

New Beginnings



Crispus Attucks Association of York, Pennsylvania
2010 Annual Report



A Message from the Chief Executive Officer

New Beginnings: that's the theme for our 2010 Annual Report because we have so many new things to be proud of this year! One of the most obvious, because of its physical size, is our new Early Learning Center, located at the corner of Boundary Avenue and South Duke Street, which opened in January 2010. What a great way to ring in the new year, with volunteers moving everything from our old center to the new ELC on Martin Luther King Day! Now instead of enrolling about 125 children, we are able to increase enrollment to 200 or more children.

Our transitional center reached a milestone this year as well, becoming newly accredited by the American Correctional Association. Although the program has been in operation for more than a decade, this year we completed the arduous task of compiling all the documentation and evidence necessary to achieve successful accreditation.

The Crispus Attucks YouthBuild Charter School saw significant change this year, as well, with the addition of two new grades to the program. Starting in August, we welcomed our first tenth and eleventh grade students. This change meant changing our charter, building a new curriculum, and hiring new teachers, but most importantly, welcoming new students.

What's not new at Crispus Attucks, though, is our commitment to providing our neighbors the essential programs and services they need. We continue to strive to bring excellence

to our clients, and provide them with services for children as young as three months to seniors celebrating their one-hundredth birthday or more. We thank the large community of supporters who allow us to continue being the Heart of Change in the York community.



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Background

Founded in 1931, the Crispus Attucks Association was started to provide a center for community life for African Americans in a segregated York, Pennsylvania. The organization takes its name from the American revolutionary of the same name, a freed slave and African American who was one of the five killed in the Boston Massacre in 1770.



Today, the Crispus Attucks Association is a multi-purpose center in southeast York City offering a wide range of services for people of all backgrounds and ages, fulfilling its mission as the heart of change for all people in need.

You will find in this report details of these many programs and a glimpse of the hundreds of lives we have touched through them.

Fresh Starts for the Heart of Change

2010 marked the completion of the crowning jewel of our Boundary Avenue revitalization project: the construction of our new Early Learning Center. This beautiful building now welcomes nearly 200 children every day, and offers them and their families innovative programs and unique features. Visitors are amazed by the building, and families enjoy bringing their children every morning.

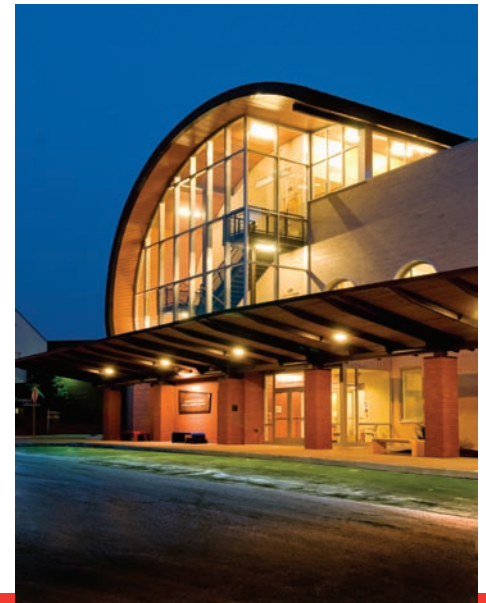
In 2010, some highlights were:

- ★ With a new building, our Early Learning Center has been able to increase enrollment from about 125 children to nearly 200. This has also required us to hire additional staff members to accommodate our larger student body.
- ★ The Rising STARS program's summer day camp officially became a new United Way supported program in 2010. This financial support helps us to add more components to our ever-popular summer camp program.
- ★ The Crispus Attucks YouthBuild Charter School added tenth and eleventh grades to the existing twelfth grade program. This has allowed us to increase enrollment, and we have transformed former childcare classrooms into high school classrooms, using much of the space at 605 South Duke Street.
- ★ The CA Center for Employment and Training added additional youth employment training

programs thanks to additional grants through the Workforce Investment Board. New programs reach out to highly at-risk youth, as well as younger youth (from age 14) who need support to stay in school and learn essential work skills.

- ★ Our Active Living Center established a more formal relationship with the White Rose Senior Center, allowing for more collaborative projects and outreach to additional seniors in the community.

We hope you will enjoy reading about some of our new beginnings in all of our programs on the following pages. Thanks to your support, we continue to be the Heart of Change in our community.



