specialist

LaTasha Smith, LIHEAP Specialist

David Averbeck II, Energy Auditor

Melissa Davenport, Asst. Program Mgr.

Justin Hamilton, Energy Auditor

De'Andre Hampton, WX Supervisor

Cedric Hardin, Sr. Energy Auditor

Rocky Markham, Wx Tech.

Leonard Perry, Wx Tech.

Rodney Stoddard, Wx Tech.

Christopher Story, Director of WX Administration

Otha Thompson III, Wx Field Director

Craig Washington, Energy Auditor

ST. LOUIS COUNTY REGION

Quenesha Catron, Division Operating Officer
Paula E.W. Carey-Moore, Housing Director
Randen Click, Housing Counselor
Treavon Stevens, Custodian

EMPLOYMENT / WORKFORCE DEVELOPMENT

Michael Holmes, Vice President of Work Development
Hollis R. Whiting, Employment Director
Dr. Sharon Johnson, Business Training Center
Linda McClain, Case Manager
JoAnn Smith, Case Manager
Bradford Tillis, Job Developer
Monique Williams-Moore, Project Director
Carmen Clark, Program Assistant
Charles Hamilton, Job Developer
Marilyn Parker, Employment Specialist

SAVE OUR SONS / FCEC

Cynthia Wilson, Division Operating Officer
Jamie Dennis, Workforce Director of Save Our Sons
Tallis Brown, Workforce Development Specialist
Anthony Cage, Workforce Recruiter
Charles Jenkins IV, Workforce Development Specialist
Lawrence Prograis III, Workforce Development Specialist
Tydrell Stevens, Workforce Development Specialist
Morgan Bennett, Receptionist
Tarkus Ferguson, Custodian

HEAD START

Hazel Mallory, M.A. Ed., Vice President of
Head Start/Early Head Start
Mary Hairston, Ed.D., Assistant Director
Pamela Williams, Assistant Director
Vera Howard, Asst. Dir FCP
Angela Henderson-Brown, ERSEA Coordinator
Ruby Sims, Parent Engagement Coordinator
Suzanne Null, Disabilities/Mental Health Coordinator
Tiana Kimbrow, Health Services Coordinator
Mollie Dees, Executive Assistant
Carla DeBoe, Nutrition Coordinator
Kia Jeffrey, Education Coordinator
Patsy Mason, Education Coordinator
Nadine Williams, Child Plus Specialist
Darryl Wise, Mental Health Specialist

JENNINGS HEAD START /EARLY HEAD START CENTER

Michelle Wegner, Center Coordinator
Shauntel Bardley, Teacher Assistant
Kimberly Boyd, Teacher Assistant
Patricia Buchanan, Teacher Assistant
Tanisha Burton, Teacher
Ebony Conway, FSW
Victoria Davison, Teacher Assistant
Karen Harrington, Teacher
Ryadah Heiskell, FSW
Paul Hill, Custodian
Monica Holmes, Teacher
Jasmine Johnson, Teacher Assistant-Floater

Kellie Kelly, Teacher
Michelle Lemee, Teacher
Monica Lewis, Teacher Assistant
Patcra Little, Teacher Assistant
Selena Love, Teacher
Teresa Loyd-Bailey, Teacher Assistant
Carol Martin, Teacher
Ivyonna Morris, Teacher
Teresa Nevitt, Teacher Assistant
Margaret Pettis, Teacher
Tiffany Pettis, Teacher Assistant-Floater
Dontay Ray, Nutrition Aide
Rhoda Rice, FSW
Paulette Rogers, Teacher Assistant
Bridgette Shanklin, Data Entry
Stacey Sisley, Teacher Assistant
Margaret Smith-Porter, Teacher
Lauren Taylor, Teacher Assistant
Willie Thomas, Custodian
Ronda Walter, Teacher
Cherrell Wright, FSW

MAGNOLIA EARLY HEAD START

Nichole Pettaway, Center Coordinator
Patricia Brown, Teacher
Shea Brueggeman, Teacher
Toni Burney, Teacher
Myriame Chery, Teacher
Angela Davis, Administrative Assistant
Arieis Ellis, Teacher
Retisha Gage, Teacher Assistant
Sakari Hoskins, Data Entry
Shana Irons, Teacher Assistant
Lorna Johnson, Teacher Assistant
Jessica Kirk, Teacher Assistant-Floater
Brittany Mischeaux, Teacher, Home-Based
Miranda Mosby, Teacher
Joshua Owens, FSW
Zoraida Reyes Carrera, Teacher
Mortina Simmons, Teacher - Home-Based
Bianca Singleton, Teacher Assistant
Latrisha Taylor-Minner, Teacher
Brenda Tillman, Early Home Teacher
Lisa Turner, Teacher
Tiara Williams, FSW
LaShawna Hunter, Child Care Partner Specialist
Jade McDaniels, Nutrition Aide

