We are 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.

"CA is like a big puzzle, but when you put the pieces together, they all fit."

~ Jacqueline Martino-Miller, CEO
Crispus Attucks Charter School

**OUR MISSION**

<table>
<thead>
<tr>
<th><strong>CHILDREN &amp; YOUTH</strong></th>
<th>Benefit from education &amp; personal enrichment opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>YOUNG ADULTS</strong></td>
<td>Benefit from education, training &amp; employment services</td>
</tr>
<tr>
<td><strong>SENIORS</strong></td>
<td>Benefit from training, employment services &amp; socialization</td>
</tr>
<tr>
<td><strong>INDIVIDUALS</strong></td>
<td>Benefit from safe, quality affordable housing</td>
</tr>
</tbody>
</table>

| 614                  |                                                                 |
| 511                  |                                                                 |
| 411                  |                                                                 |
| 268                  |                                                                 |
Since 1931, the Crispus Attucks Association has been a place where people look for help to solve some of our community’s most challenging issues, including racial injustice, poverty, housing, unemployment, illiteracy, education, hunger and crime. The problems being faced today are not unlike those faced throughout the past 86 years. It’s the world that is moving at a much faster pace.

As you review our 2017 Annual Report, you will see the various ways Crispus Attucks is working to deliver our mission in today’s ever-changing world. Our organization has strategically remained flexible to provide programs and services that offer the critical tools needed to enhance the quality of life in our community.

As a kid, I remember my mother drilled into our heads, all eight of my brothers and one sister, “No one owes you a thing in life - you have to get it for yourself.” All of the youth at Crispus Attucks are taught this mindset from day one. In addition to a strong emphasis on education, there is an intentional focus on character development, respect, integrity, self-sufficiency, and personal responsibility. These are the critical tools they will need to be successful and to help them navigate the challenges of life with NO excuses.

Empowering individuals to become better students, employees, citizens and leaders has and always will be at the very core of the solution Crispus Attucks promises to deliver.

But we don’t do this alone. Because of the generous support of our volunteers and the financial patrons listed in this Annual Report, Crispus Attucks can continue to shape lives, develop our leaders of tomorrow and strengthen our community. Again, we simply cannot do this without YOU!

Thank you for your continued support and friendship.

MESSAGE FROM THE CEO

BOARD OF DIRECTORS

Robert Bossert, Board President
W. Dale Brougheer Foundation

Darrien Davenport, Board Vice President
Gettysburg College

George Dotzel, CPA, Board Treasurer
Baker Tilly

Vernon Bracey, York Water Company

Tony Campisi, Glatfelter Insurance Group

José D. Colon-Bones, York Housing Authority

Bill DeFelice, WellSpan Health

Daniel P. Elby, Alternative Rehabilitation Communities

Kristen M. Heisey, Messiah Lifeways

Jerry King, Community Member

Frederick A. Morris II, M & T Bank

Devon M. Myers, CGA Law Firm

Jim Plessinger, Community Member

Todd Toerper, Wolf Organization

John Uhler, CGA Law Firm

Thank You Deb!

After nearly 45 years with Crispus Attucks Association, Deb Kopecki, Director of Human Resources, is retiring at the end of 2018. We would like to take this opportunity to thank her for her many years of service and loyalty to Crispus Attucks. We wish her the very best in her future endeavors!
STEAMing Ahead

**What is STEAM?**

STEAM is an approach to learning that uses Science, Technology, Engineering, Arts and Math to guide students of all ages in their educational journey. Through STEAM-themed activities, workshops and experiential learning trips, children, youth and seniors learn to take thoughtful risks, persist in problem solving, embrace collaboration, and work through the creative process to become the innovators, educators, leaders, and learners of the 21st century.

