

2013 ANNUAL REPORT

# ROADMAP *to* OPPORTUNITY

URBAN LEAGUE OF METROPOLITAN ST. LOUIS, INC.





# Our Vision

The vision of the Urban League of Metropolitan St. Louis, Inc. is that African Americans and others in the St. Louis region will have the opportunity to create economically self-sufficient lives in communities that are flourishing with opportunity and growth.

## Our Mission

The mission of the Urban League of Metropolitan St. Louis, Inc. is to empower African Americans and others throughout the region in securing economic self-reliance, social equality and civil rights. The Urban League will be the catalyst for this change through advocacy, coalition building, program services and by promoting communication and understanding among different races and cultures.

## Our Strategy

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

- 1. ECONOMIC EMPOWERMENT:** Empowering all people in attaining economic self-sufficiency through job training, good jobs, homeownership, entrepreneurship and wealth accumulation.
- 2. EDUCATIONAL QUALITY AND EQUALITY:** Ensuring that all of our children are well-educated and prepared for economic self-reliance in the 21st century through college scholarships, early childhood literacy and Head Start.
- 3. MEETING FAMILIES BASIC NEEDS:** Providing basic needs to stabilize disadvantaged families in order to benefit our communities.
- 4. CIVIC ENGAGEMENT AND SOCIAL JUSTICE:** Promoting and ensuring our civil rights by actively working to eradicate all barriers to equal participation in all aspects of American society, whether political, economic, social, educational or cultural.
- 5. SUSTAINABLE QUALITY SERVICES:** Continuing to build upon the administrative strength, reputation and fiscal capacity of the organization in order to provide excellent services to our clients.





## CHAIRMAN'S MESSAGE

Debra Denham

In our 96<sup>th</sup> year of service to the St. Louis community, the Urban League of Metropolitan St. Louis, Inc. witnessed a great year of transformation as we welcomed our new President / CEO Michael P. McMillan and said our goodbyes to retired President/CEO James H. Buford. We also added contributions to our Meeting Basic Needs, Economic Empowerment and Development program portfolios totaling over \$3.9 million.

Following the grand opening of our new St. Clair County location, the Urban League received over \$1.9 million in grants from the State of Illinois for weatherization, job training, housing counseling and healthy lifestyle programs. In 2013, the Urban League received funding to weatherize 100 East St. Louis homes over the next two years. Additionally, the League received two Urban Weatherization Initiative Training grants from the State of Illinois to provide unemployed and underemployed St. Clair County residents with the opportunity to receive job readiness, OSHA and Lead Training, BPI and other certifications that lead to employment in the weatherization field.

Quality healthcare is a crucial basic need that is often not readily available to minority and disadvantaged populations. To meet the increasing need, the Urban League has acquired two healthcare grants totaling over \$500,000 from Missouri Foundation for Health and the St. Louis Area Agency on Aging to expand our healthcare services. As a result, the League will increase its health screenings and case management offerings for our clients throughout St. Louis City and St. Louis County. Thanks to a new partnership with St. Louis Area Agency on Aging, the Urban League will provide educational workshops and enrollment services for individuals seeking Affordable Care Act medical insurance.

The Urban League witnessed a phenomenal year for fundraising in 2013 with the creation of two new campaigns: The Second Century Fund and the Whitney

M. Young Society. The James H. Buford Legacy Second Century Fund ensures the successful transition of the Urban League into its second 100 years of existence. Chaired by Andrew Taylor, President and CEO of Enterprise Holdings, Inc., and David Farr, President of Emerson, the Second Century Fund raised more than \$1.6 million to preserve the mission of the Urban League to empower communities and change lives in the St. Louis area. In December 2013, the Urban League launched the Whitney M. Young Society, a special membership for outstanding donors to the movement. Named in honor of the former National Urban League President, the Whitney Young Society currently has over 100 Charter Members with over \$75,000 in contributions to the League.

2013 was truly a banner year for the Urban League of Metropolitan St. Louis, Inc. and our clients. I would like to thank the Board of Directors, Urban League President and CEO Michael P. McMillan and the staff for their dedicated leadership, loyalty and service to the movement. I would also like to thank our donors, community partners, volunteers, corporations and philanthropists that help us to serve almost 80,000 persons in the St. Louis metropolitan area.

Sincerely,

**Debra Denham**  
*Board Chair*

# PRESIDENT'S MESSAGE

Michael P. McMillan



2013 marked a pivotal year for the Urban League Movement in U.S. History as we celebrated the triumphs of the 50th Anniversary of the Civil Rights March on Washington, the tragedies of government sequestration budget cuts, and the passing of one of the greatest civil rights icons of our time: Former South African President Nelson Mandela.

The 50th Anniversary of the Civil Rights March signaled the reflection of an era when icons of times past – Dr. Martin Luther King, Jr., A. Phillip Randolph, James Farmer, Roy Wilkins, Whitney M. Young, and Congressman John Lewis – fought to attain the freedoms that many African Americans enjoy today. Integrated schools, the right to vote and the end to Jim Crow laws are grand freedoms won due to the Civil Rights Movement.

However, the celebrations were short-lived as Americans endured a 16-day government shutdown to block implementation of the Affordable Care Act and cuts to food stamps and unemployment benefits. These tragic events have caused a hardship in many low to moderate income households. With the cutting of food stamp and unemployment benefits, the demand for Urban League programs increased while government funds for social service programs have decreased.

Due to this, we must remain vigilant to advocate for the needs of African Americans and others who are disadvantaged. In 2014, the Urban League will embark upon a new Strategic Plan leading up to our 100th Anniversary that will provide a Roadmap to Opportunity for African Americans and others in the St. Louis community. Last year, we launched the inaugural reception for the Whitney M. Young Society, a special membership for outstanding donors to the Urban League. I am pleased to announce that over 100 members joined this special membership to date.

Currently, the Urban League of Metropolitan St. Louis is the fourth largest affiliate of the National Urban League with a \$16 million budget and a roster of 175 dedicated employees. These outcomes are the results of a collective effort. I would like to thank our Board Chair Debra Denham, our incoming Chair Richard H. Miles and the entire Board of Directors of the Urban League of Metropolitan St. Louis for their hard work and invaluable service. I would also like to thank our staff, volunteers and members of the Federation of Block Units, Urban League Guild, Urban League Young Professionals, NULITES and Whitney M. Young Society for their continued support of the Urban League's mission to empower communities and change lives.

We are especially grateful to the entire St. Louis community for their overwhelming support of the Urban League. Your assistance gives us the ability to serve almost 80,000 people annually throughout the region. With your continued support, we will reach our goal of serving 100,000 people by our 100th Anniversary!

Sincerely,

**Michael P. McMillan**

*President / CEO*





# URBAN LEAGUE HISTORY

The Urban League of St. Louis was founded in 1918, during a time of domestic and foreign conflict with the purpose of defusing racial tensions, stabilizing communities, and improving the living conditions for African Americans in St. Louis. To meet this challenge, the Urban League, under the leadership of George W. Buckner, began the serious work of providing community services and solutions to African Americans and others in need. Although the Urban League of Metropolitan St. Louis began as a social services organization, it has evolved to include Economic Empowerment, Educational Quality and Equality, Meeting Families Basic Needs, Civic Engagement and Social Justice, and Sustainable Quality Services.

Today, the Urban League of Metropolitan St. Louis provides ladders out of poverty for African Americans and others through partnerships with corporations, community leaders, governmental and civic institutions.

## MILESTONES AND TIMELINE THE URBAN LEAGUE IN THE ST. LOUIS REGION

- 1910** National Urban League is founded in New York City, NY.
- 1917** An infamous deadly race riot occurs in East St. Louis, Illinois. Black workers and migrants are attacked resulting in 39 deaths, hundreds wounded, and thousands left homeless. The U.S. Department of War quickly created the Urban League of East St. Louis to help calm the situation. St. Louis voters approve a segregation ordinance.
- 1918** An interracial group of St. Louis citizens organizes the Urban League of the St. Louis Provident Association. George W. Buckner becomes first Executive Secretary of the Urban League of St. Louis. The Urban League establishes a day nursery. Blacks are segregated, often poor and with the lowest-paying jobs. They attend the oldest, most crowded schools, and have the highest poverty, sick and death rates. The agency's name would later be changed to the Urban League of St. Louis.
- 1922** Urban League operates a school for disabled black children and a free dental clinic. Gordon H. Simpson, becomes Executive Secretary. The Urban League takes a comprehensive approach to community service and problem solving. Urban League becomes a member of the Community Fund (*later to become the United Way*).
- 1932** Federation of Block Units was created as an auxiliary to the Urban League of St. Louis to unify neighborhoods and stabilize housing values. Additionally, the Federation provided services to accommodate the growing migration of African Americans to St. Louis City. John T. Clark leads the Urban League of St. Louis during the Great Depression.
- 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 post-war years, St. Louis was going through a period of change. During this period, the Urban League of St. Louis shifted 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) faced by the black community.
- 1954** William E. Douthit becomes Executive Director of the Urban League of St. Louis as M. Leo Bohanon retires.

- 1968 Laws passed in 1963, 1964 and 1968 changed the way the Urban League worked with the corporate community and clients. Douthit reorganizes the Urban League of St. Louis to meet challenges and opportunities coming from social and economic climate.
- 1971 The Urban League opens an office in the all-black St. Louis county municipality of Kinloch.
- 1979 The Urban League of St. Louis and St. Clair County (Illinois) merge, becoming the Urban League of Metropolitan St. Louis, Inc.
- 1985 James H. Buford becomes the sixth president. With this change in leadership, the Urban League undergoes reorganization to meet change.
- 1986 The Urban League receives a charter to establish the Urban League Guild.
- 1987 The Board of Directors creates the first youth auxiliary, the Progressive Young Adults (ProYA).
- 1992 Urban League becomes Weatherization Assistance Program operator for the Missouri Department of Natural Resources
- 1994 Urban League began its Annual Thanksgiving Dinner Giveaway in partnership with Schnucks Markets and the St. Louis RAMS.
- 1998 The Urban League redefines service areas into three service regions, (St. Louis County Region, St. Louis City Region and St. Clair County Region). A Chief Operating Officer position was created to oversee the team of vice presidents who manage the service regions.
- 2000 The Urban League reinstates its link with young professionals with the introduction of the Urban League Young Professionals, formerly ProYa.
- 2000 The Urban League joined with 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. Vice President of Communications position created to direct the Urban League's public relations and marketing needs. Urban League relocates its St. Louis County Operations to the newly rennovated 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 rennovation and is connected to St. Louis County Operations.
- 2003 The Urban League expands its St. Clair County Division by opening a 14,000 square foot facility as part of the East St. Louis Housing Authority Social Complex. The larger location allows this division to expand its basic needs and training services.
- 2004 The Urban League of Metropolitan St. Louis, Inc. receives a five-star rating from the National Urban League, becoming the top ranked affiliate.
- 2005 The Urban League of Metropolitan St. Louis, Inc. shifts main focus to Economic Empowerment and Equality.
- 2006 The Urban League of Metropolitan St. Louis' NULITES chapter was established.
- 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 received a three-year, \$19.4 million federal contract to weatherize 3,000 homes in the St. Louis area.
- 2012 The Urban League opened 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 appointed Michael P. McMillan as the seventh president of the Urban League of Metropolitan St. Louis, Inc.



