

# ANNUAL REPORT

---

**2019-2021**

Urban League of Rochester, NY, Inc.



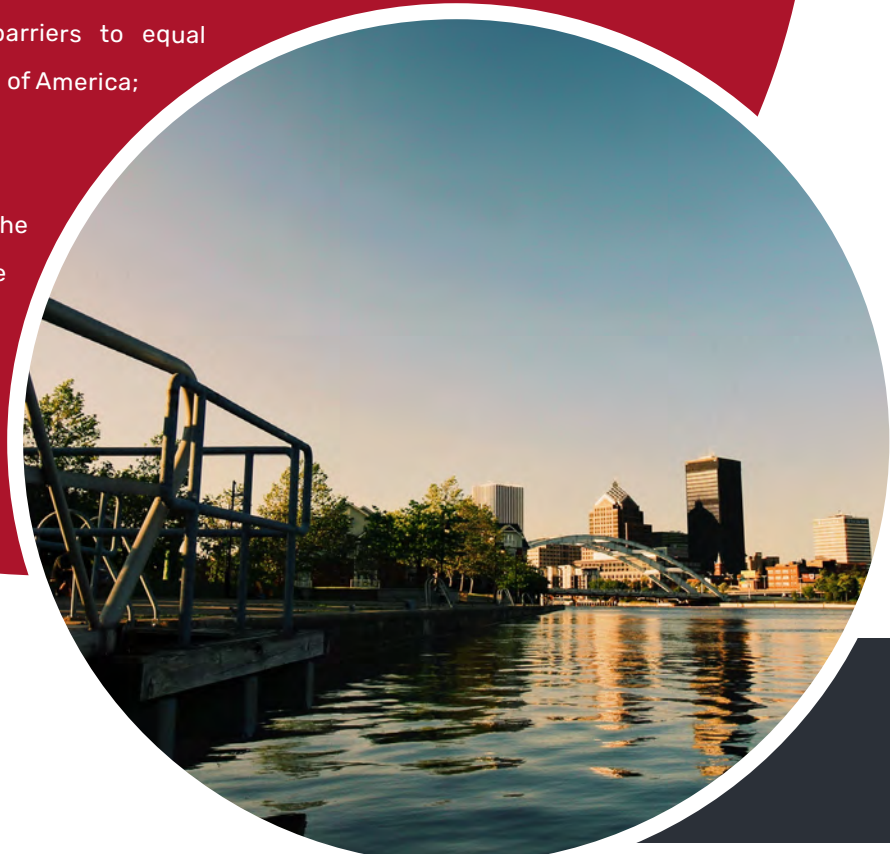
# MISSION STATEMENT

Empowering Communities. Changing Lives.

The mission of the Urban League of Rochester, NY, is to enable African-Americans, Latinxs, the poor, and other disadvantaged to secure economic self-reliance, parity and power, and civil rights.

Our four-pronged strategy for pursuing this mission is:

- 1) Ensuring that our children are well-educated and equipped for economic self-reliance in the 21st century;
- 2) Helping adults attain economic self-sufficiency through good jobs, homeownership, entrepreneurship, and wealth accumulation;
- 3) Ensuring our civil rights by eradicating all barriers to equal participation in the economic and social mainstream of America;  
and
- 4) Ensuring that our staff are provided the tools to educate, advocate, and fulfill the mission.



## TABLE OF CONTENTS

MESSAGE FROM OUR PRESIDENT & CEO	04
OUR HISTORY AND OUR FUTURE	06
ULR LEADERSHIP	08
OUR YEAR IN NUMBERS	12
ULR PROGRAMS	14
ULR STAFF	22
OUR COMMUNITY PARTNERS	23
OUR MEMBERS	24
FINANCIALS	28



# FROM THE DESK OF DR. HAWKINS

## OUR PRESIDENT AND CEO

This is Tatatyana, a hardworking mom and entrepreneur in our Rochester community. Because of the COVID-19 crisis, Tatatyana was on the verge of losing the home she shares with her children Esparanza, Anastaisa, Ayeishia, and Ángel.

"I was a mother who struggled in silence," she said, "The pandemic tore homes apart. I was in tears because rebuilding is hard, but with no help is harder."

It is because of the support of community members like you that the staff of the Urban League of Rochester was able to step in and provide Tatatyana's family with emergency assistance and resources, and the family was able to keep their home.

**"I would like to thank the Urban League for saving my family's home."**

In our work over the last unprecedented year, we have identified over 25,000 individuals like Tatatyana who are able to benefit from our 25+ programs. We are only able to do the work we do because of you, so we offer our sincerest gratitude and appreciation for your support. Thank you.

As you know, our community faces not one but two life-altering pandemics: COVID-19 and systemic racism. The Urban League of Rochester is the

leader in civil rights in our community.

As we continue the fight to INTERRUPT RACISM, I ask you now to give your most generous gift and become an Interrupter Member of the Urban League, if you have not yet done so, so that the life-changing programs and services we provide may continue.

I am excited to share this report with you detailing our work over the last year. For additional information about any of the programs or services mentioned here, please visit our website at [www.ulr.org](http://www.ulr.org).

On behalf of the entire Urban League of Rochester staff and Board, I thank you for your continued support and dedication to our mission to empower our community and change lives.

With much gratitude,

Dr. Seanelle Hawkins  
President and CEO  
Urban League of Rochester

Monday, December 27, 2021



**Dr. Seanelle Hawkins is the *first* woman to serve as President and CEO of the Urban League of Rochester.**

Dr. Hawkins is an expert in community engagement and cultural change, advocacy, transitional and permanent supportive housing, fiscal stewardship, strategic planning, and staff development. Her nonprofit executive leadership includes over 20 years in various executive leadership roles for nonprofits and program consultancies in New York and Washington, DC. Dr. Hawkins has consistently proven her mettle in transparently engaging with and advocating for the Rochester community.





## OUR HISTORY AND OUR FUTURE

From the race riots of the 1960s through to the COVID-19 health disparities and racial reckoning of 2020, the Urban League of Rochester has been the leading civil rights organization in our area for over 50 years.

The Urban League of Rochester was founded in 1965 in the wake of racial unrest and riots that crippled the Rochester community. The formation of the agency, which is an affiliate of the National Urban League, was intended to address the material needs of community members who live in poverty and minority citizens in areas such as housing, employment, education, health, and economic parity.

Today, the Urban League of Rochester offers over 25 programs in youth services, services for individuals with developmental disabilities, economic development, employment services, family and children services, education, homeownership, and entrepreneurial assistance. More than 25,000 community members were supported in FY 2020-21 by our diverse programming.

## ADVOCACY FOR A BETTER FUTURE

As we look to the future of the Urban League of Rochester and of the Greater Rochester community, we recognize that there is still much work to be done.

Our vision for a better future means a more equitable Rochester *for everyone*. We must—and we will—reach a level of equity across all races and ethnicities, linguistic backgrounds, physical or mental abilities, and gender and sexual identities in our community.

