CELEBRATING OUR PAST
CONNECTING TO OUR FUTURE

ANNUAL REPORT 2016
A MESSAGE FROM THE CEO

This past year, Crispus Attucks Association celebrated our 85th Anniversary serving the community.

As we reflect on our amazing journey and the success of this milestone, it is also important for us to thank those that helped build the foundation 85 years ago. Although it is impossible to name everyone and every event, I believe it’s important to begin with our founders and those influential in our growth—Dr. George Bowles, Dr. Ernest Atwell, Rev. Thomas Monmouth, Chester Hayes, Helen Thackston, Edward Simmons, Dr. Omar Kimbrough, Mildred Chapman, Rev. David Orr, Rev. Irwin Kittrell, Ray Crenshaw, Dan Elby, Elliott Breese, Bob Pullo, and Bob Hollis. I know we missed many, many more well deserving individuals. Without these leaders – their knowledge, dedication and willingness to persevere – Crispus Attucks would not be the organization it is today. All these folks deserve a huge ‘THANK YOU’ for their service.

Yes, we have come a long way as an agency and as a community, but we still have many challenges and issues to overcome. However, I am confident that Crispus Attucks, along with our business community, civic leaders, and dedicated staff, will continue to work together to help our community become a shining example of harmony, equality and fairness.

Let’s honor our founders by continuing their work as we grow, thrive and improve our community. I look forward to seeing what the future holds for Crispus Attucks and our community and urge everyone to be a part of it.

Here’s to the next 85 years!

Robert L. Simpson
Chief Executive Officer

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Celebrating our Past...

Throughout the past 85 years, Crispus Attucks has remained steadfast in its mission to enhance the quality of life for our diverse population in the York area. Today, we proudly provide programs and services for people of all ages, races, religions... all walks of life.
Crispus Attucks Association has a long history of vigilantly and purposefully working to find solutions to obstacles faced by members of our York community. While, realistically, we know crime will never completely be eradicated, we see the negative toll it takes on our children, citizens, businesses and community. As shootings, gangs, violence and robberies become all too common on our local nightly news, we must find innovative ways to protect our community.

*When we recognize that a movement for positive community change is happening in the York community, we feel it is important to shine a spotlight on those who are behind the efforts.*

It is no secret that across our nation, minority communities have had a strained relationship with law enforcement. This past year’s news featured many communities literally torn apart as a result of this divide. Stories of alleged police misconduct and brutality resulting in outrage, protests and riots, have spread like wildfire and widened the gap of suspicion and distrust between citizens and their police departments. But, beyond the headlines, there are police forces who are proactively working to build trust and strengthen relationships.

York law enforcement agencies, including the **York City Police Department**, **Springettsbury Police Department**, and the **York County Sheriff’s Office**, are determined to break down negative perceptions now associated with the badge.

Sheriff Richard Keuerleber, Chief Wes Kahley, and Chief Daniel Stump are leading the efforts within their departments to create a “working together partnership” between the community and law enforcement. They have made the conscience and progressive decision to improve community relations by becoming more community-based and people-focused. Forming strong relationships of mutual trust between the police and members of our community is critical to maximize public safety and effective policing. Using this proactive, preventative method of policing is already resulting in a reduction of violent crimes. Police and neighborhoods are working with one another for the safety and well-being of our community.

We wish to thank the law enforcement leaders and officers in York City and the surrounding areas for being part of this solution, and we offer our commitment of support.

Crispus Attucks recognized the efforts of Sheriff Keuerleber, Chief Kahley, and Chief Stump with a **“Heart of Change” Award** presented at the organization’s Annual Meeting on March 19, 2017.

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**Connecting to our Future...**

Every day, connections are being made by CA staff and volunteers to meet the ever-changing needs of our community.

Connections to...
- education and learning, training and employment,
- independence and self-sufficiency, community improvement and development and most importantly, connections to people.

Each story in this annual report represents a moment, a person, or a program that we can proudly offer as a testament to lives that are impacted by all those who have supported Crispus Attucks.
REMEMBERING MR. NEWBY

The truest testament of one's character is their ability to live on in the hearts and minds of those they have influenced.

For 67 years, William Newby, known as just “Newby,” was a long-serving member of the Crispus Attucks Association. As a teenager, in the 1950s, he attended activities at the community center. Later in his life, after retiring from Caterpillar, he took a position at CA as maintenance supervisor where he worked until his passing in August of 2016. I can honestly say he was the most diligent and hardworking man I have ever known.

