



UNION SETTLEMENT

2019 Annual Report

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Inside Back Cover: *Locations*

Union Settlement 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.

Front Cover Photo: Children learn and have fun in our summer program.
Back Cover Photo: Seniors enjoy a swim class at the Thomas Jefferson Park pool.
All photographs courtesy of Karen Smul

From the Board Chair and Executive Director



Dear Friends of Union Settlement,

This has been an exciting year for Union Settlement, as we begin planning for our 125th Anniversary in 2020. It has provided us with a wonderful opportunity to look back at our rich tradition of service and accomplishments, and also start envisioning our future.



Many of you already know our history - Union Settlement was founded in East Harlem in 1895 by alumni, faculty and students of Union Theological Seminary, in response to the desperate conditions of immigrants struggling to make a new life in America. Generations of prominent New York families – Auchincloss, Brown, Coffin, Dodge, Jessup, Iselin, Loomis, Sloane, Vance, Van Dusen, White and others – are closely linked with the history of Union Settlement. Within a year of opening, Union Settlement’s programs served 2,000 community residents each month.

East Harlem has long been a portal community to waves of immigrant populations. With each new generation – beginning with the Irish, Eastern European, and Italian populations of a century ago, to the more recent mix of Hispanics and African Americans, and the latest arrivals from Central and South America, West Africa, the Caribbean and China – Union Settlement has been able to transform itself to meet new demands, and has proven to be a sustained and sustaining community anchor institution.

Our work has helped hundreds of thousands of children, youth and adults, many of whom have gone on to become leaders in the community and beyond. For example, former New York Secretary of State Lorraine Cortés-Vázquez and former New York City Council Member Robert Jackson are both Union Settlement alumni. Grammy Award winner Marc Anthony attended our early childhood and youth programs. Hollywood movie star Burt Lancaster played sports, acted in theater productions and learned circus arts at Union Settlement. He credited Union Settlement with “saving him from the streets,” and supported the organization his entire life. His niece continues his legacy and currently serves on our board.

We are incredibly proud of our history. But we are also incredibly proud of our staff, volunteers and donors, who help us serve the East Harlem community. We could not do this work without you, and we are so grateful for your support.

Sincerely,

A handwritten signature in black ink, reading "Amy Sherman".

Amy Sherman
Chair, Board of Directors

A handwritten signature in black ink, reading "David M. Nocenti".

David M. Nocenti
Executive Director

Classroom Rules
Use our inside voice
Use our listening ears
Hands are not for hitting
Use our walking feet
Sharing is Caring
Creative Crayons



Early Childhood Education

Union Settlement is the seventh largest provider of early childhood education services in New York City, serving almost **700 infants, toddlers and preschoolers** each year. Our full-day year-round program focuses on developing cognitive, social, emotional, creative and motor skills so that the children are well prepared to be successful students when they enter kindergarten.

“I’m so grateful to have the opportunity to watch children grow and flourish in the most amazing ways. Our curriculum and positive adult interactions help to support the children as they develop crucial lifelong learning skills.”

— Delores Mims, Director of Early Childhood Education

Did you know?

Nearly 450 East Harlem children, ages two to four, attend our early childhood program at one of our six centers.

Approximately **230 infants and toddlers** attend 52 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.

Union Settlement **developed the model for childhood asthma tracking and training activities** in New York City, working to combat high rates of pediatric asthma in early childhood education facilities throughout East and Central Harlem. In FY 2019, we **enrolled 4,493 children** and provided asthma awareness training to **290 staff members and 204 parents**.

Youth Services: In-School Programs

We provide robust afterschool and summer programs for in-school youth, including education, and arts and recreation, for children from kindergarten through high school. Every year, through our programs, more than **2,250 eager and energetic children, teens and young adults** actively seek and create opportunities to forge brighter futures.

“Our summer and afterschool programs are about East Harlem’s children achieving things that go beyond what they thought was even possible.”

