The Urban League of Metropolitan Seattle (ULMS) was established in 1930 to become one of approximately 90 affiliates of the National Urban League (NUL). As the second-oldest civil rights organization in the state of Washington, ULMS is one of the region’s essential economic first responders, helping families cope with challenges through a variety of programs designed to support and encourage self-sufficiency in all aspects of life.

ULMS also serves as a liaison between community members, local businesses, city and county government, and other service based organizations that share our concern for the welfare of the Black community and other disadvantaged residents in the Greater Puget Sound area. The Urban League of Metropolitan Seattle is a 501(c)(3) not-for-profit organization in the heart of Seattle’s most diverse neighborhood, the Central District.

To learn more, please visit: www.urbanleague.org
FIVE MAJOR PILLARS OF FOCUS

HOUSING
Housing is a basic and essential need. Whether you are renting or buying, a home should not be an insurmountable obstacle. ULMS is a HUD certified housing agency that offers numerous related services, workshops, and programs.

EDUCATION
We are committed to providing both youth and adult education training, group mentorship, social engagement, academic assistance and certification opportunities on a year-round basis.

WORKFORCE
ULMS prepares individuals with the skills, tools and opportunities to overcome employment barriers and become successful contributors in the workplace and society.

HEALTH
We aim to provide replicable, sustainable health care resources and related information to underserved communities while advocating for the elimination of health disparities.

CIVIC ENGAGEMENT
Our team works diligently to protect the civil liberties and rights of the black community, advocate for policy reform, serve as a voice for those we serve and educate the public on civil issues affecting our region of service.
Greetings Community Stakeholder & Partner,

On behalf of the Board of Directors and our hard working team at the Urban League of Metropolitan Seattle, it is with great pleasure that I present our Annual Report for 2019-2020. As you will see, we have not slowed our growth. This means that not only are we doing great work, we are responding to the growing needs of those we serve. It also means that you, our valued stakeholders, trust us with your investments and resources to allow us to do this work. For that, we are truly grateful!

As we close the book on 2019 - 2020 and prepare for our 91st year of service to the Seattle community, we are excited about the next chapter of the Movement in Seattle. As they say, to whom much is given, much is required. We are prepared, but we certainly can’t do this alone. Empowering communities and saving lives is a team effort! Let us celebrate where we have been while preparing for a dynamic future!

Thank you for joining this journey with us!

Yours in the Movement,

Michelle

Michelle Y. Merriweather joined the Urban League of Metropolitan Seattle team in August of 2015 as the Vice President. In February 2018, Michelle became the 13th President of the Urban League of Metropolitan Seattle. “I am not anxious to be the loudest voice or the most popular, but I would like to think that at a crucial moment, I was an effective voice for the voiceless, and effective hope for the hopeless” a quote by civil rights leader Whitney M. Young is Michelle’s mantra as she leads the organization towards its 90th anniversary.
OUR PROGRAMS & SERVICES

Contributions from partners, funders, and community members to the Urban League of Metropolitan Seattle are the lifeblood of our work. Support for ULMS – at any level – assists in improving the quality of life for those we serve. With the continued help of our generous network, ULMS continues to reach more African Americans and members of other diverse, disenfranchised communities of color than ever before!
1,361 individuals were served through at least 1 of our 6 Homeless Outreach programs. 701 of them were discharged into permanent housing.
ULMS is currently a HUD certified housing agency that offers direct service to individuals and families who seek assistance with removing barriers preventing them from accessing safe, sanitary, and permanent housing.

• **Streets to Home**  
  With the support of United Way, Streets to Home connects individuals and their families who are experiencing homelessness to the resources they need to access permanent, safe, and sanitary housing again.

• **Harder House**  
  Harder House is an independent living facility owned by ULMS for the sole purpose of providing young men who have aged out of the foster care system (or who are currently experiencing homelessness) with transitional housing.

• **Road 2 Housing**  
  The Road to Housing program was designed to provide residents in the city of Seattle who are homeless and live in their motor vehicles with safe, overnight parking and basic hygiene necessities.

