



CELEBRATING  
**90**  
YEARS  
OF GIVING RISE TO POSSIBLE

# OUR COMMUNITY RISING

## 2021 ANNUAL REPORT

# OUR MISSION

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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

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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, 2021, marks a significant milestone in our journey, providing an opportunity to reflect on everything that we've stood for over the past 90 years and everything that we aspire to become.

Over the past 90 years, we've grown from a small nonprofit community center working in York City to a multi-block organization serving individuals and families throughout York County and beyond.

Today, we continue to take bold steps to meet the needs of our diverse community.

One of these bold steps involves the construction of an Crispus Attucks History and Culture Center of York County, where all people can explore and celebrate their differences. This center will be an engaging place where we can learn from and build upon the legacies of our past to create a brighter future.

As we prepare to move forward with this endeavor and others, it is important for us to recognize those who helped to establish and

build Crispus Attucks York. Our growth and success would not have been possible without a remarkable group of clients, partners, supporters, volunteers, and staff. Thank you for investing in Crispus Attucks York and helping our community to rise.

I'm humbled by the opportunity to learn, work, and thrive with each of you. And I'm confident that we have endless possibilities to look forward to in the next 90 years.

With gratitude,

## THANK YOU, TOBY!



Toby Orwig, Crispus Attucks Charter School Construction Manager, has served this organization for over 32 years! We want to express our gratitude to Toby for his dedication and loyalty to Crispus Attucks York.

*"It's a blessing when you can come to your job for this long and still enjoy what you do." - Toby Orwig*

