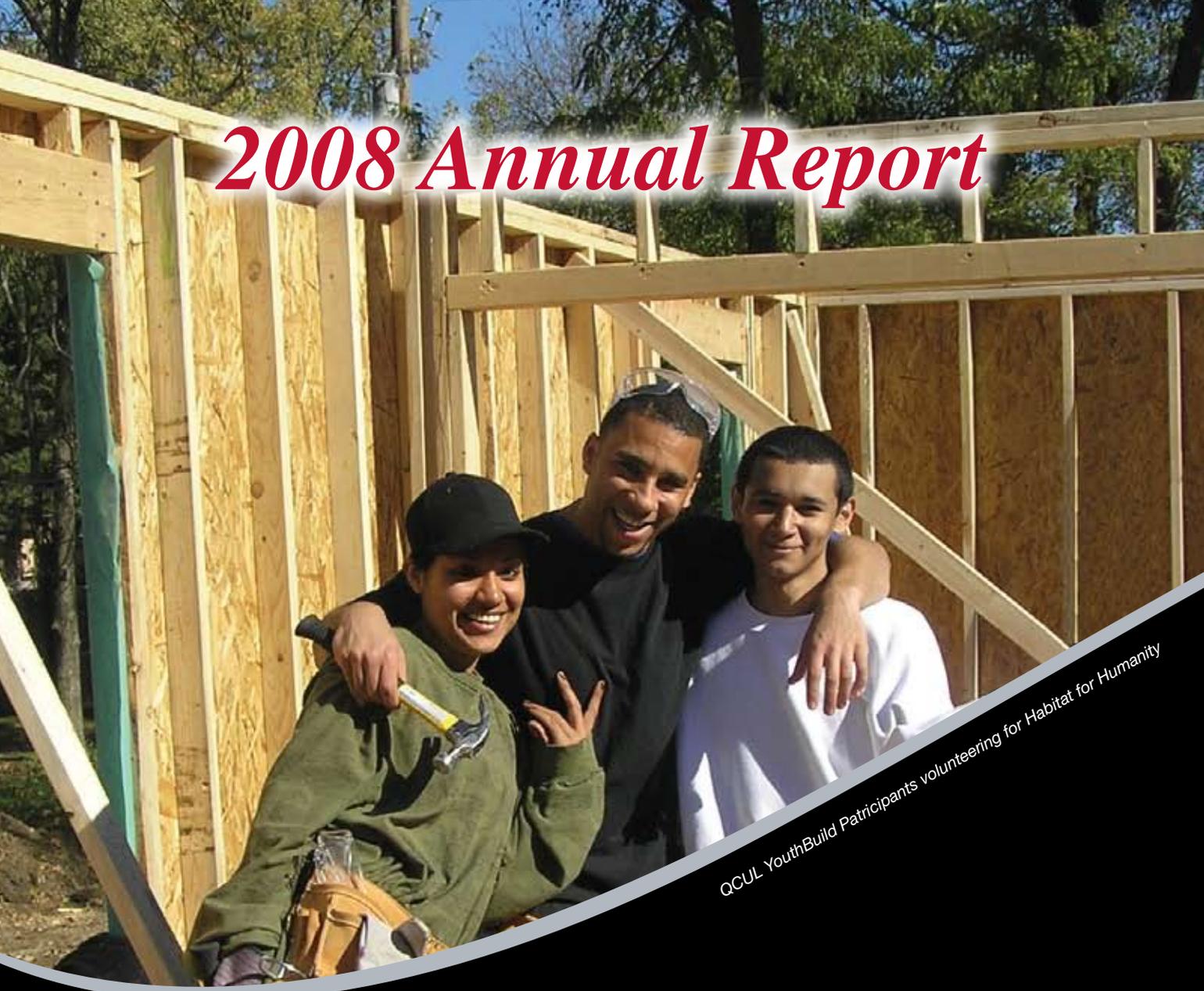


# 2008 Annual Report



QCUL YouthBuild Participants volunteering for Habitat for Humanity



**Quad County**  
Urban League

*Empowering Communities.  
Changing Lives.*

The Quad County Urban League, (QCUL) in its 33rd year, continues its mission of empowering communities and changing lives for the residents of DuPage, Kane, Kendall and Will counties. The QCUL's focus in three key areas, workforce development, education and youth services, and housing, stays true to its primary mission to the clients it serves.