• **Homebase**  
  With 40% of Americans not able to cover a $400 emergency expense, the threat of eviction can be just one paycheck away. For this reason, ULMS has partnered with United Way, Wellspring Family Services, and the Housing Justice Project to stop the pipeline into homelessness by fighting against the obstacle of eviction.

**Additional Services:**
- Foreclosure Prevention & Intervention
- WA State Mediation
- Down Payment Assistance
- Credit Counseling Workshops *(Monthly)*
- Homeownership Education Seminars *(Monthly)*
- Expunging & Sealing of Criminal Records
The Urban League of Metropolitan Seattle is dedicated to helping our clients find gainful employment opportunities, get access to quality professional training, and re-enter the workforce more empowered than ever before.

**Priority Hire**
Our Priority Hire program partners with community-based organizations and pre-apprenticeship programs to provide supportive services and training to individuals interested in entering the construction trade. **This includes earning five industry specific certifications:** CPR/First Aid, Flagger, Forklift, OSHA-10, & HAZWOPER

**Info Tech**
The InfoTech Jobs Program is an accelerated training program that recruits long-term unemployed adults and provides them with workshops, access to job readiness tools and the opportunity to build solid adaptability skills in order to respond to a fast paced, high demand environment. Participants in Info Tech also receive certification in Amazon Web Services.

**Career Bridge (CB)**
The goals of the Career Bridge program are to (1) create an integrated system that prepares individuals to enter the workforce, (2) increase access to jobs and training needed to attain good-paying jobs that provide a pathway to longer-term careers and economic opportunities, and (3) educate individuals about opportunities in the local labor market and how they fit in today and in the future.

**Career Bridge Advantage (CBA)**
Career Bridge Advantage (CBA) serves as an accelerated version of the traditional Career Bridge program to fast track entry into the workforce in less than 6 weeks. In addition, CBA focuses on individuals who are experiencing homelessness with the goal to provide them with opportunities to gain consistent, live-able wages and to ultimately, meet standard requirements for permanent housing.
Many youth in the Seattle/King County area are faced with success impeding obstacles beyond their control, such as living in low-to-no income households, experiencing homelessness, becoming victims of abuse, premature exposure to the juvenile justice system and even experiencing early parenthood.

To address the needs of these students in our community, the ULMS Education team works diligently to serve hundreds of students with programming and services designed to provide academic achievement, one-on-one and group mentorship, juvenile justice advocacy, positive community social engagement, family wrap-around services, and more.

**G.R.O.O.M**  
**Gifted Regardless Of Oppressive Methods**

The G.R.O.O.M. Credible Messenger Mentorship program is a transformational process in which trained community leaders from diverse backgrounds work to engage both pre and post adjudicated youth (ages 12-24) in positive, structured and intentional relationships.

**Summer University**

Summer University is an intensive 6-week program between the months of July - August designed to expand professional and academic interest using culturally relevant curriculum to stimulate learning.

**Level Up**

Level Up is a culturally competent transformational program designed to provide young scholars (ages 12-18) of color with academic support, personal development assistance, financial literacy comprehension, mentorship and encouragement through self-advocacy.

*Pictured: 2019 Back to School backpack Giveaway*
We are excited to share our students won first place in the Project Ready Case Competition at the 2019 National Urban League conference! These phenomenal teens (led by our education team) built an app for 1st generation college bound students to have support in navigating the college prep process from middle through high school!
AUXILIARY & VOLUNTEERS

While our staff is doing extraordinary work each and every day, we recognize that empowering communities and changing lives is a TEAM effort. Together we can be better, bigger, stronger, and more empowered than ever before!
Volunteering with us takes ‘joining the movement’ to a whole new level! **Together we can be bigger, better, and stronger than ever!**

Volunteers at the Urban League of Metropolitan Seattle can earn access to exclusive ULMS events, engage with our network of community members, clients and sponsors, and complete mandated community service hours (if needed) as a part of our team.