## BOARD OF DIRECTORS

**Robert Bossert**.....Board President  
Community Volunteer

**Daniel Elby**.....Board Vice President  
Alternative Rehabilitation Communities

**George Dotzel, CPA**.....Board Treasurer  
Dotzel & Company, Inc

**Vernon Bracey**, York Water Company

**Tony Campisi**, Glatfelter Insurance Group

**José Colon-Bones**, York Housing Authority

**Bill DeFelice**, WellSpan Health

**John Eyster**, Fulton Bank

**Kristen Heisey**, PeoplesBank

**Jerry King**, Community Volunteer

**Christine Nentwig**, CGA Law Firm

**Jim Plessinger**, Community Volunteer

**Michael Seim**, WellSpan Health

**J. Lawrence Smith**, Community Volunteer

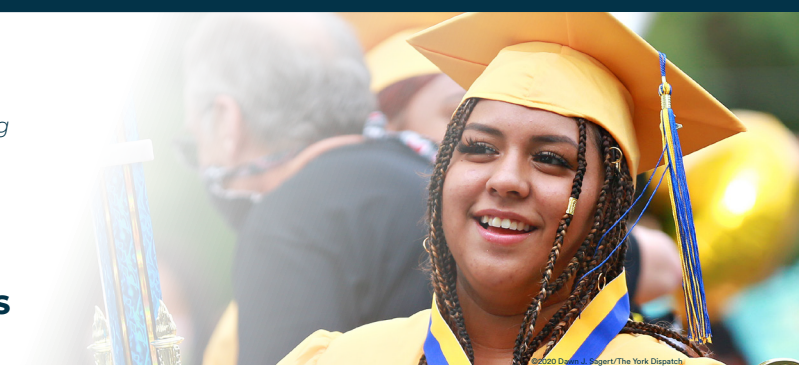
**John Uhler**, CGA Law Firm

# IMPACT 2021

## Charter School

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

- 114 STUDENTS SERVED**
- 32 STUDENTS GRADUATED**
- 16 STUDENTS GRADUATED WITH CERTIFICATES**



## Early Learning Center

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

- 93 CHILDREN SERVED**
- 100% OF PRE-K STUDENTS SUCCESSFULLY TRANSITIONED TO KINDERGARTEN**

## Goodridge Freedom Center

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

- 622 VISITORS SERVED**
- 433 VIRTUAL ATTENDEES SERVED AT AARP SPONSORED EVENT**

## Housing & Community Development

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

- 119 FAMILIES HOUSED**
- 257 INDIVIDUALS SERVED**

## Rising STARS

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

- 210 YOUTH SERVED**
- 100% OF STUDENTS WERE PROMOTED TO THE NEXT GRADE**



## Active Living Center

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

- 153 OLDER ADULTS SERVED**
- 100% RECEIVED MEAL ASSISTANCE**

## Employment & Training Center

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

- 341 YOUTH AND ADULTS SERVED**
- 14 YOUTH OBTAINED PROFESSIONAL CERTIFICATIONS**



- 115 OLDER ADULTS SERVED**
- 19 OLDER ADULTS OBTAINED UNSUBSIDIZED EMPLOYMENT**

# BREAKING NEW GROUND

CRISPUS ATTUCKS AFRICAN AMERICAN HISTORY MUSEUM

As part of our strategic plan, we made a goal to explore new initiatives to meet the needs of the community. One of these initiatives involves the development of the **Crispus Attucks History and Culture Center of York County**.

## Meeting a Community Need

Although York County and Pennsylvania are rich in history, the records and publications often fall short in sharing the experiences and perspectives of communities of color.

Over the past several years, events and peoples' responses across the nation have demonstrated a desire and need to more fully and accurately understand the experiences and perspectives of all people.

With its founding to meet the social and educational needs of African Americans and its over 90-year history of serving people of color, Crispus Attucks York is uniquely positioned to begin to bridge this gap in history and community dialogue spaces in York.

## Engaging the Community

Through the new Crispus Attucks History and Culture Center of York County, Crispus Attucks York will provide a safe and engaging space where all people can learn and discuss the ways we can work together to create a better community.

The Crispus Attucks History and Culture Center of York County will explore, document, and showcase the African American story in and impact on York City as well as African Americans' important place in and contributions to our country's history.

This center will contribute to improving the preservation and accessibility of African American history.



## Building a Stronger Community

Crispus Attucks York understands that history has the power to bind us together and help us build a path forward, through understanding, to a brighter, more inclusive community. The Crispus Attucks History and Culture Center of York County is a bold but necessary undertaking for York that complements and expands upon the historical organizations and destinations currently located throughout the county.

# EARLY LEARNING CENTER

## Amber is a Crispus Attucks York legacy, as her family has ties to the organization going back generations.

Her grandmother started the Young Girls Club, and Amber attended the Early Learning Center when she was a young girl.

Amber wanted to continue the family tradition with her three children: 3-year-old Niam, 2-year-old Nia, and 1-year-old Nala.

Parenting three young children can be overwhelming, and Amber sometimes struggles with her confidence as a mother. Like many parents, she constantly questions whether she is making the right parenting choices for her children.

The Early Learning Center has provided Amber with an extra support system to help combat these internal conflicts. The reassurance Amber receives from the staff has given her the confidence she needs in her motherhood journey.

Amber has built wonderful relationships with her children's teachers and feels that the staff goes above and beyond to inform her of the progress her children have made in the classroom.

***“The teachers are great with communicating,” said Amber. “They’re always letting me know how my kids are doing.”***

Amber loves how the teachers work with her as a team to help her children accomplish major achievements.

Potty training Niam was a major challenge, but his teacher, Ms. Christie, gave Amber some helpful tips to use at home, and they were able to work together to help Niam

achieve this incredible milestone!

Even if her kids have a bad day, Amber trusts their teachers will be there to comfort them.

The support Niam, Nia, Nala, and Amber receive at the center is helping the kids reach their developmental goals.

Amber knows that her children have bright and successful futures ahead of them because the Early Learning Center is preparing them to be the best they can be!



**“Ms. Amy and Ms. Christie have so much patience and love for my kids.”**

- Amber, Mother of Early Learning Center Participants



**The Early Learning Center is so much more than childcare. They are always bringing in new activities to make learning fun for the kids. The teachers really do care, and will do whatever they need to do to help your child succeed.**

**- Amber, Mother of Early Learning Center Participants**

# CHARTER SCHOOL

Miguel's journey with the Crispus Attucks Charter School began over two decades ago when he was still a high school student.

