



UNION
SETTLEMENT

2016 Annual Report

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Mission Statement

Union Settlement creates opportunity in East Harlem by offering comprehensive programs that help underserved residents improve their skills and build better lives for themselves and their families.

From the Board Chair and Executive Director

Dear Friends of Union Settlement:



We are delighted to provide you with our annual report of Union Settlement's accomplishments for this past fiscal year. As you know, we bring a wide range of education, wellness and community-building programs to our neighborhood, empowering New Yorkers with opportunities to better their lives.

As a community-based organization with over a century of experience, deep roots in our neighborhood and a skilled and dedicated staff, Union Settlement maintains a strong connection with the residents of East Harlem.



Every day, we provide high-quality, culturally-sensitive services to one of New York's poorest neighborhoods. No other organization in East Harlem can match our longevity in the community, or the breadth and depth of our services.

Our programs thrived in the past year, as the following pages will demonstrate. Still, to continue the success of our mission, it is crucial for us to periodically take a step back to re-examine the needs of the community and chart a future that will meet its ongoing challenges.

Union Settlement undertook such re-examination this past year through the development of a new four-year strategic plan. This process helped us chart a course that will see us through 2020, our 125th anniversary year. This "2020 Vision" includes strategic objectives for financial sustainability, resource development, staff development, performance measurement, external positioning, facilities improvements and community building.

Each year, we count on our funders to enable us to continue and expand the vital services that we provide. Based on the needs of our community and our strategic plan, we know that Union Settlement will continue to play a vital role for the people of East Harlem for years to come. We are grateful for friends like you, and we hope this report of achievements will earn your continued support.

Sincerely,

A handwritten signature in black ink, appearing to read "Ruth E. Pachman".

Ruth Pachman,
Chair

A handwritten signature in black ink, appearing to read "David M. Nocenti".

David M. Nocenti,
Executive Director



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Michelle Paige, *Director of Early Childhood Education*

Joy Pittman, *Director of Human Resources*

Steven Portericker, *Director of Youth Services*

Susan Puder, *Director of Development and Communication*

Carlos Toruño, *Director of Facilities*

Union Settlement is the tenth largest provider of **early childhood education** in New York City, serving over **740** children each year with a well-rounded program focused on cognitive, social, emotional, creative and physical development. We are a trusted provider of the highest quality early childhood education, enabling families to work, seek employment or care for loved ones.

"As new immigrants here in America, we don't have knowledge of the system. Union Settlement has given me the support needed, especially for my 5-year old son. Thank you for embracing me and my son."

– Myla, Mother of Early Childhood Center Student [not pictured]

Early Childhood Education

451 East Harlem children, ages two to four, attended early childhood programs at one of our seven centers.

289 infants and toddlers attended 69 home-based child care centers through our pioneering **Family Child Care Network**, which trains qualified neighborhood residents to set up their own home-based early education centers.

3,771 children were enrolled in our **asthma education program** which reduces absences and emergency room visits and is the model for early pediatric asthma service in New York City. We also provided asthma awareness training to **134** staff members and **95** parents at **51** early childhood education centers throughout East and Central Harlem.





We provide robust afterschool and summer **programs for in-school youth**, including education, arts and recreation for children from kindergarten through high school. Through our programs, every year more than **2,000** eager and energetic children and teens actively seek and create opportunities to forge brighter futures.

"I like to meet with my tutor because I get attention from him that I can't always get from my teacher in the classroom. We spend a lot of time talking and working on my vocabulary."

– Carlos, Intergenerational Tutoring Participant [not pictured]

In-School Youth Services

344 children ages five to 12 were enrolled in our lively after-school program at two **East Harlem elementary schools and two community centers**. Our program features year-round activities, including tutoring, computer instruction, visual and performing arts projects, recreation and summer day camp.

Each year, we provide **College Readiness services** to about **250 seniors**: approximately 95% graduate, and 79-89% enter college. The citywide rates are 70% and 45%, respectively.

