

2012 Annual Report



Workforce Enablers



Housing Facilitators

Youth Empowerment



Community Collaborators



Louisville
Urban League

*Empowering People.
Changing Lives.*

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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.



IMPACT

The Louisville Urban League served nearly 10,000 individuals during fiscal year July 2011 – June 2012 through direct services and extended collaborations providing families throughout the community with opportunities to achieve economic stability. The \$2.3 million of support received from government, businesses, and individuals resulted in an estimated \$32.3 million impact, which is more than a 1400% return.

HISTORY

Since 1921, the Louisville Urban League has assisted disadvantaged people in attaining social and economic stability and prosperity. It was founded by a group of African Americans who were committed to providing positive role models and academic assistance for area youth. The Louisville Urban League has grown to an agency that addresses the needs of families through workforce development, homeownership and housing counseling, and youth development. For a complete history of the Louisville Urban League visit: www.lul.org.



**Louisville
Urban League**

*Empowering People.
Changing Lives.*

MESSAGE FROM THE CHAIRMAN AND PRESIDENT

The Louisville Urban League . . . 91 years strong and still going!

The Louisville Urban League has been a beacon of hope and promise in the community by advocating for social and economic equality since 1921. Through our efforts in workforce development, housing and home ownership, personal financial health, youth development and education, and through promoting diversity and inclusion, we have made lasting changes in the lives of the people and the community. With support from stakeholders such as Metro United Way, Louisville Metro Government, Jefferson County Public Schools, numerous businesses, foundations, community organizations and individuals, we've contributed significantly to the vibrancy of our community with thriving individuals, families, and businesses. We thank our Board of Directors, the LUL Guild, and Young Professionals for the significant role they play in the continued success of the Louisville Urban League. We especially give heartfelt thanks to the staff for their dedication and commitment to serve. Our goals are simple: economically stable families, successful school-aged youth, and education attainment.

During fiscal year 2011-2012, our Center for Workforce Development served 3,852 individuals. Many connected with employers at our career expos, 659 received intensive career counseling, job readiness training, and job search assistance. We placed 149 counselor-assisted clients into positions resulting in an estimated \$3.4 million in wages and impact to the local economy. Our Center for Housing and Financial Empowerment served 2,219 individuals. Results include 245 families saved their homes from foreclosure (an increase of 163%), 36 families became homeowners (a 20% increase), resulting in an economic impact on the community of over \$26.8 million in home equity preservation and mortgage investment.

Another area of our work is ensuring a bright future for our youth. This past year we helped 576 school-aged children improve academically and socially. Our programs continue to show long-term, positive effects on the students we educate. The Louisville Urban League is a strong proponent of the 55,000 Degrees Initiative and has been a lead partner in the 15K Initiative to assure that African Americans represent a substantial piece of the pie. Other League efforts and collaborations such as our VITA program and Community Winterhelp served 3,270 individuals resulting in an economic impact of \$2.2 million.

We remain committed to making a positive difference in the quality of life of African Americans, other minorities, and the disadvantaged. We encourage hope, opportunity, and prosperity.

As we continue serving the community, we ask for your continued help in promoting diversity and inclusion in all you do. "Empowering People. . . Changing Lives," is what we are all about. Together, we can make it happen!



H. David Hale, Chair
Louisville Urban League



Ben Richmond, President & CEO
Louisville Urban League

Goal I: Economically Stable Families

The pathway to economic stability for many local residents goes through the League's Center for Workforce Development. Here, individuals looking for a job or a better career opportunity can obtain employment search assistance; career counseling; employability readiness training; job placement referrals, and post-placement support. The League also provides services to employers that need help marketing career opportunities and achieving workforce diversity. Hundreds of local businesses look to the Center for Workforce Development to recruit, screen, and refer qualified candidates to meet their workforce needs.

Last year, the League's Center for Workforce Development assisted over 149 individuals served through its counselor-assisted services to obtain employment. Individuals were placed in a diverse array of positions, ranging from low-skilled and entry-level to highly qualified and experienced professionals. The League works closely with hundreds of Metro Louisville's major employers and construction industry leaders to help supply their need for "ready" workers.

The League's workforce development staff is comprised of Certified Workforce Development professionals who possess the talent and passion necessary to help our clients overcome potential employment barriers, such as an inadequate family support system; past involvement with the criminal justice system; inadequate academic preparation; lack of job skills, etc. Special programs such as Making It Work and the KentuckianaWorks Construction and Skilled Trades Pipeline Project provided intensive services to persons with multiple barriers, including high school drop-outs, ex-offenders, and the unskilled and inexperienced.

The current economy and effects on a family's net worth continue to lead the League to look for ways to emphasize basic financial education to all clients. More and more employers use credit and credit scores as a means to filter employment candidates. The League has integrated Financial Education into workforce development training.

The League serves as a beacon of hope and a gateway to success for those who might otherwise have a difficult time finding the employment opportunity that is right for them.

KENTUCKIANAWORKS CONSTRUCTION ONE-STOP CAREER CENTER

The KentuckianaWorks Construction One-Stop Career Center and Construction/Skilled Trades Pipeline program is designed to recruit, orient, assess and build a pipeline of "job ready" minorities and females for apprenticeship and career opportunities in the Building Trades and Construction industry. The program, funded by KentuckianaWorks, the local Workforce Investment Board, is a collaborative partnership between the Louisville Urban League, the Building Trades Apprenticeship Coordinators & Directors Association of Kentucky, Inc., and the Justice Resource Center. During our fourth year of operating this program, 481 individuals were recruited throughout the community, 237 people attended an orientation session, 151 received skill assessment, 68 enrolled and 53 completed training. During the fourth year, 29 graduates were placed into employment. Since the program inception 285 training graduates have been placed into employment.



create Individual Service Plans to define personal strategies for job search, continuing education, and employment. The League placed 14 program graduates into employment.

RESULTS

Job Search Assistance

- 3,852** Individuals came to the League for services
- 1,914** Individuals attended Career Expos
- 1,471** utilized self-directed job search resources
- 508** received program orientation
- 284** attended an employer recruitment event

SKILLS TRAINING

- 338** Individuals received job-readiness and life-skills training
- 86** Individuals received specialized training through Making it Work and/or Construction Pipeline Program

CAREER COUNSELING

- 659** Engaged in counselor assisted services

JOB REFERRAL & PLACEMENT

- 270** Counselor assisted individuals were referred for employment
- 149** of referrals filled full time and/or part time positions

Earnings are between \$15,080 and \$72,800 annually on average \$3.4 million impact to local economy (based on estimated projection of total annual salaries earned)

EMPLOYER SERVICE

87% Employer satisfaction rating - Employers received a pool of qualified minority applicants that met their workforce needs and contributed to them building a stronger and more diverse workforce and in meeting company's goals and commitment to Affirmative Action.

