

# 2008 Annual Report



**Louisville  
Urban League**

*Empowering People.  
Changing Lives.*

## IMPACT

The Louisville Urban League served over 11,000 individuals during fiscal year July 2007 – June 2008 through direct services and extended collaborations providing families throughout the community with opportunities to achieve economic stability. The \$2.2 million of support received from government, businesses, and individuals resulted in an estimated \$14 million impact, which is more than a 620% return.

## MISSION

As an active partner, leader and catalyst we will assist African Americans, other minority groups and the disadvantaged attain social and economic equality and stability through direct services and advocacy.

## HISTORY

Since 1921, the Louisville Urban League has assisted disadvantaged people attain social and economic stability and prosperity. Founded by a group of African Americans who were committed to providing positive role models and academic assistance for area youth. The Louisville Urban League has grown to an agency that addresses the needs of families through workforce development, homeownership and housing counseling, and youth development.

For a complete history of the Louisville Urban League visit: [www.lul.org](http://www.lul.org).



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## In Memoriam: Rev. Louis Coleman, Jr. (1943-2008)

Rev. Louis Coleman, Jr., a drum major for justice and civil rights on behalf of African Americans and the disenfranchised, has made a mark on our community, our State and our nation that will never be forgotten.

The Louisville Urban League is forever indebted to Rev. Coleman for his years of service in the pursuit of social and economic justice. For 10 years, Louis worked under President Emeritus, Arthur M. Walters as a leader of housing and urban affairs for the Louisville Urban League. From there, he continued his lifelong commitment to racial equality and justice; and for over three decades, he was a stark community activist who consistently championed equality and inclusion for housing, employment, education, business/economic development and public safety. He provided tireless leadership on issues that are vitally important to all citizens.

His legacy in metro Louisville and the Commonwealth of Kentucky will forever be a beacon to all people who care about the values that are dear to us in the Urban League movement.

His decades of dedication to ministry, leadership, public protest, human relations, and service to our community proved that he was ***“The Drum Major for Justice.”***



# MESSAGE FROM THE CHAIRMAN AND PRESIDENT

## Looking Back on 2008: A Pivotal Year

We will remember 2008 as a decisive year for both our country and the Louisville Urban League (LUL). The community's support for LUL--both in terms of financial commitment and volunteer involvement--remained strong, despite economic uncertainties that confront us all.

The metro Louisville area continued to rely on LUL for leadership, particularly in the areas of workforce, homeownership, and youth opportunities. We also continued to assist members of the business community seeking greater inclusiveness and diversity in the workplace.

The response to our programs was also a sign of the changing times. A total of 5,380 individuals took advantage of LUL job search resources during the fiscal year ending June 2008, an indication that the challenges of the economy were already beginning to affect us locally. Additionally, 412 families sought our counsel in foreclosure, an increase of over 236% over a year ago. We expect the trend to continue for the foreseeable future.

A bright spot for the reporting period was LUL's Youth Development and Education program. The number of youth participating in leadership skills development totaled 226, an increase of 200% over the year before. The LUL Urban Youth Golf Program also celebrated in September its 10th year of funding by the Professional Golf Association of America (PGA). In recognition of the milestone and its half million dollar investment, the League presented the PGA with our highest honor, the Arthur M. Walters Champion of Diversity Award. With the honor, the association became the first organization to ever receive the award.

## Looking Ahead to 2009: Ready for Change

On a national level, the outcome of the 2008 presidential election was a testimony that the public is ready for change. During a time when our nation faces many uncertainties, our work for 2009 and beyond takes on added importance. Rest assured that LUL will continue to adapt to the challenges facing our community and nation as a whole.

We will also look for new and creative ways to help those we serve and give them the hope they seek. And we remain committed more than ever to our mission--making a positive difference in the quality of life of African Americans, other minorities and the disadvantaged.

It is the Urban League's belief that together we can bring about positive change. We are dedicated to doing our part by providing programs that offer hope and opportunities to those in need. The community has placed its trust in the Louisville Urban League throughout its 87 years of service to the community. We thank the community for the support that has allowed LUL to accomplish its work. You can be certain that we will not disappoint.



T. Kennedy Helm III  
Chairman of the Board



Ben Richmond  
President & CEO



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# CENTER FOR WORKFORCE DEVELOPMENT SERVICES

## Goal I: Economically Stable Families

### Center for Workforce Development

The pathway to economic stability for many local citizens goes through the League's Center for Workforce Development. Here, individuals looking for a job or a better career opportunity can obtain employment search assistance, career counseling, job skills training, job placement referrals, and post-placement support. The League also provides services to employers that need help marketing career opportunities and achieving workforce diversity. Hundreds of local businesses look to the Center for Workforce Development to recruit, screen, and refer qualified candidates to meet their workforce needs.

Last year, the League assisted over **254** individuals to obtain employment, ranging from low-skilled, entry-level workers to highly qualified and experienced professionals. We also worked closely with over 300 of metro Louisville's major employers, including Citi, UPS, Norton Healthcare, Jewish Hospital & St. Mary's Healthcare, and construction industry leaders to help supply their need for "ready" workers.

The League's workforce development staff is comprised of experienced professionals who possess the talent and passion necessary to help our clients overcome potential employment barriers, such as an inadequate family support system, past involvement with the criminal justice system, inadequate academic preparation, lack of job skills, etc. During our 2008 program year, special programs such as Making It Work, the Urban Youth Empowerment Program, and the KentuckianaWorks Construction and Skilled Trades Pipeline Pilot Project provided intensive services to persons with multiple barriers, including high school drop-outs, ex-offenders, and the unskilled and inexperienced.

The League serves as a beacon of hope and a gateway to success for those who might otherwise have a difficult time finding the employment opportunity that is right for them.

### Making It Work

Through funding support from Making Connections and Louisville Metro, the League works with adults, 18 years and older, who have criminal records. This past year **54** clients engaged in Employability/Life Skills training designed to prepare them for job interviews; completing employment applications; demonstrating strong work ethics, and conducting job search activities. Program graduates receive one-on-one career counseling, case management, and create Individual Service Plans (ISP) to define personal strategies for job search, continuing education, and employment. The League placed **32** of the program graduates into employment.

