

2009 Annual Report



Quad County
Urban League

*Empowering Communities.
Changing Lives.*

www.qcul.org

TABLE OF CONTENTS

Message from the President and CEO	3
Message from the Board Chairman.....	4
Mission Statement.....	5
Urban League History	6
2009 Clients and Demographics	7
Education and Youth Services	8
Workforce Development.....	9-10
Housing.....	11
Highlights and Accomplishments of the Year	12-13
Year in Pictures	14-15
Financials.....	16-17
Board of Directors.....	18





Theodia Gillespie

Message from the President and CEO

Inauguration Day, January 20, 2009, marked a turning point in American history and ignited a firestorm of optimism about the future of our nation. With the Obama Administration setting a new tone and direction, Quad County Urban League (QCUL), along with much of the country began the year with renewed commitment to tackle the work ahead and an unshakable belief that through our efforts, "YES WE CAN" accomplish all we set out to do!

The hope and promise that had us energized at the start of the year regrettably has been overshadowed by the greatest economic crisis experienced since the Great Depression of 1929. This has been a challenging year for many due to job losses and the decline in home values; everyone it seems has been impacted or knows of someone affected by the recession. Quad County Urban League has had to stretch its dollars further and scale back in some areas. We have also lost funding, but have managed to work more creatively and efficiently to keep the doors open. The good news from the past year is that:

Stimulus dollars were secured through the American Recovery and Reinvestment Act for QCUL's YouthBuild and Housing programs. The YouthBuild team completed construction of a Habitat for Humanity home; helping to provide a new start for a local family and improve their own lives through education and skills training. Nearly 4,000 individuals were served through Quad County Urban League's Education and Youth Services, Workforce Development and Housing programs.

In 2010, Quad County Urban League will acknowledge 35 years of service to the community and its contribution to the National Urban League movement, which will celebrate 100 years of Empowering Communities and Changing Lives. We look forward to the coming year and the opportunities it offers to educate our youth, provide job skills training, create new paths to self-sufficiency, and lead collaborative partnerships that move the community forward. We know there will be challenges securing new sources of funding and keeping up with the demand for services, but we're confident about what we can achieve, thanks to all those who work with us.

Steadily, we continue to make strides in serving the residents and communities of DuPage, Kane, Kendall, and Will counties, but it is only with the support of partners, generosity of board members, dedications of staff and investment from those who share our vision that Quad County Urban League is able to achieve its mission and goals

Thank you to all who have given their time, professional services, financial resources, and other gifts. We appreciate your continued support!

Chairman of the Board Message

The past year is one that will be remembered for both the promise of opportunity offered by a new Presidential Administration and the far-reaching economic challenges brought on by a recession. Through the best and worst of 2009, Quad County Urban League (QCUL) has stayed focused on its mission to help secure equal opportunities for all disadvantaged persons and people of color, including African-Americans, women and persons with disabilities. It is an honor to be part of an organization that works so hard to help so many and does so well despite the obstacles. Thank you for the opportunity to serve as Chairman of Quad County Urban League's Board of Directors for another year.

The year-in-review outlined in this Annual Report tells a story of dedicated staff, effective programming and community collaboration – a winning combination that has been the driving force behind another successful year at the Quad County Urban League. Through existing resources, QCUL kept a steady number of youth and adults enrolled in GED classes. The Computer Technology Center remained open to provide free instruction and walk-in hours were expanded to allow job seekers to update resumes and look for employment opportunities. The Aurora Middle School Academy and Pathways Academy – QCUL's alternative schools – worked to get 170 students back on track academically and behaviorally and re-enrolled in their home schools.

In the face of State budget cuts and decreased giving, QCUL was fortunate to secure federal stimulus dollars, which allowed the retention of staff in the key areas of Finance, Programs and Development. Keeping staff in place ensured the continuation of vital services this past year; with key staff in place QCUL also stands prepared to expand programs to meet growing client needs.

Moving into the next fiscal year, QCUL will celebrate 35 years of service as an affiliate of the National Urban League, which turns 100 in 2010. Building on its most recent work and investments in the community over the years, QCUL enthusiastically welcomes the challenges and rewards that lay ahead. Working in partnership with the National Urban League to address the demands of the new decade and the 21st Century, QCUL pledges to responsibly commit time and talent to ensure that the communities and residents it serves are empowered to achieve the following goals by 2025:

- Every American child is ready for college, work and life.
- Every American has access to jobs with a living wage and good benefits.
- Every American lives in safe, decent, affordable and energy efficient housing on fair terms.
- Every American has access to quality and affordable health care solutions.