Like the more than 100 local affiliates of the 99 year-old community based Urban League movement; the QCUL is committed to, empowering disadvantaged persons and people of color, including African Americans, women, persons with disabilities and similarly disadvantaged, to enter the economic and social mainstream.

As you review our 2008 Annual Report, you will realize how the QCUL continues to make a difference for those who are most likely to be left behind. Especially, in these trying economic times, the need for real help in real-time is essential to our clients. You will also find that the recurring theme in this year's report, speaks to what the QCUL does day-to-day, by offering genuine solutions to impact the lives of real people.

# Message from the Chairman of the Board of Directors and President & CEO



Lawrence Lewis  
*Chairman of the Board*



Theodia Gillespie  
*President & CEO*

Historians will likely analyze 2008 for its numerous contradictions, ironies and colossal economic turmoil.

Indeed, 2008 will be etched in our nation's collective memory, much like the great stock market crash of 1929, 1968's civil, social and political turbulence, the 2001 terrorist attack on America and in 2005, when Hurricane Katrina wreaked havoc on Gulf Coast inhabitants, turning lives upside down.

The historic economic upheaval and nearly insurmountable confidence meltdown in 2008, was unlike any seen since the Great Depression. It sent shockwaves throughout the worldwide financial sector, housing and credit markets, prompting Fortune 500 companies and major industries to resort to massive layoffs. The distress to unsuspecting workers, who had enjoyed a relatively secure lifestyle, was unsettling for sure. Yet, for the chronically disadvantaged, the consequences were cataclysmic.

The tremendous challenges of 2008, make clear, QCUL's role, as an advocate for those rarely heard. Moreover, the League is very often, a lifeline for many who have limited access to education, career and business opportunities. To the nearly 2,700 clients served by the QCUL during 2008, its resources are the linchpin necessary to accessing life changing opportunities.

For 33 years, The Quad County Urban League has worked tirelessly in changing the lives of so many youth and adults that reside in DuPage, Kane, Kendall and Will counties. The Urban League's achievements are continually guided by insightful policy directions of our Board of Directors and the outstanding efforts of the staff and volunteers who go the distance to improve the quality of life for our constituents.

Driven by sweeping optimism, together we confront the realization that to help others achieve their dreams, resolute hope and unwavering unity is necessary. Leaving behind all apprehension, we choose to work diligently, staying focused on achieving the Urban League's motto of Empowering Communities and Changing Lives.

We thank our grantees, partners and our friends, for supporting the important work of the Quad County Urban League and for making it possible for us to help the many men, women and children we serve to realize their dreams.

# Programs & Services

## Education & Youth Services

The Quad County Urban League realizes that there are multiple paths to attaining an education. Therefore, we continue to participate with partners and to broaden partnerships with educational institutions, within our service area. Doing so, is an enormous benefit to the underprivileged, who might otherwise, be left behind, in the traditional education system.

During the 2008 fiscal year, certified teachers provided 116 middle-school students, enrolled in the **Aurora Middle School Academy (AMSA)** with an alternative learning environment. Doing so, offered a setting, conducive to closely monitoring, academic, social and behavioral challenges.

Working with, East Aurora School District 131 and West Aurora School District 129, the program prepared sixth, seventh and eighth grade students, for on-time promotion or graduation, by offering comparable curriculum in a controlled environment. Participating students, were subject to the same rigorous testing and requisite assessments, and in the end, 99% of the AMSA students completed the state's required testing.

The QCUL's focus on education and the impact it has on our community's youth remains a priority. Regardless, of the path taken, to attain the education and skills to needed to compete in today's competitive society, the League champions their pursuit.

