UNION SETTLEMENT 2015 Calendar & 2014 Annual Report
Union Settlement Association is an on-the-ground resource for East Harlem residents of all ages, and a passionate advocate for the needs of underserved communities. Since opening our doors in 1895, we have brought education, wellness and community-building programs to our neighborhood, empowering New Yorkers with opportunities to better their lives.
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Associate Executive Director

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Human Resources Manager

DEOCHAND NARAIN
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Dear Friends of Union Settlement:

A calendar is a tool for anticipating the future and recording the past. In this calendar we share our accomplishments from last year and look confidently toward the next.

It has been 119 years since Union Settlement was established—a history spanning three centuries! Not surprisingly, East Harlem has changed and grown over this period, and Union Settlement has grown alongside the neighborhood. We have helped generations of residents overcome the challenges of poverty and immigration.

The East Harlem community continues to change, and we continue to find ways to deepen our impact, constructing new and refocused programs designed to turn our wealth of experience into offerings that make a greater difference in the lives of individuals and families.

We also deepen our impact by nurturing local leadership among our participants, staff and community members, enabling them to advocate for themselves, East Harlem and other underserved communities.

At Union Settlement we seek to understand the barriers our neighbors confront and we work with our neighbors to find strategies to address these barriers.

Thank you so very much for supporting this work and making it all possible.

Best wishes for the year to come,

Reginald Harwell  David M. Nocenti
Chair Executive Director

Letter From the Executive Director and Chairman of the Board
“Everyone at Union Settlement has a big heart.”
— Giovanni Classen, community member and youth program participant (not pictured)
Alumni from across the decades, students, staff and many friends celebrated the 50th Anniversary of Union Settlement’s College Readiness Program. It has helped more than 20,000 young people gain admission to college, the vast majority of whom were the first in their families to do so. This is life changing work and one of our greatest achievements.

The East Harlem Community Alliance, founded by Union Settlement, grew to more than 60 members bringing together local businesses, faith-based organizations, human service providers and government officials.

The Alliance advanced its Buy-Hire-Serve East Harlem initiatives with a new online database and compendium of local sources for goods and services, employment opportunities and social services.

Responding to the tragic East Harlem gas explosion, Union Settlement provided meals and mental health counseling, and connected community members to needed services. We were one of three non-profits selected by Mayor de Blasio to assist victims of this disaster.
You get to learn a lot in this program and help others learn and at the same time have fun.

— Cristina Cruceta, student (not pictured)
300 elementary school children (up from 150 last year) benefited from arts enrichment, academic support, and environment, health and fitness programming at our afterschool and summer day camp. They discover new talents by learning circus arts, drumming, dance and more.

94 at-risk children (up from 70 last year) worked with tutors for one-on-one literacy support through our Intergenerational Tutoring Program. 90% of them showed significant improvement in academic achievement and class participation.

Expanding our range of youth services to include children with physical and developmental disabilities, Union Settlement now provides 40 children in a special needs school with academically enriching and supportive afterschool programs.

300 students between the ages of 11 and 18 attended our East Harlem Teen Health Project’s workshops on sexual literacy and teen pregnancy prevention. Topics ranged from building healthy relationships, fighting homophobia, and understanding general sexual health.
“That same level of hard work that I learned to do at Union Settlement, I have applied to my life.”
— Anthony Leslie, college readiness alum (not pictured)
1,380 middle and high school students benefited from college counseling and college preparatory programs. Most of these young people will be the first members of their families to attend college.

Of the 291 high school seniors who gained assistance from our College Readiness Program 98% graduated on time and 74% successfully navigated the college selection, admission and financial aid processes and have started college. They are attending such colleges as Cornell University, Macaulay Honors College of CUNY, and SUNY New Paltz.

100% of the 50 students in our college transition program completed their freshman year and are continuing into their second year.

84 students (up from 56 last year) completed summer enrichment programs which ranged from STEM classes to Writing and Drama, as well as a one week college campus experience.

1965: Union Settlement opens one of the nation’s first Head Start centers.
“Without this program, people without a diploma, like me, would have no hope of starting over, or pursuing a great future on our own.”

— Ariel, student (not pictured)
More than 400 people sought to change their lives through education by enrolling in free English, basic literacy, computer skills, and citizenship classes. Many joined classes available in Spanish or English to prepare for the High School Equivalency exam.

