



**Crispus
Attucks
York**

Give Rise to Possible



TOGETHER WE RISE
2020 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

This past year has not been an easy one for our community and our nation as a whole, but in the face of these challenges, I am encouraged by the way people and organizations came together to pursue positive changes and help others.

At Crispus Attucks York, we are grateful to have been surrounded by a group of compassionate and supportive partners during this time. With their guidance, we adapted our services to maintain the safety, health, and well-being of our staff and clients while meeting unique needs that emerged in the community.

Together, we empowered and equipped over 1,500 individuals and families to learn, work and thrive, despite the ongoing pandemic.

The stories in the 2020 Annual Report provide a glimpse of the work we accomplished by leveraging our expertise, resources, and partnerships in a world that is ever-changing.

The new year, 2021, marks our 90th anniversary. As we look to the future, we are committed to moving forward with our strategic plan while embracing innovation and exploring several new initiatives.

We have faced and overcome many challenges during our 90-year history thanks to our staff, volunteers, partner agencies, and donors, and we are excited to continue to serve the greater York area and beyond for another 90 years with you.

We know that it is only together that we can continue to give rise to possible.

With gratitude,

BOARD OF DIRECTORS

- Robert Bossert**Board President
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- Daniel Elby**Board Vice President
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- Jerry King**, Community Volunteer
- Christine Nentwig**, CGA Law Firm
- Jim Plessinger**, Community Volunteer
- J. Lawrence Smith**, Community Volunteer
- John Uhler**, CGA Law Firm

WHAT WE DO

EARLY LEARNING CENTER

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

ACTIVE LIVING CENTER

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

CHARTER SCHOOL

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

HOUSING & COMMUNITY DEVELOPMENT

Provides safe, quality housing for low income York residents. Brings new possibilities to the community by renovating buildings for local businesses.

GOODRIDGE FREEDOM CENTER

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

RISING STARS

After-school & summer enrichment program focused on education, recreation, and social responsibility.

EMPLOYMENT & TRAINING CENTER

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



LEARN. WORK. THRIVE.



Celebrate 90 Years with Us by Sharing Your Story

It's official! Crispus Attucks York is celebrating its 90th anniversary this year. In 1931, 90 years ago, Crispus Attucks York was founded to meet the social and educational needs of African Americans who would not be served elsewhere. Since then, we have expanded our wholistic programs to help all people learn, work, and thrive.

In celebration of our 90th anniversary, we'd love to hear from you and share some of your stories. If you participated in one of our programs, volunteered with us, or engaged in any way with our services or staff over the past 90 years, please email your story to development@crispusattucks.org or submit your story on our website at crispusattucks.org.

EARLY LEARNING CENTER

The ABCs of Childhood Development

Jazmin knew from the moment she had Rhylee that she wanted to enroll her in the Early Learning Center. Both Jazmin and her husband grew up in York and attended programs at Crispus Attucks York. Jazmin fondly remembers the summers spent swimming in the pool, attending camps, and participating in responsibility sessions.

The relationships she developed with fellow members and employees at Crispus Attucks York have carried over into her adult life, and now those individuals are like a second family to Jazmin. More than anything, she wants Rhylee to have a similar experience growing up.

While Jazmin waited for a spot to open up, she enrolled Rhylee in another daycare program. Unfortunately, Rhylee didn't have the best experience, and neither did Jazmin.

"Not all programs know how to work with a diverse group of people," Jazmin said, "They weren't hearing us or understanding our needs."

One of the major differences she noticed at the Early Learning Center was the communication from all of the staff, including Dr. Irene Hudson, Early Learning Center Director.

"Dr. Hudson is great at communicating and working with the parents," remarked Jazmin.

Jazmin finally felt heard, which helped to create a connection she felt was lacking before. There was a sense of relief when Rhylee started the program because Jazmin knew her daughter was in good hands.

"I need to know my daughter is having a good experience because a negative one could impact her for the rest of her life," said Jazmin.

The kids need to know they are loved and welcomed.

- Dr. Irene Hudson, Early Learning Center Director

The Early Learning Center staff are some of Rhylee's biggest supporters. They encourage her to speak and learn new skills. Jazmin has noticed a lot of growth in Rhylee's development, and she is proud that Rhylee can say her ABC's at twenty-one months.