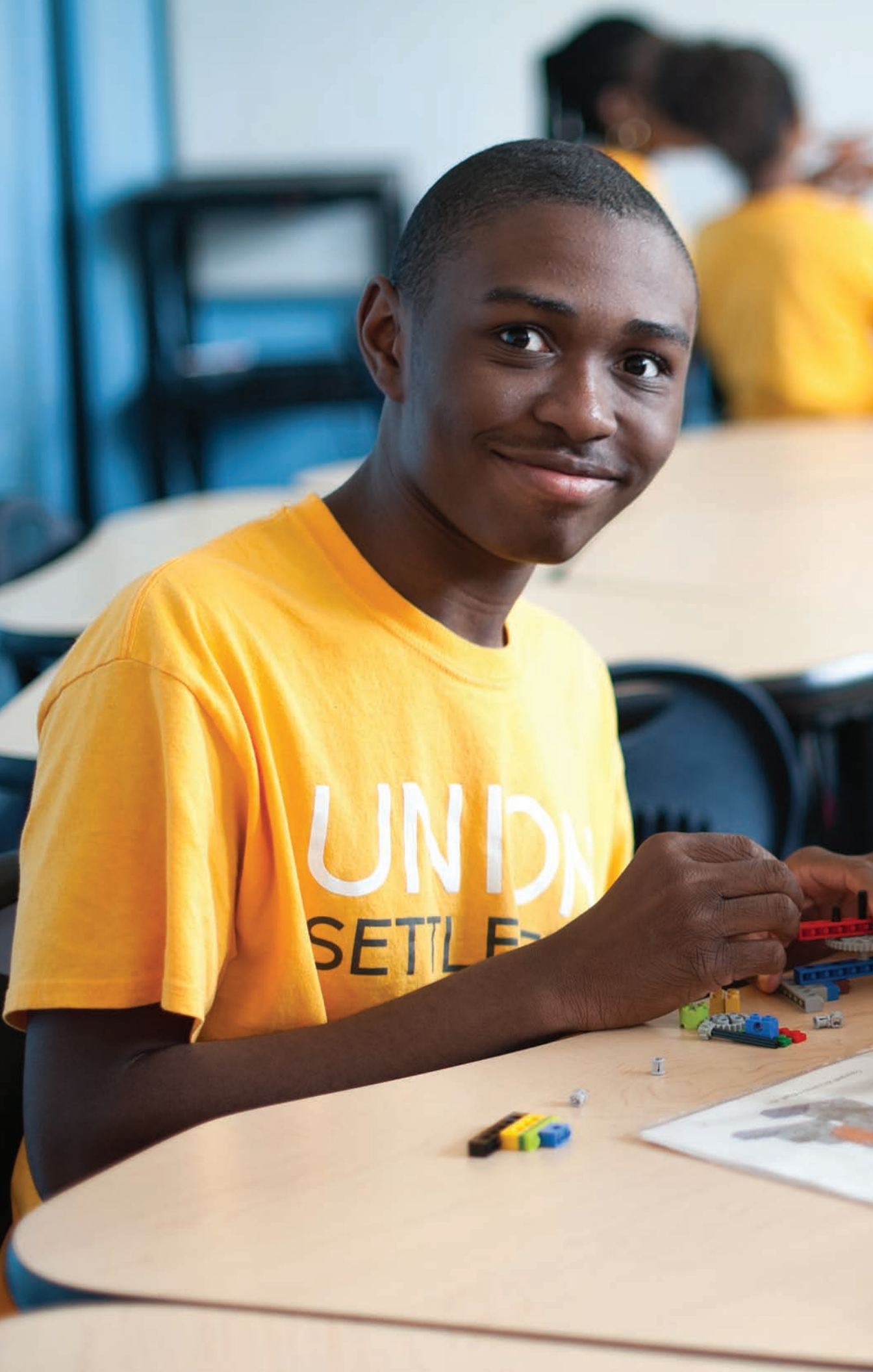
— Amanda Walker, Associate Director of Afterschool Programs

Did you know?