**Why is STEAM Important?**

Despite a national focus on the importance of STEAM-related curriculum, there are still a vast number of children, youth and seniors that “fall between the cracks” of STEAM initiatives. Many individuals in our community encounter limited transportation, technology and access to educational opportunities. Crispus Attucks breaks down these barriers by equipping people of all ages with the knowledge and skills needed to thrive in our ever-changing, modern society. This past year, our staff worked diligently to incorporate new STEAM opportunities into each of our diverse programs, building a better community through partnerships across York.

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**TECHNOLOGY**

Tech-savvy, 13-year old entrepreneur Sam Brenner taught our Rising STARS youth how to build a Wobbly-Bot; a robot of his own invention!

**ENGINEERING**

In the latest STEAM activity workshop with Johnson Controls, our Early Learning Center students used some delicious goodies learning about the basics of engineering.

**ARTS**

Through bi-weekly clay workshops from Creative York, our Active Living Center seniors have been expressing their creativity with handmade sculptures.

**SCIENCE**

Eric Energy, a well-trained wacky scientist, visited our office for a hands-on night of science featuring vortex fog rings, bubbling potions and more!

**MATH**

Through our “Experience STEAM” project, Charter School students received new scientific and graphing calculators to help with their financial literacy curriculum.
What is Arts4All?

Crispus Attucks has partnered with the Weary Arts Group, a team of talented instructors and professional performing artists who are dedicated to the advancement of arts education for students of all ages in York City and beyond. As part of the Early Learning Center’s daily education-based child care program, the students receive classes in music, dance and performance.

The Power of the Arts

Exposure to the arts boosts young brains by improving memory, language, reading, critical thinking, creative and social skills, leading to academic achievement. It also instills discipline, builds confidence, and much more. The Early Learning Center staff has already noticed remarkable positive changes in the children since Weary Arts Group began classes in early Fall.

Weary’s Warkenda

Warkenda Williams-Casey is an experienced dance teacher who has a passion for working with children. She has trained with some of the best directors, choreographers and dancers. She teaches gross-motor skills, tumbling, balance, and creativity through active story-telling and dance. She gives the children a sense of accomplishment, resulting in positive behavioral changes.

Weary’s Rod

Rod Goelz is a musician who has been mentoring students and making music for over 26 years. He teaches preschoolers and school-age children diverse areas of music; including hip-hop, rock, country, jazz, pop, and reggae.

“Warkenda brings life into the ELC… She’s their light.”

~ Ms. Tia, Crispus Attucks Early Learning Center
Working Together

Through our Summer Career Employment Academy, youth spend the summer developing soft skills in the classroom and then gaining paid, real-world job experience with a local organization. In many cases, this experience is their very first time working.

This past summer, our youth worked with the Salem Square Community Association to revitalize neighborhoods in York. Since this work was new to them, they were in need of more experienced workers who could serve as teachers and supervisors. Cue our Senior Community Service Employment Program (SCSEP), where four members had exactly the skill-set needed.

The SCSEP members provided training and guidance for our youth in the proper handling of tools for maintaining gardens and sidewalks, and the technique required for painting house and apartment facades. Our youth even taught our SCSEP members some new maintenance and painting techniques of their own.

Crispus Attucks takes pride in seeing different generations work together to improve the community while giving youth and older adults the opportunity to learn from each other.

Intergenerational opportunities help children, youth, and seniors form meaningful relationships through a dual role as teachers and learners.

Benefits of Intergenerational Programming

CHILDREN & YOUTH
- Enables youth to develop social networks, communication skills, problem-solving abilities, and positive attitudes toward aging.
- Youth are 46% less likely to begin using illegal drugs, 27% less likely to use alcohol, and 52% less likely to skip school.

SENIORS
- Enhances socialization, stimulates learning, increases emotional support and improves health.
- Seniors burn 20% more calories per week, experience fewer falls, and are less reliant on canes.

COMMUNITY
- Promotes the transmission of cultural traditions and values from older to younger generations.
- Dispels inaccurate, negative stereotypes and encourages tolerance by bringing diverse groups together.
Our Early Learning Center students collected pajamas to donate to York’s homeless children.