74 students completed our innovative Home Health Aide (HHA) Training Program and already more than 60% of them have gained certification, joined the union and obtained employment. In addition to their classes, HHA students work with a case manager to meet their individual needs and overcome personal challenges that may hinder their success.

65 students ages 17-30, many of whom are DACA (Deferred Action for Childhood Arrivals) eligible, benefited from our classes as well as job readiness counseling, legal assistance and orientations on DACA. Some of our students have already received their DACA status.

Nearly 200 students participated in our creative writing programs to improve their reading and writing skills. In partnership with the 92Y, we hosted readings with successful authors from around the world and students learned about their journeys as storytellers and immigrants.

1970: Union-Washington Community Center founds Hotline Cares, the first telephone counseling service provided for and by inner-city youth.
“Being here has been a great experience. It’s helped me work past my depression and has given me tools and made me happier.”

— Cecilia, client (not pictured)
At our licensed mental health clinic, we serve residents who struggle with substance abuse, trauma, child abuse, violence, HIV/AIDS and crushing emotional burdens. Every year, we keep families together, minimize psychiatric hospitalizations, keep people out of prisons, and literally save lives.

1,242 people, an increase of over 40% from last year, participated in counseling for individuals, families, groups and couples. Our psychotherapy and psychiatric services are offered in both English and Spanish.

148 emotionally disturbed children and adolescents, many of who have experienced trauma, benefited from case management focused on mental health and also received assistance in accessing age appropriate educational, medical and supportive services with the goal of helping them remain with their families and out of institutions.

Our therapists also work from our convenient satellite clinics in three East Harlem Schools and at Settlement Health.
“When you have a good education, it gives you the opportunity to open new doors.”
— Angel Melendez, Student (not pictured)
80 noncustodial fathers, up from 50 last year, participated in our fatherhood program. These young fathers gained parenting skills, employment training, counseling, and job placement. 40 of these fathers now spend time caring for their children at least twice a week. Over 55 fathers are able to provide consistent financial support for their children.

More than 100 young people ages 12-17 who are involved in the juvenile justice system participated in our alternative to detention programs. They benefited from tutoring, pregnancy, drug and gang prevention workshops and team building activities, as well as program with their families.

25 young men between 16 and 24 who left or were forced out of school benefited from pre-High School Equivalency (HSE) classes, internships and vocational training. Many of the young men entered testing below a 6th grade level. 12 of them continued through HSE prep classes and have passed the HSE.
“Aquí se siente como familia. It feels like family here.”
— Nancy Parrilla, senior center participant (not pictured)
1,250 older adults meet their everyday needs and ward off feelings of isolation at our 4 senior centers where they enjoy group meals, celebrate holidays, and participate in arts, dance and music activities. They also gain assistance with benefits, join health programs, and use our computer lab.

More than 250,000 nutritious meals were provided to East Harlem seniors. This includes meals served at our 4 senior centers, our Adult Social Day Center, and meals delivered to over 500 homebound seniors who benefit from our Meals on Wheels program.

Fitness is a priority for seniors in our community and we bring seniors to exercise at Asphalt Green, organize Senior Splash at the Jefferson Pool, and offer walking clubs, Zumba, and Tai Chi.

For the very frail elderly our new Social Adult Day center offers appropriate fitness activities, cognitive enrichment, arts programming, group meals and individual support services.

1942: Union Settlement responds to the growing population of elderly individuals by starting one of the first seniors programs in New York City.
“My child is really benefitting from this program and I know that she is in a safe environment.”
— Nancy Torres, childcare parent (not pictured)
More than 720 children (20% more than last year) attended our early childhood education services, making us the tenth largest provider in New York City.

55 homeless families have children in our programs, allowing them time to find housing and work while their children benefit from high quality education and socialization.

78 community members received training and assistance running their home-based childcare programs. These providers helped alleviate the shortage of childcare, caring for 280 infants and toddlers last year.

Almost 5,000 children were enrolled in our asthma education program. Union Settlement developed what is now the model for childhood asthma tracking and training activities in New York City.

1937: Union Settlement opens a cooperative grocery in East Harlem.
“I have a younger brother and sister, and I truly want to make a difference so when they are in middle school my mom doesn’t have to worry about paying for school lunch.”

— Keyla Jimenez, student (not pictured)
Union Settlement’s workers have organized community residents to win pioneering victories in the areas of public health, education, and community development since 1895. Today we are working with our community to expand public programs for low-income children, increase investments in adult education, make school lunch free for every student in NYC and determine the needs of the older adults in East Harlem.