Over **320 children**, ages five to 12, were enrolled in our **lively afterschool program** at two East Harlem elementary schools and two community centers. This program features year-round activities, including tutoring, computer instruction, visual and performing arts, recreation and a summer day camp.

Our **College Readiness program**, which provides college and financial aid counseling to low-income students, the majority of whom are prospective first-generation college students, has been in existence for over **50 years** and has helped over **20,000 students**. This year, we provided services to **572 high school students**.

Thanks to funding from the **Joseph H. Flom Foundation**, we were able to continue our **successful Intergenerational Tutoring Program**, which provides one-on-one literacy support to elementary school children who have been identified by their schools as needing help in reading and writing.





Youth Services: Out-of-School Programs

Union Settlement serves approximately **650 older youth, mostly African American and Latino**, who are neither attending school nor participating in the labor force. These young people face daunting challenges, including poverty, early parenthood, criminal justice system involvement, low educational levels and lack of employment opportunities. Our programs provide targeted services to these at-risk and court-involved youth to help them build successful futures.

“My focus is on helping young people overcome the obstacles and life challenges that hinder their success in life. The key is giving them the support they need to truly win in life.”

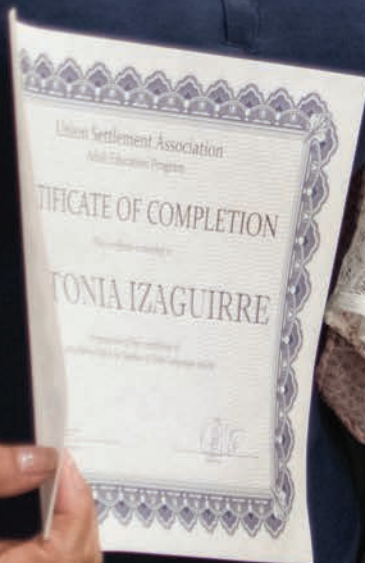
— Dr. Richard Reeves, Director of Intervention and Prevention Services,
Youth Services Department

Did you know?

Our rigorous programs provide young men and women who have left or been pushed out of school with a range of services including **high school equivalency classes, workshops, tutoring, and college and career exploration.**

This past year, thanks to a continuing grant from **Robin Hood**, our **Career Academy** provided rigorous work readiness training to **180 young adults** and has placed **70 individuals in gainful employment.**

We completed the first implementation year of our **Youth Opportunity Hub** program, which is funded by the Manhattan District Attorney's Office. This year, we worked with our network of 18 partners to promote positive behavior and decrease criminal justice involvement among **390 at-risk children, adolescents and young adults.**



Adult Education

As one of the area's **largest adult education** providers, we are committed to helping our neighbors achieve their educational and career goals. Although East Harlem residents face many obstacles – 29% of adults did not graduate from high school and only 28% have a four-year college degree – we help them take the vital and necessary steps to create opportunities for themselves and their families.

“This whole class is made up of immigrants, and it makes me so happy to help them learn English, which they need to deal with everyday life. To get a job, to go to the doctor, to speak to their children’s teachers, they need to speak English.”

— Azza Zaki, teacher [pictured on right]

Did you know?

We assisted **over 390 students** with English for Speakers of Other Languages (ESOL), Adult Basic Education, High School Equivalency, and Health Career Pathways classes.

Our innovative **Health Career Pathways Training Program** helps area residents begin careers as home health aides. Participants attend morning ESOL classes, and afternoon bilingual health care classes. Through the training, they gain skills in the areas of communication, anatomy and physiology, patient care and CPR.

For the past 27 years, we have collaborated with the prestigious 92nd Street Y on our **Writing Through Reading** program, which this year helped all of our students improve their reading and writing skills by reading contemporary literature, enjoying visits from renowned authors and producing their own creative writing.

Senior Services

Services for seniors have always been a priority for Union Settlement. We have been providing services for older East Harlem residents for over a century, and Meals on Wheels for over 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.