Our Charter School students, with the guidance of Art Teacher Mrs. Eighmey, used their talents to beautify the campus with a majestic mural. This is just one of the many art projects at the Charter School.

Crispus Attucks students and program participants are catalysts for kindness. Their actions transcend from the playground to the classroom, home and the community, contributing to a more vibrant York County. Our hope is that this ripple effect of kindness will continue to spread—not only within our immediate community—but beyond York’s boundaries.

Rising STARS participants involved in our South Side Steppers drill team performed at a benefit, raising money toward medical expenses for Kyrie, a 7 year old who recently had open heart surgery.

The 170 teens in our Summer Career Employment Academy, gained interviewing and job-ready skills, while also assisting York City businesses with hands-on projects and various community clean-ups.
A few months ago, Jasmine was in a difficult place. She was a single mom who had found that the traditional school setting did not provide the support and discipline she needed. Although she had taken positive steps in continuing her education by enrolling in the Crispus Attucks Charter School, she was struggling to balance her role as a student and as a mom. On top of this struggle, Jasmine was also experiencing homelessness.

Jasmine enrolled her daughter at the Early Learning Center, where the same teacher that had cared for her was now caring for her daughter Zoe. This coincidence gave Jasmine an immediate sense of comfort and opened the door for a mentor relationship between Jasmine and her teacher, Ms. Zimmerman. With curriculum focused on all areas of development, Ms. Zimmerman helped jump-start Zoe’s growth.

Daily updates and bi-monthly after-school family-enrichment activities helped keep Jasmine involved in Zoe’s growth too. With the encouragement and guidance from our teaching staff, Jasmine and Zoe began succeeding in school and taking steps towards a more stable life.

**HIGHLIGHTS**

- Increased parent engagement through **Family Fun Nights**, where children and their parents built Wobbly-Bot robots, made slime and more!

- Combined fitness and the arts through **innovative dance and music lessons** in our collaboration with the Weary Arts Program.

- Continued to **exceed state requirements** for the number of completed **teacher development training** hours per year.

- Scored higher than the state average on the safety and **quality of our classrooms** based on the National Environmental Rating System.
HIGHLIGHTS

- Presented diplomas to **73** students during the 2016-2017 school year, largest number of graduates to date.

- Provided educational learning experiences throughout the York, Harrisburg and Lancaster areas to **expand students’ horizons** in developing their post-graduation plan.

- Equipped **33** of our 2017 graduates to earn their Home Builders Institute Pre-Apprenticeship Certificate Training certification.

- **73%** of the 2017 graduates gained two grade levels of growth in numeracy, **83%** gained two grade levels of growth in literacy.

---

**Timmy Gets Mentally Tough**

In August 2017, Timmy attended Mental Toughness, a 2-week orientation for students applying for acceptance into the Crispus Attucks Charter School. The program encompasses a series of mental, physical and team-building exercises designed for staff to assess a potential student’s ‘mental toughness’ or desire to be in the program, work hard, follow directions and get along with others.

On only the second day, Timmy left Mental Toughness, withdrawing his application to attend the charter school.

A few months later, Timmy made a second attempt at Mental Toughness, this time successfully completing the program. He is now enrolled and thriving at the charter school, passing all of his academic and vocational classes. He also provides assistance to another student in his class.

Mental Toughness instructor, Aaron Beard asked Timmy why he decided to come back. Timmy replied, “I realized the program is good for me. I need the structure in order to stay focused on my goals.”

Structure is exactly what students get in Mental Toughness. It is designed to introduce students to the high expectations of the challenging 9-month high school diploma program.
Denzel, Chris and Isaiah have endured their fair share of hardships despite their young ages. They grew up in extreme poverty in Haiti, survived the devastating 7.0 earthquake in 2010, and then bounced from state to state in the U.S. with just the clothes on their backs. Denzel, at 10 years old, is instrumental in making family decisions and helping to raise his younger brothers.

