



Give Rise to Possible

2019 | ANNUAL REPORT

OUR MISSION

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.

OUR VISION

We envision a community that encourages, supports, and provides every individual with opportunities to achieve his or her full potential and improves 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.



MESSAGE FROM THE CEO

In 2019, we entered the year eager to move forward on several strategic priorities, including the development and unveiling of our new brand. This new brand comes with much thought and collaboration, and we are excited to share it with you.

The mission of Crispus Attucks York goes beyond being a place of change—it's about expanding a young scholar's horizons, empowering a young adult or senior to embrace their potential, and equipping individuals and families with the resources and skills they need to pursue a better future. It's about giving rise to new possibilities.

We believe that the new brand not only captures our mission and inspires growth for the future, but it also reflects what our staff, volunteers, and donors do for the members of our community. *They give rise to possible.*

Over this past year, our partners have empowered nearly 3,000 children, youth and adults to change the trajectory of their lives. We are thankful for our partners' support and proud of the impact we have made together. The stories in this Annual Report provide a glimpse into the transformative work taking place because of their commitment and generosity.

Thank you for joining us as we help those in need develop a path for success. Together, we will continue to help community members learn, work, and thrive—creating new possibilities for the future.

With gratitude,

BOARD OF DIRECTORS

- Robert Bossert** Board President
Community Volunteer
- Daniel Elby** Board Vice President
Alternative Rehabilitation Communities
- George Dotzel, CPA** Board Treasurer
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- Vernon Bracey**, York Water Company
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- Christine Heine**, York Country Day School
- Kristen Heisey**, PeoplesBank
- Jerry King**, Community Volunteer
- Christine Nentwig**, CGA Law Firm
- Jim Plessinger**, Community Volunteer
- J. Lawrence Smith**, Community Volunteer
- John Uhler**, CGA Law Firm

OUR NEW BRAND

Our partners and program participants will be seeing a refreshed look and brand positioning in 2020.

ABOUT THE PROCESS

The branding process has taken place in four phases over three years: a research phase, a brand positioning and messaging phase, a creative phase, and an implementation phase. We started with a comprehensive research phase that included a communication audit, surveys, and more. The findings were used to help form our brand positioning and messaging, which captures, in a fresh way, the heart of Crispus Attucks York's mission—*empowering individuals and families to learn, work, and thrive.*

Through the creation phase, a logo, tagline, and other materials were developed. We have now reached the implementation phase where the brand refresh will officially launch in April 2020. It has been 13 years since the Crispus Attucks York brand was updated. The typical life cycle of a brand is 10-20 years.

ABOUT THE COLORS

The primary blue and gold color palette originates from the logo created at Crispus Attucks York's founding in 1931, recognizing our history and honoring those who have come before us. These original colors have been modernized in the new logo through the use of a second light blue tone.

ABOUT THE BRAND MARK

The refreshed logo and tagline speaks to the unlimited potential and full realm of possibilities that can be achieved through Crispus Attucks York. For those we serve, anything is possible.

The logo incorporates a visual shape—the heart—that has been our brand mark for over 10 years, representing our continued commitment to and compassion for the community and those we serve. With the new mark, this familiar shape is composed of diverse, colorful pieces that come together to form an additional symbol with significant meaning.

The pieces represent the different programs and people that work together to equip the individuals and families we serve with a path for success. The new symbol of the arrow captures how Crispus Attucks York is continually striving for progress and achievement.



OUR IMPACT

LEARN

EARLY LEARNING CENTER

Licensed & NAEYC-accredited childcare specializing in quality, education-based services for children ages 3 months to 12 years.

204 CHILDREN SERVED

100% KINDERGARTEN-AGED CHILDREN SUCCESSFULLY TRANSITIONED INTO KINDERGARTEN

CHARTER SCHOOL

YouthBuild-affiliated high school diploma program incorporating hands-on job training for students ages 17 to 21.

162 STUDENTS SERVED

62 GRADUATED WITH A HIGH SCHOOL DIPLOMA

GOODRIDGE FREEDOM CENTER

Authenticated Underground Railroad site & museum sharing the life of local hero William C. Goodridge.

