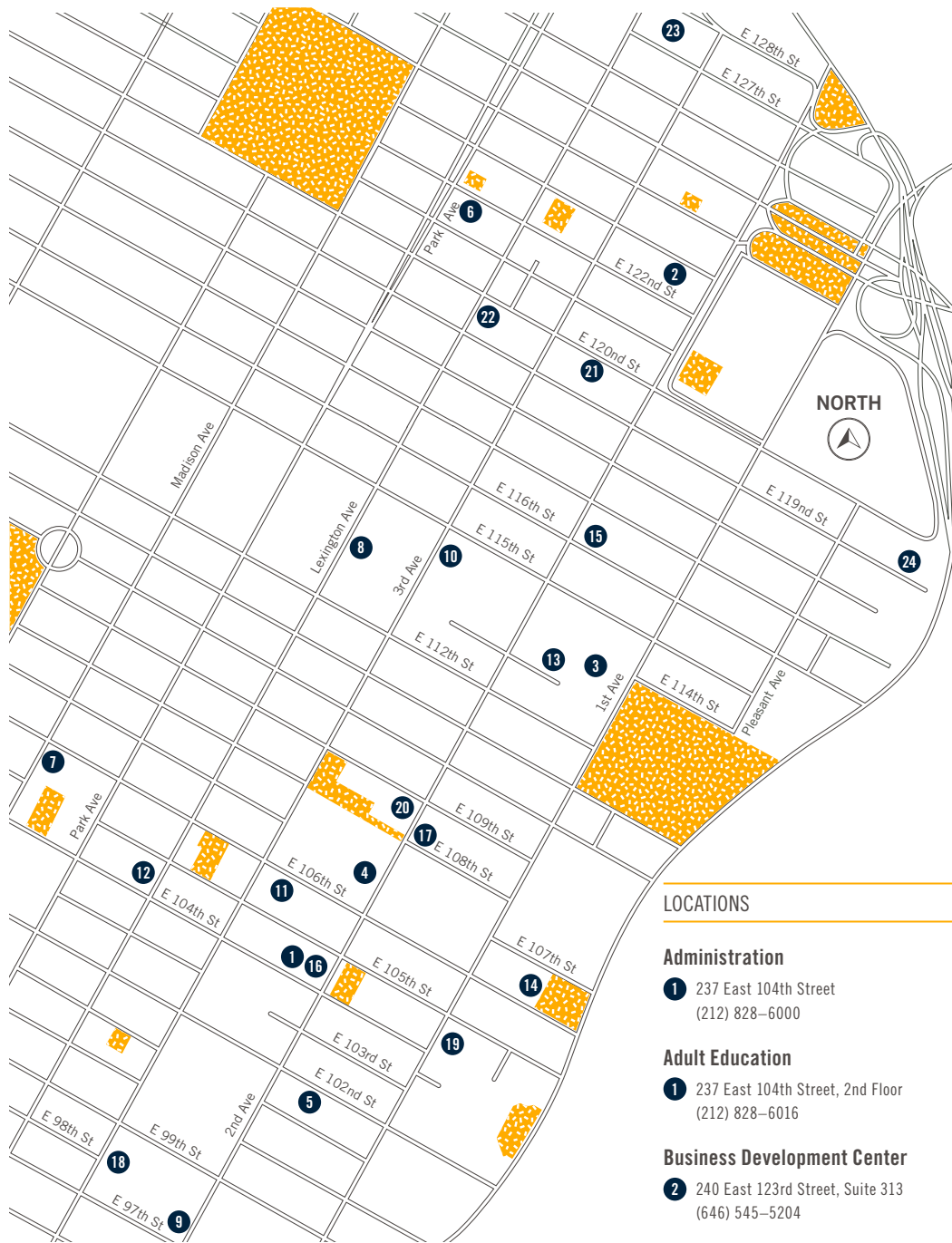


UNION SETTLEMENT

2016 Calendar & 2015 Annual Report





LOCATIONS

Administration

- 1 237 East 104th Street
(212) 828-6000

Adult Education

- 1 237 East 104th Street, 2nd Floor
(212) 828-6016

Business Development Center

- 2 240 East 123rd Street, Suite 313
(646) 545-5204

Early Childhood

- 3 FAMILY CHILD CARE NETWORK
2205 First Avenue (at 113th Street)
(212) 828-6059
- 4 FRANKLIN PLAZA
EARLY CHILDHOOD CENTER
2081 Second Avenue (at 107th Street)
(212) 828-6415
- 1 LEGGETT MEMORIAL
EARLY CHILDHOOD CENTER
237 East 104th Street
(212) 828-6051
- 5 METRO NORTH
EARLY CHILDHOOD CENTER
304 East 102nd Street
(212) 828-6083
- 6 PEQUEÑOS SOULS EARLY
CHILDHOOD CENTER
114 East 122nd Street
(212) 427-7644
- 7 UNION CARVER DAY EARLY
CHILDHOOD CENTER
1565 Madison Avenue (at 106th Street)
(212) 828-6078
- 8 UNION JOHNSON EARLY
CHILDHOOD CENTER
1829 Lexington Avenue (at 114th Street)
(212) 828-6072
- 9 UNION WASHINGTON EARLY
CHILDHOOD CENTER
1893 Second Avenue (at 97th Street)
(212) 828-6089

Mental Health

- 10 JOHNSON COUNSELING CENTER
2089 Third Avenue (at 114th Street)
(212) 828-6182
- 11 SETTLEMENT HEALTH
SATELLITE CLINIC
212 East 106th Street