Miguel struggled to find his niche while attending high school. The traditional school system didn't hold his interest, and Miguel was on the verge of dropping out.

When Miguel's former teacher, Mr. Warren Moody, became an educator at the Crispus Attucks Charter School, he encouraged Miguel to enroll. Mr. Moody thought Miguel would thrive in the YouthBuild-affiliated charter school and indeed, he did.

Miguel found his calling in the construction program where he excelled working at the service sites, renovating housing for families in the community.

***"I think about how if it wasn't for Mr. Warren, where would I be right now?" asked Miguel.***

His exceptional construction skills did not go unnoticed. The charter school's Construction Manager put in a good word for Miguel with Crispus Attucks York's Housing & Community Development maintenance team.

Miguel not only graduated, but he landed a full-time employment opportunity because of the hard work he put in at the service sites.

Miguel worked with the Housing & Community Development program for four years, but his passion for building homes for the community led him back to the charter school as a Construction Assistant.

Miguel has worked at the Crispus Attucks Charter School for 16 years, helping students

to graduate and discover their passion for a future career.

Miguel is proud to be a mentor and always pushes his students to do their absolute best in their schoolwork and personal life. He loves seeing former students using the tools they learned at the charter school to lead successful lives.

***"It hits me sometimes, like wow, I really got through to this person," said Miguel.***

Every day, Miguel recognizes the positive impact the program has had on his life and the lives of his students. The charter school is the reason he is who he is today, which is why it's important for Miguel to equip his students with the tools to build a future with unlimited possibilities!



**"I tell my students to do better all the time, don't ever settle for less."**

- Miguel, Charter School Construction Assistant





The thing that really sticks out about Miguel is his understanding of his students, and the passion he has for the program.

- Toby Orwig, Crispus Attucks Charter School Construction Manager

# EMPLOYMENT & TRAINING CENTER

**Zi'mere has big dreams of becoming a pediatric surgeon, and she's dedicated to gaining the knowledge and skills she needs to achieve this dream.**

For three years, Zi'mere has participated in the Employment & Training Center's Summer Career Employment Academy, where youth receive four weeks of workplace professional instruction and direct work experience.

Although work experiences weren't able to be offered in 2021 due to the ongoing pandemic, Zi'mere continued to build upon the knowledge and skills obtained in the previous years.

She worked hard throughout the program. She drafted a resume, participated in mock job interviews, learned money management techniques, and practiced how to provide the best customer service.

As part of the program, participants were also given the opportunity to research a future career field they were interested in pursuing. Zi'mere knew exactly which career she wanted to research.

Through the research portion and help from Employment & Training Center staff, Zi'mere discovered which schools would provide the best education in her field of interest and which courses she would need to take to get the most out of her upcoming college experience.

***"They were able to provide me with a lot of insight on how to prepare for the future," said Zi'mere.***

The Summer Career Employment Academy not only helped Zi'mere plan for a career in the medical field, but it also helped her

secure her first job.

Zi'mere used the resume she drafted over the summer to apply to local job openings. She received and accepted a part-time job offer at a local clothing store where she's able to continue growing her skills while attending school.

Zi'mere finds joy in assisting customers and providing excellent customer service, and she knows this passion for helping others will carry over into her dream career as a pediatric surgeon.



**"They provide a lot of opportunities to learn, more than just career advice."**

-Zi'mere, Employment & Training Center Participant

# GOODRIDGE FREEDOM CENTER

## York's First African American Statue



The statue of William C. Goodridge is currently under construction, and is on schedule to make its debut this spring! Artisan, Gary Casteel, is working diligently on this historic monument, which will commemorate York's unique and deeply rooted heritage.