3,218 VISITORS SERVED

WORK

EMPLOYMENT & TRAINING

Training, education, counseling & job placement services for youth & adults.

363 YOUTH & ADULTS SERVED

40 YOUTH EARNED PROFESSIONAL CERTIFICATIONS

49 OLDER ADULTS OBTAINED UNSUBSIDIZED EMPLOYMENT

THRIVE

ACTIVE LIVING CENTER

Educational, nutritional, social & recreational activities for seniors ages 60 & above.

127 OLDER ADULTS SERVED

HOUSING & COMMUNITY DEVELOPMENT

Renovates blighted & historical properties for affordable housing & local businesses.

292 FAMILIES SERVED

4 APARTMENTS REHABILITATED

RISING STARS

After-school & summer enrichment program focused on education, recreation & social responsibility for youth ages 5 to 17.

389 YOUTH SERVED



Dr. Irene Hudson leads the ribbon cutting at the ELC's Rooftop Playground Open House in September.

“I plan to improve academic performance and engagement by implementing new educational opportunities for students; cultivating healthy relationships with colleagues, parents, students, and community leaders; and assisting staff and parents with professional and personal development to reach their fullest potential.”

- Dr. Irene Hudson, Early Learning Center Director

EARLY LEARNING CENTER

A BRIGHT BOY'S LEARNING CURVE

At just four years old, Devin was diagnosed with ADHD and began struggling behaviorally and academically. As a single mother of two, Monique found it extremely challenging to keep him on the right track towards success. Worried that he would fall behind in learning, she enrolled him into the Crispus Attucks York Early Learning Center's Pre-K Counts classroom.

Despite Devin's behavioral challenges, his teacher accepted him with open arms and encouraged him to channel his energy in ways that would yield positive results. For instance, while the class of about 20 children sat attentively listening to the teacher read at story time, Devin would build blocks at the other end of the room.

One afternoon, Monique visited his classroom to see how he was doing. She was embarrassed to see he was playing across the room, away from all of his peers who were seated quietly at the story time rug.

Devin's teacher immediately put Monique's mind at ease when she explained that he was in fact listening along with the rest of the children; he just needed a distraction in order to stay focused.

This interaction gave Monique a whole new perspective. ***"Devin's teacher catered to my son's learning technique,"*** she said. She began practicing these techniques at home, and before long, she noticed her son's behaviors improving. For a single mom, this can be considered reaching a milestone.



WELCOME DR. IRENE HUDSON

We would like to welcome our new Early Learning Center Director, Dr. Irene Hudson! She is a collaborative leader with over 20 years of experience enhancing the quality of education and student success in K-12 Public Schools, and Higher Education.

She has a Doctor of Education Degree and a Master of Education Degree, and has been recognized as a *Woman of Distinction* for her outstanding service to developmental students.

This energetic mother and grandmother is also very engaged in the community, where she serves as a board member for the York YWCA and Pennsylvania Association of Developmental Educators.

CHARTER SCHOOL

DEFYING THE ODDS TO SUCCESS

Luis wanted nothing more than to succeed in school so he could carve out a better life for himself than the one he was experiencing at home, but he was struggling academically as well as behaviorally. He knew he was headed down the wrong path.

Desperate for a fresh start, Luis enrolled in our Crispus Attucks Charter School. Little did he know that his life was about to drastically change. Although it was a struggle just to show up every day, Luis was encouraged each step of the way by his case manager, Jonathan Ayers.

“My case manager stood by me and made sure I didn’t give up,” Luis said, “He looked out for me always, during and outside of school.” Mr. Ayers implemented an achievable plan for Luis to obtain his high-school diploma and, ultimately, his dream career as a barber.

“From day one, Luis would communicate goals he had, then we would come up with a plan for him to effectively execute them,” said Mr. Ayers. Luis didn’t let the misfortune of his home life keep him from achieving the success he wanted.

“He used all of the negatives in his life to fuel his desire to be successful in all that he does, despite his circumstances,” said Mr. Ayers.

With the unrelenting support of his case manager and teachers, Luis graduated with his high-school diploma, while working a full-time job at a local barber shop and taking courses at World A Cuts Barber Institute in York.