- 12 SATELLITE CLINIC-PS 72
131 East 104th Street
- 13 SATELLITE CLINIC-PS 102
315 East 113th Street
- 14 SATELLITE CLINIC-PS 146
421 East 106th Street

Senior Services

- 15 CORSI SENIOR CENTER
307 East 116th Street
(212) 828-6756
- 16 GAYLORD WHITE SENIOR CENTER
2029 Second Avenue (at 104th Street)
(212) 828-6107
- 3 JEFFERSON SENIOR CENTER
2205 First Avenue (at 113th Street)
(212) 828-6098
- 17 NORC AT FRANKLIN PLAZA
2078 Second Avenue
(646) 676-1801
- 18 WASHINGTON-LEXINGTON
SENIOR CENTER
1775 Third Avenue (at 98th Street)
(212) 828-6115

Youth Services

- 18 WASHINGTON
COMMUNITY CENTER
1775 Third Avenue (at 98th Street)
(212) 828-6111
- 19 YOUTH SERVICES AT EAST RIVER
402 East 104th Street (at First Avenue)
- 20 ESPERANZA PREPARATORY
ACADEMY AFTER SCHOOL
PROGRAM (M372)
240 East 109th Street
(646) 567-9728
- 21 JOSEPH LANZETTA MIDDLE
SCHOOL AFTER SCHOOL
PROGRAM (M096)
216 East 120th Street
(646) 345-7048
- 22 SAMUEL STERN MIDDLE SCHOOL
AFTER SCHOOL PROGRAM (M007)
160 East 120th Street
(646) 594-0949
- 23 PS 138 AFTER SCHOOL PROGRAM
144 East 128th Street
(646) 624-1928
- 24 PS 112 AFTER SCHOOL PROGRAM
535 East 119th Street
(646) 316-1261



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.