My friendship with Newby started 6 years ago. I was walking through the building after my interview and there was a man standing on a ladder with his head poking through the ceiling. He yelled down to me to hand him a bucket of tools. After meeting his request, I turned to walk away. He said “Hey! Where are you going? Take the bucket!” I then proceeded to hold the bucket and pass him tools for another 45 minutes. Newby was just that kind of guy. He would focus on whatever task was ahead of him and keep going until it was done.

Getting to know him over the past 6 years, I came to really appreciate his character. He took pride in his work; he felt the weight and responsibility of how his tasks helped the entire association; and he never gave excuses. As part of my responsibilities for CA I am charged with articulating and documenting the history of the association, as well as the challenges of our community. I would interview Newby, and ask him to tell me how segregation affected him, how he struggled in that time, and what it was like to be a black man in York. His response would always be “Yep, other people have hate and problems. Not me, I just live my life.”

He also had a passion for teaching young men his work; I would set him up with interns to serve as his helpers and apprentices. Very few would make it more than a week before quitting. When I asked them why, they always told me that he works too hard. He was 81 at the time.

The last time I talked to Newby, he was in my office standing on a ladder changing a light. The pockets of his omnipresent cardigan stuffed with tools, a smile on his face and chatting away about his next big idea for modernizing the building. That’s how I choose to remember him: working as a man using his gifts and talents... living his life.

As an Association we owe Mr. Newby a debt of gratitude.

In his person he embodied the spirit of our organization, in his life he strived to maintain the building we call home, in our memories he will live on.

Mike Barba, Business & Program Developer / Marketing Director
Crispus Attucks Center for Employment and Training
DEB KOPECKI: WHAT I'VE LEARNED

Deb Kopecki has worked at Crispus Attucks for 43 years. She has seen the evolution of Crispus Attucks Association, the decline and renaissance of York City, and has watched children become adults, parents become grandparents, and the constant forces of time. This story shares what she’s learned from over 4 decades of service to our community, in her own words.

"Be there for the kids" I went to school for education and finding a job in the early 70’s was tough. My Dad gave me an ad from the newspaper that said “Preschool teachers wanted.” What I didn’t know then was it would be the most important step of my life. When I started working with the kids at CA, I saw such a need, such a hunger for attention. I fell instantly in love with their smiles.

"Sick days are the worst" I hate calling in sick, while my body is telling me to stay home, my head and my heart are telling me that I’m going to miss the people, miss the energy, and miss the challenges.

"Most places are dead end jobs – not CA" In my time here, I have taught pre-school, worked as a senior group leader, served as senior education administrator, ran the child care food nutrition program, and I am currently the Human Resources Director. CA opened so many doors to me. They empowered me to seek training opportunities and allowed me to really stretch and grow.

"My generation was taught to find something and stick with it" My Dad worked at one company his entire life. I think that lesson taught me to grow with your company – never out grow your company.

"We at CA have realized our goal of being a multi-cultural organization" I have seen CA change throughout the years. When I look around today, I see diversity – our staff, our clients, and our supporters come from all walks of life. It truly is beautiful to see.

"Bobby Simpson is the man" Working with Mr. Simpson has taught me so much. He runs CA with such compassion and strength. He makes sure that every employee knows that our clients come first.

"How will I be remembered? I don’t know, some picture on a wall I guess" I don’t really care to talk about legacy. I care about the thousands of people that I have had the privilege to help by being part of the Crispus Attucks family. Our work every day is to empower others be better people, to give people a place to belong, to represent a community, and to mirror and magnify the great strides we are taking together. I am just proud to be part of all the good that Crispus Attucks has built in this community.

"When I look back on my time at Crispus Attucks, I don't see the years, I see a family".
MY CA STORY...

Autism has had a transformative and enlightening affect, bringing unexpected illumination to Ms. Ty’s early pre-school classroom. Ms. Soleita, Divad’s single mother, has had a difficult life. She has experienced homelessness, lived in shelters, and lost family members to the violence on York City streets. The assessment that Divad was autistic was another heart wound. Through it all, she has kept her attention focused on Divad’s needs. She doggedly fought to provide Divad with the resources he needed to feel comfortable in a classroom of other students.

Today, Divad not only feels comfortable at the Early Learning Center, but he is also excelling in his art class through the support of his friends, Ms. Ty, and his art teacher, Ms. Lisa. The use of art as a teaching tool can have unparalleled effects in opening a pathway of communication between child and teacher, and between child and child. Autistic children are not skill-less. Their abilities become apparent in diverse ways in comparison to those of other children. In his uniqueness, Divad is not easily swayed to reveal his talents. However, a little patience, understanding, and creativity make a world of difference.