# PHOTO GALLERY



Retired UL CEO James H. Buford and UL Board Chair Debra Denham welcomes UL CEO Michael P. McMillan to the Urban League.

UL Head Start kids celebrate their school's designation as an Eat Smart Child Care Center by the State of Missouri.



On December 12, 2013 the Urban League held its inaugural reception of the Whitney M. Young Society, a special giving society that honors outstanding donors at the Sheldon Concert Hall.



# CEO SPOTLIGHT: MICHAEL P. MCMILLAN

Michael P. McMillan is the newly appointed President and Chief Executive Officer of the Urban League of Metropolitan St. Louis. He assumed his new position on August 5, 2013.

McMillan's experience with the Urban League dates back to the age of 16, when his late Uncle and Former Urban League Board Chair Clifton Gates encouraged him to join. At the time of his appointment, McMillan had over 25 years of experience with the Urban League having joined as a youth member at 16, being selected a Leslie Scholarship recipient during his college years, serving on the Board of Directors and Executive Committee for six years, becoming a Life member at 28 and an active contributor to the League and all of its auxiliaries for his entire adult life.

Previously for almost seven years, McMillan served as the License Collector of the City of St. Louis where he represented nearly 20,000 businesses and collected approximately \$60 million dollars in business tax revenues annually that were redistributed to city agencies. He has been the youngest person elected as an Alderman and License Collector in the history of the City of St. Louis. McMillan is credited for building collaborations that generated over \$1.25 billion dollars in economic development initiatives in housing, schools and businesses for one of St. Louis' most depressed urban communities. McMillan is a passionate advocate of education; and a strong supporter of senior citizens. On all levels of our society, McMillan works to create self-sufficiency and economic empowerment for others.

As a young African American, McMillan has taken great pride in creating programs that offer positive role models and mentors; creating endowed scholarships at four institutions of higher education with accompanying internships for high achieving disadvantaged students. He has previously adopted six (6) public schools on all levels and hosted five (5) programs a year to reinforce academic achievement, attendance and positive behavior to ensure professional and personal development of aspiring young adults.

Additionally, he has formed a collaboration with the St. Louis Public Schools that attracts over 15,000 people to ensure early school registration. Families receive free health screenings, as well as benefit from the job fair, career fair, financial literacy assistance, business support services and more from over 250 service providers in attendance.



He holds a Lifetime Membership with the East St. Louis NAACP where he also serves as a Regional Ambassador and Honorary Co-Chair of its annual Freedom Fund Awards Banquet. McMillan was recently selected to the Ebony Power 100 Most Influential African Americans in the United States. Additionally, he is the recipient of the 2013 Trumpet Award for Community Service; Chairman's Award presented by the St. Louis Minority Supplier Development Council; a Lifetime Achievement Award from the Montford Point Marines (counterparts of the Tuskegee Airmen) and for the Salute to Women in Leadership Awards program from the State of Missouri MLK Celebration Commission.

McMillan was selected as one of eight leaders in America for an Eisenhower International Fellowship to travel to Ireland and Paris to study their forms of government. He was also selected by the American Council of Young Political Leaders to visit Malaysia, Russia, Nicaragua and El Salvador. He is Co-Founder and Chairman of the Board of the St. Louis Community Empowerment Foundation (STLCEF). McMillan is also a member of the boards of Fontbonne University, Reliance Bank, Ranken Technical College, the Black Leadership Roundtable, The Sheldon, Grand Center, Heat Up St. Louis, St. Louis 250, Girls, Inc., the Missouri Department of Elementary and Secondary Education Task Force, the Gateway Classic Sports Foundation and the Workforce Investment Board of St. Louis County.

Michael McMillan is a native of St. Louis, MO. He is a graduate of Bishop DuBourg High School and Saint Louis University with a degree in African American Studies, and a minor in Political Science with an emphasis on Finance.



# ECONOMIC EMPOWERMENT

## EMPLOYMENT SUCCESS STORY



I would like to start this letter off by saying that in life we all at one point will need someone to help us along. With that being said, let me share some things with you. This time last year I couldn't find a job. I found out about this job fair, so I went. Sadly, I didn't find a job. During my time there I started a conversation with a young lady. The company that she worked for wouldn't hire me. She was so taken with my story that she went and got someone else for me to talk with. Little did I know, the lady she came back with was the person over the job fair, she was very busy at the time and didn't have the time to speak with me at the time. She gave me a number to call later. I gave her a call and she told me to come and see her. I went out to her office at the Urban League. Once I met with her I knew that I made the right decision. Going out to the Urban League was a blessing to me. I'm now a student at Forest Park College, as well as having two jobs. All this started by allowing myself to become transparent. Now looking back I'd do it all over again.

I want to take this time to **THANK THE URBAN LEAGUE** and most of all Mrs. Hollis Whiting for the time that she spent with my helping me to become employed.

*Sincerely,* Eric Hamilton Sr.



Hollis Whiting, UL Employment Director, meets with hiring managers and volunteer trainers for the Urban League Employment program.

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## ECONOMIC EMPOWERMENT

The Urban League strives through Economic Empowerment programs to help clients who are ready for the next step to maintain and improve their economic circumstance. Programs focused on maintaining or achieving home ownership, computer skills training and employment readiness and placement services all strive to empower sustainable improvements in the economic aspects of our clients' lives.

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### EMPLOYMENT

The Urban League's Employment Services department provides free job skills training, employment referral and career fairs to local residents. In 2013, the League's employment department sponsored job skills training workshops in partnership with Webster University, Regions Bank, Walmart and Macy's. In addition, employment clients received donated business attire from companies such as Ameren, Country Financial, Enterprise Holdings, UMB Bank and others.

### BUSINESS TRAINING CENTER

Computer literacy training is a badly needed resource in low-income communities. The Business Training center conducted one aspect of our many services. These courses are directly linked to our Employment services department as testing software that helps our clients assess their computer skills for job-readiness.

In 2013, the Business Training Center held four, 10-week Basic Computer classes: two sessions at the James H. Buford Outreach Center, and two at the Jennings location. We also conducted a 1-week Job Readiness class for the Weatherization department at the St. Clair location. Additionally, the division conducted 41 weekly Resume Writing sessions, and assisted approximately 109 people with creating or updating their resumes. Last year, 17 students successfully completed and graduated from their courses.

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Business Training Center Instructor  
Dr. Sharon Johnson and Rose Marie Willis

Rose Marie Willis had a limited amount of computer skills when she came into the class. After graduation from the Urban League's free BTC courses, Ms. Willis was able to land a full-time job with a major corporation, and is now gainfully employed in a position where she uses computers on a daily basis.





# ECONOMIC EMPOWERMENT

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## WIA STUDENT FINDS ACADEMIC SUCCESS!



In 2006, a young man by the name of Innocent Akujuobi approached the Riverview Gardens school counselor about becoming a participant of the WIA program. Innocent had been encouraged by his brother to be part of the WIA program as a result of his participation. During the intake session, it was apparent that there was something special about Innocent. He met all the WIA program stipulations, which included basic skills deficient and lack of employability skills. Innocent was deemed a candidate that could benefit from the program. Upon completion of his intake paper work, Saint Louis County approved Innocent's participation in the WIA youth program operated by the Urban League.

Innocent took his participation in the WIA program very seriously, taking advice given to him by his case manager and also by becoming a support system for his WIA peers. For instance, Innocent helped tutor his fellow participants in areas in which he excelled. During

leadership development activities, Innocent was an active participant, setting goals for himself to accomplish, including identifying ACT testing dates. In 2008, Innocent was elected as Student Council President at Riverview Gardens High School. Innocent stated at that time that he ran for student council president because he wanted to enhance his leadership skills. By the end of 2008, Innocent began inquiring about employment opportunities outside of the summer program. His case manager met with him during leadership activities and began discussing resume writing skills and interview preparation. Innocent also participated in mock interview sessions that also addressed and reviewed the proper dress attire. Innocent felt that these sessions were helpful because he had never been interviewed by any potential employer.

In May 2009, Innocent graduated from Riverview Gardens High school and received several post-secondary scholarship offers based on his academics. Innocent accepted an offer from Howard University in Washington D.C. and the Urban League helped with various expenses that were not covered by his scholarship. In 2010, Innocent returned to St. Louis, this time as a college student and participated in the Summer Youth Employment Program sponsored by the American Recovery and Reinvestment Act (ARRA) program. During his participation in the ARRA summer program, Innocent attended the Financial Literacy and Customer Service class which consisted of a pre-assessment and post-assessment in conjunction with his work experience. His end-of-year evaluation by his supervisor had glowing commendations.

In May 2013, Innocent graduated from Howard University with an undergraduate degree in Health & Sciences. Today, Innocent is a first-year Medical Student at Howard University. During his 2013 winter visit to St. Louis, Innocent visited the WIA staff at the North Oaks office and thanked them for their help. He stated that he was studying to become an Emergency Room physician. Congratulations to Innocent Akujuobi on a job well done! The Urban League wishes you all the best!



## WORKFORCE INVESTMENT ACT (WIA)

The Workforce Investment Act is an early intervention youth program that helps make the connection between education and careers. In partnership with the Saint Louis County Government ~ Division of Workforce Development, the League works with partnering school districts in St. Louis County to deliver WIA services.

GRADUATES.....	117
DID NOT COMPLETE .....	8
SUCCESS RATE .....	93.16%

## EDUCATION

The Urban League Youth Services Division provides WIA services to Bayless, Ferguson-Florissant, Hazelwood, Jennings, Kirkwood, Maplewood-Richmond Heights, Normandy, Parkway, Ritenour, Riverview Gardens, Special School, University City, Webster Groves, and the Lakeside Residential Center. Each school district identifies an employee of the school district to serve as the WIA liaison. Liaisons are responsible for identifying youth participants for the WIA program. School counselors refer youth to the WIA liaison who makes the appropriate recommendation.