BOARD OF DIRECTORS

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Managing Partner, Kekst and Company

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Author

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Planning and Analysis, Citi

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Insurance, Finance Companies, Securitization
and Special Purpose Vehicles, Citi

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Assistant Controller, Payroll & Tax Compliance,
Pace University

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Manager, Renal Physicians of North Texas

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Campaign Manager & Legislative Counsel
Brennan Center for Justice

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Director of Legal Recruiting, Labor Relations &
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Partner, Proskauer Rose

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Technology Consultant

A. SLADE MILLS, JR.
Retired Business Executive

WALTER G. MONTGOMERY
Co-Founder of RLM and Partner, Finsbury

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Dept. of Biomedical Informatics,
Columbia University Medical Center

JULIO RODRIGUEZ
Counselor, Beth Israel Medical Center

ANDREW SCHWALM
Head of Marketing and Communications
Fiscal Management Associates

ROBIN SPARKMAN
Chief Executive Officer, StoryCorps

SZILVIA SZMUK-TANENBAUM, PH.D.
Retired Educator/Librarian

DAVID C. THOMAS, M.D.
Professor of Medicine, Icahn School of
Medicine at Mount Sinai

KATE B. TOWNSEND
Retired Development Professional

SUSAN WIVIOTT
Chief Executive Officer, The Bridge

DAWN M. ZAPPETTI
Head of Retail Merchandise and Sponsorships,
Senior Executive, Citi

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ROGER CABAN

A. MACDONALD CAPUTO

CAMILLE CHIN-KEE-FATT

LORRAINE CORTEZ-VAZQUEZ

ARTHUR W. EINSTEIN, JR.
HON. ROBERT JACKSON
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ELLEN P. SIMON
EUGENE SKLAR
HARRIET L. WARM
ELLEN WERTHER
C. STUART WHITE

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MARIA ALEJANDRO
Director of Senior Services

LINDA EMBRY, LCSW
Director of Mental Health Services

CHARLES FOSTER, CPA, CPMG, MBA
Chief Financial Officer

LAURA JOHNSON
Associate Executive Director

OILDA MARTINEZ
Director of Adult Education

SHABANA K. MASTER
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EDWIN NIEVES
Senior Director of the Business
Development Center

DAVID NOCENTI
Executive Director

MICHELLE PAIGE
Director of Early Childhood Education

STEVEN PORTERICKER
Director of Youth Services

SARA STUART
Director of Development and Communication

CARLOS TORUÑO
Director of Facilities

EDUCATION

WELLNESS

COMMUNITY-BUILDING

Letter From the Executive Director and Chair of the Board

Dear Friends of Union Settlement:

We are delighted to provide you with our report of Union Settlement's accomplishments this past fiscal year.

Your support has helped to strengthen Union Settlement as a leader in the East Harlem community, allowing us to undertake a wide range of projects. A few highlights include adding three new after-school programs in local middle schools, launching a NORC (Naturally Occurring Retirement Community) Program in the Franklin Plaza apartments, and supporting hundreds of local entrepreneurs with our new Business Development Center.

Union Settlement takes its inspiration from the settlement house model of community empowerment, which has been refined and proven successful over the past century. The model is rooted in an on-the-ground approach toward individual advancement and social reform. Union Settlement serves as an anchor institution, providing a network of education, wellness and community-building programs and serving as a voice that reflects our community members' goals.

This is exciting and essential work, as we see every day how our programs impact individual lives for the better.

Thank you supporting our initiatives and best wishes for the upcoming year.

Sincerely,



David M. Nocenti

David M. Nocenti
Executive Director



Ruth E. Pachman

Ruth Pachman
Chair, Board of Directors



JANUARY

Agency-Wide



“This place is really cool. Union Settlement took me in and it’s like my family. I’m a GED recipient because of this place. Career Academy helped me find work, the fatherhood program helped my family, and I volunteer here all the time.”

— Adrian Rosado, Participant and Volunteer [not pictured]

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 NEW YEAR'S DAY	2
3	4	5	6 THREE KINGS DAY	7	8	9
10	11	12	13	14	15	16
17	18 MARTIN LUTHER KING DAY	19	20	21	22	23
24 31	25	26	27	28	29	30

Agency-Wide



450 employees and 350 volunteers assisted 10,000 East Harlem community members of all ages through our education, wellness and community building programs last year.


