



**2023**

 Akron Urban League

**SCHOLARSHIP &  
ANNUAL MEETING LUNCHEON**

**APRIL 4, 2023**

Hilton Akron/Fairlawn





# TABLE OF CONTENTS

INTRODUCTION **03**

VISION & MISSION **04**

AGENDA & SPONSORS **05**

EDUCATION **06**

SCHOLARS **08**

MINORITY BUSINESS ASSISTANCE CENTER **12**

MINORITY CONTRACTOR CAPITAL ACCESS PROGRAM **13**

WORKFORCE DEVELOPMENT **14**

SUMMIT COUNTY NEXT PROGRAM **15**

2022 FINANCIAL REVIEW **16**

BOARD OF DIRECTORS **17**

JUSTICE AND EQUALITY GIVING SOCIETY & DONORS **18**





TERESA R. LEGRAIR

# AN INTRODUCTION FROM OUR PRESIDENT & CEO



Greetings and Happy Spring!

Welcome to our 2023 Scholars Academy & Annual Meeting Luncheon. We have so much to celebrate, but we want to focus mainly on our exceptional scholars who have worked very hard and shown dedication and commitment to be a part of Akron Urban League's (AUL) inaugural Scholar's Academy.

As we enter our 98th year of service, we continue to stand on the front lines with community members, leaders, and partners to ensure we provide life-changing programming throughout Summit County and beyond.

As the nation recovered from the pandemic, 2022 was a challenging yet hopeful year across Summit County and Greater Akron. We pivoted to address the racial tension and extreme disparities within our community. The AUL continued to design, build, and deliver barrier-removing and wealth-building programs to ensure that our community had access to resources, such as training, jobs, transportation, and financial stability.

The AUL understands the importance of voting and pushed for citizens to Reclaim their Votes and get to the polls!

Each year the AUL grows stronger and seeks better ways to engage our community. Our annual report shows how our programs and initiatives directly impact Summit County and beyond. The numbers and stories we share are a testimony to the importance we place on program implementation.

Lastly, we could only do this work with the help of a dynamic, committed, and passionate team. In addition, the generosity of donors, supporters, and volunteers allows our team to engage in this work deeply and authentically. We greatly appreciate the support of community stakeholders and partners who have stood beside the AUL over the years and those who recently joined us in this critical work. I am personally grateful for the commitment to the Urban League since I took the helm in September 2019. I am proud of our history and legacy as one of the longest-standing Black-led organizations in our community. The Movement of the Urban League was initiated to address the areas of diversity, equity, and inclusion. We have stood firm in the trenches doing this work for nearly a century. We will not stop until we address every barrier, close every gap, and ensure our community members and our Black and Minority-owned businesses are included, heard, and are a part of the decision-making process and operational strategy from idea to implementation. Let us continue to level the playing field!

Yours in the Movement,

*Teresa R. LeGrair*



# » MISSION & VISION

## OF THE AKRON URBAN LEAGUE



### MISSION

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.

### VISION

Our vision is to become the anchor of collaborative services known for transforming and repositioning Summit County citizens. We strive to pull individuals and families out of generational poverty and into self-sufficiency and economic independence.



# 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 are 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 that 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 funding requests 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 our clients' current and future needs.

**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.







# AGENDA

## Welcome & Introduction

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

## Invocation

## Lunch

## State of the Akron Urban League Address

Teresa R. LeGrair  
President & CEO, Akron Urban League

## Treasurer's Report

Matthew Soful  
Finance Chair,  
Akron Urban League Board of Directors

## Nominating Committee Report

Tesa Miracle  
Governance Chair,  
Akron Urban League Board of Directors

## Spectrum Check Presentation

Amina Hall  
VP, Fund Development & Marketing  
Akron Urban League

## Scholarship Presentations

Brandi Davis  
Director of Education, Akron Urban League

## Closing Remarks

Teresa R. LeGrair  
President & CEO, Akron Urban League

THANK YOU TO OUR  
**SPONSORS**



Department of Job and Family Services



**SAVE THE DATE**

08

12

23

**98TH ANNIVERSARY GALA**



# » EDUCATION

The Akron Urban League Education Department’s mission is to eliminate the achievement gap while fostering a strong sense of self, critical thinking and problem solving skills through authentic learning experiences.