### Urban Youth Empowerment Program (UYEP)

UYEP is a National Urban League initiative, funded by U.S. Department of Labor to provide comprehensive workforce services for "high-risk," out-of-school and adjudicated youth, aged 18 to 21. Locally, UYEP has successfully guided **111** youth through education remediation, personal development training, community service and employment. After two years, UYEP resulted in 15 youth obtaining a GED, 29 job placements, and 4 entering college or trade schools.

### KentuckianaWorks Construction One-Stop Career Center

To keep pace with the anticipated demand for workers on the Arena Project and other large construction projects in the metro area, the League launched the region's first Construction One-Stop Career Center. Funded by KentuckianaWorks, the Construction/Skilled Trades Pipeline Pilot Project is a collaboration between the League, Justice Resource Center, and local union and non-union apprenticeship programs. During the first year of operation the initiative recruited over **1,500** persons, oriented **599**, assessed skills of **314**, trained **86** and placed **24**.



### Career Expos and Job Fairs

The League's Career Expos produce Louisville's largest annual showcase of local employment and educational opportunities for businesses, corporations, educational institutions and citizens of the Kentuckiana region. Our Career Expos provide a "one-stop" experience for individuals seeking career opportunities to connect with potential employers, educational institutions, training opportunities, and other informational resources.

This year the Louisville Career Expo held in March attracted over **1,730** attendees and **107** exhibitors.



The Community Career Expo Jeffersontown, held in June, attracted over **675** job seekers and **60** exhibitors.



### CWD RESULTS

#### Job Search Assistance

- **5,380** Individuals accessed job search resources

#### Skills Training

- **1,374** Individuals received job-readiness and life-skills training

- **963** Individuals prepared resumes

#### Job Referrals & Placement

- **235** Counselor assisted individuals were referred for employment

- **254** (93%) of referrals filled full time and/or part time positions

- **Earnings** between \$16,600 - \$23,600 annually on average \$5,106 million impact to local economy (based on estimated projection of total annual earnings)

#### Employer Service

- **98%** Employer satisfaction rating

- Over **300** employers post job opportunities with us

- Employers received a diverse pool of minority applicants to meet Affirmative Action goals

# HOUSING SERVICES & NEIGHBORHOOD REVITALIZATION

The League's Housing Services and Neighborhood Revitalization Center provides assistance to families in need of better housing while combating housing inequities for low to moderate income households. Our comprehensive housing counseling services equip families with knowledge and support necessary to address their housing needs, improve their financial situation and avoid experiencing the crisis of mortgage foreclosure. Our clients gain the financial literacy and knowledge necessary to obtain and maintain safe, clean, stable and affordable housing.

Demand for our mortgage default counseling services increased by more than 236% over the previous year as a result the skyrocketing rate of mortgage foreclosures locally and nationally. The League, in partnership with Mayor Jerry Abramson and Louisville Metro's Department of Housing and Family Services, assisted hundreds of families who called the 211 Foreclosure Prevention Hotline.

Our Center's nationally certified housing specialists achieved outstanding results in areas of:

**Rental Readiness** prepares perspective renters by helping them gain access to conventional rental markets. Certified personnel teach tenancy basics and assist in establishing strong rental records.

**Budget and Credit Counseling** helps families with financial planning and budgeting techniques for each household. Counselors work with clients to understand and improve credit scores. Improving credit ratings eliminates a major barrier to finding suitable housing and getting better mortgage rates.

**Home Ownership Training** offers comprehensive education and counseling to prepare families who want to purchase a home. Courses focus on real estate contracts, home inspections, home maintenance, home insurance and completing residential loan applications.

**Home Equity Conversion Mortgage (HECM) Counseling** assists senior citizens and their families in converting accumulated mortgage equity into cash. This service may be valuable to clients who live on low or fixed incomes and those who are in need of extensive property repair.

**Foreclosure Counseling** is available to home owners who have become delinquent on their mortgage. Counselors assess the financial situation of their client and then work with the client and mortgage holders to establish repayment plans that may prevent foreclosure.



## RESULTS

Total receiving services	1930
Budget & Credit	265
Improved Credit Scores	87
Rental Counseling	549
Referred to landlords	135
Home Ownership Training	201
Purchased Homes	21
Mortgage Investment	\$2.16 million
Foreclosure Counseling	412
Delinquencies Resolved	58
Value of homes saved from foreclosure	\$5.58 million



## GREATER LOUISVILLE HOME OWNERSHIP EXPO

The Greater Louisville Home Ownership Expo is a one stop marketplace for people wanting to become homeowners. The expo is aimed at potential home owners in all price ranges with the purpose of raising awareness of homeownership opportunities, identifying potential first time homebuyers, and increasing the level of home ownership throughout the metro area. The expo is also an opportunity for current home owners to get information about refinancing their mortgages and other services available, such as remodeling, landscaping, home maintenance, and foreclosure prevention.

### 2008 Homeownership Expo Results

- 39 exhibitors
- 400 in attendance
- 150 received free credit reports
- 120 attending educational workshops
- One attendee won a drawing for a house given away by Louisville Metro

# YOUTH DEVELOPMENT & EDUCATION

## Goal II: Successful School-aged Youth

### Youth Development & Education

The League provides school-aged youth with a pathway to success, by helping them achieve at high levels academically, personally, and socially.

**NULITES** (National Urban League Incentives to Excel and Succeed), our brand for Youth Development and Education programs, instill the following core values in our youth:

1. Strive for excellence at home, school and within one's community
2. Work within one's neighborhood to further its development
3. Respect one's mind and body as well as the minds and bodies of others
4. Celebrate one's heritage and culture as well as those of others
5. Create a better future for one's family, other people and one's self
6. Care for the world's people and environment
7. Promote a universal spirit of cooperation and peace

Programs under the NULITES umbrella include:

**Project Ready**, a leadership development and college readiness program for middle and high school youth, offering individual goal planning, tutoring assistance, life skills training, mentoring, cultural activities, and community service programming. Project Ready served **86** youths in Louisville and southern Indiana, assisting with improving school performance, graduating to the next level and exploring college options. National studies show that youth who attend after school programs regularly are more successful at school, home and in their communities.