4,928 children and their families benefited from our asthma education program which reduces absences and emergency room visits and is the model for early pediatric asthma service in New York City.

1,400 community members celebrated the diverse and vibrant culture of East Harlem at Union Settlement's 23rd Annual Ethnic Festival. This combination street fair, music and dance festival and family fun day included a mini museum mile, tastes of East Harlem, a makers tent for creating colorful crafts and a fashion show.



FEBRUARY

College Readiness



“This program is a blessing for me and for my family, I am so grateful to Union Settlement.”

—Dority Mensah, College Readiness Participant

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8 LUNAR NEW YEAR	9	10	11	12	13
14 VALENTINE'S DAY	15 PRESIDENT'S DAY	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

1915: In response to the economic crisis of 1915, Union Settlement provides relief work, such as bandage rolling and rug making, for 300 unemployed local residents.

College Readiness

1,400 low-income students from four public high schools and four middle schools (the majority of whom are prospective first-generation college students) benefited from academic, college and financial aid counseling.

97% of the high school seniors in the college readiness program graduated.

77% entered such colleges as Cornell University, Macaulay Honors College of CUNY, Howard University, Fordham University, and SUNY New Paltz in the fall of 2015.

98% of the college freshman in our transition program successfully completed their freshman year and are continuing into their second year.



MARCH

Early Childhood Education

“All children should experience high quality education that will equip them for further schooling and for life.”

— Thomas de Castro, Early Childhood Center
Site Director [not pictured]



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27 EASTER	28	29	30	31	<hr/> <p>1965: Union Settlement opens one of the nation's first Head Start centers.</p> <hr/>	

Early Childhood Education



440 young children ages 2-5 benefited from high quality cognitive, social, emotional, creative and physical education in our early childhood centers.

298 infants and toddlers attended 65 home-based childcare centers in our Family Child Care Network where they enjoyed healthy meals throughout the day and are nurtured as learners.

65 homeless families were supported with stable high quality care for their children, allowing parents time to seek housing and work.



APRIL

Small Business Development



**“As a local business owner
I am providing a service that is
really needed in the community.”**

— Yudelka Adorno, Business Development Center Participant

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22 FIRST NIGHT OF PASSOVER	23
<u>24</u> 31	25	26	27	28	29	30

Small Business Development



700 community members attended business education, technology training and technical assistance in English and Spanish at our Business Development Center.

62 entrepreneurs and business owners gained technical assistance and counseling to prepare business plans, secure licenses and permits, and review commercial leases.

109 businesses, non-profits, religious organizations and government agencies are working together as part of the *East Harlem Community Alliance* chaired by Union Settlement. The Alliance is focused on four initiatives: *Hire East Harlem, Buy East Harlem, Serve East Harlem, and Promote East Harlem.*



MAY

Adult Education



“I want to achieve something that I could not achieve when I was in high school—which is to get my diploma. I want to do it for myself and eventually I want to go to college.”

— Annette Burgess, Adult Education Student

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8 MOTHER'S DAY	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30 MEMORIAL DAY	31				

May 26, 1895: Union Settlement
founded by alumni of
Union Theological Seminary.

Adult Education



600 people pursued their dreams through education by enrolling in free English, basic literacy, computer skills, citizenship classes and High School Equivalency Exam classes.

184 students learned English and improved their reading and writing skills by reading contemporary literature, enjoying visits from renowned authors at 92Y and sharing their own creative writing.

60 students completed the job-readiness training component of our innovative Home Health Aide Training Program last year. More than half have completed their certification and others are working toward certification.



JUNE

Mental Health Services



**“I learned to trust other people
in group. Now I have a place that
I can go to to get support.”**

— Client [not pictured]

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7 RAMADAN BEGINS	8	9	10	11
12	13	14	15	16	17	18
19 FATHER'S DAY	20	21	22	23	24	25
26	27	28	29	30	<hr/> <p>June 1903: Union Settlement opens its first youth summer camp at Lake Mohegan.</p> <hr/>	

Mental Health Services



1,204 people of all ages received assistance through our licensed mental health clinic, where we offer individual, family, group and couples therapy, crisis intervention, psychological/psychiatric evaluation, medication management, advocacy and other services.