## SCHOOL-TO-BUSINESS PARTNERSHIP PROGRAM

The School-to-Business partnership program is an extended classroom instruction capability that affords in-school youth the opportunity to make the connection between education and careers. WIA participants attend monthly sessions that address various workplace and employability topics. Every year, participating schools are rotated to a different corporation for a full school year to learn about the culture of that partnering company.

The School-to-Business partnership program served as a pilot program for 7 years under the leadership of the late Ken Forbs at AT&T. After identifying the value of the program to youth participants, the School-to-Business concept was expanded to include more companies and school districts. Today the School-to-Business program features four participating businesses:

AT&T, Boeing, The Four Seasons Hotel and Saint Louis University- Center for Entrepreneurship John Cook School of Business.

## SUMMER YOUTH WORK EXPERIENCE

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 2013, WIA provided 373 youth with summer jobs. Saint Louis County Government and the Urban League realize the importance of summer youth programs as a beneficial component to the lives of many youth served. Many times, youth participants have never held a job and don't have adequate knowledge of an employer's desirable employee. Program participants learn how to get to work on time, learn work ethics and also learn to understand their responsibilities as an employee. The Summer Youth Work Experience program is a partnership between the Urban League and Saint Louis County Government Human Services, Division of Workforce Development.

## LEADERSHIP DEVELOPMENT ACTIVITIES

Leadership Development Activities help youth to begin to identify with the world of work. The Youth Division case managers hold monthly leadership development activities at each WIA participating high school. Case managers and program participants meet and hold discussions on several topics such as: - Personal Finances, Study Skills, Time Management, Interviewing Techniques and Appropriate Dress-codes. During the Mid-Summer of 2013, a Career Development Conference was held at Florissant Valley on July 12, 2013. Students were provided with Goal Setting Information from guest speaker Marcus Creighton - METLIFE. Students were also greeted with a surprise visit from Aeneas Williams, former St. Louis Rams Player and NFL Hall of Fame Finalist. The final speaker series was conducted by Naretha Hopson of Ever Appropriate Etiquette. Students were able to obtain additional information from St. Louis Community College, Job Corps, Educational Opportunity Center, Project Ark, US Bank, Covenant House and American Trade School.



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## THE URBAN LEAGUE OF METROPOLITAN ST. LOUIS IS A PARTNER OF THE FANNIE MAE MORTGAGE HELP CENTER NETWORK

Fannie Mae and the Urban League of Metropolitan St. Louis opened the St. Louis Mortgage Help Center in Clayton, MO during September 2011 to serve homeowners both regionally and nationally. Since the center's opening, the St. Louis Mortgage Help Center has helped over 2,000 homeowners avoid foreclosure through housing counseling by providing homeowners with options such as loan modifications, short sales, deed-in-lieu, forbearance agreements and repayment plans.

In August 2013, Fannie Mae announced nationally that all 13 Mortgage Help Centers would move to a new model. This model would entail nonprofit housing counseling agencies transitioning back to their former offices and physical or bricks and mortar mortgage help center locations would close, as a result. Select nonprofits would then transition to Fannie Mae's new business model-MHCN (Mortgage Help Center Network). The new process would equate to more efficiency and cost effectiveness from a public policy perspective.

On December 1, 2013, the Urban League of Metropolitan St. Louis became a member of the Fannie Mae Mortgage Help Center Network. The Network is a trusted network of Housing Counseling Agencies providing foreclosure prevention services to Fannie Mae

homeowners both regionally and nationally. Since the transition, the Urban League Housing department now utilizes the latest document management systems, counseling database systems, and mortgage industry technology to provide housing counseling services not only in the St. Louis region but to homeowners nationwide by providing virtual counseling via telephone and other electronic communication means.

Through our partnership with Fannie Mae, the Urban League's Housing Counseling team conducts marketing and outreach campaigns to over 2,000 homeowners per month facing default or delinquency. The objective is to reach these homeowners before it is too late and provide FREE housing counseling services from a trusted HUD-Approved Housing Counseling agency, such as the Urban League.

For more information or to see if your loan is owned by Fannie Mae, please go to [www.knowyouroptions.com](http://www.knowyouroptions.com). If your loan is owned by Fannie Mae and you are facing delinquency or foreclosure please call the Urban League toll free at 855-449-0014 or email: [housingcounseling@urbanleague-stl.org](mailto:housingcounseling@urbanleague-stl.org).

# EDUCATIONAL QUALITY AND EQUALITY

## SCHOLARSHIPS

The Urban League understands the importance of getting a good education and offers support to local students through the Leslie and UMB William Robinson Memorial scholarship programs. These scholarships are designed to provide financial assistance to students pursuing their post-secondary education. In 2013, the Urban League provided a total of 30 scholarships to students attending academic institutions across the country.

## EDUCATION COMMITTEE

The Education Committee of the Urban League provides program oversight and supportive activities to the Education programs offered by the agency. Each year the committee's dedication and commitment to

quality education are demonstrated through various activities. In June 2013, the committee sponsored its Annual Educators' Luncheon: "Empowering Students to Excellence..... Are We Really Preparing Our Students for Success?" Guest panelist included Superintendents from St. Louis Public Schools, Riverview Gardens and Ferguson Florissant school districts. Participants from other universities, school districts, students, parents and the business community spent the luncheon discussing student challenges, identifying best practices and forming new partnerships in an effort to improve the educational system in the St. Louis metropolitan area. The Urban League also hosted the quarterly VICC Board of Directors meeting representing over 14 school districts. The committee is also responsible for reviewing over 100 scholarship applications and making the final selections.

## VAUGHN CULTURAL CENTER

Six art exhibits were presented at the Vaughn Cultural Center during 2013. The most inspiring art exhibit, Building Bridges, featured the work of six St. Louis-area deaf and hard-of-hearing artists. In collaboration with Deaf, Inc., the exhibit took nearly a year to plan and implement. It was the first time any of the artists had ever exhibited their work. And it proved to be one of the most inspiring and educational exhibits ever featured at the Vaughn. Aaron Morris, Nolla Jones and Norris Lee Roberts, Jr. were the featured authors in the Vaughn's ongoing series of book signings and the Vaughn co-sponsored the Author's Showcase, featuring six area authors. The showcase was televised on STL-TV and hosted by Jo Lena Johnson. Theatrically, the Vaughn presented A Deeper Shade of Blues featuring writer/director/actor Joel P. E. King., and sponsored a family-friendly Clean Comedy Show at the Kranzberg Arts Center that featured local comedian DeAndre Whitner. Music is always a part of the Vaughn's offerings and 2013 was no exception. In collaboration with the Missouri History Museum St. Louis-based R&B artist Alli Mays performed her Thank You concert at the museum's Lee Auditorium. The Lee Auditorium was also



Angela Botz, Devon Whitmore, Fawnela Joy Johnson, Jon Paul Bonin, Mark Edghill & Mark Madden of Deaf Inc. enjoy the Building Bridges exhibit in the Vaughn Cultural Center.

the venue for the Vaughn's second annual Memorial Day Weekend Concert. The featured artist was Alton, Illinois-based singer Olivia Neal. The Vaughn Cultural Center is supported by the Regional Arts Commission and the United Way of Greater St. Louis.



## EDUCATIONAL QUALITY & EQUALITY: HEAD START



The Urban League Head Start program is committed to educate, strengthen, support and empower families by offering high quality preschool experiences through comprehensive services and meaningful engagement of families to provide Head Start children with life-long success. Head Start services are provided for children ages 3-5 years old and their families who reside within the City of St. Louis. The program has four Head Start centers and five child care partners.

Urban League Head Start (ULHS) is a comprehensive early childhood education program that provides services for children ages 3-5 years and their families. A special focus is placed on school readiness: early childhood education, family and community engagement, and health services.

The program has 33 teachers with degrees in early childhood education, child development or a related field and 41 teacher assistants. Funds are made available for child development staff to pursue bachelor's degrees in early childhood education.

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

The Urban League Head Start program earned the status of a Missouri Eat Smart Child Care program in May 2013.

Head Start Annual Program Performance Indicators	
Funded Enrollment	677
Number of Children Served	866
Attendance	82%
Children With Continuous Access to Dental Care	716
Number of Children Who Received Dental Treatment	168
Children Up-to-Date on Age Appropriate Well Child Care	734
Children Up-to-Date on Immunizations	859
Children with IEPs Served	77
Number of Single Parent Families	772

### HEAD START SUCCESS STORY

Shanisah Ali is the mother of a child who attends the North Spring Head Start Center and an extremely active participant in the Head Start program. Serving on various committees, including the Board of Directors, Policy Committee (Chair), Parent Committee, Policy Council (Grantee), Self Assessment and more, she has been an excellent role model and an involved parent.

When Ali first joined the Head Start program, she was actively pursuing a degree in the English field. However during the time she has been with us both as a parent and volunteer, a passion she has always possessed for working with children was rekindled. Through her volunteer work with the Head Start program, Ali has had a firsthand opportunity to see the tremendous impact the Urban League Head Start program has had on children, families and the community. Motivated by this, Ali decided to also pursue a

degree in Early Childhood education along with her English degree, hoping to one day use her education to impact children and families the same way Head Start impacted her.



Ali, who is currently attending the University of Missouri – St. Louis, proclaims that her experiences with the Urban League Head Start program have greatly benefited her class performance due to volunteering in the Head Start program. She is committed to her studies at UMSL and has even reached out to UMSL staff and students, seeking volunteers for the ULHS program via training or time spent in the classroom.

Ali is truly an Urban League Success Story.



# MEETING FAMILIES BASIC NEEDS

Food pantry operations at the Agency's Community Outreach Centers in St. Louis City, St. Louis County and St. Clair County Division offices provided over 8,000 households with food baskets. The League's ability to provide food baskets is attributed to its membership with the St. Louis Area Food Bank and Operation Food Search, where food products are available at reduced or no cost to member agencies.



The 20th Annual Thanksgiving Distribution made possible by the St. Louis RAMS with the support of Schnucks Markets benefited some 1,900 households in the St. Louis Metropolitan Area. Distributions took place on Tuesday, November 26, 2013 at all three division outreach centers. RAMS officials, players and cheerleaders were joined by Schnucks Market officials and volunteers from the Urban League Young Professionals, Urban League Federation of Block Units, Monsanto, Enterprise, Nordstrom and others to distribute turkeys with the trimmings.

Urban League staffers, Block Unit members and Young Professionals volunteered their time to represent the Agency at the Annual Black Expo held in August 2013 at the St. Louis Convention Center. Attendees were made aware of the many services offered by the Urban League, ways to volunteer and support the mission and goals of the Urban League.

