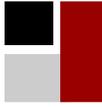


2013 Annual Report



**Quad County
Urban League**

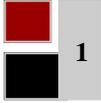
*Empowering Communities.
Changing Lives.*



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Organizational Overview

History

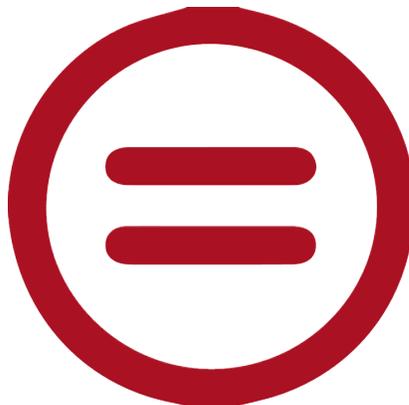
The Aurora Urban League was conceived in 1975 by a group of concerned citizens under the inspirational leadership of Aurora advocate Marie Wilkinson. Nearly a decade and a half later, the Aurora Urban League expanded its mission to include other cities such as Elgin and Joliet, and in 1987 changed its name to the Quad County Urban League (QCUL). The QCUL now serves the four counties of DuPage, Kane, Kendall and Will counties in Illinois. The Urban League is an affiliate of the National Urban League and is a United Way member agency.

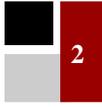
Mission

The Quad County Urban League helps to secure equal opportunities for all disadvantaged persons and people of color, including African Americans, women and persons with disabilities.

Goal and Objectives

- Education and Youth Empowerment: Ensure that our youth are well-educated and equipped for economic self-reliance as they enter adulthood;
- Economic Empowerment: Ensure adults sustain economic self-sufficiency through employment, home ownership, entrepreneurship and wealth accumulation; and
- Civil Rights and Racial Justice Empowerment: Ensure civil rights for all people by eradicating barriers to equal participation in the economic and social mainstream of our nation.





A Letter from the President & CEO and Board Chairman

Dear Friends of the Urban League:

2013 was a tough year for the Urban League. We, like many other nonprofits, continue to be affected by the “drying of the well.” Unlike any other year in our recent history, we experienced a significant reduction in funding which resulted in the loss of programs and resources for the organization. As many of you know, it is never easy going through a difficult period, but as Dr. Martin Luther King, Jr. so rightly observed, “The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”

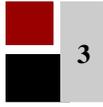
Although the Urban League experienced some hardship, we forged ahead and worked daily to address the most pressing issues facing our communities: keeping kids in school; preparing our youth to become productive citizens; closing skill, employment and wage gaps; and ensuring everyone has a decent and safe place to live.

Through our Education & Youth Services programs we helped 1,539 youth and their parents prepare for post secondary education and the 21st Century work place by offering alternative education, tutoring, hands-on science labs, academic competitions, college ready workshops, literacy enhancement services, life skills and leadership development training, mentoring, internships and a host of other enrichment activities.

As our country continues to emerge from the worst recession in a generation, there’s one lesson we have learned: education matters more than ever. Throughout the recession, those who have a bachelor’s degree fair much better than high school dropouts. Now, we know for certain that education is the one true path out of poverty and into economic security. As Education Secretary Arne Duncan stated “It is the reason that education is the civil rights issue of our time.”

Nearly 1800 job seekers, both youth and adults, participated in economic and workforce development programs to help them acquire the education and skills needed to gain employment, advance professionally, and contribute to the economic growth of their communities.

Over 300 persons received other services and interventions including credit/debt counseling, housing and foreclosure counseling, discrimination and civil rights complaint assistance, and referrals to supportive services.



A Letter from the President & CEO and Board Chairman

Helping individuals and families overcome obstacles and turn challenging situations around is what our work is all about. What we do is not easy, but in the words of Franklin D. Roosevelt, “happiness is not in the mere possession of money, it lies in the joy of achievement, in the thrill of creative effort.”

It takes a strong board, a professional staff, and engaged partners to garner the necessary resources to sustain our work, to bring our mission to bear, and to make a difference in the lives of others.

So, we want to take this time to acknowledge the entire Board of Directors for their leadership and guidance, as well as the Urban League staff that positively impacts the everyday lives of the people we serve.