These are ambitious goals indeed, but nonetheless possible, given the will, concerted effort, passionate people, and resources coming together. Sincere thanks to the supporters and partners who share Quad County Urban League's charge to Empowering Communities and Changing Lives. We look forward to another successful year.



Lawrence Lewis



Empowering Communities. Changing Lives.

OUR MISSION

Quad County Urban League helps secure equal opportunities for all disadvantaged persons and people of color, including African Americans, women and persons with disabilities in DuPage, Kane, Kendall, and Will Counties in Illinois.

OUR VISION

Quad County Urban League strives to be the area's leading social service organization serving African-Americans and similarly disadvantaged people.

OUR STRATEGY

Through educational, community and direct social services and advocacy, the Urban League strives to:

1. Ensure that our youth are well-educated and equipped for economic self-reliance as they enter adulthood;
2. Help adults sustain economic self-sufficiency through employment, home ownership, entrepreneurship and wealth accumulation; and
3. Ensure civil rights for all people by eradicating barriers to equal participation in the economic and social mainstream of our nation.



Quad County Urban League History

The National Urban League is the nation's oldest and largest historic civil rights and community based organization dedicated to economic empowerment in order to elevate the standard of living in historically underserved urban communities.

Founded in 1910 and headquartered in New York City, the National Urban League spearheads the efforts of its local affiliates through the development of programs, public policy research and advocacy. Today, there are more than 100 local affiliates in 36 states and the District of Columbia, providing direct services that impact and improve the lives of people nationwide. QCUL, headquartered in Aurora, IL is one of those thriving affiliates.

Founded in 1975 by social and civil rights activist, Mrs. Marie Wilkinson, and a group of concerned and dedicated citizens, the Aurora Urban League, as it was originally named, focused on breaking down racial inequities in Aurora's employment, education, and housing sectors.

Nearly a decade and a half later, the Board of Directors decided to expand the organization's mission to other cities such as Elgin and Joliet. Consequently, in 1987, the Aurora Urban League changed its name to the Quad County Urban League to serve DuPage, Kane, Kendall and Will counties.

In 1992, the Urban League appointed a new President and CEO, Theodia Gillespie, who began to reposition the organization as a leading provider in the community.

Under her leadership, the once nearly defunct Urban League, increased its budget by nearly 400%, expanded its programs and services, and began one of the first alternative schools in the area.

Today, Quad County Urban League leads the way in providing employment, education, and housing services. The League now owns a 23,000 square foot facility, maintains an annual budget of over two million dollars, and operates with the support of a Board of Directors that includes high level executives from the service-area's most fiscally sound corporations.

2009 Client Demographics and Statistics

Quad County Urban League seeks to serve individuals and families that are in the greatest need, regardless of race, color, creed, national origin or disability. Agency clients are primarily African-American, Hispanic and similarly disadvantaged individuals, which include very low income persons, adjudicated youth, non violent ex-offenders and the disabled.

African-American: According to the 2006-2008 American Consumer Survey 3-year Estimates, African-Americans account for 6.25% of the combined population of the agency's four-county service area. However, 61% of Urban League clients are African-American and are more likely to seek assistance with employment, housing and GED services. To better meet the needs of African-American clients, the organization has partnered with faith-based organizations and religious leaders in the community to bring more awareness to the programs available to help this population with joblessness, homelessness and education attainment.

Hispanic: Urban League programs are continually improving to keep pace with the growing Hispanic population, which represents 17.5% of the service area and 27% of the agency's clientele. The Alternative Education program, Computer Technology Center and YouthBuild construction and job training program serve this population more than any other agency initiatives.

Low Income Persons: There are approximately 81,834 persons living below the U.S. poverty level in DuPage, Kane, Kendall and Will Counties. Seventy-five percent of Urban League clients live at or below the poverty line and have an income that is 0-80% of the area Median Family Income.



Demographics 2009

Ethnicity	# Served	Percentage
African-American	2,386	61%
Hispanic	1,068	27%
Caucasian	406	10%
Other	31	1%
Total	3,891	100%

Gender	# Served	Percentage
Female	2,007	52%
Male	1,884	48%



Education and Youth Services

Daysha Douglas is a spirited seventh grader and good student, whose passion for reading and writing is nothing short of remarkable.

