



# UNION SETTLEMENT

Fiscal Year 2020 Annual Report

# Board of Directors

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*and Early Childhood Education*

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*Rehabilitation Medicine*  
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*Chief Operating Officer, Enterprise Community Partners*

Ariana Younai  
*Head of LinkedIn for Nonprofits, LinkedIn*

## Executive Staff

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*for Adult Programs*

Kristine Cooper, *Director of Development and*  
*Communications*

Oneida Perez, *Director of Human Resources*

Lissa Southerland, *Associate Executive*  
*Director for Operations*

Lijo Varghese, *Director of Finance*

Sheila Wilson-Wells, *Associate Executive Director*  
*for Early Childhood and Youth Programs*

## Senior Staff

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Luz Lara, *Director of Senior Services*

Sean Mehta, *Director of Technology and Operations*

Edwin Nieves, *Director of Business Development*

Herbert Regnier, *Director of Youth Services*

Ingrid Sotelo, *Director of Community Outreach*

Carlos Toruño, *Director of Facilities*

Stacie Woodland, *Director of Mental Health Services*

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Union Settlement is an on-the-ground resource for East Harlem residents of all ages, and a passionate advocate for the needs of underserved communities. Since opening our doors in 1895, we have brought education, wellness and community-building programs to our neighborhood, empowering New Yorkers with opportunities to better their lives.





## From the Board Chair and Executive Director

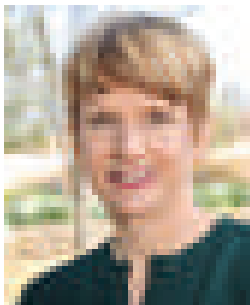
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Dear Friends of Union Settlement,

We are very pleased to present Union Settlement's Annual Report for Fiscal Year 2020 (July 1, 2019 – June 30, 2020). This was supposed to be a celebratory year for Union Settlement, as we marked our 125th Anniversary of service here in East Harlem, but obviously the COVID-19 pandemic completely changed those plans.

Although our plans shifted, we remained committed to our mission of creating opportunities in East Harlem by offering comprehensive programs that help underserved residents improve their skills and build better lives for themselves and their families.



With the exception of our Meals on Wheels program, which continued to provide 500 meals per day to our seniors even in the height of the pandemic, all of our other programs had to quickly transform from in-person to remote modalities. In addition to programs going remote, the vast majority of our staff also began working remotely as they continued to provide programming to the 10,000 East Harlem residents who rely on us each year for essential services.

Through each phase of the pandemic Union Settlement adapted to best serve our participants. We phoned seniors to ensure they heard a friendly voice at least once a week, provided tablets for continued online learning for children and adults as well as telehealth for mental health clients, and provided essential food and supplies to address the devastating economic hardships brought on by the pandemic.

We are incredibly proud of our staff, participants, and supporters, who rose to the challenge during this unprecedented time. On the following pages you will see the resiliency and strength of our collective community. We could not do this work without you, and we are so grateful for your support.

Sincerely,

A handwritten signature in black ink, appearing to read "Amy Sherman".

Amy Sherman  
*Chair, Board of Directors*

A handwritten signature in black ink, appearing to read "David M. Nocenti".

David M. Nocenti  
*Executive Director*





# Early Childhood Education

Union Settlement is the one of the largest providers of early childhood education services in New York City, serving almost **700 infants, toddlers and preschoolers** each year. Our full-day year-round program focuses on developing cognitive, social, emotional, creative and motor skills so that the children are well prepared to be successful students when they enter kindergarten.

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*"I'm beyond happy with the remote learning experience, especially because it's so new and everyone is adapting. Union Settlement is making sure our children are receiving the education they need."*

— Aisha, Early Childhood Education Parent

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## Did you know?

**Nearly 450 East Harlem children**, ages two to four, attended one of our six early childhood centers. Our ECE program provided tablets to students to support online learning when schools were forced to close in March.

Approximately **230 infants and toddlers** attended one of 43 home-based child care centers through our pioneering Family Child Care Network, which trains qualified neighborhood residents to set up their own home-based early education centers. Many providers continued to provide **care for children of essential workers** during the pandemic.

In FY 2020, we **enrolled 2,872 children** in our childhood asthma prevention program, and provided asthma awareness training to **151 staff members** and **204 parents** at **50 centers**.





# Youth Services: In-School Programs

We provide robust afterschool and summer programs for youth, including education, arts and recreation for children from kindergarten through high school. Every year, through our programs, more than **2,250 eager and energetic children, teens and young adults** actively seek and create opportunities to forge brighter futures.