## OUR STRATEGY

For 2021-2023, the Urban League of Rochester will focus all of our efforts across four overlapping strategic areas: **education, public health, economic mobility, and systemic racism**. These areas are described in greater detail below.

In so doing, we look forward to creating lasting, positive change for our community, especially for those who have been and continue to be most vulnerable to the double pandemics of COVID-19 and systemic racism.

### EDUCATION

Increase students' access to ULR's existing academic support programs by developing and fully embracing hybrid (virtual and in-person) models for program delivery.

### PUBLIC HEALTH

Create multi-year technology- and relationship-based public health outreach and service initiatives to improve awareness, education, and access to services. Help the community to understand that systemic racism is an ongoing public health crisis.

### ECONOMIC MOBILITY

Leverage relationships with current and potential partners to increase opportunities for intergenerational wealth accumulation through homeownership and entrepreneurship for BIPOC (*Black, Indigenous, People of Color*).

### SYSTEMIC RACISM

Create a comprehensive business plan for providing DEIJ (*Diversity, Equity, Inclusion, Justice*) training to community partners throughout the Greater Rochester community. Continue and expand the **INTERRUPT RACISM** program offerings within the newly-formed Equity and Advocacy Division.





# ULR LEADERSHIP

At the Urban League of Rochester, we believe firmly in the value of **servant leadership** and that you don't have to have a leadership title to be a leader in *impact*. We encourage collaboration and active engagement and value all of our community members' opinions. We know it will take all of us working together to create a **more equitable Rochester**.

**“**An equitable Rochester is a multi-headed hydra that is rooted in system inequity and/or racism, and it impacts a greater proportion of Monroe County than we have recognized from a historical perspective. When we are all better, creating a feeling of belonging in Rochester for all members is possible. Until then, we remain a fragmented collection of individuals –not a community.

**-Dr. Calvin J. Gantt**  
 First Vice Chairperson, ULR Board of Directors  
 Vice President for Diversity, Equity, and Belonging  
 Executive Director of the Downtown Campus,  
 Monroe Community College

## EXECUTIVE LEADERSHIP



**DR. SEANELLE HAWKINS**  
 President and CEO



**SEBRONE JOHNSON**  
 Senior Vice President of  
 Operations



**ANNE BEYER**  
 Vice President of Program  
 Planning, Research, and  
 Evaluation



**JUANITA LYDE**  
 Vice President of  
 Direct Support Services



**DR. HAO ZHANG**  
 Vice President and Chief  
 Operating Officer of ULREDC

## BOARD OF DIRECTORS

### OFFICERS 2021-22

**Chairperson**  
 Gregory Ewing  
*Chief Compliance Officer*  
 Trillium Health, Inc.

**First-Vice Chairperson**  
 Dr. Calvin J. Gantt  
*Chief Diversity Officer*  
 Monroe Community College

**Treasurer**  
 George Opira  
*Financial Specialist/Advisor*  
 Allstate Insurance

**Assistant Treasurer**  
 Thomas M. Bartlett, Esq.  
*Partner*  
 Cobblestone Capital Advisors, LLC

**Recording Secretary**  
 Derrill A. Blue  
*Senior Pastor*  
 Memorial AME Zion Church

**Chairperson, Nominating  
 Committee**  
 Essie Calhoun-McDavid  
*Retired Global Diversity and  
 Community Affairs Officer/VP*  
 Eastman Kodak Company

**Corresponding Secretary**  
 Gail Morelle  
*Vice President*  
 Christa Construction, LLC

**Officer-At-Large**  
 Emerson U. Fullwood  
*Retired Executive Chief Staff and  
 Marketing Officer*  
 Xerox North America

## BOARD OF DIRECTORS MEMBERS

Carmen Allen  
 Richard Baum  
 Basil Barrett  
 Talethea Best  
 Holly Cicconi-Eggleston  
 Keith Cleary  
 Charmaine Cohen  
 Megan Connor-Murphy  
 Dr. Sim Jonathan Covington, Jr.  
 Ashley L. Freeman  
 Christina Gray  
 Taren N. Greenidge, Esq.

Portia James  
 Dr. Keith Jenkins  
 Salomon Madera  
 Patrick M. Malgieri, Esq.  
 Langston McFadden, Esq.  
 Stuart Mitchell  
 Sheila L. Pickett  
 John Ramerman  
 Michlen Robinson  
 Joseph L. Searles  
 Raymond Sykes



## DIVISIONAL LEADERSHIP



**DAN T. BUTLER**  
Equity and Advocacy



**JONATHAN COMPTON**  
Workforce Development



**CHANTZ MILES**  
Business Development



**WILLIAM RIVERA**  
Community Engagement



**DONNALYNN SULLIVAN**  
HR and Payroll Manager



**TAUREAN UTHMAN**  
Youth Education

Equity in  
Rochester  
can start  
with your  
organization.

Join the 2022-23

**DAACISM**  
**INTERRUPT**  
**RAACISM**

*Change Teams Cohort*

[urbanleagueroch.org/ircohort](http://urbanleagueroch.org/ircohort)


# 2020-21: OUR YEAR IN NUMBERS

**711**




**INDIVIDUALS RECEIVED COVID-19 SERVICES**  
including vaccinations and personal protective equipment.

**25,000+**



**TOTAL INDIVIDUALS SERVED**  
in the Greater Rochester area by our diverse programming.

**2069**



**COMMUNITY MEMBERS RECEIVED IN-PERSON, DIRECT SUPPORT SERVICES**  
including for those with developmental disabilities.

**950+**



**PARTICIPANTS IN ANTI-RACISM PROGRAMMING**  
including almost 500 at the second annual Virtual *INTERRUPT RACISM* Summit.

**\$15/hr.**



**MINIMUM WAGE ESTABLISHED**  
for all part- and full-time workers across the Urban League of Rochester.

**22**



**WESTERN NY FOR-PROFIT AND NON-PROFIT ORGANIZATIONS**  
committed to participating in year-long *INTERRUPT RACISM* Change Teams Cohort.

**\$1.4 million**




**IN RENTAL ASSISTANCE**  
distributed to community members in danger of eviction and homelessness.

**\$92,250**




**IN EMERGENCY PROJECT UPLIFT DIRECT PAYMENTS**  
to community members to help them pay their bills during the COVID-19 crisis.

**1<sup>st</sup> ever**




**LEASE-TO-PURCHASE AFFORDABLE HOUSING PROGRAM IN NEW YORK STATE**  
with 41 new-build, single-family homes.

**\$2.7 million**



**IN SCHOLARSHIPS**  
(both full and partial) distributed annually to our Black Scholars.

**\$417,000**



**IN DIRECT SUPPORT PAYMENTS TO LOCAL SMALL BUSINESSES**  
to keep them afloat through and after the COVID-19 crisis.

**326**




**PARTICIPANTS IN WORKFORCE DEVELOPMENT PROGRAMS**  
including for those with past criminal justice involvement.

**500+**



**MINORITY AND WOMEN ENTREPRENEURS**  
received business development services.

**90%**



**GRADUATION RATE FOR OUR YOUTH PROGRAM PARTICIPANTS**  
compared to 68.2% in the Rochester City School District overall.