We also want to thank the many funders, partners and supporters for continuing to believe in us and our cause. Without you our journey this past year would have been far more challenging.

In the coming pages we are pleased to share our work in the community and celebrate client successes. The stories you will read illustrate how communities that work together, thrive together. We truly believe that it takes a village - a community, to empower others to lead, to act and to achieve. We must continue to work together to make sure that every man, woman, boy and girl has equal opportunity and equal access to the American Dream.

Thank you for supporting us in Empowering Communities and Changing Lives.

Sincerely,

Theodia Gillespie
President & CEO

Roscoe Greene
Board Chairman



Programs and Services Description

FY13 All Clients Served: 3,662

Black, 53% • Hispanic, 34% • White, 10% • Other, 3% / Male, 55% • Female, 45%

- **21st Century Community Learning Center** provides academic enrichment opportunities during after-school hours to help students meet state and local standards in core academic subjects, such as reading, math and science.
- **Alternative Education** is an innovative program designed to help challenged middle and high school students (6-12 grades) transition to the next grade and/or graduate on time.
- **Computer Instruction/ Training** offers over 40 work stations, free basic to advanced computer classes and free Internet access. Classes and certification testing are offered in English and Spanish.
- **Emergency Assistance** helps qualified families and individuals meet their outstanding rent or utility obligation.
- **Employment Assistance and Referral/IL workNet Center** offers employment referrals, on-site evaluations and case management services to the employed, under-employed and unemployed.
- **GED** provides day and evening classes to out-of-school youth and adults seeking a high school equivalent certificate.
- **Housing Counseling** provides homeowners and renters with intervention/prevention counseling, including budget and credit counseling, to prevent foreclosure or eviction.
- **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.
- **Project Ready** provides high school students and their parents with guidance to help make the students' transition to college successful.
- **Supplemental Education Services (SES)** provides after school tutoring to middle and high school students.
- **Tomorrow's Scientists, Technicians, and Managers (TSTM)** exposes minority middle and high school students (6-12 grades) to STEM (Science, Technology, Engineering and Math) and business fields.
- **Urban Youth Empowerment NOW** provides workforce development, education and training, case management, supportive services, mentoring, restorative justice, and community-wide violence prevention services to youth, ages 14-24, with criminal histories who live in high-poverty, and high-crime communities in Will County (Joliet, Illinois).
- **Urban Weatherization** is comprised of two programs: Home Energy Auditor Training Program (HEATP) and Weatherization Specialist. Both training programs includes case management, career awareness and exploration, reading and math preparation, technical skills training and certification, mentoring, drug/alcohol testing, supportive services, life skills development, job referrals and placement, and internship opportunities (when available). Successful candidates will earn BPI certification as a Building Professional Analyst™ or a Residential Building Envelope Whole House Air Leakage Control Installer™.
- **YouthBuild** provides job training and educational opportunities for at-risk youth ages 16-24 while constructing or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods.
- **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.
- **Youth Leadership Program (YLP)** provides youth ages 13-17 with an opportunity to engage in activities related to leadership development, decision-making, citizenship, and community service in peer-centered study groups during the summer.

Education & Youth Services— *1,539 served*



72 WIA-eligible youth received soft skills training, literacy enhancement services, paid work experiences, leadership development opportunities and college ready education

256 youth ages 14-24 were placed in summer jobs and received work readiness training

97 out-of-school youth were given a second chance to earn secondary education credentials while also rehabbing low-income homes for families and seniors in need

7 youth received mentoring and life skills training as part of a Will county juvenile justice reform program

220 elementary, middle and high school students received after school tutoring in reading, science and math

55 youth from Aurora-area middle and high schools participated in college ready admission workshops, leadership development training, career mapping, and academic tutoring



67 students in grades 6-12 participated in academic decathlons, STEM enhanced learning, college tours, career fairs and college preparation activities

92 Aurora youth took part in the summer Youth Leadership Program where they learned about civic engagement, 21st Century job readiness training, and how to become an effective leader



165 students received educational interventions, counseling, mentoring and life skills training to help them get back on track academically

114 families participated in Parent Education Academy workshops focused on gang awareness, gang/alcohol prevention, health and wellness and education advocacy

The QCUL provides its clients with access to opportunities for academic learning and personal development in a safe and supportive environment through alternative education (middle and high school), credit recovery services, GED classes, after school enrichment (reading and tutoring programs), college preparation/transition workshops, youth leadership activities and mentoring opportunities.