“The goal of our Senior Services program is to improve the health of our seniors. We want to keep them away from loneliness and depression and get them to enjoy the blessing of being alive.”

— Maria Alejandro, Director of Senior Services

Did you know?

Our **Meals on Wheels** program serves approximately **550 homebound seniors** each day, and over the course of the year, we provided over **200,000 meals** to homebound seniors.

Over **750 older adults** attend our four Senior Centers where they enjoy daily group meals, exercise activities, benefits assistance counseling, nutrition classes, health and wellness programs, computer classes, games, and arts and cultural activities.

Our **Seniors United to Serve** volunteer program remains an important part of our seniors' lives. Currently, **80 senior volunteers** are organizing exercise and walking groups, planning recreational trips and celebrations, assisting in arts and crafts, making and packing meals for homebound seniors, serving a light breakfast, calling bingo numbers, setting up tables for lunch, and many other activities.





Mental Health Services

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 HIV/AIDS infection. Union Settlement's **Mental Health Services** program addresses these disparities by providing a range of counseling and care management services.

“I was in a very dark place, and it was only because of my Union Settlement therapist and dear friends that I was able to get out of that place and learn that I am an important human being.”

— Nancy Sicardo, Mental Health Services participant [pictured]

Did you know?

Approximately **1,300 individuals utilized our Johnson Counseling Center** this year, where we offer individual, family, group and couples therapy, crisis intervention, psychological and psychiatric evaluation, medication management, advocacy and many other services.

For more than 60 years, Union Settlement has provided mental health counseling services to keep families together, minimize psychiatric hospitalizations, help clients maintain sobriety and literally save lives.

We provided **135 emotionally and behaviorally challenged children and adolescents** with mental-health-focused care management services.

Community and Small Business Development

Union Settlement’s mission to empower the East Harlem community extends to nurturing and developing **small businesses and entrepreneurs**. We seek to connect businesses with each other, as well as help incubate local businesses of all sizes, thereby keeping employers and employees in our neighborhood.

“Thanks to Union Settlement’s assistance and guidance, I have been able to stay in business and avoid many mistakes often made by first-time business owners.”

— Tabatha Lozano, Owner of Sprinkle Splash Sweet Shoppe in East Harlem [pictured]

Did you know?

Our Business Development Center provides business education, technology training and technical assistance to **new entrepreneurs and existing small business owners** in the community.

Thanks to a three-year grant from the NYC Department of Small Business Services, we are overseeing a **Commercial Corridor Revitalization Program** in East Harlem, which involves coordinating a major economic revitalization initiative in the area.

In 2012, Union Settlement spearheaded the creation of the **East Harlem Community Alliance**, a consortium of local businesses, nonprofits, and religious and governmental entities seeking to address the problems faced by the community. **With over 215 members**, the Alliance is focused on four initiatives: Hire Local East Harlem, Buy Local East Harlem, Serve East Harlem and Promote East Harlem.



Statement of Financial Position

As of June 30, 2018 and June 30, 2019

	2018 Audited	2019 Unaudited
Assets		
Cash	\$1,499,831	\$ 521,955
Investments	2,072,305	4,593,766
Due from Government Agencies	6,705,300	5,864,186
Accounts Receivable	295,726	469,140
Contributions Receivables	225,300	155,000
Prepaid Expenses	129,688	140,595
Furniture/Fixtures	19,928	8,082
Total Assets	\$ 10,948,078	\$ 11,752,724
Liabilities and Net Assets		
Accrued Salaries and Related Liabilities	\$ 834,137	\$ 822,520
Accounts and Accrued Expenses Payable	2,125,019	1,346,805
Refundable Advances	916,497	1,315,905
Recoverable Grant	1,000,000	1,000,000
Accrued Defined Benefit Pension Plan Liability	2,861,049	4,018,920
Total Liabilities	\$ 7,736,702	\$ 8,504,150
Without Donor Restrictions	2,096,724	1,712,607
With Donor Restrictions	1,114,652	1,535,967
Total Net Assets	\$ 3,211,376	\$ 3,248,574
Total Liabilities and Net Assets	\$ 10,948,078	\$ 11,752,724