Now, Luis wants others who are less fortunate to have a second chance like he had. ***“I am proud of my accomplishments, and I want to become a community leader to give back to the community that helped me,”*** he said.



“This young man is one of the most selfless students I’ve had the privilege of mentoring. I project that as long as he remains focused, he will be a very successful individual. He is truly an amazing young man.”

- Jonathan Ayers
Crispus Attucks Charter School Case Manager

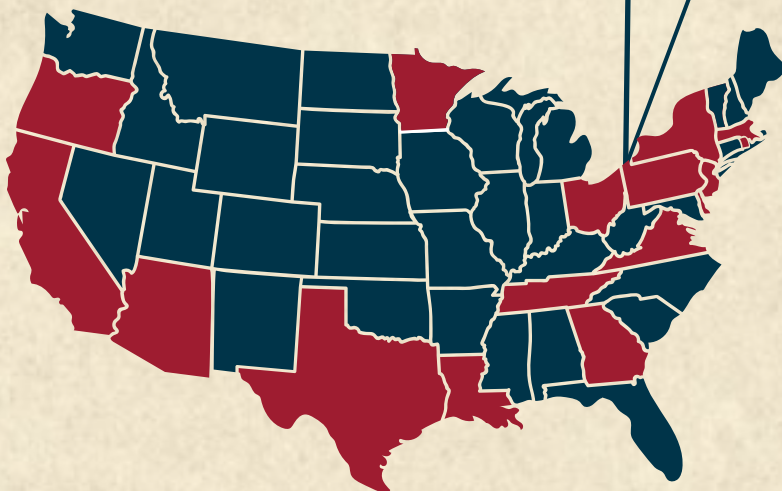
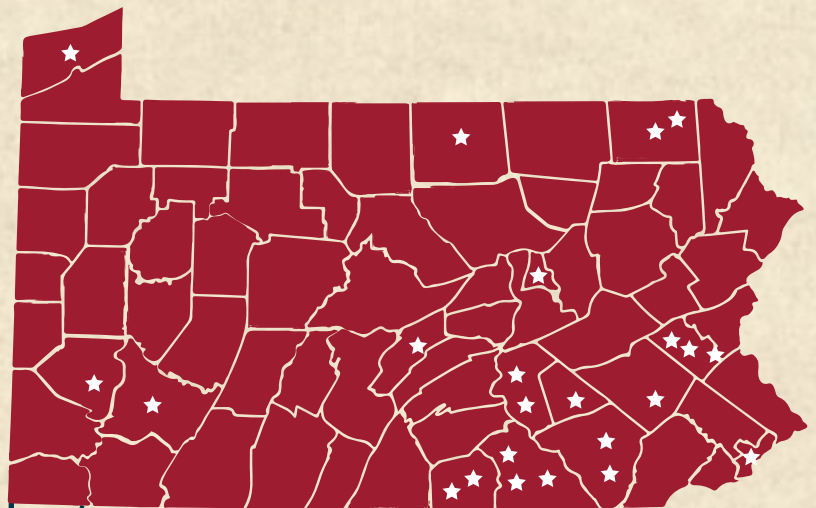
The William C. Goodridge Freedom Center and Underground Railroad Museum, which is owned and operated by Crispus Attucks York, is an official Underground Railroad site and museum that shares the unique life of local hero, William C. Goodridge.

WHERE OUR VISITORS COME FROM

Our visitors travel from all over the United States, and even outside of the country as far as Germany, to visit this historical site.



PENNSYLVANIA	
Akron	Mifflin
Bethlehem	Montrose
Birdsboro	New Florence
Center Valley	New Milford
Coopersburg	New Oxford
Dansville	Philadelphia
Dover	Pittsburgh
Erie	Spring Grove
Gettysburg	Steelton
Harrisburg	Wellsboro
Lancaster	York
Lebanon	



■ = States Visitors Traveled From

“Great opportunity to step back into history. Our visit was for the Christmas Tree Festival. Amazingly done! Fascinating as well.”

- Joyce Vandersloot

“See firsthand what a great man did in building a business and helping those who needed it the most.”

- Chris Hertig



“I have a special life now that I would not have been given without the help of Crispus Attucks.”

