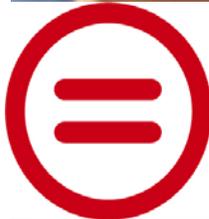


Annual Report 2012



**Quad County
Urban League**

*Empowering Communities.
Changing Lives.*



Contents

Organizational Overview	1
A Letter from President & CEO, Theodia Gillespie	2
A Message from the Board Chairman, Roscoe Greene	3
Urban League Programs and Services Description	4
Urban League Services Summary	5
Year in Pictures	7
Client Testimonials	9
Fiscal Report	11
Friends and Supporters	12
Leadership	13



Organizational Overview

Mission

The Quad County Urban League helps secure equal opportunities for all disadvantaged persons and people of color, including African Americans, women and persons with disabilities. The Quad County Urban League serves a four county service area which includes the counties of DuPage, Kane, Kendall and Will in Illinois.

Vision

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

History

The Quad County Urban League was founded in 1975 by a diverse group of local leaders responding to the absence of a community based organization to address the needs for academic achievement, job placement and training, equal access to employment, housing and cultural enrichment for low-income and displaced citizens. The Urban League sets policies and directions that are implemented by a highly trained professional staff and a network of hardworking concerned volunteers who address problems and pursue opportunities in the fields of economic development and employment, education and youth incentives, housing, community planning, and health and welfare.



Sequoia Anderson, a Youth Employment Services (Y.E.S.) client

A Letter from *President & CEO, Theodia Gillespie*



Theodia Gillespie, President & CEO

Dear Friends of the Urban League:

Over the past year, we have been witnesses to monumental changes that have taken place globally, nationally, and locally.

Globally we watched entire nations change hands and governments topple overnight. We made certain to serve our clients who needed a helping hand so that their lives would not topple the same.

Nationally, our economy continued to struggle, unemployment stagnated, the housing market was strained and the divided political landscape was stressed – and stressful.

Yet through it all, the Urban League was still challenged with making sure that our clients were moving from struggling and being stagnate, strained, or stressed to being successful in spite of the odds.

We continued to serve as a beacon of hope in what appeared to be a desert of despair, as many non-profit and community- based organizations literally disappeared from the landscape of our community.

We have been a constant helper to the disadvantaged, voice of the voiceless, and shoulder to those who needed a lift.

Dr. Martin Luther King once said that “out of a mountain of despair we can create a stone of hope”. We did, and are doing, just that.

In the following pages, you will learn about the programs and services we provided, and new initiatives we have launched. You will also “hear” from our clients, firsthand, how the Urban League has helped to change their lives.

We thank our many friends and supporters for their philanthropic generosity which enables us to fulfill our mission.

And I of course want to thank the Urban League staff for the accomplishments we have been able to achieve because of their hard work and dedication to our mission.

Sincerely,

A handwritten signature in cursive script that reads "Theodia Gillespie". The ink is dark and the signature is fluid and personal.

Theodia Gillespie
President & CEO

A Message from *The Board Chairman, Roscoe Greene*



Roscoe Greene, Board Chairman

Dear Friends:

Every day, through our work, we encounter single mothers, disenfranchised fathers, and forgotten children who want a second chance or just need a little help.

Whether it's our alternative school, our employment and referral services program, GED classes or computer training, we are working to close equality gaps that make the American Dream elusive for the working poor, unemployed, underemployed, uneducated and the ex-offender.

Our nation has made significant strides with people of color, women, and persons with disabilities holding key leadership positions in politics and business, but if there is one person who

continues to struggle or is denied access to a job, education, housing or any other inalienable right, because of the color of their skin, their gender, their physical appearance or their sexual orientation - we still have work to do.

I am confident that through the leadership of the Board of Directors, who remain committed to the Urban League movement, mission and goals, we will continue to have a meaningful impact on the lives of those we serve.

We thank the many individuals, foundations, corporations, community and faith-based organizations who understand and support our mission.