Funds received from the Ameren UE Dollar More Program administered by the United Way of Greater St. Louis, Heat-Up St. Louis, Inc., Affordable Housing Trust, City of St. Louis – Health and Human Services

Division, the Illinois Energy Foundation's Warm Neighbor Program, the Emergency Food & Shelter Program, the City of St. Louis, Department of and the Illinois Department of Human Services Homeless Prevention Program resulted in the reconnection and/or the prevention of utility shutoffs for over 435 households in the St. Louis Metropolitan Area.

Over 300 families throughout the St. Louis area received air conditioners through Ameren MO 'Be Cool' Program and Heat Up/Cool Down St. Louis.

Over 5,000 families received new, clean and quality clothing of their choice from the Urban League's clothing pantry.

The Urban League interviewed and prepared case stories on approximately 500 needy families, including its Head Start parents, for the United Way/Post-Dispatch 100 Neediest Cases Program. Thanks to the generosity of CitiGroup and other corporate employees, over 100 families were adopted or received gift certificates during the holiday season. The majority of the adopted families received numerous boxes containing items they needed such as bed linens, clothing, shoes, appliances, etc. Every family received financial aid.

The Urban League also distributed toys made possible with donations from various sources.

The Community Health Mobile Unit serviced over 1,000 individual in 2013 providing blood pressure, diabetes, cholesterol, HIV screenings and flu shots throughout the metropolitan area. The Mobile unit visited over 75 locations during 2013.



# MEETING FAMILIES BASIC NEEDS

## MEETING BASIC NEEDS ST. CLAIR COUNTY

More than 200 impoverished families received assistance during the Christmas holiday season as the result of the agency's continued participation in the United Way of Greater St. Louis/St. Louis Post-Dispatch 100 Neediest Cases programs. Numerous Urban League clients were adopted by various corporations, receiving gifts ranging from furniture such as sofas and tables to appliances such as refrigerators and stoves to clothing and toys. Nearly 20 families benefited from a toy drive held by Family Dollar in Fairview Heights, Illinois and Marine Toys for Tots.

In meeting families' immediate home energy needs, the Urban League's St. Clair County division helped nearly 40 struggling families pay their utility bills. Funds received from the Energy Assistance Foundation's Warm Neighbor Cool Friends Program and Heat-Up St. Louis resulted in the reconnection and/or prevention of utility shutoffs.

In connecting with the community to foster opportunity and growth, St. Clair County hosted community workshops ranging from Health and Wellness facilitated by Touchette Regional Hospital, Job Readiness with Illinois Department of Employment Security, Financial Literacy with Associate Bank, Beautifying Your Home with Home Depot, and How to Buy a Car Right facilitated by Auffenberg. The workshops were custom built to meet the needs identified by the community.

**Kicks for My Lou** - In July, youth in East St. Louis, IL received new tennis shoes. St. Louis Rams Offensive Guard Brandon Washington purchased (with support from other team players) 100 pairs of tennis



St. Louis RAMS Player Brandon Washington poses with ESL youth at the Kicks for My Lou event.

shoes for East St. Louis area youth. Kicks for My Lou included Rams Play 60 which consists of a variety of stations geared towards keeping kids active for at least 60 minutes a day.

In December 2013, the metropolitan area experienced record breaking temperatures and snow accumulation. The Urban League's St. Clair County division helped to keep the homeless warm during the winter months by providing backpacks filled with lists of warming centers, blankets, gloves, hats, scarves, non-perishable food items and much, much more. Backpacks for the Homeless was made possible thanks to community donations and the support of Bill Hamilton - Allstate Insurance in Fairview Heights, Illinois.

## MEETING FAMILIES BASIC NEEDS—LIHEAP

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.

Through LIHEAP, in 2013, the Urban League was able to assist over 20,000 families in St. Louis City and Wellston with energy assistance and made over \$6.2 million dollars in energy assistance pledges. The energy assistance provided went to some of the most vulnerable residents of St. Louis City and Wellston:

- 41% of LIHEAP Assisted Household Members were 17 and under
- 46% were disabled
- 70% had an average monthly income of \$757.34

### HIGHLIGHTS:

- The Urban League transitioned intake services for LIHEAP from the Headquarters to the new James H. Buford Community Outreach Center.
- Resources from Laclede Gas provided funding to hire high school students as LIHEAP interns helping with scanning operations.
- In October 2013, Harris Stowe State University graciously opened their doors to the Urban League and to thousands of St. Louis City and Wellston residents seeking utility assistance.
- Enlisted and trained over 100 volunteers from US Bank, Laclede Gas and Ameren

to assist in the LIHEAP scanning operations and client intake during first weeks of October and November.

- Successfully worked in partnership with Heat Up St. Louis, the Laclede Gas Dollar Help program, Ameren's Dollar More program and funding from Peabody Coal to leverage over \$500 million in additional funding to assist more families with their home energy bills during times of crisis.
- Participated in the 2nd Annual Heat Up St. Louis Winterizing Utility Forum.
- Fully transitioned from a paper-based filing system to an electronic document retrieval and retention system reducing processing times and improving customer service.
- Implemented new Interactive Voice Response (A Unit that allows clients to receive automated status information regarding their application.
- Instituted a dedicated call center.

### SO THANKFUL!

We are so thankful to all of our partners who support the efforts of the LIHEAP program – The Missouri Family Support Division, Ameren, Laclede Gas, Heat-Up St. Louis, Peabody Coal, our staff and volunteers including over 100 volunteers this year at our 2013 Winter LIHEAP Outreach event from US Bank, Laclede Gas, Ameren and Harris-Stowe State University!

The Urban League is so thankful to Harris Stowe State University for hosting the 2013 Urban League Winter Energy Assistance Fair at the Emerson Performing Arts Center. The Urban League has offered LIHEAP Energy Assistance for three years and this year was, by far, our best outreach event ever due in great part to Harris Stowe's amazing staff and comprehensive facilities. Being able to provide energy assistance to our community in an accessible, secure, and inspiring environment made the difference.



# MEETING FAMILIES BASIC NEEDS

## LIHEAP SUCCESS STORY

“The Urban League lifted a heavy burden and forever changed the lives of me and my children.” Through a series of unforeseen challenges, Ericka Jackson and her three children found themselves without utilities and displaced from their home. Ms. Jackson applied for LIHEAP but the amount of her utility bills exceeded the funds available to pledge on her bills, but that did not deter her commitment to getting her family back home. “I thought many times about the proverb that says “Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime. The LIHEAP program challenged me to do for myself. I am an intelligent woman who made some bad decisions and didn’t see this situation coming. But I really had to go hard to make sure that we got home.”

Ms. Jackson saved and saved until she had enough money to combine with the pledges available through LIHEAP, Heat Up St. Louis and Dollar Help. Just a couple of weeks before the Thanksgiving holiday, the utility bills were paid and Ms Jackson and her family returned home. “I have a whole new level of gratitude for my home, my family and for the energy assistance program. The experience has resulted in good habits for the family. My teenage son has taken on the role as the electricity czar helping the family to not waste



Ericka Jackson and her children Sydney, Caleb and Mikayla

electricity, unplugging everything and encouraging us all to turn off lights when we’re not in a room. The lesson in all of this for me is to take nothing for granted and to be a good steward over what you have – your finances, your home and your family. I want to encourage others to support organizations like the Urban League – they are like unsung heroes who do so much to help the community.”

“The Urban League lifted a heavy burden and forever changed the lives of me and my children.”



## LEADERS IN URBAN WEATHERIZATION AND SUSTAINABILITY

Urban League Weatherization Assistance Programs enables low-income families to permanently reduce their energy bills by making their homes more energy-efficient. Our 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. Since 1992, we have weatherized over 4,500 homes, shelters and multi-family units!

### NEW IN 2013

Under the 2009 American Recovery and Reinvestment Act created by President Obama, the Urban League received \$19.4 million to weatherize homes in St. Louis City and County – dramatically catapulting the size, scope and timetable of the program. The Urban League successfully completed the contract and transitioned to new partnerships and practices in addition to our ongoing program funded by the State of Missouri, Ameren and Laclede.

### ILLINOIS URBAN WEATHERIZATION INITIATIVE RESIDENTIAL WEATHERIZATION PROGRAM

The Urban League was awarded a \$1 million, two-year contract to deliver weatherization services to residents of East St. Louis Illinois. This program is funded through the Illinois Urban Weatherization Initiative and administered by the Illinois Department of Economic Opportunity.

With this funding, the Urban League of Metropolitan St. Louis will provide free weatherization services to 100 – 120 qualified low-income homeowners and renters residing in the City of East St. Louis. This program provides a range of residential improvement services to

reduce energy costs and increase the energy-efficiency of the home. There is no cost to qualified homeowners or renters for weatherization services. Licensed contractors perform and complete the authorized work for residents.

In 2013, the Urban League received two Urban Weatherization Initiative Training Grants from the Illinois Department of Commerce & Economic Opportunity for \$743,000. The Weatherization Specialist Training and Home Energy Auditor Training programs provide underemployed and unemployed St. Clair County participants an opportunity to receive job readiness training, OSHA and Lead Training, BPI certifications and/or RBE-WHALCI certifications that can lead to employment in weatherization or weatherization-related fields.

### AMEREN/HONEYWELL COMMUNITY SAVERS PROGRAM

The League has taken on the role as contractor for Ameren Missouri's ActOnEnergy Community Savers Program which provides energy upgrades for low-income families in federally-subsidized rental apartments with measures to increase energy efficiency by installing low-flow shower heads, efficient light bulbs and smart thermostats.

### IN-HOUSE WEATHERIZATION STAFF

Urban League field operations now perform all St. Louis city infiltration projects on single family homes using in-house weatherization crews (previously performed by contractors under ARRA).

The Urban League's mission is to empower African Americans and others throughout the region in securing economic self-reliance. The weatherization department will continue to raise awareness and advocate for the importance of sustainability and energy efficiency.



# CIVIC ENGAGEMENT AND SOCIAL JUSTICE

## URBAN LEAGUE YOUNG PROFESSIONALS OF METROPOLITAN ST. LOUIS

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 welfare of residents throughout the metropolitan area and furthering the local Urban League Movement.

In a year that marked the 150<sup>th</sup> anniversary of the Emancipation Proclamation and 50<sup>th</sup> anniversary of the March on Washington for Jobs & Freedom, strong waves of injustice engulfed our nation. The undercurrents of voter suppression and educational inequity, among other social ills, prompted ULYP-STL to engage, ever-more vigorously, in the fight for justice and equality.

The following provides a snapshot of what the young professionals embarked upon and accomplished.