CAREER EXPOS

The League's Career Expos produced high turnouts attracting over 1,900 career and employment opportunity seekers. Our Career Expos have grown to be among Louisville's largest showcases of local employment and educational opportunities, providing "one-stop" experiences for individuals seeking to connect with potential employers, educational institutions, training opportunities and other informational resources. This year, the Louisville Career Expo attracted over 1,323 attendees and 72 exhibitors; and, the Community Career Expo Jeffersonstown attracted over 591 job seekers and 40 exhibitors.

MAKING IT WORK (MIW)

Through funding from Making Connections Network, MIW works with adults, 18 years and older, who have criminal records. MIW graduated 33 clients from its 20 hours of Employability/Life Skills training designed to prepare them for job interviews; completing employment applications; demonstrating strong work ethics, and conducting job search activities. MIW graduates receive one-on-one career counseling case management and



The League's Center for Housing and Financial Empowerment (CHFE) provides assistance to families in need of better housing while combating housing inequities for low-to-moderate income households. Our comprehensive housing counseling services equip families with knowledge and support necessary to address their housing needs, improve their financial situation and avoid experiencing the crisis of mortgage foreclosure. Our clients gain the basic financial education and knowledge necessary to obtain and maintain safe, decent, stable and affordable housing.

CHFE experienced a 30% increase in clients during the year. However, the lack of affordable and subsidized housing is a major hindrance to positive results for most of CHFE's rental clients. Additionally, client barriers such as low income and previous felonies all contributed to a decrease in the number of rental clients referred to housing. On the flip side, low interest rates and decreased home values are luring more people in to the homeownership market. LUL continues to see increased demand for this type of counseling. However, due to increasingly tight credit standards, those clients that are enrolled will work longer with counselors to become mortgage ready. Demand for our foreclosure counseling services continued to grow. Due to increased regulations and oversight from government entities, outcomes more than doubled over the previous year.

Our Center's nationally certified housing counselors and specialists achieved outstanding results in areas of financial and fair housing education. Our counselors empower clients with the tools to understand and improve their credit scores, set targeted, SMART goals and understand the financial planning cycle. Clients also learn about the high cost of utilizing fringe or alternative lending services and institutions so they can make sound decisions for their financial futures. LUL also is a BankOn Louisville partner. Six times annually StartFresh classes are taught to help those who are unbanked or underbanked utilize traditional banking products. CHFE counseling services include:

Rental Readiness: helping prospective renters gain access to conventional rental housing through budget and credit counseling, teaching tenancy basics, and helping clients evaluate rental options that best meet their family needs.

Budget and Credit Counseling: helping families plan their budget and understand how to use it as a money management tool.

Home Ownership Training (H.O.T.): prepares families to purchase a home through comprehensive education and counseling. Courses focus on understanding real estate contracts, home inspections, home maintenance, home insurance, the importance of energy efficiency and applying for a mortgage and completing loan applications.

Mortgage Default/Delinquency Counseling: helping families who have become delinquent on their mortgage to stay in their home and avoid foreclosure. Consumer demand for this help increased sharply during this year as a result of the skyrocketing rate of mortgage foreclosures felt locally and nationally. CHFE counselors assess the financial situation of clients and work mortgage holders to establish repayment plans and other options that prevent foreclosure.

Homeowner Services: helps clients who are homeowners work through financial management needs, such as refinancing or obtaining second mortgages, getting current with utilities or taxes, understand maintenance responsibilities and overall factors of being a good neighbor (home maintenance, community involvement, etc.)

RESULTS

Counseling Units	2,916
Total receiving services	2,219
New Mortgage Ready Clients	33
(Clients who have improved their scores to a minimum of 640 for mortgage readiness)	
Rental Counseling	309
Referred to landlords	51
Home Ownership Training	454
Purchased Homes	36
Mortgage Investment	\$3.4 million
Mortgage Default Counseling	913
Delinquencies Resolved	245
Value of Homes Saved	\$23.3 million
Homeowner Services	18
(Homeowners seeking non-delinquency housing or financial assistance.)	



REBOUND, INC.
REBOUND, Inc. (REBuilding Our Urban Neighborhood Dwellings), the League's housing development arm, continues to respond to growing needs for housing redevelopment to revitalize neighborhoods affected by the growing number of vacant, abandoned, and foreclosed properties in our city. REBOUND's mission is to create positive impact in housing and economic development, while helping low-to-moderate income families have access to quality housing within our historic urban neighborhoods.

As a Community Housing Development Organization (CHDO), REBOUND is able to work throughout Louisville Metro to meet its mission. Over the past year, REBOUND has concentrated its efforts primarily in three (3) urban areas in Louisville Metro; the historic Shawnee and Russell Neighborhoods and the Hallmark Neighborhood. Through various partnerships and with the support of Louisville Metro government, REBOUND acquired, rehabbed and sold nine (9) single family homes. These homes were vacant, abandoned or foreclosed properties. Upon completion of the rehab or new construction, the homes were sold to families below 80% of the area medium income (AMI). Through partnerships with HUD Approved Counseling Agencies, all families received comprehensive homebuyer counseling and education.

Our total investment into these neighborhoods was nearly **\$1.4 million**. Nine families were assisted that includes 10 adults and 15 children. In addition, each family received a homebuyer subsidy to assist them in the purchase of the home. The subsidy ranged from \$15,000-\$20,000.



REBOUND



Goal II: Successful School-aged Youth

The League's Youth Development and Education division is a driving force toward "growing a college going culture" within Louisville's African American community. The League provided education and social development services for youth and parents/caregivers, serving **576** school-aged youth, and reached an additional **2,956** individuals through community and parental engagement programs. Our vision is "successful school-age youth" who are empowered to achieve academically and socially, as they develop individual success plans and are "college-ready", upon graduating high school.

Project Ready is the League's signature out-of-school time program, which prepares students for a successful high school to college transition. Project Ready's **STEM (Science, Technology, Engineering, & Math)** focus served **76 youths**. Project Ready helps youth improve school performance, enhanced social skills, explore college options, create individual college plans, and much more. The goal is to prepare economically disadvantaged youth, grades 7 thru 12, to graduate from high school "college-ready" and with the life skills and tools that support a successful college career and beyond. Our **STEM** focus helps ensure students have the support and opportunities available in order to succeed in STEM-related class work and be exposed to STEM related careers. The three major components of Project Ready include: 1) Academic Development, 2) Social Development, and 3) Cultural and Global Awareness. Each component is assisted by an Individual College Development Plan established for each student and closely monitored and supported by the program staff.