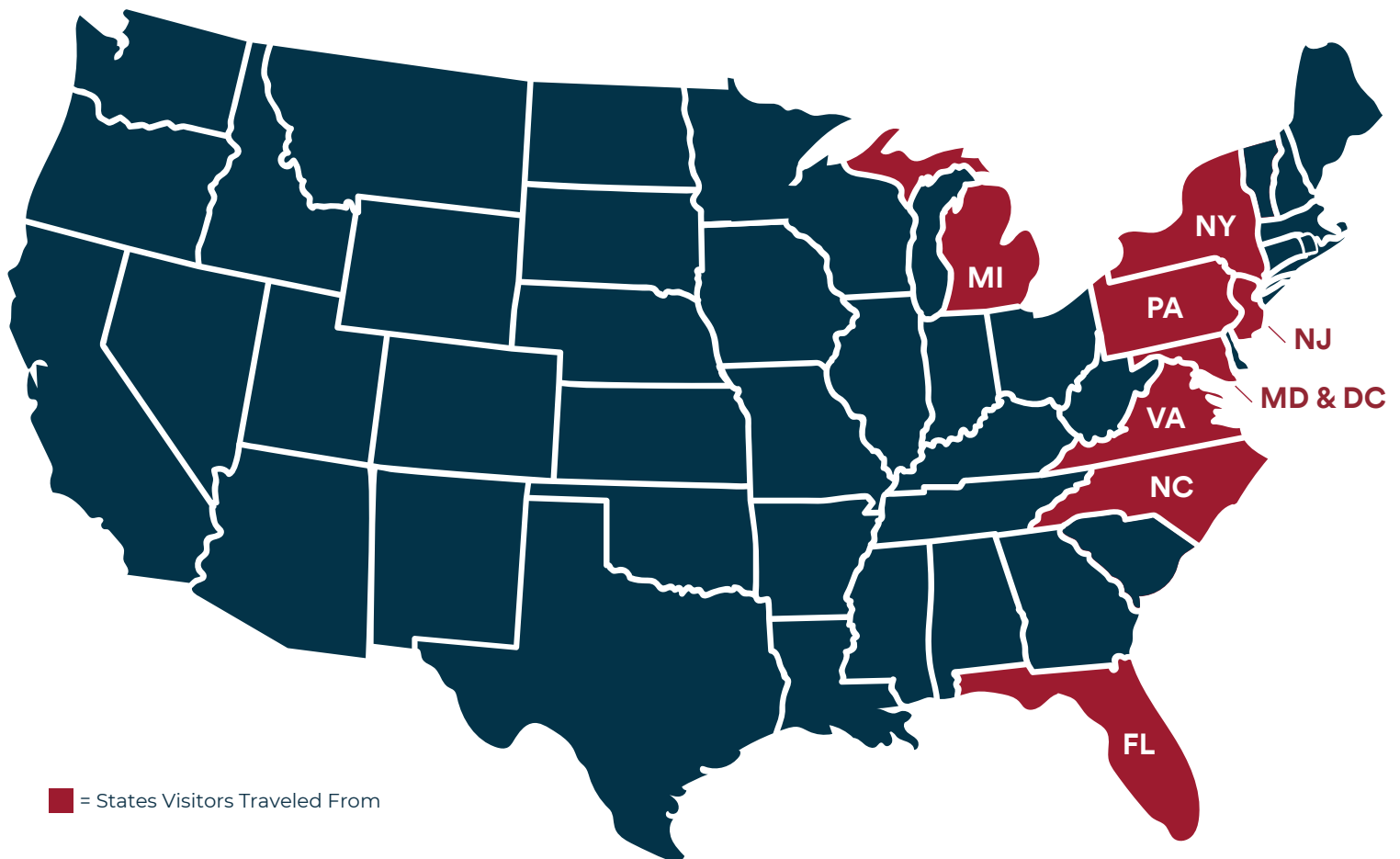
## Partnering with the International Coalition of Sites of Conscience



The William C. Goodridge Freedom Center and Underground Railroad Museum is a proud member of the International Coalition of Sites of Conscience, a worldwide network that builds the capacity of vital institutions through grants, networking, training, transitional justice mechanisms, and advocacy. This partnership will expand our collaborations within the museum industry.

## WHERE OUR VISITORS COME FROM

Our visitors travel from all over the United States, and even Canada to experience this unique historical site.