Jazmin says that Rhylee seems much happier at the Early Learning Center. They've built great relationships with everyone, and Jazmin is very happy Rhylee gets to have a Crispus Attucks York childhood just like her mom.



This is not just a daycare. The staff have an educational background.

- Jazmin Simpson, Mother of ELC Participant



This is the only organization in the city that's actually for the folks in the city.

- Jazmin Simpson, Mother of ELC Participant



CHARTER SCHOOL

GRADUATION IS ONLY THE BEGINNING

Before enrolling in the Crispus Attucks Charter School, Blane was dealing with the hardship of being in and out of foster care. Due to problems at home, he was unable to attend school regularly, and when he was able to get to class, he was either late or unprepared.

A lot of his time revolved around trying to find a stable place to live. Sometimes he'd have to stay in houses without running utilities. All he was looking for was a roof over his head for the night. ***"Sometimes it was so cold I couldn't even move,"*** recalled Blane.

Hopes Haven, an Independent Living Program working to assist Blane, connected him with the Crispus Attucks Charter School, believing he would do well and benefit from our program.

About a month into the trimester, Blane started opening up about problems he was having at school and in his home life. He realized the staff at Crispus Attucks Charter School were more than just teachers and case managers, they were an extra support system he could lean on when he needed help.

Blane quickly learned that asking for help was better than trying to solve every problem on his own.

It was nice not having to be the only one to worry.

- Blane, Crispus Attucks Charter School Student

The staff personally reached out to Blane and provided the tools to help him focus on graduation while helping him to make concrete plans for his future.

"School used to be my last priority, but now it's my main one," said Blane.

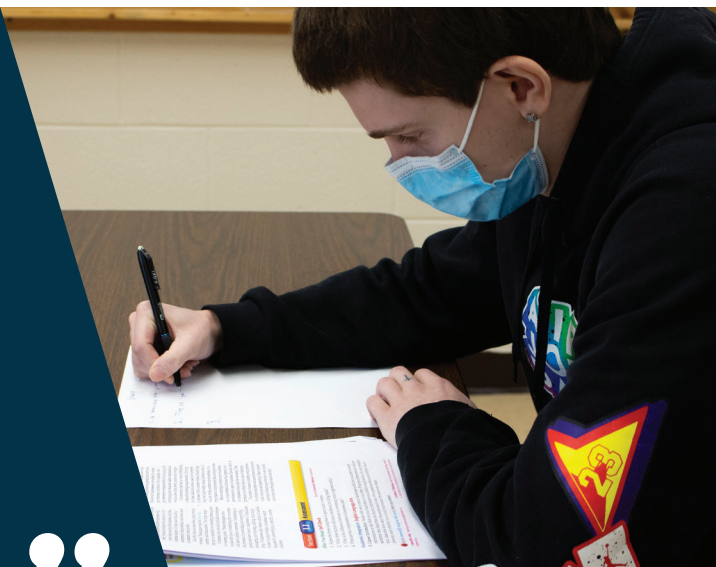
Even in the midst of a pandemic, Blane continues to excel in school. He even made Honor Roll. Blane was chosen to participate in the construction track to gain the skills to pursue a career in the field of construction.

While still dealing with the hardships around living arrangements and other areas, Blane continues to remain focused on his goal of graduating from Crispus Attucks Charter School and building a brighter future.



If you're someone who needs help with school, then this is the place for you.

- Blane, Crispus Attucks Charter School Student





“

Blane faced a lot of challenges, but never allowed them to stop him from reaching his goals. I'm so proud of this young man.

- Mr. Green, Senior Case Manager

”



IN TOUCH WITH OUR HISTORY

This year, the Goodridge Freedom Center & Underground Railroad Museum opened an exhibit during Black History Month. This exhibit featured Poster Artist Greta Miller, a York College of Pennsylvania student. Her outstanding work reflected on the Civil Rights Movement, Race Riots, and Black Lives Matter movement.

OUT OF THE SHADOWS

Justice Maddox of Justice House of Hope, Inc. spoke at our Human Trafficking Awareness event. The York County Human Trafficking Task Force educated our community on the dangers of human trafficking and the impact it has in York, PA.



TESTIMONIALS

We thoroughly enjoyed our tour of the Goodridge Freedom Center & Underground Railroad Museum. It was very informative learning about Goodridge's connection to Harper's Ferry. Thank you so much.

