

# On The Right Track



**Crispus Attucks Association of York, Pennsylvania**

**2009 Annual Report**



# A Message from the Chief Executive Officer

**On the right track.** We chose that as the theme of our 2009 annual report because we at Crispus Attucks are committed to providing services and programs that do exactly that—put our children, youth, and families on the right track. Our philosophy is quite simple: when we provide educational programs, job training, affordable housing, and other supportive services, we give our clients the tools and resources they need to get or stay on the right track and move toward future success.

Especially with the current economic climate, getting and keeping our neighbors on the right track is so important. And we as an organization had to make sure we were on the right trajectory for continued future success. Crispus Attucks had to make some hard choices, and we really had to tighten our belt this year. We are proud to say that we did not reduce or eliminate any services in 2009. It was important to our Board of Directors and our staff that we continue to be the helping hand, sometimes the lifeline, to our friends and neighbors in the York community who rely on us for child care and youth programs, for affordable housing and job placement and training, for charter school classes and senior programs.



So as we move into 2010, we are confident. Confident that we are doing the best we can for our children, for our youth, for our families, and for our seniors. Confident that our services are helping them be prepared for the uncertainties of any future that lies ahead. Confident that we are playing a part in helping our neighbors stay on track for future success.

A handwritten signature in black ink that reads "Robert L. Simpson".

Robert L. Simpson  
Chief Executive Officer

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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.

## Building on Success

**2009** will be known as the year that the Crispus Attucks Association of York, Pennsylvania, like so many others in this country, had to weather a really tough economy. Our Board of Directors kept a pulse on our income and expenses, and we had to make some hard decisions. However, we were able to complete the year without cutting any programs or services. In fact, because of federal stimulus funds, we were able to add some programs and projects for our neighbors. So despite some uncertainties and economic woes, we feel we have weathered the storm, and continue to make a great difference in the lives of those who seek our services.

### In 2009, some highlights were:

- ★47 students graduated with high school diplomas from the YouthBuild Charter School;
- ★112 families benefited from the Early Learning Center child care program;
- ★More than 500 youth participated in after school activities in Rising STARS;
- ★210 youth from across York County donned red shirts over the summer, participating in our hugely successful Summer Work Experience Program, funded by ARRA money.
- ★We continued curfew sweeps with local law

enforcement agencies and 19 violators and their families successfully completed the Curfew Alternative Program.

- ★Nearly 200 seniors enjoyed daily fellowship and activities at our Active Living Center.

The following pages go well beyond these highlights in sharing the successes we saw in 2009. Thank you for being part of it all.



# Early Learning Center

**Served:** 112 families with 181 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

Studies show that early childhood education, such as the pre-school programs we offer through our Early Learning Center, are invaluable to children and have far-reaching effects throughout their lifetimes. Children who enroll in our ELC are much better prepared to enter school, are more likely to graduate high school, and have a much lower incidence of entering the prison system later in life. What a valuable gift we are giving our children—early education for a very bright future!



The most obvious news from the Early Learning Center in 2009 was the ongoing construction of our new Center across the street from our current community center. Construction moved along according to the planned time schedule, and the children delighted in being able to watch their new building go up. The construction crews even reached out to our students, answering questions the children had, talking about special equipment, and keeping them involved through the entire process. What a fabulous learning experience!



In 2009 the Early Learning Center proudly earned re-accreditation through the National Association for the Education of Young Children. This prestigious, nationally recognized accreditation will be valid through 2014.

This year we also began a collaborative partnership with the Lincoln Intermediate Unit for a two year grant that brings training to our staff in dealing with challenging behaviors. The program also includes a family program, so we will be able to expand the education offerings for our parents.

Finally, our staff members continue to expand their skill sets and complete educational coursework on the college level. In 2009, one staff member earned an associate's degree through the TEACH program; two earned preschool CDA Certification; one earned a School Age Credential, and numerous others completed coursework toward Early Childhood Education certification, bachelor's degrees, and master's degrees.