## STEAM ACADEMY

According to the City of Akron’s Strategic Plan on Youth Violence Prevention, “the most delinquent activity of school age children occurs between 3 and 6 pm.” The STEAM Academy After School Program is open to all Summit County students in grades 3-5. They are exposed to thematic STEAM activities and careers from collaborative partners from across Summit County. Junior Achievement, The Ohio State University 4-H Program, and the Summit County Public Library are just a few key partners that provide hands-on learning activities for our students.

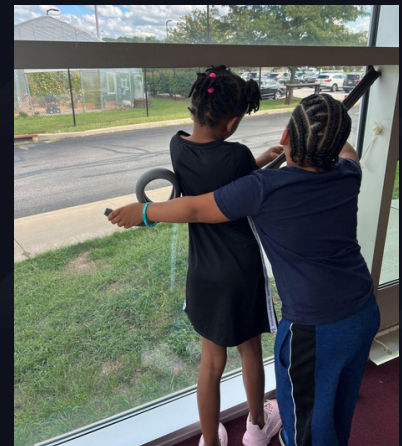
The lessons and activities are rooted in the Ohio Department of Education’s Whole Child Framework, Zones of Regulation, and Relationship Circles. They are the focus of our social-emotional learning curriculum. One hundred percent of students gained additional vocabulary to articulate their emotions.



Our students have been immersed in the college and career pathways of coding and robotics, digital art and media, entrepreneurship, and financial literacy.

They are also provided opportunities to fill their learning gaps using the self-paced, adaptable learning software Exact Path.

Since September 2022, STEAM After School Academy students have mastered 40 new math, reading, and language arts skills.



## SUMMER CAMP

The mission of the Akron Urban League Summer Camp is to develop the interest and skills of children in science, technology, engineering, the arts, and math. This program seeks to increase each student’s critical thinking and problem solving skills in order to prepare them for all facets of life.

In 2022, students in grades 3-5 participated in a seven week, day-long camp. Partners included Mad Science, Crayola Imagination Arts Academy, Soap Box Derby, Dancing Classrooms of Northeast Ohio, Akron Zoo, Let’s Grow Akron, First Tee Golf, Akron Art Museum, and the Summit County Historical Society. According to Summer Camper Levi, “This summer camp is the BEST EVER!”

Campers began their day with social emotional learning curriculum from Morning Meeting and Zones of Regulation. While building relationships, campers designed cars and learned about force of motion, and through experimentation, created vapor!

In 2023, Summer Camp will expand to include sixth grade.







# » EDUCATION

## SCHOLARS ACADEMY

The Akron Urban League Scholars Academy, previously known as the Scholarship Program, has been reimagined! The goals of the Scholars Academy are:

- The Scholars Academy will provide awards ranging from book to full-tuition scholarships to a diverse group of graduating high school seniors by April of 2023.
- The Scholars Academy will deliver at least four engaging and educational learning sessions to scholars between December and April.
- Participating scholars will leave the Scholars Academy with authentic skills that prepare them for college and beyond.

### Scholars Academy Sessions include:

- Self Care and Mental Health Awareness
- Martin Luther King Day Breakfast and STEAM Academy Volunteering
- Money Matters: Financial Literacy
- Navigating Your Private/ Public Self & Social Media Awareness
- Social Networking Mixer
- Understanding Greek Life/ Divine Nine Showcase

**IN 2022, 22 GRADUATING SENIORS RECEIVED OVER \$277,000 IN SCHOLARSHIP DOLLARS**







# » EDUCATION

## THE SCHOLARS

After meeting the eligibility requirements, the 2023 Akron Urban League Scholars were selected by writing a detailed essay on why they should receive a scholarship and completing a rigorous interview process.