Daysha's zeal for the arts is infectious and naturally encourages support and nurturing. From the start, Aurora Middle School Academy (AMSA) Language Arts teacher, Bonnie Masi, encouraged Daysha's hard work, by spending time editing her stories and poetry.

Aside from her own enthusiasm, Daysha encourages her classmates to exercise their own creativity by writing stories and poems. Her ultimate goal is to collect these works for a book, along with original illustrations and art.

Daysha is a splendid example of an AMSA program participant, whose spirit and commitment exemplify the program's purpose. Her fervor is contagious and has indeed, become a catalyst for others to join in and to discover what fun reading, writing and embracing creativity can be.

Blessed with an abundance of God given talent Daysha's passion and dedication, increase the odds of achieving her goal, to one day, become a professional writer. Daysha's potential is limitless however, the continued support of family and community is essential.

PROGRAMS AND SERVICES

The Alternative Education Program provides an innovative educational experience designed to rehabilitate middle and high school students (grades 6-10) with behavioral and/or academic challenges. Aurora Middle School Academy (AMSA) and Pathways Academy are a collaborative of Aurora School Districts 129, 131, and other area schools.

H.I.P. H.O.P. (Homework in Progress, Helping Other People) Tutoring is an after-school tutoring program which serves students in K-12th grade. Hip Hop also introduces 5th and 6th graders to the basics of the computer and network usage through the agency's Computer Technology Center.

1,000 Hours of Reading provides students in grades K-8 in the Aurora area, with an opportunity to engage in and become excited about reading by participating in a reading program implemented after school and at home.

The National Urban League Incentives to Excel and Succeed (NULITES) program offers males ages 13-18 with Leadership Development and Mentoring. Youth participate in a series of workshops, mentoring sessions and community activities to help them develop positively into young leaders.

Tomorrow's Scientists, Technicians, and Managers (TSTM) exposes minority middle and high school students (grades 6-12) to various vocational fields while also offering tutoring sessions, field trips, supervised community service projects and summer internships.

Project Ready provides 9th and 10th grade students, and their parents, guidance in making students' transition to college successful through a structured curriculum, PSAT/SAT/ACT test preparation classes and college tours both in and out of state.

The Youth Leadership Program (YLP) provides youth ages 13-15 with an opportunity to engage in activities related to leadership development, decision-making, citizenship, and community service in peer-centered study groups. With the guidance of group facilitators, youth examine the characteristics of leaders, learn about teamwork and group dynamics, share their personal stories and life experiences and identify community needs and resources to develop effective responses to issues important to young people in their community. Youth also participate in job readiness and personal development workshops. This program is in partnership with the City of Aurora.

Workforce Development

As the nation's unemployment rate continues to climb, projected to reach record levels in some areas of the country, laid off workers and the chronically unemployed continue to suffer. In fact, African-Americans and Hispanics have endured disproportionate double-digit unemployment, even before the economic 2008 collapse.

With the Illinois unemployment rate reaching 10.2 percent and job growth hovering at 5.2 percent, it is no wonder that people are anxious.

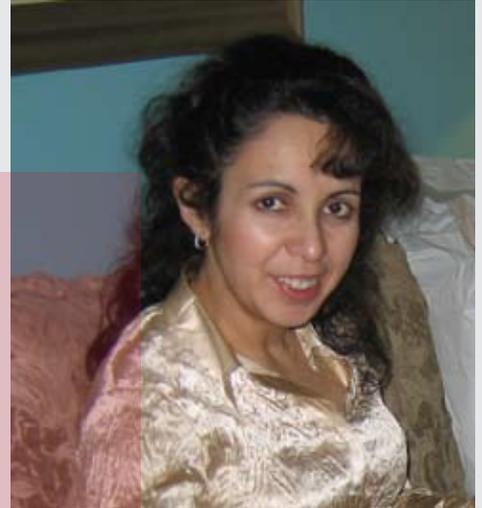
There is ample cause for uneasiness, as minorities are more likely to bear-the-brunt of layoffs and cutbacks. However, instead of wasting her time and energy worrying, Guadalupe Perez is preparing, by honing her computer skills and preparing to compete in an extremely tough job market.

Guadalupe is a 40 year old Latina woman and resident of Aurora, who came to the Quad County Urban League focused on improving her computer skills. Utilizing the QCUL's Computer Technology Center (CTC), she participated in computer training classes for almost three months, while continuing her studies outside the classroom, all aimed, at enhancing her computer proficiency.