Summer Reach is a component of Project Ready that exposes students to a variety of developmental experiences, including 5 college tours, 12 career explorations, and 12 cultural enrichment activities. During the past year, **42 youth participated** in Summer Reach.

Rising Fifth Graders is a Saturday school program for youth in grades 4 thru 6. The program focuses on improving students' reading skills and levels and preparing them for transition to middle school. This year a total of **35 students** were served and **achieved significant grade level increase** in reading.

Urban Youth Golf Program (UYGP) is a PGA funded program that works in partnership with The First Tee of Louisville. UYGP serves middle and high school students, teaching golf skills and life skills, while providing cultural enrichment, career exploration, and academic assistance. The program promotes self-esteem, builds confidence, and supports educational achievement in youth from diverse neighborhoods and backgrounds. Golf instruction is provided by PGA professionals. This year **UYGP served 225** youth.

The annual **George "G.G." Johnson Charity Golf Scramble** raises money for the Urban Youth Golf Program (UYGP) Scholarship Fund. This year **75** adult golfers partnered with **25** UYGP participants in the scramble. This year two graduates of UYGP received scholarships totaling \$5,000 to continue their education.

Digital Connectors

In partnership with the National Urban League and One Economy, the League launched the new Digital Connectors program to train and inspire local youth to become technology leaders in our community. The program engages youth in an intensive, 156 hour training curriculum that covers a wide range of technology topics. Digital Connectors is a national initiative that empowers youth to gain a world of experience as they explore critical thinking, problem solving, new technology and digital media production. It allows college-bound youth to unleash the power of technology toward solving community problems. As a part of the training, participants also provide 900 units of computer training to community residents. This past year **15 youth graduated** from the second cycle of Digital Connectors.

The Street Academy is a "Saturday School" educational enhancement program that provides academic enrichment, socio-behavioral modification, and cultural development for male students in grades 4 thru 6. Street Academy instruction emphasizes a direct reading model with literacy enhancements and focuses on improving students' reading skills and levels while preparing them for

transition to middle school. This year **70 boys were served** and 80% achieved significant improvement in reading.

Parent Leadership Academy

In partnership with Jefferson County Public Schools Title I, the League's Parent Leadership Academy (PLA) provides 12 training modules over six weeks to parents and caregivers. PLA equips participants with the necessary tools and knowledge that better prepares them to participate and engage in Parent Teacher Association (PTA), Site Based Decision Making, and educational advocacy in their child's school. This year **64 Parents and Caregivers graduated** the Parent Leadership Academy.

The 2012 Education Summit, "Step Up and Be Counted: African American Church Leadership in Educational Attainment" featured a review of the Faith Action Tool Kit, a comprehensive set of strategies that Churches can use to develop a college going culture in the church community. Summit participants included representation of education, faith-based and community based organizations, business, and government. The primary focus of dialogue centered on how the new toolkit can be used as support for achieving the community's 55,000 degrees goal whereby 15,000 of the new degree holders will be African American. The youth portion of the summit, "Say Yes to N.O." (New Opportunities), served 80 youth in a workshop and game show interactive presentation. The Summit continues to serve as a catalyst for sustained community engagement on the issue of increasing the college graduation rate within the African American community.

"Doing the Right Thing" Youth Expo

Over **2,500 patrons** helped to celebrate the accomplishments and talents of local youth during the Youth Expo event held at Fourth Street Live in September 2011. The Youth Expo recognized achievements of **91 youth** and **17 adult youth advocates**. The event also showcased **40 youth service exhibitors** and a wonderful selection of youth talent performances. The Achievement Matters Oratorical Contest gave middle and high school youth an opportunity to display their public speaking talents.



YOUTH AND OTHER COMMUNITY RESULTS

YOUTH PROGRAM RESULTS

576 school-age youth received academic enrichment, social skill development and increased global/cultural awareness through YDE programs. **100%** of our youth advanced to their academic next grade level.

ACADEMIC ENRICHMENT:
(238 YOUTH SERVED)

Improvement:

- **149** improved academically
- **54** improved reading skills

Advancement:

- **48** middle schoolers advanced to high school
- **14** seniors graduated and enrolled in college
- **One** senior graduated and enlisted in the Navy

SOCIAL SKILL DEVELOPMENT
(576 YOUTH SERVED)

Leadership Skills

- **374** youth improved leadership skills
- **225** youth learned to play golf

Personal Development/Life Skills

- **91** established Individual College Development Plans
- **242** increased motivation, confidence & self esteem
- **201** received recognition of accomplishments

GLOBAL/CULTURAL AWARENESS
(250 YOUTH SERVED)

College/Career Exploration

- **160** explore career options through college/business tours

Cultural Enrichment

- **130** increased awareness and appreciation for diversity
- **129** participated in cultural enrichment activities

VITA (VOLUNTEER INCOME TAX ASSISTANCE)

The **VITA Program** is a partnership between the LUL Guild, the Louisville Asset Building Coalition, and the League to provide Free Electronic Filing of Federal and State Income Tax.

2,118 Tax returns filed
\$36,653,983 Adjusted Gross Income Total
\$883,283 Earned Income Credit Total
\$2,012,458 Federal Refunds Issued

Estimated tax preparation fee savings:
\$127,080 (Based on average filing fees of \$60 each charged by Tax Preparation firms)

COMMUNITY WINTERHELP

The Urban League is the financial manager for **Community Winterhelp** which provides utility assistance to low income families during the winter months. Services are provided through contracts with 18 area ministries in Jefferson County and 3 Community Action Agencies in outlying counties. Funds for Community Winterhelp come from the contributions of LG&E customers and are matched by LG&E. Assistance is provided from January through April.

Funds distributed **\$175,726**
Average assistance provided **\$152.54**
Families assisted **1,152**

DIVERSITY SOIREE & AWARDS GALA - MAY 18, 2012

Hope in the future was a theme of the **2012 Diversity Soiree & Awards Gala**. Guests were treated to a Youth Entertainment Spectacular that featured dance, music and voice. This year's recipients of the prestigious **Arthur M. Walters Champion of Diversity Award** were given to those who demonstrate diversity and inclusion in the workplace or in the way they lead their lives. The honorees included **The Kroger Company, Mid-South Division and its President, John Hackett**. Sponsored for the eighth year in a row by Fifth Third Bank, with support from Horseshoe Southern Indiana, the event raised \$100,000 to aid Louisville Urban League programs and services.



