



2022

AKRON URBAN LEAGUE
ANNUAL MEETING
AND SCHOLARSHIP LUNCHEON

APRIL 26, 2022

11:30AM

HILTON AKRON/FAIRLAWN

MESSAGE

FROM OUR PRESIDENT AND BOARD CHAIR

GREETINGS

Welcome to the 2022 Annual Meeting and Scholarship Luncheon. We are proud to present our 2021 outcomes and recognize high school seniors with more than \$270,000 in college scholarships.



Teresa R. LeGrair
President & CEO



H. Alan Rothenbuecher
Board Chair

What a year!

2021 was certainly a year filled with unexpected changes, challenges and difficult choices, many directly related to navigating a deadly pandemic and other long-standing issues and barriers unique to communities of color. In spite of those changes and challenges, we are happy to report that with the dedication and commitment of our Board of Directors, financial supporters, volunteers, community partners, Guild, Young Professionals, and staff, we have emerged as an anchor organization in the areas of workforce development, support for minority and women owned businesses, education, scholarships and advocacy.

Numbers are prevalent in an annual report and they are important for the story they tell. For some, the numbers tell how many services were delivered, and the cost of programs, among other things. They also demonstrate total revenue received and our use of available resources.

But for us, these numbers reflect the real treasure of the Akron Urban League and the testament to the compassion and commitment of our staff and board and for our community overall. Most importantly, behind every statistic is a real person or business that we helped put on a path to success.

For more than 97 years, the Akron Urban League has been a champion within the Greater Akron community, by creating hope and opportunity for thousands of families throughout Summit County. Thanks to the generosity of so many, in the last year, more than 970 minority owned businesses received services and support and are taking the next steps in their journey to long term business success.

We are so fortunate to have a talented, experienced and passionate team, but we know we cannot do this important work alone; therefore, we have continued to build, and improve upon our collaborative relationships throughout Summit County and beyond. Our dedicated stakeholders have consistently and collectively demonstrated unwavering commitment and flexibility that is sure to catapult our organization into another successful and transformational year!

Throughout our 2022 Annual Report, you will see the amazing results that have come from the focused work of the AUL but more importantly, you can see the real impact that has been made in our community. The numbers speak for themselves.

We want to thank you for your continued support and we look forward to an impactful 2022.

Onward and Upward!

A G E N D A 2022 ANNUAL MEETING AND SCHOLARSHIP LUNCHEON

Welcome & Introduction

H. Alan Rothenbuecher
Board Chair, Akron Urban League Board of Directors

Invocation

Becki Moorer
Akron Urban League

Lunch

State of the Akron Urban League Address

Teresa R. LeGrair
President & CEO, Akron Urban League

Video Presentation

Treasurer's Report

Matthew Soful
Finance Chair, Akron Urban League Board of Directors

Nominating Committee Report

Dr. Cynthia Kelley
Governance Chair, Akron Urban League Board of Directors

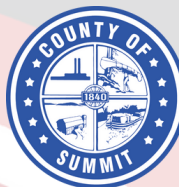
Scholarship Presentations

Dr. Jennifer Ross
VP, Diversity, Education and Engagement , Akron Urban League

Closing Remarks

Teresa R. LeGrair
President & CEO, Akron Urban League

EVENT SPONSORS



**ILENE
SHAPIRO**
COUNTY EXECUTIVE



THANK YOU TO OUR TABLE SPONSORS!

Akron Community Foundation
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CANAPI
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Coltene

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Family Promise of Summit County
Huntington National Bank
Metis Construction Services LLC
Metro RTA
Roetzel & Andress
Summit Education Initiative
United Way of Summit and Medina

SCHOLARSHIP RECIPIENTS

Cardinal Scholarships - Full Tuition

Jasmine Curry sponsored by **Stark State College**
Bianca Dukes sponsored by **Kent State University**
Juilian Dunlap sponsored by **Kent State University**
Jaiah Hicks sponsored by **The University of Akron**
Mayceo Smith III sponsored by **The University of Akron**