We received a **\$441,000 grant from the Brooke Astor Fund for New York City Education through the New York Community Trust** to implement an afterschool program that provides literacy enrichment and English Language skill development for Spanish-speaking English language learners, utilizing photography and other technologies. Children in this program had nearly three times the gain in higher reading skills than a non-participating comparison group.

We face a growing crisis. Many of New York City's young people ages 16 to 24 are neither attending school nor participating in the labor force. These young people sorely need help to build their futures, and our **programs for out-of-school youth** provide just this kind of help.

"Thanks to the Fatherhood program, I now love spending time with my daughter. The program has taught me how to be a good dad."

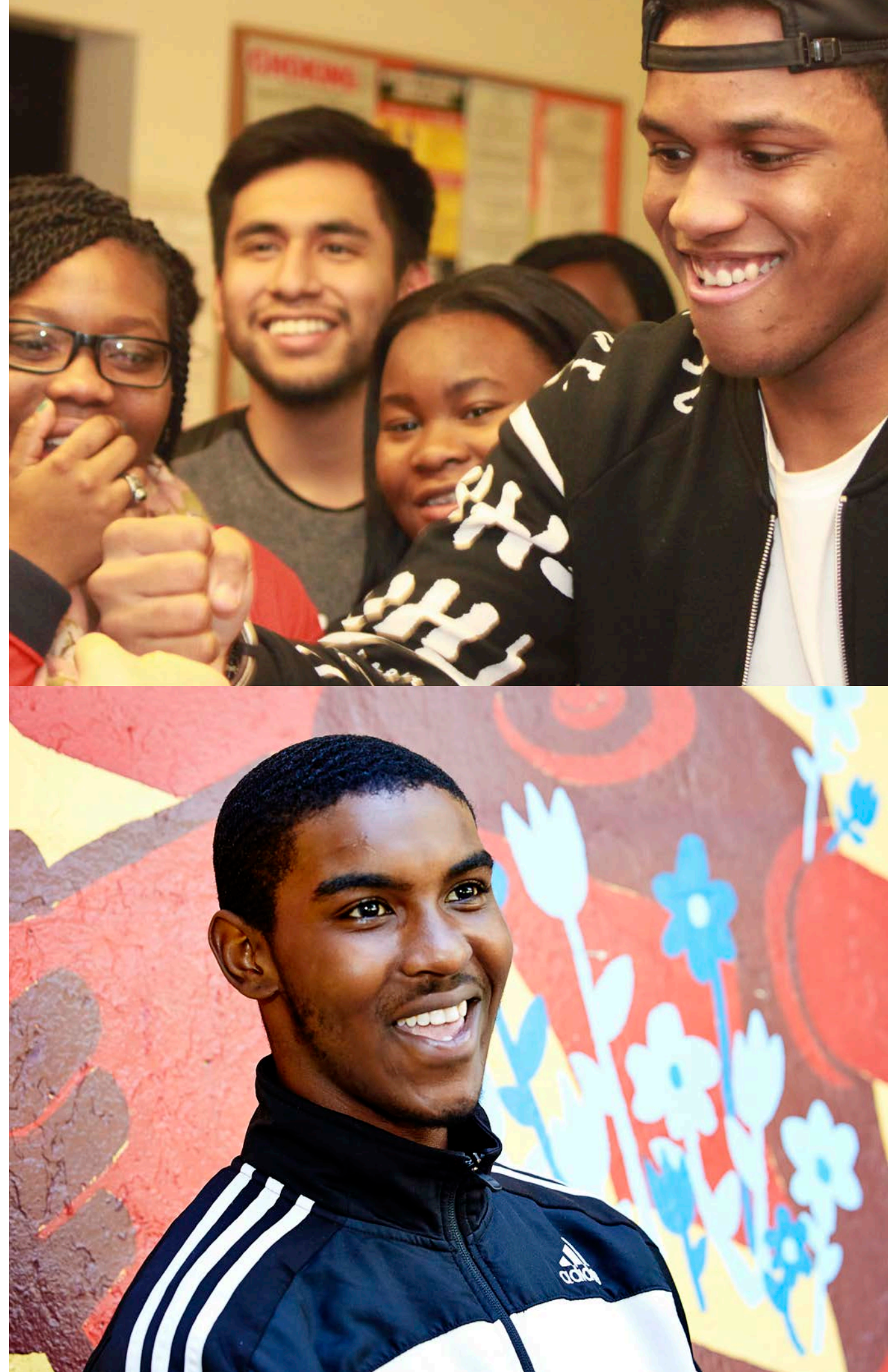
– Miguel, Fatherhood Participant [not pictured]