OPPORTUNITY OPEN GOLF CLASSIC - AUGUST 22, 2011

The **Opportunity Open Golf Classic** celebrated its third year raising support and awareness of the Louisville Urban League helping achieve economic stability and social prosperity for its clients. Sponsored by **UPS, V-Soft Consulting, Gentleman Jack and Horseshoe Southern Indiana**, and chaired by LUL Board Member and UPS Airlines VP, Tom Volta, the event raised over **\$88,000** to help fund programs and services of the League. The Opportunity Open Golf Classic brings awareness of the work and mission of the Louisville Urban League to new audience each year.



2011 ANNUAL REPORT LUNCHEON - DECEMBER 2, 2011

The **2011 Annual Report Luncheon** focused on the importance of education. **Sharon P. Robinson, Ed.D.**, President & CEO of the American Association of Colleges for Teacher Education, returned to her native Louisville to serve as the keynote speaker. Sponsored by **BB&T**, the Annual Report Luncheon is the Louisville Urban League's opportunity to highlight our accomplishments during the past year in building economically stable families and successful school-aged youth and to look ahead at important local issues in workforce development, housing services and youth development.



2011-2012 Partners-Collaborators

15,000 Degrees
 15th District PTA (Jefferson County)
 2NOT1 Male Responsibility Initiative
 55,000 Degrees
 Alpha Kappa Alpha Sorority, Inc. Eta Omega Chapter
 American Cancer Society
 Arena Authority Affirmative Action & Labor Committee
 AT&T
 Baba Serakali-Tai Chi
 Bank of America
 Bank On Louisville
 Bone Marrow Education
 Brown Mackie College - Louisville
 Building Trades Apprenticeship Coordinators and Directors Association of Kentucky
 Buttercream Lace
 C.O.P.E.S.
 Cabbage Patch Settlement House
 Campbellsville University
 Cancer Resource Center
 CAP-Community Services & Revitalization
 Career Cruising
 Center for Accessible Living
 Centers for Prevention and Wellness (Women's Focused Area)
 Central High School
 CHANGE For Women
 Children's Foundation
 Children's Orthopedic Service Line
 Churchill Downs
 City of Jeffersontown
 Citizens Union Bank
 Coach Motivation
 Coalition for the Homeless
 Coleridge Taylor Montesorri School
 Community Corrections Center / LMDC
 Community Services Project
 Community Transition Services
 Community Winterhelp, Inc.
 Correctional Healthcare Companies
 Crowne Plaza Louisville
 CTS
 Dance with Steve and Donna
 DCBS
 Deming Malone Liversay & Ostroff CPA's Department of Corrections Design/Build/Connect (Downtown Crossing)
 Different Stroke Golf Center
 Dismas Charities
 Divine Steps
 DonorsResource.org
 Dr. Tom Crawford-7 Habits
 Dress For Success - Louisville
 DuPont Flouoroproducts
 Eagle Steel Products, Inc.
 Family & Children's Place
 Family Of The Accused/Convicted, Inc.
 Family Resource Centers & Youth Service Centers
 Family Scholar House
 Federal Reserve Bank of St. Louis - Louisville Branch
 Fifth Third Bank
 Fourth Street Live!
 Fransley Golf Course
 Frazier Museum
 Friend for Life
 Geek Squad
 Goodwill Industries
 Greater Louisville Building & Construction Trades Council

Greater Louisville, Inc.
 Greater Salem Prison Ministry
 GTS Staffing
 Harland Clarke
 Hasson Appraisals
 Heuser Clinic
 Hilton Garden Inn
 Home Builders Association of Kentucky
 Home Instead Senior Care
 Homeless Housing Coalition of Kentucky
 Hope Community Outreach Corporation
 Hotel California
 House of Ruth
 Indiana University Southeast
 Interdenominational Ministerial Coalition
 Iroquois Golf Course
 ITT Technical Institute
 Ivy Tech Community College
 JADAC
 Jefferson Community & Technical College
 Jefferson County Attorney
 Jefferson County Attorney, Child Support Division
 Jefferson County Circuit Judge
 Jefferson County Drug Court
 Jefferson County Public Schools
 Jefferson County Public Schools Title I
 Jewish Family and Career Services
 Jewish Hospital & St. Marys Health Care
 Job Corps - Kentucky
 Job News
 JP Morgan Chase
 Junior Achievement
 Justice Resource Center
 Karen Karma McKnight-Yoga
 KentuckianaWorks
 Kentucky Alliance Against Racist & Political Repression
 Kentucky Alliance We Care Felony Job Program
 Kentucky Black Nurses Association
 Kentucky Cabinet for Health and Family Services
 Kentucky Center for the Arts
 Kentucky Department of Education
 Kentucky Homeownership Protection Center
 Kentucky Housing Corporation
 Kentucky Jobs with Justice
 Kentucky Lottery
 Kentucky Mortgage
 Kentucky Office of Employment & Training
 Kentucky Organ Donor Affiliates
 Kentucky Parent Information Resource Center
 Kentucky Probation & Parole
 Kentucky Refugee Ministries
 Kentucky State University
 KHEAA
 KIPDA Area Agency of Aging
 KY Alliance Against Racism and Pol. Rep.
 Lasky Consulting
 Legal Aid Society
 LJH Infinity Realtors
 Lots of Love Catering
 Louisville Asset Building Coalition
 Louisville Central Community Center, Inc.
 Louisville Homebuilders Associations - HOMEARAMA
 Louisville Metro Center for Health Equity
 Louisville Metro Community Action Partnership
 Louisville Metro Community Services & Revitalization
 Louisville Metro Corrections