# ULR PROGRAMS



## BECOME A MEMBER

In becoming a member—we call them *INTERRUPTERS*—you support programming that makes a difference every day to people in our community. Being a member signals to your circles that you are committed to antiracism, fighting inequities, and effecting positive change in our community. Please visit [urbanleagueroc.org/membership](http://urbanleagueroc.org/membership) to join today!



## DONATE OR SPONSOR

Thank you so much in advance for your generosity in wanting to support the Urban League of Rochester. We want you to know that every dollar that you give goes directly toward supporting our 25+ community programs and initiatives. To learn more about donating, sponsorship, and/or planned giving, we invite you to visit [urbanleagueroc.org/donate](http://urbanleagueroc.org/donate).



## JOIN THE ULR TEAM

The Urban League is always looking for qualified and committed people interested in helping others and building a stronger community. Please visit [urbanleagueroc.org/careers](http://urbanleagueroc.org/careers) to learn more.

The Urban League of Rochester is proud to be an equal opportunity employer.

The Urban League of Rochester supports our community and promotes equity through over 25 programs and services in

- Business Development,
- Developmental Disabilities,
- Equity and Advocacy,
- Family and Children Services,
- Homeownership,
- Workforce Development, and
- Youth Education and Development.

## OUR MISSION IS OUR DRIVING FORCE.

The mission of the Urban League of Rochester, NY, is to enable African-Americans, Latinxs, the poor, and other disadvantaged to secure economic self-reliance, parity and power and civil rights. Our four-pronged strategy for pursuing this mission is

- 1) Ensuring that our children are well-educated and equipped for economic self-reliance in the 21st century;
- 2) Helping adults attain economic self-sufficiency through good jobs, homeownership, entrepreneurship, and wealth accumulation;
- 3) Ensuring our civil rights by eradicating all barriers to equal participation in the economic and social mainstream of America; and
- 4) Ensuring that our staff are provided the tools to educate, advocate, and fulfill the mission.

# BUSINESS DEVELOPMENT



**Community Business Academy:** One of our key programs, the CBA has been specifically designed to provide minority entrepreneurs with the tools they need to launch or grow their businesses. Our 12-week, innovative classroom instruction and hands-on training teaches business fundamentals including budgeting, marketing, bookkeeping, financing, target market and competition, and strategic planning.

**PowerShift: Building Small Business:** PowerShift highlights local small businesses in the Greater Rochester area. With an emphasis on minority-, women-, and veteran-owned businesses, PowerShift pools the resources of the Urban League and our community partners in order to amplify the visibility and community presence of each participant business and offers them a clear platform to share their stories, products, and service offerings.

**Entrepreneur Assistance Center (MWBE):** The MWBE certification promotes equality of economic opportunities for minority- and women-owned business enterprises (MWBEs) by eliminating barriers to participation in state contracting. The Urban League supplement's New York State's economic leadership with information and resources that further increase access to opportunities for MWBEs throughout the region and state.

**ROC Women's Business Center:** In partnership with the Small Business Administration, the Urban League recently announced the creation of the ROC Women's Business Center, the first of its kind in Rochester. This center will exclusively serve minority female entrepreneurs and woman-owned startups and small businesses by providing them with the training needed to create or expand businesses.

Learn more at [urbanleagueroc.org/business](http://urbanleagueroc.org/business)



# DEVELOPMENTAL DISABILITIES



**Day Habilitation:** Our innovative DayHab program serves up to 20 adults at a time in our state-of-the-art Center for Living. The program teaches independent living skills, vocational skills, money management, housekeeping skills, health and wellness, computer literacy, and other skills in a warm, culturally-sensitive environment.

**Family Care:** Our NY State-certified Family Care program provides private, community home-style living and integrates support and training for individuals to work toward community independence and/or to develop independence from their family.

**Individual Support Services:** ISS assists and empowers adults with developmental disabilities to establish and/or maintain their household and meet their everyday needs.

**Parenting Support/Training Group:** This weekly group focuses on shared knowledge and community support in developing and strengthening parenting skills of individuals with developmental disabilities.

**Community Habilitation:** For those needing more intensive, at-home training, our ComHab programming provides individualized assistance with budgeting, shopping, household management, and other day-to-day needs.

**Afterschool Respite & Respite Care:** Our Respite programs offer families who care for individuals with developmental disabilities the funding and support to be able to take time to rest and relax through recreational activities without the burden of the costs of care.

**Family Reimbursement:** This program offers financial reimbursement for goods and services needed to enhance the quality of life for individuals with developmental disabilities residing in a family.

Learn more at [urbanleagueroc.org/dd](https://urbanleagueroc.org/dd)

# EQUITY AND ADVOCACY



Equity and Advocacy programming activates Rochester organizations and businesses in the fight against racism by meeting them where they are with accessible trainings and encouraging coaching so that their team members may thrive in a diverse, inclusive, and equitable community.

**INTERRUPT RACISM Change Teams Cohort:** Our signature program is a 12-month initiative intended for local businesses and organizations ready to interrupt and dismantle systemic racism. We use a cohort model to build bridges and share knowledge between our community's leaders. Each participating organization or business has a "Change Team," a working committee of up to 10 members, ideally from all levels of the organization. The Change Team receives training and support to help their organization more deeply engage with race and racial equity in their specific context.

**INTERRUPT RACISM Summit:** The *INTERRUPT RACISM* Summit is an online, immersive learning experience for youth and adults, uniquely designed for attendees to participate and come together to identify, interrupt, and dismantle processes of systemic racism. Through cutting-edge technology, the Summit approximates in-person conferences in new and innovative ways. Both the 2020 and 2021 Summits featured six nationally acclaimed keynotes each and more than 30 local presentations and workshops. Nearly 1000 people learned more about anti-racism and advocacy through the Summit.

**INTERRUPT RACISM Trainings:** *INTERRUPT RACISM* is the anti-racism training provider of choice for the Greater Rochester area. We offer different training series from Anti-Racism 101 to individual coaching to best support organizations at every step of their equity journey.

Learn more at [interruptracism.com](https://interruptracism.com)



# FAMILY/CHILDREN SERVICES



**Expanded In-Home Services for the Elderly Program (EISEP):** EISEP helps elderly individuals remain in their own homes by providing appropriate and cost-effective, non-medical support services.

**Family Consultant Program (FCP):** FCP provides intensive family counseling, crisis intervention, parenting skills training, and assistance in accessing and utilizing community resources for families at risk of losing their children to foster care.

**Preventive Program for Spanish-Speaking Families:** Se les proveen consejo familiar, intervención de crisis, entrenamiento de habilidades de padres y apoyo en acceder a y utilizar los recursos comunitarios a las familias que estén en riesgo de perder a sus hijos al sistema de acogida temporal.