- Jeanine Richardson, SCSEP Participant

EMPLOYMENT & TRAINING

JEANINE FINDS FREEDOM AT 50

Jeanine was a victim of domestic violence. Her abuser, her husband of 17 years, didn't allow her to work and repeatedly told her she would "never amount to anything." She was fearful for her and her daughter's health and safety.

When Jeanine was finally able to escape with her daughter and move to York, she was forced to start from scratch. She had the burden of finding a place to eat and sleep each night, while trying to gain job skills to acquire her very first job at the age of 50.

Jeanine progressed from homelessness to homeless shelter to subsidized housing, but she wasn't able to maintain employment until she found the Senior Community Service Employment Program at Crispus Attucks York.

Over the next year, Jeanine's life began to transform. She was able to gain the work experience and computer skills she needed to find employment on her own. She was also able to pay off her old

debts, improve her credit score, and even buy her very own car. She no longer had to wait for the bus each morning and worry whether or not she would be late to work.

Jeanine's ability to provide for herself and her daughter raised her confidence. She began coming to work with her head held high, warmly greeting the staff. She was also ultimately able to stop all of her anti-anxiety and anti-depression medications.

"Jeanine is the epitome of what self-determination can do."

- Barry Freeland, SCSEP Program Manager

As a result of Jeanine's self-determination and the help from Crispus Attucks York, she now has an unsubsidized job she loves at a local elementary school.



WHO WE SERVED IN 2018-2019

Youth &
Young Adults
Ages 14 - 24



Older Adults
Ages 55+



● = 20

Thank You for 40



In 1979, Mr. Simpson was sought out to serve as the interim Chief Executive Officer of Crispus Attucks York due to his energy and leadership qualities. This past year of 2019 marked his 40th year as the CEO. We are grateful for his steadfast leadership, his compassion for the community, and his vision that continues to guide us forward.

“You have taught me that ‘what’s right is not always what’s popular, and what’s popular is not always what’s right!’ Thank you for believing in me until I could believe in myself!”

- Mike Jefferson, Employment & Training Director

“There are people who walk among us never looking for glory or praise; they don’t seek recognition for their thoughtfulness or caring ways. You live your life with deep commitment, providing strength, vision, and a love for the people in our community. Through tough and trying times, you stood strong and steady by showing courage, even if you stood alone. Your leadership has led us from a church house into a place of endless possibilities. You are the most selfless person I know, and I thank you for allowing me to be a part of your team for 28 years. Your actions have planted a seed of love and commitment in me that will continue to grow. Thank you for the journey!”



- Valerie Foreman, Crispus Attucks Charter School Assistant CEO

Years of Leadership!

“Thank you for giving me the opportunity to be a part of this wonderful family for 22 years. Your wisdom and your desire to help those in need are so appreciated throughout Crispus Attucks York and the community. I pray you will be here for another 40 years. This organization has been blessed under your wonderful leadership.”

- Robin Beatty-Smith, Active Living Center Director

“Thank you, Mr. Simpson, for being a leader in our community worth looking up to. It’s an honor to work for our community under your great leadership.”

- Edquina Washington, Housing & Community Development Director

“When I think of Mr. Simpson and his leadership, I think of a” Living Legend.” It is no mistake that he is here at Crispus Attucks York—this is his calling! As a legend, he has shaped many lives in this community, especially his staff and the clients we serve. Mr. Simpson is a man of integrity and a role model. He inspires us all with his confidence and the team-oriented culture he has built. He is a CEO who mops floors, shovels snow, and more. We are blessed to have this champion, this leader, and this living legend.”

- Jacquie Martino-Miller, Crispus Attucks Charter School CEO

“Thank you for being the BEST boss ever!”

- Donna Williams, CFO

“It has been inspiring to see your compassion and vision for this community. Thank you for being a role model throughout my time at Crispus Attucks York and demonstrating the true qualities of a leader. I have learned so much from your example.”

- Megan Plumley, Development Director



ACTIVE LIVING CENTER

SELF-ACCEPTANCE THROUGH ART

Bradley is a single, self-sufficient man who started attending the Crispus Attucks York Active Living Center this past summer in hopes of keeping busy and making new friends. At 54, he is the youngest participant, but he doesn't mind. He says, ***"Seniors are most accepting of our short-comings and problems."***

His favorite activity at the center is painting. He's always had a passion for art, but it has become increasingly more challenging for him to paint and draw.

