



The League is for *All* of Us

LOUISVILLE URBAN LEAGUE

Opportunity + Equality = One Community

IMPACT

We served 8,700 people directly in fiscal 2003, and through extended collaboration with our partners, benefited more than 12,000 people.

MISSION

As an active partner, leader and catalyst we will assist African Americans, other minority groups and the disadvantaged attain social and economic equality and stability through direct services and advocacy.

HISTORY

The Louisville Urban League is a nonprofit, nonpartisan, interracial community service organization dedicated to the elimination of racism and its effects within our community. In 1920, only 10 years after the founding of what was to become the National Urban League, the Louisville Urban League emerged and became a member agency of the Community Chest. It was incorporated in August 1921 and was initially known as The Urban League of Louisville for Social Service Among Negroes and as The Louisville Branch of the National Urban League. Elwood Street, serving as temporary Chairman, appointed a five-person committee to create the framework for a local Urban League. The first Executive Secretary was appointed and the work of the Louisville Urban League began.

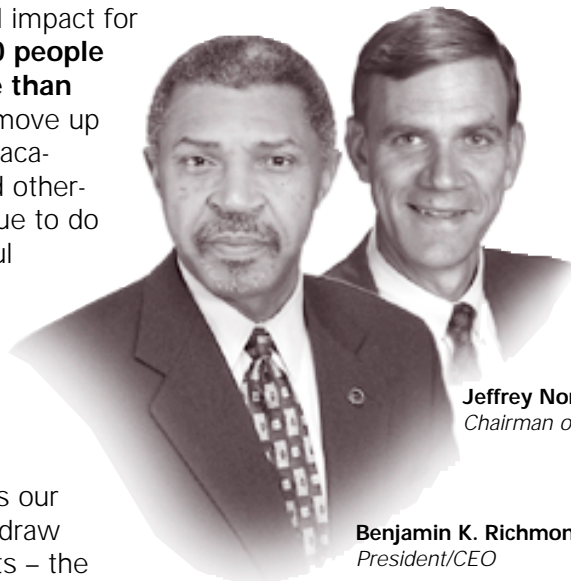
MESSAGE FROM THE PRESIDENT AND CHAIRMAN

The past year has been a time of increasing reach, visibility, and impact for the Louisville Urban League. All told, we touched nearly **12,000 people** throughout metro Louisville in fiscal 2003, **an increase of more than 15 percent** over the previous year. We helped folks find jobs, move up to better housing, learn how to handle their money, boost their academic performance, pay their heat bills, prepare their taxes, and otherwise improve their quality of life. Everything we did and continue to do is aimed at fostering economically stable families and successful school-age children across the community. Our staff, volunteers and partners work tirelessly to instill the concepts of hope, empowerment and self-worth.

Part of our success is attributable to our higher profile. We launched a new marketing campaign this year, which states, "the League is for all of us," and highlights our array of services. We also worked harder to draw attention to our three primary public events – the Louisville Career Expo, the "Doing the Right Thing" Youth Expo, and the Greater Louisville Homeownership Expo. As these expos grow, they are becoming the premier local events in their categories, further enhancing our effectiveness.

While we're proud of the work we've done, there's always more to do. We must work toward implementing the recommendations in the State of African-American Youth Action Plan, which we released last year. We must keep working to put people in jobs and good housing, and to guide our youth to success in the classroom. We must continue to fight for equality and a higher standard of living for all disadvantaged people.

We want to express our gratitude to everyone in our agency network – our board of directors, staff, members, funding sources, volunteers, customers and anyone else who supports us. Of particular note, we thank our two auxiliaries, the Guild and the Young Professionals group, for the work they do to help us accomplish our mission. We could not do the important work we do without you.



Jeffrey Norton
Chairman of the Board

Benjamin K. Richmond
President/CEO

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PARTNERS & COLLABORATORS

Bellarmine University

Big Brothers/Big Sisters of Kentuckiana

Canaan Community Development Corporation

Career Resources, Inc.