**Parenting Education Classes:** We host a series of eight 90-minute classes weekly. Participants gain knowledge of positive parenting practices, child development, and age-appropriate expectations for their children. The series consists of an educational segment, including informational handouts and videos, followed by role-playing and group activities.

**Project Families in Transition (FIT):** The Project FIT program provides job readiness training, education, and other essential skills to support and mentor women who are enrolled in our Family Services programs that are (re)entering the workforce.

Learn more at [urbanleagueroch.org/family](https://urbanleagueroch.org/family)

# HOMEOWNERSHIP



**Urban League of Rochester Economic Development Corporation (ULREDC):** The ULREDC's mission is to improve the living and working conditions of poor, disadvantaged, and underserved populations in the Rochester region through economic development and community revitalization initiatives, and to build an asset base for the Urban League of Rochester.

ULREDC has focused its efforts on the development of affordable single-family housing (new construction and rehabilitation) for low/moderate-income first-time home buyers as well as affordable rental housing. Partnering with a variety of contractors and builders, ULREDC has developed and sold more than 500 homes in the City of Rochester and suburban Monroe County.

**Home Store:** The Home Store makes homeownership accessible for low- to moderate-income families. As mortgage foreclosure rates rise across the country, the Home Store shows that foreclosures can be prevented when first-time buyers are thoroughly prepared and educated.

Approximately 97% of the families who complete our program avoid foreclosure.

Learn more at [urbanleagueroch.org/housing](https://urbanleagueroch.org/housing)

In January 2021, ULREDC began construction on L2P Westside: a first-of-its-kind project in all of New York State! This series of 41 brand new single-family houses to be built on sites across southwest Rochester neighborhood will provide low-income renters the opportunity to purchase their home at a significantly reduced cost after 15 years.



# WORKFORCE DEVELOPMENT



**Project Steps to Success:** This program serves young adults ages 18-24 who have past or present involvement in the justice system by improving their workforce outcomes through addressing employment and education barriers. The program equips participants with tools to attain industry-recognized credentials in high-growth industries, including construction, healthcare, advanced manufacturing, and food service while also providing case management, job readiness training, and support in attaining High School Equivalency diplomas.

**Project B.E.A.M. (Build, Educate, Advance, and Motivate):** Project B.E.A.M. serves individuals ages 25 and older, who are currently on parole or probation or formerly incarcerated in the adult criminal justice system and released from jail or prison within 180 days of enrollment. The program seeks to improve their workforce outcomes by addressing barriers while helping them attain in-demand occupational and employment skills and apprenticeship opportunities needed to obtain good jobs. The program offers participants four distinct Career Pathways in high-growth industries: Advanced Manufacturing, Construction, Healthcare, and Food Service.

**YouthBuild Rochester:** The goals of the program are for participants ages 18-24 to obtain a high school equivalency diploma and/or industry-recognized certificate; increase literacy and numeracy; and employment or enrollment in post-secondary education. YouthBuild participants receive stipends while they attend TASC classes and complete a 144-hour Pre-Apprenticeship Construction Training (PACT) course, and gain hands-on experience building homes with our construction partners.

**YouthBuild Navigator:** The Navigator program is designed similarly to YouthBuild Rochester and provides guidance and assistance to out-of-school youth ages 16 to 24 to achieve academic and employment success. The program helps to remove barriers to achievement and provides opportunities for training, career exploration, work experience, and employment.

Learn more at [urbanleagueroch.org/workforce](https://urbanleagueroch.org/workforce)

# YOUTH EDUCATION



**Afterschool Academy:** The Afterschool Academy is an academic achievement initiative that prepares youth in grades 6 through 12 for success in college and their careers. The goals of the Academy are to promote school retention, academic accomplishment, college preparation, social development, and cultural awareness.

The Afterschool Academy encompasses three different programs at the Urban League of Rochester: **Project Achieve** (grades 6-7), **Project Excel** (grade 8), and **Project Ready** (grades 8-12). The Academy also includes a **Summer Enrichment Program** that provides project-based academic programming to summer cohorts of youth.

**Project Ready: Mentor:** Project Ready: Mentor is a National Urban League program that helps local communities across the country develop the internal resources needed to support youth by expanding the supply of well-trained mentors, creating and sustaining meaningful and supportive relationships between caring adults and youth, and directing those relationships toward reducing behaviors that undermine youth well-being and increase educational and employment success. Mentees in this program are 11- through 18-year-old students enrolled in our Youth Education and Development Division programs.

**Black Scholars:** For over four decades, the Black Scholars has been a signature program of the Urban League of Rochester. The Black Scholars and Early Recognition programs provide academic recognition, college readiness assistance, and scholarship opportunities to students who achieve and maintain a "B" or better average throughout high school.

Learn more at [urbanleagueroch.org/youth](https://urbanleagueroch.org/youth)

# ULR STAFF

Abdi Abdikadir  
 Alexandra Cicero  
 Andishey Simmons  
 Andre Stokes  
 Aneisha Ezell  
 Anne Beyer  
 Annie Faison  
 Annie Kamara  
 Betty Knight  
 Blair Griffin  
 Breanna Miller-Marshall  
 Brianna Vasciannie  
 Carla Harris  
 Carmen Cuesta Rodriguez  
 Carmen Hernandez  
 Chantz Miles  
 Charisma Travis  
 Chris Coleman  
 Christian Beckley  
 Christina Thadsamany  
 Dan Butler  
 Darren Jenkins  
 David LaRue  
 Den'Nise Meeks  
 Derrick Traylor  
 Dexter Alexander  
 Diamante Betts  
 Donnalynn Sullivan  
 Dustin Gomes  
 Eliza Boll  
 Fatima Ouattara Diarra  
 Hector Rivera  
 Jahaira Torres  
 Janice Cartagena  
 Jeri Rombaut  
 Jessica McMillian  
 Jonathan Compton  
 Juanita Lyde  
 Kali Watkins  
 Kathleen Tuite  
 Kaymonnie Jackson  
 KeAuna Love

Khara Grant  
 Kiera Dutch  
 LaQuanna Sparkman  
 Laura Mejias  
 Lisa Bell-Brooks  
 Lonnie Robinson  
 Lorenzo McMillian  
 Lucille Bouie-Brown  
 Marker Parker-Wade  
 Mary Phillips  
 Mary Simmons  
 Mazi Bakari  
 Michael Warfield  
 Nancy Walker  
 Nicole Gibbons  
 Omodolapo Badmus  
 Paw Hsee Wah  
 Quinn Lauderdale  
 Ron Steinmiller  
 Sally Sutphen  
 Sarah Apo  
 Seanelle Hawkins  
 Sebrone Johnson  
 Shaquiesha Cray  
 Sharnita Lovette  
 Shawnté Brooks  
 Shonicque McCloud  
 Sonia Singleton  
 Stacey Washington  
 Stephanie White  
 Talitha-Koumi Oluwafemi  
 Tamara Milligan  
 Tamara Nelson  
 Taurean Uthman  
 Terry Hastings  
 Theresa Green  
 Tiazhia Smith  
 Tina Cummings  
 Tionna Brown  
 Todd Gursslin  
 William Rivera-Bloodworth  
 Wilmon Terry