Due to the impacts of COVID-19, our volunteer efforts have taken a pivot over the last several months. For the safety of our volunteers and staff, and to abide by public health mandates, we will no longer allow daily volunteer opportunities until further notice.

Instead, volunteers can expect to engage with us for one-time, special events and opportunities related to combating the effects of COVID-19 still plaguing our community (ex: PPE equipment packaging and disbursement, emergency food deliveries to families in need, census outreach activities, etc.).

To become an official Urban League of Metropolitan Seattle volunteer, please visit our website to apply via:

www.urbanleague.org/volunteer
The Urban League of Metropolitan Seattle Young Professionals (YPs) is an auxiliary group comprised of working professionals between the ages of 21 and 40. Members display a commitment to corporate, social, and community contributions to enhance the African-American business climate within the Puget Sound region.

YPs regularly volunteer in our community, but first and foremost support programs of the affiliate through donating their time, talent, and treasure.

Nationally, YPs are linked to over 60 chapters of the National Urban League Young Professional movement that supports the National Urban League’s agenda of:

- Education and Youth Development
- Economic Empowerment
- Health and Quality of Life Empowerment
- Civic Engagement
- Leadership Training

For more information please contact President@sulyp.org or visit www.ulmsyp.org.
The Urban League of Metropolitan Seattle Guild is an affiliate of the National Council of Urban League Guilds. The National Council of Urban League Guilds is comprised of volunteer auxiliaries of National Urban League supporters and community advocates.

Started in 1942 in New York City, the National Council of Guilds is divided into 85 auxiliary chapters across four regions. Considered the heart and soul of the Urban League movement, Guilders contribute thousands of volunteer hours annually and play a pivotal role in connecting the Urban League to communities.

Guilders participate in fundraising and help to develop the leadership skills of ordinary individuals and engage them in local community issues. Typical Guild activities include serving as staff for major Urban League fundraising events, such as the annual breakfast event and assisting with projects, outreach, and advocacy as needed.

To learn more about the ULMS guild, please visit: www.urbanleague.org/join-the-guild
ULMS MEMBERSHIP

We are proud of our newest auxiliary group launched this fiscal year: ULMS Members! Membership to the Urban League of Metropolitan Seattle (at any level) empowers our efforts to continue making strides in uplifting those who are most vulnerable among us.

This is an invitation to those who want to stand with us as we dismantle systemic racism and inequities, then replace them with a new social contract in which every Black child, man and woman is viewed as a full person.

Will you join us?

**Membership Benefits:**

+ Adv. Notice for New ULMS Updates & Events
+ Access to our Monthly Newsletter
+ Free Seattle Medium Subscription
+ ULMS Branded Gift Set
+ Invitation to our Annual Meeting
+ MORE!

For more information, please visit: [www.urbanleague.org/membership](http://www.urbanleague.org/membership)
DREAM BIG
19TH ANNUAL BREAKFAST
THE WESTIN HOTEL | NOVEMBER 22ND 2019
7:30AM
Doors open at 6:30AM
This year was our biggest and most attended Annual Breakfast to date! We cannot thank our partners, sponsors and community members enough for believing in our work! Knowing that you’re in this with us makes our efforts to uplift and empower this community we call home even stronger than ever before!

$400,000 in critical funding raised to aid in continuing our work

LEADING PARTNERS & SPONSORS
(alpha order)

Amazon
AT&T
Byrd Barr Place
Ben Bridge Jeweler
Comcast Universal
Google
JP Morgan Chase & Co
Microsoft
T-Mobile
Vulcan
OUR COVID-19 RESPONSE

For decades, the Urban League of Metropolitan Seattle has been on the front lines in times of crisis. We have been, and remain, a place of solace, refuge and support for our most vulnerable communities. Defeating the novel coronavirus has been a difficult task, but we will continue to stand against and ultimately overcome this together. We may not be a hospital but we are, and will remain, first responders for those in need.