Louisville Metro Council
 Louisville Metro Economic Development
 Louisville Metro Government
 Louisville Metro Housing Authority
 Louisville Metro Human Services
 Louisville Metro Office of Youth Development
 Louisville Metro Public Health
 Louisville Urban League Guild
 Louisville Urban League Young Professionals
 Manna Inc.
 Martin University
 MCCC & American Veterans Association
 Message of Love Ministry
 Metro United Way
 Metropolitan Housing Coalition
 Meyzeek Middle School
 Mid-Continent University Advantage Program
 Mission Behind Bars and Beyond
 Montjoy & Bressler CPA
 Morehead State University
 Muhammad Ali Center
 National College
 National Patient Account Services - KY
 Neighborhood Place
 Network Center for Community Change
 New Age Consulting
 New Dimensions for Life
 New Direction Housing Corp
 New Legacy Reentry Corporation
 Newburg Justice Re-Investment Project
 Newlife Transition, Inc.
 Next Step Center
 Nfocus
 Norton Healthcare
 NWAHGC
 Oasis of Louisville
 Office of Employment and Training
 One Economy
 OneKnox
 Our Father's House
 Paramount Safety
 Passages to Recovery
 Passport Advantage
 Passport Health Plan
 Path Forward of Kentucky
 PGA of America
 Phoenix Health Center
 PNC Bank
 Portland Elementary School
 Presbyterian Community Center
 Project Warm
 Project Women, Inc.
 Purdue University College of Technology
 Regional Airport Authority
 Regional First Title Group, LLC
 River City Housing, Inc
 Roam Runners on a Mission
 Roederer Correction Complex
 S.P.A.V.A.
 Salvation Army Transitional Housing
 Sam Swope Auto Group
 Schardein Mechanical
 Seneca Golf Course
 Service USA Home Inspections
 Seven Counties Services
 Shawnee Golf Course
 Shawnee Healthcare Center
 Shawnee Justice Re-Investment Project
 Simmons College of Kentucky
 Spatial Data Integrations
 Spirit of Love Center
 St. John Center

St Jude Women's Recovery Center
 St. Vincent de Paul
 St. Jude Foundation
 St. Stephen Baptist Church
 State Farm Insurance
 Stited & Harbinson PLLC
 Sullivan University
 Supported Employment Alliance
 TARC
 Tawana Hughes Builder
 TEK Systems
 The Career Academy
 The Center for Women & Families
 The Chamber of Jeffersontown
 The First Tee of Louisville
 The Galt House Hotel & Suites
 The Healing Place
 The Henderson Group, LLC
 The Home of the Innocents
 The Kroger Company
 The Southwest Center, Inc.
 Time-Warner Cable
 Toyota
 Traveler's Aid
 Trimen Solutions
 Trinity Family Life Center
 Trover Solutions
 Trustaff
 Tumbleweed Southwest Grill
 U.S. Census Bureau
 U.S. Coast Guard
 U.S. DOL-OFCCP
 U.S. Housing and Urban Development
 U.S. Probation & Parole Office
 University of Indianapolis
 University of Kentucky - Targeted Assessment
 University of Louisville
 University of Louisville Office of Community Engagement
 University of Louisville School of Public Health
 University of Phoenix - Louisville Campus
 UPS
 Urban Active Fitness
 US Bank
 Vanegas Enterprises
 Veterans Administration Compensated Work Therapy
 Veterans Administration Medical Center
 Veterans Administration/Homeless Vets
 Veterans Administration CWT
 Veterans Affairs, Department of
 Visionary Sports & Entertainment
 Vocational Rehabilitation
 Volunteers of America
 Walmart
 Wayside Christian Mission
 Weight Management
 Wells Fargo
 Western Kentucky University
 Whitney M. Young, Jr. Jobs Corps Center
 Winterwood Inc.
 WLKY
 Work One - Indiana Workforce Development
 YMCA
 YMCA Safe Place Services
 Youth Build Louisville
 Youth for Christ
 Youth Opportunities Unlimited
 YUM Center

Darrell Aniton
 Alfredo Aramburu
 Patsy Baity
 Nicole Baker
 Tyler Barnes
 Clinton Bennett
 Taunisha Berry
 Lee Ann Biegert
 Kenneth Boyd
 Amanda Breslin
 Brandon Brison
 Ivy Brito
 Robin Brown
 Tia Brown
 Kevin Bruce
 Sherrida Burris
 Aukram Burton
 Karen Campbell
 Elizabeth Caples
 John Carter,
 Drew Cato
 Jaelyn Clay
 Tracy Clay
 Todd Coffey
 Aaron Cole
 Sandra Coleman
 Doug Cottner
 Sara Cottner
 Natasha Cummings
 Dewayne DeBerry
 Breanna Dillon
 Celita Dillon
 Dale Dodrell
 Jessica Drake
 Patricia Edison
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 Angela French-Coles
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 Gwen Goffner
 Allene Gold
 Sheila Goodpastor-
 Troyer
 Janene Grantz
 Nick Grantz
 Kevin Greenwell
 Ira Grouper
 Jennifer Hagan
 Adam Hall
 Ed Hamilton
 Chip Hancock
 Kenitria Harris
 Craig Heibert
 Kevin Heitz
 DeVone Holt
 Lisa Houston

Lisa Houston
 Nola Howell-Bullitt
 Gary Huffman
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 Gregory Hunter
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 Detrick Johnson
 Jasmine Johnson
 John Johnson
 Nikki Johnson
 LeAnna Jones
 Cecilia Kelly
 Elliott Kelly
 Leah Kelly
 Tim Kendrick
 Troy Kiper
 Carol Kirby-Green
 Kim Kohlheim
 Zakiya Lacy
 Erik Landis
 Sue Lasky
 Justin Le
 Jeff Lentz
 Melvin Lewis
 Chris Locke
 Ray Love
 Laronda Lowery
 Fairleigh Lusky
 Vontwill Macklin
 Lea McAtee
 Rob McClain
 Marvin McCoomer
 Christie McCravy
 Newton McCravy, III
 Jessica McElrath
 Jessica McElrath
 Erica McGowan
 Robert Metcalfe
 Summer Milliner
 Laquata Mills
 Mark Mina
 Greg Mitchell
 Juan Mitchell
 Dominic Murphy
 Askia Omar
 Jessica Parks
 Shameka Parrish-
 Wright
 Edwin Perry
 Shannon Petersen
 Erica Petty
 Junyce Porter
 Martha Pumphrey
 Sara Reed
 Rensha Reeder
 Adam Ressor
 Duane Riley

Dominique Robinson
 Angela Rogers
 Mia Rowe
 Paul Sagun
 Benjamin Salyerd
 Ray Sandbeck
 John Sands
 Stacey Sands-Williams
 Tom Schoenbaechler
 Kathy Schroerlucke
 Brock Shavets
 Deathra Shipley
 Angie Shontee
 Tim Shull
 Amy Sitterly
 Don Sitterly
 Alfred Smith
 Frank Smith
 Thereka Smith
 Tammy Southerling
 Connie Spaulding
 Josh Spaulding
 Shaun Spencer
 Charissa Stinson
 Courtney Stokes
 Bill Stone
 Nikea Stone
 Vikki Stone
 Mackenzie Taylor
 Makala Taylor
 Sidney Taylor
 Breohonna Thompson
 Mary Ann Tonini
 Ronisha Vinson
 Ursula Wade
 Shaiana Walker
 Faith Weekly
 Whitney West
 Ed White
 Navetta Wickware
 Lawrence Wilbon
 Deborah Williams
 Jaime Williamson
 Marita Willis
 Gregory Wilson
 LaKeita Wright
 Austin Young
 Charla Young
 Howard Young
 Nedra Young
 Kathy Zandona

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Senior Vice President & COO

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Director, Development & Media Relations

Anita W. McGruder, MSBC
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Freda Garner
Winterhelp Program Coordinator

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Career Coach/Instructor

James F. Leavell, CWDP
Career Counselor/Support Services Coordinator

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Vickie L. James
Housing Counselor

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Housing Counselor

Ronisha Vinson
Housing Counselor

Taunisha Barnett
Housing Specialist

Thereka Smith
Housing Specialist

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REBOUND Housing Development Mgr.

