Urban League of
Metropolitan Seattle

ANNUAL REPORT

2020-2021

105 14th Ave, Suite 200, Seattle, WA 98122 (206) 461-3792 www.UrbanLeague.org

ABOUT US

OUR MISSION

The Urban League of Metropolitan Seattle empowers African Americans, as well as other diverse, underserved communities, to thrive by securing educational and economic opportunities.

OUR VISION

Equity for all.

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.

Michelle Merriweather

PRESIDENT & CEO

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 2020-2021. 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 2020-2021 and prepare for our 92nd-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!

BLACK HEALTH
MATTERS

The Black community was amoing the hardest hit by the COVID-19 pandemic -- yet when the vaccine became available, we were among the least likely to get it. With misinformation circulating and 400+ years of medical racism that still persist today, it is understandable why many people were hesitant.

Open, transparent conversations in our communities and public information sharing with one another is key to understanding the vaccines -- especially if you're unsure whether or not getting one truly is the right choice for you.

In April 2021, ULMS created our Black Health Matters campaign, conducting in-person and digital outreach and education to ensure our community has access to up-to-date, credible, and culturally-comnpetent vaccine information. This included creating outreach materials that speak directly to our experience as a community and answer important questions about the vaccine; hoting pop-up clinics and outreach events in our communities with providers that look like us, and facilitated information sessions with Black medical experts. We also expand the conversation of public health to include other topics such as environmental justice, since Black Health Matters all the time, not only when we are in a pandemic.

HOUSING
PROGRAMS & SERVICES

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

WORKFORCE DEVELOPMENT
PROGRAMS

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 rentry 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.

EDUCATION
PROGRAMS

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 homeless, 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.

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!

ULMS
VOLUNTEERS

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 dis-bursement, 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

YOUNG **PROFESSIONALS**

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 ULMS **GUILD**

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

FAMILIES SERVED

The Urban League of Metropolitan Seattle team works relentlessly alongside our local partners and community supporters to ensure the needs of the families we serve are being met and the economic challenges they face overcome. Over the last five years, team ULMS has served 3,225 families annually through our essential programming and services.

3,225

FAMILIES SERVED

Agency Yearly Average

YEARLY AVERAGE BY DEPARTMENT

461

ADVOCACY & CIVIC ENGAGEMENT

446

EDUCATION

592

WORKFORCE DEVELOPMENT

1,582

HOUSING

765

PUBLIC HEALTH

182

ENTREPRENEURSHIP

@SeaUrbanLeague

Era of

ESSENTIAL

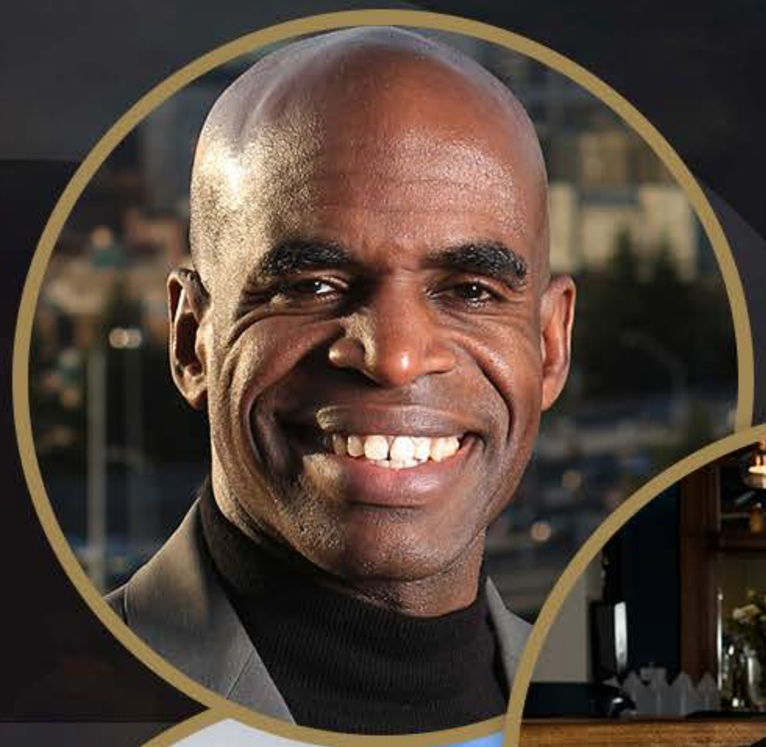
20TH ANNUAL BREAKFAST

Service

12.3.2021 @ 9:30AM PST

A virtual affair!

Urban League of
Metropolitan Seattle



Era of ESSENTIAL *Service*

20TH ANNUAL BREAKFAST

Thank you to everyone who was able to join us for our 20th Annual Breakfast: Era of Essential Service! We hope you enjoyed seeing the impact of our essential programming and services, hearing from local community trailblazers, and learning more about our goals for the work ahead as we continue to navigate the pandemic.

$446,313

in critical funding raised

2021 Award Honorees

President's Award: Gordon McHenry
Community Coalition Award: Kristi Brown
Edwin T. Pratt Award: Doug Baldwin Jr.

LEADING PARTNERS & SPONSORS

(alpha order)

Alaska Airlines
Alliance for Gun Responsibility
Amazon
Ben Bridge Jeweler
Byrd Barr Place
Coca-Cola
Costco
Fred Hutch
Google
JP Morgan Chase & Co
Key Bank
Microsoft
Pacifica Law Group
PCC Community Markets
Pemco Insurance
Pepsico
Perkins Coie
Puget Sound Energy
Seattle Colleges
Seattle Kraken
Schultz Family Foundation
Tacome Urban League
Tito's Handmade Vodka
Uplift Northwest
Union Bank
United Way
US Bank
Vulcan

STATEMENT OF FINANCIAL POSITION

Fiscal Year End | June 30th, 2021

PLEASE NOTE:
Financial data for FY ending June 30, 2021 has yet to be audited at the time of this report's publication. An updated column for 2021 will be added upon completion of the audit.