Statement of Activities

For the fiscal years ending June 30, 2018 and June 30, 2019
with Donor Restricted Transactions

	2018 Audited	2019 Unaudited	(1)
Total Support and Revenues			
Foundations	\$ 1,745,194	\$ 1,974,104	(2)
Corporations	215,056	167,750	
Individuals	561,166	781,020	
In-Kind Support	7,208,012	7,519,927	
Other Community Groups	1,563,140	1,414,758	
Government Grants and Contracts	17,942,550	17,653,814	
Investment Income	158,592	216,873	
Program Revenues	3,622,723	4,224,529	
Special Events, Net	450,920	453,606	
Other Revenues	199,873	137,740	
Total Support and Revenue	\$ 33,667,226	\$ 34,544,121	

(1) Includes \$351,313 in Endowment Campaign contributions
(2) Includes \$231,750 in Endowment Campaign contributions

Expenditures

Programs		
Early Childhood Services	\$ 14,641,652	\$ 15,127,007
Youth Services	6,216,574	5,861,447
Adult Education	539,030	341,264
Services for Older Adults	4,241,236	4,195,713
Mental Health Counseling	4,138,007	3,950,860
Small Business Services	670,064	581,281
Other Programs	13,350	12,750
Total Program Services	\$ 30,459,913	\$ 30,070,322
Support Services		
Management and General	\$2,415,426	\$ 2,131,686
Computer Technology	82,459	167,823
Publicity and Fundraising	500,496	684,950
Building Operations	235,411	271,896
Total Support Services	\$ 3,233,792	\$ 3,256,355
Total Expenses	\$ 33,693,705	\$ 33,326,677
Operating Surplus (Deficit)	(26,479)	1,217,444
Pension Related Changes Other Than Net Periodic Benefit Cost	1,865,033	(1,180,246)
Net Adjusted Surplus	\$ 1,838,554	\$ 37,198



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We thank all our contributors for their generous support of our work in East Harlem!

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David Nocenti, *Executive Director*

Maria Alejandro, *Director of Senior Services*

Eva Berbegal, *Director of Finance*

Derrick Boone, *Associate Executive Director for*
Adult Programs

Hilda V. Cortés, *Director of Adult Education*

Delores Mims, *Director of Early Childhood Education*

Edwin Nieves, *Director of Business Development*

Oneida Perez, *Director of Human Resources*

Susan Puder, *Director of Development and Communications*

Lissa Southerland, *Associate Executive Director for*
Operations

Carlos Toruño, *Director of Facilities*

Sheila Wilson-Wells, *Associate Executive Director for Early*
Childhood and Youth Programs

Stacie Woodland, *Director of Mental Health Services*

Union Settlement’s 125th Anniversary Endowment Campaign

Since 1895, Union Settlement has been a part of the fabric of East Harlem, offering a wide variety of vital services to people of all ages. We touch the lives of more than 10,000 people each year, enriching minds, improving health, and building a more connected community.

As we prepare to mark our 125th anniversary in 2020, Union Settlement is needed more than ever.

In the fall of 2018, Union Settlement embarked on a campaign to raise at least \$5 million for its endowment. This endowment will ensure that Union Settlement has the resources needed to continue to provide vital education, wellness and community-building programs to the thousands of East Harlem residents who need them.

With this campaign, we prepare for another 125 outstanding years of empowering East Harlem and inspiring its residents from all walks of life.

We are immensely grateful to the following individuals and foundations who have already made pledges or gifts to the 125th Anniversary Endowment Campaign*.

\$500,000 - \$1,000,000

Bridgemill Foundation

\$250,000 - \$499,999

Eli & Jennifer Gross

\$100,000 - \$249,999

Bill & Jan Arnold

Ruth Pachman & Donald Fallati

Dan & Nancy Paduano

Stavros Niarchos Foundation

Szilvia Szmuk-Tanenbaum

\$50,000 - \$99,999

The Charina Endowment Fund, Inc.