The Pull Out Art Program has been in effect for several weeks at the Early Learning Center. During this time, Divad’s excitement and enthusiasm for school has grown as he continues to create artwork. Ms. Ty and Ms. Lisa have seen a sense of pride and ownership in his eyes. He gets it! He gets art! This change is a welcome one for Divad’s mom. She is often filled with smiles, laughter and tears at her son’s daily victories and continual progress. Together, Ms. Soleita, Ms. Ty and Ms. Lisa form a supportive network that enables Divad to thrive at the Early Learning Center.
MY CA STORY...

Ashley Demerzile was raised in poverty stricken Haiti until the age of thirteen. She came to the United States alone and reunited with her mother who had been living in the states prior to Ashley’s arrival. Being a young girl in a strange country was hard for Ashley. She found it difficult to adjust to her new surroundings. While living with her mother, personal issues hindered Ashley’s success and made it impossible for her to remain in the home. She moved in with extended family, but the new home did not provide a now pregnant Ashley with a productive living environment.

Ashley was then placed with Pinkney’s Vineyard of Faith Ministries, a group home for young expecting mothers and their children. Pinkney’s enrolled her at Crispus Attucks Charter School (CACS), where she became a strong presence among her peers.

With the support and mentorship of the CACS staff, Ashley achieved a 96% attendance rate and above average grades. She was even vice president of the student policy committee. While on this committee, Ashley became a role model to her peers. She helped plan blood drives, educational parades, fundraising events and prom. These opportunities and experiences, made possible through CACS, allowed Ashley to overcome the obstacles between her and her goal of a promising future.

After graduation, Ashley enrolled in Empire Beauty School as a full time student and attained a part time job in a fast food restaurant. She has managed to juggle several different roles in her young life, but says her most important role is being a mother to her one-year-old daughter Leah, who pushes her to be the best she can be.

Ashley has made a promise to herself and her child to be a productive citizen in society and become the person her daughter can look up to, a person that would not have been possible without the mentorships and opportunities at Crispus Attucks Charter School.
RISING STARS
SERVED: 298 YOUTH

After-school and summer enrichment in education, recreation, and social responsibility for youth ages 5–18.

MY CA STORY...

Cindy, a 14-year-old model student, learned a lot about mentoring from the eight years she has been a part of the Rising STARS program. She maintains a high GPA and seeks out leadership opportunities at her school and at Crispus Attucks. About a year ago, Cindy took on a new leadership role as a peer mentor for Lisa.

Twelve-year-old Lisa was also a good student and a member of the Rising STARS program. She particularly loved participating in the South Side Steppers and the cheerleading squad. However, Lisa was very quiet and reserved, and she struggled with certain subjects in school. With Cindy as her confidante and the opportunities of the Rising STARS program, Lisa began to change.

Cindy helped Lisa with her homework and encouraged her to take on more leadership roles in their cheerleading and drill teams. Each week, they assisted the Rising STARS staff with activities and special events where they learned about diversity, volunteering, and life skills.

It was not long before the staff began to notice Lisa taking on more responsibility. She helped younger students with their homework and projects, assisted in special event set up and tear down, and ran errands and made copies for the Assistant Program Manager, Mrs. Dickson. These extra responsibilities and Lisa’s increased confidence showed Mrs. Dickson that Lisa was ready to become the cheerleading coach for the youngest squad of cheerleaders, a position Lisa desperately wanted.

Lisa began working with the girls, teaching them routines and at times, having group talks with them. Under her leadership, the girls won two 2nd place trophies and a Grand Championship in Competition Cheerleading.

Although the triumphs and trophies speak to Lisa’s coaching abilities, they do not reflect her dedication to and heart for the girls on her squad. Lisa went above and beyond her role as a coach by purchasing holiday gifts for all the girls with money she had earned.

The change in Lisa has been rewarding to witness. The parents appreciate Lisa’s support of their daughters, and they, along with the Rising STARS staff, are proud of Lisa’s progress. We are excited to see how the skills she has learned and the friends she has gained in the Rising STARS youth program will help her continue to grow as a confident young woman, supportive friend, and capable leader.
ACTIVE LIVING CENTER
SERVED: 316 SENIORS

Educational, nutritional, social, and recreational activities for seniors ages 60 and over.

MY CA STORY...