Youth Development and Education

Anita W. McGruder, MSBC
Interim Director

Fet'Hanie Davis
Youth Development Specialist

D'Shawn A. Johnson
Youth Development Specialist

Imani A. Muhammad
Program Assistant

Sondra Flowers
Onsite Coordinator

Kevin Garner
Onsite Coordinator/Educational Instructor

Educational Instructors
 Angelique David
 Susie Dilliard
 Viola Griffin
 Jimmy Houseal
 Terry Humphrey
 Chylow Moore
 Dr. Lennie Pendleton-Marshall
 Carlis Phillips
 Chris Rasheed
 Donna Toogood

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*2nd Vice Moderator,
 General Association of Baptists in Kentucky*

Vice Chairman, Administration

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*Corporate Attorney,
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Vice Chairman, Development

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*Vice President, Human Resources,
 UPS Airlines*

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*Senior Vice President,
 Old National Bank*

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 LUL Young Professionals*

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 Anthem Blue Cross Blue Shield*

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 Stites & Harbison, PLLC*

Demetrius Holloway
*Attorney, Labor Law and Employment Law,
 Stites & Harbison, PLLC*

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*Regional Manager,
 AT&T*

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*Managing Partner,
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Louisville Urban League

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*Senior Director of Human Resources,
 Churchill Downs Racetrack*

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*Senior Vice President Human Resources,
 LG&E and KU Energy, LLC*

Martha Pumphrey
President, LUL Guild

Sonia Ruiz
*President, Adhawk Advertising &
 Public Relations, Inc.*

James Clay Smith
*President,
 Central Bank*

Elliot Snow
*Quality Leader GE Appliance,
 General Electric, Appliances & Lighting*

Purna Veer
*President & CEO,
 V-Soft Consulting Group, Inc.*

Thomas Volta
*Vice President, Human Resources,
 UPS Airlines*



Assets

Cash and Cash Equivalents	\$829,607	\$944,226
Certificates of Deposit	37,000	37,000
Accounts and Grants Receivable	582,927	470,282
Investments	28,560	26,513
Assets Related to Building and Equipment	1,048,433	1,122,832
Prepaid Expenses	3,984	3,987
Deferred Compensation Plan	76,341	63,716
Total Assets	2,606,852	2,668,556

Liabilities and Net Assests

Accounts Payable and Accrued Expenses	\$200,517	\$180,359
Deferred Compensation Plan	76,341	63,716
Defined Benefit Plan Payable	403,015	261,715
Mortgage Payable	55,070	83,476
Total Liabilities	734,943	589,266

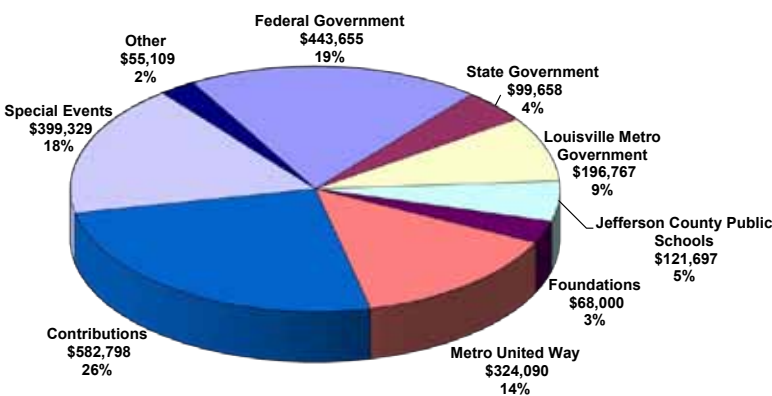
Net Assets

Unrestricted	1,426,017	1,540,575
Temporarily Restricted	445,892	538,715
Permanently Restricted		
Total Net Assets	1,871,909	2,079,290
Total Liabilities & Net Assets	2,606,852	2,668,556

Audit conducted by Deming, Malone, Livesay & Ostroff, CPAs

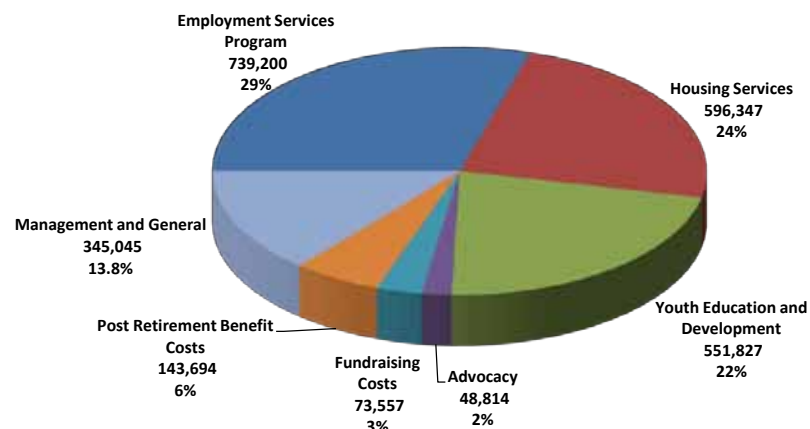
REVENUE & EXPENSE FISCAL YEAR ENDING 6/30/12

Revenue by Source



Total Revenue \$2,291,103

Expenses by Program Area



Total Expenses \$2,498,484

MEMBERS AND SUPPORTERS

A company, organization, or individual that have made a financial contribution to the general fund, provided sponsorship of programs, purchased tickets to events or purchased exhibit space at expos

\$100,000 or more

Jefferson County Public Schools
KentuckianaWorks
Louisville Metro Government
Metro United Way
National Urban League

\$75,000 - \$99,999

Kentucky Housing Corporation
JP Morgan Chase Foundation

\$30,000 - \$74,999

C. E. and S. Foundation
J & L Foundation
Mr. David A. Jones
PNC Bank

\$20,000 - \$29,999

Brown-Forman Corporation
Fifth Third Bank
Humana Foundation
Kroger Company
LG&E and KU Energy
PGA of America
State Farm Insurance
Joan E. and Lee B. Thomas, Jr.
Toyota Motor Manufacturing, Kentucky, Inc.
United Parcel Service



\$10,000 - \$19,999

BB&T
Dixie Properties
GE Appliances & Lighting
Jewish Hospital & St. Mary's HealthCare
Network Center for Community Change
Norton Healthcare
Republic Bank & Trust
Stites and Harbison PLLC
US Bank
Walmart

\$5,000 - \$9,999

Churchill Downs, Inc.
Citi Group
Fourth Street Live
Horseshoe Casino - Southern Indiana
Houston-Johnson, Inc.
Indiana/Kentucky/Ohio Regional
Council of Carpenters
Louisville Convention & Visitors Bureau
Old National Bank
Spatial Data Integrations, Inc.
Sullivan University System, Inc.
Truist
Whayne Supply Company
YUM! Brands, Inc.