Early Learning Center

Served: 137 families with 252 children,
ages 3 months to 12 years

Services: Year-round Child Care & Education
Age Appropriate Learning
Focus on families with financial need
Weekdays 6:30 AM to 5:30 PM

In 2010, the Early Learning Center saw a number of new programs and initiatives in our newly constructed home. With the new building and larger capacity, we hired four new employees to meet the needs of our growing program.

We implemented a supplemental curriculum for our pre-school children, aged three to five years. **“Promoting Alternative Thinking Strategies,”** or **“PATHS,”** focuses on children’s social and emotional development. It includes learning about feelings to promote language and literacy development through interaction with puppets and live scenarios. It was started to help students find alternative methods, rather than hitting or lashing out, to deal with anger and frustration.



A partnership with Martin Library allowed us to start up a **new reading program** at the ELC. Paula Gilbert from Martin visits our classrooms every other week to read to our students. The program also includes workshops for both parents and staff on reading to children. We started this program with the belief that literacy is vital to the development and future success of students. The results are that the children are more attentive during story time.



“Ready Freddy” is a new transition program and a collaboration with Focus on our Future and the York City School District. It is for children transitioning into kindergarten, and involves six weeks of classes for both the parents and students. Staff members from the ELC and a kindergarten teacher from Jackson Elementary facilitate the sessions that include projects, literacy activities, and take-home assignments. The sessions culminated with a visit to a kindergarten classroom at Jackson. The purpose of this program is to help students feel more comfortable and confident upon entering kindergarten. It also helps the parents understand the importance of their involvement in their child’s educational journey. Ten families were involved in our first session, and the children are succeeding in kindergarten.

Rising STARS Youth & Family Program

Served: 290 youth participants
Youth ages 5 to 18 years
Most in high-risk neighborhoods

Services: Year-round After-School Activities
Life Skills: Nutrition, Character Development, Violence Prevention
Community Service-Learning
Recreational Games and Sports
Homework and Tutorial Help
Summer Day Camp

This year Rising STARS served 290 youth. While this number may seem low compared to prior years, we capitalized on the quality of our programs. Our Kids Cafe programming transitioned to the Role Modeling Cafe. This was a new way of exposing our youth to positive role models in our community. These young

people have heard how CEOs, Directors and well-established businessmen and women achieved their goals. The Kid's Cafe program also served as a ray of hope for our youth and has inspired as well as planted seeds as we nurture them along the way. Our Homework Help numbers did decline because of the new tutoring services offered by the School District. This allowed us to have more individualized help available to those who attended thus more attention and focus on the student.

Jeremy was a seventh grader who did not like to read. He had a difficult time with reading aloud and felt embarrassed and ashamed when he was called upon. Here at CARS, youth cannot participate in the Youth Lounge unless they do their homework or read first. Staff began reading with Jeremy aloud page by page in our tutoring program. As the year progressed, Jeremy began to ask if he could help the elementary school aged students read on the days he did not have homework. On MLK Day, he was featured as a reader and read famous quotes from Dr. Martin Luther King, Jr.



YouthBuild Charter School

Served: 167 students
Most in high risk environments

Services: Grades 10, 11, and 12 Curriculum
On-site Job Training in Construction
Mental Toughness Training

The Crispus Attucks YouthBuild Charter School saw significant changes in 2010. The most important and visible was the addition of two grade levels, tenth and eleventh, to the program. This required a change to our charter with the York City School District, the creation of new curricula to support the new grades, the hiring of additional teachers, and the recruitment of younger students into the program. The school looks forward to continued growth in these two grades.

The students are nurtured and educated in a manner so they are prepared for post-secondary success. The curriculum consists of extended time in

math and English, which are taught from a cross curricular perspective that emphasizes career and character education. Science, social studies, and

humanities round out the student's educational day. The students engage in the daily mental toughness program, as well as eat lunch with the twelfth grade students at CAYBCS. A case manager is assigned to the students to ensure that personal, academic, and career goals are given the individual attention needed. Every student in this program has a life plan that details short term goals for success and the steps needed to achieve the goals.

In 2010, the twelfth grade students continued their construction training at the large, historic property located at 620 and 622 South George Street. Slated for completion in mid 2011, the property will consist of two large family residential units on the second and third floors, and commercial office space on the first floor. This project gave our students opportunities to learn how to work on an historic site and bring a beloved property back to good use.