For example, one innovative learning path is the **Project Ready Program**. It provides 9th and 10th grade high school students with real time experiences, designed to assist them in their transition to college. It includes academic support to improve their GPA, peer mentoring and leadership skills. Program workshops focus on academic excellence and include test preparation for, PSAT/SAT/ACT. In addition, it offers much needed scholarship opportunities, college tours and exposure to motivational speakers.

The QCUL pilot program was launched in 2005, as part of its acclaimed, **Tomorrow's Scientists, Technicians and Managers (TSTM)** program. The program emphasizes math, reading pre and post college testing, social and cultural development.

Project Ready, directly rebuts the unfortunate notion held by some students, that higher education is unattainable. In fact, Project Ready helps students to understand the benefit that results from a higher education. Beyond that, it teaches them the methodology necessary to seek and secure the appropriate educational environment for themselves.

Because of TSTM and Project Ready, students become familiar with all aspects of college life, through planned college tours and contact with recruiters. These programs explain, in terms they relate to, the advantages of attaining a college education. Participants are able to research the earning potential of college graduates, compared to those without college degrees. In ways that demonstrate how one's circumstance, is not an impediment to attaining a college education. Consequently, students learn how to overcome life's obstacles.

During 2008, of the 125 students who participated in the TSTM program, 42 also participated in Project Ready.



## *Workforce Development*

The **Employment and Assistance Referral (E.A.R.)** program, for more than 30 years, has been a lifeline to job seekers, who are severely hampered by limited education and criminal backgrounds. Indeed today, the typical job seeker is very likely to be, a college graduate or out of work professional experiencing difficulty in finding gainful employment, due to our faltering economy.

Uniquely structured, E.A.R. allows applicants to (1) find a job that matches their skill-set, (2) obtain additional education or training to advance in their current job, and (3) provide access to programs in order to facilitate job transition.

E.A.R. Results for 2008:

- 1125 individuals received services
- 300 individuals were placed in part or full-time employment
- Partnered with over 26 area employers and non-profit organizations to offer internships, on-the-job training and employment opportunities

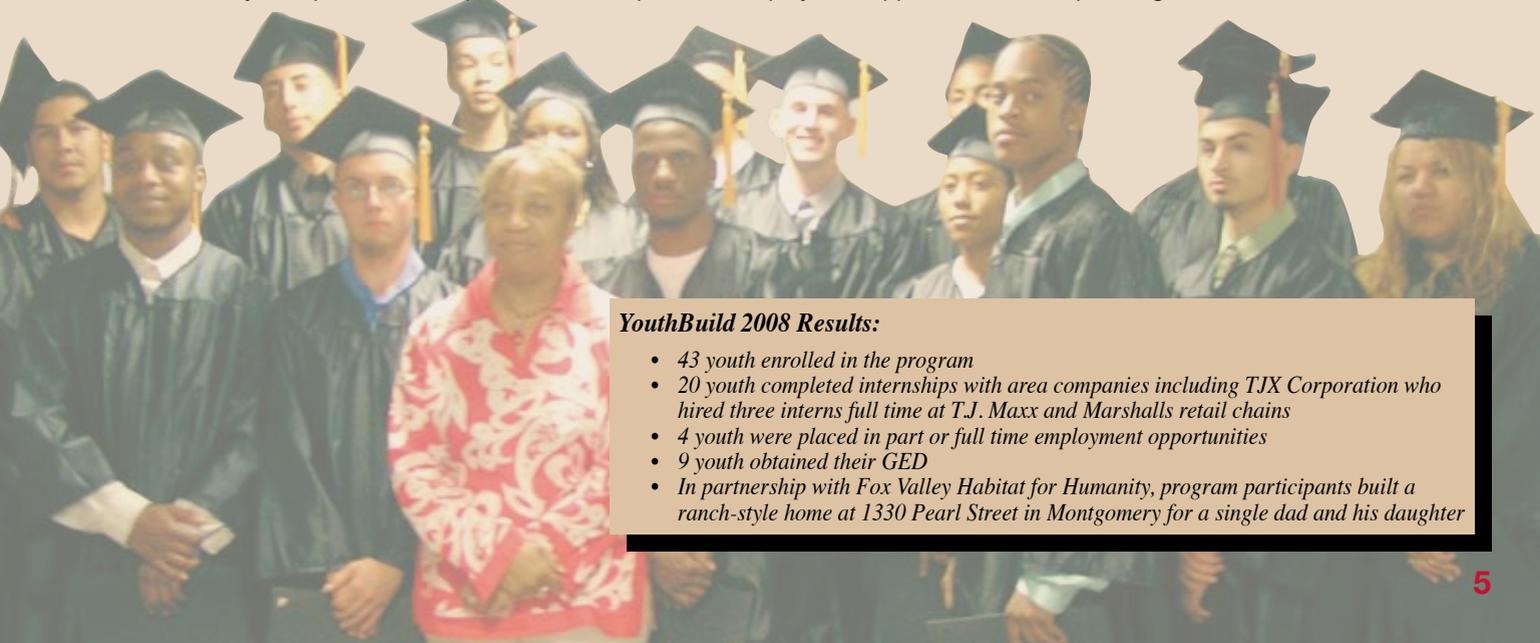
The QCUL's **General Education Development (GED)** Program offers classes in math, social studies, language arts, writing and reading for individuals wanting to complete their high school education. The program also offers the Tests of Adult Basic Education (TABE), one-on-one and group tutoring. In 2008, 352 program participants received direct services through the program.