\$1,000 - \$4,999

AT&T Kentucky
Atlas Machine & Supply, Inc.
Christina Lee Brown
Canaan Christian Church
Central Bank
Coca-Cola Refreshments
Tony C. Coleman
The Community Foundation of Louisville, Inc.
The Corradino Group, Inc.
Council for Opportunity in Education
Deming, Malone, Livesay & Ostroff
Enterprise Rent-A-Car Company of Kentucky
First Capital Bank of Kentucky
Frost Brown Todd, LLC
G.C. Williams Funeral Home
Galt House Hotel & Suites

GE Employee Community Fund
Greater Louisville, Inc.
Hardscuffle, Inc.
Hilliard Lyons
Humana Military Healthcare Services, Inc.
Jacobi, Toombs & Lanz, Inc.
Kentucky Lottery Corporation
LJH Infinity Realtors, Inc
Manna, Inc.
Owsley Brown Charitable Foundation, Inc.
Passport Health Plan
Raymond James & Associates
REMAX Associates of Louis
Securitas Security Services USA, Inc.
St. Jude Family Life Foundation
TARC
Trover Solutions, Inc.
University of Louisville
University of Louisville Healthcare
US Voice & Data
V-Soft Consulting Group Inc
Your Community Bank

CEO (CHAMPIONS OF EQUAL OPPORTUNITY) SOCIETY

Individuals or organizations that contributed a gift of \$1,000 or more within the year

Don & Fran Berg
Sandra Anne Frazier
Edith S. Bingham
Susan Collins
T. Kennedy Helm, III
Thomas Hirsch
Anita McGruder
Mr. and Mrs. Jon & Connie Meyer
Jeffrey P. Norton
Mr. and Mrs. Jim & Jane Ramsey
Benjamin K. Richmond
Sharon P Robinson
Elliot & Wanda Snow
Mary Gwen Wheeler
John A. Yarmuth

MEMBERS AND SUPPORTERS

A company, organization, or individual that have made a financial contribution to the general fund, provided sponsorship of programs, purchased tickets to events or purchased exhibit space at expos

Less than \$1000

A.D. Porter & Sons Inc.
ALSAC-St. Jude
American Commercial Barge Line LLC
American Diabetes Association
Paula Andersen
Anthem Blue Cross Blue Shield
Appriss Inc
Dwain E. Archer
Camille Barbee-Olmstead
Erica Beasley
Diane Beatty
Lisa Beeler-Smith
Bellarmine University
Black Alliance For Educational Options
Bluegrass Pain Consultants, PLLC
Dr. Sandra E. Brooks
Charlotte W Brutscher
Nola Howell Bullitt
Burnett Avenue Missionary Baptist Church
Verna Cahoon
Hazel Calloway
Campbellsville University
Elizabeth Caples
Sheila E. Carson
Center For Nonprofit Excellence
Charter Communications
David R. Clark
John H. Clark, IV
Phyllis L. Clark
Thelma J. Clemons
Commerical Barge Line (Jeffboat)
Committee To Elect Darryl Owens
Sandra J. Commons
Community Foundation of Louisville
Community Ventures Corporation
Joella Comstock
Tameka Copeland
Anne Corbett-Horrocks
Michael Coulter
Marilyn Crawford
Reverend Bernard Crayton
Jasper Crenshaw
Dawn Franklin Croft
Crown Services

Crowne Plaza
Daymar College
DBA Seneca Golf Course
DeVry University
Tracy Dickerson-Scherer
Different Strokes Golf Cernter
Dale W. Dodrill
DeShara Doub
Downtown Development Corporation
Dr Pepper Snapple Group
Tom Dunham
DuPont Fluoroproducts
Scott Ellis
Energy Conservation Associates, Inc.
Cynthia Federico
FedEx Ground
First Virginia Avenue Baptist Church
Sarah J. Fravert
Linda Fulkerson
Shirley Fuqua-Jackson
Galen Health Institutes, Inc.
Nick Gardner
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Ted Gatlin
GE Foundation
Claudia S. Geurin
Sheri Giacalone
Jimmy Gillispie
Sonja Grey
La-Vaciette T. Griffin
H. David Hale
Mr. and Mrs. David J. Hale
Daniel Hall
Hall Contracting of Kentucky, Inc.
Norris Hamilton
Dr. Bernard Hamilton
Chip Hancock
Harding, Shymanski & Co., P.S.C.
Harland Clarke
Aubrey Hayden
Berry Hayes, Sr.
Heibert Golf
Carol Heitz
Helpexpungeme.com
Demetrius Holloway
Charlene & Chester Holloway

Home Depot
Home Instead Senior Care
Julie B. Howell
HYATT Regency Louisville
Indiana Institute of Technology
Indiana University Southeast
Indiana Wesleyan University
Industrial Electrical Equipment Co., Inc.
Insight Communications
Insights Training Group
Ivy Tech State College
Vickie James
Jefferson Community & Technical College
Jewish Family and Career Services
D'Shawn & Marlyce Johnson
Mr. and Mrs. Lonnie and Azalene Johnson
Nannette E. Jones
Jones, Nale & Mattingly, PLC
Kelly Services
Cody Kendall
Kentuckiana Works
Kentucky Chamber of Commerce
Kentucky Court of Justice
Kentucky State University
Kentucky Telco
Ann Q. Kitchens
Camille F. Koebel
Kimberly Kohlheim
Leadership Louisville Center
LINAK U. S. Inc.
Louisville Central Community Ctr.
Louisville Community Design Center
Louisville Metro Housing Authority
Louisville Regional Airport Authority
Louisville Urban League
Lyles Properties, LLC
Gail Lyttle
Evelyn Mabry
Mary B. Mahin
Bhagwan M. Manwani
Matco Tools
LeNaye Brown Mayfield
McKendree College
Mercer Transportation
Kathryn M. Mershon
Metro Parks