Kalaivani S. & T.J. Duane

David Nocenti & Andrea Davis Shapiro

Amy Sherman

Barbara Sternberger

Dawn Zappetti & Patrick Sullivan

\$25,000 - \$49,999

Capalino+Company

Susan Chapman

Lorraine Cortés-Vázquez
& Louis Vázquez

Courtney Dankworth & Russell Capone

Jagdeep & Shashi Dayal

Judy & Douglas Fitzsimmons

Reggie Harwell & Pia Flanagan

Caren Heller & Fabrizio Michelassi

George A. Hirsch

Mickie & Bob Kerson

Elisabeth & D. Ashley Lonsdale

Andrew Schwalm

Camilla Vance Shadley &
Robert D. Shadley

David C. Thomas & Peter N. Marchese

Drew & Charlotte Warshaw

Below \$25,000

Ed & Shari Adler

Anonymous

Louise Bozorth

Kate Buford

Francesca Curtin

Josephine Dobkin

Bob & Sally Edgar

Arthur Einstein

Troy Griep

Slade & Phyllis Mills

Maxine L. Rockoff

Gina Rusch

Betsy Pinover Schiff & Edward Schiff

Beth & David Shaw

Eugene and Ria Sklar

Robin Sparkman & Howard Robbins

Sara Stuart & Fred Rosenberg

Harriet Warm

Stuart & Tilda White

If you would like to join the Campaign for Union Settlement, please contact the Development Office at 212-828-6024 or development@unionsettlement.org.

*Listing as of October 15th, 2019

Giving Opportunities

As a non-profit organization, Union Settlement 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.

To make a donation online, please visit our website at unionsettlement.org/donate. Checks may also be mailed to Union Settlement, 237 East 104th Street, New York, NY 10029. If you have any questions, please call (212) 828-6024, or email development@unionsettlement.org.

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 their generous support for the organization. We gratefully acknowledge the current members of the Legacy Society:

Peter Baker	Stuart Meiklejohn
Louise Bozorth	Slade Mills
George Bryant	Walter Montgomery
Kate Buford	David Nocenti
Emily Burns	Ruth Pachman
Josephine Dobkin	Anne Perkins
Kalaivani S. & T. J. Duane	Robert F. Quaintance, Jr.
Arthur Einstein	Maxine L. Rockoff
Eli Gross	Gina Rusch
Reggie Harwell	Gene Sklar
George Hirsch	Kate Townsend
Laura Johnson	Harriet Warm
Bevis Longstreth	David Gaylord White
Elisabeth Schupf Lonsdale	Stuart White

Bequests to Union Settlement are deductible for federal and state tax purposes in accordance with the law. The following language is suggested: “I give and bequeath to Union Settlement, 237 East 104th Street, New York, New York 10029, the sum of _____ dollars (or _____ percent of my residuary estate) for such purposes as the Board of Directors of Union Settlement shall determine to be in the best interest of the agency.”

Locations

Administration

237 East 104th Street
212-828-6000

Adult Education

237 East 104th Street, 2nd Floor
212-828-6017

Business Development Center

205 East 122nd Street, Suite 220
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)
212-828-6413
- Leggett Memorial Early Childhood Center
237 East 104th Street
212-828-6051
- Pequeños Souls Early Childhood Center
114 East 122nd Street, Main Floor
212-828-6817
- Union Carver Early Childhood Center
1565 Madison Avenue (at 106th Street)
212-828-6078
- Union Johnson Early Childhood Center
1829 Lexington Avenue (at 113th Street)
212-828-6072
- Union Washington Early Childhood Center
1893 Second Avenue (at 97th Street)
212-828-6089