Center for Accessible Living

Center for Women & Families

Chestnut Street YMCA

Coalition for the Homeless

Community Partnership for the Protection of Children

Fannie Mae Kentucky Partnership

Federal Reserve Bank

Freddie Mac

Greater Salem Baptist Church

Jefferson Community & Technical College

Job News

KY Commission on Human Rights

Legal Aid Society

Lincoln Foundation

Louisville Asset Building Coalition

Louisville Central Community Center

Louisville Community Initiative

Louisville Metro Community Action Partnership

Louisville Metro Health Department

Louisville Metro Housing Authority

Louisville Metro Human Relations Commission

Louisville Real Estate Brokers Association

Louisville Real Estate Development Company

Louisville Tenants Association

Metro Human Needs Alliance

Metro Parks

Metropolitan Housing Coalition

Muhammad Ali Center

National Association of Black Accountants

Neighborhood Development Corporation

Neighborhood Place

New Albany Redevelopment Authority

New Directions Housing Corporation

PGA Kentucky Section

Project Warm

REMAX and Associates

The Housing Partnership, Inc.

WAVE3 TV

Wesley House

WLKY TV

Youth Build of Louisville

Youth Enhancement Services

* Executive Committee

CENTER FOR WORKFORCE DEVELOPMENT

The League's Center for Workforce Development provides job search assistance and placement services to over 4,200 persons annually. The League works with business and industry to recruit, screen, and refer a diverse group of qualified candidates to meet the workforce needs of local employers. The

primary objective of the Center for Workforce Development is to meet the demands of employers and to link individual customers to meaningful, living-wage employment.



RESULTS

Persons Served	4,234
• Louisville Career Expo Candidates	2,182
• Employer Job Fair Candidates	821
• CWD Resource Center Customers	1,191
• Candidates in Career Counseling	861
• Qualified/Screened Candidates Referred for Interview	422
• Candidates Placed	288

Employers Served	820
• Louisville Career Expo Employers	115
• Employers Hosting Job Fairs	23
• Job Orders Received	608
• Total Number of Positions Available	5,960

LOUISVILLE YOUTH OPPORTUNITY NETWORK (LYON)



Now in its fourth year of operation, **LYON was recently rated number 1 for its participation rate.**

With more than 3,800 youth enrolled – both in school and out of school – we surpassed 35 other communities across the country. To get to the top, LYON worked to increase the number of youth receiving high school diplomas, GEDs, and other significant education credentials and milestones. This top rank also reflects the number of eligible youth who attained occupational skills through training, internships and mentoring.

The Louisville Urban League operates LYON, whose mission is to establish a comprehensive youth development environment that provides every Empowerment Zone (urban core) resident, ages

14-21, with the opportunity for educational advancement and career development through constant support and long-term follow-up services.

RESULTS (SINCE 2000)

- 506 high school diplomas
- 99 GEDs
- 9 graduates of junior or four-year college
- 316 returned to high school or college
- 89 entered skills training
- 514 employed

HOUSING SERVICES & NEIGHBORHOOD REVITALIZATION

More than 1,500 metro Louisville families and individuals have been able to move up to better homes, improve their credit scores, prevent foreclosures, or become more active in their neighborhoods through the Louisville Urban League's Department of Housing Services and Neighborhood Revitalization. We provide services that help families become economically stable and build strong neighborhoods, through housing counseling, education and training.



RESULTS

Total Persons Served	1,535
Comprehensive Rental Counseling and Education	487
• Clients entered lease agreements	159
• Clients educated on Fair Housing Laws	288
Home Ownership Training and Education	287
• Clients purchased a home	113
• Clients resolved delinquent mortgages	62
• Clients educated on Fair Housing Laws	23
• Reversed mortgages for seniors	14
Financial Literacy	433
• Clients improved credit scores	153
• Clients developed and maintained budget	230
• Clients obtained and maintained savings/checking accounts	81
Neighborhood Revitalization/ Resident Services	135
• Russell Resident Engagement (C.A.R.R.)	82
• Home Improvement Education and Training	52
Resource Referral Services	289

YOUTH DEVELOPMENT & EDUCATION

The Youth Development and Education Department is proud to report that in Fiscal 2003 it assisted more youth than ever before in their academic, personal and social development.

The NULITES program (National Urban League Incentives to Excel and Succeed) is a leadership development program that works with local schools, businesses, and other organizations to help students and their parents get the most benefit out of their school years.

RESULTS

• Total NULITES Youth Served	401
• Urban Youth Golf Participants	110
• Rising Fifth Grader Participants	105
• R.E.L.A.Y. (college prep) Participants	6
• Leading the Way Participants	10
• SHiNE (Seeking Harmony in Neighborhoods Everyday) Participants	13
• Achievers & Believers Society Inductees	79

OTHER SERVICES WE PROVIDE

Lift Every Voice Diabetes Education Program

This program aims to increase awareness of diabetes in the African-American Community by educating and empowering the people so that the incidence and complications from this disease might be reduced.