In a fast-paced, modern world that focuses on youthfulness, it is all too easy for seniors to feel displaced and isolated. They can become socially withdrawn, which negatively impacts their cognitive abilities and their mental and physical health. At the Active Living Center (ALC), we work to create a welcoming space where seniors can access needed resources, engage in enriching activities and find their place within a diverse community.

Shirley, who has been coming to the ALC for a mere two weeks, already feels like an integral part of the community. She can switch from Spanish to English without batting an eye and often reminisces about visiting Puerto Rico and speaking Spanish with her closest friends. At the Active Living Center, Shirley gets the opportunity to connect with other Puerto Rican women and speak the language she misses so much. She also gets the chance to form new friendships and learn about others’ ethnic backgrounds.

Though initially shy, Shirley is now lively and talkative. She also does not feel impeded by her wheelchair when she is surrounded by her peers.

The Active Living Center continues to foster its diverse community and deepen these relationships for seniors like Shirley through new programs and activities. In collaboration with the Culture Alliance of York and Elders Share the ARTS, the ALC offered one such program that has helped members feel more connected.

Through the program, seniors created a poem from their life stories. The poem was then paired with each participant’s favorite food dish and placed into a cookbook to share with others. This program allowed seniors to draw closer together and learn about each other’s different ethnic backgrounds in a more intimate way. The class attracted four new faces who, like Shirley, are now lively members of the Active Living Center community.

The center looks forward to continuing to provide the resources, programs and support seniors need to live an active and independent lifestyle.
With crime rates in York City towering over the past couple of years, the Crispus Attucks Center for Employment and Training (CACET) set a goal to help all youth stay off the streets while gaining employability skills and exploring post-secondary education and training. This goal has met with success in 15 year old Nascierre Rideout.

Nascierre, who was raised and attends school in the heart of York City, had few goals for himself and rarely felt challenged. He was enrolled into CACET’s Helping Youth Prepare for Employment (HYPE) program by his mother, who thought the program would help challenge Nascierre and keep him off the streets.

Immediately, Nascierre began to stand out from the other participants. He had innate leadership qualities and set the tone of the program through his actions and attitude. At worksites, he motivated his peers and consistently took the initiative to help the instructor without being asked. The biggest change came when the other participants began to follow Nascierre’s lead, encouraging each other and working together as a team.

Through the HYPE program, Nascierre fine-tuned his leadership qualities and acquired new skills. His newfound skills aided in obtaining his first job at Kentucky Fried Chicken. We are proud of Nascierre not only for landing his first job, but also for becoming a role model to his peers and younger siblings.
Senior Community Service Employment Program

SERVED: 125 Seniors

Training, education, counseling and job placement or referral for individuals ages 55 years and above who are looking to re-enter the job market.

MY CA STORY...

His new life in America would take Felix Stable far from his home in Cienfuego, Cuba. This would mean overcoming many serious barriers, among them language, culture and health. After landing in Key West, Florida, Felix spent the next thirty years harvesting this nation’s food crops in the far-flung orchards and fields of Washington State, upstate New York, and Pennsylvania. Ultimately settling in York, Felix did hard assembly work in many factories until their closure and then, until his own health could no longer bear the rigors of such work. Through the Senior Communities Senior Employment Program (SCSEP) sponsored by the Crispus Attucks Association, Felix found his way back into the world of work as have so many seniors in our community. Enrolled as a volunteer participant in SCSEP doing custodial and light maintenance work both independently and with SCSEP crews, Felix was respected by everyone he worked with from day one for his cooperative and cheerful attitude and for his commitment to getting the job done and doing it right. Barry Freeland, SCSEP Program Manager, and the entire staff of SCSEP were sad to see Felix ‘time out’ of the SCSEP program after his fourth year came to an end in November of 2016.

The very day of his exit from the program, however, Felix was hired by a local custodial service that had a contract with the Loretta Claiborne Center among many other clinics in the area. Even though Felix works an expanded third shift with Cleaning Solutions Incorporated and works four days a week for Bair’s Fried Chicken at Central Market, he still finds time at 8:00 every morning to check on and assist with the cleaning of the SCSEP office at Maple and South George Streets.