**The Rising 5th Graders Reading Program** is dedicated to improving the reading skills of 4th and 5th grade students to prepare them for transition to middle school. This year **60** youth were provided with 140 hours of direct instruction to help improve their reading skills.



**The Street Academy** provides academic enrichment, behavioral modification and cultural development for African American boys in grades 4-6. This year **70** students participated with 100% advancing to the next grade level.

**Leading II Reading** is a state-approved No Child Left Behind, Supplemental Educational Services program which served **36** JCPS students this past year by enabling them to read at the appropriate grade level.

**The Urban Youth Golf Program** (UYGP) is a PGA funded after school program that works in collaboration with The First Tee of Louisville. UYGP serves middle and high school students, teaching golf skills and life skills. This program promotes self-esteem, builds confidence and supports educational achievement in young people from diverse neighborhoods and backgrounds. Participants meet twice weekly for golf instruction provided by PGA professionals. This year UYGP served **140** youth.



The **George "G.G." Johnson Golf Scramble** is held each June to raise money for the UYGP Scholarship Fund. This year **80** adult golfers partnered with **40** UYGP participants in the scramble. Three (3) seniors were awarded scholarships to attend the college or university of their choice.

In the wake of the 2007 decision of the U.S. Supreme Court that struck down the existing JCPS Student Assignment Plan, the **2008 Education Summit** engaged 120 business, community and educational leaders in a forum to discuss options for a new JCPS Student Assignment Plan. This forum provided opportunity for community input regarding how and what factors might be used to assign students to public schools.

## RESULTS

### Youth Support

- **368** School age youth received academic, social and emotional support, with all advancing to their next grade level
- **Reading Programs**
  - **166** Elementary youth improved reading skills
- **Leadership Development**
  - **226** Youth improved leadership skills
- **Golf Programs**
  - **140** Youth learned to play golf
- **Career Development**
  - **29** Youth toured local colleges and businesses
- **Cultural Awareness**
  - **129** Youth increased their awareness and appreciation for Louisville's diverse cultures
- **Academic Achievement**
  - **38** Youth advanced to High School
  - **6** Youth graduated High School
  - **4** Youth started college
  - **3** Youth earned scholarships valued at **\$7,500**

# COMMUNITY PARTNERSHIPS & EVENTS

## Arthur M. Walters Champion of Diversity Award Recipients



*Kennedy Helm III, Louisville Urban League Board Chair; Jean West, the gala's mistress of ceremonies; Art Walters, namesake of the award; Alice and Wade Houston, recipients of the Arthur M. Walters Champion of Diversity Award; Betty and Charlie Johnson; Bernadette and Ed Hamilton, acclaimed national sculptor; and Ben Richmond, president of the Louisville Urban League.*

### Fifth Third Bank Presents "Diversity Soirée 2008"

The Louisville Urban League's diversity gala was a salute to the growing Hispanic population in the Metro area. The theme "Diversity Soirée Olé" provided the backdrop for a spectacular evening of music and dance.

A highlight of the evening was the presentation of the "Arthur M. Walters Champion of Diversity Award for 2008" to entrepreneurs Alice and Wade Houston. The Houstons were recognized for their lifelong commitment to diversity throughout Metro Louisville. Scholarships were also awarded during the evening by the Louisville Urban League Guild and the Kentucky Minority Scholarship Fund, sponsored by Senator and Mrs. Gerald Neal.

The night's entertainment featured Latin, salsa, and rhythm and blues music. The opening number, a 20 minute piece

arranged and produced by Ken Clay, captured the spirit of the evening and was entitled "Collard Greens and Plantains." The musical groups performing for the opening included: Acoiris Latino (Mexican Dance), The Dick Sisto Trio, FlamencoTalk (Spanish Flamenco), Salsa Rhythms Band (Salsa), Unlimited (Rhythm & Blues Band).

Guests enjoyed the entertainment during a four course dinner prepared by the Galt House's award-winning culinary staff. And later in the evening, guests hopped to their feet to show their best dance moves to the highly energized, dance music.

In its 46th year, the gala brings people together from across the community to celebrate diversity and to raise funds for Louisville Urban League programs and services.



### Community Winterhelp

The Louisville Urban League is the fiscal manager for Community Winterhelp, Inc. which provides utility assistance to low income families during the winter months. Services are provided through contracts with 18 area ministries in Jefferson County and 3 Community Action Agencies in outlying counties. Funds for Community Winterhelp, Inc. come from the contributions of LG&E customers and are matched by LG&E. Assistance is provided from January through April each year.

<b>Funds distributed</b>	<b>\$276,378</b>
<b>Average assistance provided</b>	<b>\$158.84</b>
<b>Families assisted</b>	<b>1,740</b>

### VITA (Volunteer Income Tax Assistance)

The VITA Program is a partnership between NABA (National Association of Black Accountants), the Guild, the Louisville Asset Building Coalition, and the League to provide Free Electronic Filing of Federal and State Income Tax.