Services Summary

Economic & Workforce Development— *2,123 served*

159 job seekers were referred to area employer partners for internships, part and full time employment

825 persons accessed the Computer Technology Center for free access to the Internet and computers

467 persons enrolled in computer classes with 76% successfully earning a Microsoft computer certification

216 adults received career counseling and attended employment and resume workshops

43 families received financial literacy counseling and financial assistance to remain in their homes

12 unemployed and underemployed persons participated in Pre Apprenticeship and Construction Education (PACE) training

14 persons completed community service hours at the Urban League as a form of alternative sentencing and as a means to give back to the community

68 adult learners enrolled in GED preparation classes, with 27% earning a diploma



Families and individuals can acquire the education and skills needed to maintain stable housing, gain employment, advance professionally and contribute to the economic growth of their communities through Urban League programs and services.

The QCUL offers internship opportunities, job referral and placement, life skills and work place training, career exploration, vocational training and certification, computer classes, budget and credit workshops, first-time buyer and foreclosure counseling, emergency financial assistance and community service as a condition of parole or probation.

Year in Pictures



Nicor Gas presents \$25,000 check to the Urban League



Annual Equality Gala 2013



2013 Empowerment Week- College and Career Fair



National Argonne Lab-Science Bowl 2013



Youth Leadership Program 2013



Annual Equality Gala 2013

Year in Pictures



Annual Equality Gala 2013



Empowerment Week- Annual Meeting



TSTM and Project Ready Students at NIU STEM Fest 2013



STEM Fest 2013 at NIU



Booker T. Book Signing



21st Century/Fit for Kids Teacher Khiry Davis and Student



TSTM Annual Pancake Breakfast

Client Testimonials



DARMICKA CAMPBELL– Project Ready & Y.E.S.

Darmicka is a 2013 graduate of East Aurora High School and an alumnus of the QCUL Project Ready and Youth Employment Services programs. While living in a homeless shelter Darmicka beat the odds and realized her dreams of graduating from high school and going to college. Darmicka received financial assistance and in-kind donations totaling over \$4,000 from the Urban League, Office Max and Nicor Gas to attend Prairie View A&M University, a historically black university in Prairie View, Texas. She recently completed her first year of college with a 3.0 GPA.



Darmicka Campbell with QCUL Board Members at the 2013 Annual Meeting



photo courtesy of Beacon News

TOMARI GREGORY- Pathways

Tomari Gregory was skipping classes, falling behind in school and at risk for expulsion from school. In a last chance effort, he was referred to the Urban League’s Pathways Academy, an alternative learning program for challenged learners and students with behavior, attendance and other issues. In just one year, Tomari was back on track academically and earned his high school diploma. In a Beacon News feature article, Tomari recalls the one-on-one attention he received from the school principal, Mrs. Miller, “I seen that she loved us and she really cared about us,” he said. “She was always on top of us, always coming in the classroom every day to make sure we are progressing and doing our work.”

Tomari has plans to study electrical engineering in college.



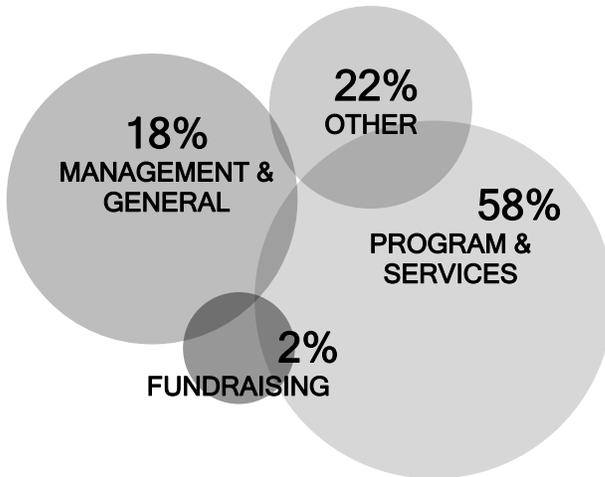
TYLER NEWBERRY– Y.E.S.