Bradley has Multiple Sclerosis. He was diagnosed about 13 years ago, after experiencing prolonged double-vision problems while serving as a police officer in the military. His symptoms have progressively increased over the years, causing continuous vision and balance complications.

Although this disease has led him to become wheel-chair bound and progressively worsens his thought process, Bradley refuses to allow it to become a burden to what he loves, art. It's more than just art to him. The painting, pottery, and drawing classes provide an outlet for him to temporarily escape his disability.

Over the course of a few months of participation at the center, his overall demeanor has become more positive-focused. ***"He's much more talkative and interactive than he was when he started,"*** said Active Living Center Director Robin Beatty-Smith. ***"He's confident about his artwork."***

In addition to the art classes, Bradley participates in weekly exercise programs at the center, many of which are led by a certified fitness instructor. He finds that regular involvement in art and exercise helps him to relax and cope with the daily frustrations associated with having Multiple Sclerosis.



"It's the art classes that keep me coming back to the Active Living Center five days a week."

- Bradley, Active Living Center participant

HOUSING & COMMUNITY DEVELOPMENT

W BOUNDARY AVE PROJECT

The original early 1900's building located at 22 - 30 West Boundary Avenue used to be quite the eye-sore in York City until Crispus Attucks York purchased the uninhabitable structure a few years ago. Over the next three years, our Housing & Community Development Department, along with the tireless handiwork of our Youthbuild-affiliated Charter School students and teachers, embraced the challenge of transforming the properties into three new living spaces for low-to-moderate income families.

“Our relationship with Crispus Attucks Charter School has afforded us the opportunity to beautify our community, making it safer and livable. It also provides Charter School students with the ability to have a true hand in developing their community, further instilling pride and value in the city of York.”

- Edquina Washington,
Housing & Community Development Director

It was only a couple of days after completion, that one family was fortunately able to move in. The remaining two single-family units will be rented to qualifying applicants determined by our Housing & Community Development Department. These properties feature modern appliances, 4 bedrooms, 2 bathrooms and off-street parking. They are also wheelchair accessible, which is hard to come by with historically-built homes.



22-30 W Boundary Avenue Property before renovations.





“Our Rising STARS program enables our youth to channel their energy in positive ways.”

- Philip Drayden, Rising STARS Director

RISING STARS

ASANTE FINDS SANCTUARY

Over the past two years, 13-year-old Asante has found sanctuary from the negative influencers in his York City neighborhood by regularly attending our Rising STARS program, which is only a few blocks from his home.

When Asante first joined, he found that he did not share the same interests as some of his peers in the program, which made him feel insecure and eventually led him to act out behaviorally.

Rising STARS staff spent several weeks working with him one-on-one to help him learn coping skills to better control his emotions. Director Phillip Drayden helped him find some new interests to give him a sense of involvement. First, he introduced him to football. Then, he introduced him to robotics during one of the monthly Tech Nights offered at Crispus Attucks York.

It didn't take long for Asante to fall in love with both activities. The football drills were less intimidating for him when supervised by Phillip Drayden. After several months of practice, Asante built up the confidence to try out for his high-school football team, *and he made it!*

Asante also excelled in STEAM and leadership exercises such as robotics. He was eager to learn, asking intelligent questions. He even won his first Tech Night competition for building the first robotic spider without assistance from an instructor.

“These positive changes in Asante’s life allowed him to develop his passion for helping others,” said Phillip Drayden. Asante started seeking more responsibilities and volunteering for daily clean-up duty. He even offered to fill in for the drummer of the South Side Steppers dance team when she became injured and unable to perform.

“My mother was really proud when I showed her the picture of the robotic spider that I put together all by myself.”