Tax returns filed: **1,308** (37% increase over 2007)

**\$16,477,391** Adjusted Gross Income Total

**\$461,084** Earned Income Credit Total

**\$1,026,198** Federal Returns Issued

Estimated tax preparation fee savings by VITA services: **\$78,480**

*(Based on average filing fees of \$60 each charged by Tax Preparation firms)*

# PARTNERS & COLLABORATORS

Americana Community Center  
 Associated Builders and Contractors, Inc. Kentuckiana Chapter  
 Baptist Fellowship Center  
 Bates Community Development Corporation  
 Baxter Community Center  
 Bentley, Clark Turners Associates  
 Better Business Bureau  
 Big Brothers/Big Sisters of Kentuckiana  
 Black Male Commission on Families and Youth  
 Building Trades Apprenticeship Coordinators & Directors Association of Kentucky  
 C.A.R.E., Kentucky  
 C.O.P.E.S.  
 Cabbage Patch Settlement House  
 California Community Center  
 Canaan Community Development Corporation  
 Career Opportunities Unlimited  
 Caritas Health Services  
 Center for Excellence in Education  
 Center for Women & Families  
 Change for Women  
 Chestnut Street YMCA  
 Churchill Downs  
 Coalition for the Homeless  
 Coke Memorial/HOPE Community Development  
 Community Action Agency of Southern Indiana  
 Community Partnership for the Protection of Children  
 Department of Community Based Services  
 Department of Corrections  
 Dismas Charities, Inc.  
 Dress for Success Louisville  
 Drug Court  
 DuValle Education Center  
 Eagle Steel Products, Inc.  
 Every 1 Reads  
 Executive West Hotel  
 Family & Children First, Inc.  
 Family Life Center, Inc.  
 Federal Reserve Bank of St. Louis  
 First Gethsemane Baptist Church  
 Forest Baptist Church  
 Galt House Hotel  
 General Electric  
 Goodwill Industries  
 Greater Friendship Baptist Church  
 Greater Louisville Building & Construction Trades Council  
 Greater Louisville Inc.  
 Greater Salem Missionary Baptist Church  
 Greater Salem Prison Ministry  
 Green Street Baptist Church  
 Habitat for Humanity, Louisville  
 Harland Clarke  
 Hill Street Baptist Church  
 Home of the Innocents  
 Hosea's House  
 Hotel California  
 Housing Authority of Jeffersonville, Indiana  
 Humana Military Healthcare Services  
 Insight Communications  
 Irvin's Transition Agency, Inc.  
 JADAC/LINK  
 Jefferson Community & Technical College  
 Jefferson County Attorney's Office & Child Support Division  
 Jefferson County Public Schools  
 Jefferson County Public Schools Early Childhood Education  
 Jefferson County Public Schools Head Start  
 Jewish Family & Vocational Services  
 Job Corps  
 Job News  
 Jones Family Crisis Center  
 Kent School of Social Work  
 KentuckianaWorks  
 Kentucky Alliance Against Racism  
 Kentucky Commission on Human Rights  
 Kentucky Department of Education  
 Kentucky Probation & Parole  
 Legal Aid Society  
 Lincoln Foundation  
 Louisville Asset Building Coalition  
 Louisville Bats  
 Louisville Central Community Centers  
 Louisville Education and Employment Partnership  
 Louisville Metro Community Action Partnership  
 Louisville Metro Health Department  
 Louisville Metro Housing and Community Development  
 Louisville Metro Housing Authority  
 Louisville Metro Housing & Family Services  
 Louisville Metro Human Relations Commission  
 Louisville Metro Human Services  
 Louisville Metro Office of Youth Development  
 Louisville Metro Police Department's Reducing Serious Violence Partnership (RSVP) Program  
 Louisville Real Estate Brokers Association  
 Louisville Real Estate Development Company  
 Louisville Science Center  
 Louisville Slugger Museum  
 Making Connections Network  
 Metro Parks  
 Metropolitan Housing Coalition  
 Midwest Church of Christ  
 More Than a Conquerer Christian Church  
 Muhammad Ali Center  
 N.A.A.C.P.  
 National Association of Black Accountants  
 National Partnership for Reading  
 Nehemiah Ministry  
 Neighborhood Place  
 New Direction Housing Corporation  
 Next Step Center  
 Nia Center  
 No Murders Metro  
 Norton Healthcare  
 Paressia House  
 PGA Kentucky Section  
 Plymouth Renewal Center  
 Portland Community Center  
 Portland Memorial Baptist Church  
 Presbyterian Church U.S.A.  
 Presbyterian Community Center  
 Project Warm  
 Project Women  
 River City Housing  
 Roederer Correction Complex  
 Seven Counties Services, Inc.  
 Shawnee Golf Course  
 Simmons College of Kentucky  
 Six Flags Kentucky Kingdom  
 State Farm  
 TARC  
 The Chamber of Jeffersontown  
 The City of Jeffersontown  
 The First Tee of Louisville  
 The Healing Place  
 The Housing Partnership, Inc.  
 The Kentucky Center  
 The Rose of Sharon House of Restoration  
 Transition Community Partners Coalition  
 U.S. Department of HUD  
 U.S. Department of Labor – OFCCP  
 U.S. Probation & Parole  
 University of Louisville  
 University of Phoenix – Louisville Campus  
 Veterans Administration Medical Center  
 Veterans Administration – Transitional Work therapy  
 Vocational Rehab  
 Volunteers of America, Inc.  
 WAVE 3 Television  
 Wayside Christian Mission  
 Wesley House  
 WesleyUnited Methodist Church  
 WLKY News Channel 32  
 WorkOne – Indiana Workforce Development  
 Youth Alive, Inc.  
 Youth Enhancement Services  
 Youth Opportunities Unlimited  
 YouthBuild Louisville

# VOLUNTEERS

*A very special thank you to the many volunteers whose time and energy allow the Louisville Urban League to operate successful and efficient programs.*

Darrell Aniton  
Brigitte Arata  
Bobby Atchley  
Teri Banta  
Rev. Andre' C. Barnes  
Dicky Beal  
Barbara Beck  
Spencer Bouldin  
Jonathan Boylan  
Patricia Boylan  
Sharon Brazley  
Ivy Brito  
Cije' Brown  
Ronnie Brown  
Kevin Bruce  
Tawanda Burney  
Aukram Burton  
Karen Campbell  
Rev. John H. Carter, Jr.  
Donna Caudill  
Aaron Cole  
Dawn Corts  
Raoul Cunningham  
LaiEsha Dawkins  
Jamie Denardi  
Stephenie Draughn  
Joseph (Mack) Ducharme  
Kevin Dunlap  
Carol Edelen  
Patricia Edison  
Dinah Elliott  
Anisha Fisher  
Heidi Fore