**Thank you so much for the amazing tour of the Goodridge house. I truly could not think of a better way to have spent Juneteenth this year! I try to be a lifelong learner and to educate myself every day, but nothing compares to actually stepping onto those hallowed grounds.**

**- Mackenzie Longo, Miss Butler County**

# 90 YEARS

## *of Giving Rise to Possible*

### 1931 - 1937

#### Our Beginning

Founded by Dr. George Bowles and Reverend Orr to meet the social and educational needs of African Americans in York City who would not be served elsewhere. Crispus Attucks York provides child care to the community.

### 1944

#### Continued Growth

Crispus Attucks York outgrows its original building and moves to the church on East Maple Street.

### 1980

#### Investing in York

The Youth Against Drugs Program (now Rising STARS) is created to help meet the needs of York's diverse population. The Housing & Community Development program begins to take shape with the renovation of properties in York.

### 1986

#### Employment & Training Center Is Opened



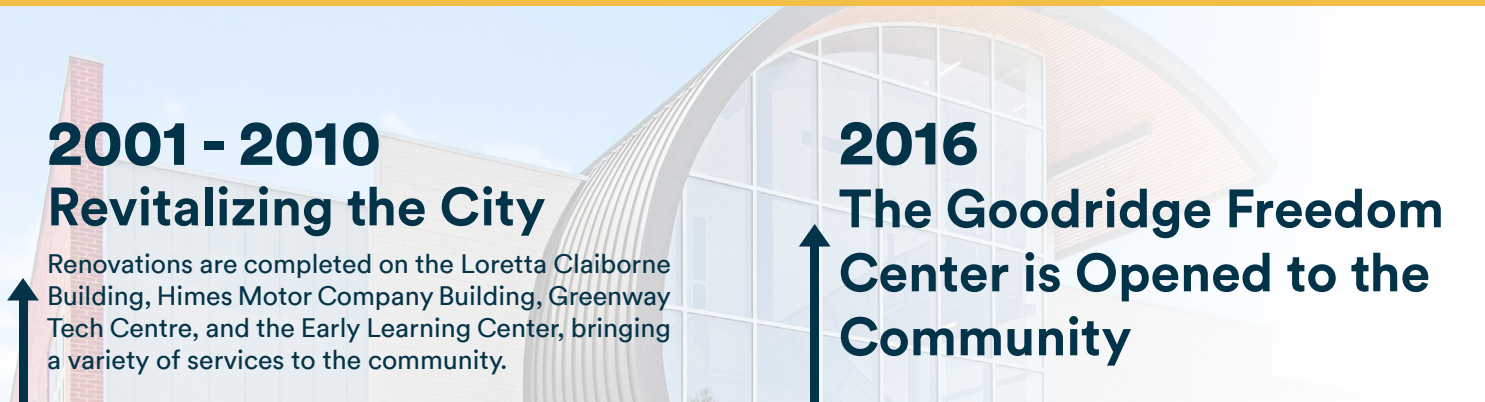
### 2001 - 2010

#### Revitalizing the City

Renovations are completed on the Loretta Claiborne Building, Himes Motor Company Building, Greenway Tech Centre, and the Early Learning Center, bringing a variety of services to the community.

### 2016

#### The Goodridge Freedom Center is Opened to the Community





## 1968-1969 Community in Need

Racial tensions in the community explode, resulting in the York Race Riots. The next year, construction begins on a community center on South Duke Street to bring families and individuals of all races together.

## 1971-1979 New Leadership

After several years of turnover in executive directors, Crispus Attucks York gains stability in the leadership of new CEO Bobby Simpson in 1979.

## 1994 - 1995 Building A Support System

The Crispus Attucks Charter School is founded to help high school dropouts reclaim their education and their community. The Active Living Center is opened the next year.

## 1999 First Charter School in York City

The Crispus Attucks Charter School becomes an accredited Pennsylvania Charter School.

## 2021 Preserving York's History

Plans begin for the construction of the Crispus Attucks History & Culture Center of York County to facilitate learning and dialogue, providing opportunities for the community to move forward together towards a brighter future.