RESULTS

• Exhibited at 4 Community Health Fairs	900+ served
• Follow-up contacts made	1,153
• Educational Seminars Held	27
• Formed 3 Focus Support Groups	77 Members
Forest Baptist Church	19
Louisville Urban League	34
Westwood Presbyterian Church	24

Community Winterhelp

As the financial manager for Community Winterhelp, the Louisville Urban League works with 21 local ministries to provide financial assistance to help hundreds of families pay their winter heating bills and avoid a possible loss of service. Funding for the program is provided by donations from Louisville Gas & Electric customers and a match from LG&E.

RESULTS

• Number of Winterhelp Ministries/Sites	22
• Number of Families Assisted	1,566
• Total Assistance Provided	\$216,290
• Average Assistance Per family	\$138

Volunteer Income Tax Assistance (VITA)

The Louisville Urban League Guild, in partnership with the National Association of Black Accountants, helped 267 families in Louisville file their taxes electronically, and in most cases, to receive substantial refunds due them. In Fiscal 2003 the League's VITA program served more families and filed more tax returns than any local VITA location.

RESULTS

• Families Served	267
• Federal & State Refunds Received	\$320,082
• Earned Income Tax Credit Received	\$120,586



Campaign for African-American Achievement: The target population of this National Urban League initiative are youth who reside in Park Duvalle, Russell, Algonquin, California, Park Hill, Parkland, Phoenix Hill, Portland, Shelby Park and Smoketown. Through the CAAA, the youth department is able to groom and prepare youth for the challenges that lie before them.

RESULTS

- Released "State of African American Youth in Metropolitan Louisville: Action Plan"
- Hosted Education Summit focused on best practices
- Designed the Shining Stars church-based reading enrichment program to serve 2nd and 3rd grade at-risk youth, with the Greater Salem Baptist Church and JCPS



Louisville Urban League
Statement of Financial Position

June 30, 2003 and June 30, 2002

Assets		6/30/03	6/30/02
Cash and Cash Equivalents	\$	577,533	578,243
Investments		50,000	50,000
Accounts Receivable		478,899	308,823
Mortgage Receivable		371,680	371,680
Pledges Receivable		266,500	364,000
Assets Related to Building & Equipment		989,832	1,041,523
Prepaid Expenses		1,320	3,475
Total Assets		2,735,764	2,717,744
Liabilities and Net Assets			
Accounts Payable & Accrued Expenses		178,321	212,128
Defined Benefit Plan Payable		94,333	-
Total Liabilities		272,654	212,128
Net Assets			
Unrestricted		1,532,351	1,519,221
Temporarily Restricted		930,759	986,395
Permanently Restricted			
Total Net Assets		2,463,110	2,505,616
Total Liabilities & Net Assets	\$	2,735,764	2,717,744

Revenue by Source	\$	3,798,880
Federal Government	2,391,731	63.0%
State Government	15,240	0.4%
Local Government	125,000	3.3%
Jeff. Co. Public Schools	93,316	2.5%
Foundations	228,883	6.0%
Metro United Way	456,432	12.0%
Contributions	325,027	8.6%
Other	163,251	4.3%

Expense by Program Area	\$	3,841,386
Employment Services Programs	2,717,645	70.7%
Youth Education & Development	250,614	6.5%
Housing Services	494,731	12.9%
Advocacy	107,857	2.8%
Management & General	270,539	7.0%

CORPORATE MEMBERS & SUPPORTERS

\$15,000+

Brown & Williamson Tobacco Corporation
 Brown-Forman Corporation
 C E and S Foundation
 Humana Foundation
 Jefferson County Board of Education
 Joan & Lee Thomas Foundation
 KentuckianaWorks
 Kentucky Housing Corporation
 Louisville Metro Government
 National Urban League
 New West Agency LLC
 Norton Healthcare
 PGA of America
 Tiger Woods Foundation Inc
 Toyota Motor Manufacturing, Kentucky, Inc.

