Early Childhood

1. FAMILY CHILD CARE NETWORK
   2205 First Avenue (at 113th Street)
   (212) 828–6059

2. FRANKLIN PLAZA EARLY CHILDHOOD CENTER
   2081 Second Avenue (at 107th Street)
   (212) 828–6415

3. LEGGETT MEMORIAL EARLY CHILDHOOD CENTER
   237 East 104th Street
   (212) 828–6051

4. METRO NORTH EARLY CHILDHOOD CENTER
   304 East 102nd Street
   (212) 828–6083

5. PEQUEÑOS SOULS EARLY CHILDHOOD CENTER
   114 East 122nd Street
   (212) 427–7644

6. UNION CARVER DAY EARLY CHILDHOOD CENTER
   304 East 102nd Street
   (212) 828–6083

7. UNION JOHNSON EARLY CHILDHOOD CENTER
   1829 Lexington Avenue (at 114th Street)
   (212) 828–6072

8. UNION WASHINGTON EARLY CHILDHOOD CENTER
   1933 Second Avenue (at 97th Street)
   (212) 828–6089

Mental Health

9. JOHNSON COUNSELING CENTER
   2089 Third Avenue (at 114th Street)
   (212) 828–6182

10. SETTLEMENT HEALTH SATELLITE CLINIC
    212 East 106th Street

11. SATELLITE CLINIC–PS 72
    131 East 104th Street

12. SATELLITE CLINIC–PS 102
    315 East 113th Street

13. 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
    2023 Second Avenue (at 104th Street)
    (212) 828–6107

17. JEFFERSON SENIOR CENTER
    2205 First Avenue (at 113th Street)
    (212) 828–6098

18. NORC AT FRANKLIN PLAZA
    2078 Second Avenue
    (646) 676–1801

19. 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)
    210 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.
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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
Executive Director

Ruth Pachman
Chair, Board of Directors
“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)
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.
“This program is a blessing for me and for my family, I am so grateful to Union Settlement.”

—Dority Mensah, College Readiness Participant
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.

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.
“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]
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.

1965: Union Settlement opens one of the nation’s first Head Start centers.
“As a local business owner I am providing a service that is really needed in the community.”
— Yudelka Adorno, Business Development Center Participant
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.

1970: Union-Washington Community Center founds Hotline Cares, the first telephone counseling service provided for and by inner-city youth.
“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
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.
“I learned to trust other people in group. Now I have a place that I can go to to get support.”

— Client [not pictured]
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.

June 1903: Union Settlement opens its first youth summer camp at Lake Mohegan.
“I learned a great deal from the youth and the adults I had the privilege to serve. The staff was wonderful and accommodating.”

Asia Pierre Louis, Volunteer
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 life-line to the outside world.

1937: Union Settlement opens a cooperative grocery in East Harlem.
“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)
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.

1942: Union Settlement responds to the growing population of elderly individuals by starting one of the first seniors programs in New York City.
“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
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.
Las clases en Union Settlement son enriquecedoras. (The classes at Union Settlement are enriching.)

— Helen Diaz, Adult Education Student [not pictured]
1913: Union Settlement starts a music school which later becomes the Manhattan School of Music.

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.
“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
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.
Holidays

“The children are excited to get presents at this time of year.”
— Marlene Pompee, Early Childhood Center Site Director (not pictured)
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.

December 1895: First Union Settlement kindergarten opens.

Holidays

- Christmas Day
- First Night of Kwanzaa
- New Year’s Eve
- First Night of Hanukkah
### Statement of Financial Position

*For the fiscal years ending June 30, 2015*

<table>
<thead>
<tr>
<th>Assets</th>
<th>2014 Unaudited</th>
<th>2015 Unaudited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$227,056</td>
<td>$282,022</td>
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<tr>
<td>Investments</td>
<td>297,967</td>
<td>384,812</td>
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<tr>
<td>Accounts Receivable</td>
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<td>Other Receivables</td>
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<td>Furniture Fixtures</td>
<td>78,992</td>
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<td>Prepaid Expenses</td>
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<td>4,353</td>
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<td>Other Assets</td>
<td>13,000</td>
<td>13,000</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$4,511,636</strong></td>
<td><strong>$5,340,901</strong></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities</td>
<td></td>
<td></td>
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<tr>
<td>Accounts Payable</td>
<td>$1,770,062</td>
<td>$1,700,304</td>
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<td>Accrued Expenses</td>
<td>794,235</td>
<td>817,033</td>
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<tr>
<td>Loan Payable</td>
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<tr>
<td>Due to Government Agencies</td>
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<td>-</td>
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<td>Advances Payable</td>
<td>334,079</td>
<td>844,382</td>
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<td>Deferred Revenue</td>
<td>114,065</td>
<td>160,440</td>
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<td>Liability for Pension Benefits</td>
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<td>4,034,395</td>
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<td><strong>Total Liabilities</strong></td>
<td><strong>$7,174,761</strong></td>
<td><strong>$7,751,560</strong></td>
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<table>
<thead>
<tr>
<th>Net Assets (Deficit)</th>
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<tbody>
<tr>
<td>Unrestricted</td>
<td>(2,917,379)</td>
<td>(2,851,113)</td>
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<tr>
<td>Temporarily Restricted</td>
<td>34,789</td>
<td>39,989</td>
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<tr>
<td>Permanently Restricted</td>
<td>219,465</td>
<td>400,465</td>
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<tr>
<td><strong>Total Net Assets (Deficit)</strong></td>
<td><strong>(2,663,125)</strong></td>
<td><strong>(2,410,659)</strong></td>
</tr>
</tbody>
</table>