# ACTIVE LIVING CENTER

**Paulette, a retired nurse, has been a member of Crispus Attucks York's Active Living Center for over fifteen years.**

Before attending, Paulette spent a lot of time alone inside the confines of her home. Her daughter had to work during the day, which left Paulette with no one to talk to.

She quickly grew tired of playing solitaire and watching TV. She felt lonely when she looked out her window and saw other people living their lives.

Paulette describes herself as a very social person, which made battling loneliness even harder. She almost lost hope because of the little human interaction she had on a daily basis.

When she first heard of the Active Living Center, she thought there would be nothing there for her to enjoy, but Paulette's mother encouraged her to go to meet new people.

Once Paulette started coming to the center, she was surprised at how quickly she connected with the other members and how deeply they cared about her.

***"If I miss a few days, they'll come to my house to check up on me," Paulette said.***

She loves coming to the Active Living Center and wants to continue participating in the activities so she can get out more while spending time with her friends.

***"I love coming here," Paulette reflected, "They treat me like a human being and overlook my handicap."***

Paulette, who uses a wheelchair, began participating in chair yoga at the Active Living Center twice a week. The workouts

have helped loosen up her joints and strengthen her muscles, making it easier for her to move around.

Paulette is thankful she gets to spend her retirement surrounded by friends. The Active Living Center has given her the hope she thought she had lost. She loves the friends she's made and looks forward to making more.



**"The people here give hope to those who may have lost it."**

- Paulette, Active Living Center Participant

# HOUSING & COMMUNITY DEVELOPMENT

Program participants and staff used to joke that our services were one of the “best kept secrets” in York County.

Following the launch of our new brand in 2020, our team has been busy improving the visibility of our services throughout York.

The Crispus Attucks York campus has seen many improvements this past year, including updated signage at each property, thanks to the Donley Foundation.

*“It makes a huge difference,” said Barry Freeland, the manager of the Senior Community Service Employment Program (SCSEP). “People stop in all the time to tell us they notice our sign while driving down George Street.”*

The newly installed window graphics at SCSEP have led to an increase in program participants while providing much-needed privacy for both personnel and participants when inside the building.

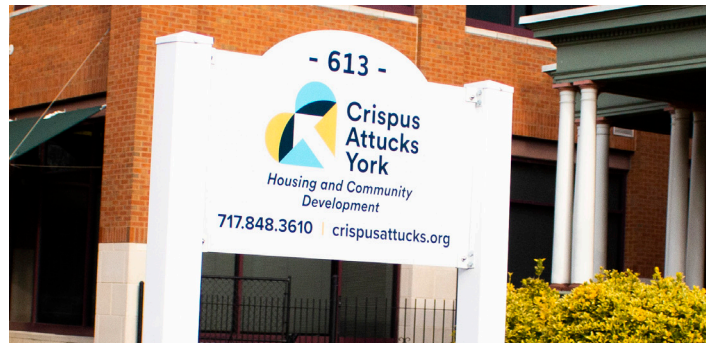
Elsewhere on campus, tenants are able to locate the Housing & Community Development Office. Job seekers can spot the Job Club from the street. Community members can easily find the main entrance and parking lot of the Crispus Attucks York Community Center.

The new signage also helps to promote other businesses located on Crispus Attucks York's campus.

An updated map on the corner of East Boundary Ave and South George Street highlights the businesses located within the Loretta Claiborne Building.

By increasing the visibility of essential services, these recent installments have

created opportunities for more individuals and families to learn, work, and thrive. York residents will have to discover a new "best kept secret" hiding in their neighborhood because this one is out!



# RISING STARS

## Ashley started attending Crispus Attucks York's Rising STARS program almost 20 years ago when she was around ten years old.

Her uncle had heard about the program while working at Crispus Attucks York, and thought it would be a great after-school activity.

Ashley quickly immersed herself in the activities the Rising STARS program provided. She attended Responsibility Classes, 4-H Club, and the Girls Achieving Pure Potential program.