Guadalupe, who when she started the computer training, worked as a line production worker, was promoted to a production coordinator a short time later. As a result, she has qualified for an increase in wages and a more secure position.

Highly motivated, Guadalupe also works as a consultant for a cosmetic firm that operates an e-commerce site. She attributes her recent success to the training and skill enhancement acquired at the QCUL's Computer Technology Center.

When this economy begins to change course, the instruction and training she received, along with her dedication and diligence, will equip Guadalupe to succeed in an extremely competitive job market.



WORKFORCE DEVELOPMENT PROGRAMS AND SERVICES

The Computer Technology Center offers 44 work stations, free basic to advanced computer classes and free Internet access. Classes are offered in English and Spanish during the day and evenings. This program is supported by the Department of Commerce and Economic Opportunity Digital Divide grant program.

Employment Assistance and Referral/IL Worknet Center offers employment referrals, on-site evaluations and case management services to the employed, under-employed and unemployed. The program assists individuals in skill assessment, job training and placement, resume development, interview tactics, and career counseling. Workplace ethics training is also available. Workshops and seminars are held regularly for career exploration and employability skill development.

Pre-Apprenticeship Construction & Education (PACE) trains and prepares Aurora residents ages 18-30 for trade union apprenticeship programs and construction-related jobs. During an intensive 25-hour session, participants are immersed in OSHA and construction training, classroom learning and physical labor. Certified union workers serve as mentors and help eligible participants apply for union apprenticeship programs.



Education and Youth Services

Recent national figures related to dropout rates for 16-24 year olds, reflect a continuing disparity between white and minority populations. According to the U.S. Department of Education, while the dropout rate for whites in this age group is 5.3%, for blacks it is 8.4% and for Hispanics an alarming 21.4%.

Locally, the inequality related to dropout rates for minorities is stark and worrisome. In a 2007 National study, East Aurora High School along with 54 others in the State of Illinois, were tagged as dropout factories.

Still there is reason for hope.

One of those reasons is Breonna Mikarovski a participant in the QCUL's General Education Development and YouthBuild programs. She is an example of what drives the optimism that things can and will change. Breonna's personal metamorphosis is helping to change the image and statistics, by beating what may appear to some, as insurmountable odds.

When Breonna came to the Quad County Urban League, her self-described assessment of her attitude and focus were less than desirable. She was in part, impaired by circumstances beyond her control, including the heartbreaking loss of her mother. Breonna's situation worsened because of poor choices and before long, she had embarked on a course of perilous behavior.

However, Breonna's decision to assess her life and to focus on reaching specific goals was the first step, in reversing her situation.

Consequently, Breonna's self-assurance dramatically improved, and in time, she successfully attained her GED and is now in her first year of college.

Breonna's attitude makeover was achievable only after taking that first step, which was to overcome, what she had perceived as unbeatable impediments.

She is a prime example of what an individual, who is committed to self-improvement, can do, when making use of QCUL programs like, the General Education Development program and YouthBuild.

WORKFORCE DEVELOPMENT PROGRAMS AND SERVICES, CONT'D

General Education Development (GED) Diploma/Adult Literacy Program offers day and evening GED classes, tutoring and basic literacy classes to out-of-school youth and adult high school dropouts. GED completers successfully pass a battery of five tests in Science, Mathematics, Social Studies, Language Arts Writing, and Language Arts Reading. GED services are offered in partnership with Waubensee Community College.

YouthBuild is a job training program that provides at-risk youth ages 16-24 with GED instruction and/or work experience. Participants also construct or rehabilitate affordable housing for low-income, homeless, or disabled families and individuals.

Youth Employment Services (Y.E.S.) affords eligible youth exposure to the world of work and to the team approach in a work environment. The program encourages school completion, strong academic performance and builds citizenship awareness.

Offender Community Services provides offenders unpaid work as a special condition of probation or supervised release as a way to repay or restore the community. QCUL offers flexible hours and has extensive experience working with offenders, probation and parole officers and local, state and federal courts.

Housing

QCUL client Chabi Lai Bhandari, along with his family are Tibetan refugees. They have been in the United States since September 2008. With the help of the World Relief organization, the family has sought work and assistance in becoming acclimated to life in America.