- Lester and Mindy, Harper's Ferry



EMPLOYMENT & TRAINING

DRIVING TOWARDS SUCCESS

Marquis was a baker at a pizza restaurant when COVID-19 lockdowns and quarantines became a new reality we were all trying to navigate.

Like others, Marquis lost his income due to the pandemic. He was left wondering if his job would come back, and how he would make ends meet in the meantime.

Marquis looked for new opportunities, but unfortunately, his resume didn't meet the requirements for many of the higher-paying jobs available, and he had to seek out jobs with little stability. He was trying to figure out a way to survive in a world that seemed to turn upside down in a matter of weeks.

Marquis' parents saw him struggling to stay afloat and told him about Crispus Attucks York's Employment & Training Center. ***"I was all in the moment I heard about it. It sounded like a great idea to get involved and see what they could do for me,"*** said Marquis.

He sat down with Mike Jefferson, Employment & Training Center Director, who advised Marquis to look for a career versus just a job.

"I admit I was reluctant at first to put him into a training program with his uncertainty about what he actually wanted to do, but he convinced me he really wanted a new direction in life," said Mike.

They discussed a Commercial Driver's License training program, which piqued Marquis' interest.

Crispus Attucks York was able to secure funding, and Marquis quickly found himself behind the wheel practicing for his test.

Getting his license started to become a reality and no longer a dream. ***"I can't believe how quickly it went," Marquis said, "When they say they're going to do something, they do it."***

I'm on the right track to success!

- Marquis, Employment & Training Center Participant

Marquis celebrated the new year by passing the driving test and obtaining his Commercial Driver's License! He recently accepted a new position with UNFI, and is feeling much more positive about the future as well as the stability of his career.



I'm really grateful to take part in the program, and now I want to find a way to give back.

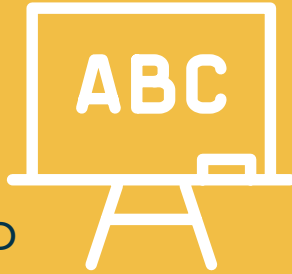
- Marquis, Employment & Training Center Participant

IMPACT

EARLY LEARNING
CENTER

235

CHILDREN SERVED



GOODRIDGE FREEDOM
CENTER

223 VISITORS SERVED

CHARTER SCHOOL

67

STUDENTS GRADUATED



24

STUDENTS GRADUATED
WITH A CERTIFICATE



HOUSING & COMMUNITY
DEVELOPMENT

394 FAMILIES SERVED



RISING STARS

394

YOUTH SERVED

2020

ACTIVE LIVING CENTER

149

OLDER ADULTS SERVED



144

OLDER ADULTS LEARNED
HEALTHY EATING HABITS

EMPLOYMENT & TRAINING CENTER



425

YOUTH & OLDER
ADULTS SERVED

23



OLDER ADULTS OBTAINED
UNSUBSIDIZED EMPLOYMENT

22

YOUTH EARNED
PROFESSIONAL CERTIFICATIONS



38

YOUTH RECEIVED
EMPLOYMENT



ACTIVE LIVING CENTER

EVERY CANVAS IS A JOURNEY

Eighteen years ago, Ms. Dot suffered a stroke leaving her unable to work. Her life, once filled with working a steady job and raising four kids, came to an abrupt halt. She found herself at home trying to keep the boredom away.

"I was cleaning myself to death," said Ms. Dot. She wasn't used to a confined life with little to occupy her time, and the house could only become so clean.

One day, her good friend, Glenda, stopped by and invited her to the Active Living Center. Ms. Dot was on board as soon as she heard about the trips and all of the activities available. That day was over 17 years ago, and Ms. Dot still comes to the center every week!

At the center, she immersed herself in singing in the choir and playing bingo. When painting lessons were offered, Ms. Dot wasn't remotely interested because she had never painted before and didn't think she'd like it much.

But after the encouragement of Active Living Center Director, Robin Beatty-Smith, Ms. Dot gave painting a try and quickly discovered a new talent.

I saw how creative she was and knew she'd be good at painting.

- Robin Beatty-Smith, Active Living Center Director

Ms. Dot didn't think she could paint and was surprised by the incredible response she received after her first attempt. The response of her friends at the center sparked a passion within her that she didn't know she had.