All three boys joined Rising STARS to provide structure in their lives while their parents were working. Their positive energy was contagious, but as time went on, Denzel began having behavior issues. Fortunately, he was now part of a community where older boys could be a positive influence in his life. The members of the after-school step dance team Dem Boyz served as role models for Denzel. Their practices, which emphasize teamwork and discipline, helped Denzel stay focused and grow more as a leader.

Denzel is now growing into a strong, studious—and honest—young man eager to assist his new friends and the staff. Although Denzel, Chris and Isaiah continue to experience challenges, they are in a better place to meet them head on with the support of their mentors.

HIGHLIGHTS

- Enhanced community relations through the Sheriff’s Youth Program, where youth learn how to constructively resolve conflicts and value honesty, community caring and responsibility.
- Reinforced classroom learning and the importance of education through hands-on STEAM workshops for parents and youth.
- Expanded youth’s knowledge of career pathways through Kid’s Cafés featuring community leaders like the Mayor of York City, a community health dentist, a software engineer and more!
- Provided 5,330 hours of community service to better York County.
Tamara’s Brighter Future

Tamara is a bright 16-year old student with a tireless work ethic and high goals for her future. She also has Attention Deficit Hyperactivity Disorder and a learning disability, but she doesn’t let either of these stand in her way. Tamara enrolled into the Center for Employment and Training’s “Helping Youth Prepare for Employment” (HYPE) program in order to get work experience during the summer and obtain part-time employment after school.

Through the HYPE program, Tamara worked over the summer to beautify and clean the streets in York. She was an enthusiastic member of the team and successfully completed the summer program with high credentials, but Tamara’s journey didn’t end there. With the help of our program staff, Tamara worked against the odds and showed much dedication in managing her ADHD and learning disability to not only graduate from high school, but to also gain employment at Chuck E. Cheese. Of course, she says this post-graduation step is still only the beginning of her journey.

HIGHLIGHTS

• Enhanced the Compass Program aimed at preparing in-school youth for the rigors of the workplace.

• Collaborated with Lowe’s, Wells Fargo, Kinsley Construction and our Summer Career Employment Academy to create a unique outdoor space for staff and program participants.

• Provided job skills training and work experience to 165 participants through our Summer Career Employment Academy.

• Strengthened partnerships with Harrisburg Area Community College and CareerLink to provide comprehensive training and employment opportunities for youth throughout York County.
SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

SERVED 79 SENIORS

TRAINING, EDUCATION, COUNSELING & JOB PLACEMENT OR REFERRALS FOR INDIVIDUALS AGES 55 YEARS & ABOVE WHO ARE LOOKING TO RE-ENTER THE JOB MARKET.

Larraine’s Confidence Refound

The Senior Community Service Employment Program is an invaluable resource for older adults seeking to re-enter the workforce. After 8 years of care giving, I both needed and wanted to return to work but lacked the confidence in my work skills. SCSEP afforded me the opportunity to regain my skills and confidence in a supportive environment while earning a modest living. They also provide job seeking workshops to assist with my search for unsubsidized employment. This wonderful transitional program made my need and desire a reality and I am very grateful for its existence.

~ Larraine Greco

HIGHLIGHTS

• Assisted 35 participants in obtaining unsubsidized employment within the York area.

• Provided education, training and job placement services for 79 participants with a budget for 60 participants.

• Provided computer training for 14 participants and personal development training for 79 participants.

• Received the 2017 Black Minister’s Association Community Service Award for promoting community improvement, positive relationships, and service.

Larry Richardson is employed as a Security Doorman at Crispus Attucks. He also drives seniors from the Active Living Center to field trips.

Larraine Greco is a Data Entry Specialist for Crispus Attucks.

Denise Durham is a Data Specialist for SCSEP. For 2 years she has been helping seniors find permanent part-time employment.
Embracing Different Cultures

Our Active Living Center serves a variety of people from different backgrounds. Respectfully paying tribute to each culture and its unique customs while simultaneously blending them together in our Center is a challenge. Of course, it is a challenge we are more than willing to accept and gracefully maneuver.