Unfortunately, for the Bhandari family they arrived in the United States amid the worst economic crisis since the Great Depression. Besides the challenges that one would anticipate upon arriving in a foreign land, things like language and cultural issues, they faced financial difficulties of the worst sort.

In their time of need, the QCUL was able to step in and assist the Bhandari family with paying rent for the month of September, 2009. Later, the Bhandari family sent a heartfelt card, expressing their appreciation for the assistance provided by the QCUL.

7-12-09
Dear Mr. Rayford,
Thank you very much for
the \$750 rental assistance
that Dili Bhandari recently
received.

I also wish to mention that
I am impressed with Quad County
Urban League & its general
operation. The personnel all seem
great and Michael Rayford
is a real gentleman.

Sincerely,
Cave Misaraca
(Friend of Dili Bhandari)

Dear Mr. Rayford,
Thank you for
your kindness and interest in
helping me receive my \$750
rental payment for the month
of July. I am very grateful
and appreciative of your
help

Chabi Bhandari
Dili Lam Bhandari

HOUSING PROGRAMS AND SERVICES

Emergency Assistance helps qualified families and individuals meet their outstanding mortgage, rent, or utility obligation to prevent homelessness. In order to qualify for assistance, applicants should have received a mortgage default or pre-foreclosure statement; a five day notice or notice of eviction for non payment of rent; and/or payments in the arrears utility notice.

Housing Counseling provides homeowners and renters with intervention/prevention counseling to prevent foreclosure or eviction. The program also offers workshops and classes related to pre-purchase, foreclosure prevention/intervention, rental search, landlord/tenant rights and responsibilities, credit and budget management, and housing maintenance. One-on-one-counseling and group sessions are available.

Highlights and Accomplishments of the Year

EDUCATION AND YOUTH SERVICES

- Provided tutoring, mentoring, academic instruction, and other educational experiences to 354 youth
- Expanded Alternative Education program to include 9th and 10th grade high school students
- 87% of 172 Alternative Education students successfully returned to their home schools
 - ◆ Overall student grades in core subjects improved by an average of 95 %
- 100% of TSTM seniors (19) graduated from high school and attended college in the fall of 2009
- Seven (7) TSTM seniors received program scholarships and book awards totaling \$8,350
- Through funding from the City of Aurora, 48 youth (38 Youth Ambassadors and 10 Youth Counselors) received leadership development training and summer work experiences at nine community sites throughout the Aurora area

WORKFORCE DEVELOPMENT

- Serviced over 3,000 youth and seniors
- Screened more than 1,000 individuals for employment placement, referral and training
- Nearly 200 clients placed into employment opportunities
- Held two job fairs and a mass hiring event with two major area employers
- 83% of 726 students successfully completed a 4-week digital literacy Microsoft computer training course
- GED/Adult Literacy program served 992 individuals:
 - ◆ 83 individuals enrolled in GED classes and achieved literacy/numeracy gains of 3.5 grade levels or higher
 - ◆ 74 (89%) GED students obtained their GED
 - ◆ 909 individuals received tutoring or literacy services
- Served as member of the Workforce Development Advisory Committee for the GOTO 2040 regional planning project
- YouthBuild participants rehabbed 35 housing units and built two homes for low-income and elderly persons

Highlights and Accomplishments of the Year

HOUSING

- 252 households received financial assistance to prevent them from becoming homeless:
 - ◆ 57 individuals attended credit/debt management seminars
 - ◆ 27 individuals attended first-time homebuyer seminars
 - ◆ Nine (9) families received foreclosure counseling and remained in their homes



ADVOCACY

- Joined Women Employed and the Illinois Paid Leave Coalition to enact a paid sick days bill, the Healthy Workplace Act, in IL for all workers
- Hosted Empower to Vote, a week long series of events to register voters and educate the public on the importance of voting
- Testified at the March 2009 Aurora Capital Hearing in support of an Illinois Capital Infrastructure Bill that would bring jobs and training programs to the area

Year in Pictures...