**YouthBuild** provides job training and education opportunities for at risk youth ages 16-24, who in turn, construct or rehabilitate affordable housing for low-income or homeless families, in their own neighborhoods. The program offers an opportunity for participants to experience a genuine act of reciprocity and to cultivate valuable relationships.

Program participants allocate time between the construction sites and the classroom, where they prepare for their GED. Meanwhile, through civic exposure they learn the role and responsibilities associated with leadership while, preparing for college or other post-secondary training opportunities.

Another effective YouthBuild attribute, is that it incorporates support systems, like mentoring, follow-up education, employment and personal counseling to participants.

YouthBuild participants acquire life skills in industries where training and development are an integral part of the curriculum. Participants receive a salary or stipend, internships, full-time and part-time employment opportunities, while pursuing their GED.



### *YouthBuild 2008 Results:*

- 43 youth enrolled in the program
- 20 youth completed internships with area companies including TJX Corporation who hired three interns full time at T.J. Maxx and Marshalls retail chains
- 4 youth were placed in part or full time employment opportunities
- 9 youth obtained their GED
- In partnership with Fox Valley Habitat for Humanity, program participants built a ranch-style home at 1330 Pearl Street in Montgomery for a single dad and his daughter



*After graduating from high school, Brittany Jenkins was essentially lost. She lacked direction regarding her future and had no idea what to do next. She learned about the Urban League from her grandmother and enrolled in the League's YouthBuild program. Consequently, Brittany not only gained construction experience and earned a certificate in retail and customer service training, she, also acquired an invaluable sense of self awareness. Brittany has graduated from the program and enlisted in the U.S. Navy and is currently awaiting her first assignment.*

(UYEP) or the **Urban Youth Empowerment Program**, now defunct, however from 2005-2008, provided youth with a second chance through education, employment and community service opportunities. Youth between the ages of 18-21 enrolled in the program and achieved the following successes during the 3-year period:

**UYEP 2008 Results:**

- 55 youth enrolled in the program
- 80% of participants successfully completed the program, with all receiving a GED
- 100% of participants increased their adult literacy scores by 2.5 grade levels or more (average reading level at time was fifth grade placement)
- 43% of participants found employment through the program and 71% have retained employment
- 90% of participants completed 240 hours of community service

**Youth Employment Services (Y.E.S.)** exposes eligible youth to the many facets of the everyday working world. Participants experience real-time problem solving, teamwork and employ practical techniques, needed to resolve work related conflict.