Now, Ms. Dot buys paint supplies and practices while she's at home and at the center. What was once a small curiosity is now a favorite hobby. She enjoys painting natural landscapes the most. She continues to express her creativity on canvas and loves to share these works of art with friends and family.

Over the years, Ms. Dot has become more than just a member of the Active Living Center, she also volunteers in the kitchen to provide meals to those in need.

For Ms. Dot, the Active Living Center has become not only a place to go to get out of the house, but a reason in itself to get up and give back to herself and others.



I like to give back and see people happy.

- Ms. Dot, Active Living Center Participant



HOUSING & COMMUNITY DEVELOPMENT



NEVERTHELESS, THEY PERSISTED

This past year was tough on everyone, including some of the tenants who reside in Crispus Attucks York's affordable housing facilities.

Many tenants faced financial hardships and loss of employment because of COVID-19, making it difficult for them to make their payments. The community was hurting as the future seemed so uncertain during these unprecedented times.

Fortunately, the dedicated Housing & Community Development staff were able to provide some stability to their residents by helping them stay in their homes with the City of York Community Development Block Grant.

This incredible team worked tirelessly to remain operational throughout the pandemic. They adjusted to the "new normal" by enforcing CDC-recommended protocols during maintenance requests or when entering properties. This helped to ensure the safety and comfort of both staff and tenants.

"Our housing and community development team is the definition of dedication and excellence," said Edquina Washington, Housing & Community Development Director.

Crispus Attucks York is grateful for every employee and very proud of their accomplishments. Their persistence and devotion continue to help their tenants thrive!

RISING STARS

CHEERING ON MEGAN

Before entering Rising STARS' competitive cheer program, CA Starz, Megan was a reserved 10-year old who kept to herself. She had a passion for cheerleading but struggled with controlling her anger, which resulted in her either being kicked off or quitting the dance and cheer groups she loved.

CA Starz Coach Mrs. Frog, known for her years of mentoring young women in the community, saw Megan's passion and potential and allowed her to join the CA STARZ team.

On the team, Megan was a hard worker, but she continued to experience challenges with her anger and would lash out with hurtful comments when frustrated with her ability to master the routines. Instead of removing her from the team, Mrs. Frog knew some one-on-one mentoring was needed. She calmly sat Megan down, asked what was going on, and waited.

"I want my mother," Megan responded. Megan started to open up about how she felt losing her mother at the age of 4 while having an absentee father during those tough times.

Mrs. Frog had known Megan's mother, and she shared stories of Megan's mother being one of Mrs. Frog's most dedicated captains of Crispus Attucks York's girls' step team, Southside Steppers.

Megan beamed with joy. She wanted to be a better teammate and leader, just like her mother.

Mrs. Frog encouraged Megan to stay involved with the CA Starz practices and to monitor how she spoke to others. The entire CA Starz group came together to hug and support Megan on her down days, and they gave her space and time to regain her emotions at practices, which helped her to slowly change her behavior.

She really stands out among the group. I love watching her flip.

- Megan's grandparent, Rising Stars Participant

Megan now uses cheer to channel her anger in a more productive way. She's learning to open up and talk to others about what she's going through, and she knows she has the CA Starz to encourage her.

Megan's family has noticed a positive change in Megan when she is cheering. **"It keeps her focused and on a schedule,"** Megan's grandparent said. Her family is so proud of her cheering and athletic accomplishments. They believe Megan has a bright future ahead of her.



We offer a hand up to everyone trying to better themselves.

- Mrs. Frog, CA Starz Coach





“

It means a lot to be able to leave your kids with the staff and know they're in good hands.