Shy, quiet, and reserved - yet determined is how one could describe Tyler. Tyler was entering his senior year of high school when he joined the Urban League’s Youth Employment Services (Y.E.S.) program. He wanted to be a part of something where he could make a difference, learn about the working world, and contribute to his family’s income.

Tyler participated in resume writing clinics, literacy enhancement workshops, career interest panels, and was placed in an internship at Hobby Lobby. He was quickly recognized as a leader by the store manager and was assigned mid-level project management tasks. While Tyler acquired transferable skills from the work experience, it was his involvement in his school’s Army Reserve Officers’ Training Corps (ROTC) that really piqued his career interests.

After high school graduation Tyler enrolled in the National Guard and plans to use the new skills he learned to propel his career in the military.

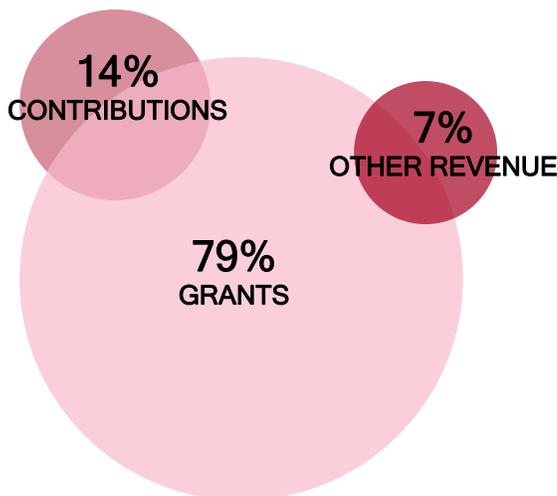
Operating Expenses (Percent of Total Operating Expenses)



FY 2013 Financial Statement

- FY13 marked a significant drop in overall philanthropic support, down 36% from previous year
 - Grants decreased by 40%
 - Other Revenue decreased by 22%

Operating Revenues (Percent of Total Operating Revenues)

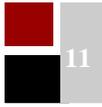


REVENUE/ INCOME
\$2,467,612

EXPENSES
\$4,444,054

NET REVENUE
\$(1,976,442)

The Quad County Urban League follows GAAP requirements and uses a certified public accountant and consulting firm to conduct annual audits.



Friends and Supporters

Corporations

Aon Foundation
AT&T
Bank of America
BP Americas
Caterpillar Foundation
Comcast Foundation
ConAgra Foods
Cray Kaiser
CS Insurance Strategies
Duggan Law Offices
Edge Systems
Enterprise Holdings
Equilon Enterprises, L.L.C. (Shell Oil)
Fermilab
Fifth Third Bank
Freudenberg Household Products
(FHP O-Cedar)
Harrah's Joliet Hotel & Casino
Hollywood Casino Aurora
The Jelsert Company
Lofton & Lofton Management
Macy's Foundation
Navistar
Nicor Gas
OfficeMax
PNC Bank
Provena Mercy Medical Center
R. C. Wegman Construction
State Farm Insurance
Sumbry Janitorial
TCF National Bank
United Parcel Service
US Bank
Wells Fargo

Foundations

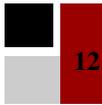
Dunham Fund
Fox Valley Community Foundation
Fox Valley United Way

Government & Public

African American Heritage Advisory Board
Aurora Rotary Foundation
Aurora University
City of Aurora
Committee to Elect Corinne M. Pierog
Communities in Schools Aurora
East Aurora School District 131
Fox Valley Park District
Gateway Foundation
Illinois Department of Commerce and
Economic Opportunity
Illinois State Board of Education
Indian Prairie School District 204
Kane County Riverboat Grant Fund
Detroit Urban League
Naperville Community School District 203
National Urban League
Quad County African American Chamber of
Commerce
Rasmussen College
River Valley Workforce Investment Board
Waubonsee Community College
West Aurora School District 129