Mental Health Services

- Johnson Counseling Center
2089 Third Avenue (at 114th Street)
212-828-6144
- Satellite Clinic-PS 72
131 East 104th Street
- Satellite Clinic-PS 102
315 East 113th Street
- Satellite Clinic-PS 146
421 East 106th Street
- Washington Community Center
1775 Third Avenue (at 98th Street)
212-828-6144

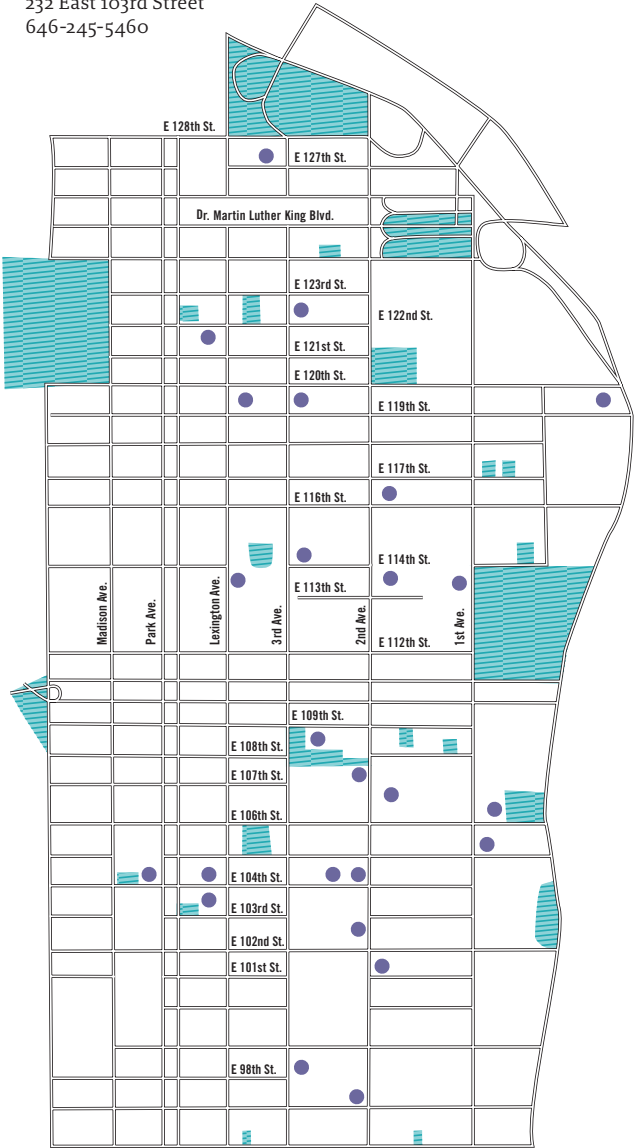
Senior Services

- Corsi Senior Center
307 East 116th Street
212-828-6756
- Gaylord White Senior Center
2029 Second Avenue (at 104th Street)
212-828-6055
- Jefferson Senior Center
2205 First Avenue (at 113th Street)
212-828-6098
- NORC at Franklin Plaza
2078 Second Avenue (at 108th Street)
646-676-5208
- Washington-Lexington Senior Center
1775 Third Avenue (at 98th Street)
212-828-6115

Youth Services

- East River Community Center
402 East 105th Street
212-828-6107
- Esperanza Preparatory Academy
240 East 109th Street
646-316-1033
- Harlem Prep Charter School
232 East 103rd Street
646-245-5460

- Gaylord White Community Center
237 East 104th Street
212-828-6132
- Jefferson Community Center
2205 First Avenue (at 113th Street)
646-594-0949
- Joseph Lanzetta Middle School
After School Program (Mo96)
216 East 120th Street
917-728-0507
- Samuel Stern Middle School
After School Program (Mo07)
160 East 120th Street
646-245-5365
- PS 138 After School Program
144 East 128th Street
646-624-1928
- PS 112 After School Program
535 East 119th Street
646-316-1261
- Washington Community Center
1775 Third Avenue (at 98th Street)
212-828-6111





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(212) 828-6000 | www.unionsettlement.org