136 emotionally disturbed children and adolescents benefited from mental-health-focused case management to enable them to benefit from mental health, educational, medical and social services that they need to remain with their families and out of institutions.

48 mental health professionals serve children, teens and adults in our clinic and in 5 satellite clinics at three East Harlem Schools, at Settlement Health and our Washington Houses Community Center.



JULY

Volunteers

A photograph showing two young women, one Black and one white, sitting at a table covered with a bright green cloth. They are both focused on a project made of white sticks and white beads. The woman on the left has long black braids and is wearing a pink short-sleeved top. The woman on the right has her hair in a bun and is wearing a maroon hoodie. They are surrounded by other people in the background, suggesting a community or educational event.

“I learned a great deal from the youth and the adults I had the privilege to serve. The staff was wonderful and accommodating.”

— Ania Pierre Louis, Volunteer

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1937: Union Settlement opens a cooperative grocery in East Harlem.					1	2
3	4 INDEPENDENCE DAY	5	6 EID AL-FITR	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 31	25	26	27	28	29	30

Volunteers



208 corporate and community volunteers contributed over 2,953 hours of services to our programs, beautifying the community garden, providing education activities for early childhood, staffing numerous community events and renovating classrooms.

11 firms provided specialized pro bono professional support to strengthen our programs and build our capacity.

90 seniors volunteered thousands of hours in our four centers and also visited and called homebound and ill neighbors, providing a vital lifeline to the outside world.



AUGUST

Senior Services

**“Through Union Settlement,
I was able to reconnect with people
I haven’t seen in over 30 years.”**

— Jenny Rivera, Senior Services Participant [not pictured]



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21 SENIOR CITIZENS DAY
22	23	24	25	26	27	28
29	30	31				

1942: Union Settlement responds to the growing population of elderly individuals by starting one of the first seniors programs in New York City.

Senior Services



1,500 older adults attend our four Senior Centers where they enjoyed daily group meals, a variety of evidence-based exercise activities, benefits assistance counseling, nutrition classes, health and wellness programs, computer classes, games, and arts and cultural activities.

166,239 meals were delivered to 450 homebound seniors through our Meals on Wheels program and we supplemented these daily hot meals with 90,000 light suppers of a sandwich, juice and fruit. Many of our Meals on Wheels clients would otherwise subsist on one meal a day.

270 seniors living in the Franklin Plaza Apartments benefited from the health, advocacy, and case management assistance of our new Naturally Occurring Retirement Community program that enables seniors to continue to live independently.



SEPTEMBER

Youth Services: In School

“What I like about after school here is that they help me with homework; teach us the difference between right and wrong, and I can join classes where I can express myself!”

— Amelia Simon, Rising Stars Participant



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5 LABOR DAY	6	7	8 INTERNATIONAL LITERACY DAY	9	10
11	12 EID AL-ADHA	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Youth Services: In School



1,753 eager and energetic children and teens actively learn and grow – forging brighter futures – in our youth programs.

95 students grades K-4 in six East Harlem elementary schools were tutored in reading, language arts and math by 60 older adults. 90% showed improvement in academic performance and participation in class.

413 middle school children, up from 120 last year, participated in exciting educational after school programming including theater, dance, visual arts, sexual literacy and health, high school admission, and STEM workshops.

172 adolescents attended our Teen Health Project on sexual literacy and pregnancy prevention. Their parents also attended workshops and learned about speaking with their children about sex.