| Total Liabilities and Net Assets | $4,511,636 | $5,340,901 |

### Statement of Activities

*For the fiscal years ending June 30, 2015*

<table>
<thead>
<tr>
<th>Total Support and Revenues</th>
<th>2014 Audited</th>
<th>2015 Unaudited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundations</td>
<td>$852,576</td>
<td>$1,086,941</td>
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<tr>
<td>Corporations</td>
<td>194,003</td>
<td>570,996</td>
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<tr>
<td>Individuals</td>
<td>330,879</td>
<td>581,046</td>
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<tr>
<td>In-Kind Support</td>
<td>2,277,467</td>
<td>1,901,945</td>
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<tr>
<td>Other Community Groups</td>
<td>1,365,082</td>
<td>1,439,074</td>
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<tr>
<td>Government Grants and Contracts</td>
<td>13,543,793</td>
<td>14,620,423</td>
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<tr>
<td>Investment Income</td>
<td>16,393</td>
<td>16,832</td>
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<tr>
<td>Program Revenues</td>
<td>4,308,278</td>
<td>4,185,054</td>
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<tr>
<td>Special Events</td>
<td>458,932</td>
<td>497,477</td>
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<tr>
<td>Other Revenues</td>
<td>1,136,445</td>
<td>1,287,307</td>
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<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$24,483,848</strong></td>
<td><strong>$26,187,095</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Expenditures</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Early Childhood Services</td>
<td>$11,032,864</td>
<td>$11,526,324</td>
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<tr>
<td>Youth Services</td>
<td>3,445,930</td>
<td>4,455,038</td>
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<tr>
<td>Adult Education</td>
<td>355,938</td>
<td>484,059</td>
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<tr>
<td>Services for Older Adults</td>
<td>2,578,095</td>
<td>2,957,347</td>
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<tr>
<td>Mental Health Counseling</td>
<td>4,640,371</td>
<td>4,082,283</td>
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<tr>
<td>Other Programs</td>
<td>60,889</td>
<td>224,845</td>
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<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$22,114,087</strong></td>
<td><strong>$23,729,896</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Support Services</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Management and General</td>
<td>$1,432,110</td>
<td>$1,395,591</td>
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<tr>
<td>Computer Technology</td>
<td>108,131</td>
<td>100,733</td>
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<tr>
<td>Publicity and Fundraising</td>
<td>492,599</td>
<td>597,670</td>
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<tr>
<td>Building Operations</td>
<td>115,972</td>
<td>110,738</td>
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<tr>
<td><strong>Total Support Services</strong></td>
<td><strong>$2,148,812</strong></td>
<td><strong>$2,204,732</strong></td>
</tr>
</tbody>
</table>

| 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.
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The Estate of Sandra Wilson

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Ellen & A. Mac Caputo
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AIG Matching Grants Program
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Margaret Davenport
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Catherine Gatto-Harding
Michael & Maria Giammarella
Granite Trust
George A. Hirsch
The Hirsch Family Charitable Fund
Steven & Anita Iaco
The Helene Marks Early Start Foundation
Phyllis & Slade Mills
New York Academy of Medicine
Phipps Houses Group Company
Jon & Beatrice Plasse
Sandy Radoff & Bruce Posner
Helene Sinany-Macleod
Tahl-Propp Equities & Manhattan North
United Healthcare
Paula Wilson
Mary Moule & Gregory H. Woods III

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BCA WatsonRice LLP
Berkshire Taconic Community Foundation
Dr. & Mrs. Ralph E. Binder
Louise Bozorth
Helen V. Cantwell & Mark Racanelli
David & Catha Carlson
David Castelblanco
Catholic Communal Fund
CenterLight
Comprehensive Health Management
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