Targeting Kane County youth, ages 16-21, the program encourages solid academic performance with specific concentration on citizenship awareness, completing high school and admission to college.

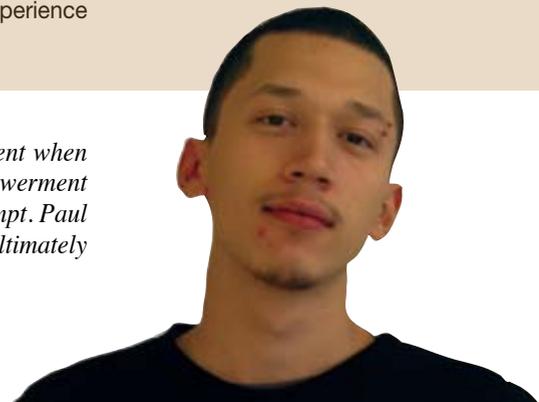
Many students participating in the program are from high-risk circumstances and face realities such as, youth parenting, poor academic performance and difficult home situations.

As is the case with a number of QCUL programs, focus on building skills that include resume' writing and attending career workshops is essential. The program provides over 240 hours of paid internships. Program directors work closely with school guidance counselors and educators to identify eligible participants.

**2008 Results:**

- 25 youth enrolled in the program
- Six (6) out-of-school participants were placed in part or full-time employment
- Seventeen (17) program participants, completed at least 240 hours of work experience in industries such as retail sales, security training and public/civic affairs

*Young parent Paul Perez was a high school dropout living in an unstable living environment when he turned to the Urban League for help. Paul enrolled in the League's Urban Youth Empowerment Program (UYEP) where he successfully passed all requirements of the GED on his first attempt. Paul landed an internship, with an Aurora social service agency Family Focus where he was ultimately hired. Paul is now a member of the Army National Guard and is planning to attend college.*



*YES, participant Ashlee Keating joined the Youth Employment Services program to obtain a GED, gain access to college and to enhance her employability skills. A single mother of one, Ashlee successfully completed her GED at the Urban League and enrolled at Waubensee Community College where she completed her Early Childhood Development courses through the YES program ITA (Individual Training Account). Currently, enrolled in college, Ashlee is pursuing an associate's degree and recently received a Financial Aid grant to assist with her educational costs.*



Through its partnership with Comcast and funding by the Department of Commerce and Economic Opportunity, the **Computer Technology Center** served 225 clients in 2008.

At its inception, five years ago, the program focused on computer basics. Today, it offers help to the diverse QCUL clientele, who include those, seeking basic computer skill, to the advanced user.

As the Internet, web technologies and digital literacy become increasingly essential to our daily lives, the QCUL continues its effort to stay ahead of these constantly changing technologies and to provide training and support to its service area clients. Careful selection of digital literacy topics, tailored to the residents of the four county service region include:

Seniors who

- are adapting to the computer age
- want to stay independent in their golden years
- want to stay connected with family members through technology

Employees and Job Seekers who

- want to hone their skills to remain competitive in the job market
- want to create an on-line brand
- want to learn new social networking applications
- want to seek new career opportunities

Spanish speaking clients who

- want to improve their English
- are seeking to assimilate into the U.S. culture
- want to stay competitive in the job market
- see the benefit of computer literacy

*Comcast's focus on technological literacy makes them an ideal partner for the Urban League. According to QCUL Board Member and Comcast Government Affairs Manager, Yohan Fernando, "Comcast continually works to develop community partnerships that support our neighborhoods with a wide variety of resources: human, financial and technological. We find the QCUL to be an ideal partner and match for our technology offerings."*

## *Housing*

The League's Housing Program provided 98 homeowners and renters with one-time emergency financial mortgage, rental or utility assistance. In addition, clients received individual recovery plans and referrals to program partners for supportive services to address, domestic, credit/money management issues and health/medical concerns.