### YOUNG PROFESSIONALS RAISED THE CONSCIENCE OF OUR COMMUNITY.

In response to the U.S. Supreme Court's ruling on Section IV of the Voting Rights Act, ULYP-STL held a commemoration and call to action on August 6, 2013 the 48th anniversary of that act's enactment, at the Missouri History Museum. The keynote speaker was civil rights crusader and former UL Board Chair, Frankie Muse Freeman, whose work on the United States Commission on Civil Rights led to the drafting and passage of the act in 1965. The program also included the youth voice as well. This was the first event in which Michael McMillan gave remarks as President and CEO of the Urban League.

ULYP-STL returned to the history museum in October to facilitate a panel discussion, in conjunction with The 1968 Exhibit, on the State of Black St. Louis. Over 150 attended the event, which highlighted persistent educational, economic, and health disparities within our community.

### YOUNG PROFESSIONALS EMPOWERED PEOPLE TO ADVOCATE.

As sequestration impacted UL Head Start Centers, ULYP-STL provided advocacy training for over a dozen parents, equipping them with the tools and confidence to speak up for their children.

In April, ULYP-STL, along with members of the Federation of Block Units, made its second trip to Jefferson City to meet with legislators and statewide elected officials to discuss concerns about Voter ID and educational issues. In November, ULYP-STL hosted a Legislative Town Hall on the campus of Harris-Stowe State University in partnership with national organizations, such as the Advancement Project, NAACP, and Teach For America. The town hall educated over 100 attendees about SNAP (Supplemental Nutrition Assistance Program) funding, school transfers and, voter suppression as well as provided them with the opportunity to engage with two state senators and two state representatives.

## YOUNG PROFESSIONALS TOOK OUR SEAT AT DECISION-MAKING TABLES.

In an effort to change the prevailing, imbalanced paradigm of who holds power, ULYP-STL strategically prepared and positioned members to serve on governing boards and commissions. This effort ensured minority representation on the CityArchRiver Advisory Committee (3 Young Professionals were appointed) as well as over a dozen members were placed on United Way Allocation Panels, several nonprofits, and one statewide board pending confirmation.

## YOUNG PROFESSIONALS STRENGTHENED THE AFFILIATE.

Through membership dues and an incredibly successful 8th Annual Urban Renaissance Gala, ULYP-STL generated approximately \$10,000 for the Affiliate. Included in this amount was a special \$1,000 contribution to the 2nd Century Fund in honor of James H. Buford's retirement.

In addition to dollars, Young Professionals donated over 3,000 volunteer hours to the Affiliate in support of our early childhood, youth development, and basic needs programs.

### 2013 GALA AWARDEES

**Education Youth Empowerment Award**  
**Dr. Lakesha Butler,**  
Southern Illinois University

**Economic Empowerment Award**  
**Mr. Jeffrey Bickley,**  
Regions Financial Corporation

**Civic Engagement & Social Justice Empowerment Award**  
**Rev. Starsky Wilson,**  
Deaconess Foundation



With a 25% increase from 2012, ULYP-STL donated over 1,500 hours during its annual community service blitz – Young Blacks Give Back – held in March. In total, the Young Professionals donated over 5,000 hours to the St. Louis metropolitan area.

On a national level, the Young Professionals received the first-ever National Day of Empowerment Award and our immediate past president, Kira Van Niel, received the Outstanding Young Professional of the Year Award and was elected Central Region Vice President for the National Urban League Young Professionals.

## YOUNG PROFESSIONALS ENGAGED AND RE-ENGAGED TALENT TO ENSURE FUTURE SUCCESS.

Acknowledging the experience of those who came before them, ULYP-STL established an Alumni program that offers a vehicle for past members to stay connected to the Movement and current members to receive invaluable guidance.

Through intentional social media efforts, more people than ever before are now friends and followers of our Chapter.

### CONNECT WITH ULYP-STL

Follow on Twitter @ulypstl

Like on Facebook

Urban League Young Professionals—STL

Get LinkedIn ULYP of Metropolitan St. Louis

Email [information@ulyp-stl.org](mailto:information@ulyp-stl.org)



# CIVIC ENGAGEMENT AND SOCIAL JUSTICE



St. Louis Aldermanic President Lewis Reed, Retired UL CEO James H. Buford, UL CEO Michael P. McMillan and Federation President Ronald Smith at the 2013 Federation Delegate Assembly.

## FEDERATION OF BLOCK UNITS

The Federation of Block Units is dedicated to helping residents in the St. Louis community improve their neighborhoods. An auxiliary of the Urban League since 1932, the Federation is the oldest self-help grassroots organization in the St. Louis area. In 2013, Ronald Smith was re-elected as President during a special election due to the passing of Rev. Hilliard Martin.

The focus on revitalizing and expanding the Federation of Block Units, including St. Clair County, Illinois continues to be a priority of the current Federation Board of Directors.

### FEDERATION OF BLOCK UNITS OFFICERS

Ronald Smith, President

Mary Davis, 1<sup>st</sup> Vice President

Ann Hamilton Union, 2<sup>nd</sup> Vice President

Lovey Davis, 3<sup>rd</sup> Vice President

Barbara Thompson, Treasurer

Joyce Hall, Financial Secretary

Linda Cooper-Oshuporu, Recording Secretary

Victoria Clincy, Corresponding Secretary

The Federation is committed to improving & stabilizing neighborhoods through: 1) Education & Youth Services, 2) Senior Services, 3) Housing & Crime Prevention, 4) Civic Engagement, and 5) General support for the Federation of Block Units and the Urban League programs. Voter registration and education continues to be a primary focus of the organization. Members throughout the Federation constantly encourage voter registration and participation especially in the local and state elections which have a greater impact on the areas in which they live. .

During the 2013, four Federation of Block Unit members participated in the 50<sup>th</sup> anniversary March on Washington. Ronn Smith, Lavern Pearson, Ann Hamilton Union and Louise Griffin made the journey with the Urban League and other members of the community. All attendee's took part in the weekend festivities organized by the national Urban League and the Southern Christian Leadership Conference.

Another major highlight for the Federation of Block Units was the trip to the White House by previous President and longtime supporter Norman R. Seay. Mr. Seay traveled to Washington D.C. December 12<sup>th</sup>, 2013. The trip was arranged by U.S. Senator Claire McCaskill through Mr. Seay's colleague's at UMSL. Mr. Seay had the distinct pleasure of meeting President Obama and the First Lady.

In 2013, the Federation of Block Units held their Annual Assembly & Block Yard is Beautiful contest at Saint Louis University. New officers were sworn in and the theme of the assembly was "Neighbors Unite, Building Stronger Communities". Over 20 booths were on hand to provide resources to the community and guest speakers Board of Alderman President Lewis Reed and CHIPS President & CEO Judy Bentley.



## URBAN LEAGUE GUILD

The Urban League of Metropolitan St. Louis Guild is comprised of community volunteers, civic leaders, business and professional men and women committed to improving the quality of life for African Americans and others. The Guild is an auxiliary that serves as ambassadors for the St. Louis affiliate and the National Council of Urban League Guilds. The Guild promotes the Urban League's efforts to empower 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 Guilds consistent 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:

- 1) Fundraising
- 2) Community Service
- 3) Public Relations
- 4) Leadership Development  
for Guild members

The St. Louis Chapter is in its 27<sup>th</sup> year and serves the Urban League in a variety of capacities through diverse projects. The Guild's challenging and rewarding task is fundraising in which proceeds are donated to the local affiliate to assist with job training, college scholarships, early childhood literacy, Head Start, and provide basic needs.

Last year, the Urban League Guild of Metropolitan St. Louis contributed over 20,000 volunteer hours in the St. Louis community. The Guild donated over 200 articles clothing, shoes and accessories to the Jennings Urban League Clothing Closet.

The Guild and guests enjoyed a jazz brunch on May 5, 2013 at the Orlando's Garden Banquet Center in Maryland Heights, MO. The afternoon was filled with an elegant ambiance, outstanding Jazz music featuring St. Louis local entertainers: Uncut Productions and vocalist Ron Wilkinson, superb food, and company while remembering the cause for this event: "Empowering Communities and Changing Lives."



Urban League Guild gathers toys to donate to Head Start children for Christmas.

The Guild honored Retired UL CEO James H. Buford and presented two local high school seniors with \$1,000 college scholarships. In December, the Guild donated nearly 200 toys to children enrolled Urban League Head Start.

The Guild continues to solicit affiliate memberships, sell advertising /tickets, organize and serve as ambassadors through affiliate-sponsored events. Our community service projects will continue to provide a great service within our communities, while offering high visibility to the Urban League of Metropolitan St. Louis. The St. Louis Guild is truly honored and continually passionate to serve the local and National Urban League. Thank you for supporting the Guild!

### 2013-14 GUILD OFFICERS

President, Kristina L. Hazley  
Vice President, Marlene Davis  
Corresponding Secretary, Brenda Smith  
Treasurer, Rebecca M. Barnes  
Parliamentarian, Sylvia Jackson  
Chaplain, Karen Thomas  
Historian, Denise Turner  
Members-at-Large— Rosalyn Madden,  
Victor Henderson, Brenda Clayton Davis  
Staff Liaison, Angelia D. Bills



# CIVIC ENGAGEMENT AND SOCIAL JUSTICE

## GUILDER SPOTLIGHT: BRENDA CLAYTON DAVIS

In 1999, Guilder Brenda Clayton Davis had the privilege of meeting the late former South African President Nelson Mandela while attending the presidential inauguration of former South African President Thabo Mbeki. During her visit, Davis visited the prison cell in which Mr. Mandela lived for 27 years, toured his alma mater The University of the Witwatersrand and the presidential palace.

While visiting the presidential palace, Davis was allowed a brief face-to-face meeting with Mr. Mandela. In her reflection of this brief meeting, Davis stated, "There are no words to capture the way one feels when one stands before greatness. Being in the presence of President Nelson Mandela was for lack of a better word, humbling. His very essence was gentle yet strong...loud yet quiet. He will forever live within my spirit and for that reason I am and will always be eternally grateful!"



Nelson Mandela's former cell.



The Presidential Palace of South Africa.

# CIVIC ENGAGEMENT AND SOCIAL JUSTICE

## NULITES

NULITES was started in the fall of 1989. NULITES is National Urban League Incentives to Excel & Succeed nationwide youth initiative. Birthed by the vision and mission of the National Urban League Education and Youth division, The Urban League of Metropolitan St. Louis NULITES Chapter began in 2006. NULITES Chapters are sponsored by local Urban League affiliates and have their own youth officers who develop, implement, and execute activities with guidance from the adult advisors.

The main purpose of this program is to promote, encourage, and maintain high standards for youth in their personal, professional, and educational aspects of a teen's life. The core programs components: Leadership, Education, Personal and Professional.