Scarlet Scholarships - \$10,000

DaMya Barker sponsored by **The Goodyear Tire & Rubber Company & Anonymous**
Toni Peterson-Roseborough sponsored by **Bridgestone (ATC) & The Richard Chenoweth Fund**
Troy Starks sponsored by **Lighter Than Air & Anonymous**

Crimson Scholarships - \$5,000

Ariel Durham sponsored by **The Thaddeus Garrett Jr. Foundation**
Shakhia Weems sponsored by **The Goodyear Tire & Rubber Company**

Rosewood Scholarships - \$2,000

Nevaeh Atchison sponsored by **The Jolly Twelve Social Club & The Thurman Family Foundation**
Brooklyn Brake sponsored by **Summa Health**
Charnae Chatman sponsored by **Summa Health**
Caris Collins sponsored by **Anonymous**
Javiena Fry sponsored by **Benesch, Friedlander, Coplan, & Aronoff**
Kennedy Gordon sponsored by **The Williams Challenge**
Cori Harper sponsored by **Dominion Energy Charitable Foundation & GOJO Industries, Inc.**
Toni Harper sponsored by **GOJO Industries, Inc.**
Cody Huffman sponsored by **The Synthomer Foundation**
Choua Lee sponsored by **Tiretown Golf Club & Charities**
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Zyhann Mims sponsored by **Cleveland Clinic Akron General**
Kentaysia Mitchell sponsored by the **Akron Urban League Board & Staff (\$3,000)**
Brishae Scott sponsored by **Akron Children's Hospital & Akron Metropolitan Housing Authority**
Navion Steadman sponsored by **The Williams Challenge**

MISSION & VISION OF THE AKRON URBAN LEAGUE

The mission of the Akron Urban League is to improve the quality of life of the citizens of Summit County, particularly African Americans, by advocating and facilitating programs that are economically and educationally transformational, impacting their lives and the lives of future generations.

Our vision is to become the anchor of collaborative services that transform and reposition citizens of Summit County, out of generational poverty into self-sufficient and economically independent individuals and families.

Our Values

Consumer Driven: We will treat all stakeholders with dignity and respect, showing compassion and support for their needs, being flexible in our approaches to meet them where they are, ensuring their health and safety is first and foremost.

Professional: We will establish an expectation of excellence with integrity and honesty in how we respond to funders, partners, consumers and fellow employees in our communication.

Transparent: We will be transparent in our processes, demonstrating to our stakeholders they can trust and believe in our services and programs, knowing their financial/human resources will be appropriately allocated and results-measured.

Accountable: We will hold ourselves to the highest standard of accountability that is beyond the requirements of contracts, grants or donations, to deliver exceptional service, exceeding program expectations.

Competent: We will ensure that our requests for funding will align with our mission, capacity, skills, programs and services. We will also engage in continuous education to ensure we remain abreast of any changes in certifications, licensing or other documentation/legislation to address current and future needs of our consumers.

Diverse: We will be inclusive and diverse in our hiring practices, services and program deliverables.

Collaborative: We will expand our bandwidth by engaging others in collaborations (organizations, corporations, community and individuals) that are aligned with our goals of improving the quality of life for the citizens of Akron, especially African Americans.



● MINORITY BUSINESS ASSISTANCE CENTER (MBAC)

The MBAC and MBDD work with entrepreneurs, and emerging business enterprises to help them achieve, scale, and market success.

The Akron Minority Business Assistance Center (MBAC) is supported by the Minority Business Development Division (MBDD), which supports the growth and sustainability of small, minority-owned, and disadvantaged businesses in Ohio. Supporting businesses means providing them with resources that include technical and professional assistance, access to capital, surety bonding, and connection to business opportunities. The Division leverages these resources to support the achievement of the state's 15% Minority Business Enterprise (MBE) set-aside goal, which the Department of Administrative Services oversees.

MBAC and MBDD work with entrepreneurs and emerging business enterprises to help them achieve, scale, and market success. The goal is to help small, minority-owned, and disadvantaged businesses contribute to Ohio's job creation and economic growth. Small business owners can contact the Minority Business Assistance Center (MBAC) to schedule an appointment and meet with a Certified Business Advisor. These services are available at no cost to business owners located throughout Ohio.