## **Rising STARS Youth & Family Program**

**Served: 519 youth and 57 families**  
**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 Camp**

The reality of these modern times is that when children and youth leave school, many of them return to an empty home, and spend hours without any adult supervision. The unsupervised hours between the end of the school day and the time a parent returns home can lead many youth to engage in negative and risky behavior that can result in academic problems, drug use, and criminal activity. However, when these children and youth are engaged in a structured activity, such as the Rising STARS program, they experience the flip-side of that coin—positive behaviors and outcomes such as healthy interactions with peers and adults (including role models), the learning of new skills, and the avoidance of risky behaviors. While after-school and summer programs for youth might seem just like fun and games, they are actually essential to the healthy development of the participants, and put them on the right track towards becoming responsible adults, academic achievers, and engaged community members.

The Rising STARS (Striving To Achieve Remarkable Success) Youth and Family Program continued to reach hundreds of children and youth and their families in our community. Our main focus continued to be academics, nutrition, fitness, character development, and service learning. Youth and adults participated in Homework Help, Life Skills Classes, Fitness and Kid Cafés, Workshops, the Saturday Club, and Special Events.

The Rising STARS Program utilizes many community and parent volunteers. Several of our volunteers work with youth and adults two or three times each week. This makes it possible for us to serve many of the youth in our program. In 2009, we expanded our Tutorial Service and were able to have a more individualized program for each student we served.

The outcomes for the program tell a lot about the work and dedication our staff and volunteers put into the lives of our youth. In 2009, 99% of our youth completed at least 25 hours of community service; 55% exceeded 50 hours. 51% of the Rising STARS achieved honor roll status in school, and 64% of those enrolled in our homework help and tutoring program raised their grades.



# YouthBuild Charter School

**Served: 140 students, grade 12**  
**Most in high risk environments**

**Services: One-Year Grade 12 Curriculum**  
**On-site Job Training in Construction**  
**Mental Toughness Training**

A higher education level attainment equals better job prospects as well as increased personal satisfaction and self-esteem. That's why the Crispus Attucks YouthBuild Charter School works with at-risk youth—to help them earn their high school diploma. And getting a high school diploma is a big accomplishment, not only for the satisfaction of reaching the goal of walking across the graduation stage, but also for better job opportunities and higher starting salaries, as well as increased access to higher education opportunities at community colleges, universities, and technical schools. High school graduates are less likely to depend on public assistance, to have health problems, or to engage in criminal activity. These are all prime examples of why this educational component of our programming is so essential to our youth, and gets them on the right track for a productive and satisfying future.

In 2009, the Crispus Attucks YouthBuild Charter School welcomed a new principal, Mr. Newton Miller. Mr. Miller came on board as our instructional leader, bringing 15 years of educational experience, eight of those he served as

administrator in the district under which we have our charter.

Also in 2009, the school hired its first certified construction technology teacher. He helps bridge the gap between hands-on construction practices and construction theory.

There is a strong emphasis on post program placement, particularly technical schools, community colleges, and four-year local colleges. Fifteen students were slated to graduate at the end of the first trimester on November 13, 2009. Fourteen of the fifteen students completed the requirements and received their high school diplomas. Nine of those students secured some type of post-program placement, ranging from enrollment in a technical school to hourly employment.

## Crispus Attucks YouthBuild Charter School

### 2009 Board of Directors

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Jazmin Byers

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## Center for Employment & Training

**Served: 698 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 for adults**

**Career Workshops and Counseling  
Job Readiness and Skills Training**

With the downturn of the economy over the past year, many of our friends and neighbors directly felt the impact of factory lay-offs, staff downsizing, and wage and benefit cuts. Not only demoralizing for the worker, these changes in job situation also affect the worker's family and can result in huge struggles and stress related to keeping up with bills and simply putting food on the table. Thanks in part to the federal economic stimulus package, the Crispus Attucks Center for Employment and Training was able to access funding to boost its impact in the community, to serve more residents, and to help connect unemployed and underemployed clients with job prospects and opportunities.

The highlight of the year was the implementation of SWEP, or Summer Work Experience Program, which was funded by the American Recovery and Reinvestment Act. This program helped 210 youth aged



17-24 obtain job readiness, career exploration, skills development, and employment opportunities throughout York County. We placed students in local business, education, government, and community based organizations to help them get their foot in the employment door. This program was possible because of the allocation of stimulus funds through the Pennsylvania South Central Workforce Investment Board. This program had the distinction of being voted a finalist in the Central Penn Business Journal's 2010 Nonprofit Innovation Awards program.