Parents and staff in our early childhood programs helped to collect over 900 signatures in support of salary parity between public school staff and staff at community-based early childhood centers.

In the spring of 2014, two of our student participants testified before the City Council to advocate for universal free school lunch, a campaign which won approval for free lunch in public middle schools.

September 2011: Mayor Bloomberg proclaims September 27 Union Settlement Day in honor of street renaming.
“I didn’t want to stay at home. I wanted to help other people. I love to help, and not just seniors — anybody.”

— Wanda Ferreira, senior center volunteer (not pictured)
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<thead>
<tr>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
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<th>Saturday</th>
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</table>

**COMMUNITY-BUILDING: Volunteers**

Volunteers worked an impressive 25,000 hours for Union Settlement. They can be found in every one of our programs. They tutor children, teach classes and workshops, deliver food for homebound seniors, build flowerbeds and help make the holidays more festive.

485 people volunteered as part of corporate and community groups, contributing 1,533 hours. They organized parties for young fathers and seniors, beautified the garden, renovated classrooms, and staffed numerous community events.

Dozens of professionals help us with pro bono projects, donating their time and expertise to Union Settlement. Our programs truly benefit from the addition of their specialized knowledge.

Seniors who attend our Senior Centers are a big part of our volunteer force, contributing thousands of hours of their time to help run their centers, visit homebound seniors, offer telephone reassurance and much more.
“I come to classes because I want to learn English to help my family financially, and my community.”

— Fatuma, student (not pictured)
Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday
--- | --- | --- | --- | --- | --- | ---
1 | 2 | 3 | 4 | 5 | 6 | 7

DÍA DE LOS MUERTOS

8 | 9 | 10 | 11 | 12 | 13 | 14

VETERANS DAY

15 | 16 | 17 | 18 | 19 | 20 | 21

22 | 23 | 24 | 25 | 26 | 27 | 28

THANKSGIVING DAY

29 | 30

1932: Union Settlement opens one of the City’s first birth control clinics.

**COMMUNITY-BUILDING:** New Immigrants

225 people from East Harlem and all over New York City came to celebrate the traditional Mexican holiday of the Day of the Dead. Participants joined to create a large, colorful altar, watched dance and musical performances, and enjoyed a festive meal of Mexican cuisine.

The East Harlem Neighborhood Network, a collaboration with two other nonprofits, is expected to serve 400 of East Harlem’s estimated 1,000 Mexican families who have infants and children up to 8 years old over a three-year period. The Network’s myriad supportive services include needs assessment, educational counseling and advocacy.

68 working immigrants attended classes to gain the language and academic skills they needed after we expanded the Saturday Academy to include weekday evenings.
“It’s special here during the holidays with the music, the gifts we give to people and the dancing.”
— Lillian Caquies, senior center participant (not pictured)
Each year, Union Settlement makes the holidays brighter for hundreds of East Harlem families in need. More than 47% of the children in our community live below the poverty level and the need is great.

250 turkeys, fresh produce, and Thanksgiving dinner fixings were provided to East Harlem families with the help of staff and volunteers.

Last December we delivered more than 772 holiday gifts to children and families in East Harlem. Our Toy Drive is a collaboration thanks to support from our corporate partners, FPWA, local colleges and businesses, board members, friends and many caring community members who work with Union Settlement to make the holidays a special time for our participants.
STATEMENT OF FINANCIAL POSITION
For the fiscal years ending June 30, 2013 and June 30, 2014.

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2013 AUDITED</th>
<th>2014 UNAUDITED</th>
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</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$296,874</td>
<td>$69,882</td>
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<tr>
<td>Investments</td>
<td>301,835</td>
<td>284,978</td>
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<td>Accounts Receivable</td>
<td>331,745</td>
<td>485,657</td>
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<td>Other Receivables</td>
<td>324,076</td>
<td>306,655</td>
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<td>Due from Government Agencies</td>
<td>3,175,777</td>
<td>3,351,036</td>
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<td>Furniture Fixtures</td>
<td>61,571</td>
<td>100,598</td>
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<td>Prepaid Expenses</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Other Assets</td>
<td>13,000</td>
<td>13,000</td>
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<tr>
<td>Total Assets</td>
<td>$4,504,878</td>
<td>$4,611,806</td>
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LIABILITIES AND NET ASSETS