# OUR COMMUNITY PARTNERS

19th Ward Community Association  
 1st Priority Mortgage, Inc.  
 AAC Contracting  
 Action for a Better Community  
 Atlantic Testing Laboratories  
 Atlas Construction  
 Bank of America  
 Black Physicians Network of Greater Rochester  
 Bond Benefits Consulting  
 Brockport Research Institute  
 Burton S. & Charles J. August Family Foundation  
 The Cause Collaborative  
 C&S Companies  
 Catholic Family Charities  
 CGR  
 Child Care Council  
 CHN Housing Partners  
 Christa Construction  
 Citizens Bank  
 City of Rochester  
 Comfort Windows  
 The Community Foundation  
 Cornerstone Training Institute  
 Council of Agency Executives  
 Courtney Ahn Design  
 Daisy Marquis Jones Foundation  
 Davenport Hatch Foundation  
 Democrat & Chronicle  
 Edgemere Development  
 Emerge360  
 Enterprise Holdings  
 EPI  
 ESL Federal Credit Union & ESL Charitable Foundation  
 Excellus BlueCross BlueShield  
 Finger Lakes Community College  
 Five Star Bank  
 Flower City Habitat for Humanity  
 Flower City Monitor Services  
 Foodlink  
 Fort Dearbon  
 Genesee County Schools  
 Genesee Valley Women's Foundation  
 Golisano Foundation  
 Greater Rochester After School and Summer Alliance  
 Greater Rochester Health Foundation  
 Hamilton Stern Construction  
 Hart Cleaning Services  
 Heritage Christian Services  
 Hillside Family of Agencies  
 Home Leasing  
 House of Mercy  
 Hunt EAS  
 Ibero-American Action League  
 Implantable Solutions  
 In / Ex Architecture  
 JP Morgan Chase & Co.  
 KeyBank Business Boost & Build Powered by JumpStart  
 Konar Foundation  
 Larsen Engineers  
 Launch Team Inc.  
 The Law Firm of Janice M. Iati, PC  
 The Legacy Drama House

Local 276  
 Lonzo  
 M&T Bank  
 Medicaid  
 Memorial Art Gallery  
 Mengel Metzger Barr Certified Public Accountants  
 Monroe Community College  
 Monroe County Department of Health  
 Monroe County Department of Human Services  
 Monroe County Schools  
 Monroe County Youth Bureau  
 National Urban League  
 Nazareth College  
 New York State  
 News 10 WHEC  
 Nexus i90  
 NYS Department of Education  
 NYS Entrepreneurship Assistance Centers  
 NYS Office of Children and Family Services  
 NYS Office of People with Developmental Disabilities  
 Ontario County Schools  
 open4  
 Orleans County Schools  
 Our Lady of Mercy – The Cheryl Speranza Leadership Institute  
 Pathstone Foundation  
 Paychex  
 Popli Design Group  
 Rochester City School District  
 Rochester Construction Training Center  
 Rochester Economic Development Corporation  
 Rochester Institute of Technology  
 Rochester Museum and Science Center  
 Rochester Women's Giving Circle  
 RochesterWorks!  
 RTMA  
 Simon Vision Consulting  
 Southwest Area Neighborhood Association  
 Special Care Systems  
 Spectrum  
 St. Ann's  
 St. John Fisher College  
 State Farm  
 Sue Steele Landscape Architecture  
 The Summit Federal Credit Union  
 SUNY Brockport  
 SWBR  
 TGW Studio  
 Trillium Health  
 U.S. Department of Labor  
 U.S. Small Business Administration  
 United Way of Greater Rochester and the Finger Lakes  
 US Ceiling  
 Vanguard Engineering PC  
 Visions Federal Credit Union  
 Wayne County Schools  
 WDKX 103.9  
 Western New York Nonprofit Intermediary Group  
 Wilson Foundation  
 Women's Foundation of Genesee Valley  
 Young Adult Manufacturing Training Employment Program  
 YouthBuild USA  
 YWCA of Rochester & Monroe County



# OUR MEMBERS

## PLATINUM CLUB (\$1000+)

**Dr. Calvin Gantt**  
**Charles & Bridget Guarino**  
**Dr. Seanelle Hawkins**  
**Jen Lake**

**Andrew Raus**  
**Edwin & Lillie Stone**  
**Dr. William & Margerite Vasciannie**  
**Kevin Wilson**

## CHAIRMAN'S CLUB (\$500-\$999)

Anne Beyer  
 Gary & Ruthellen Hoyle  
 Glenn & Doris Kist  
 Chastity Chavez  
 Taren Greenidge  
 Theresa Green  
 Joseph Searles  
 Andrew Guglielmo

Sebrone Johnson  
 Jerome Underwood  
 PW Breedlove  
 John Beitter  
 Reverend Derrill Blue  
 Gregory Cunneyworth  
 William Daniels  
 Christine & Tim Farnum

Mr. & Mrs. Emerson Fullwood  
 Gail Morelle  
 Spencer Powell  
 Michelen Robinson  
 Eileen Ryan  
 Michael Schwabl  
 Brenda Smith  
 Carolyn Vitale

## PRESIDENT'S CLUB (\$250-\$499)

Sarah Apo  
 Hannah Murphy  
 Christy Peters  
 Sade Smith  
 Megan Conor Murphy  
 Nicholas Grunert  
 Clayton Osborne  
 William A. Johnson  
 Lucy Sprouts  
 Mary Simmons  
 Raymond Sykes  
 Micky Zhang  
 Carmen Allen  
 Jim Baker  
 Thomas Bartlett  
 Nicole Blanding  
 Wendy Carrier  
 Carl & Sonya Christensen  
 Twanda Christensen  
 Charmaine Cohen  
 Dennis & Marie Cox

John Dineen  
 Gregory Ewing  
 Theodora Finn  
 Cindy Fleischer  
 Ashley Freeman  
 Joseph Guage  
 Jacqueline Hall  
 Hugh Higgins  
 Keith Jenkins  
 Joyce Johnson  
 Milliard Lattimer  
 Joshua Lowery  
 Patrick Malgieri  
 Roger & Joyce Miller  
 Tamara Milligan  
 Dr. Kiah Nyame  
 Jules Zysman, MD  
 Nadette Jacob, MD  
 George Opira  
 Abby Reinhard  
 Richard Baum

Amanda Rigoni  
 Christy Roushey  
 LaQuanna Sparkman  
 Craig Stevens  
 Donnalynn Sullivan  
 LuAnn Sutton