Our scholars represent many schools across Summit County, including Akron Early College High School, Buchtel CLC, Copley High School, East CLC, Firestone CLC, Hoban High School, NIHF STEM High School, Walsh Jesuit High School, and Twinsburg High School. **We are pleased to introduce our 2023 Scholars Academy Class.**



Marleena Banks



Aniya Howze-Blake



Jana'E Beckett



Jarett Mills Brantley



Jordan Brunson



Guyon Butler



Justin Cox



Yadhav Dungal



Trinity Davis



Samara Hampton



Kaylyn Hayden



Dominic Henry





# » EDUCATION

## THE SCHOLARS



Chanel Jackson



D'Essence Jackson



Amariana Lewis



Raena McCraney



Sereay McCormick



Carter Painter



Haura Sairi



Hawa Sankareh



Da'Shaynae Sperling



Bri'el Sojourner



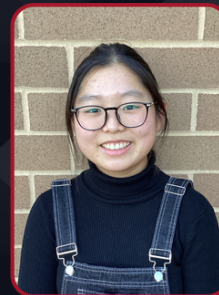
Eryn Swoope



Callie Wade



Quintin Walton, Jr.



Nancy Zhang



# » EDUCATION

## THE SCHOLARSHIP DONORS\*

*\*As of March 17, 2023*

Thank you for supporting our scholarship program! As donors, you provide the valuable financial assistance that fuels these students' college dreams. Your generosity makes it possible for them to start their college careers with less debt, a true gift. On behalf of these outstanding scholars from our Scholar's Academy, we thank you for your contribution to their education. You are making a difference.

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Akron South High Alumni

Akron Urban League Board and Staff

Akron Urban League Guild

Akron Urban League Young Professionals

Benesch Law

Bridgestone Americas Trust Fund

Chenoweth Scholarship Fund

City of Joy Life Enrichment Center

Cleveland Clinic Akron General

Coltene

Goodyear Tire and Rubber Company

JOANN

Jolly 12 Social Club

Kent State University

PEARL Foundation

Roetzel & Andress

Stark State College Foundation

Synthomer

Thaddeus Garrett Jr. Foundation

The Thurman Family Foundation

University of Akron

Williams Challenge





# » EDUCATION

## ADULT PROGRAMMING

### Tech and Taco Tuesday

As we continue to build out our educational programming, we wanted to add an adult component. In partnership with the Akron Summit County Public Library, our Tech and Taco Tuesday quarterly sessions provide basic technology skills for those ages 50 and over. Tech and Taco Tuesday aligns with the National Urban League’s Lewis Latimer Plan to close the digital divide. Participants learn basic smartphone functions, signing on and registering for telehealth appointments, and creating their digital footprint through social media applications. Local Mexican restaurants sponsor a catered lunch to make Tech and Taco Tuesday complete.



### Parent Café

In collaboration with McKinley Early Learning Center, surrounding community families are provided with informational sessions to prepare them to be true advocates for their child’s learning path. Sessions focus on mental health, financial literacy and other areas to support learning in school.

## YOUNG ADULT COUNCIL



In response to the killing of Jayland Walker, the Department of Justice called to assemble young people in the community, and the Akron Urban League answered. In true collaboration, the Akron Urban League, City of Akron, United Way of Summit and Medina County, and Akron Public Schools all joined together to bring over 30 dynamic young adults, ages 16-26, to dialogue about the state of Akron. From this dialogue, four overarching issues emerged: Police Accountability; School Systems and Teacher Training; Access to Mental Health; and Police Use of Force and Training.