<table>
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<tr>
<th>Liabilities</th>
<th>2013 AUDITED</th>
<th>2014 UNAUDITED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$1,431,337</td>
<td>$1,796,825</td>
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<tr>
<td>Accrued Expenses</td>
<td>910,272</td>
<td>516,259</td>
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<td>Loan Payable</td>
<td>-</td>
<td>58,440</td>
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<td>Due to Government Agencies</td>
<td>26,937</td>
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<td>Advances Payable</td>
<td>412,279</td>
<td>554,111</td>
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<td>Deferred Revenue</td>
<td>209,847</td>
<td>157,815</td>
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<td>Liability for Pension Benefits</td>
<td>4,034,395</td>
<td>4,165,342</td>
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<td>Total Liabilities</td>
<td>$7,025,067</td>
<td>$7,248,792</td>
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</tbody>
</table>

Net Assets (Deficit)

| Unrestricted | (2,739,131) | (2,883,528) |
| Temporarily Restricted | 29,477 | 22,077 |
| Permanently Restricted | 189,465 | 224,465 |
| Total Net Assets (Deficit) | (2,520,189) | (2,636,986) |

Total Liabilities and Net Assets | $4,504,878 | $4,611,806 |

STATEMENT OF ACTIVITIES
For the fiscal years ending June 30, 2013 and June 30, 2014.

<table>
<thead>
<tr>
<th>TOTAL SUPPORT AND REVENUES</th>
<th>2013 AUDITED</th>
<th>2014 UNAUDITED</th>
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<tbody>
<tr>
<td>Foundations</td>
<td>$767,395</td>
<td>$857,076</td>
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<tr>
<td>Corporations</td>
<td>275,521</td>
<td>193,407</td>
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<tr>
<td>Individuals</td>
<td>210,749</td>
<td>343,104</td>
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<td>In-Kind Support</td>
<td>2,115,813</td>
<td>2,031,773</td>
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<tr>
<td>Other Community Groups</td>
<td>1,686,104</td>
<td>1,350,865</td>
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<tr>
<td>Government Grants and Contracts</td>
<td>11,182,661</td>
<td>12,904,160</td>
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<td>Investment Income</td>
<td>10,941</td>
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<td>Program Revenues</td>
<td>4,360,025</td>
<td>4,228,792</td>
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<td>Special Events</td>
<td>581,129</td>
<td>447,609</td>
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<td>Other Revenues</td>
<td>952,740</td>
<td>1,131,817</td>
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<tr>
<td>Total Support and Revenue</td>
<td>$22,143,078</td>
<td>$23,488,603</td>
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EXPENDITURES

<table>
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<tr>
<th>Programs</th>
<th>2013 AUDITED</th>
<th>2014 UNAUDITED</th>
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<tr>
<td>Early Childhood Services</td>
<td>$9,447,546</td>
<td>$10,471,200</td>
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<tr>
<td>Youth Services</td>
<td>2,947,942</td>
<td>3,361,518</td>
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<tr>
<td>Adult Education</td>
<td>340,129</td>
<td>349,580</td>
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<tr>
<td>Services for Older Adults</td>
<td>2,323,472</td>
<td>2,637,723</td>
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<tr>
<td>Mental Health Counseling</td>
<td>4,278,538</td>
<td>4,372,655</td>
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<tr>
<td>Other Programs</td>
<td>180,197</td>
<td>63,669</td>
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<tr>
<td>Total Program Services</td>
<td>$19,517,824</td>
<td>$21,256,345</td>
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</table>

Support Services

| Management and General | $1,533,807 | $1,392,234 |
| Computer Technology   | 141,147    | 115,679     |
| Publicity and Fundraising | 405,591 | 432,244 |
| Building Operations    | 144,817    | 122,721     |
| Total Support Services | $2,225,362 | $2,062,878 |

Total Expenses | $21,743,186 | $22,245,391 |

Surplus/Deficit | $399,892 | $168,320 |

Budget Pie Chart:

- Program Services: $21,256,345 (91%)
- Administrative & Other Support: $1,630,634 (7%)
- Publicity & Fundraising: $432,244 (2%)
**Gifts of $100,000 and above**
- The Clark Foundation
- Deutsche Bank Americas Foundation
- The New York Women’s Foundation
- Robin Hood Foundation

**Gifts of $50,000–$99,999**
- Bridgemill Foundation
- Morgan Stanley
- Pine Tree Foundation of New York
- Bernard & Anne Spitzer
- The Teagle Foundation