OCTOBER

New Immigrants

**“Las clases en Union Settlement
son enriquecedoras.
(The classes at Union Settlement
are enriching.)”**

— Helen Diaz, Adult Education Student [not pictured]



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 ROSH HASHANAH	4 ROSH HASHANAH	5	6	7	8
9	10 COLUMBUS DAY	11	12 YOM KIPPUR	13	14	15
16	17	18	19	20	21	22
23 30	24 31 HALLOWEEN	25	26	27	28	29

New Immigrants



341 new immigrant children and their families benefited from specialized case management and assistance with the goal of achieving stronger education outcomes for the children and connecting families to resources such as Legal Aid, health and nutrition services and job opportunities.


128 children, in grades 1-4 who are English language learners, attended Photos and Me, a new evidence-based literacy program focused on improving comprehension, vocabulary, and critical perspectives. Student showed excellent improvement on tests and other measures.

200 adults and children celebrated the Day of the Dead, a traditional Mexican holiday, where community members of all ages create an altar, enjoy dance and mariachi performances.



NOVEMBER

Youth Services: Out of School



“Thanks to the fatherhood program I get to see my son a lot more. Being a father, I get to relive my childhood with him, but I want my son to accomplish what I never accomplished and live better than me.”

— Richard Bonilla, Young Fathers Participant

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 DÍA DE LOS MUERTOS	2	3	4	5
6	7	8	9	10	11 VETERANS DAY	12
13	14	15	16	17	18	19
20	21	22	23	24 THANKSGIVING DAY	25	26
27	28	29	30			

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

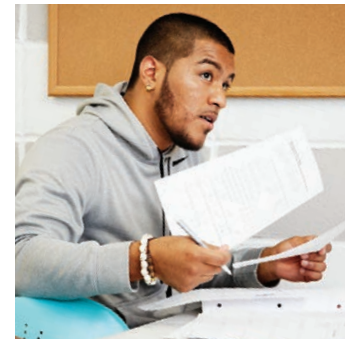
Youth Services: Out of School



120 fathers ages 16 to 24 participated in counseling, parent and life skills workshops, job readiness training and placement, and visitation assistance. 85% of participants—up from 50% last year—have regular contact with their children, and 70% are able to provide consistent financial support for their children.

205 young adults ages 17 to 24 participated in our rigorous work readiness training and 98 individuals have gained employment. Their average wage is \$10.25—17% higher than NYS's minimum wage—and 65% of our full time placements have benefits.

68 disconnected youth attended pre-HSE/HSE classes. This year the old GED was replaced by the Test Assessing Secondary Completion (TASC) exam, a much more rigorous test.



DECEMBER

Holidays



“The children are excited to get presents at this time of year.”

— Marlene Pompee, Early Childhood Center Site Director [not pictured]

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
December 1895: First Union Settlement kindergarten opens.				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
						FIRST NIGHT OF HANUKKAH
25	26	27	28	29	30	31
CHRISTMAS DAY	FIRST NIGHT OF KWANZAA					NEW YEAR'S EVE

Holidays



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

947 holiday gifts were delivered and wrapped to children and families in East Harlem last December. Our Toy Drive is a collaboration thanks to support from our corporate partners, local colleges and businesses, board members, the Federation of Protestant Welfare Agencies, 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, 2015

	2014 UNAUDITED	2015 UNAUDITED
ASSETS		
Cash	\$227,056	\$282,022
Investments	297,967	384,812
Accounts Receivable	389,041	606,937
Other Receivables	344,203	322,757
Due from Government Agencies	3,161,377	3,626,422
Furniture Fixtures	78,992	100,598
Prepaid Expenses	-	4,353
Other Assets	13,000	13,000
Total Assets	\$4,511,636	\$5,340,901
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts Payable	\$1,770,062	\$1,700,304
Accrued Expenses	794,235	817,033
Loan Payable	-	195,006
Due to Government Agencies	-	-
Advances Payable	334,079	844,382
Deferred Revenue	114,065	160,440
Liability for Pension Benefits	4,162,320	4,034,395
Total Liabilities	\$7,174,761	\$7,751,560
Net Assets (Deficit)		
Unrestricted	(2,917,379)	(2,851,113)
Temporarily Restricted	34,789	39,989
Permanently Restricted	219,465	400,465
Total Net Assets (Deficit)	(2,663,125)	(2,410,659)
Total Liabilities and Net Assets	\$4,511,636	\$5,340,901