### THE 2013 NULITES PROGRAM HIGHLIGHTS INCLUDED

1. Eight members traveled to Philadelphia for the 2013 National Conference - visiting the Liberty Bell, Independence Hall and the United States Mint.
2. Toured Temple University and other historic Philadelphia sites.
3. Participated in the anniversary of the Voting Rights Act in conjunction with the Urban League Young Professionals at the St. Louis History Museum.
4. Participated in the Greenwood Cemetery cleanup project in partnership with the Young professionals.
5. Held the 3rd Annual Community Yard Sale at the Urban League Jennings location.
6. Newly elected President Lauren Brown attended the 50th Anniversary March on Washington.





# COMMUNICATIONS

The Urban League advocates for improved public policy to achieve social justice, becoming an expert source of information about the factors affecting African Americans. The Urban League Communications Department increases community awareness of the clients whom we serve and our unique strength to do so.

## CORE PROGRAMS

- Public Relations
- Advocacy
- Website
- Advertising
- Annual Report
- Urban Connection Newsletter
- Outreach Brief Newsletter

The Urban League Communications Department is primarily responsible for directing advocacy, media relations, marketing, advertising and the promotion of all agency events and services. The Communications Department's advertising, public relations and cause marketing efforts are sponsored by KSDK Newschannel

5 and the Gannett Foundation. Enterprise Rent-A-Car underwrites a portion of the printing costs for Urban Connection and Outreach Brief newsletters. UL Communications also partners with the St. Louis American on its annual Salute to Excellence in Business dinner to promote the Top 25 African American Businesses in the St. Louis area. The Urban League Communications department is also on the Clear Channel Communications Community Advisory Board and the St. Louis Post-Dispatch Community Advisory Board.

In 2013, approximately 67 print news stories were published on the Urban League.

Additionally, the Communications Department upgraded the Urban League's website, Facebook, Twitter, LinkedIn, Instagram and Youtube social media platforms.

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

[www.ulstl.org](http://www.ulstl.org)

[www.facebook.com/urban.louis](https://www.facebook.com/urban.louis)

[www.twitter.com/stlurbanleague](https://www.twitter.com/stlurbanleague)



Clear Channel Communications President Beth Davis (far left) volunteers to distribute turkeys at the Urban League's Thanksgiving Dinner Giveaway. Clear Channel contributed over 150 liners, 75 promos and website support to promote the giveaway.



# DEVELOPMENT & SPECIAL EVENTS

As the Urban League expands its reach to assist more and more people, the continued growth of the League's support and volunteer base is very important. The Urban League must be positioned to respond to the needs of this community, where lifestyles can change in the blink of any eye, or in the eye of the storm. The Urban League Development Department is responsible for grant writing, special events, identifying and involving potential donors, members and volunteers to support the important work of the Urban League. To this extent, the Urban League will continue to build the administrative and fundraising capacity of the organization to ensure that all services remain the highest quality.



UL Board Member Frankie Eichenberger, of USBank (center), presents UL Board Chair Debra Denham and UL CEO Michael P. Millan with a \$45,000 donation to the Urban League for St. Louis County employment services and the Second Century Fund.

## BOARD INVOLVEMENT

"Preserving the Legacy" was the theme for 2013 Development Activities as we welcomed President & CEO, Michael P. McMillan, and bid farewell to James H. Buford. The Urban League Development Department along with the Board of Directors implemented a strategy that would raise unrestricted funds for program services and operations, host outstanding special events and raise funds to build the reserves of the agency. With overwhelming support from the board, corporate St. Louis and the community, the Urban League successfully met its goal! In 2013, Urban League Board members' personal support exceeded \$100,000.

## THE WHITNEY M. YOUNG SOCIETY

The Whitney M. Young Society was introduced on December 12, 2013, under the direction of UL CEO, Michael McMillan. This giving society, which recognizes donors from \$500 to over \$5,000, raises unrestricted funds for Urban League programs and services. We were pleased to welcome television and film actress, Anna Maria Horsford, Baseball Legend Lou Brock and his wife Jackie and over 300 guests to the inaugural event at the Sheldon Concert Hall. Those in attendance were able to see and hear firsthand, how the Urban League impacts lives as Head Start children sang "I Believe I Can Fly" and Urban League employee, Tameka Davis shared her personal story of moving to economic sustainability. At year's end over 100 donors had committed to this new giving society, raising over \$70,000 in 30 days.



UL CEO Michael P. McMillan, Mrs. Jackie Brock and Cardinals' Baseball Legend Lou Brock donates \$10,000 to the Whitney Young Society.



# DEVELOPMENT & SPECIAL EVENTS

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## SPECIAL EVENTS

2013 was a year of celebrations! Six events were hosted including two major fundraisers: the 95th Annual Dinner Meeting and the 17th Annual Golf Tournament. In September 2013 over 100 community leaders including Urban League Board Members welcomed Michael P. McMillan as President & CEO of the Urban League of Metropolitan St. Louis. June, 2013 was the dedication of the James H. Buford Outreach Center coupled with a weekend of final farewells from the Board of Directors and Urban League Staff.

Over 1,200 civic, corporate and community leaders joined the Urban League for our 95th Annual Dinner Meeting. National Urban League President Marc Morial and several Urban League Affiliate CEOs from across the country joined us as we celebrated the 28 years of service of James H. Buford. Board Member and Centene Executive Vice President and General Counsel, Keith Williamson, chaired this record setting event. Awards of Merit were presented to Ameren, Dr. William Danforth and long time Board Member, Dr. Constance Rockingham. The Federation of Block Units selected Barbara Jones as the recipient of the Stafford Award. Major sponsors included Ameren, U.S. Bank, Edward Jones, Wells Fargo and Anheuser-Busch. Board member Bryan Scott, welcomed golfers to the 16th Annual Golf Tournament at Norwood Hills Country Club. It was a day of perfect weather, fun and "friend raising". Thanks to Ameren for taking the lead as the Title Sponsor and Express Scripts as Eagle Sponsor.

## MEMBERSHIPS

The Urban League is comprised of its membership and is governed by a diverse Board of Directors elected by the membership. Urban League members included people from all walks of life and cultural backgrounds. The common thread that binds them together is their commitment to the principles of equal opportunity

and their support of the mission of the Urban League of Metropolitan St. Louis. The recruitment of new members and renewal of current members is an ongoing activity of the Development Department and the Membership Committee. The Urban League membership portfolio includes: The Whitney M. Young Society, individual, corporate and organizational members, the Urban League Guild, the Federation of Block Units and the Urban League Young Professionals. In 2013, we welcomed 300 new members.

## SECOND CENTURY FUND

Preserving the Legacy of the Urban League of Metropolitan St. Louis was a key strategic initiative as the Board of Directors chose to build the reserves of the agency in preparation for new leadership. The James H. Buford Second Century Fund under the leadership of Board Members Edward Higgins and Keith Williamson was created to build the reserves of the agency to ensure a strong foundation for the future and preserve the impactful programs the Urban League has provided since inception. Chaired by Emerson Chairman and CEO David Farr, Executive Chairman of Enterprise Andrew Taylor and Board Member and Civil Rights icon Frankie Muse Freeman, over \$1.6 million was committed to the Urban League of Metropolitan St. Louis.

## PROGRAM SUPPORT

The Management Team along with the Vice President of Development and the Board of Directors work jointly to secure funds specifically for Urban League Programs. Board members support funding requests from their corporate foundations, sign letters of support and connect the agency to potential funders. Vice Presidents are actively involved in the community and assist in locating new partnerships and collaborations. In 2013, 27 funding requests were approved for Urban League programs and services.

# CONTRIBUTORS & SUPPORTERS

## CORPORATIONS, FOUNDATIONS AND TRUSTS

### **\$100,000 and More**

Heat Up St. Louis  
United Way of Greater St. Louis

### **\$50,000 and More**

Ameren  
Emerson Charitable Trust  
William R. Orthwein, Jr.  
& Laura Rand Orthwein Foundation  
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 10 Ann Hamilton - Union  
 126 Linda Simms  
 127 Daisy Lomax  
 151 Allen Lyles  
 180 Laverne Pearson  
 430 Ruth Hopkins  
 586 O. G. Harris  
 806 Marvin Daniels  
 1035 Corliss Billups  
 1696 Ranken Tech Staff  
 1711 Juanita Newman  
 1283 Cynthia Brown

**Area Council B**

143 Alberta Dillard  
 271 Lee Richardson  
 302 Davis Moore  
 356 Vera Dotson  
 531 Vivian Brown  
 568 Kenny Alford  
 1324 Ramsey Koliebo  
 1328 Deborah Adams  
 1432 Charlie Johnson  
 1649 A. Hughes  
 1701 Darnella Petty  
 1706 Dwinderlin Evans

**Area Council CD**

8 Alberta Murphy  
 169 Lawrence Hobby  
 189 Brenda Williams

**St. Louis County**

861 Granville Martin  
 924 Lois Champion  
 1086 Lovie McElroy  
 1238 Victoria Clincy  
 1444 Barbara Herrod  
 1480 Marvald Jones  
 1481 Amos Hampton  
 1610 Betty Frye  
 1656 Leon Smith  
 1674 Andrew Pruitt  
 1677 Bessie Addison  
 1689 Georgia Wilkerson  
 1691 Ruth Clerkley  
 1699 Rosie Chambers  
 1705 Darlene Bell



## URBAN LEAGUE OF METROPOLITAN ST. LOUIS BOARD OF DIRECTORS

**Debra Denham**

Chair

**Jo Ann Arnold**

Vice Chair

**Richard Miles**

2nd Vice Chair

**Col. William H. Young**

Treasurer

**Steve Sullivan**

Secretary

**Mark Levison**

General Counsel

Ed Adams

Shanisah Ali-Head Start Rep

Jo Ann Arnold-Vice Chair

Mary Atkin

Steven M. Barney

Oscar Berryman

Michael Burns

Christine Chadwick

Karen Davis

Debra Denham-Chair

Melanie DiLeo

Bishop G. Vincent Dudley, Sr.

Frankie Eichenberger

Richard Eichwald

Akberet Boykin Farr

Jovita Foster

Frankie M. Freeman

Johnny Furr

Dr. Dennis Golden

Kristina Hazley

Frank Hamsher

Tim Hill

E. Andreal Hoosman

Allan D. Ivie IV

Darryl T. Jones

Stephen C. Jones

Kenya Leonard

Mark Levison

Benjamin Lipman

John Lyday

John Mandelker

Dr. Art McCoy

Pat McNamee

Richard H. Miles-

Tony Moise

Sandra Moore

John Moten, Jr.