	ASSET	2020	2019	2018
CURRENT ASSETS	Cash & Equivalents	1,953,023	353,337	195,113
	Investments	-	-	328,285
	Accounts & Grants Receivable	1,330,963	688,213	620,886
	Contribution Receivable for Rent	37,493	37,493	37,493
	Prepaid Expenses and other assets	50,282	48,715	32,727
	Total Current Assets	**$ 3,371,761**	**$ 1,127,758**	**$ 1,214,504**
LONG TERM ASSETS	Restricted Cash	226,316	201,051	196,369
	Notes Receivable	111,762	117,305	122,305
	Deferred Loan Costs	-	-	-
	Contributions Receivable for Rent	368,834	406,912	444,172
	Property & Equipment	11,401,901	11,020,215	11,622,843
	Total Current & Long Term Assets	**$ 14,480,574**	**$ 12,873,241**	**$ 13,600,193**
CURRENT LIABILITIES	Accounts Payable	249,042	119,838	159,522
	Accrued Salaries Taxes, & Benefits	300,344	190,206	139,850
	Line of Credit	-	150,000	101,152
	Deferred Revenue *(current portion)*	72,057	72,057	72,057
	Notes Payable *(current portion)*	38,840	38,840	36,887
	Total Current Liabilities	**$ 660,283**	**$ 570,941**	**$ 504,468**
LONG TERM LIABILITIES	Accounts Payable	73,776	84,595	82,299
	Security Deposits	12,370	12,525	12,758
	Deferred Revenue	165,351	237,364	309,428
	Loan Guaranty	376,856	414,942	425,698
	Accrued Interest	509,273	475,813	434,246
	Notes Payable	6,296,163	6,296,163	6,332,114
	Total Current & Long Term Liabilites	**$ 8,660,956**	**$ 8,180,678**	**$ 8,199,346**
NET ASSETS	Unrestricted	3,853,291	3,624,062	3,863,120
	Noncontrolling Interest in Consolidated	356,157	545,820	723,210
	Total Unrestricted	**$ 4,209,448**	**$ 4,169,882**	**$ 4,586,330**
	Temporarily Restricted	1,610,170	522,681	814,517
	Total Net Assets	**$ 5,819,618**	**$ 4,692,563**	**$ 5,400,847**
	Total Liabilities & Assets	**$ 14,480,574**	**$ 12,873,241**	**$ 13,600,193**

STATEMENT OF **ACTIVITY**

	ASSET	2020	2019
Unrestricted Public Support	Fees & Grants	2,391,189	2,824,488
	Contributions	4,087,174	1,260,607
	Special Events	76,543	202,705
	In-kind Contributions & Income	451,852	438,725
	Total Unrestricted Public Support	**$ 7,006,758**	**$ 4,726,525**
Revenue	Rental Income, net	492,552	495,104
	Investment Income, net	364	13,867
	Forgiveness of debt	38,086	10,756
	Tenant Services & Other Income	39,113	40,099
	Total Revenue	**$ 570,115**	**$ 559,826**
Net Assets Released from Restrictions	Satisfaction of Purpose Restrictions	2,221,290	916,418
	Total Unrestricted Public Support Revenue, & Other Support	**$ 9,778,163**	**$ 6,202,769**
Expenses	Program	7,800,427	5,495,156
	Management & General	1,047,135	893,005
	Fundraising	901,035	231,057
	Total Expenses	**$ 9,748,597**	**$ 6,619,218**
	Increase (decrease) in Assets w/o Donor Restrictions	39,566	(416,449)
	Change in Net Assets w/o Donor Restrictions Attributable to Noncontrolling Interest	189,663	177,390
	Change in Consolidated Net Assets w/o Donor Restrictions Attributable to the Urban League and Affiliates	**$** 229,229	**$** (239,059)

2020-2021 **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
Retired, George Stewart, CPA

Jon Bridge
Board Chair Emeritus
Co-CEO & General Counsel, Ben Bridge Jewelers

Nate Miles
Board Chair Emeritus
Vice President for Strategic Initiatives, Eli Lilly

Leesa Manion
Immediate Past Board Chair
Chief of Staff, King County Prosecuting Attorney

BOARD MEMBERS

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Director of Public Affairs and Communication, Coca Cola North America

L. Patrice Bell
President, Seattle Urban League Young Professionals

Cindi Bright
President, The Bright Group

Tony Byers
Global Diversity & Inclusion Expert, Author

Juan Cotto
Director of Social Impact, Bloodworks

Kia C. Franklin
Chief Programs Officer, Equal Opportunity Schools

Kalila Griffin
Outreach Specialist, G3 and Associates

Dr. Sasha Rabkin
Chief Strategy Officer, Equal Opportunity Schools

Dr. Travis McPhail
Software Engineer and leader of Google Maps STK teams. Google

Nicole Bascomb-Green
Board Chair Emeritus
Community Affairs Manager, U.S. Bank

Aaron Johnson
Director of Maintenance & Engineering, United Parcel Service Northwest District

Shawnte Mitchell
Senior Vice President, General Counsel, & Corporate Affairs Office, Aptevo Therapeutics

Kwesi "Oti" Peprah
Senior Contacts and Pricing Specialist, Boeing

CONTACT **US**

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