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*"Union Settlement is a pathway,  
a guide for someone's success and achievement."*

— Angela Yagual, Youth Services

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## Did you know?

Over **350 children**, ages five to 12, were enrolled in our **lively afterschool program** at two East Harlem elementary schools and two community centers. This program features year-round activities, including tutoring, computer instruction, visual and performing arts, recreation and a summer day camp. When the COVID-19 pandemic forced the closure of public schools, we helped students and their families **obtain devices and technology required for the public school remote learning programs**.

Our Bridges middle school program, operating out of four school-based sites, **served 450 students with academic, personal and cultural enrichment**, as well as our year-round Middle School College Preparation Program, designed to help students in East Harlem's middle schools gain admission to competitive high schools.

Our College Readiness Program, which provides college and financial aid counseling to low-income students, the majority of whom are prospective first-generation college students, has been in existence for over **50 years** and has helped over **20,000 students**. This year, we provided services to **572 high school students**.



# Youth Services: Out-of-School Programs

Union Settlement serves approximately **650 older youth, mostly African American and Latino**, who are neither attending school nor participating in the labor force. These young people face daunting challenges, including poverty, early parenthood, criminal justice system involvement, low educational levels and lack of employment opportunities. Our programs provide targeted services to these at-risk and court-involved youth to help them build successful futures.

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*"I'm learning so much about how to get a job including the importance of sending cover letters and thank you notes. I hope to get a job with Union Settlement when I complete the program."*

— Carmen, Youth Services Participant

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## Did you know?

Our **Youth Opportunity Hub** program, which is funded by the Manhattan District Attorney's Office, is a cornerstone of our youth programs. The Hub worked with our network of partners to promote positive behavior and decrease criminal justice involvement among **308 at-risk children, adolescents and young adults**. Throughout the pandemic participants continued to **receive support remotely and were provided access to care packages of food and essential items**.

Our rigorous programs make a difference among the high-risk, difficult-to-serve disconnected youth population through **Reconnect and Rise**, a robust program of educational, vocational and support services designed to help **young men and women ages 16 to 24** who have left or been pushed out of school and are struggling in the job market. Services include **high school equivalency classes, workshops, tutoring, and college and career exploration**.

The Advocacy, Intervene, Mentor (AIM) program provided a minimum of **15 hours of one-on-one mentoring per week** to youth who are on probation and referred by the NYC Department of Probation to reduce recidivism.





# Adult Education

As one of the area's **largest adult education** providers, we are committed to helping our neighbors achieve their educational and career goals. Although East Harlem residents face many obstacles – 29% of adults did not graduate from high school and only 28% have a four-year college degree – we help them take the vital and necessary steps to create opportunities for themselves and their families.

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*"I had never taken English classes before. I started taking classes to learn English so I could help my children with their online classes."*

— Angelina, Adult Education Client

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## Did you know?

We assisted almost **400 students** with English for Speakers of Other Languages (ESOL), Adult Basic Education (ABE), High School Equivalency (HSE), and Health Career Pathways classes. The pandemic shifted classes to a remote learning model. Students were provided with tablets for online learning and were also mailed homework packets including return postage to allow them to continue their studies and complete the program.

For nearly **30 years**, we have collaborated with the prestigious 92nd Street Y on our Writing Through Reading program, which this year helped all of our **students improve their reading and writing skills** by reading contemporary literature, enjoying visits from renowned authors and producing their own creative writing.

Funding from the **Pine Tree Foundation** has allowed us to provide ABE/HSE instruction in Spanish. Spanish-language academic instruction will enable these individuals to significantly reduce the amount of time it will take them to earn high school diplomas, particularly since the TASC can be taken in Spanish. Last year we **served 50 students** in two Spanish ABE/HSE classes.





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# Senior Services

**Senior programs** have always been a priority for Union Settlement. We have been providing services for older East Harlem residents for over a century, and Meals on Wheels for over 40 years. Economically struggling and often living alone, our community's senior population relies on Union Settlement to help meet their everyday needs and ward off feelings of isolation.

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*"We're on the front lines and we're picking up more clients because of the pandemic. COVID-19 is not going to stop me from providing meals. Making their day makes my day."*

— Terrence Greenberg Meals on Wheels Driver

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## Did you know?

Our Meals on Wheels program is one of the great success stories of Union Settlement's response to the pandemic. The program fills the most basic need for our most vulnerable population. We delivered over **500 meals daily** to homebound seniors..