To keep the momentum going, the Akron Urban League applied for and was granted \$100,000 in the American Rescue Plan Act (ARPA) for youth violence and prevention funds from the City of Akron. The work will continue by providing the necessary skills of public speaking, the art of debate and negotiation, mentoring, and community advocacy from Disrupter University. Our youth are solutions driven!

With our facilitation and empowerment building, seats will be created at the right community tables to bring about genuine change in our community.



# MINORITY BUSINESS ASSISTANCE CENTER

MBAC Akron is one of seven centers across Ohio that works with entrepreneurs and emerging business enterprises to help them achieve scale, and market success. Supporting businesses means providing them with resources that include technical and professional assistance, access to capital, surety bonding, and connection to business opportunities. The goal is to help small, minority-owned, and disadvantaged businesses contribute to Ohio's job creation and economic growth. In 2022 we had several stand-out events; here are just two:

## SEEDS FOR GROWTH

MBAC Akron was a crucial collaborator in launching and executing our first Seeds for Growth event. It united entrepreneurs and minority small business owners in a three-part daylong event on September 9, 2022, and was solely sponsored by Huntington National Bank. The day started with a tour of local minority-owned businesses, progressed to fireside chats with community partners, a community partner panel, and a marketplace, and ended with a networking reception. Attendees' two favorite activities were the bus tour and the \$100 of seed money gifted to them to shop from local minority-owned businesses during the Vendor's Marketplace. Most business owners sold out of their merchandise that day, selling at least \$1,000 of goods and services in a few hours.

MBAC Akron utilized a variety of program participants as vendors, including TL Worldwide Transportation, Inc., Cookies BBQ, LLC, NNova Vision, Apex Cinematics, Mixed M&B, LLC, and 8-Point Bistro. It was a comprehensive day that brought together the community, exposed new people to local businesses, allowed entrepreneurs to network and learn more about banking opportunities, and connected business owners' passion and products to the people!

## REGIONAL LISTENING TOUR

The Akron Urban League, in partnership with the State of Ohio's Minority Business Development Division (MBDD) and the Minority Business Assistance Center (MBAC) - Akron, held their Regional Listening Tour on September 28, 2022. This event allowed the MBDD to share information on the resources available to minorities, women, veterans, and disadvantaged businesses in the areas of access to capital, certification, counseling and contracting. Additionally, there was time for attendees to network and hear about local resources and for business owners to share success stories. It was free and open to all entrepreneurs and established business owners.

Regional Director Misty E. Beasley stated, "The Regional Listening Tour was an engaging and empowering event for our business owners. Participants had the opportunity to learn about State resources directly from State leaders and were asked to share their needs and challenges as business owners. Their voices were heard!"



## MBAC IMPACT IN 2022

- 759 Entrepreneurs Served
- \$925,000 Access to Capital Infusion
- \$2,580,834 in Contract Assistance
- 223 New Clients





# » MINORITY CONTRACTOR CAPITAL ACCESS PROGRAM

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 also 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.

**"This program is an excellent opportunity to help small business owners in the construction trade industry to grow their companies and become more successful," said Gail Wilson, MCCAP Director.**

# OUTCOMES

### JANUARY - DECEMBER 2022

- 17 participants secured 119 NEW CONTRACTS
- \$3,301,413 in REVENUE
- 37 NEW JOBS

### SINCE PROGRAM INCEPTION - 10/1/2020 to 12/23/2022

- 17 participants secured 214 NEW CONTRACTS
- \$4,980,778 in REVENUE
- 104 NEW JOBS

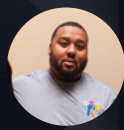
## THE GRADUATES OF THE FIRST MCCAP COHORT



Gary Barton



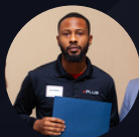
Angela & Tommy Brown



Dierre Id-Deen



Rodney Griggs



Larry Walker



La Quata Williams



Ervin Worthy



# » WORKFORCE DEVELOPMENT

## REACH. HIRE. PROGRAM CONNECTING JOB SEEKERS AND ENGAGING EMPLOYERS

"Even as the post-pandemic unemployment rate for African-Americans fell close to its pre-pandemic low of 5.4% in 2022, it was almost twice as high as the unemployment rate for white workers." *Forbes*.