- Megan's grandparent, Rising Stars Participant

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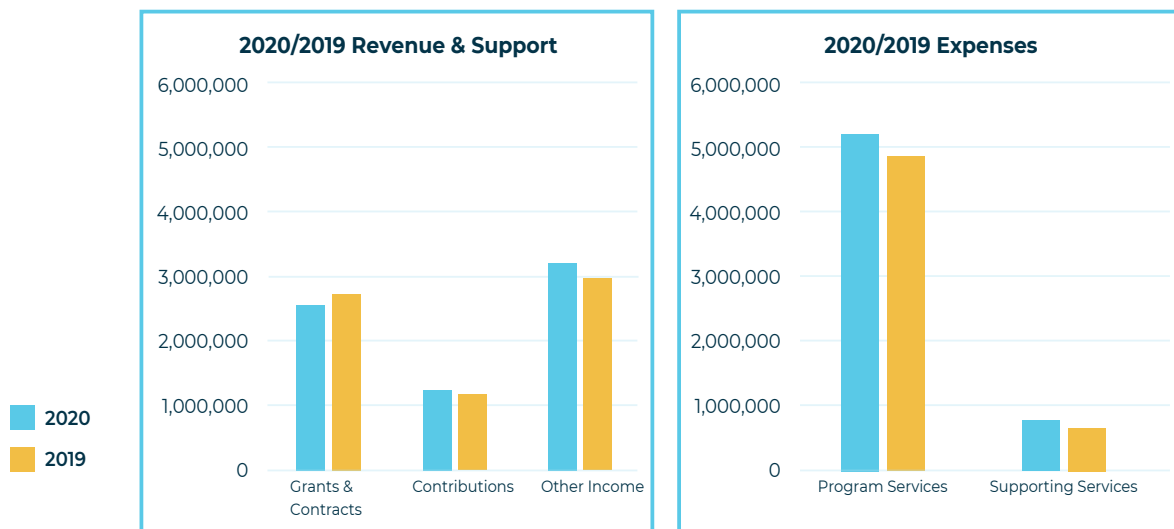
ANNUAL FINANCIAL STATEMENT

FINANCIAL POSITION DATA AS OF JUNE 30

| ASSETS | 2020 \$ | 2019 \$ | LIABILITIES & NET ASSETS | 2020 \$ | 2019 \$ |
|---------------------------|-------------------|-------------------|---|-------------------|-------------------|
| Cash | 2,371,520 | 1,695,139 | Loans & Notes Payable | 11,596,412 | 11,165,542 |
| Accounts Receivable, net | 487,214 | 332,680 | Other Liabilities | 699,487 | 683,382 |
| Property & Equipment, net | 19,453,533 | 20,394,128 | TOTAL LIABILITIES | 12,295,899 | 11,848,924 |
| Investments | 150,976 | 156,382 | NET ASSETS | | |
| Restricted Deposits | 2,162,962 | 1,641,905 | Without Donor Restrictions | 12,126,537 | 12,164,880 |
| Other Assets | 295,102 | 345,822 | With Donor Restrictions | 498,871 | 552,252 |
| | | | TOTAL NET ASSETS | 12,625,408 | 12,717,132 |
| TOTAL ASSETS | 24,921,307 | 24,566,056 | TOTAL LIABILITIES & NET ASSETS | 24,921,307 | 24,566,056 |

ACTIVITIES DATA YEARS ENDING JUNE 30

| REVENUE & SUPPORT | 2020 \$ | 2019 \$ |
|---|------------------|------------------|
| Grants & Contracts | 2,630,609 | 2,709,121 |
| Contributions | 1,215,515 | 1,186,509 |
| Other Income | 3,395,317 | 2,993,419 |
| Total Income | 7,241,441 | 6,889,049 |
| EXPENSES | | |
| Program Services | 5,350,128 | 4,895,840 |
| Supporting Services | 722,662 | 678,633 |
| Total Expenses | 6,072,790 | 5,574,473 |
| Excess of Revenue Over Expenses Before Depreciation & Amortization | 1,168,651 | 1,314,576 |



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

A SPECIAL THANK YOU!

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Thank you Johnson Controls, PeoplesBank, and WellSpan Health for donating your time and energy to revitalize our Lisa K Handy Outdoor Workspace during the 2020 United Way Day of Action!

Thank You!

2020 COMMUNITY DONORS*

COMMUNITY BUILDER

\$15,000 & above

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Michael & Leslie Bowman



Thank You!

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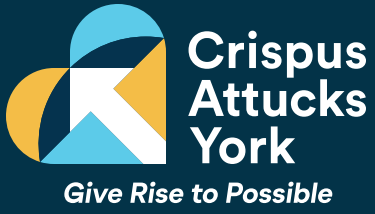
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**These gifts were recorded Jan. 1 through Dec. 31, 2020. We apologize if you have made a gift and are not listed or are listed incorrectly. Please call our Development Department at 717-848-3610, ext 248, so that we may correct our records.*





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