**Gifts of $25,000–$49,999**
- Louis & Anne Abrons Foundation, Inc.
- Robert Bowne Foundation
- Debevoise & Plimpton LLP
- FJC – A Foundation of Philanthropic Funds
- Levitt Foundation
- Neuberger Berman Foundation
- Isaac H. Tuttle Fund

**Gifts of $15,000–$24,999**
- Axiom
- Eli & Jennifer Gross
- Elisabeth S. & Ashley Lonsdale
- Morgan Stanley Foundation
- David Nocenti & Andrea Shapiro Davis
- Ruth E. Pachman & Donald T. Fallati
- Popular Community Bank
- Maxine L. Rockoff & Wesley A. Clark
- Edith M. Schweckendiek Trusts
- Seth Sprague Educational and Charitable Foundation
- Starbucks Foundation
- Szilvia Szmuk-Tanenbaum
- Washington Square Fund

**Gifts of $10,000–$14,999**
- AT&T
- Bloomberg
- Bryan Cave LLP
- Ellen & Mac Caputo
- David & Catha Carlson
- Carver Federal Savings Bank
- David Castelblanco
- Congregation Emanu-El
- CORE
- Dammann Fund
- Kalavani S. & T.J. Duane
- DeNora M. & A. Mark Getachew
- Anne Gumowitz
- Caitlin J. Halligan & Marc Falcone
- Reginald E. Harwell & Pia Flanagan
- Caren Heller & Fabrizio Michelassi
- J. M. Kaplan Fund
- Kekst & Company
- The Estate of Burt Lancaster
- Mrs. Winifred Nucho
- The Louis and Harold Price Foundation
- Robert F. Quaintance, Jr. & Jane Azia
- RLM Ginsbury
- Filmview
- Michael Stocker M.D.
- J. William Uhrig
- Dawn Zappetti & Patrick Sullivan

**Gifts of $5,000–$9,999**
- The Altschul Foundation
- Atlas Capital Group, LLC
- Chris Baio
- Theodore H. Barth Foundation
- BCA WatsonRice LLP
- Helen V. Cantwell & Mark Racanelli
- Cleveland H. Dodge Foundation, Inc.
- Ricardo Granderson

**Gifts of $2,500–$4,999**
- Peter H. Baker
- Banco Popular Foundation
- CUNY
- Demarest Lloyd, Jr. Foundation
- Driess Food
- Goldman Sachs
- Steven L. Holley
- Steven & Anita Iaco
- IGI-USA
- Francoise LeGoues
- Local Union 157, United Brotherhood of Carpenters and Joiners of America
- Walter G. Montgomery
- Mount Sinai Health System
- National Mah Jong League Foundation
- Nevele Casino, Resort & Spa
- Mary Ochadiak & Thomas Christiansen
- Phipps Houses Group Company
- James Porcari & Richard Gerst
- The Roe Foundation
- Carlos M. Ruiz
- The Shaw Family Endowment Fund
- Alan & Carol Silberstein
- Ellen P. Simon Ph.D.
- Eugene Sklar
- Eliot Spitzer

**Gifts of $1,000–$2,499**
- Atlantic Tomorrow’s Office
- Paul F. Balser
- Steven P. Baum
- Emily Beare
- Charles Bendit
- Mr. & Mrs. Shelley Bergman
- Mr. & Mrs. Siddharth Bhattacharji
- Franci Blassberg
- Kate Buford
- Emily & Chris Burns
- Corporate Synergies
- Alberto Cribiore
- Francesca Curtis
- Mr. & Mrs. Benjamin Denihan
- Josephine C. Dobkin
- Robin Dolch
- Mr. & Mrs. Wolcott B. Dunham, Jr.
- Yvonne Eisner
- Eli N. Evans
- David Fingerman
- Mr. & Mrs. Douglas O. Fitzsimmons
- Fletcher Chicago, Inc.
- Robert P. Fletcher
- Mark Foggins
- Sam Fried
- Fromstein Foundation
- Gary Gecelter
- Jonathan Gold
- Thomas Hamill
- Warren Heller
- George A. Hirsch
- The Hirsch Family Charitable Fund
- HK Management Group
- The Hackerati
- Mary Hogan

**Gifts of $500–$999**
- Atlantica's Office
- Paul F. Balser
- Steven P. Baum
- Emily Beare
- Charles Bendit
- Mr. & Mrs. Shelley Bergman
- Mr. & Mrs. Siddharth Bhattacharji
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