In 2022, we continued building our capacity to help job seekers upskill, reskill, and land a living wage job with benefits. Our partnerships with local hospitals and colleges provided clients with credentialed healthcare training opportunities in the community, which were critical to this program's success. We also started a new partnership with Akron CNC offering community members the opportunity to become certified Computer Numerical Control Operators. Additionally, through our relationship with Microsoft, community members could earn a certificate of completion or become an industry-recognized Excel Specialist. Most of our training programs are offered at no cost to program participants due to our many partners.

This year, our commitment to engage with Akron employers, building upon long-established relationships, and fostering new ones, grew even stronger. We connected job seekers to employers and job opportunities with our job seeker database and across our social media channels. An example of this was our collaboration with the Akron Police Department. They asked us to partner with them to increase the participation and success of African Americans taking the Akron Police Department test. We assisted the APD and held test prep classes at the Akron Urban League.

We continue our commitment to improving how we help job seekers in our community stand out from the crowd. We launched a new resume, cover, and follow-up letter creation platform that allowed us to help 47% more job seekers with resume and cover letter creation. We began utilizing the STAR and AIM interview techniques to help job seekers have more success during the interview process. Our Neighborhood Job Ambassador Program matched 13 newly certified STNAs with 13 African American RNs, LPNS, and other healthcare professionals, resulting in 30% of the mentees landing a new job or receiving a wage increase on a current job. Also, as a result of the Ambassador Program, 40% decided to further their training in the healthcare field.

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, job seekers in the community we serve.

NEIGHBORHOOD JOB AMBASSADOR IMPACT

### TESTIMONIALS

"Good afternoon Hope I just wanted to let you know I got the job! I start on the 20th of this month. Again, I just want to say thanks so much from not only me, but my family as well. The Urban League is really putting it down with these programs. I also will be getting my C.Q.E!!!!"

**-Unique Carter, CSL Plasma**

"Thank you! The Ambassador Program was truly beneficial to me. It gave me the push and determination I needed to get back into Nursing school. I really enjoyed my Mentor and the meetings we had."

**-Victorie Cole, STNA, Stark State College**







# » SUMMIT COUNTY NEXT PROGRAM

The Summit County NEXT program, funded by Summit County Executive Ilene Shapiro's Department of Job and Family Services and administered by the Akron Urban League, is for individuals who experience a reduction in public assistance benefits due to an increase in 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. When benchmarks are achieved, **participants can earn up to \$4,400 each in cash incentives.**

As a lead agency, in 2022, the Akron Urban League **served 109 NEXT members** with the support of our partner agencies, Greenleaf, Hope & Healing, Goodwill, and the UW Financial Empowerment Center. Eighty-seven percent of these NEXT members completed financial wellness sessions, seven percent (7%) earned an education progression, and ten percent (10%) made a job progression. In 2022, 80% of NEXT members received rental, utility, transportation, or work support assistance and were collectively paid \$103,300 in cash incentives.

- **88 of our members received rental, utility, transportation or work support assistance**
- **95 people have successfully completed Financial Wellness classes**
- **NEXT members collectively earned \$103,300 in cash incentives**