Bonnie Freeman  
Monica Freeman  
Rev. Angela French-Coles  
CheRhonda Greenlee  
Adam Hall  
Bernard Hamilton  
Eddie Harlan  
Craig Heibert  
Tara Hines  
Haile Hirpa  
Devone Holt  
Gwendolyn Horton  
Alice Houston  
Dr. John Huggins  
John Huggins  
Ese Ighodaro  
Sister J  
Etian Johnson  
George "G.G." Johnson  
Troy Kiper  
Annette Korcz  
Kenneth Laird  
Troy Lewis  
Judy Lippman  
Tom Louderback  
Vontwill Macklin  
David Marshall  
Mary Ann McCallister  
Erica McGowan  
Anita Medors  
Andrea Meriwether  
Patricia Miller  
Carolyn Miller-Cooper

Summer Milliner  
Bernard Minnis  
Loren Moody  
Hikeem Muhammad  
Nefertiti Muhammad  
Zambia Nkruma  
Lorette Nuzzo  
Eric Oliver  
Kristina Pape  
Brooke Pardue  
Tom Pardue  
Robin Penick  
Edwin Perry  
Heidi Perry  
Cindy Price  
Geneva Price  
Martha Pumphrey  
Rosiline Ratliff  
Theresa Ratliff  
Vicki Ray  
Frank Recalde  
Angela Reese  
Christa Robinson  
Ardis Roederer  
Angela Rogers  
Renita Ross  
Todd Sackella  
Paul Sagun  
Ray Sandbek  
John O. Sands  
Annette Sherrod  
Deathra Shipley  
AnJeanetta Shontee

Kim Sickles  
Emma Smith  
Frank Smith  
Jeffries Smith  
Rev. Gregory F. Smith  
Jermaisha Sorrells  
Shaun Spencer  
Joey Stevenson  
Bev Stout  
Kevin Sullivan  
Ramona Taylor  
Sharon Thomas  
Billy Thompson  
Pat Todd  
Mary Ann Tonini  
Pamela Upshaw  
Judy Van Cleve  
Mary Vest  
Jady Wade  
Kathryn Wallace  
Faith Weekly  
Peter Wesh  
Crystal Wheelock  
Deborah Williams  
Patricia Williams  
Sheila Williams  
Freida Winkfield  
Jerry Wright  
Chawn X  
Ricky X  
Christopher 2X  
Shanee Yelder  
Howard Young

## STAFF

### LOUISVILLE URBAN LEAGUE STAFF

Benjamin K. Richmond  
President & CEO

Artie N. Robertson, CPA  
Senior Vice President & COO

Kevin Fields, Sr., MPA  
Vice President of Programs

Anita W. McGruder,  
M.S.B.C.  
Executive Assistant/HR  
Manager

Audrey L. Poppe, MBA  
Accounting Manager

### CENTER FOR WORKFORCE DEVELOPMENT

Juanita F. Sands  
Director

Steven J. Davis, M.Ed  
Career Counselor

Darrel J. Echols  
Career Coach/Instructor

Christopher M. Greene  
Job Developer

James F. Leavell  
Career Counselor/Support  
Services Coordinator

Shawn M. Moore  
Career Coach

Ernestine Woods  
Resource Center Specialist

### HOUSING SERVICES AND NEIGHBORHOOD REVITALIZATION

Kathryn D. Mitchell  
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Housing Counselor

Vickie L. James  
Housing Counselor

Carol J. Kirby-Green  
Housing Counselor

Kenitria M. Harris  
Housing Counselor/  
Specialist

### YOUTH DEVELOPMENT AND EDUCATION

Judy A. Jones  
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Karen A. Hawkins  
Education Manager

D'Shawn A. Johnson  
Youth Development  
Specialist

Dr. Joseph McMillan  
Consultant

Imani A. Muhammad  
Program Assistant

Abdul Sharif  
AmeriCorps VISTA

Curtis Wells  
Youth Development  
Specialist

\*Angie Gimmel, Communication/Media Consultant

# BOARD OF DIRECTORS

## LOUISVILLE URBAN LEAGUE 2007-2008 BOARD OF DIRECTORS

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Organizational Effectiveness,  
Louisville Water Company

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Louisville Urban League Young  
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Director of Marketing,  
Fifth Third Bank

Jeffrey Norton  
Senior Vice President,  
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Material Planning &  
Logistics Manager,  
Ford Motor Company –  
Louisville Assembly Plant

A. Diane Porter  
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Career Office,  
Jefferson County Public Schools

Paula H. Pottinger, PhD  
Senior Vice President  
Human Resources,  
E.ON U.S.

Sonia Ruiz  
President,  
Adhawks Advertising &  
Public Relations, Inc.

Herbert Schardein  
Executive Director,  
Metropolitan Sewer District

Deathra Shipley  
President,  
Louisville Urban League Guild

James Clay Smith  
President,  
Central Bank

Dr. Mordean Taylor-Archer  
Vice Provost for Diversity and  
Equal Opportunity,  
University of Louisville

Thomas Volta  
Vice President,  
Human Resources,  
UPS Airline

Neil E. Walkoff  
Vice President & Assistant  
General Manager,  
Horseshoe Southern Indiana

Eric K. Wallace  
General Manager Consumer  
Home Services,  
GE Consumer & Industrial

# LOUISVILLE URBAN LEAGUE FINANCIAL POSITION

## ASSETS

	6/30/08	6/30/07
Cash and Cash Equivalents	\$ 563,440	\$ 411,816
Investments	44,614	43,748
Accounts Receivable	314,056	263,107
Mortgages Receivable	371,680	371,680
Pledges Receivable	57,800	102,300
Assets Related to Building and Equipment	1,011,627	1,094,280
Prepaid Expenses	11,564	16,987
<b>Total Assets</b>	<b><u>2,374,781</u></b>	<b><u>2,303,918</u></b>

## LIABILITIES AND NET ASSETS

Accounts Payable and Accrued Expenses	143,898	104,939
Defined Benefit Plan Payable	117,732	87,686
Mortgage Payable	160,197	183,148
<b>Total Liabilities</b>	<b><u>421,827</u></b>	<b><u>375,773</u></b>