STATEMENT OF ACTIVITIES

For the fiscal years ending June 30, 2015

	2014 AUDITED	2015 UNAUDITED
TOTAL SUPPORT AND REVENUES		
Foundations	\$852,576	\$1,086,941
Corporations	194,003	570,996
Individuals	330,879	581,046
In-Kind Support	2,277,467	1,901,945
Other Community Groups	1,365,082	1,439,074
Government Grants and Contracts	13,543,793	14,620,423
Investment Income	16,393	16,832
Program Revenues	4,308,278	4,185,054
Special Events	458,932	497,477
Other Revenues	1,136,445	1,287,307
Total Support and Revenue	\$24,483,848	\$26,187,095
EXPENDITURES		
Programs		
Early Childhood Services	\$11,032,864	\$11,526,324
Youth Services	3,445,930	4,455,038
Adult Education	355,938	484,059
Services for Older Adults	2,578,095	2,957,347
Mental Health Counseling	4,640,371	4,082,283
Other Programs	60,889	224,845
Total Program Services	\$22,114,087	\$23,729,896
Support Services		
Management and General	\$1,432,110	\$1,395,591
Computer Technology	108,131	100,733
Publicity and Fundraising	492,599	597,670
Building Operations	115,972	110,738
Total Support Services	\$2,148,812	\$2,204,732
Total Expenses	\$24,262,899	\$25,934,628
Surplus/Deficit	\$220,949	\$252,466

Union Settlement stewards its resources with care, integrity and efficacy.
We exceed the stringent Better Business Bureau standards for charity accountability.

FISCAL YEAR 2015 Individual, Corporate and Foundation Supporters

Gifts of Over \$250,000

The Estate of Sandra Wilson

Gifts of \$100,000–\$249,999

Clark Foundation

Deutsche Bank Americas Foundation

New York Community Trust

Robin Hood Foundation

Gifts of \$50,000–\$99,999

Bridgemill Foundation

Cheryl & Blair Effron

Levitt Foundation

The New York Women's Foundation

Pine Tree Foundation of New York

Bernard & Anne Spitzer Foundation, Inc.

Gifts of \$25,000–\$49,999

Louis & Anne Abrons Foundation, Inc.

Citi

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Memorial Fund

The Goodman Memorial Foundation

Harvard University

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Foundation

Solon E. Summerfield Foundation, Inc.

The Teagle Foundation

Isaac H. Tuttle Fund

The YES Network

Gifts of \$15,000–\$24,999

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Kekst and Company

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Elisabeth & D. Ashley Lonsdale

MasterCard

Morgan Stanley Foundation

David Nocenti & Andrea Shapiro Davis

The OASIS Institute

Ruth E. Pachman & Donald T. Fallati

Popular Community Bank

Maxine L. Rockoff & Wesley A. Clark

Edith M. Schweckendieck Trusts

Szylvia Szmuk-Tanenbaum

The Travelers Companies, Inc.

United Neighborhood Houses of

New York

Washington Square Fund

Gifts of \$10,000–\$14,999

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AT&T

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Ellen & A. Mac Caputo

Susan Chapman

Congregation Emanu-El

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AIG Matching Grants Program

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Theresa Bischoff & Dennis Rivera

Robert Bowne Foundation

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Digitas

Cleveland H. Dodge Foundation, Inc.

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Haronil Estevez

Finsbury

Ricardo Granderson

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Gina Rusch

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Michael Stocker M.D.

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Dawn Zappetti

Gifts of \$2,500–\$4,999

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Chris Baio

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