\$10,000 - \$14,999

Almost Family
 Bank One, Kentucky, NA
 Borden Foundation

Davis, Lee W.
 General Electric
 Jewish Hospital Healthcare Services
 Louisville Gas & Electric
 National City Bank
 Psi Boule of Sigma Psi Phi Frat.
 State Farm
 University of Louisville Hospital
 YUM Brands, Inc

\$5,000 - \$9,999

BB&T
 Churchill Downs
 Courier-Journal
 Dixie Properties
 Fifth Third Bank
 Ford Motor Company
 Kentucky Lottery Corporation
 Kilgore Estate
 Papa Johns International
 Phillip Morris, USA
 TARC
 United Parcel Service
 US Bank

\$1,000 - \$4,999

AKH Enterprises, Inc
 Anthem Blue Cross Blue Shield
 Atlas Machine & Supply Inc
 Baptist Hospital East
 Bell South
 Billy Goat Strut Publishing
 Bluegrass Hundai Isuzu
 Doe Anderson Advertising Agency
 Enterprise Rent a Car Co of Ky
 First Capital Bank of Kentucky
 Frost Brown Todd LLC
 GC Williams Funeral Home
 Greater Louisville Inc/KMSDC
 Greater Louisville Convention & Visitors Bureau
 Hargett, Lewis MD, PSC
 Insight Communications
 Kentucky Derby Festival
 Kroger Company
 Louisville Water Company
 Lowe's Companies, Inc
 Mercer
 Metropolitan Sewer District

New Concept Solutions
 Owsley Brown Frazier Family Foundation
 Parsons Transportation
 Pepsi Americas
 QK4
 Radio Sound
 Regional Airport Authority
 Republic Bank
 Rohm and Haas
 Spatial Data Integration
 Starks & Associates Insurance
 Stites and Harbison
 T & WA, Inc
 Thomas Industries Foundation
 Trover Solutions
 University of Louisville
 Vermont American Corp
 Winn-Dixie
 Wyatt, Tarrant, and Combs
 Zoeller Company

Contributors

A. Arnold
 Abel Construction Co Inc

Aegon Institutional Markets
 American Commercial Barge Line
 American Seating
 Aramark Uniform
 Bayer Pharmaceuticals
 Bellarmine University
 Brown, II, Mr. & Mrs. Owsley
 Caesars Indiana
 Caldwell Group
 CDM
 Central Missouri Pizza Domino
 CH2M Hill Engineers
 Coca-Cola Bottling
 Commonwealth Bank & Trust
 Dahlem Company
 Eli Lilly Company
 Hall Contracting
 Henderson Services LLC
 Housing Authority of Louisville
 HYATT Regency
 Judy Construction Co
 Kentucky OFCCP Industry Liaison
 Kentucky PGA Golf Foundation
 Laidlaw

Louisville Bedding Co
 Messer Construction Co
 Nova Nordisk Pharmaceuticals
 Nugent Sand Co
 Quest Engineers
 R W Moore Consulting Engineer
 Robbie Valentine Enterprises
 Seelbach Hilton
 Seven Counties Services, Inc
 Stock Yards Bank & Trust
 Valhalla Golf Club
 Waterfront Development
 WDRB WFTE TV
 Whyne Supply Co
 Zeon Chemical

CEO Society

Gaunt, James R. & Catherine M.
 Hale, H. David
 Howell, Thomas B.

For more than 50 years, the Louisville Urban League Guild, the agency's official volunteer auxiliary, has been educating people about the agency's activities and programs. Its 60-plus members identify areas of concern and assist the Urban League in fund development, program implementation and community relations.



Claudia S. Geurin
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First Vice President

Maria Beeler-Jones
Second Vice President

Deathra Shipley
Recording Secretary

Wilda W. Brown
Assistant Recording Secretary

Danita Cheatham
Corresponding Secretary

Martha S. Pumphrey
Treasurer

Verna Cahoon
Parliamentarian

Louisville Urban League Young Professionals is an affiliate of the National Urban League and an auxiliary of the Louisville Urban League. The organization is made up of more than 80 predominantly African-American professionals between the ages of 21 and 40, representing a variety of professions, including education, health care, marketing and law.