MBAC Akron is one of seven MBAC Centers across the State of Ohio. The MBAC Akron region covers nine counties and has two satellite offices located in Canton and Mansfield at SCMB and NECIC that provide the following services:



- Accounting assistance
- Business management counseling
- Completing federal, state and local certification applications
- Contract procurement assistance
- Estimating/Bidding assistance
- Identifying local resources
- Loan packaging assistance
- Marketing plan development
- Referrals to financial assistance programs

977

ENTREPRENEURS SERVED

The MBAC Akron office supports business owners in nine counties. This number represents the clients served by our MBAC team in 2021.

\$4M

IN CONTRACTS

\$4,010,858 is the value of new contracts won by MBAC Akron clients in 2021.

275

NEW CLIENTS

In 2021 The MBAC Akron team served 275 new clients. Program clients resulted in the creation of 143 new jobs and accessed \$139K in capital for their businesses.

● MINORITY CONTRACTOR CAPITAL ACCESS PROGRAM (MCCAP)

"This program is an excellent opportunity to help small business owners grow their companies and become more successful," Gail Wilson, MCCAP Director.

MCCAP is a collaboration between the Western Reserve Community Fund and the Akron Urban League that provides financial and technical assistance to Akron and Summit County-based minority, women, LGBTQ+, veterans, and disabled-owned businesses in the construction trades. Eligible businesses apply and are evaluated based on need, experience, and growth potential. Once accepted, those businesses can apply for financial assistance in the form of short-term credit to pay for costs related to specific construction contracts. Participants are also connected to educational resources, including training and certification programs, to help their businesses grow. The program is designed to support minority-owned and other disadvantaged construction businesses and provide them with the best opportunities for long-term success and stability.

Technical Assistance

Participants receive access to technical assistance, targeted training, and mentorship that builds the business skills needed to thrive in the construction trades. MCCAP participants can receive support with bidding and estimating, project management, government contracting, compliance, and more. They receive assistance with general business practices such as bookkeeping, marketing, human resources, and certifications. Lastly, we help participants grow their businesses by connecting them with new opportunities to bid on contracts.

Financial Assistance

The Western Reserve Community Fund provides participants access to short-term credit that can be used to pay for costs associated with a specific construction contract. When the participant receives a contract, they can borrow funds to pay for the costs of labor and materials on the job. MCCAP participants can also finance a bond premium, if one is required for a contract.



These low-cost short-term loans are repaid as the contractor is paid for work performed on the job. Short-term financing can help a construction business scale and manage the cash flow challenges of the construction draw process.

101

NEW CONTRACTS

14 participants in 2021 secured 101 new construction project contracts.

\$1.9M

IN REVENUE

Participants earned almost \$2,000,000 in revenue during the 2021 calendar year.

39

NEW JOBS

These contractors generated 39 new jobs and economic activity in Summit County. As a result, all of these local businesses hired more employees to manage the increase in demand.

OUTCOMES

SUMMIT COUNTY NEXT PROGRAM

The path to stability for in-need Summit County residents

The NEXT program was launched on **October 1, 2021**. The program is designed to support individuals who experience reduced public assistance benefits due to increased income, commonly known as the “benefits cliff.” This program offers intensive case management; and retention and supportive services, including financial wellness, personal success planning, coaching, and work support services. Participants can earn up to \$4,000 in cash incentives when benchmarks are achieved.

Program Outcomes

- October 1- December 31, 2021, we served 60 NEXT clients.
- The median earnings for 2021 full-time NEXT participants was \$15/ hour or \$31,200 annually.
- \$15,000 was paid out in cash incentives in Q4 to NEXT participants.

Program Highlight: Darice Clay



Ms. Darice Clay was approved to participate in the Summit County NEXT Program in November 2021. She entered the program in search of community support and was assigned to caseworker Ambria Ware. One of Ambria's goals was to help Ms. Clay overcome her professional struggle and maintain financial stability to support her family.

Since Ms. Clay's involvement with NEXT, she completed her Financial Wellness courses through Akron Urban League's partnership with United Way's FEC (Financial Empowerment Center) in January 2022. She now has the skills and knowledge to budget all household expenses based on income received.