While serving youth remains a priority for the CACET, we continue to reach out to and help displaced adult workers through our General Employment Services Program. We also offer pregnant and parenting teen services to youth across York County, and have a close relationship with the YouthBuild Charter School to help connect youth with both educational and employment skills and resources to move them forward in a positive direction.

# Housing

**Served: More than 357 tenants in  
137 affordable housing units**

**Services: Housing Rental  
Weekdays 8 AM to 5 PM**

Many of us take for granted that we have a safe, stable home to return to at the end of a work or school day. For some families, having such a home has been a dream, and they yearn for the permanence and satisfaction that an apartment or house can have for their family. To help families achieve that dream, Crispus Attucks offers affordable, safe, and comfortable housing units for low-income residents, so they have a place to lay their head at the end of the day. They can wake up each morning knowing that they are giving their family a safe and stable home environment.

At Crispus Attucks, maintaining more than 130 units of affordable housing is no easy task. Thankfully, the organization relies on dedicated employees in both our housing management office and our 24-hour maintenance staff. They helped 123 families realize the stability that comes from the reassurance of living in an affordable, permanent apartment or house.



# Transitional Program

**Served: 90+ 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**

Transitioning from life in prison back into mainstream society can be a stressful and daunting task for some parolees. Suddenly they have freedom, but also the responsibilities that come with it—finding and keeping a job, earning income, paying rent, and rebuilding connections with families and friends for a positive support system. Our program, affiliated with the Pennsylvania Department of Corrections, gives ex-offenders the resources and opportunities they need to fast-track that transition and successfully transition back to society.

We operate two residential homes in York City. The men enrolled 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. With low rates of absconders and low rates of recidivism, our program is achieving our objectives and helping these men look toward a brighter future.

# Community Development

**Served: Southern York City**

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

Affordable, safe, and stable housing is an essential ingredient to a family's success and well-being. Beyond the walls of that home, though, is a larger neighborhood that also should be a source of pride for the residents, a source of commerce and job opportunities, and a safe and attractive community to call home. Our Community Development Department has been called upon to make some huge, positive transformations in our southeast neighborhood of York. What used to be known for blighted and boarded-up houses, prostitution and drug deal locations, few commercial ventures, and an overall eyesore has been transformed into a new neighborhood. The area where Boundary Avenue crosses both South George and Duke Streets is now the proud and attractive center of our neighborhood. People work here, study and eat here, and buy their



houses here. And our plans are to continue this urban revitalization to bring even more services and amenities to our neighbors.

This year we concentrated on completing the new Crispus Attucks Early Learning Center. This beautiful 38,236 square foot building was designed to enhance the learning experience for children and inspire their creativity. The exclusive art and music rooms supply ample space for teachers and students to interact while stretching their imagination and using their talents to learn skills that they can use throughout their lifetimes. The rooftop playground and activity room provide ample space to run and play. The Lego play area and library space encourage parent interaction with their children and other parents at the end of the day.



The geo-thermal HVAC system used here is the first to be installed in the City of York. Recycled rubber products provide padding on playground surfaces, and polycarbonate walls on the second floor allow light to flow through the walls without surrendering insulation value. These innovative features generate a distinctive atmosphere in the Early Learning Center that lets children know that they are special when they are here.

Finally, with the help of our full-time VISTA volunteers and support from the Wachovia Regional Foundation, we completed a neighborhood survey to find out what residents and employees here think about the neighborhood—what they like most and what they would like to see change. We will be using the results and data to move forward with new projects and programs in the years to come, all for the sake of strengthening our neighborhood.

# Active Living Center

**Served: 200 seniors, ages 60 and older**

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

The senior population, those aged 60 and over, is the fastest growing segment in our state, and anticipating their needs is what the Active Living Center strives to do. The Center is a “home away from home” for so many seniors in our neighborhood. They come here for a hot lunch each weekday, to play a game of cards or bingo with friends, to participate in blood pressure screenings and educational programs, and to take field trips. The Center is essential to them because it allows them to continue to lead independent lives. They know they have a support system at the Center, of both staff and friends, and that while they are active here, they have little fear of needing to move into an assisted living or long-term care center.