In trying to plan a community event that would engage each of our diverse seniors and their friends and families, we partnered with the American Association of Retired Persons. Together, we brainstormed activities that embraced all cultures and aligned with our goals at the Center. Our planning paid off in the form of our annual Motown event, which served over 200 people!

We saw seniors engaging with health and fitness providers about meal planning and how to maintain their independence. We heard them laughing as they posed together with goofy accessories in the photo booth. And, we danced alongside them to the music of a live band, staying fit and learning dance moves from each other’s childhood.

Although it is still a challenge to combine the different backgrounds and cultures of our seniors in one Center, we have succeeded in creating an environment where these differences are celebrated.

HIGHLIGHTS

- Implemented new STEAM programming through a partnership with Creative York where seniors sculpted beautiful and functional clay creations.

- Hosted celebrations throughout the year to increase socialization among seniors.

- Provided engaging classes and workshops on fitness, genealogy and more to further seniors’ education and help them maintain a healthy, independent lifestyle.
Ms. Luz began working for our Early Learning Center in 2002. She moved from South Bronx, New York, where she managed an at-home daycare center, to live with her sister in York after her 17-year old son passed away unexpectedly. In 2007, she decided to apply for Crispus Attucks Affordable Housing so she could be closer to her job at the Early Learning Center.

She loves working with children and takes great pride in her apartment made available by the Affordable Housing Program. “Everyone here is like family,” she said. She will work and live here for many years to come because she is forever grateful to all of the staff at Crispus Attucks for treating her with such respect and kindness.

“Ms. Luz is the ultimate survivor, always ready with a smile or hug... We love having her as a tenant and a part of Crispus Attucks.”

~ Carol Kauffman, Community Development Director

HIGHLIGHTS

• Provided opportunities for our Charter School students to put their recently learned construction skills into action by rehabilitating affordable housing units.

• Rehabilitated 18 housing units for low income families, and renovated 2 commercial buildings in the York area.

• Continued to oversee the Crispus Attucks Safety Committee in monitoring and improving safety measures across the campus for students, staff and residents.

• Invested in additional resources to better repair buildings and improve the southeast corridor.
THE WILLIAM C. GOODRIDGE HOUSE EMPHASIZES THE IMPORTANCE OF FREEDOM TO ALL PEOPLE & SHOWCASES YORK’S TOURISM & EDUCATIONAL OPPORTUNITIES.

Located at 123 East Philadelphia Street, this is the only African-American museum in York, and one of the select few locations to be part of the National Park Service’s Network to Freedom as an authenticated site used in the Underground Railroad. Born a slave, Goodridge became one of the richest men in York through entrepreneurship and determination, yet risked everything to help strangers reach their freedom. You will learn more about his inspiring story when you visit.

An Exciting Future

At the Community Visioning Summit in July, perspectives from a wide range of passionate community volunteers and stakeholders were shared and collected to help determine the future of this wonderful piece of history with local importance and national significance.

Suggestions were offered to expand the Goodridge Freedom Center’s programming and impact through educational opportunities, additional exhibits, new marketing campaigns, and more. Our Center is on the cusp of implementing these exciting changes in 2018.

HIGHLIGHTS

- Accepted a historic collection of African-American photography highlighting the worldwide importance of the Goodridge Photography Studio.

- Hosted First Friday events each month featuring living history interpreters, speakers on York’s unique history, and the annual Festival of Trees.

- Rehabilitated the first floor with modern infrastructure—repairing walls, floors and a front door—while preserving its historical appeal. More improvements planned for 2018.

- Provided educational experiences for students of all ages focusing on issues related to history, freedom, and the Underground Railroad.
MAKE AN IMPACT

Join the Conversation

Become an advocate for Crispus Attucks by staying up-to-date on all of the ways we’re working and partnering with others to improve our community.