N. SPRING HEAD START CENTER

Miranda Mosby, Center Coordinator
Dellaphine Arrington, Data Entry/Secretary
Sidney Bain, Teacher Assistant
Ajunae Deloney, FSW
Maurice Dowdy, Custodian
Alisha Firstlist, Nutrition Aide
Shantana Goodwin, Teacher
Precious Higdon, FSW
Evelyn Lee, Teacher Assistant
Megan McAtee, Teacher Assistant
Shondrea McLorn-Palmer, Nutrition Aide

Tracy Murray, Teacher Assistant
Rhonda Strong, Teacher
Deborah Whiteside, Program Compliance Monitor
Deatrice Washington, Program Operations
Judith Kusnierkiewicz, Program Compliance Monitor
Pamela Cross, Program Compliance Monitor

MARTIN LUTHER KING JR. HEAD START CENTER

Yolanda Kemp, Center Coordinator
David Baker, Teacher Assistant
Marsha Caradine, Teacher
Kiara Collins, FSW
Larry Greene, Custodian
Jasmine Harlan, Teacher
Brenda Helm, Data Entry
Lavonda Hopkins, Teacher Assistant
Marie Johnson, Teacher Assistant
Litricia Jones-Brandon, Teacher Assistant
Jeanene McCrary, Teacher Assistant

Timiko McDile, Teacher
Danielle Parrish, Teacher
Lawanda Powell, FSW
Camille Rutledge, Teacher Assistant
Sharon Thigpen-Harris, Nutrition Aide
Nakeisha Whitney, Teacher Assistant
Estella Williams, Teacher

MT. ZION HEAD START CENTER

Alvena Tolden, Teacher Assistant
Benita Ivy-Khonsubey, Teacher Assistant
Evelyn Pettigrew, FSW
Jacqueline Marshall, Teacher
Jerri Tucker, Data Entry
Kavin Kimble, Custodian
Larinne Word, Teacher
Takisha Duncan, Teacher Assistant
Tanika Piffins, Teacher
Tracy Murray, Teacher Assistant







Frankie Muse Freeman

Marie Frankie Muse entered this life in Danville, Virginia on November 24, 1916 as the first of eight children born to Maude and William B. Muse, Sr. She passed away on January 12, 2018.

At an early age, when others tried to place limits on her aspirations, Frankie chose to follow her dreams. She loved music and learned to play piano and saxophone. Her family placed a high priority on education, doing your best and helping others. She attended public schools in Danville and upon graduation, entered Hampton University where she decided that she would become a lawyer. Frankie left Hampton University after three years and moved to New York City.

In New York City, Frankie joined Abyssinian Baptist Church where Adam Clayton Powell, Jr. was her pastor. While attending a church youth conference, she met Shelby T Freeman, Jr. from St. Louis who was a graduate student at Columbia University's Teachers College on a State of Missouri Fellowship. Shelby graduated from Lincoln University in Jefferson City. When he wanted to go on to graduate school, the University of Missouri was not accepting black students but they would pay for black students to go anywhere in the country, outside of the state of Missouri.

After a brief courtship, Shelby and Frankie married in 1938. Daughter Shelbe Patricia "Pat" was born in 1939. The family moved to Washington, D.C. when Shelby was offered a job with the Department of the Army in 1941. Frankie worked several jobs in Washington, DC and was admitted to Howard University Law School in 1944. She received her degree in 1947, graduating second in her class. During that time, she also had her second child, a son named Shelby T Freeman III, whom the family called "Butch."

Throughout her time in St. Louis, Mrs. Freeman was active in civic, professional and community affairs of St. Louis, Missouri and nationally, even serving for a while as Assistant Attorney General for the State of Missouri. Her Presidential appointments from 5 presidents include the United States Commission on Civil Rights, Inspector General of the Community Services Administration and Commissioner of the Commission of Presidential Scholars. She was also the 14th National President of Delta Sigma Theta Sorority, Inc. and a charter member of The Gateway Chapter of The Links, Inc.