Crispus Attucks YouthBuild Charter School

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Center for Employment & Training

Served: more than 700 job seekers, age 14+

Services: Education Leading to Employment and Career Training (ELECT) for pregnant and parenting youth

Valuing the Importance of Education and Work (VIEW) for youth ages 14-21

General Employment Services
Career Workshops and Counseling
Job Readiness and Skills Training

Despite on-going economic and social crises, the CACET continued to provide quality services and maintain its position as the leading community-based workforce development entity of its kind in York County.

The Center continued to provide education, training, workforce development, career guidance, and job



placement to youth and adults in York County. Through continued funding assistance from the South

Central Workforce Investment Board (SCWIB) and the Obama administration's stimulus package, we actually provided more programming to a wider range of youth and young adults than in prior years. In essence, we became a sort of employment company and paid individuals to both learn and earn and to prepare them for the future workforce.



Two new programs in 2010 focused on youth. The "Helping Youth Prepare for Employment" (HYPE) program was developed to better prepare the younger youth, ages 14-15 years old. An after-school program, it places a major focus on addressing maturity issues, classroom etiquette and career awareness. Another program, "Keep Empowering Youth to Succeed" (KEYS) targets highly at-risk youth in an after-school life skills, career development, and job readiness training program. A major focus of this program is placed on youth in the juvenile probation system, foster care, alternative education, and behavioral modification programs.

Housing & Maintenance

Served: 327 tenants in 137 housing units

Services: Affordable Housing Rental

Weekdays 8 AM to 5 PM

Office: 613 South George Street

Ms. Utrera Woodard has been a Crispus Attucks housing tenant since June of 2000. Being a single mother of three is no simple task, but she continued her education and will receive her degree in Nursing in the very near future. She is a cancer survivor and we are very proud of her accomplishments. In the midst of the storm that she has faced, she has continued to have a positive attitude and to be very responsible. Ms. Woodard has proven to be an exemplary tenant overcoming many obstacles in her life, demonstrating that anything is possible as she continues to inspire us.

Our busy maintenance department welcomed new employees in 2010. Mario Shockley was hired in January; however, he has been part of our team as a paid contractor for almost ten years. Garry King came on board as his father, Jerry King, left us to enjoy retirement. Also, Damon Moore became a maintenance employee after serving as a volunteer in CA's tech department. Pictured at right are members of our team in front of a new property status board that helps us keep on track with all the maintenance needs.



Transitional Program

Served: 75 men, nonviolent ex-offenders on pre-release parole

Services: 90 day Transition Program for up to 20 state-referred parolees at a time
Assist with ID, Addiction Recovery, Employment, Budgeting, Life Skills

In 2010, the Crispus Attucks Transitional Program achieved a huge milestone. After months of organizing data and completing paperwork, the Center completed an accreditation audit by the American Correctional Association. We are proud that we successfully achieved accreditation, and were recognized for outstanding residential program services by the same organization.

We operate two residential homes in York City. The men in the program must complete their specified 90-day action plan, which includes finding work and permanent housing, as well as completing, if necessary, drug and alcohol counseling or other mandated programs.

Community Development

Served: Southern York City

Services: Neighborhood Development Planning
Commercial Property Management
Home Sales to Low Income Buyers

The opening of the new Crispus Attucks Early Learning Center culminated years of anticipation, planning, and construction. We have known that a new facility was needed in order to maintain the highest levels of accreditation for which we are recognized. A successful capital campaign showed the tremendous support that our community had for this project. At our Martin Luther King Day of



Service event, community volunteers helped to move the furniture and toys from the headquarters building to the beautiful new center designed and built specifically for the needs of our youngest residents. It was the first

site in the City of York to use geo-thermal heating and cooling, have a roof-top playground, and utilize polycarbonate walls that



allow light to enter classrooms directly through the walls. The construction of this new facility became a neighborhood focus. Daily, neighbors would walk around the site to see what was new and chat with each other. The building is as welcome to the neighborhood as the child care programs are to the residents.

The Community Development Department also partnered with the YouthBuild Charter School to renovate 620 South George Street. Designated as one of the top distressed properties in York, the students have been working for two years to renovate this historic Dempwolf home into two four bedroom apartments and first floor commercial space. The rebuilding of the front porch to match the original that was burned off has made remarkable streetscape improvements to the southern gateway into the City of York.