@CrispusAttucks
@CrispusAttucksCharterSchool
@GoodridgeFreedomCenter

@crispusattucks
@GoodridgeMuseum

@crispusattucksyork

@Crispus Attucks Association of York, Pennsylvania

Support Our Programs

Make a sound investment in our community’s improvement and help provide services to more than 2,000 individuals in York.

Serve with Us

Give of your time and make a tangible difference in the lives of York County children, youth, and adults.

Join our e-newsletter, the Pulse, by visiting our website at crispusattucks.org!

Martin Luther King, Jr Day of Service

Empowers individuals, strengthens communities, bridges barriers, creates solutions to social problems, and moves us closer to Dr. King’s vision of a beloved community. Over 200 volunteers did amazing work throughout York from preparing lunches for the needy to bracing the cold in a Duke Street Clean Sweep. Held on the third Monday of January.

Crispus Attucks Annual Meeting

Highlights Crispus Attucks’ accomplishments over the previous year and recognizes outstanding community members who have been positive hearts of change. Held on the third Sunday of March.
Remember Us on May 4th!

NEW This Year! Support Crispus Attucks Association on the first-ever 24-hour Big Give in York County. Thanks to the Give Local York Stretch Pool, your donation will go even further on Give Day.


United Way Day of Action

Hosted by United Way of York County, this event connects United Way agencies and volunteers in giving back to the community through volunteer projects throughout the city. Last year, almost 1,000 volunteers helped with educating youth, beautifying buildings and parks, and more! Held in June.

Cultural Thanksgiving Celebration

Hosted by the Rising STARS program, this event recognizes unsung local heroes and promotes cultural and racial diversity. Awardees are nominated by Rising STARS staff and participants for their positive impact in the lives of youth and their contribution to the success of the Rising STARS after-school program. Held on the Monday before Thanksgiving.
ANNUAL FINANCIAL STATEMENT

STATEMENT OF FINANCIAL POSITION DATA AS OF JUNE 30

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2017 $</th>
<th>2016* $</th>
<th>LIABILITIES &amp; NET ASSETS</th>
<th>2017 $</th>
<th>2016* $</th>
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</thead>
<tbody>
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<td>Cash</td>
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<td>Loans &amp; Notes Payable</td>
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<td>Property &amp; Equipment, net</td>
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<td>21,815,054</td>
<td><strong>TOTAL LIABILITIES</strong></td>
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<td>Investments</td>
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<td>(280,386)</td>
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<td>Restricted Deposits</td>
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<td>Other Assets</td>
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<td>175,142</td>
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<td><strong>NET ASSETS</strong></td>
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<td>Permanently Restricted</td>
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<td><strong>TOTAL NET ASSETS</strong></td>
<td>12,990,052</td>
<td>13,178,038</td>
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STATEMENT OF ACTIVITIES DATA YEARS ENDING JUNE 30

<table>
<thead>
<tr>
<th>REVENUE &amp; SUPPORT</th>
<th>2017 $</th>
<th>2016* $</th>
<th>EXPENSES</th>
<th>2017 $</th>
<th>2016* $</th>
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<tbody>
<tr>
<td>Grants &amp; Contracts</td>
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<td>3,840,238</td>
<td>Program Services</td>
<td>4,990,197</td>
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<td>Contributions</td>
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<td>Other Income</td>
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<td>2,373,659</td>
<td><strong>Total Expenses</strong></td>
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<td><strong>Total Income</strong></td>
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<td>7,536,514</td>
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<tr>
<td><strong>Excess of Revenue Over Expenses Before Depreciation &amp; Amortization</strong></td>
<td>869,009</td>
<td>655,358</td>
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</table>

*restated due to reclassification

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.
BB&T Lighthouse Project

BB&T chose Crispus Attucks for their local BB&T Lighthouse Project, offering corporate financial support while their associates rolled up their sleeves to create a beautifully landscaped courtyard near our main entrance.