“Cuba is my country and I will live to see her free again. But I love America,” Felix will tell anyone who has just the little bit of patience it takes to listen to his special brand of ‘Spanglish. “Sometimes I look at people who don’t like America or who don’t want to work, doing whatever they can, and I want to say to them, ‘I don’t know what you are doing, but I am CLEANING AMERICA!’”
COMMUNITY DEVELOPMENT & AFFORDABLE HOUSING

SERVED: 138 FAMILIES, 367 INDIVIDUALS

The Crispus Attucks Housing Department began renovating properties in the Southeast Neighborhood of York in the 1980’s. As the organization developed employment and training services to help residents secure family-sustaining jobs, we quickly realized that safe, affordable housing was needed by our clients in order to perform their duties as responsible employees. Over the years, Crispus Attucks gradually renovated many distressed and abandoned properties. Some of our rental properties were renovated by professionals and others by our charter school students as a way to learn an employable trade after graduation. Today, our total number of affordable rental units is 137.

Maintaining these properties continues to be a challenge. They are all located in the historic district of the City of York, and have requirements associated with their appearance as well as code requirements for the safety and well-being of our tenants. Most have been patched and repaired over the years and now are in need of a more comprehensive revitalization. We are gradually improving our rental properties as shown in these pictures of 424 South Duke Street.

Over the last two decades, we have benefitted from the generosity of local businesses who contribute regularly to Crispus Attucks in exchange for Pennsylvania State Tax Credits through the Neighborhood Partnership Program (NPP). It is these partners that we would like to recognize this year for making York a cleaner, nicer, safer, and prettier place to live. This generosity benefits the 367 people that lived in our units in 2016, as well as the entire population of York who appreciate the physical property improvements and the daily street sweeping that our employees perform.

Our NPP partners tend to be very humble about the impact that they make on our community. We feel that they deserve recognition for the consistent support that they provide to make the City of York a better place to live, work, and play. Our current partners are:

- Glatfelter Insurance
- M&T Bank
- North Metal and Chemical
- Northwest Savings Bank
- PeoplesBank
- Rutter Bros Dairy
- Shipley Energy
- Starbucks
- York Building Products

The Crispus Attucks Association appreciates partners who make positive contributions to our community. A huge THANK YOU to our NPP partners for sharing their revenues to help others.
GOODRIDGE FREEDOM CENTER

SERVED: 1000 VISITORS

The William C. Goodridge house emphasizes the importance of freedom to all people, and showcases York’s tourism and educational opportunities.

The Goodridge Freedom Center and Underground Railroad Museum, designated by the National Park Service as a member of the National Underground Railroad Network to Freedom, tells the inspiring story of William C Goodridge.

Born a slave, Goodridge rose to become one of the wealthiest and well-respected men in York prior to the Civil War. He then risked it all—his life, his family and his name—to help freedom seekers on the Underground Railroad.

The Goodridge Freedom Center opened its doors to the public for the first time with a Sneak Peek on May 21, 2016. Nearly 500 visitors toured the first floor to see the result of years of renovations and hear stories by historians portraying William C Goodridge and Lydia Hamilton-Smith.

The Center welcomed authors and storytellers on First Fridays and Third Saturdays for the rest of the year, culminating in a Christmas Tree Display. William C. Goodridge and his family famously decorated a beautiful tree in their home and charged admission for the public to see it. To the delight of the community, we continue this tradition with the help of designers and artists who decorate trees for display.

More renovations are needed on the second and third floors in order for the Goodridge Freedom Center to be completed. The interest in William C. Goodridge, the Underground Railroad, and the pursuit of freedom by people throughout history has urged us to continue fundraising so that the Goodridge Freedom Center can be opened, promoted, and included as a stimulating and permanent attraction in York, PA.
COMMUNITY IMPACT

MLK Day of Service

In honor of Dr. Martin Luther King Jr.’s work in civil rights, Crispus Attucks holds an annual breakfast and day of service. In 2016, more than 350 people gathered for breakfast in remembrance of his legacy. Afterwards, 98 community members canvassed locations throughout York City to complete volunteer service projects. Among other enterprises, our volunteers beautified Crispus Attucks’ neighborhood with litter pick-up, prepared lunches for the needy, and engaged older adults in conversation, games and activities.

Cultural Thanksgiving

Each year, the Crispus Attucks Rising STARS program hosts a Cultural Thanksgiving Celebration to promote cultural and racial diversity, and to recognize unsung local heroes. This year Rising STARS honored eight community members and one organization for their outstanding impact on the lives of youth in York.