Vincel J. Anthony, Sr.
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Treasurer

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Secretary

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Vice President of Public Relations

Maurice Coleman
Vice President of Development

Sherlene Shanklin
Vice President of Membership

Cassia Herron
Advocacy Committee Chair

MEMBERS & SUPPORTERS

Individuals & Families

Amos, Larry & Nancy
Andersen, Nance
Anderson, Carey
Anthony, Vinsel**
Archer, Dwain*
Arnold, Irene
Arthur, Keisha Devonda
Atchley, Bobby
Ballard, Whitney
Battle, Tonya**
Beasley, Audrey*
Beckett, James**
Beeler-Smith, Lisa
Bell, DeShawn**
Belsler, Carol
Belsler, Dorothy*
Benson, A. Davis**
Benson, Doris D.**
Biergans, Kent Fr.
Biggerstaff, Robert
Bingham, Edith
Bingham, George Barry, Jr.
Black, Leon, Jr.**
Blackburn, Shawn*
Blincoe, Terri**
Blye, Cecil
Blye, Sr. Cecil A.*
Bradley, Roe Pearl
Brown, Issac
Brown, Nancy*
Brown, Wilda*
Brown-Mayfield, Lenaye*
Buckner, Toni S.*
Bullitt, Charles
Bullitt, Nola Howell*
Bunton, Kim**
Bush, Shannon*
Byrd, Schaka**
Cahoon, Verna*
Callaway, Hazel*
Caples, Elizabeth*
Carson, Sheila*
Carter, Florence*
Carter, Janice
Carter, Jeffery
Chase, Patricia
Cheatham, Danita A.*
Christian, Naomi
Clark, Lakeisha
Clemons, Thelma*
Coleman, Maurice**
Coleman, Stephen**
Commons, Sandra*
Covington, Emmalee
Cowherd, Walter & Janice
Crenshaw, Allie
Crenshaw, Eder*
Crenshaw, Jasper Q.*
Crenshaw, Pamela*
Crockett, Shirley*
Davis, Sharon
Dewalt, David
Dillard, Dianne
Driscoll, Marsha
Duncan, H.C.
Duvall, Denise*
Eberhardt, Barbara*
Ellis, Danette
Eschels, Philip
Evans, Reginald D.**
Farris, Brett**

Flemister, Elizabeth
Ford, Tonya**
Foster, Natasha
Frazier, Stephen G.
Freeman, Twanna**
Fricke, Dora
Frierson, Christopherson
Fuqua-Jackson, Shirley*
Gardner, Erietha Kay*
Garnes, Lucille*
Garnes, M.L.
Geurin, Claudia S.*
Griffin, LaVaciette*
Hale, David
Haley, Dewane Lamont**
Harris, Aaron
Harris, Margaret*
Harris, Patricia
Hassan, Khadija
Hawkins, John H.
Helton, Audwin*
Henderson, Adri
Hines, Pam
Horton, Sharon*
Houchins, Carol
Houseal, Andrea
Howard, LaDita
Hutchins, Walter
James, Dorcas*
Johnson, Brian*
Johnson, E' Dena
Johnson, Gerldine
Johnson, Sherri**
Jones, Aloma*
Jones, Carrye
Jones, Sandra*
Key, Monica**
Kimbrough, Kishi Tucker
Kindell, Margaret & Timothy
King, Kathy**
Kitchens, Ann*
Kitchens, Ann
Laird, Hannah*
Lee, LaVada R.*
Lee, Nichelle**
Linton, James**
Lusky, Farleigh
Mahin, Mary*
Mahone, Sharletta**
Maxwell, Max
Mayfield, Le Naye
McCormick, Mary*
McGee, Waddell
Merriweather, Freda E.*
Miles, Pat
Miller-Cooper, Carolyn**
Mitchell, Fred
Mitchell, Mark**
Moten, Tammie*
Myler, Nancy
Nichols, Betty*
Ogburn, Lisa**
Okafor, Ifeatu
Payne, Eunice Inez*
Payne, Jayne
Payne, Judy*
Payton, Alisha*
Penman, Louise*
Pennington, Gloria*
Perkins, Geneva*
Pleasant, Angela**
Porter, Alysia D.**
Porter, Marie E.
Porter, Mary Lena*

Porter, Woodford R., Sr.
Pumphrey, Martha*
Pusey, Christopher**
Queen, Carolyn
Rankin, Juan**
Ransom-White, Jimmie
Redd, Joan
Reid-Jenkins, Donna
Rice, Ron**
Robinson, Donald**
Rogerster, Clara*
Rothstein, Dean Laura
Rowe, Tabatha Tyler**
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Simpton, Deja**
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Smith, Nannette*
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Thompson, Michelle
Thornton, Emma
Tolbert, Jamila**
Townsend, Wendell
Trabue, Vivian*
Truit, Beverly A.*
Truit, Laura
Tyler, Lynn*
Underwood, Mykail
VanVooren, Patty*
Wade, Elizabeth T.
Wainwright, Sandra
Waldrop, Alex
Walker, Hazel*
Wallace, Sherri*
Watson, Heather**
Watson, Kellie**
Watts, Beverly
Weir, Teo*
Whitlock, Eugene
Wikerson
Williams, Debra D.
Willis, Lavonda
Woods, Ashley Frances
Wooten, Bridgette**
Wright, Brent
Wright, Jerry*
Yeager, Michelle**