Here you’ll find a brief overview of what we’ve done since March 2020 to combat the impacts of COVID-19 within our community. For a full list of our emergency support services, please visit:


BY THE NUMBERS

$52.5k
Provided in small business grants

$18k
Provided for direct cash assistance

$13.9k
in ride share credits disbursed

$10.7k
spent on PPE equipment (masks & sanitizer)

$3k
spent to feed protestors at local marches/rallies

2,003
Families Fed

ADDITIONAL SERVICES & PROJECTS

+ New 24 Hour Young Adult Shelter (all genders, ages 18-24)
+ Virtual ULMS Program Opportunities
+ Restaurant Worker Relief Opportunities
+ Rental Assistance
+ Clothing Donations for Recently Released Felons
+ Black Voices Project (anti-racism focused virtual Black book club)
+ New Local Black Business Directory Established on ULMS Site
+ Launch of the Black Future Co-Op Fund (via the Seattle Foundation)
STATEMENT OF FINANCIAL POSITION

Fiscal Year End | June 30th, 2020

PLEASE NOTE:
Financial data for FY ending June 30, 2020 has yet to be audited at the time of this report's publication. An updated column for 2020 will be added upon completion of the audit.
<table>
<thead>
<tr>
<th>ASSET</th>
<th>2019</th>
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<th>2017</th>
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<tr>
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<td>Investments</td>
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<td>Accounts &amp; Grants Receivable</td>
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<td>Contribution Receivable for Rent</td>
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<td>Prepaid Expenses and other assets</td>
<td>48,715</td>
<td>32,727</td>
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<td><strong>Total Current Assets</strong></td>
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<td><strong>$ 1,214,504</strong></td>
<td><strong>$ 1,274,189</strong></td>
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<td>Restricted Cash</td>
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<td>Notes Receivable</td>
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<td>122,305</td>
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<td>Deferred Loan Costs</td>
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<td>-</td>
<td>-</td>
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<tr>
<td>Contributions Receivable for Rent</td>
<td>406,912</td>
<td>444,172</td>
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<td>Property &amp; Equipment</td>
<td>11,020,215</td>
<td>11,622,843</td>
<td>12,224,635</td>
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<td><strong>Total Current &amp; Long Term Assets</strong></td>
<td><strong>$ 12,873,241</strong></td>
<td><strong>$ 13,600,193</strong></td>
<td><strong>$ 13,801,561</strong></td>
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<td>Accounts Payable</td>
<td>119,838</td>
<td>159,522</td>
<td>169,307</td>
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<td>Accrued Salaries Taxes, &amp; Benefits</td>
<td>190,206</td>
<td>139,850</td>
<td>105,295</td>
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<td>Line of Credit</td>
<td>72,057</td>
<td>101,152</td>
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<td>Deferred Revenue (current portion)</td>
<td>150,000</td>
<td>72,057</td>
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<td>Notes Payable (current portion)</td>
<td>38,840</td>
<td>36,887</td>
<td>34,841</td>
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<td><strong>Total Current Liabilities</strong></td>
<td><strong>$ 570,941</strong></td>
<td><strong>$ 504,468</strong></td>
<td><strong>$ 381,500</strong></td>
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<td>Accounts Payable</td>
<td>84,595</td>
<td>82,299</td>
<td>91,827</td>
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<td>Security Deposits</td>
<td>12,525</td>
<td>12,758</td>
<td>11,490</td>
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<td>Deferred Revenue</td>
<td>237,364</td>
<td>309,428</td>
<td>381,493</td>
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<td>Loan Guaranty</td>
<td>414,942</td>
<td>425,698</td>
<td>436,455</td>
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<td>Accrued Interest</td>
<td>475,813</td>
<td>434,246</td>
<td>393,251</td>
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<td>Notes Payable</td>
<td>6,296,163</td>
<td>6,332,114</td>
<td>6,365,859</td>
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<td><strong>Total Current &amp; Long Term Liabilities</strong></td>