Individuals

Mr. Chuck Anderson
Mr. & Mrs. Clarence and Joy Bowling
Ms. Patricia Baker
Mr. Henry Clay
Ms. Dianne Engram
Mr. Larry Hartley
Ms. Nina Hunter
Mr. Lawrence Lewis
Mr. & Mrs. Stephen and Deidre Morcos
Mr. Archie Needam
Mr. Lawrence Parrish
Mr. & Mrs. Jon and Louise Randall
Mr. Kevin Reed
Mr. Lawrence Richardson
Mr. Carlton Rose
Mr. & Mrs. John & Jean Savage
Mr. David Wade
Mr. Jim Weinstock
Mr. Frazier Wilson



Leadership

Board of Directors

Dianne Engram
Secretary & TSTM Advisory Board Chairman;
Manager of the Equal Opportunity Office,
Fermilab

John Duggan
Treasurer; Owner, Duggan Law Offices

Archie Needam
Vice Chairman, TSTM Advisory Board

Chuck Anderson
Business Manager, Painters Union Local #30

Joseph Bell, IV
Director of Technical Operations City of Chicago,
Comcast

Valerie Bruggeman
Director of External Affairs, AT&T

Carie Anne Ergo
Chief Management Officer, City of Aurora

Andrea Hayward
Vice President of Transportation, - West Region,
United Parcel Service

Nina Hunter
Director of Forecasting, Nicor Gas

Melinda James
Vice President of Student Development,
Waubonsee Community College

Melonie Johnson
Vice President of Finance and Administration,
Hollywood Casino Aurora

Karl Knecht
Director – Human Resources – Integrated
Product Development, Navistar

Paul Labonne
Vice President of Community Development
Banking, PNC Bank

Larry London
Sr. Financial Analyst, ConAgra Foods

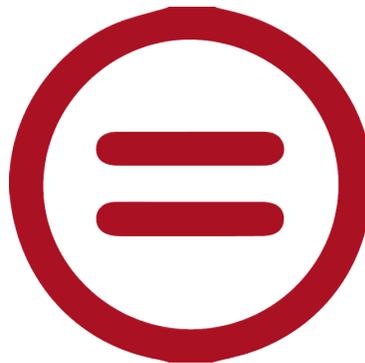
Lawrence Parrish
Director, Office of Business & Workforce
Diversity, Illinois Department of Transportation

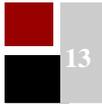
Margaret Redd
President, NAAIA, Chicago Chapter

Kevin Reed
Vice President of Small Business Banking,
Bank of America

John Savage
Delegated Solutions Director, Aon Hewitt;
General Partner, Heartland Recycling, LLC

Forrest Wagner
Vice President Global Customer Care,
Werner Co.





QCUL Staff

ADMINISTRATION

Theodia Gillespie
President & C.E.O.

Mary Guzman
Executive Assistance to President & C.E.O

DEVELOPMENT & MARKETING

Danata Andrews
Director of Development & Marketing

Ahvia Greene
Graphic Designer

FINANCE

Isaac Ansere
Chief Financial Officer

Melissa Ibarra
Accounts Payable, Payroll Clerk

ECONOMIC & WORKFORCE DEVELOPMENT

Susan Taylor-Demming
Director of Economic & Workforce Development

Grace Boerema
U.W.I Job Developer

Henry Currie
U.W.I Case Manager

Eduardo Iniguez
I.T. Manager

Bernadette Quasie
UYEPN Senior Case Manager

David Williams
Y.E.S. Case Manager

EDUCATION & YOUTH SERVICES

Julia Willis
Director of Education & Youth Services

Belinda Brooks
Supplemental Educational Services

Cortez Watkins
*Education & Youth Services Coordinator,
G.E.D. Administrator*

“You have to develop ways so that you can take up for yourself, and then you take up for someone else. And so sooner or later, you have enough courage to really stand up for the human race and say, 'I'm a representative.'”

- *Maya Angelou*



**Quad County
Urban League**

*Empowering Communities.
Changing Lives.*

1685 North Farnsworth Avenue, Aurora, IL 60505

Visit: www.qcul.org

(T): 630.851.2203

(F): 630.851.2703



**National
Urban League**

*Empowering Communities.
Changing Lives*



Fox Valley United Way