## FRIENDS OF ULR (\$100-\$249)

Maurice & Rosa Bell  
 Lisa Bell-Brooks  
 Stacey Chu  
 Abigail Demarest  
 Gary Frederico  
 Ronald & Theresa Jones  
 Larry & Brenda Pough  
 Marietta Smith  
 Esther Wilson  
 Stephen Ashe  
 Barbara Schreiber  
 Andrea Barrett  
 Marietta Smith  
 Kali Watkins  
 Roger Breedlove  
 Susan Boynton-Frykholm  
 Terry Hastings  
 Adam Rubinstein  
 Brian Blatt  
 Elaine Ainsworth  
 Marjorie Allan  
 Monica Bakou  
 Basil C. & Melissa L. Barrett  
 Jonathan Binstock  
 Mary Boland  
 Susan Boynton-Frykholm  
 Roger Breedlove  
 Cleveland & Barabara Brown  
 Carol Bucci  
 Madeline Cappelloni  
 Joel & Theresa Carter

Reverend James & Polly Cherry  
 Lorraine Clement  
 Lillie Coleman  
 Dennis Conheady  
 Tony Culiano  
 Thomas & Twyla Cummings  
 Chris Evans  
 Linda Fedele  
 Bruce & Margaret Finch  
 Jerome Flood  
 Christina Floyd  
 Wayne France  
 Mr. & Mrs. Robert Frasier  
 Michael Gallagher  
 Isobel Goldman  
 Gertrude Green  
 Bill Guthrie  
 Lawrence & Brenda Hargrave  
 Katherine Hartsough  
 Terry Hastings  
 Mary Ann Henry  
 Katherine Herrmann  
 Ernest Hicks  
 Wallace & Helen Hill, Jr.  
 Monica Jackson Bakou  
 Lucas Jodon  
 Karen Kaminsky  
 Elizabeth Kiefer  
 Linda Clark Lewis  
 Francine Lofton-Thompson  
 Sharnita Lovette

Katherine Lucarelli  
 Ashley Luciano  
 Shannon Martin  
 Lorenzo McMillian  
 David Mihalyov  
 Megan Murphy  
 Catherine Ovitt  
 Jean Pedersen  
 Lizzie Pendelton  
 Mary Phillips  
 Deana Porterfield  
 Frank & Yolanda Richards  
 Rufus & Earlene Sapp  
 William Rivera-Bloodworth  
 Lunjan Shrestha  
 June Smith  
 Andre Stokes  
 Carlos & Sandra Taft, Jr.  
 Kelly Taran  
 Rebecca Tracey  
 Lisa Travick-Eilm  
 Taurean Uthman  
 Allen Vaala  
 Madeline Vail  
 Barbara Van Kerkhove  
 LuVert Walker  
 Kali Watkins  
 Amy Weader  
 John & Louise Witmeyer  
 Herbert Wolfe  
 Emily Zicari

## MEMBER CHURCHES & ORGANIZATIONS

Abundant Life Faith Center  
 Aenon Baptist Church  
 Antioch Baptist Church  
 Babel Chapel  
 Baber AME Church  
 Church of God & Saints of Christ  
 Ebenezer Baptist Church  
 Faith Tabernacle of Prayer  
 Faith Template Apostolic Church  
 First Church of the Divine  
 First Genesis Baptist Church  
 God's House of Refuge  
 Greater Adams Street Church of God  
 Greater Harvest Church  
 Holy Trinity Emmanuel  
 In Christ New Hope Ministry  
 Memorial AME Zion  
 Mt. Olivet Baptist Church

Mt. Vernon Baptist Church  
 Peace Baptist Church  
 New Life Ministries  
 St. John Baptist Church  
 Trinity Emanuel Presbyterian  
 True Light COIC  
 Zion Hill Missionary Baptist Church  
 Citizens Bank  
 Davidson Fink, LLP  
 First American Equipment Finance  
 Joseph E. Hall Funeral Home  
 Isaac Heating & Cooling  
 Main Line Energy / Westwood PS  
 Network for Good  
 Roc City Rotary  
 Rochester Monthly Meeting Religious Society  
 Twenty Pearls Foundation

*We apologize for any omissions or errors.*

## INDIVIDUAL MEMBERS

Michael Anderson  
 Alicia Kolacki  
 Abby Reinhard  
 Gregory Sherman  
 Marietta Smith  
 Willie & Carrie Thomas  
 Heidi Zimmer-Meyer  
 Trish Harren  
 Taylor Hastrich  
 Shannon McKeown  
 Elisa Mlynar  
 Lindsay Agor  
 Jocelyn Basley  
 Chanel Berg  
 Alexander Bornemann  
 Shawnte Brooks  
 Matthew Browning  
 Mary Jane Curry  
 Emily Curtis  
 Elizabeth Devaney  
 Jeffrey & Patrina Freeman  
 Mary Gifkins  
 Scott Harper  
 Carla Harris  
 Clarence & Mary Ann Henry  
 Ann Howard  
 Kim Igoe  
 Nina Jackson  
 Linda Kilbourne  
 Sonya Martin  
 Shira May  
 Hershann McCullough  
 Dr. Abigail McHugh-Grifa  
 Carmel Merrill  
 Joseph Pearson  
 Kiernan Playford  
 Mary Sasso  
 Kiranpreet Sekhon  
 Angela Sims  
 Bakari Smith  
 Dorothy Smith  
 Amy Stein  
 Grace Streicher  
 Marjorie Thomas  
 Wynddy Turner  
 Chotsani Whitt  
 Jeff and Jill Wynn  
 Laura Anderson  
 Jocelyn Basley  
 Rochelle Bell  
 Eileen Bielemeir  
 Nicole Brown-Johnson  
 Devin Burns  
 Jean Carty Weaver  
 Jesse Caster  
 Leroy & Betty Chatman  
 Delores Clements  
 Michael Clune  
 Nadine Coleman DeJesus  
 Charlene Coley  
 Lisa Collins  
 Mark Cuddy  
 Stephen DeBellis  
 Pastor Arthur & Mrs. Dilbert  
 Willie Evans  
 Mr. & Mrs. Frasier  
 Lisa Furibondo  
 Kent & Kelly Glover  
 Della & John Griffin

Veola Harris  
 Alexander Herrmann  
 Holly Hindman  
 Errol Hunt  
 Mr. & Mrs. Howard Jeffries, Sr.  
 Lewis Johnson  
 Laura Kaminsky  
 Ian Karutz  
 Alex & Rose King  
 Telsa Linton  
 Mr. & Mrs. D. McCleary  
 Laura McCree  
 Sofia Michel-Ford  
 Constance Miller  
 Levern Morrow, Jr.  
 Mr. & Mrs. L. Morrow, Jr.  
 Wilford & Betty Moss  
 Shelia Myricks-Crawford  
 Patrick & Denise Owens  
 Cheryl Pough  
 Caitlin Price  
 Taylor Rambo  
 TyQuasia Reid  
 Forrest & Juliette Rhodes Cummings  
 Andrea Ryan  
 Marketha Shelton  
 Reverend James Simmons  
 Amanda Smythe  
 Jeffrey Thomas  
 Rosa Lee Thomas  
 Ronald & Millicent Thompson  
 Jennifer Walter  
 Mr. & Mrs. Rodney Washington  
 Tiffany Welch-Quinn  
 Bobby & Agnes Wright  
 Lucy Yeomas  
 Talia Braverman  
 Addie Coleman  
 James Farley  
 Gregory & Elmira Harvey  
 Christine McFadden McFadden  
 Rose Miller  
 Benjamin Riddell-Young  
 Carl & Thelma Ross  
 Annie Thomas  
 Jen Beaven  
 Marie Clarcq  
 Adrien Clark  
 Emily Curtis  
 Peter Dellinger  
 Joelle Dupont  
 Donna Harris  
 Jenna Hindsley  
 Sara Klinkbeil  
 Robin Lorenzo  
 Patricia McCasland  
 Emilee Pelletier  
 Linh Phillips  
 Ellen Piper  
 Matthew Rankin  
 Bing & Yvette Reaves  
 Allis Sacks  
 Alberta Thomas  
 Shely Thomas  
 Clayton Wiley  
 Daniel Adamczuk  
 Yvonne Allen  
 Dwight Alston  
 Larry Baker