*YouthBuild Habitat for
Humanity Construction Project
(Summer 2008)
Left to right:
Tremaine Anderson
Alex Benford
Tyrone Lambus
Michael Pedvoza
Damien Moody*



*Youth Leadership Program Stop the
Violence Pre-Rally discussion
(Summer 2008)
Left to right:
Bottom two
Yaakov Rodgers & Diamonte Hughes
1 row
Tyler Dixon
Brandi McAlister
Alexandria Rayford
Deven Serrato-Irvin
Ericka Rollins
Terric Fultz
Bianca Cantu
2 row
Mr. Rodgers
Antoinette Rayford Larry Reynolds
Zelotes Hampton*



*Aurora Middle School Academy Students
Christmas caroling at the Aurora Manor
Nursing Home (Dec. 2008)
Diamond Pearson
Caraeysha Merriweather
Lorena Gillespie
Daysha Douglas*



*Youth Leadership Program
Stop the violence youth - led rally
(Summer 2008)
Left to right:
Keith Smith
Tyler Dixon
Devonte Turner
Amira Rice
Yaakov Rodgers
Booker Ross
Carlise Smith*



*TJX Corp. Retail Sales Training Program
(Summer 2008)
Mercedes Martinez
Chester McKinney
Maria Martinez
James Trujillo*

Financials

MAJOR DONORS/CONTRIBUTIONS OF 2009

\$250,000 +

City of Aurora
Department of Labor
Dunham Foundation
Private Donor
West Aurora School District 129

\$25,000- \$99,999

East Aurora School District 131
Fox Valley United Way
Hollywood Casino
Kane County Department of Employment
and Education
National Urban League
Department of Commerce & Economic
Opportunity Digital Divide Program
United Parcel Service

\$10,000 - \$24,999

AT&T
BP America Inc.
Caterpillar Foundation
Indian Prairie School District 204
Navistar
Waubonsee Community College

5,000 - \$9,999

C DENT, LLC
Comcast
Communities In School
Equilon Enterprise
Nalco Foundation
National City Bank
Old Second National Bank
TCF National Bank
U.S. Cellular

\$1000-\$4999

Albertson's
Aurora Economic Development Commission
Cordogan, Clark & Associates
Coca Cola
DuPage Workforce Development Division
Empress Casino Joliet
Exelon/Com Ed
Fermilab
Fox Valley Park District
Harris Bank
Illinois State Attorney's Office (Weed & Seed)
Industrial Fence
McDonald's Corporation
Nicor Gas
Nielsen Media Research Inc.
Painters District Council # 30
Provena Mercy Medical Center
State Farm Insurance
The Law Office of Richard C. Irvin
W & W Consulting Group, LLC
W.W. Grainger

Financial Highlights

FISCAL YEAR ENDING JUNE 30, 2009

Statement of Activities

	2009	2008
REVENUES		
Contributions and grants		
Foundations	338,333	397,333
Corporations	174,318	132,677
Government & public agencies	1,875,594	1,615,334
Members	1,305	710
Other Income	542,825	352,872
Total Revenue	2,932,375	2,498,926
Total Expenses	2,736,044	2,011,117
Increase (decrease) in Net Assets	196,331	487,809

Statement of Financial Position

ASSETS		
Current Assets	1,635,815	1,194,498
Fixed Assets	4,663,118	4,736,172
Other Assets	819,002	1,342,974
Total Assets	7,117,935	7,273,644
LIABILITIES		
Current Liabilities	225,945	120,359
Other Liabilities		333,333
Long-Term Bond Payable	4,735,000	4,735,000
Total Liabilities	4,960,945	5,188,692
Total Net Assets	2,156,990	2,084,952
Total Liabilities and Net Assets	7,117,935	7,273,644

BOARD OF DIRECTORS

Lawrence Lewis
United Parcel Service
Board Chairman

Anthony Taylor
Coca Cola
1st Vice Chair

Karen Wells
McDonalds Corporation
2nd Vice Chair

Dwayne Bass
The Private Bank
Treasurer

Albert Demming
MetLife
Assistant Treasurer

Deborah Lovingood
Waubonsee Community College
Secretary

Archie Needam
Aurora Township
TSTM Advisory Board

Marie Wilkinson
President Emeritus

Theodia Gillespie
President / CEO

MEMBERS:
Chuck Anderson
Painters District #30

Barbara Brown
TCF Bank

Valarie Bruggeman
AT&T

Chris Del Vecchio
Caterpillar

Dianne Engram
FermiLab

Yohan Fernando
Comcast

Roscoe Green
Hollywood Casino-Aurora

Nina Hunter
Nicor

Karl Knecht
Navistar

Paul Laboone
National City Bank/ PNC

David Wade
BP

Mike Saltijeral
Industrial Fence



Quad County
Urban League

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Affiliations

National Urban League

Fox Valley United Way