*LaToya Porter, a 22-year old single mother of three, was unemployed when a friend told her about the free computer classes at the League. Latoya had some knowledge of computers, but she was not proficient or confident enough to be comfortable using them effectively in a work environment. She registered for computer basics, Microsoft Word and PowerPoint training classes and was able to enhance her computer skills, which helped her secure a fulltime position as a Management Trainee at a local retailer.*



## 2008 Year in Review

### King Portrait:

The Quad County Urban League received an exceptional gift in early 2008. Cassidy Alexander, a professional artist for more 30 years, donated a previously commissioned portrait of Reverend Dr. Martin Luther King, Jr. to the Urban League. Cassidy and her husband David, relocated to the area from California. When they learned of the League's programs and vital work in the community, the Alexanders, graciously gifted the portrait to the League stating that, "they had found the perfect place for it."

The timing of the distinctive donation perfectly coincided with the celebration of Dr. King's birthday in January. The exceptional rendering occupies a prominent place in the lobby of the John C. Dunham Vocational and Educational Training Center.

### 2008 Equal Opportunity Awards Dinner:

Community residents, who contribute to the growth and development of the four county area, served by the QCUL, were recognized for their extraordinary efforts in April 2008. These outstanding recipients, from business, government, non-profits and the general-public are:



*Photo courtesy of Beacon News*



- Lifetime Achievement Award  
Olivia Garth - Aurora
- Outstanding Educator Award Laurel Bault - Elgin
- Outstanding Religious Leadership Award, Rev. W.R. "Smokie" Norful - Bolingbrook
- Outstanding Community Service Award Velma Sept - Elgin
- Outstanding Corporate Service Award Maria Castro, Comcast - Naperville
- Outstanding Corporate Service Award, Richard Howard, Daimler Truck Financial -Lisle
- Trailblazer Award Al Demming - Naperville
- Marie Wilkinson Board Member Award Dwayne Bass - Naperville

### School Funding Lawsuit:

In August 2008, the Quad County Urban League, Chicago Urban League, Tri-County Urban League and affected children and parents, joined together to file a lawsuit against the State of Illinois and the Illinois State Board of Education. The lawsuit states that Illinois' current school funding scheme is unconstitutional and in violation of the Illinois Civil Rights Act of 2003. Furthermore, the lawsuit asserts that the State of Illinois has, for decades, discriminated against families based on race and has deprived African American, Latino and other minority children of a high quality education. Recently, in an historic decision and victory for children's civil rights, the Circuit Court of Cook County ruled that the lawsuit should move forward. The court's decision gives impacted families and children their day in court and an opportunity for parity in education.

### Annual Equality Gala:

In fiscal year 2008, The Quad County Urban League held its Annual Equality Gala featuring Grammy award-winning R&B/Pop Group, En Vogue. Honorees included Chere Nabor and Patt Medchill, Gala Co-Chairpersons and Former Board Members; and O.J. Aboyade, Community Service Award Recipient and Former Board Member. Nearly 600 supporters attended the event that raised over \$100,000 to support, QCUL programs and services.

# Major Donors/Contributions For Fiscal Year 2008



## **\$250,000 +**

City of Aurora  
Dunham Fund  
National Urban League

## **\$100,000 - \$249,999**

East Aurora School District 131  
West Aurora School District 129

## **\$25,000- \$99,999**

Kane County Department of  
Employment and Education  
Alfred Bersted Foundation  
Daimler Truck Financial  
Hollywood Casino  
Illinois State Attorney's Office  
(Weed & Seed)  
MetLife Foundation  
United Parcel Service  
Comcast  
Community Foundation of River Valley

## **\$10,000 - \$24,999**

BP America Inc.  
Carson Family Foundation  
Caterpillar Foundation  
Chicago Tribune  
International Truck & Engine  
Waubensee Community College  
Fox Valley United Way

## **\$5,000 - \$9,999**

Communities In School  
Equilon Enterprise  
C DENT, LLC  
Jewel Osco  
Nielsen Media Research Inc.  
National City Bank  
Harrah's of Joliet Casino & Hotel  
Wal-Mart