In January 2022, she also maintained her part-time job in the retail service industry and added a full-time role as a customer service representative. She is ambitious and increased her income from \$11.00/hour to \$15.75/hour. Additionally, to date, she has earned a total of \$1,150 in program incentives that she will receive after completing the 12-month program.

Darice has displayed the most positive spirit towards life's circumstances. She continues to show determination to pursue all aspects of elevating her professional status to be an example of a positive role model for her children and others who may have had insurmountable situations to overcome. The staff at the Akron Urban League does not doubt that Ms. Clay will achieve anything she sets her mind to. She displays the leadership and positivity that many single parents need to see within the community. Ms. Clay is a great asset to any company or organization.

REACH. HIRE. PROGRAM

Connecting job seekers and engaging employers

The REACH. HIRE. program connects Summit County residents 18 and older with training, employment opportunities, and supportive services.

Training

Our training programs are designed to help program participants add new skills to an existing role and learn skills needed to do an entirely different job. In 2021, we introduced industry-recognized certifications in the healthcare and manufacturing fields. Additionally, through our relationship with Microsoft, program participants can become certified Excel and Word Specialists and earn certificates of completion in OneDrive, OneNote, Outlook, and Teams. As a result of support from local businesses, community partners, and national foundations, most of AUL's training programs are offered at no cost to program participants.

Employment Placement

In 2021, the AUL sharpened our commitment to engaging with employers, building upon long-established relationships, and fostering new ones. We connect job seekers to employers and job opportunities by hosting in-person and virtual career fairs, promoting job openings on social media and job seeker databases.

Our commitment to preparing job seekers with career readiness tools and helping them to identify the right job opportunities has resulted in employer relationships that guarantee job applicants vetted by the AUL receive, at minimum, a telephone interview.

Our approach is comprehensive. We get to know the people we serve and help them find a job that provides a living wage with full benefits and the opportunity for advancement. We support them with training, wrap-around services, and comprehensive case management. The program is a win for our employers, community, and most importantly, the program participants we serve.

Program Highlight: Richard Greer



Jobseeker Richard Greer was laid off during the height of the pandemic from his manufacturing position after 22 years of service. Our team worked one-on-one with him to develop a resume, improve his interviewing skills and build upon his technical expertise.

The AUL has a direct contact at LTA (Lighter Than Air-Akron), so we were able to send a direct referral over to the employer, which gave him a guaranteed interview. After his 3rd interview, he was hired into a full-time position with LTA as a Facilities Maintenance Technician, earning \$25/hour with incredible benefits.

207

JOB SEEKERS

The Reach.Hire. program assisted 207 job seekers find employment.

64

COMPLETED CERT. PROGRAMS

64 program participants received certificates of completion or earned industry recognized credentialed certifications.

228

CAREER TRAINING

228 participants were provided career readiness and employability training.

OUTCOMES

EDUCATION - Annual Scholarship Program

White students get more than 75% of all institutional merit-based scholarships and grant funding, despite the fact that they represent less than 75% of the student population.

For 36 years, we have played a vital role in Summit County by providing high school students with scholarships. Since 1986 the Akron Urban League and community partners have delivered over two million dollars in scholarships to over 700 students in the Greater Akron area. Scholarship opportunities are essential for all students but even more critical for first-generation African American college students. Research indicates that minorities are less likely to receive college scholarships, representing about one-third of the applicants.

The Akron Urban League and our partners understand the importance of lifting up first-generation African American college students to provide them with the opportunity to enter college and graduate with lower debt. According to The Education Trust (2017), unemployment rates are generally lower for people with higher educational attainment, and wages are higher; compared with high school graduates with no college degree, bachelor's degree completers (with no graduate-level training) are nearly two times less likely to be unemployed and earn almost \$25,000 more annually. Therefore, both economic and social benefits exist when students attend and complete college. When African American students are granted scholarships, they are provided the opportunity to diversify college campuses and the workforce. Each year, we witness other community and national organizations joining our effort to bridge education gaps and offer more scholarship dollars and opportunities to African American students. This program would not be possible without our donors and sponsors.