These activities provided a space for Ashley to find her voice and build her confidence. She felt comfortable enough to come out of her shell.

***"I was exposed to new things, which helped me find my footing and new ways to express myself," said Ashley.***

A few years later, Ashley started volunteering and still holds the record for the most volunteer hours of any Rising STARS participant! At sixteen, she became a camp counselor for the Rising STARS Summer Camp program, serving as a mentor to the younger youth.

***"I love seeing how former participants have grown, blossomed, and thrived," reflected Ashley.***

The Rising STARS program helped Ashley blossom too, but it was the people she met at Crispus Attucks York who helped to open a lot of doors for her.

She learned of post-secondary scholarships through her mentors and colleagues. The volunteer opportunities and events at Crispus Attucks York helped her receive

those scholarships, which allowed her to attend York College of Pennsylvania tuition-free.

Ashley was the first person in her family to go to college, and in 2008, she graduated with her Bachelor's degree. Her sister and cousin, who also attended the Rising STARS program, followed in her footsteps and received college scholarships.

In 2011, Ashley graduated with her Masters from Shippensburg University. She continues to make Crispus Attucks York proud as a Technical Assistance Specialist for the Pennsylvania Higher Education Assistance Agency and as a member of the Crispus Attucks Charter School Board of Trustees.

In both roles, she uses her voice to encourage today's youth to pursue their dreams through education and advocates for student financial aid services in the state of Pennsylvania.



**"There's space for everyone at Crispus Attucks York."**

- Ashley, Rising STARS Participant





**Today, when I think of Ashley, I think of that saying, "I am my Ancestors' Wildest Dream!" Because of their blood, sweat, and tears, we are able to do what we do today. She is standing on the shoulders of our ancestors. They are smiling because she is making a difference in the lives of so many."**

**- Jacquie Martino-Miller, Crispus Attucks Charter School CEO**

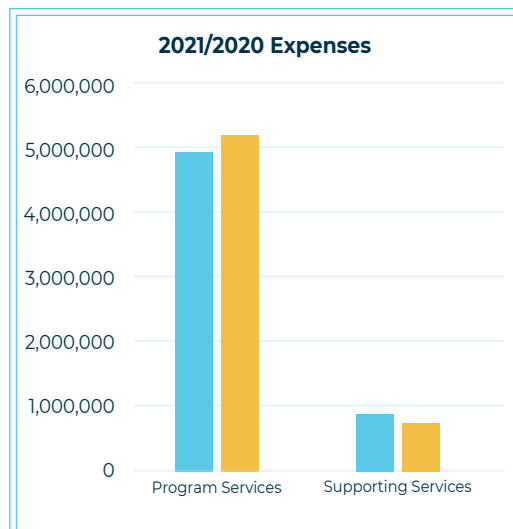
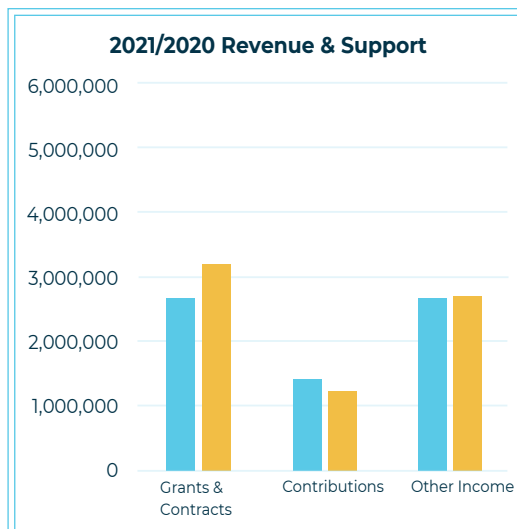
# ANNUAL FINANCIAL STATEMENT