Freeman was the first female board chair and the longest-serving board member of the Urban League of Metropolitan St. Louis, Inc. She also served on the board of the Greater St. Louis Boys' and Girls' Clubs. She also served on the steering committee of the Urban League Youth Development Fund. At her church, Washington Tabernacle Missionary Baptist Church, Freeman chaired the scholarship fund, served as a Trustee and also taught Sunday School. Attorney Freeman has been both a Missouri and a national treasure whose legal career in St. Louis spanned more than 60 years. Her commitment to civil and human rights, racial justice, and family values has guided her life through the rural courtrooms of America to the federal courts.

A love of family and a strong faith in God have been her guide and her strength. Frankie leaves to cherish her memory a loving daughter Shelbe Patricia Freeman Bullock, three grandsons, one granddaughter and 4 great-grandsons.

Peggy Thomas



Peggy Thomas, a friend, colleague, teacher, who made a mark on the lives of countless Head Start children died in September of 2017. Through her dedication, commitment and enthusiasm Peggy worked with kids who were away from their families for the first time. She enjoyed working with children who were not always the easiest to teach. She loved each and every one unconditionally and worked tirelessly to give them a strong foundation. Peggy taught in both the Head Start and Early Head Start programs at the Martin Luther King Head Start Center and the Mt. Zion Head Start Center.

William E. Douthit



William E. Douthit, originally from Pennsylvania, earned a B.A. in Economics from Dillard University of Louisiana and a master's degree in Industrial Relations from the University Of Illinois Institute Of Labor and Industrial Relations. Douthit spent much of his professional career with the Urban League, serving as Secretary of the Industrial Relations Department of the St. Louis Urban League (1954-1959), Executive Director the Oklahoma City Urban League (1959-1962), and the President & CEO of the St. Louis Urban League (1964-1985). He was a member of Alpha Phi Alpha Fraternity, Inc. and a former trustee of Blue Cross, John Burroughs School and Washington Tabernacle AME Zion Church in St. Louis. During Douthit's tenure, the agency established its headquarters at 3701 Grandel Square and merged the Urban League of St. Louis and St. Clair County, Illinois. He was the longest serving president of the Urban League of Metropolitan St. Louis, Inc.

Col. Clifton W. Gates



Former National Urban League President Whitney M. Young is pictured with Former Urban League of Metropolitan St. Louis Board Chair Col. Clifton W. Gates, Harriet and Lisa Gates (*not pictured Mark Gates*) in 1968 at a reception in his honor at their home. Col. Gates introduced UL CEO Michael P. McMillan to the agency at 10 years old stating, "The Urban League serves more African Americans than any other organization in the United States." He guided McMillan to join the Urban League on his 16th birthday and he remains involved and committed for a lifetime.

FINANCIAL STATEMENT 2017

SUPPORT & REVENUE

PUBLIC SUPPORT

Contributions	\$ 133,322
In Kind contributions	\$ 785,265
Corporate & Foundational Grants	\$ 1,508,158
Memberships	\$ 10,774
Special Events (net of Expenses)	\$ 752,839
United Way of Greater St. Louis	\$ 964,960

Total Public Support	\$ 4,155,318
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GOVERNMENT GRANTS	\$ 13,878,501
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OTHER

Program Service Fees	\$ 106,339
Investments	\$ 291,421
Miscellaneous	\$ (9,965)

TOTAL SUPPORT & REVENUE	\$ 18,421,614
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EXPENSES

PROGRAM SERVICES

Education Excellence	\$ 8,992,204
Economic Empowerment	\$ 3,522,911
Community Empowerment	\$ 4,062,927

TOTAL PROGRAM SERVICES	\$ 16,578,042
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SUPPORTIVE SERVICES	\$ 584,512
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FUNDRAISING SERVICES	\$ 1,132,933
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TOTAL EXPENSES	\$ 18,295,487
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INCREASE (DECREASE) IN NET ASSETS	\$ 126,127
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LOCATIONS

URBAN LEAGUE OF METROPOLITAN ST. LOUIS

AGENCY HEADQUARTERS

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

ST. CLAIR COUNTY OPERATIONS

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

ST. LOUIS COUNTY OPERATIONS

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

VAUGHN CULTURAL CENTER

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

JAMES H. BUFORD OUTREACH CENTER

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

WORKFORCE INVESTMENT ACT YOUTH PROGRAM

JOBS FOR MISSOURI GRADUATES

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

FERGUSON COMMUNITY EMPOWERMENT CENTER

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

HEAD START HEADQUARTERS

8964 JENNINGS STATION RD.
JENNINGS, MO 63136
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