<td><strong>$ 8,180,678</strong></td>
<td><strong>$ 8,199,346</strong></td>
<td><strong>$ 8,061,875</strong></td>
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<td>Unrestricted</td>
<td>3,624,062</td>
<td>3,863,120</td>
<td>4,181,829</td>
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<td>Noncontrolling Interest in Consolidated</td>
<td>545,820</td>
<td>723,210</td>
<td>900,600</td>
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<td><strong>Total Unrestricted</strong></td>
<td><strong>$ 4,169,882</strong></td>
<td><strong>$ 4,586,330</strong></td>
<td><strong>$ 5,082,429</strong></td>
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<td>Temporarily Restricted</td>
<td>522,681</td>
<td>814,517</td>
<td>563,922</td>
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<td><strong>Total Net Assets</strong></td>
<td><strong>$ 4,692,563</strong></td>
<td><strong>$ 5,400,847</strong></td>
<td><strong>$ 5,646,351</strong></td>
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<tr>
<td><strong>Total Liabilities &amp; Assets</strong></td>
<td><strong>$ 12,873,241</strong></td>
<td><strong>$ 13,600,193</strong></td>
<td><strong>$ 13,801,561</strong></td>
</tr>
<tr>
<td><strong>Asset</strong></td>
<td>2019</td>
<td>2018</td>
<td></td>
</tr>
<tr>
<td>------------------------------</td>
<td>-------------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td>Fees &amp; Grants</td>
<td>2,824,488</td>
<td>2,003,592</td>
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<tr>
<td>Contributions</td>
<td>1,260,607</td>
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<tr>
<td>Special Events</td>
<td>202,705</td>
<td>229,729</td>
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<tr>
<td>In-kind Contributions &amp; Income</td>
<td>438,725</td>
<td>450,676</td>
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<td><strong>Total Unrestricted Public Support</strong></td>
<td><strong>$ 4,726,525</strong></td>
<td><strong>$ 3,307,630</strong></td>
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<td>Rental Income, net</td>
<td>495,104</td>
<td>469,429</td>
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<td>Investment Income, net</td>
<td>13,867</td>
<td>18,961</td>
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<tr>
<td>Forgiveness of debt</td>
<td>10,756</td>
<td>10,757</td>
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<tr>
<td>Tenant Services &amp; Other Income</td>
<td>40,097</td>
<td>42,329</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$ 559,826</strong></td>
<td><strong>$ 541,467</strong></td>
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<td>Satisfaction of Purpose Restrictions</td>
<td>916,418</td>
<td>650,315</td>
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<td><strong>Total Unrestricted Public Support Revenue, &amp; Other Support</strong></td>
<td><strong>$ 6,202,769</strong></td>
<td><strong>$ 4,499,412</strong></td>
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<td>Program</td>
<td>5,495,156</td>
<td>4,154,509</td>
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<tr>
<td>Management &amp; General</td>
<td>893,005</td>
<td>729,103</td>
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<tr>
<td>Fundraising</td>
<td>231,057</td>
<td>111,898</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$ 6,619,218</strong></td>
<td><strong>$ 4,995,510</strong></td>
<td></td>
</tr>
<tr>
<td>Increase (decrease) in Assets w/o Donor Restrictions</td>
<td>(416,449)</td>
<td>(496,098)</td>
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<tr>
<td>Change in Net Assets w/o Donor Restrictions Attributable to Noncontrolling Interest</td>
<td>177,390</td>
<td>177,390</td>
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<tr>
<td>Change in Consolidated Net Assets w/o Donor Restrictions Attributable to the Urban League and Affiliates</td>
<td><strong>$ (239,059)</strong></td>
<td><strong>$ (318,708)</strong></td>
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</tr>
</tbody>
</table>
## Signature Sponsor
Comcast Universal

## Presenting Sponsors
Microsoft  T-Mobile

## Partners
- Amazon  Vulcan  Google  Byrd Barr
- AT&T  Ben Bridge  JP Morgan

## Supporting Sponsors
- US Bank  Uber  Costco  Kaiser Permanente
- Eli Lilly  Coca-Cola

## Gold Sponsors
- Seattle Credit Union  PhRMA
- Fred Hutchinson  Goodwill Industries
- Seattle Finance  RALI
- Perkins Coie  Pepsico
- The Byers Group, LLC  Alaska Airlines
- Starbucks  Port of Seattle
- G3 and Associates  New Seasons Market