**Kamelia Jefferson**  
NEXT member assisted with housing support



**Monique Huff**  
NEXT member on the path to home ownership by raising credit score



**Tek Chherti**  
NEXT member received steel toe boots for new job

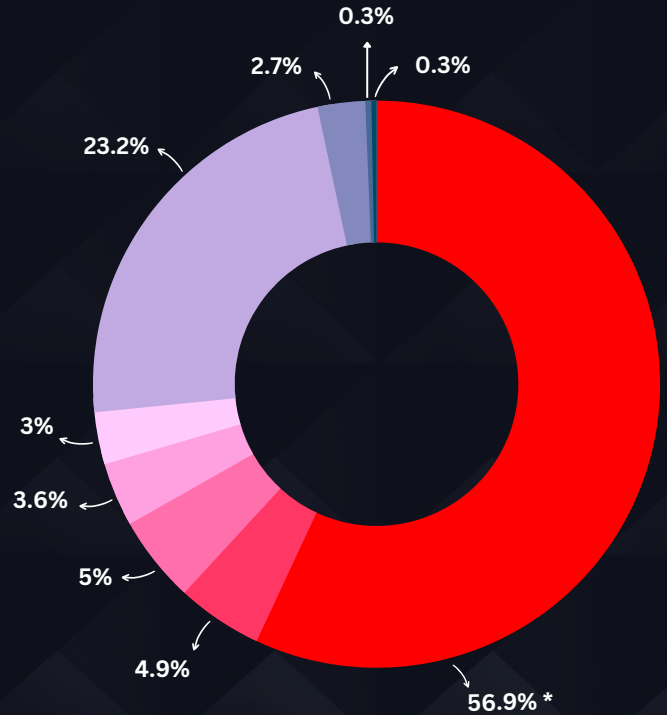


# » 2022 FINANCIAL REVIEW

## TOTAL REVENUE

\$4,870,318

- Foundations-56.9%
- Government Grants-23.2%
- Event Income-4.9%
- Contributions & Memberships-5%
- Other Grants-3.6%
- United Way-3%
- Lease Income-2.7%
- Interest Income-0.3%
- Miscellaneous Income-0.3%

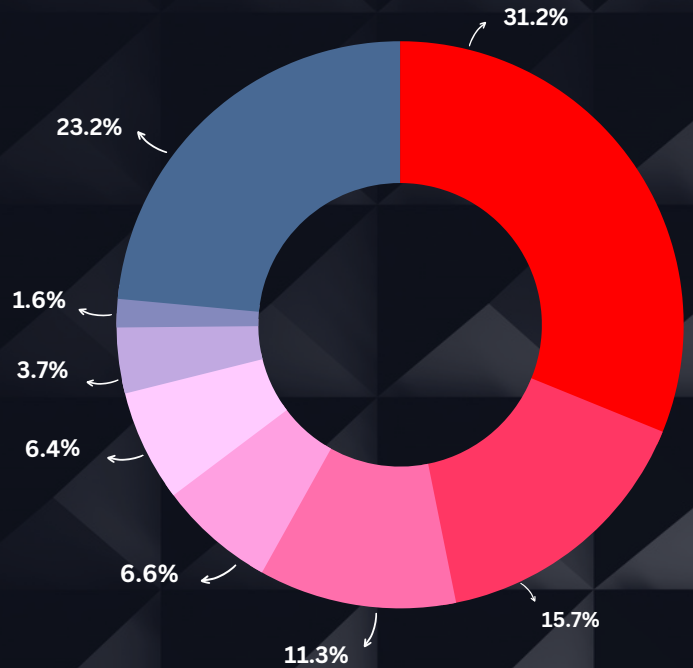


\*Reflects a one-time donation of \$2.4M, received in October 2022

## TOTAL EXPENSES

\$3,097,068

- Administration-31.2%
- Workforce Development-Vocation-23.2%
- Minority Business-15.7%
- Fundraising-11.3%
- Workforce Development-Education-6.6%
- Depreciation & Amortization-6.4%
- Investing in Children/Youth-3.7%
- Other Expenses-1.6%







# » BOARD OF DIRECTORS

## Executive Committee

H. Alan Rothenbuecher

**Board Chair**  
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Jolene A. Lane

**Vice Chair & Secretary**  
Equity Lane LLC.

Tesa Miracle

**Governance Chair**  
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Matthew Soful

**Finance Chair**  
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Nicholas V. Browning

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Emmanuel Glover II

Bell Bank

Barb Greene

CommonGood Consulting

Dallas Grundy

University of Akron

Suzanne Hobson

Cleveland Clinic Akron General

Cynthia Kelley, D.O.