I thank you for the opportunity to serve in this capacity and I look forward to even greater things in the upcoming year.

Sincerely,

A handwritten signature in black ink, appearing to read "Roscoe Greene".

Roscoe Greene
Chair, Board of Directors

“Ability is nothing without opportunity.”
— *Napoleon Bonaparte*

Programs and Services Description

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- **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.
- **Adult Dislocated Worker Employment Program (ADWEP)** is an adult employment training program designed to assist unemployed, under-employed and dislocated workers in updating and/or learning new work-related skills to become gainfully employed.
- **Alternative Education** is an innovative program designed to help at-risk middle and high school youth (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 mortgage, 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.
- **NULITES** offers males ages 13 to 18 with leadership development training and mentoring opportunities.
- **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.
- **Soft Skills** is an intensive workforce preparation series that includes 4-weeks of "Empowering Job Seekers" workshops.
- **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.
- **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.

Services Summary

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Education & Youth Services

952 served – 2,700 Services
Black, 61% • Hispanic, 26% • White, 4% • Other, 9%

Services include: alternative education, GED classes, after school enrichment (reading and tutoring programs), college preparation/transition workshops, youth leadership activities and mentoring opportunities.



TSTM Students at the 2012 "Imagine Your STEM Future" Event



The Urban League provides mentoring and leadership development programs to minority males who are statistically at high-risk for gang, drug and violent activity.



Each year, over 100 students like Dajanique (left) and Alexia (right) are given a second chance to continue their education through Urban League alternative school programs.

180 middle and high school students received educational interventions to transition to the next grade and/or graduate

113 minority students participated in college STEM preparatory activities, received tutoring and attended post secondary informational workshops

160 supportive service referrals were made for youth and their families

234 youth ages 14-21 received job readiness training, employment opportunities and leadership development services

175 persons increased their long-term prospects for employment by enrolling in GED classes

90 low-income youth ages 16 to 24 worked toward their GEDs or high school diplomas while learning job skills and rehabbing affordable housing

Services Summary

Empowering Communities. Changing Lives.

Economic & Workforce Development

2,970 served – 7,300 services

Black, 53% • Hispanic, 30% • White, 15%, • Other, 2%

Services include: internship opportunities, job referral and placement, life skills and work place training, career exploration, computer classes, budget and credit workshops, first-time buyer and foreclosure counseling, and emergency financial assistance.



Steps to Homeownership Workshop 2012. The Urban League provides educational tools and financial resources to first time homebuyers, renters and persons facing foreclosure or eviction.



Employer Luncheon 2012. Each year, the Urban League recognizes employer partners that serve as internship and job placement sites for the more than 500 unemployed and underemployed adults served.



YouthBuild students learning to take construction measurements

1196 hours of job readiness services were provided to dislocated workers seeking to return to the workplace

1,676 persons accessed the Computer Technology Center with 81% of the 948 trainees earning Microsoft computer certifications

460 supportive service referrals were made to partner agencies, community and faith based organizations

57 families remained in their homes through housing counseling and financial assistance services

660 persons received employment counseling and intensive job readiness services

117 persons were placed in job opportunities including internships, part and full-time employment

Year In Pictures

Empowering Communities. Changing Lives.



Alternative education students volunteering at Feed My Starving Children



Tomorrow's Scientists, Technicians and Managers (TSTM) participants at Argonne Laboratories



President & CEO, Theodia Gillespie speaking at the TSTM 30th Anniversary Celebration



Tony! Toni! Toné! performing at the 2012 Annual Equality Gala



Career Fair 2012



Youth Leadership participants at the Holocaust Museum

Year In Pictures

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TSTM civic engagement moderator training



NULITES mentoring and leadership workshop



Urban League staff teambuilding and bowling event



TSTM & Project Ready STEM Conference 2012



Both students and parents meet with alternative school staff to develop an educational and supportive services plan to help the student return to their home school