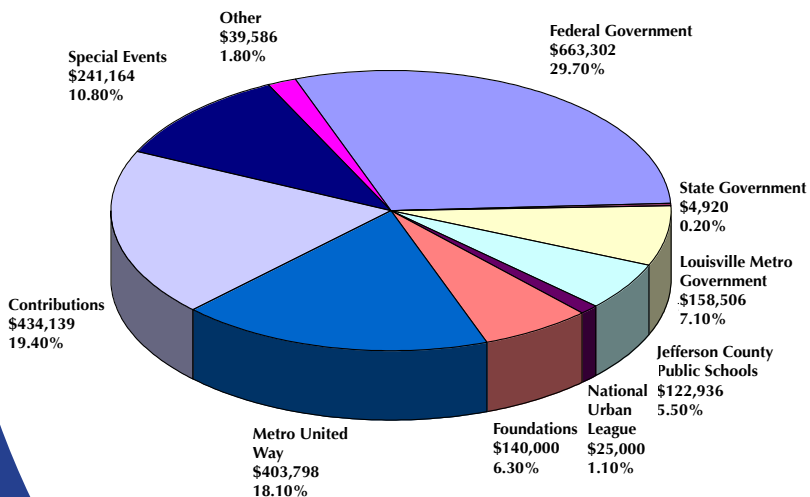
## NET ASSETS

Unrestricted	1,472,235	1,438,688
Temporarily Restricted	480,719	489,457
Permanently Restricted		
<b>Total Net Assets</b>	<b><u>1,952,954</u></b>	<b><u>1,928,145</u></b>
<b>Total Liabilities &amp; Net Assets</b>	<b><u>2,374,781</u></b>	<b><u>2,303,918</u></b>

Audit conducted by Ollie Green & Company, CPAs

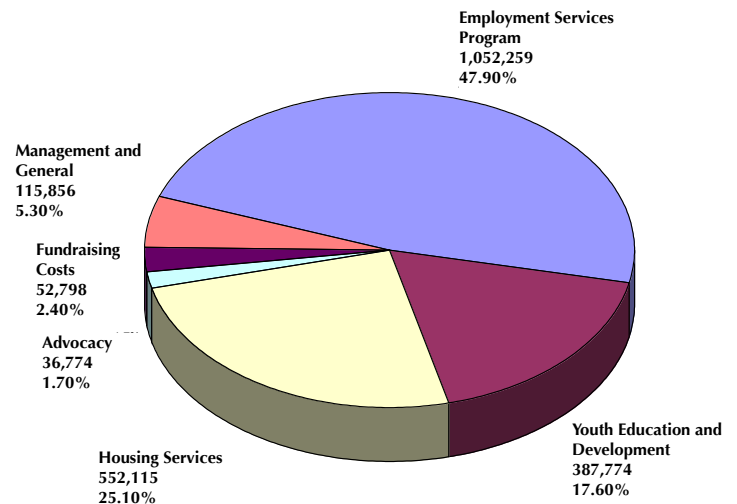
## REVENUE & EXPENSE FISCAL YEAR ENDING 6/30/08

### Revenue by Source



**Total Revenue \$2,233,350**

### Expenses by Program Area



**Total Expenses \$2,197,575**

# FINANCIAL SUPPORTERS

## MEMBERS 2008

*A company, corporation or individual that has given a membership contribution to the Louisville Urban League's General Fund*

### \$25,000-\$50,000

David A. Jones  
Norton Healthcare  
J & L Foundation

### \$20,000 - \$24,999

Brown-Forman Corporation  
Joan and Lee Thomas

### \$15,000 - \$19,999

C. E. and S. Foundation  
E.ON U.S.  
Humana Foundation  
National City Bank, KY  
United Parcel Service

### \$10,000 - \$14,999

Community Foundation of  
Louisville  
GE Consumer & Industrial  
Jewish Hospital & St. Mary's  
HealthCare Services  
Stites and Harbison PLLC  
Dixie Properties

### \$5000 - \$9,999

Anthem Blue Cross Blue Shield  
AT&T Kentucky  
BB&T  
Churchill Downs  
Ford Motor Company  
Louisville Convention & Visitors  
Bureau  
Louisville Water Company  
Metropolitan Sewer District  
YUM! Brands, Inc.

## SPONSORS 2008

*A company, corporation or individual that has made a financial contribution for the sponsorship of a particular event or program*

### More than \$100,000

Jefferson County Public Schools  
KentuckianaWorks  
Louisville Metro Government  
Metro United Way  
National Urban League  
University of Louisville

### More than \$40,000

PGA of America  
Making Connections Louisville

### \$20,000 - \$25,000

Aspen Institute  
Fifth Third Bank  
Toyota Motor Manufacturing,  
Kentucky, Inc.

### \$15,000 - \$19,999

Horseshoe Southern Indiana  
US Bank

### \$10,000 - \$14,999

AT&T Kentucky  
Citi Group  
PNC Bank  
Republic Bank & Trust  
State Farm Insurance  
Wal-mart

### \$1000 - \$4,999

Best Buy  
Freddie Mac  
Harland Clarke  
Housing Partnership  
Independence Bank  
Kindred Healthcare  
Macy's Foundation

### \$5000 - \$9,999

Enterprise Rent-A-Car Company of KY  
Kentucky Housing Corp.  
Kroger Company  
Whayne Supply Company

## CEO (CHAMPIONS OF EQUAL OPPORTUNITY) SOCIETY

*An individual or organization who has contributed a gift of \$1000 or more within the year*

American Synthetic Rubber  
Company  
Atlas Machine & Supply, Inc.  
Matthew W. Barzun  
Chase Bank  
Cotton & Allen  
Owsley Brown Charitable  
Foundation, Inc.  
Danner Company  
Eagle Steel Products, Inc.