Summa Health

Cara Krstolic

Bridgestone Americas

Kimberly Morgan

GOJO Industries

Cheryl Stephens

East Akron Neighborhood Development Corp.

Fedearia Nicholson-Sweval, Ph.D.

The University of Akron

Billy Taylor

LinkedXL

Lashonda Taylor

Kent State University

Tanya Lundy

**Guild President**

The University of Akron

Shaleeta Smith

**YP President**

Summit Co. Public Health

## Emeritus Board Members

Theresa Carter

**Emerita & Immediate Past Chair**

Synthomer Foundation

Bob Chess

**Emeritus**

Retired HR Executive





# » 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.



Become a member at [aulgivingsociety.org](http://aulgivingsociety.org)

## » 2022 DONORS

Kevin Adams  
 Dr. N. J. Akbar  
 Akron Area YMCA  
 Akron Blind Center  
 Akron Children's Hospital  
 Akron Cleveland Association of Realtors  
 Akron Community Foundation  
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 Gina Burk  
 CANAPI  
 Kevin Campbell  
 Roz Campbell  
 Marshall Cannon  
 Dr. Cynthia Capers  
 Honorable Donna J. Carr  
 Theresa Carter  
 Chris Caventer  
 Jasina Chapman  
 Moriah Cheatham Williams  
 Robert & Paula Chess  
 Circle K





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Sharon Clark  
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Elizabeth England  
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Rachel Fowler  
Staci Freeman  
James Friday  
Frontstream  
GAR Foundation  
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Hanne-Lore Gambrell  
Israel Garrett II  
Markeshia Garrett  
R. R. Gehani  
Tom Ghinder  
Sharonda Gilbert  
Girls on the Run  
Marvie Gladden  
GOJO Industries, Inc.  
Anthony Gomez  
Megan Gossett Hatfield  
Mrs. Renee Greene  
Suzanne Graham  
Greater Akron Chamber  
Shelley Green  
Sydney Green  
Barb Greene  
Rosalyn Greene  
Todd Greene  
Ashley Griffin  
Jay Griffith  
Bertram Griggs  
Briannah Griggs  
Tracey & Rodney Griggs  
Janice Groza

Dallas Grundy  
Kimberly Gustely  
Ashley Hamilton  
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Candace Harmon  
Joann Harper  
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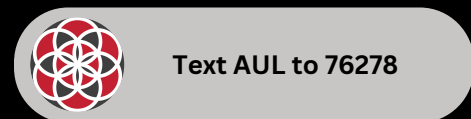
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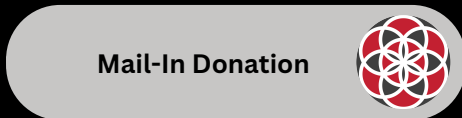


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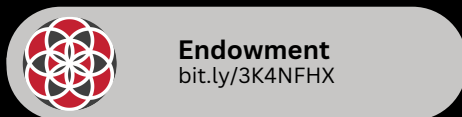
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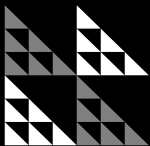
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The Akron Urban League Endowment Fund, through the Akron Community Foundation, is designed to support our diversity programs and the work we do to help enrich the quality of life for Greater Akron's minority communities. Your donations to Akron Urban League Endowment Fund allow us to continue growing and provides permanent support for the future.





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Congratulations to the scholarship award recipients on a job well done. Hard work doesn't always get the recognition it deserves, so when it makes a community better, we take notice. We appreciate all your efforts, and keep making us stronger.