TSTM students at the NUL Youth Summit

Client Testimonials

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“

Success depends upon previous preparation, and without such preparation there is sure to be failure.” - *Confucius*



When Andy DeJesus, 17, entered his senior year of high school, he had given very little thought to the details of his future. He knew he wanted to go to college and get a job, but he had neither work experience nor a clear career path. Through the Youth Employment Services (Y.E.S.) program, DeJesus developed a career and educational plan, interned at TJ Maxx in Oswego, IL and participated in college transition workshops at the Urban League. After graduation, DeJesus enrolled in Rasmussen College majoring in criminal justice.

“

Courage and perseverance have a magical talisman, before which difficulties disappear and obstacles vanish into air.” – *John Quincy Adams*

As an unemployed single mother of three, Jamel Brown struggled to make ends meet. Bills were piling up and the needs of her children were growing, but Brown was not shaken or stirred. She knew her situation was only temporary and she was determined to make it. Brown received job readiness training, took computer classes, and participated in a 6-week work experience. With the assistance of a QCUL job developer, Brown landed a full time position at the YWCA as a site coordinator. Brown also decided to return to school to pursue a bachelors degree in education.



Client Testimonials

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“

When things are bad, it's the best time to reinvent yourself “ - *George Lopez*



Sherri Richardson, then 45, was unemployed and anxious to get back to work. Richardson had been applying for jobs for months but was not finding the right opportunity. Through the Urban League's "Empowering Job Seekers" four-week work readiness workshop, Richardson learned how to reinvent and market herself to prospective employers. Richardson didn't have to wait long to present her new skills: after a 6-week internship at Breaking Free, a nonprofit that provides education, prevention and counseling services, Richardson was hired full time by the agency.

“

Transformation of a person starts from the inside if successful it starts to show on the outside. “ — *author unknown*

After a run in with the law, Sammie Smith made a conscious decision to change his life. The first step of his transformation was to better the living conditions of his family, but Smith needed a job. Smith met with an employment counselor who advised him that he needed an updated resume. Through the Urban League's Computer Technology and Illinois workNet center, Smith created and sent out his resume to prospective employers. Within months, Smith was hired by Optimum Nutrition, a manufacturer of nutrition and cheese ingredients. Since that time, Smith has purchased a vehicle and moved into his own apartment with his children.