Ruby Baker  
 Nelson & Linda Baldwin  
 Abbie Bellamy  
 Ivory & Gladys Benjamin  
 Lorene Benjamin  
 Dr. Tara Bingo  
 Lucille Bouie-Brown  
 Earlean Bozeman  
 Rod & Pam Breedlove  
 Ulysees Breedlove  
 Rochelle Brock  
 Eula Brown  
 Ruthie M. Brown  
 Teresa Brown  
 Mamie Burden  
 Flora Burgess  
 Robert Burris  
 Darnell Capers  
 Rachel Chabot  
 Alton Chitty  
 Lorraine Clement  
 Albert G. Clements  
 Kim Coffey  
 Theodore Corbett  
 Jacquelyn Cox  
 Tyrone Cray  
 Margamae Crews  
 Eartha Danner  
 Rachel Darcy  
 Ann Dozier  
 Willie Mae Dubose  
 G. E. Edmonds  
 Desiree Edwards  
 Derrick English  
 Stephen Esposito  
 Becky Farmer  
 Paul & Margaret Ferber  
 Pamela Frances  
 Wibert Germany  
 Linda Goff  
 Glen Hagan  
 Arneska Harvey  
 Greg Harvey  
 Peggy Harvey-Lee  
 Jennifer Hayes  
 Gracie Hill-Laing  
 Courtney James  
 Sharry James  
 Desiree Johnson  
 Desiree Johnson  
 Mallory Jones  
 Sammie Jones  
 Sonia Jones  
 Adrienne Kaplan  
 Craig Kerr  
 Erskine Lattimore  
 Evelena Lee  
 Audrey Lindo  
 Larry Love  
 Anthony Majors  
 Lenora McAbrew  
 Vernon McCaw  
 John McCutchen  
 Sandra Members  
 Karen Morris  
 Ernest Myers  
 Judith Myers-Gell  
 Elizabeth Osta  
 Terone Pendelton

## BECOME A MEMBER

In becoming a member—we call them *INTERRUPTERS*—you support programming that makes a difference every day to people in our community.

Being an INTERRUPTER signals to your circles that you are committed to antiracism, fighting inequities, and effecting positive change in our community. You can join the Urban League of Rochester's fight for as little as \$25\*, and you'll receive our free INTERRUPTER E-Newsletter to always stay up-to-date on all of the Urban League's latest initiatives, programs, and events.

**JOIN US TODAY AT [URBANLEAGUEROC.ORG/MEMBERSHIP!](http://URBANLEAGUEROC.ORG/MEMBERSHIP!)**



Megan Peters  
 Bernice Price  
 Ruby Richardson  
 Maggie Robinson  
 Casey Sanders  
 Eula Scott  
 Francie Scott  
 Thomas Simmons  
 Brenda Smith  
 Laird Smith  
 Terrell Smith  
 Gregory Soehner  
 Sally Sutphen  
 Gregory Thornton  
 Mary Tuggles  
 Wynndy Turner  
 Jonathan Vallone  
 Nancy Warren-Oliver  
 Ronald & Cheryl Washington  
 Rebecca Waters  
 Sean Welch  
 Christine Williams  
 Crystal Williams  
 Hagar Wilmot  
 Diane Wilson Fleming  
 Dorothy Wright  
 Rose Abram  
 Jean Anderson  
 Minnie Bollar  
 Elisah Brown  
 Curtis Clemont  
 Thomas & Rosa Dukes  
 Emma Gears  
 Miesha Green  
 Yvonne Harrell  
 Christa Harvey  
 Mr. & Mrs. L. Henton  
 Rosland Hill  
 Gracie Jackson  
 Willem Klajbor  
 Edan Lambright  
 Myrtle Parnell  
 Kathy Pickett  
 Juanita Powell  
 Willie Randle, Jr.

Cheryl Rutledge  
 Eddie Shealy  
 Joel & Celestine Thomas  
 Ephriam Tuggles  
 Mary Rowland  
 Sean Brady  
 Laura Candela  
 Cody Haefner  
 Aaron King  
 Debra Osborne  
 Priscilla Alston  
 Luva Alvarez  
 Linda Ashford  
 Laura Babiuk  
 Charles Balkum  
 Juanita Beaman  
 Ivory Benjamin  
 Lois Brown  
 Mildred Brown  
 James Buruss  
 Ashley Carey  
 Etta Cohen  
 Sue Cooper  
 Eugene & Betty Crews  
 Archie & Annie Curry  
 Finis Cuylear  
 Rosie Dingle  
 Donna Dixon  
 Judith Dorsey  
 Margaret Dowdell  
 Robert Dubise  
 Melanie Dubose  
 Robert DuBose  
 Mr. & Mrs. Dvadge  
 Faye Ellis  
 Ruth Gavin  
 Beverly Gayle  
 Contance Gross  
 Rose Harmon  
 Barbara Harris-Smith  
 Renee Hayes  
 Georgia Hodge  
 Sarah Holiday  
 Kenneth Jackson  
 Ophelia Jackson

Mildred Jefferson  
 Mattie Jennings  
 Darryl Jones  
 Jerry Jones  
 Bessie Lucas  
 Edna Majors  
 Mrs. R. Martinez  
 Rochelle McDaniel  
 David Mickel  
 Lula Nubin  
 Davante Owens  
 Betty Peterson  
 Brenda Pickett  
 Marie Reeves  
 Kathy Reid  
 Margaret Reynolds  
 Walterine Richardson  
 Virgie Rouse  
 Kiranpreet Sekhon  
 Alma Short  
 Nyara Simmons  
 Claudette Smith  
 Iris Smith  
 Helen Stanley  
 Karen Summers  
 Annette M. Thomas  
 Mary Thomas  
 Willie & Irene Thomas  
 Lillie Travers  
 Derrick Traylor  
 Nancy Walker  
 Bessie Ward  
 Ronald Ware  
 Thomas Whitt  
 Essie Whren  
 Lorraine Williams  
 Traci Williams  
 Keenan Heyward  
 Eulenda Cummings  
 Colin Rapp-Ellis  
 Sheena Robinson  
 Sharon Smith-Morse