*“The Active Living Center is a lifeline for us. Since we are no longer able to travel we find the Center a safe and friendly place to spend quality time. With many activities to enjoy and many opportunities to volunteer, we can feel needed and useful.”* An Active Living Center Member

## Nutrition

In 2009, Meals on Wheels volunteers delivered more than 5,980 meals to 64 home-bound seniors in the York area. The community dining staff and volunteers served more than 6,500 lunches to 96 participants through 2009.

## Senior Center

The Active Living Center at Crispus Attucks is a community gathering place focused on providing seniors with a broad spectrum of services. Overall the Active Living Center offered more than 250 programs, trips, and activities. Examples include field trips, fitness programs, arts, dance, discussion groups, card games, music, theater, life skills learning, community classes, and more.

## Social Services

The Employment Referral Program volunteers worked to match working seniors with other seniors needing help, resulting in jobs and tasks completed. Examples included scheduling tax preparation appointments, assisting with the rent rebate program, and much more.

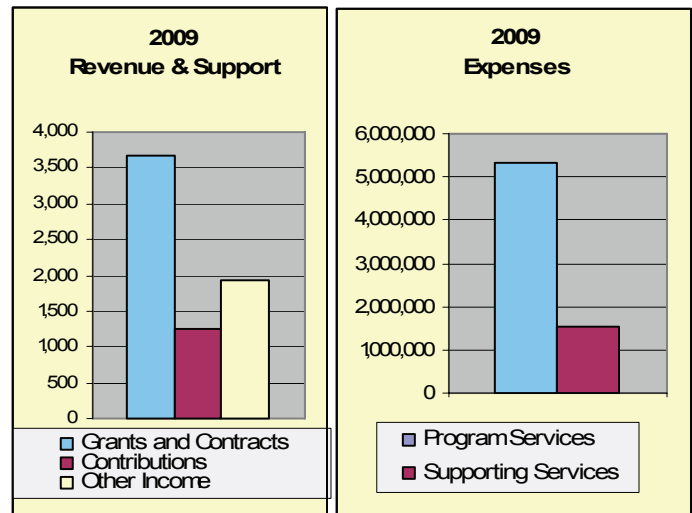


## Financial Position Data as of June 30

	2009 \$	2008 \$		2009 \$	2008 \$
<b>ASSETS</b>			<b>LIABILITIES AND NET ASSETS</b>		
Cash	1,167,187	783,642	Loans & Notes Payable	18,399,463	19,523,049
Accounts Receivable-net	4,391,259	5,123,797	Other Liabilities	2,377,571	1,010,229
Property and Equipment	22,629,951	18,964,033	<b>TOTAL LIABILITIES</b>	20,777,034	20,533,278
Investments	181,730	215,078	<b>NET ASSETS</b>		
Restricted Deposits	5,643,304	8,633,496	Unrestricted	11,666,776	10,363,688
Other Assets	1,355,827	1,449,367	Temporarily Restricted	2,896,550	4,240,283
			Permanently Restricted	28,898	32,164
			<b>TOTAL NET ASSETS</b>	14,592,224	14,636,135
<b>TOTAL ASSETS</b>	<b><u>35,369,258</u></b>	<b><u>35,169,413</u></b>	<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b><u>35,369,258</u></b>	<b><u>35,169,413</u></b>

## Activities Data as of June 30

	2009 \$	2008 \$
<b>REVENUE AND SUPPORT</b>		
Grants and Contracts	3,662,942	3,198,858
Contributions	1,247,010	1,611,824
Other Income	1,922,267	2,723,282
Total Income	6,832,219	7,533,964
<b>EXPENSES</b>		
Program Services	5,327,002	5,293,538
Supporting Services	1,549,128	1,510,606
Total Expenses	6,876,130	6,804,144
Extraordinary Items	0	1,799,637
<b>CHANGE IN NET ASSETS</b>	<b><u>(43,911)</u></b>	<b><u>(1,069,817)</u></b>



Note: Extraordinary Items relate to transfer of partnership assets, write-off of impaired assets, and debt forgiveness to YouthBuild Charter School.

# Our Community of Contributors 2009

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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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[www.crispusattucks.org](http://www.crispusattucks.org)

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