Kathleen Osborn

Dr. Gwen Packnett

Michael Panicola

Dr. John A. Pieper

Emily Pitts

Arvetta Powell

Eric Rhone

Stan Roux

William Rusnack

John Schicker

Todd R. Schnuck

Bryan Scott

Ellen Sherberg

Rev. E.G. Shields

Armando Siliceo-Roman

Patrick J. Sly

Ronald Smith

Charles Stewart

Dr. Elizabeth Stroble

Andy Stroud

Dr. Donald Suggs

Steven Sullivan

Royce Sutton

Kelvin Taylor

Michelle Tucker

Robert E. Wallace

Keith Williamson

Donald L. Wolff

Col. William H. Young



## URBAN LEAGUE OF METROPOLITAN ST. LOUIS COMMITTEE ASSIGNMENTS

### AD HOC COMMITTEE ON BY-LAWS

Mark Levison, *Chair*  
Robert E. Wallace, *Vice Chair*  
Frankie M. Freeman  
Keith Williamson  
Donald L. Wolff  
Debra Denham, *Ex-Officio*

### ANNUAL DINNER MEETING AND AWARDS COMMITTEE

Emily Pitts, *Chair*  
Thomas Voss, *Vice Chair*  
Terrell Anderson  
Mary Atkin  
Kimberly Burke  
Karen Davis  
Jocelyn Ezell  
Johnny Furr  
Dr. Constance T. Rockingham  
Debra Denham, *Ex-Officio*

### AUDIT FINANCE COMMITTEE

Col. William H. Young, *Chair*  
William Rusnack, *Vice Chair*  
Frankie Eichenberger  
Stephen C. Jones  
John Moten, Jr.  
Steven Sullivan  
Royce Sutton  
Robert E. Wallace

### CHAIRPERSON'S COUNCIL COMMITTEE

Stephen C. Jones, *Chair*  
Frankie M. Freeman  
Jo Ann Arnold  
John Moten, Jr.  
Todd Schnuck  
Robert Wallace  
Donald L. Wolff  
Col. William H. Young  
Debra Denham, *Ex-Officio*

### COMMUNITY ORGANIZATION COMMITTEE

Michelle Tucker, *Chair*  
Marcus Creighton  
Creola Davis  
Melanie DiLeo  
Bishop G. Vincient Dudley  
Jocelyn Ezell  
Francella Jackson  
Evan Krauss  
Sandra Moore  
Barry Neal  
Lucinda Perry  
Eric Rhone  
Norman Seay  
Reverend E.G. Shields  
Patrick Smith  
Ronald Smith  
Barbara Thompson  
Debra Denham, *Ex-Officio*

### DEVELOPMENT COMMITTEE

Keith Williamson, *Chair*  
Emily Pitts, *Vice Chair*  
Oscar Berryman  
Johnny Furr  
Debbie Hollingsworth  
Dennis Lane  
Kenya Leonard  
Patrick McNamee  
Eric Rhone  
Mike Rohan  
Michelle Tucker  
Debra Denham, *Ex-Officio*

### EDUCATION COMMITTEE

John Lyday, *Chair*  
Dr. Elizabeth Stroble, *Vice Chair*  
Michael Burns  
Alan Byrd, Jr.  
Leslie Doyle  
Dr. Dennis Golden  
Evan Krauss  
Flossie Henderson

Teresa Huether  
Kim Love  
Dr. Art McCoy  
Susan McKnight  
Brittany Packnett  
Dr. Gwendolyn Packnett  
Dr. John Pieper  
Ted Wohlfarth  
Debra Denham, *Ex-Officio*

### EMPLOYMENT, ECONOMIC DEVELOPMENT COMMITTEE

Stan Roux, *Chair*  
Wayne Flesch  
Crystal Foster  
Chris Frede  
Dian Garner  
Samuel Gradford  
Brian Grant  
Eric Henderson  
George Hitt  
June Holland  
Kaci Huelsmann  
Teresa Katubig  
Kim King  
Ashley McClain  
Bill Miller  
Arvetta Powell  
Tim Price  
John Schicker  
Dorethea Scott  
Misty Shellner  
Chuck Stewart  
Dana Townsend  
Keith Turner  
Samone Word  
Debra Denham, *Ex-Officio*

### EXECUTIVE COMMITTEE

Debra Denham, *Chair*  
Richard Miles,  
*Vice Chair, Chair Elect*  
Jo Ann Arnold, *Vice Chair*  
Col. William H. Young,  
*Treasurer*

Steve Sullivan,  
*Secretary*  
Mark Levison,  
*General Counsel*  
Steven M. Barney  
Johnny Furr  
Frank Hamsher  
Stephen C. Jones  
John Lyday  
Richard Miles  
Tony Moise  
John Moten, Jr.  
Emily Pitts  
Stan Roux  
Bryan Scott  
Michelle Tucker  
Robert E. Wallace  
Keith Williamson

### HEAD START POLICY COMMITTEE

Shanishah Ali, *Chair*  
Mark Wooden, *Vice Chair*  
Vivian Mansaray, *Secretary*  
Portia Furnace, *Treasurer*  
Sateck Delaney,  
*Sergeant at Arms*  
Michelle Armstrong  
Michael Burns  
Andrea Catt  
Leondra Clay  
Waulett Coley  
Nasha Duff  
Cassandra Garrison  
Stephanie Miller  
Minyatta Simmons  
Andrea Talley  
Debra Denham, *Ex-Officio*

### HOUSING COMMITTEE

Tony Moise, *Chair*  
Karen Davis, *Vice Chair*  
Darrick Hibbler  
Tim Hill

Sharon F. Johnson  
Sandra Moore  
Wandy Simmons  
Randy Weller  
Debra Denham, *Ex-Officio*

**HUMAN RESOURCES  
COMMITTEE**

Steven M. Barney, *Chair*  
Richard Miles, *Vice Chair*  
Ed Adams  
Akberet Boykin-Farr  
Kathi Chestnut  
Jovita Foster  
Vanessa Keith  
Andrew Stroud  
Debra Denham, *Ex-Officio*

**MEMBERSHIP COMMITTEE**

Johnny Furr, *Chair*  
Dr. Constance Rockingham,  
*Vice Chair*  
Christine Chadwick  
Reverend E.G. Shields  
Kelvin Taylor  
Debra Denham, *Ex-Officio*

**NOMINATING COMMITTEE**

Stephen C. Jones, *Chair*  
Kathy Osborn, *Vice Chair*  
Mark Levison  
John Moten, Jr.  
Todd Schnuck  
Donald L. Wolff  
Col. William H. Young  
Debra Denham, *Ex-Officio*

**PUBLIC RELATIONS  
COMMITTEE**

Frank Hamsher, *Chair*  
Richard Eichwald, *Vice Chair*  
Robin Boyce  
Merdean Gales  
Kevin Jones  
Courtney Jordan  
Kenya Leonard  
Bryan Daniels  
Cillah Hall  
Eric Rhone  
Ellen Sherberg  
Dr. Donald Suggs  
Debra Denham, *Ex-Officio*