Active Living Center

Served: 235 seniors, ages 60 and older

**Services: Community Gatherings
Health Screenings
Drop-In Center
Group Trips
Weekdays 9:00 AM to 4:00 PM**

In 2010, the Active Living Center launched a new program called “Healthy Steps.” Designed to help seniors prevent falls, especially in their homes, the program gives participants practical tips to prevent falls, as well as nutritional information to help them stay healthy and strong. The program has helped members feel more confident, gives them a greater sense of flexibility and physical strength, and allows them to continue their independent lifestyles.

Also in 2010, some other changes happened at the Active Living Center. Because of funding changes with the York County Area Agency on Aging, the Center was designated as a “Nutrition Site,” rather than as a full senior center. This meant a reduction in support from the YCAAA; however, it helped us create a stronger relationship with the White Rose Senior Center, with whom we now collaborate on a number of programs and activities.

One example of the Active Living Center’s success this year is Anna Baxter.

Ms. Ann has been a member of Crispus Attucks Association all of her life and has been a member of the ALC since 1998. A couple of years ago, Ms. Baxter became ill and was hospitalized. A decision had to be made for her to go into an assisted living facility. She previously walked to the Crispus Attucks Center everyday, and when she became ill, all of that changed for Ms. Ann. Because of the collaboration between ALC and Sincerely Yours Assisted Living Program, Ms. Ann is able to continue to come to the ALC, go on trips, and eat lunch with her peers, giving her back a feeling of independence.

Ms. Ann also became a part of the senior companion program. She became a companion with one of the seniors in our program. The Active Living Center has helped Ms. Ann to not give up, but instead a reason to get up and come into the Center.

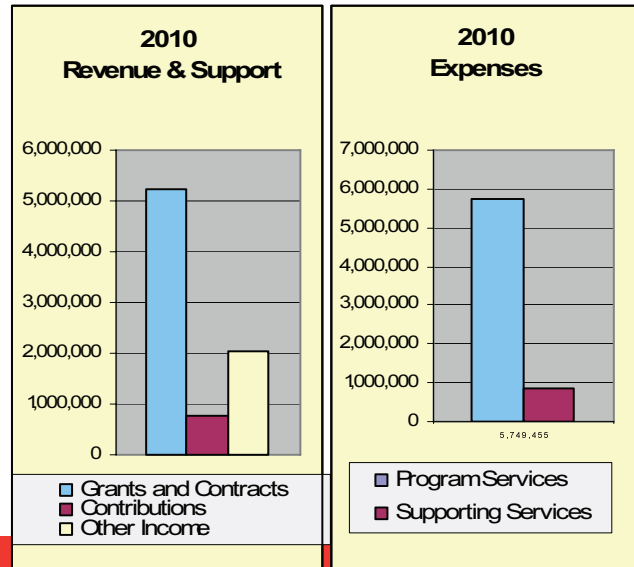


Financial Position Data as of June 30

	2010 \$	2009 \$		2010 \$	2009 \$
ASSETS			LIABILITIES AND NET ASSETS		
Cash	1,077,991	1,167,187	Loans & Notes Payable	16,950,250	18,399,463
Accounts Receivable-net	3,120,861	4,334,591	Other Liabilities	768,679	2,320,903
Property and Equipment	26,354,610	22,629,951	TOTAL LIABILITIES	17,718,929	20,720,366
Investments	188,423	181,730	NET ASSETS		
Restricted Deposits	1,529,410	5,643,304	Unrestricted	14,146,287	11,666,776
Other Assets	1,480,337	1,355,827	Temporarily Restricted	1,856,663	2,896,550
			Permanently Restricted	29,753	28,898
			TOTAL NET ASSETS	16,032,703	14,592,224
TOTAL ASSETS	<u>33,751,632</u>	<u>35,312,590</u>	TOTAL LIABILITIES AND NET ASSETS	<u>33,751,632</u>	<u>35,312,590</u>

Activities Data as of June 30

	2010 \$	2009 \$
REVENUE AND SUPPORT		
Grants and Contracts	5,247,733	3,662,942
Contributions	773,860	1,247,010
Other Income	2,047,191	1,922,267
Total Income	8,068,784	6,832,219
EXPENSES		
Program Services	5,749,455	5,327,002
Supporting Services	878,850	1,549,128
Total Expenses	6,628,305	6,876,130
CHANGE IN NET ASSETS	<u>1,440,479</u>	<u>(43,911)</u>



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Our Mission

The Crispus Attucks Association of York, Pennsylvania
is a comprehensive non-profit entity that provides education services,
human services, community development, and affordable housing
that enhance the quality of life for a diverse population.



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Community Partner