* LUL Guild Member
** LUL Young Professional Member

LIFE MEMBERS

100 Black Men of Louisville, Inc.
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Alpha Kappa Alpha Sorority, Inc.

Anderson, David L., Jr.
Bass, Lewis
Beeler, Arthur & Mary
Brown & Williamson Tobacco Corporation
Burse, Raymond & Kim
Business First of Louisville
Cannon, Harry
Carpenter, Evander
Carter, Florence
Central District Baptist Association
Chickasaw Federation, Inc.
Clark, David R.
Claybrooks, Pearl
Cobb, Douglas F.
Conwell, Roger, Jr.
Crenshaw, Jasper
Crumes, Fred & Rosa
Dale, Archie
Dale, LaDean F.
Dillard, Arthur E., Jr.
Dougherty, Herbert M.
Epicurette Club
Eugene, Georgia R.
First Baptist Church of Jeffersontown
Foree, LaDean H.
Forest Tabernacle Baptist Church
Frazier, Arthur E., Jr.
Gaunt, James R. & Catherine M.
Goins, Sr., Edgar S.
Green, Nathaniel E.
Griffin, R. James
Henderson, Charles A.
Hutchins, Walter W.
Jasmin, Ernest A., Sr.
Joan and Lee Thomas Foundation
Johnson, Helen A.
Johnson, Leon
Johnson, Tom & Maxie
Jones, PH.D. Sylvester Singleton & Yvone V.
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Ky. Air National Guard
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Love, Laura Young
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Moore, Malvin E., Jr.
Morris, Ralph C., M.D.
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Omega Psi Phi Fraternity
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Owsley, Jessie Beatrice
Philip Morris, U.S.A.
Picou, Abraham
Porter, Marie E.
Reynerson, Marc & Freda
Rhodes, Dorothy
Richmond, Benjamin K.
Rivers, Clarence W.
Robinson, Samuel
Sawyer, Vivian Ruth
Schmitt & Family, Karl & Melinda
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Spalding, Steven & Leslie
Strange, Gail
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The Originals
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Tytus, Walter L.
Valdez, Louis, Jr.
Valhalla Golf Club, Inc.
Von Spiegel Baptist Church
Wainwright, Sandra
Walters, Arthur M. (Founder-Life Members)
Walters, Arthur M.
Waterfront Development
West Chestnut Street Baptist Church
Williams, Aubrey
Williams, John R. & Mary A.
Willis, Cora L.
Wilson, Marion E.
Winn-Dixie Midwest
WLKY-TV Channel 32
Wood & Family, Stephen R. & Mona
Young, Joyce Howell, M.D.
Young, Waltraud S.
Young, III, C. Milton, M.D.
Zewde, Elias
Zink, Stephen F.

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Alpha Building Maint. Services, Inc.
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Barnett, William
Bather, Paul
Bell, Robert L., Sr. Esq.
Bradshaw, Lora
Brown, J. Alphonso
Brown, James Norman
Campbell, Robert E., Jr.
Dunlap, Kevin
Gholston, Roosevelt & Gloria, Jr.
Hatcher, E. Porter, Jr.
Hatcher, Roosevelt, Jr.
Hicks, Madelin Maupin, D.D.S.
Jones, Sandra
Jones, Ulysses W.
Kean, William A., Jr.
Kuhn, Terry L.
Maupin-Hicks, Madeline, D.M.D.
Merriweather, Freda
Moses, Alex
Parker, Karl A.
Remson, Anthony, M.D.
Reynolds, William & Mary
Sanderson, Camille
Sanderson, Leonard V.
Smith, William E.
Stephenson, Carolyn L.
Stone, Estrelita P.
Summers, William E., V
Taylor, Mary Rose
Turner, Orlando M.
Wade, Michael F.
White, Doris M.
Williams, Sharon K.
Willingham, Gwenda L.
Willis, Cora Laine
Wisdom, Lawrence