## FINANCIAL POSITION DATA AS OF JUNE 30

ASSETS	2021 \$	2020 \$	LIABILITIES & NET ASSETS	2020 \$
Cash	2,450,698	2,605,604	Loans & Notes Payable	11,314,878
Accounts Receivable, net	796,886	709,983	Other Liabilities	720,620
Property & Equipment, net	18,855,236	19,431,363	<b>TOTAL LIABILITIES</b>	<b>12,035,498</b>
Investments	200,010	150,977	<b>NET ASSETS</b>	
Restricted Deposits	1,934,640	1,611,299	Without Donor Restrictions	12,101,051
Other Assets	66,061	93,309	With Donor Restrictions	465,986
			<b>TOTAL NET ASSETS</b>	<b>12,567,037</b>
<b>TOTAL ASSETS</b>	<b>24,303,531</b>	<b>24,602,535</b>	<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>24,602,535</b>

## ACTIVITIES DATA YEARS ENDING JUNE 30

REVENUE & SUPPORT	2021 \$	2020 \$
Grants & Contracts	2,728,476	3,128,645
Contributions	1,467,068	1,346,109
Other Income	2,702,601	2,731,473
<b>Total Income</b>	<b>6,898,145</b>	<b>7,206,227</b>
EXPENSES		
Program Services	4,902,546	5,334,595
Supporting Services	743,474	719,473
<b>Total Expenses</b>	<b>5,646,020</b>	<b>6,054,396</b>
<b>Excess of Revenue Over Expenses Before Depreciation &amp; Amortization</b>	<b>1,252,125</b>	<b>1,151,831</b>



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!



Pictured from left to right: Edquina Washington, Jacquie Martino-Miller, Kennedy Messinger, Robert Simson, Megan Plumley

Thank you, **Kennedy**, for donating your bake sale proceeds to Crispus Attucks York! Your generous contribution has provided **life-changing opportunities** to those in our community. Keep shining and making the world a brighter place!

## EDUCATIONAL IMPROVEMENT TAX CREDIT DONORS

Apple Automotive Group, Inc - A Stewart Company  
Apple Motors, Inc - A Stewart Company  
Capital Blue Cross  
Eastern Alliance Insurance Company  
Fulton Bank  
Graham Capital Company  
Lorne G Seifert, LLC - A Kinsley Enterprises Affiliate  
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Truist Foundation  
UPMC Health Benefits  
Weinstein Realty Advisors  
Weis Markets, Inc  
Traditions Bank  
York Water Company

## NEIGHBORHOOD PARTNERSHIP PROGRAM TAX CREDIT DONORS

Glatfelter Insurance Group  
M&T Bank  
Northwest Bank

PeoplesBank, A Codorus Valley Company  
Rutter Bros Dairy, Inc  
Shiple Energy

## COMMUNITY BUILDER - \$15,000 & ABOVE

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Arthur J & Lee R Glatfelter Foundation  
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Caterpillar Foundation  
Donley Foundation  
James & Wendy Flinchbaugh  
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M&T Bank  
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PeoplesBank, A Codorus Valley Company  
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W Dale Brougher Foundation  
Wells Fargo Foundation  
York County Community Foundation  
York Water Company

# THANK YOU 2021 COMMUNITY DONORS!

## ADVOCATE

\$5,000 to \$14,999

Crispus Attucks Early  
Childhood Care & Edu Fund  
of YCCF  
Eastern Alliance Insurance  
Co  
Dan & Brenda Elby  
Gateway Health Plan  
Jeffrey Hammel  
Enterprise Holdings  
Foundation  
Debra Kleyhauer  
Lorne G Seifert, LLC, a  
Kinsley Enterprises Affiliate  
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Powder Mill Foundation  
Rice Family Foundation  
Santander Bank  
Bobby & Linda Simpson  
John Smyser  
Gary & Heather Stewart  
Tegna Foundation  
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RAYAC Foundation

Rich & Carol Wagman  
White Rose Leadership  
Institute  
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Sam Willman

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\$500 to \$2,499

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Brian McLaughlin  
Dave & Betsy Meckley  
Jeffrey Merritt  
Kennedy Messinger  
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Sam & Brooke Miller  
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Mottter Foundation Fund of  
YCCF  
Maria Musti Cook  
Melvin & Laura Nace  
Amy Nelson  
Christine Nentwig  
Cris & Cheryl Newman  
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