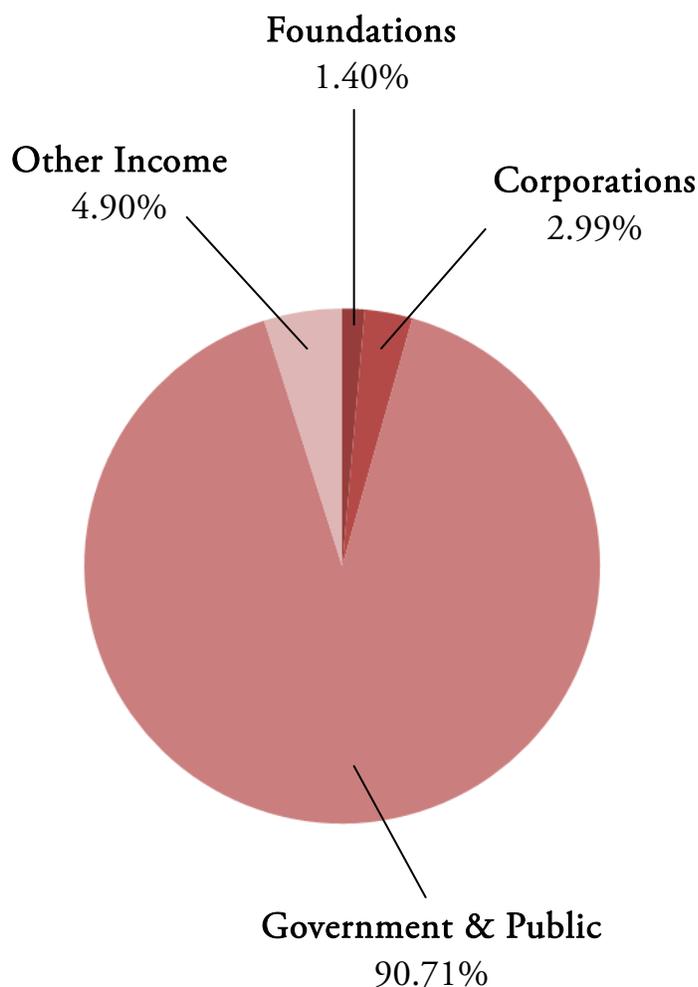


Fiscal Report

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FY 2012 Financial Highlights

- In kind donations increased by 542% between 2011 and 2012
- Overall revenue increased by 49.3% from previous fiscal year
- Fundraising activities increased by 55.7% between 2011 and 2012



Revenue/Income

Foundations

\$51,000

Corporations

\$108,721

Government & Public

\$3,298,145

In-Kind Donations

\$202,457

Other Income

\$178,194

Total Revenue

\$3,838,517

Expenses

\$4,171,216

Net Revenue:

\$ (332,699)

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

Friends and Supporters

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Corporations

AT&T
BP Americas
Caterpillar Foundation
Comcast Foundation
Edge Systems
Enterprise Holdings
Equilon Enterprises, L.L.C.
Freudenberg Household Products
Harrah's Joliet Hotel & Casino
Hollywood Casino
Lofton & Lofton Management
Macy's Foundation
Metlife Auto & Home
Morcos Insurance Company
Nicor Gas
PNC Bank
The Jelsert Company
State Farm Insurance
United Parcel Service
US Bank
Wells Fargo

Foundations

Dunham Fund
Fox Valley Community Foundation
Fox Valley United Way

Government & Public

City of Aurora
East Aurora School District 131
Fox Valley Park District
Illinois Department of Commerce &
Economic Opportunity
Illinois State Board of Education
Indian Prairie School District 204
Kane County Riverboat Grant Fund
River Valley Workforce Investment
Board
Waubonsee Community College
West Aurora School District 129
U.S. Department of Labor/ETA

Individuals

Mr. & Mrs. John & Jean Savage

Leadership

President & CEO, Theodia Gillespie

Board of Directors

Roscoe Greene

Chair of the Board, Vice President of Gaming, MAS Security Solutions

David Wade

2nd Vice Chair, VP Air, BP Americas

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

Chris DelVecchio

Human Resources Manager, Caterpillar

Carie Anne Ergo

Chief Management Officer, City of Aurora

Larry Hartley

Senior Vice President, Supply Chain, OfficeMax

Nina Hunter

Director of Forecasting, Nicor Gas

Melinda James

Asst. Vice President of Student Development, Waubonsee Community College

Karl Knecht

Director — Diversity, Inclusion & Community Affairs, Navistar

Paul Labonne

Vice President, CRA Officer, PNC

Larry London

Sr. Financial Analyst, ConAgra

Lawrence Parrish

Director, Office of Business & Workforce Diversity, Illinois Dept. of Transportation

Margaret Redd

President, NAAIA, Chicago Chapter

Kevin Reed

Vice President of Small Business Banking, Bank of America

Carlton Rose

Vice President Automotive Engineering Central Region, UPS

John Savage

Delegated Solutions Director, Aon Hewitt/ General Partner, Heartland Recycling, LLC

Charles Smith

CEO & President, CS Insurance Strategies, Inc.

Forrest Wagner

Director, Customer Care and Transportation, FHP

“Together, we as a community, can contribute meaningfully to the creation of a more socially and economically equitable-world.”

– Theodia Gillespie, President & CEO



**Quad County
Urban League**

*Empowering Communities.
Changing Lives.*

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**National
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Fox Valley United Way

www.qcul.org