Out-of-School Youth Services

We serve approximately **750** out-of-school youth, almost exclusively African-American and Latino, who are more than twice as likely to be “disconnected”—neither in school nor in the labor force—as white youth.

100% of the young fathers in our **Fatherhood program**, who are noncustodial fathers, ages 16 to 24, now have contact with their children at least two to three times a week, and 80% are able to provide consistent financial support for their children.

Thanks to a grant from **Robin Hood**, we have expanded employment services through our **Career Academy**, now in its third year of operation. As of June 1, 2016, the Academy provided rigorous work readiness training to **210 young adults ages 17 to 24** and has placed 94 individuals in gainful employment. Their average wage is \$11.03—18% higher than New York State's minimum wage.





In East Harlem, 12% of adults have less than a ninth grade education, 27% did not graduate from high school and only 30% have a four-year college degree. Many residents are illiterate, including immigrants who lack literacy even in their native language; 21% of residents do not speak English “very well.” One of the area’s largest **adult education** providers, we are committed to helping our neighbors take vital steps toward achieving their educational and career goals.

"At Union Settlement you can achieve your goals. The teachers and staff help you move on with your future. There's no such thing as 'I can't get an education.'"

– Samuel, Adult Education Student [not pictured]

Adult Education

Almost **350** students participated in our English for Speakers of Other Languages, Adult Basic Education and High School Equivalency Classes.

100 students participated in creative writing workshops, read contemporary literature, enjoyed visits from renowned authors and shared their own creative writing as part of our long-running collaboration with the 92nd Street Y.

Our **Home Health Aide Training Program** helps area residents begin careers in home care, and is offered in separate versions for both English and Spanish speakers. To date, we have had **612** students complete the job-readiness training component of the program.

Services for seniors have always been a critical priority—we have been providing services for older East Harlem residents for over a century, and Meals on Wheels for about 40 years. Economically struggling and often living alone, our community's senior population relies on Union Settlement to help meet their everyday needs and ward off feelings of isolation.

"I love the staff. I love the people. Everyone is close. I look forward to coming here every day."

– Judith, Senior Services Center Participant [pictured on left]

Senior Services

This year, **725** older adults attended 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.

We delivered **143,313** meals to **450** homebound seniors through our Meals on Wheels program, which we supplemented with **86,000** light suppers of sandwiches and fruit. Many of our Meals on Wheels clients would otherwise subsist on one meal a day.

417 participants—nearly double our enrollment for the previous year—are now registered for services through our Naturally Occurring Retirement Community (NORC) program, which enables seniors to continue to live independently. Over one third of our participants are of Chinese heritage, an underserved population in East Harlem.





East Harlem has the city's highest rate of hospitalizations due to mental illness. Poverty substantially increases the emotional burdens many of our residents shoulder, as do the high rates of violence, substance abuse, child abuse, trauma, mental illness and AIDS and HIV infection. Union Settlement's **Mental Health Services** program, which has been in existence for more than 60 years, addresses these disparities by providing a range of counseling and case management services.

"Thank you for coming into my life. Thank you for helping me through rough times. Thank you for showing me you cared and loved me."

– From a Client to her Social Worker

Mental Health Services

1,027 people 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.

138 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.

Our mental health clients are **less than half as likely** as the citywide average to be hospitalized for behavioral health issues two times or more.