TESTIMONIAL

"I am a recent graduate of Kent State University, majoring in Fashion Merchandising with a minor in Media Literacy. My journey to achieving my degree was heavily alleviated by the scholarship awarded by the Akron Urban League back in 2017. I am still so grateful to the Akron Urban League for this gift and its advancement in my education." - **Niya Davis**



36

YEARS

36 years of providing scholarships to high school seniors in Summit County.

\$2M

SCHOLARSHIPS

To date we have awarded over \$2,000,000 in scholarships to high school seniors.

700

STUDENTS
IMPACTED

In 2021 the AUL and partners provided \$255,706 in scholarships to 47 students.

OUTCOMES

DIVERSITY & ENGAGEMENT



PPE DISTRIBUTION & VAX CLINIC

We distributed over 1,400 personal protective equipment (PPE) kits to organizations in Summit County in April and May. The PPE kits were made possible by the GAR Foundation in support of the "KNOW COVID Initiative." Each bag contained a Purell hand sanitizer bottle, a pack of 10 face masks, Lysol wipes, Kleenex, lotion, and literature.

Additionally, we hosted a vaccination clinic on-site in partnership with AxxessPointe Community Health Centers and the Akron NAACP. Community members could speak directly with physicians, learn about the Johnson & Johnson vaccination, and get vaccinated with no necessary appointment.

SICKLE CELL BLOOD DRIVE

In partnership with the American Red Cross, Akron Children's Hospital, and Delta Sigma Theta, Incorporated, we hosted a Sickle Cell blood drive in Hall A in September.

Blood drives are critical in African American communities because there is a strong need for African American blood donors. According to the Red Cross, sickle cell disease is the most common blood disease in the United States. African Americans make up 13% of the US population but less than 3% of blood donors. The event was a success, with over 30 blood donors.

PROJECT WELLNESS EVENTS

We participated in the National Urban League's (NUL) signature health and quality of life program, Project Wellness. Through a Partnering for For Vaccine Equity grant from the Center for Disease Control and NUL, the AUL participated in the ALL IN COVID campaign. The campaign aimed to promote health literacy and equity, address vaccine equity, uptake, and adoption, and identify trusted voices in the community to educate and encourage healthy solutions.

The campaign kicked off with a PowerFULL lunch and learn in October 2021 on-site at the AUL. In collaboration with Project Ujima and the NAACP, community members were invited to share their opinions on the pandemic in small discussion circles. Participants were encouraged to engage in our #WhatsYourWhy campaign, and lunch was catered by two food trucks in the parking lot. Community members left the event empowered to make informed decisions about the COVID-19 vaccinations.

Next, the AUL filmed a documentary, "Shop Talk," in two local barbershops to elevate trusted community members' voices. It featured candid conversations with community leaders around vaccine equity, awareness, and hesitation. In collaboration with the Akron Art Museum, the AUL hosted a premiere of the film and a panel discussion with community leaders featured in the film.