## URBAN LEAGUE OF METROPOLITAN ST. LOUIS EMPLOYEES

### President's Office

Michael P. McMillan

*President/CEO*

Arnisa Samuel

*Director, Presidential Services*

Mead Reusing

*Executive Assistant*

### Development

Barbara B. Bowman

*Vice President of Development*

Alicia Bams, *Director of Special Events*

### Communications

Angelia D. Bills

*Vice President of Communications*

### Department Administrative Services

Lori Burch, *Chief Fiscal Officer*

Brenda Wrench, *Chief Operating Officer*

Tanyice Davis, *Executive Asst. to COO*

Steve Nienkamp, *Vice President, HR*

Melanie Chambers, *HR Director*

Kennedy Agutu, *Financial IT Administrator*

Torey Merritt, *IT Specialist*

Kimberly Freestone, *Sr. Acct.*

Kathi Hadley, *Accts. Payable*

Anita Huckla, *Accounting Manager*

Teresa Click, *Staff Accountant*

Sharon Jordan, *Staff Accountant*

Samuel Darrough, Jr., *Staff Acct.*

Donna Scott, *Director of  
Financial Reporting*

Brenda Tillman, *Staff Accountant*

Melissa Evans, *Lead Accounts Payable*

Trina Owens, *Financial Rep. Accountant*

Lucy Schroeder, *Admin. Asst.*

Tamika Davis, *Receptionist*

Rodney Williams, *Maintenance Supervisor*

David Jordan, *Custodian*

Mortez Williams, *Custodian*

### St. Louis City Region

Victoria Reaves, *Divisional Vice President*

Genesis Steele, *Executive Assistant to VP*

Kofi K. Ansa, *Division Operating Officer*

### Community Outreach / Organization

Traci Carter, *Case Manager*

Hosea Jackson, *CO Specialist*

Dominique Lark, *Comm Health Liaison*

### Housing

Eric Madkins, *Division Operating Officer*

Paula Carey, *Lead Housing Counselor*

LaVitta Shelton, *Housing Counselor*

Patrice Spence, *Housing Counselor*

Richard Young, *Housing Counselor*

### Employment

Dr. Sharon Johnson, *Director  
of Employment /Business  
Training Center*

Dominique Lark, *Case Manager*

### Weatherization / LIHEAP

Constance Taylor, *Director  
of Weatherization/LIHEAP*

Connie Backfisch, *LIHEAP Director*

Elizabeth Barry, *Asst. Director, WX/LIHEAP*

William Berry, *Intake Supervisor*

Beverly Bailey, *Call Center*

Louise A. Ball, *LIHEAP App Proc*

John Clucas, *LIHEAP App Proc*

Terrence Green, *LIHEAP App Proc*

Joseph Hall, *LIHEAP App Proc*

Debra Hambrick, *LIHEAP App Proc*

Ryan Howard, *Scanner*

Anita Jackson, *LIHEAP App Proc*

Bridget James, *LIHEAP App Proc*

Tierha Jones, *LIHEAP App Proc*

Alicia Lee, *LIHEAP App Proc*

Janelle Mack, *LIHEAP App Proc*

Tonya Mayo, *LIHEAP App Proc*

Barbara Morris, *Scanner*

Sandra Parham, *LIHEAP App Proc*

Janet Richards, *App Proc*

Candice Spears, *App Proc*

Elizabeth Schurk, *LIHEAP App Proc*

Veronica Stigall, *Call Ctr Spec.*

Marcus Strong, *Call Center*

David Averbeck, *Energy Auditor*

George Calkins, *Energy Auditor*

Melissa Davenport, *WX Program Asst.*

Yvonne Fisher, *Finalist 3rd Tier*

Anthony Freeman, *Energy Auditor*

Justin Hamilton, *Energy Auditor*

De'Andre Hampton, *Audit Supervisor*

Cedric Hardin, *Sr. Energy Auditor*

Sacretta Hopkins, *Intake Spec*

Jack Howard, *Finals Supervisor*

Eddie Huggins, *Energy Auditor*

Keith Jones, *Audit Suprv.*

Andrea Johnson, *App Processor*

Staci Leiser, *Field Svc. Manager*

Rocky Markham, *Wx Tech*

Mario Marshall, *Energy Auditor*

Erik Morris, *Wx Crew*

Stephanie Nowden-Miller, *Call Center*

Sacretta Hopkins, *Intake Spec*

Leonard Perry, *Wx Tech*

Joe Roth, *Special Projects Manager*

Otha Thompson III, *Auditor Tier*

Craig Washington, *Energy Auditor*

### St. Louis County Region

Quenesha Catron, *Division  
Operating Officer*

### Community Outreach Center, Community Organization

Charline Smith, *Receptionist*

### Housing

Randen Click, *Housing Counselor*

### Employment

Hollis R. Whiting, *Employment Director*

Alvin Harris, *Custodian*

### Workforce Investment Act/JAG

Herta Shikapwashya,

*Vice President, WIA/JAG*

Cynthia Wilson, *Division Operating Officer*

Calvin Nelson, *Case Manager*

Darryl Colvin, *Case Manager*

JoAnn Smith, *Case Manager*

Lisa Smith, *Case Manager*

Bradford Tillis, *Job Developer*

Monique Williams-Moore, *Job Developer*

Carmen Clark, *WIA Program Assistant*

Roderic Marshall, *JAG Spec.*

Tommie Pillers, *JAG Spec*

Cornelius Robinson, Jr., *JAG*

### St. Clair County Region

#### Housing

Linda Harris, *Division Operating Officer*

Larry Gardner, *Director of Housing*

Jack Howard, *Weatherization Director*

Darryl Jones, II, *Job Developer*

Antoinette Newsome, *CO Spec*

#### Head Start

Hazel Mallory, *Director, Head Start*



Mary Hairston, *Asst. Director*  
Pam Williams, *Asst. Dir FCP*  
Ruby Sims, *Parent Involvement  
Coordinator*  
James Smith, *MH/D/T Services  
Coordinator*  
Tiana Kimbrow, *Health Services  
Coordinator*  
Debora Whiteside, *MIS Coord*  
Mollie Dees, *Executive Assistant*

#### **St. Louis County Head Start Center**

Dana Watts, *Center Coordinator*  
Pam Cross, *Asst. Center Coord.*  
David Baker, *Asst. Teacher*  
Shauntel Bardley, *Asst. Teacher*  
Roderick Bates, *Custodian*  
Samantha Brown, *Asst. Teacher*  
Miranda Bryant, *Asst. Teacher*  
Patricia Buchanan, *Asst Teacher*  
Dadre Bolar, *FSW*  
J'Aysha Chambers, *FSW*  
Patricia Collins, *Asst. Teacher*  
Pamela Current, *Asst. Teacher*  
Carla DeBoe, *Nutrition Coord*  
Betty Downs, *Teacher*  
LaKeisha Fields, *FSW*  
Shantana Goodwin-Payner, *Asst. Teacher*  
Virginia Gray, *Teacher*  
Larry Greene, *Custodian*  
Voltaire Gregory, *Asst. Teacher*  
Karen Harrington, *Teacher*  
Indria Harris, *Lead FSW*  
Ronetta Harris, *Asst. Teacher*  
Kandis Hart, *Nutrition Aide*  
Anthony Holmes, Jr., *Teacher*  
Katina Hudson, *Teacher*  
Lashawna Hunter, *FSW*  
Kia Jeffrey, *Early Childhood Coord.*  
Tiana Kimbrow, *Health Svc*  
Angela King, *Teacher*  
Michelle Lemee, *Teacher*  
Monica Lewis, *Asst. Teacher*  
Patti Madonna, *Teacher*  
Tracy Mayberry, *Asst. Teacher*  
Jenice Moore, *Asst. Teacher*  
Helen Perry, *Asst. Teacher*  
Raquel Peters, *Asst. Teacher*  
Rhoda Rice, *FSW*  
Annette Robinson, *Asst. Teacher*  
Camille Rutledge, *Asst. Teacher*  
Dwana Smith, *Asst. Teacher*  
Margaret Smith-Porter, *Teacher*

Regina Tate, *Data Entry/Sec.*  
Jerrie Tucker, *Asst. Teacher*  
Ronda Walter, *Teacher*  
Estella Williams, *Teacher*  
Arlene Woods, *Asst. Teacher*

#### **N. Spring Head Start Center**

Erica Carradine, *Center Coordinator*  
Roderick Bates, *Custodian*  
Yasmina Andrews, *Teacher*  
Roszetta Blalock, *Asst. Teacher*  
Sheila Brady-Herndon,  
*Data Entry/Secretary*  
Wynessa Brooks, *Asst. Teacher*  
Victoria Davison, *Asst. Teacher*  
Betty Downs, *Teacher*  
Evelyn Lee, *Asst. Teacher*  
Beverly Lyons, *Asst. Teacher*  
Shondrea McLorn-Palmer, *Nutrition Aide*  
Teresa Nevitt, *Asst. Teacher*  
Camille Rutledge, *Asst. Teacher*  
Wendy Solomon Townsend, *FSW*  
Delores Spinks, *Lead Teacher*  
Latyllia Steward, *Asst. Teacher*  
Rhonda Strong, *Teacher*

#### **MLK Head Start Center**

Angela Henderson-Brown,  
*Center Coordinator*  
Beatriz Escalera, *Teacher*  
Franzetta Woods-Jackson, *Teacher*  
Regina Harrold, *Asst. Teacher*  
Brenda Helm, *Data Entry, Secretary*  
Precious Higdon, *FSW*  
Lavonda Hopkins, *Asst. Teacher*  
Yolanda Kemp, *Teacher*  
Alan Kirk, *Custodian*  
Angela King, *Teacher*  
Elijah Lampkin, *Custodian*  
Monica Lewis, *Asst. Teacher*  
Vernita Miller, *Asst. Teacher*  
Sadia Mohamed, *Asst. Teacher*  
Danielle Parrish, *Asst. Teacher*  
Nicole Pettaway, *Teacher*  
Lawanda Powell, *FSW*  
Candace Reid, *Teacher*  
Annette Smoote, *Teacher*  
Rhonda Taylor, *Asst. Teacher*  
Sharon Thigpen-Harris, *Nutrition Aide*  
Michelle Washington, *Asst. Teacher*  
Tammi Wilkerson, *Asst. Teacher*  
Franzetta Woods-Jackson, *Teacher*

#### **Mt. Zion Head Start Center**

Cherie Coppage, *Center Coordinator*  
Dellaphine Arrington,  
*Data Entry / Secretary*  
Takisha Duncan, *Asst. Teacher*  
Sheila Elam, *Teacher*  
Shantana Goodwin-Payne  
Vera Howard, *FSW*  
Benita Ivy-Khonsubey, *Asst. Teacher*  
Lavonda Hopkins, *Asst. Teacher*  
Lashawna Hunter, *Lead FSW*  
Benita Ivy-Khonsubey, *Asst. Teacher*  
Elizabeth Jackson, *Asst. Teacher*  
Beverly Lyons, *Asst. Teacher*  
Jacqueline Marshall, *Asst. Teacher*  
Ashley Nichols, *Teacher*  
Peggy Thomas, *Teacher*  
Larinn Word  
Larry Crenshaw, *Custodian*



## URBAN LEAGUE OF METROPOLITAN ST. LOUIS

### FINANCIAL STATEMENT 2013

#### SUPPORT & REVENUE

##### PUBLIC SUPPORT

Contributions	\$3,509,780
In Kind contributions	
Memberships	\$77,421
Special Events (net of Expenses)	\$157,414
United Way of Greater St. Louis	\$1,263,696

**Total Public Support** **\$5,008,311**

**GOVERNMENT GRANTS** **\$11,982,039**

##### OTHER

Investments	\$952
Miscellaneous	\$260
	\$1,212

**Total Support & Revenue** **\$16,991,562**

#### EXPENSES

##### PROGRAM SERVICES

Education	\$3,827,824
Economic Empowerment	\$4,924,630
Basic Needs	\$7,241,807

**Total Program Services** **\$15,994,261**

**SUPPORTIVE SERVICES** **\$616,136**

**FUNDRAISING SERVICES** **\$306,727**

**Total Expenses** **\$16,917,124**

**Change in Net Assets** **\$74,438**

**Undesignated Net Assets at 12/31/13** **\$308,799**

\* UNAUDITED

# LOCATIONS

## URBAN LEAGUE SITE LOCATIONS

### AGENCY HEADQUARTERS

3701 Grandel Square  
St. Louis, MO 63108  
(314) 615-3600  
[www.urbanleague-stl.org](http://www.urbanleague-stl.org)

### ST. CLAIR COUNTY OPERATIONS

10220 Lincoln Trails  
Fairview Heights, IL 62208  
(618) 274-1150

### ST. LOUIS COUNTY OPERATIONS

8960 Jennings Station Rd.  
Jennings, MO 63136  
(314) 388-9840

### VAUGHN CULTURAL CENTER

3701 Grandel Square  
St. Louis, MO 63108  
(314) 615-3600

### James H. Buford Outreach Center

935 N. Vandeventer  
St. Louis, MO 63108  
(314) 615-3690

### WORKFORCE INVESTMENT

#### ACT YOUTH PROGRAM

#### JOBS FOR MISSOURI GRADUATES

Missouri Career Center  
26 North Oaks Plaza  
St. Louis, MO 63121  
(314) 679-3500

### HEAD START CENTERS

#### HEAD START HEADQUARTERS

8964 Jennings Station Rd.  
Jennings, MO 63136  
(314) 867-9100

### NORTH SPRING DIVISION

911 N. Spring  
ST. Louis, MO 63108  
(314) 652-2406

### MT. ZION DIVISION

1440 S. Compton  
St. Louis, MO 63104  
(314) 773-0733

### MARTIN LUTHER KING, JR. DIVISION

1437 Laurel  
St. Louis, MO 63112  
(314) 389-8800



URBAN LEAGUE OF METROPOLITAN ST. LOUIS, INC.  
3701 GRANDEL SQUARE, ST. LOUIS, MO 63108  
[WWW.ULSTL.ORG](http://WWW.ULSTL.ORG)



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of Greater St. Louis