Union Settlement's mission to empower the East Harlem community extends to nurturing and developing small businesses and entrepreneurs. Our **Small Business Development Center** connects businesses with each other and helps incubate local businesses of all sizes, thereby keeping employers and employees in our neighborhood.

"Women in business sometimes feel like they are alone. At Union Settlement, I learned how to use the computer, QuickBooks, and I even got a business loan. It's not easy, but with consistent effort, you can achieve your dreams."

– Guadalupe, Business Development Center Participant

Small Business Development

Last year we provided business education, technology training and technical assistance to **over 260** entrepreneurs and business owners in the community, in both English and Spanish.

In August 2015, Union Settlement sponsored the first ever East Harlem Community Alliance Expo, which brought together area businesses, other nonprofits and government partners in the area. A total of **145** participants received access to information, including interviewing skills, resume writing and marketing.

We have been the organizing force behind the East Harlem Community Alliance, a consortium of local businesses, non-profits, and religious and governmental entities seeking to address the problems faced by the community. With over **120** members, the Alliance is focused on four initiatives: Hire East Harlem, Buy East Harlem, Serve East Harlem and Promote East Harlem.



STATEMENT OF FINANCIAL POSITION

For the fiscal year ended June 30, 2016

	FY2015	FY2016
	Audited	Unaudited
ASSETS		
Cash	154,409	33,551
Investments	520,645	1,731,932
Accounts Receivable	268,391	983,948
Other Receivables	50,066	121,688
Due from Government Agencies	2,506,032	2,522,362
Funtiture Fixtures	53,258	46,215
Prepaid Expenses	–	
Other Assets	6,876	26,674
TOTAL ASSETS	3,559,677	5,466,370
LIABILITIES AND NET ASSETS		
Accounts Payable	1,277,213	1,392,305
Accrued Expenses	923,377	890,416
Loan Payable	–	1,000,000
Due to Government Agencies	30,470	–
Advances Payable	37,417	660,333
Deferred Revenue	–	–
Liability for Pension Benefits	5,015,178	5,015,178
Total Liabilities	7,283,655	8,958,231
Net Assets (Deficit)		
Unrestricted	(4,094,737)	(3,894,737)
Temporarily Restricted	146,294	167,314
Permanently Restricted	224,465	235,561
Total Net Assets (Deficit)	(3,723,978)	(3,491,862)
Total Liabilities and Net Assets	3,559,677	5,466,369



84% Program services

3% Administrative support

13% Publicity & fundraising

STATEMENT OF ACTIVITIES

For the fiscal year ended June 30, 2016

	FY2015	FY2016
	Audited	Unaudited
TOTAL SUPPORT AND REVENUES		
Foundations	\$ 1,211,566	\$ 1,258,956
Corporations	\$ 508,007	\$ 699,101
Individuals	\$ 409,199	\$ 689,037
In-Kind Support	\$ 2,534,389	\$ 1,636,973
Other Community groups	\$ 1,460,378	\$ 1,322,161
Government grants and contracts	\$ 15,611,195	\$ 15,288,823
Investment Income	\$ 7,355	\$ 10,514
Program Revenues	\$ 4,146,997	\$ 4,396,640
Special Events	\$ 439,692	\$ 408,622
Other Revenues	\$ 231,548	\$ 389,342
Total Support and Revenue	\$ 26,560,326	\$ 26,100,169
EXPENDITURES		
PROGRAMS		
Early Childhood Services	\$ 11,949,922	\$ 11,099,133
Youth Services	\$ 4,071,090	\$ 4,818,319
Adult Education	\$ 441,483	\$ 369,189
Services for Older Adults	\$ 2,761,052	\$ 2,797,229
Mental Health Counseling	\$ 3,930,913	\$ 4,052,714
Other Programs	\$ 239,638	\$ 232,602
Total Program Services	\$ 23,394,098	\$ 23,369,186
SUPPORT SERVICES		
Management and General	\$ 1,421,087	\$ 1,666,812
Computer Technology	\$ 93,213	\$ 96,616
Publicity and Fundraising	\$ 589,831	\$ 620,305
Building Operations	\$ 112,214	\$ 117,123
Total Support Services	\$ 2,216,345	\$ 2,500,856
TOTAL EXPENSES	\$ 25,610,443	\$ 25,870,042
Operating Surplus/Deficit	\$ 949,883	\$ 230,127
Pension-related changes other than net periodic benefit cost	\$ (852,858)	–
Net Adjusted Surplus	\$ 97,025	\$ 230,127