- Asante, Rising STARS participant



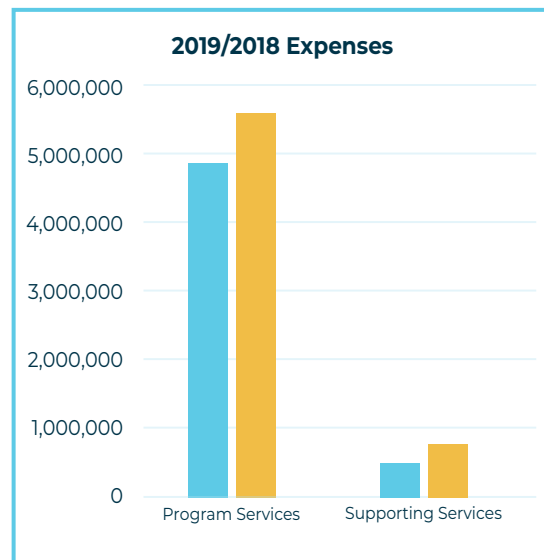
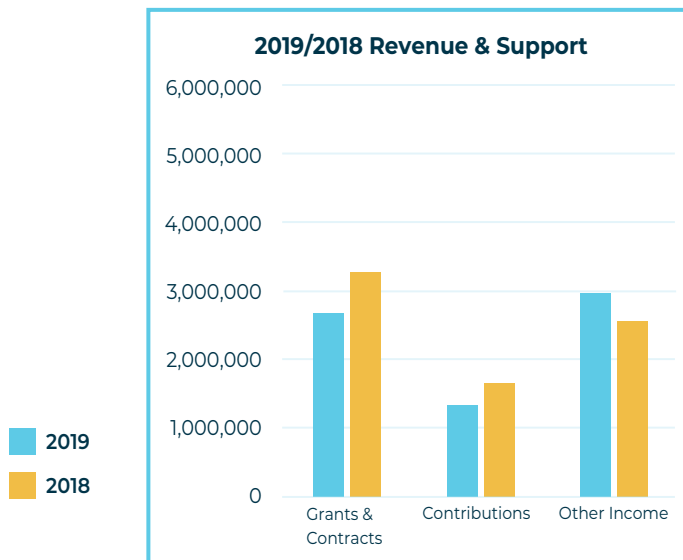
ANNUAL FINANCIAL STATEMENT

FINANCIAL POSITION DATA AS OF JUNE 30

ASSETS	2019 \$	2018 \$	LIABILITIES & NET ASSETS	2019 \$	2018 \$
Cash	1,695,139	1,532,700	Loans & Notes Payable	11,165,542	11,596,725
Accounts Receivable, net	332,680	537,435	Other Liabilities	683,382	842,729
Property & Equipment, net	20,394,128	21,109,798	TOTAL LIABILITIES	11,848,924	12,439,454
Investments	156,382	154,045	NET ASSETS		
Restricted Deposits	1,641,905	1,383,747	Without Donor Restrictions	12,164,880	12,245,049
Other Assets	345,822	406,723	With Donor Restrictions	552,252	439,945
			TOTAL NET ASSETS	12,717,132	12,684,994
TOTAL ASSETS	24,566,056	25,124,448	TOTAL LIABILITIES & NET ASSETS	24,566,056	25,124,448

ACTIVITIES DATA YEARS ENDING JUNE 30

REVENUE & SUPPORT	2019 \$	2018 \$
Grants & Contracts	2,709,121	3,251,559
Contributions	1,186,509	1,608,627
Other Income	2,993,419	2,528,942
Total Income	6,889,049	7,389,128
EXPENSES		
Program Services	4,895,840	5,680,900
Supporting Services	678,633	772,804
Total Expenses	5,574,473	6,453,704
Excess of Revenue Over Expenses Before Depreciation & Amortization	1,314,576	935,424



The above summary information is extracted from the audited financial statements prepared by RKL, LLP. A complete copy of the audited financial statement is available upon request at 717.848.3612.

A SPECIAL THANK YOU!



Thank you Comcast for donating your time and plant materials to beautifully landscape our campus for Comcast Cares Day!

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Thank You! 2019 COMMUNITY DONORS*

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\$15,000 & above

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 M&T Bank
 North Metal & Chemical Company
 Northwest Bank
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 Philadelphia Insurance Companies
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Nicholas Houman
Norris James

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Leroy Kearse
Philip Keeney
David & Clara Keeports
Frances Keller
Mary Rose Kelly
Bill & Kim Kerlin
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