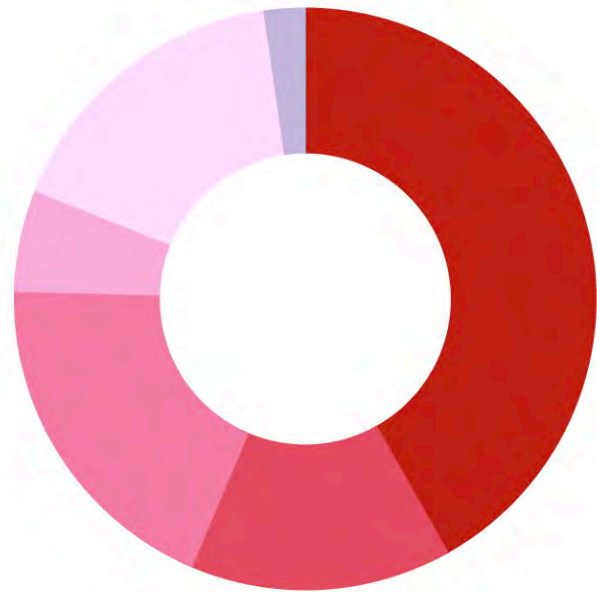
# FINANCIALS

In service to our mission to empower communities and change lives, we aim to practice transparency and good stewardship with our monetary and other resources. Please find below our financial summaries for FY 2019-20 and 2020-21.

Interested in planned giving to the Urban League of Rochester?  
Please contact [ebenedick@ulr.org](mailto:ebenedick@ulr.org) to schedule a meeting to discuss your lasting legacy.

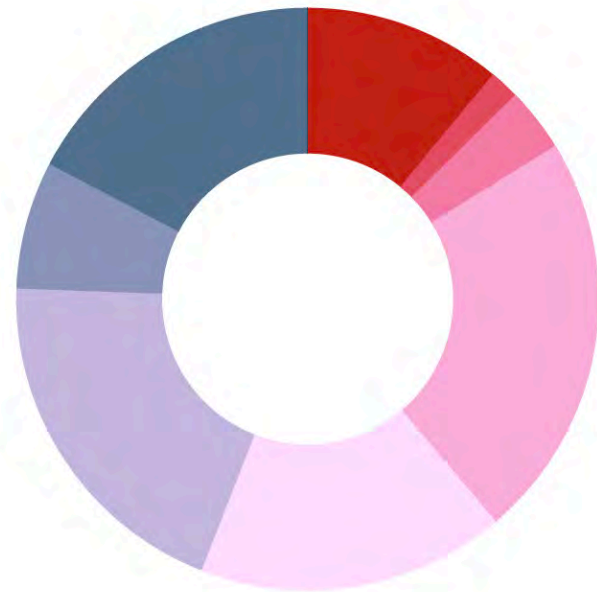


## FY 2019-2020



**REVENUE: \$ 4,842,758**

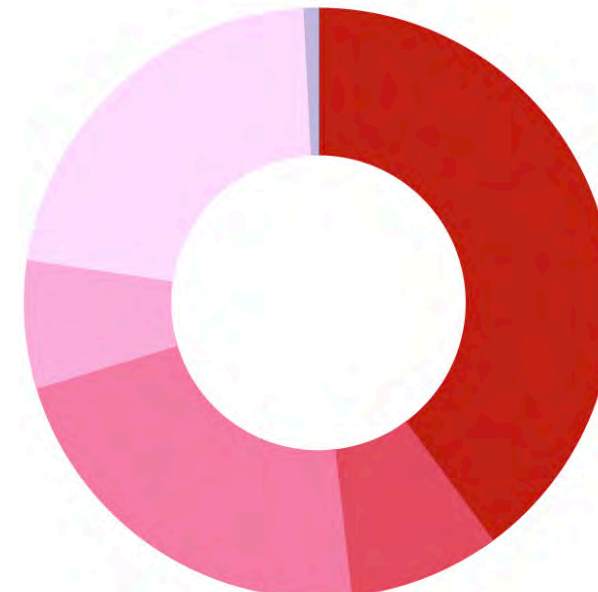
Governmental Grants:	41.8%
Medicaid:	14.5%
Public Support:	19%
United Way:	5.6%
Rental Income / Dev. Fees:	16.7%
Other:	2.3%



**EXPENSES: \$5,803,320**

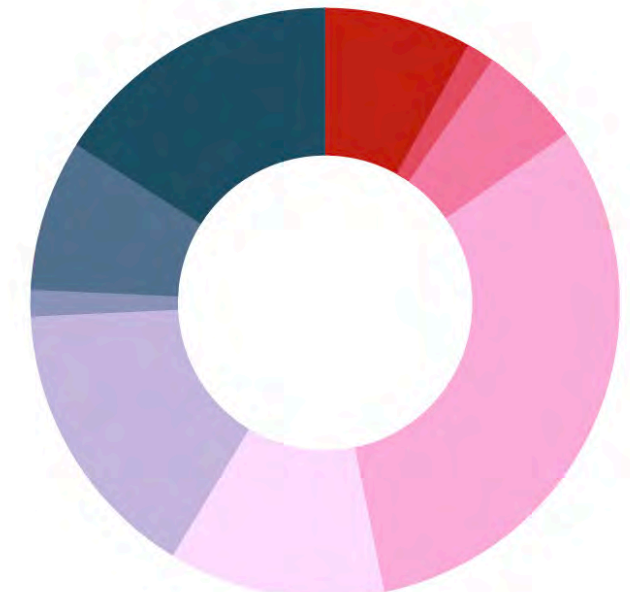
Equity & Advocacy <i>(began in 2020)</i> :	0%
Administrative Costs:	17.3%
Fundraising:	7.1%
Workforce Development:	19.6%
Developmental Disability Programs:	17.1%
Business & Economic Development:	22.6%
Family & Children Services:	3.5%
Case Management for Seniors:	1.7%
Youth Education & Development:	11%

## FY 2020-2021



**REVENUE: \$ 7,761,606**

Governmental Grants:	39.9%
Medicaid:	8.3%
Public Support:	22.1%
United Way:	7%
Rental Income / Dev. Fees:	21.9%
Other:	0.8%



**EXPENSES: \$ 6,480,668**

Equity & Advocacy:	1.4%
Administrative Costs:	16%
Fundraising:	8.3%
Workforce Development:	15.6%
Developmental Disability Programs:	11.9%
Business & Economic Development:	31.5%
Family & Children Services:	5.7%
Case Management for Seniors:	1.5%
Youth Education & Development:	8.1%



265 North Clinton Avenue  
Rochester, New York 14605  
Phone: (585) 325-6530  
Email: [info@ulr.org](mailto:info@ulr.org)

[www.urbanleagueroc.org](http://www.urbanleagueroc.org)