First Capital Bank of Kentucky  
Fourth Street Live  
Owsley Brown Frazier Family  
Foundation  
Rich Gimmel  
GE Employee Community Fund  
T. Kennedy Helm, III  
Thomas Hirsch  
Linda Hollingsworth

Kentucky Industry Liaison Group  
OFCCP  
Jeffrey Norton  
Benjamin K. Richmond  
Rabbi Gaylia R Rooks  
Zoeller Company  
Trover Solutions, Inc.  
Eric Wallace  
John Yarmuth

# FINANCIAL SUPPORTERS

## SUPPORTERS 2008

*A company, organization, or individual that has contributed, purchased tickets to events or purchased exhibit space at expos*

### \$1,000 - \$4,999

Atlas Brown, Inc  
Eli Lilly and Company  
G.C. Williams Funeral Home  
Greater Louisville, Inc.  
HCA, National Patient Account Services KY  
Mr. and Mrs. Dwight S. Hoskins  
Houston-Johnson, Inc.  
U.S. Department of HUD  
Insight Communications  
Kentucky Lottery Corporation  
Louisville Community Development Bank  
Louisville Development Bancorp  
Louisville Regional Airport Authority  
Manna, Inc.  
Merrill Lynch  
Moore Security  
Stock Yards Bank & Trust Co.  
Sullivan University System, Inc.  
T J Maxx  
The Corradino Group, Inc.  
Wyatt, Tarrant & Combs, LLP  
Zielke Law Firm

Brown & Brown of Louisville  
Brown Mackie College - Louisville  
Burnett Avenue Missionary Baptist Church  
Campbellsville University  
Catholic Archdiocese of Louisville  
CCS Partners  
Center for Women & Families  
Charter Communications  
Chilton & Medley PLC  
City of Jeffersontown  
Kenneth Cobbs  
Coldwell-Banker  
Susan Collins  
Cox Radio, Inc.  
Crown Services  
DBA Seneca Golf Course  
DeVry University  
Different Strokes Golf Center  
Dominion Homes of Kentucky, Ltd.  
Kevin Dunlap  
DuPont Fluoroproducts  
Eastern Star Baptist Church  
EEOC (Equal Employment Opportunity)  
Executive Courier Express, LLC  
Executive Inn  
Express Personal Services  
Facilities Management Services, Inc.  
Federal Home Loan Bank of Cincinnati  
First Baptist Church of Jeffersontown  
First Capital Bank of Kentucky  
First Tee of Louisville  
First Virginia Avenue Baptist Church  
Fourth Avenue United Methodist Church  
Mr. and Mrs. Edwin Reed Fox  
Galen Health Institutes, Inc.  
Galt House Hotel & Suites  
Nick Gardner  
Mr. and Mrs. Gordon R. & Joyce Garner  
James D. Gates, Jr.  
Jimmy Gillispie  
C. Edward Glasscock  
GLMS  
Verna Goatley  
Gohmann Asphalt & Construction Inc.  
Good Samaritan Center

Greater Louisville Association of Realtors  
Greater Salem Missionary Baptist Church  
Lora Griffin  
Paul Gross  
Gutter Magician, Inc  
Mr. and Mrs. David J. Hale  
H. David Hale  
Hall Contracting of Kentucky, Inc.  
Chip Hancock  
George Hanratty  
Heibert Golf  
Audwin Helton  
Judy Hess  
Geoffrey Hobin  
Charlene & Chester Holloway  
Home Instead Senior Care  
Homestead Realty  
Hope Community Development Corp  
Alice & Wade Houston  
Maria Hughes  
Humana, Inc  
HYATT Regency Louisville  
IKON  
Indiana Wesleyan University  
ITT Tech  
Ivy Tech State College  
Jasper Engines & Transmissions  
Jefferson Community College  
Jeffersontown Chamber of Commerce  
Mr. and Mrs. Charlie & Bettie Johnson  
Kathie Johnson  
Walter A Jones, Jr.  
Kelly Services  
Kentuckiana Minority Business Council  
Kentucky Council on Economic Education  
Kentucky Employers' Mutual Insurance  
Kentucky Farm Bureau Insurance Co.  
KHAFFRA Engineering Consultants, Inc.  
Diane King  
Raymond A Klein  
Thomas D. Kokai  
KPMG

### Less than \$1000

Abel Construction Co., Inc.  
Accent Marketing Services, Inc.  
Adecco  
Alcan Packaging Pharma Center  
Nolen Allen  
American Mortgage Service Company  
Mr. and Mrs. Larry and Nancy Amos  
Phyllis Anderson  
Appriss Inc  
Arrow Electric Co., Inc.  
ATA Career Education  
Col John Aubrey  
Baptist Hospital East  
Baptized Pentecostal Church of Christ  
Ralph Barringer  
Bellarmine University  
Glenda Berry  
Devon Bibb  
Robert Biggerstaff  
Edith S. Bingham  
Mr. and Mrs. Dale & Chenault Boden  
Border, Inc  
Brasch/Barry General Contractors