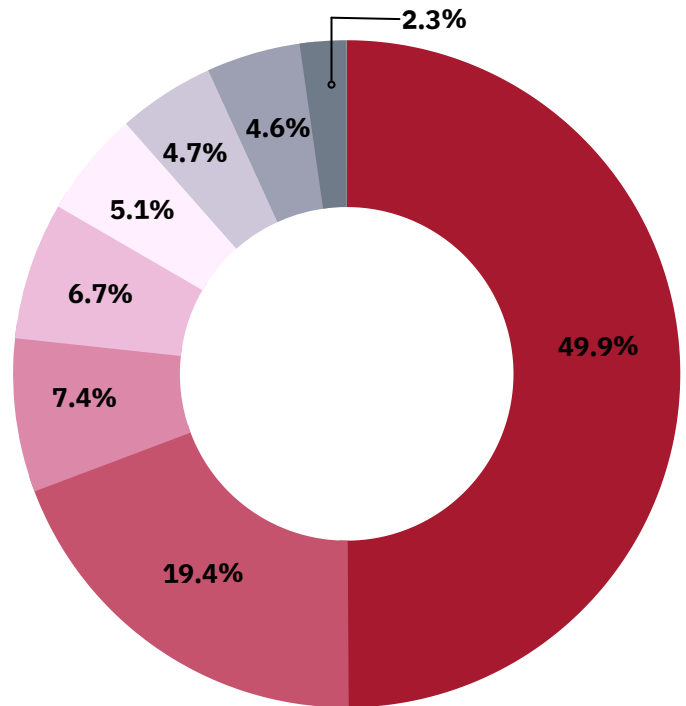


FINANCIAL REVIEW

TOTAL REVENUE

\$2,826,366

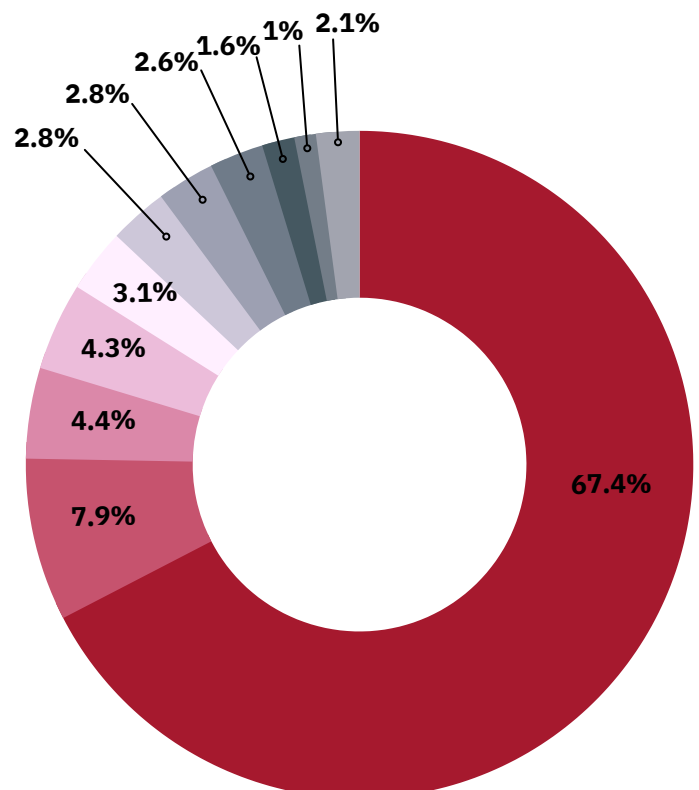
- State & Local Gov't Grants - 49.9%
- Foundations - 19.4%
- Contributions & Memberships - 7.4%
- Event Income - 6.7%
- United Way Award - 5.1%
- Other Grants - 4.7%
- Lease Income - 4.6%
- Interest & Other Income - 2.3%



TOTAL EXPENSES

\$2,552,731.42

- Salaries & Benefits - 67.4%
- Depreciation Expense - 7.9%
- Utilities - 4.4%
- Program Expense-Direct - 4.3%
- Operating Supplies - 3.1%
- Professional Services - 2.8%
- Event Expense - 2.8%
- Interest Paid - 2.6%
- Equipment Rental & Repairs - 1.6%
- Insurance - 1%
- Other - 2.1%



UNAUDITED

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BOARD OF DIRECTORS

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JUSTICE & EQUALITY GIVING SOCIETY

The Akron Urban League Justice and Equality Giving Society was established to provide opportunities for individuals, businesses, civic and faith organizations to join us in our mission to make this a more equitable and just society for all.

Our city, indeed our country, is at a turning point in its quest to eliminate racism and achieve equity in all quality of life indicators. We are asking you to demonstrate your commitment to the Akron Urban League and those it serves, by making a generous annual or multi-year gift that will empower our community and change lives.

The time is now to stand together for equality, equity and justice in our society.



AKRON URBAN LEAGUE

Justice & Equality
GIVING SOCIETY

Become a member:

www.aulgivingsociety.org

For more information contact: Nicole
Curet, Director of Fund Development
ncuret@akronurbanleague.org
(330) 434-3101

URBAN LEAGUE

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