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Every attempt has been made to include and correctly list the names of all donors. If you find an error, please email the development office at development@unionsettlement.org.

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Union Settlement, a non-profit organization, depends on the generous support of private contributors. On behalf of the people we serve, our staff and board of directors we thank you for giving generously to ensure that Union Settlement can bring opportunities to East Harlem. We welcome unrestricted and restricted gifts, contributions of stock, memorial or tribute gifts, and planned giving. For more information about contributing to Union Settlement, call (212) 828-6024 or email development@unionsettlement.org.

Checks may be mailed to

Union Settlement, 237 East 104th Street, New York, NY 10029.

JOHN H. T. AND SANDRA WILSON LEGACY SOCIETY

John H.T. Wilson served on Union Settlement’s Board of Directors and Advisory Council for over 40 years including serving as Board Chair. Our planned giving program is named in honor of John and his wife, Sandra Wilson, to recognize his four decades of leadership and his generous support for the organization. We gratefully acknowledge the current members of the Legacy Society:

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Locations

Administration

237 East 104th Street
(212) 828-6000

Adult Education

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

Business Development Center

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

Early Childhood Education

Family Child Care Network
2205 First Avenue (at 113th Street)
(212) 828-6059

Franklin Plaza Early Childhood Center
2081 Second Avenue (at 107th Street)
(212) 828-6415

Leggett Memorial Early Childhood Center
237 East 104th Street
(212) 828-6051

Metro North Early Childhood Center
304 East 102nd Street
(212) 828-6083

Pequeños Souls Early Childhood Center
114 East 122nd Street
(212) 427-7644

Union Carver Early Childhood Center
1565 Madison Avenue (at 106th Street)
(212) 828-6078

Union Johnson Early Childhood Center
1829 Lexington Avenue (at 114th Street)
(212) 828-6072

Union Washington Early Childhood Center
1893 Second Avenue (at 97th Street)
(212) 828-6089

Mental Health

Johnson Counseling Center
2089 Third Avenue (at 114th Street)
(212) 828-6182

Satellite Clinic-PS 72
131 East 104th Street

Satellite Clinic-PS 102
315 East 113th Street

Satellite Clinic-PS 146
421 East 106th Street

Senior Services

Corsi Senior Center
307 East 116th Street
(212) 828-6756

Gaylord White Senior Center
2029 Second Avenue (at 104th Street)
(212) 828-6107

Jefferson Senior Center
2205 First Avenue (at 113th Street)
(212) 828-6098

NORC at Franklin Plaza
2078 Second Avenue (at 108th Street)
(646) 676-1801

Washington-Lexington Senior Center
1775 Third Avenue (at 98th Street)
(212) 828-6115

Youth Services

Gaylord White Community Center
237 East 104th Street
(212) 828-6000

Jefferson Community Center
2205 First Avenue (at 113th Street)
646-245-5365

Washington Community Center
1775 Third Avenue (at 98th Street)
(212) 828-6111

Esperanza Preparatory Academy
After School Program (M372)
240 East 109th Street
(646) 567-9728

Harlem Prep Charter Middle School
232 East 103rd Street
(212) 831-5394

Joseph Lanzetta Middle School
After School Program (M096)
216 East 120th Street
(646) 345-7048

Samuel Stern Middle School
After School Program (M007)
160 East 120th Street
(646) 594-0949

PS 138 After School Program
144 East 128th Street
(646) 624-1928

PS 112 After School Program
535 East 119th Street
(646) 316-1261



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