Less than \$1000

Metropolitan Housing Coalition
 Metropolitan Sewer District
 Mid America Security Systems, Inc.
 Mid-Continent University
 Midway College
 Mike Drury Agency
 Eric Miller
 William Mills
 Laquata G. Mills
 Mr. Bernard & Ethel I Minnis
 Ms-IL Staffing
 Mutual of America
 National College of Business and Tech
 Nicole Nelson
 Network Center for Community Change
 Whitney Newell
 NPAS-KY National Patient Account SV
 OJ Oleka
 Daysha Palacio
 Paul Sagun Insurance Agency Inc.
 Mildred Payne
 Benjamin & Amanda Payne
 Eunice Inez Payne
 Louise M. Penman
 Gloria D. Pennington
 Geneva Perkins
 Planned Parenthood of Kentucky
 Audrey Poppe
 Mary Lena Porter
 Dr. Paula H. Pottinger
 Procarent
 Martha S. Pumphrey
 Purdue University
 Randstad
 Teresa M Raque
 Rebound, Inc.
 RESCARE
 Riner, Tom
 Artie N. Robertson, CPA
 Carla Robinson
 Jim Rogers
 Mr. and Mrs. Mark & Laura Rothstein
 Richard Rowland, Jr.
 Salem Radio
 Benjamin M. Salyers
 Schardein Mchanical
 Schuchard, Inc.
 Seneca Golf Course

Seven Counties Services, Inc.
 Deathra L. Shipley
 Michael E. Shoulders
 Judy Slaughter
 Elliot & Wanda Snow
 Spalding University
 Emma L Spears
 Curtis Stauffer
 Stock Yards Bank & Trust Co.
 T J Maxx
 Dr. Mordean Taylor-Archer
 Terryl S. McCray Insurance Agency Inc.
 The Courier Journal
 Janis Brown Thompson
 Total Quality Logistics
 Melissa Trice
 Tumbleweed Southwest Grill
 Dana Turner
 United Way of Tampa Bay
 University of Kentucky College of Education
 University of Louisville
 University of Phoenix, Louisville Campus
 Urban League of Lexington-Fayette County Inc.
 Valvoline Instant Oil Change
 Vanegas Enterprises, Inc.
 Dale Viniard
 Thomas Volta
 Joy L. Walker
 Laquita L. Washington
 WDRB TV Fox 41
 Wellpoint, INC
 Wells Fargo Home Mortgage
 West Louisville Tennis Club
 Christa Whaley
 Camille D. White
 Steve Williams
 Jaclan Williams
 Mr. and Mrs. Troy and Angella Wilson
 Errol Wint
 YMCA Black Achievers Program
 YMCA Safe Places Services
 Young Professionals Association
 Damien Zeigler

IN-KIND SPONSORS

A company or corporation that has made a valued contribution of time and/or materials to an event or program

WLKY - \$30,000
 Job News - \$20,000
 Chariot Run Golf Course - \$5,000
 Norton Healthcare Center for Prevention & Wellness - \$5,000
 TARC - \$2,500
 The Chamber of Jeffersontown and City of Jeffersontown - \$2,500





Louisville Urban League Guild

For more than 53 years, the Louisville Urban League Guild, the agency's official volunteer auxiliary, has been educating people about the agency's activities and programs. Its members identify areas of concern and assist the League in fund development, program implementation and community relations.

2011/12 GUILD OFFICERS AND EXECUTIVE COMMITTEE:

Martha Pumphrey, President
Elizabeth Caples, 1st Vice President
Verna Cahoon, 2nd Vice President
Claudia Geurin, Secretary
Nannette Smith-Jones, Assistant Recording Secretary
Ann Q. Kitchens, Correspondence Secretary
Nola Howell Bullitt, Treasurer
Shirley Fuqua-Jackson, Member-at Large
Emma Spears, Member-at-Large

MEMBERS

Dwain E. Archer	Jasper Crenshaw	Louise M. Penman
Janice C. Baldon-Gutter	Barbara Eberhardt	Gloria D. Pennington
Vivian Brown	Claudia S. Geurin	Geneva Perkins
Nola Howell Bullitt	Evabelle D. Goodrich	Mary Lena Porter
Verna Cahoon	Renee Gordon	Nichole Scales
Hazel Calloway	Sarah Grady	Deathra Shipley
Elizabeth Caples	La-Vaciette T. Griffin	Nannette Smith-Jones
Sheila Carson	Ann Kitchens	Emma Spears
Thelma J. Clemons	Mary B. Mahin	Dr. Mordean Taylor-Archer
Sandra J. Commons	LeNaye B Mayfield	
Marilyn Crawford	Eunice Inez Payne	



Louisville Urban League Young Professionals is an auxiliary of the Louisville Urban League. The organization is made up of predominantly African American professionals between the ages of 21 and 40, representing a variety of professions, including education, healthcare, marketing, and law.

2011/12 LULYP OFFICERS AND EMPOWERMENT CHAIRS:

Sonja Grey, President
Erica Beasley, Vice President Administration
Lee Willingham, Vice President Operations
Nikki Cook, Secretary
Tia Cardine, Treasurer
Tracy Dickerson-Scherer, Parliamentarian
Melissa Mayes-Trice, Membership
Erica Harrison, Community Outreach
Esther Nnassanga, Marketing/Public Relations
Carla Carter, Professional Development Co-Chair
Phyllis Clark, Professional Development Co-Chair
Brandon Brison, Education & Youth Co-Chair
Christy Whaley, Education & Youth Co-Chair
Alexandra Abell, Economic Development
Melodie Turner, Health & Quality of Life
Richard Rowland, Civil Rights & Racial Justice

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Alexandra Abell	OJ Oleka
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Brandon Brison-Sanchez	Carla Robinson
Phyllis Clark	Richard Rowland
Tameka Copeland	Melissa Trice
Tracy Dickerson-Scherer	Dana Turner
DeShara Doub	Joy Walker
Ted Gatlin	Christa Whaley
Sonja Grey	Camille White
Jaime Manwani	Errol Wint
Christopher Nelson	Damien Ziegler
Nicole Nelson	
Whitney Newell	



Inclusion



Diversity



Mission:

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



Metro United Way

Louisville Urban League
1535 West Broadway
Louisville, Kentucky 40203
502.585.4622 • 502.585.2335 (Fax)
www.lul.org



National Urban
League Affiliate