Educational Improvement Tax Credit Donors

Ahold Financial Services - Giant Food Stores LLC
Apple Motors, Inc - A Stewart Company
Avalon Insurance Company
Capital Blue Cross
Graham Partners
Herculite Products, Inc
Highmark Health Insurance Group
Integrity Bank, a division of S&T Bank
Johnson Controls
M&T Bank
Orrstown Bank
PeoplesBank, A Codorus Valley Company

Philadelphia Insurance Companies
Phoenix Contact
PNC Financial Services, Inc
SN Business Solutions LLP
St Onge Company
The Graham Companies
The Stewart Companies
UPMC Health Plan
Walton & Company, Inc
Weis Markets Inc
York Traditions Bank
York Water Company

Neighborhood Partnership Program Tax Credit Donors

Glatfelter Insurance Group
M & T Bank
North Metal & Chemical Company
Northwest Bank
PeoplesBank, A Codorus Valley Company

Rutter Bros Dairy, Inc
Shipley Energy
Starbucks Coffee
York Building Products - A Stewart Company

Camp Scholarship Donors

Reed and Connie Anderson
Ronald & Christine Blevins
Darrien Davenport
George & Cindy Dotzel
Chloe Eichelberger
Dan & Brenda Elby
Michael & Shirley Jefferson
Loren & Faye Kroh
Walt & Arlene LaPore
Gary & Kathy Lauer
Dr & Mrs Bob Lease
Ken & Yvonne Martin

Fred & Caroline Morris
Honorable Maria Musti-Cook
Jim & Barb Plessinger
Laurie & Bob Pokelwaldt
Carl & Jane Sallade
Bobby & Linda Simpson
Judy L Walker
Donald M Whistler
Donna M Williams
Wicky & Ken Woerthwein
Cornelia Wolf
### COMMUNITY BUILDER
$15,000 & above

- Donald B & Dorothy L Stabler Foundation
- Glattfelter Insurance Group
- Hercules Products, Inc
- Highmark Health Insurance Group
- William & Debra Leisenring
- M&T Bank
- North Metal & Chemical Company
- Northwest Bank
- PeoplesBank: A Codorus Valley Company
- Philadelphia Insurance Companies
- Powder Mill Foundation
- Rutter’s Bros Dairy, Inc
- Starbucks Coffee
- The Arthur J & Lee R Glattfelter Foundation
- The Graham Companies
- The Stewart Companies
- The W Dale Brougher Foundation
- United Way of York County
- UPMC Health Plan
- Larry West
- York Building Products - A Stewart Company
- York Water Company

### ADVOCATE
$5,000 to $14,499

- Ahold Financial Services - Giant Food Stores LLC
- Apple Motors, Inc - A Stewart Company
- Avalon Insurance Company
- BB&T
- Capital Blue Cross
- Gerry Eichner
- Graham Partners
- George & Marty Hodges
- Richard & Karen Julian
- Orrstown Bank
- Phoenix Contact

### EDUCATOR
$2,500 to $4,999

- AARP Pennsylvania Office
- C & S Wholesale Grocers, Inc
- Dan & Brenda Eby
- Ginger & John Flinchbaugh
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Many Thanks To Johnson Controls!
OUR VISION

We envision a community that encourages, supports, and provides every individual with opportunities to achieve his or her full potential and improve the quality of life for its diverse residents.

OUR VALUES

Integrity
We act with the highest level of moral character.

Diversity
We accept and celebrate the differences between each other and realize the world is a better place because of our differences.

Respect
We treat others as we expect others to treat us.

Self-Sufficiency
We encourage each other to be our own providers by improving our skills and not relying on others for our basic needs.

Sustainability
We look for ways to ensure our organization is here to serve the community for decades to come.

Embrace Change
We embrace the future, knowing we are equipped to move forward and face any opportunity or challenge presented to us.

Please Note: Some names and photos throughout this annual report have been modified to protect the privacy of individuals.
CRISPUS ATTUCKS ASSOCIATION OF YORK
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York PA 17401
717.848.3610
crispusattucks.org