## **\$1000-\$4,999**

A.G. Edwards  
TCF National Bank  
Exelon/Com Ed  
Fermilab  
Nicor Gas  
Old Second National Bank  
BNSF Railway  
Cordogan, Clark & Associates  
Painters District Council # 30  
W & W Consulting Group, LLC  
Indian Prairie School District 204  
Sci-Tech

## Financial Highlights

FISCAL YEAR ENDING JUNE 30, 2008

### Statement of Activities

	2008	2007
<b>REVENUES</b>		
<b>Contributions and grants</b>		
Foundations	397,333	372,333
Corporations	132,677	49,234
Government & public agencies	1,615,334	1,574,392
Members	710	3,065
Other Income	352,872	427,583
<b>Total Revenue</b>	<b>2,498,926</b>	<b>2,426,607</b>
<b>Total Expenses</b>	<b>2,011,117</b>	<b>1,843,589</b>
<b>Increase (decrease) in Net Assets</b>	<b>487,809</b>	<b>583,018</b>

### Statement of Financial Position

<b>ASSETS</b>		
Current Assets	1,194,498	1,630,384
Fixed Assets	4,736,172	1,982,380
Other Assets	1,342,974	3,848,151
<b>Total Assets</b>	<b>7,273,644</b>	<b>7,460,915</b>
<b>LIABILITIES</b>		
Current Liabilities	120,359	212,104
Other Liabilities	333,333	916,667
Long-Term Bond Payable	4,735,000	4,735,000
<b>Total Liabilities</b>	<b>5,188,692</b>	<b>5,863,771</b>
<b>Total Net Assets</b>	<b>2,084,952</b>	<b>1,597,144</b>
<b>Total Liabilities and Net Assets</b>	<b>7,273,644</b>	<b>7,460,915</b>

# BOARD OF DIRECTORS

The Quad County Urban League, Board of Directors, is made up of a dedicated group of business, education and political leaders, all devoted to advancing the mission and programs of the Urban League.

Diversity and professionalism exemplify the Board's dedication, to ensuring that the League's role, in the four county region stays true to its mission of empowering communities and changing lives.

Generously giving of their talent and time, these Board members are a reflection of the diversity of race, gender and leadership abilities, essential to the critical thinking and decision making necessary to further the League's mission, even in the toughest of economic times.

## **Officers**

### **Chairman**

*Lawrence Lewis, United Parcel Service*

### **1<sup>ST</sup> Vice Chairperson**

*Anthony Taylor, Coca Cola Bottling, Co.*

### **2<sup>ND</sup> Vice Chairperson**

*Karen Wells, McDonald's Corporation*

### **Treasurer**

*Dwayne Bass, The Private Bank*

### **Assistant Treasurer**

*Albert Demming, ADTD Group, Inc.*

### **Secretary**

*Deborah Lovingood, Waubensee Community College*

### **TSTM Advisory Board**

*Archie Needam*

### **President Emeritus**

*Marie Wilkinson*

### **President and CEO**

*Theodia Gillespie, Quad County Urban League*

### **Immediate Past Chairman**

*Coleman Hughley, CDENT, LLC*

## **Directors**

*Chuck Anderson, Painters District #30*

*J. Alex Bacchetti, Provena Mercy*

*Barbara Brown, TCF Bank*

*Valerie Bruggeman, AT&T*

*Chris Del Vecchio, Caterpillar*

*Dianne Engram, Fermilab*

*Yohan Fernando, Comcast*

*Ray Fregia, Riverview Ford*

*Roscoe Green, Hollywood Casino-Aurora*

*Nina Hunter, Nicor*

*Karl Knecht, Navistar*

*Paul Laboone, National City Bank*

*David Wade, BP America*

## **Advisors**

*Gerald Jones, Kane County Board*

*Scheketa Hart-Burns, City of Aurora*



**Quad County**  
Urban League

*Empowering Communities.  
Changing Lives.*

*Serving DuPage, Kane, Kendall and Will counties*

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Fax: (847) 289-8739

**Affiliations**

**National Urban League**  
**Fov Valley United Way**