## Silver Sponsors
- ACLU  Key Bank
- LHI  Arcora
- Alliance for Gun Responsibility  Seattle Public Schools
- Sound Transit  PCC
- Seattle Parks & Rec  UW
- El Centro De La Raza  WEA
- United Way  Seattle Chamber
- Seattle Central College
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<tr>
<th>Administration</th>
<th>Accounting</th>
<th>Workforce</th>
<th>Housing</th>
<th>Data &amp; Compliance</th>
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<tbody>
<tr>
<td>Michelle Merriweather</td>
<td>Marc Taylor</td>
<td>Felisa Bryant</td>
<td>Amesha Lawton</td>
<td>Kisha-Marie Schnereger</td>
</tr>
<tr>
<td>President &amp; CEO</td>
<td>Chief Financial Officer</td>
<td>Workforce Development Director</td>
<td>Priority Hire Program Manager</td>
<td>Database Administrator/Grants Compliance Manager</td>
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<tr>
<td>Augustine Cita</td>
<td>Mansour Camara</td>
<td>Trina Kennedy</td>
<td>Jarelle Marshall</td>
<td>Justin Roeuth</td>
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<tr>
<td>VP of Operations</td>
<td>Grants Manager</td>
<td>CB Program Manager</td>
<td>Priority Hire Participant Navigator</td>
<td>Data Coordinator</td>
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<td>Zyna Bakari</td>
<td>Alexis Thornton</td>
<td>Terry Morgan</td>
<td>Clarissa Knight</td>
<td>Nooraddin Dere</td>
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<td>Executive Assistant</td>
<td>Budget Officer</td>
<td>CB Lead Participant Navigator</td>
<td>Veterans Outreach &amp; Engagement Coordinator</td>
<td>IT Support Specialist</td>
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<tr>
<td>Tashima Steele</td>
<td>Victoria Plumage</td>
<td>Travern Hubbard</td>
<td>Nadeah Kennedy</td>
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<td>Receptionist</td>
<td>Payroll Clerk</td>
<td>Info Tech Program Manager</td>
<td>Job Developer</td>
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<td>Fund Development</td>
<td>Orlando Ames</td>
<td>Latonya Stucky</td>
<td>Linda Taylor</td>
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<td>Deionte Petty</td>
<td>Education Program Manager</td>
<td>CBA Participant Navigator</td>
<td>VP of Housing &amp; Financial Empowerment</td>
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<td>Ashley Pugh</td>
<td>James Carter</td>
<td>Darien Gates</td>
<td>Ilhan Dere</td>
<td>Angela Williams</td>
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<td>Fund Development Director</td>
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<td>CBA Job Developer</td>
<td>WIOAV Job Developer</td>
<td>Financial Empowerment Coach</td>
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<td>Laurennen Sayles</td>
<td>Ebongee Helleter</td>
<td>Ayan Shifow</td>
<td>Qiana Tyeskey</td>
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<td>Grant Writer</td>
<td>G.R.O.O.M. Program Manager</td>
<td>Job Developer</td>
<td>Housing Program Manager</td>
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<td>Civic Engagement</td>
<td>Robert Jones</td>
<td>Lawrence Willis</td>
<td>Natalie Lockhart</td>
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<tr>
<td>Maya Manus</td>
<td>Education Program Manager</td>
<td>Community Liason</td>
<td>Housing Counselor</td>
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</tbody>
</table>
2019-2020 BOARD OF DIRECTORS

LEADERSHIP

Rashelle Tanner
Board Chair
Attorney, Microsoft

Gina Hall
Vice Chair
Vice President of Philanthropy,
Goodwill Industries

Shomari Jones
Secretary
Director of Equity & Strategic
Engagement

George Stewart
Treasurer
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