# FINANCIAL SUPPORTERS

## Less than \$1000 (cont'd)

Leadership Louisville Center	Old National Bank	Southeast Christian Church
Lincoln Foundation	Ottawa University-Indiana	Spalding University
Judy A. Lippmann	Darryl T. Owens	Spatial Data Integrations, Inc.
Little Flock Missionary Baptist Church	Yinka Oyekunle	Susan Speed
Louisville Ad Federation	Pepsi Americas	Doug Stern
Louisville Central Community Center	Peritus Public Relations, LLC	Stoll Keenon Ogden PLLC
Louisville Real Estate Brokers Association	Ed Perry	Strayer University, Inc
Louisville Real Estate Development Corporation	Poe Companies LLC	Mr. and Mrs. William M Street
Jonathan Lowe	A. Diane Porter	Superior Maintenance Co.
Victoria Lyons	Suzanne Post	Sweeney Enterprises
Gail Lyttle	Dr. Paula H. Pottinger	Sysco/Louisville Food Services Company
Dolphine Madison	Power Staffing Inc.	TARC
Bhagwan M. Manwani	Preston - Osborne	Kim Telesford-Mapp
Deborah Mapp-Embry	Progressive Medical & Rehabilitation Group, Inc	The Courier Journal
Marriott Louisville Downtown	Lee Radcliff	The Kentucky Center
Lynetta Mathis	Raytheon Company	The Wright Group, Inc.
McCracken County Community Career Endowment Inc.	Regions Bank	Dr. Adewale Troutman
Anita McGruder	Stephen Reily	Trozz, LLC
Mr. and Mrs. Philip R McHugh	Republic Conduit	Tumbleweed Southwest Grill
McKendree College	RESCARE	U. S. Army Recruiting Battalion
Mercer Transportation	Mr. and Mrs. Albert Reutlinger	United Mail Sorting, Inc.
Merrill Lynch	Robert H. Clarkson Insurance Agency, LLC	University of Phoenix, Louisville Campus
Kathryn M. Mershon	Robert Half International	Mr. and Mrs. Paul Varga
Metropolitan Housing Coalition	Artie N. Robertson, CPA	Kecia Wadlington
Mid-Continent University	Dr. Samuel Robinson	Laquita L. Washington
B. Lindsey Miller	Ross Company Realty, LLC	Waterfront Development
Carolyn Miller-Cooper	RX Crossroads	WAVE 3
Bernard I. Minnis	Mr. and Mrs. D.A. Sachs, III	WDRB TV Fox 41
C.P. Moore	Susan L. Salsburg	Rod Wenz
NAACP	Schuchard, Inc.	Western Math/Science/Technology Magnet High School
National College of Business and Tech	Sears Credit, Louisville	WHAS TV 11
New West LLC	Securitas Security Services USA, Inc.	Kandice White
Newburg Church of Christ	Mr. and Mrs. Jim Shake	White Castle Kentucky LLC
Northwood University	SHPS Inc.	Benjamin A. Widmer
	Sickles, Inc. Realty	Xavier Drake Investments
	Christopher Skeen	Yellow Ambulance & Yellow Cab
	James T. Smith	

## IN-KIND SPONSORS 2008

*A company or corporation that has made a valued contribution of time and/or materials to an event or program*

WLKY - \$30,000  
Job News - \$20,000  
TARC - \$11,000  
Beechmont Printing - \$6,500  
Carol Colon Productions - \$5,000  
The Chamber of Jeffersontown and City of Jeffersontown-\$2,500

## LOUISVILLE URBAN LEAGUE GUILD

*For more than 50 years, the Louisville Urban League Guild, the agency's official volunteer auxiliary, has been educating people about the agency's activities and programs. Its members identify areas of concern and assist the League in fund development, program implementation and community relations.*



### 2007/08 GUILD OFFICERS AND EXECUTIVE COMMITTEE:

Deathra Shipley President	Sheila Carson Recording Secretary	Jerry Wright Treasurer	Hazel Calloway Member-at-Large
Martha Pumphrey 1st Vice President	Shirley Fuqua-Jackson Assistant Recording Secretary	Verna Cahoon Parliamentarian	La Vaciette Griffin Member-at-Large
Emma La Spears 2nd Vice President	Ann Kitchens Corresponding Secretary		

### MEMBERS

Dwain E. Archer Bobby Atchley Audrey Beasley Terri Blincoe Cecil A. Blye, Sr. Wilda W. Brown Elizabeth Caples Carolyn Chamberlain Thelma Clemons	Sandra Commons Marilyn Crawford Jasper Crenshaw Margo Davis Barbara Eberhardt Claudia S. Geurin Eva Goodrich Janice Gutter-Baldon Jessica Henderson	Cathy Hill Holloway Nola Howell-Bullitt Smith Nannette Jones LaVada R. Lee Mary B. Mahin Lynetta Mathis LeNaye B. Mayfield Elise F. Medlin Terry Owens	Eunice Payne Gloria Pennington Geneva Perkins Lena Porter Dr. Mordean Taylor-Archer Lynn Tyler Patty Van Vooren Larry Williams Rosetta Williams
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## LOUISVILLE URBAN LEAGUE YOUNG PROFESSIONALS

*Louisville Urban League Young Professionals is an auxiliary of the Louisville Urban League. The organization is made up of predominantly African American professionals between the ages of 21 and 40, representing a variety of professions, including education, healthcare, marketing, and law.*



### 2007/08 LULYP OFFICERS AND EMPOWERMENT CHAIRS:

Tawanda Lewis President	Marlisa Austin Secretary	Manuel Garr IT Chair	Alejandro Stewart and Johnetta Roberts Leadership and Civic Engagement
J. Ramon Ponder Vice President of Administration	Tiffany Wright Membership Chair	Katina L. Whitlock Policies and Procedures	Cynthia Lee-Stewart Economics
Kenya McGruder Vice President of Operations	Tracey Dickerson-Scherer Treasurer	Chenikka Usher Health and Quality of Life	Kenya McGruder Civil Rights and Racial Justice
		Lee Willingham Education and Youth	

### MEMBERS

Derek Bell Andre Bonds Angela Carter-Lanon Atto Commey Andrea Daniels Kimberly Deavers Monica Flowers Nathaniel Frederick Christopher Goodloe Christopher Greene Sonja Grey Rhonda Gummer	Thomas Harden Read Harris Zane Harris Will Harrison Deborah Harris-Sims Demetrius Holloway Andrea Houston Kevin Hughes Michele Johnson Alicia Lambert Elizabeth Langford Duane Lightfoot	Telma Lightfoot Ryan Mauldin Stephanie Mayfield Natalie Meyer William Muhammad N'Namdi Paskins Lorinda Peoples Donald Robinson Mark Rorer Ronita Ross Danielle Stallard Sondra Tapper	Tamika Washington Angela Wiggins Robert Wiggins Chandra Williams Lee Willingham Brian Winslow Robert Winters Jacque Woods Michelle Yeager
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**MISSION:**

**As an active partner, leader and catalyst we will assist African Americans, other minority groups and the disadvantaged to attain social and economic equality and stability through direct services and advocacy.**



Metro United Way

Louisville Urban League  
1535 West Broadway  
Louisville, Kentucky 40203  
502.585.4622 • 502.585.2335 (Fax)  
[www.lul.org](http://www.lul.org)



**National Urban  
League Affiliate**