85th Anniversary – Harvest Moon Gala

The Harvest Moon Gala was held at the Country Club of York on September 22, 2016 to commemorate Crispus Attucks’ 85 years of service in the York community. Attended by 215 people, the elegant evening included a gourmet dinner, live and silent auction, and a special performance by the Crispus Attucks’ South Side Steppers. The event proceeds were designated for the purchase of items such as:

- A 10-passenger van for students.
- Kitchen renovations, appliances, tables and chairs for the Active Learning Center.
- A street sweeper for the George Street corridor.
- A new HVAC unit for the main building.
- Educational materials, recreational equipment, furniture, toys and more.
ANNUAL FINANCIAL STATEMENT

Statement of financial position data as of June 30

Statement of Financial Position Data

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<th>Assets</th>
<th>2016 ($)</th>
<th>2015 ($)</th>
<th>Liabilities &amp; Net Assets</th>
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<th>2015 ($)</th>
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<td>Total Net Assets</td>
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Total Assets                      | 26,329,982| 26,989,985| Total Liabilities & Net Assets | 26,329,982| 26,989,985|

Statement of Activities Data

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<th>Revenue and Support</th>
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**Excess of Revenue over Expenses Before Depreciation and Amortization**

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<th>2016/2015 Revenue &amp; Support</th>
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<tbody>
<tr>
<td>2016/2015 Expenses</td>
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The above summary information is extracted from the audited financial statements prepared by Reinsel Kuntz Lesher, CPAs.
A complete copy of the audited financial statement is available upon request at 717.848.3612.
SPECIAL THANKS

85th Anniversary Gala Sponsors

Presenting Sponsors:
- Glatfelter Insurance Group
- M&T Bank

Supporting Sponsors:
- Baker Tilly Virchow Krause, LLP
- Bob Pullo
- CGA Law Firm
- Fulton Bank
- George & Marty Hodges
- Michael Newsome and Friends
- Penn Waste Inc
- PeoplesBank, A Codorus Valley Company
- Powder Mill Foundation
- RG Group
- RKL
- Shipley Energy
- The W Dale Brougher Foundation
- Wagman Inc
- WellSpan Health
- York College

Camp Scholarship Donors

- Reed and Connie Anderson
- Ronald & Christine Blevins
- George & Cindy Dotzel
- Chloe Eichelberger
- George & Marty Hodges
- Michael & Shirley Jefferson
- Loren & Faye Kroh
- Gary and Kathy Lauer
- Dr and Mrs Bob Lease
- Michael & Deborah March
- Ken & Yvonne Martin
- Maria Musti Cook
- Jim and Barb Plessinger
- Laurie and Bob Pokelwaldt
- Carl & Jane Sallade
- Bobby Simpson
- Joe & Susan Wagman
- Donald M Whistler

Neighborhood Partnership Program Tax Credit Donors

- Glatfelter Insurance Group
- M & T Bank
- North Metal & Chemical Company
- Northwest Savings Bank
- PeoplesBank, A Codorus Valley Company
- Rutter Bros Dairy Inc
- Shipley Energy
- Starbucks Coffee
- Stewart Companies

Educational Improvement Tax Credit Donors

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- Colony Papers Inc
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- Highmark Health Insurance Group
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- National Penn
- PeoplesBank
- Philadelphia Insurance Companies
- PNC Capital Markets LLC
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- UPMC Health Plan
- Walton & Company Inc
- York Building Products Co Inc
- York Traditions Bank
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### OUR COMMUNITY OF DONORS 2016

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- Northwest Savings Bank
- PeoplesBank
- Philadelphia Insurance Companies
- PNC Capital Markets LLC
- Rutter’s
- Shipley Energy
- Starbucks Coffee
- The Graham Companies
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- York Water Company

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- Penn Waste Inc.
- Reinsel Kuntz Lesher LLP
- RG Group
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- Walton & Company Inc.
- Wells Fargo Foundation
- WellSpan Health
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- Anthony Gober
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- John & Jan Klinedinst
- John D & Kathryn W Zimmermann Fund of YCCF
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## OUR COMMUNITY OF DONORS 2016

### Mentor (continued)  
**$500 to $2,499**

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- Patricia Branch
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## OUR COMMUNITY OF DONORS 2016

### Tutor (continued)
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- Walt & Arlene LaPore
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- Wheatlyn Eyecare
- White Rose Bar & Grill
- William & Dorothy

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- York Symphony Orchestra
- Zachary Nahass
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- Talus - A Therapeutic Salon
- Tamara McMillian
- Taryn Kuhn
- Tonya Smallwood
- Walter Car
- William & Ruth Sabey
- William DeFelice
- Wolfgang Candy Co Inc
- York Area Development Corp
- Yorktowne Chiropractic
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.

Crispus Attucks Association of York, Pennsylvania
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