The Seniors United to Serve volunteer program, funded by a generous grant from the **Fan Fox & Leslie R. Samuels Foundation**, remains an important part of our seniors' lives. Until March 2020, approximately **95 senior volunteers** worked an average of four hours a week conducting a wide array of social activities to keep the seniors involved and active.

There has been a significant increase in East Harlem's Chinese population over the last decade and support from the **Isaac H. Tuttle Fund and the New York City Council** has allowed us to provide culturally sensitive and linguistically appropriate services to Chinese seniors. Since the pandemic, efforts have concentrated on connecting our Chinese speaking clients to essential services and a weekly support group through the WeChat app, to reduce social isolation.



# Mental Health Services

East Harlem's rate of hospitalization due to mental illness is nearly three times the citywide rate. Poverty substantially increases the emotional burdens many of our residents shoulder, as do the high rates of violence, substance abuse, child abuse, trauma, mental illness and HIV/AIDS infection. Union Settlement's **Mental Health Services** program addresses these disparities by providing a range of counseling and care management services.

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*"Union Settlement changed my life in such a better and amazing way. I learned different ways to love myself."*

— Yorgelis, Mental Health Client

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## Did you know?

Approximately **1,300 individuals** utilized our **Johnson Counseling Center** last year, where we offered individual, family, group and couples therapy, crisis intervention, psychological and psychiatric evaluation, medication management, advocacy and many other services. Our therapists used creative approaches to ensure there was no disruption to services when we switched to providing services through telehealth due to the pandemic.

Our Mental Health Services program operated satellite clinics at three East Harlem public schools for **individual, group and family therapy to approximately 90 students**, along with their parents and teachers.

We provided mental-health-focused care management services to **135 children and adolescents** who were emotionally and behaviorally challenged through our Children's Care Management program. We helped to ensure that these children received all needed mental health, educational, medical and social services to remain with their families and out of institutions.





TUNA  
sandwich

# Community and Small Business Development

Union Settlement's mission to empower the East Harlem community extends to nurturing and developing **small businesses and entrepreneurs**. We seek to connect businesses with each other, as well as help incubate local businesses of all sizes, thereby keeping employers and employees in our neighborhood.

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*"The support from Union Settlement was tremendously important to our business. Without the assistance, I don't know how the last few months would have gone."*

— Daniel Cohen, Super Nice Coffee & Bakery

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## Did you know?

At the height of the pandemic, and thanks to a grant from **L+M Development and Jonathan Rose Companies**, our Small Business Development team enlisted **24 local East Harlem restaurants to prepare meals for 5,700 of Metropolitan Hospital's healthcare heroes**.

We provided **29 "mom and pop" businesses with 12 workshops** on Digital Marketing and Social Media Marketing via Zoom, which were conducted in both English and Spanish. We also conducted a virtual Cash Mob for a local business, which netted **a profit of over \$1,900**.

The English/Spanish bilingual staff of our Business Development Center provided technical assistance to **247 entrepreneurs and small business owners**.







# Outreach and Community Engagement

In January 2020 we launched our **Outreach and Community Engagement** program, which has enabled us to centralize and systematize outreach efforts across our agency and throughout our community. Our Outreach and Community Engagement initiative allows us to reach more local residents and connect them more efficiently with needed services.

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*"We came together as a family in such a quick way to help our community."*

— Ingrid Sotelo, Director, Community Outreach

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## Did you know?

During the pandemic we created the "Union Settlement General Store," which offered **free essential items** to program participants, including non-perishable and perishable foods and basic toiletries, which we purchased in bulk. The General Store operated twice a week, providing **165 to 185 individuals** with food and personal items weekly.

We served **415 community members** during FY20, enrolling **115 into one of our programs**. This has been a major step despite the need to shift strategies during the global pandemic.

Union Settlement served as the **East Harlem hub for 2020 Census information, outreach and training**.

# Statement of Financial Position

As of June 30, 2020 and June 30, 2019

	2019 Audited	2020 Unaudited
<b>Assets</b>		
Cash	\$521,955	\$3,549,381
Investments	4,593,766	6,070,692
Due from Government Agencies	5,864,186	6,937,825
Accounts Receivable	469,140	353,793
Contributions Receivables	155,000	168,134
Prepaid Expenses	140,595	175,892
Furniture/Fixtures	8,082	4,041
<b>Total Assets</b>	<b>\$11,752,724</b>	<b>\$17,259,758</b>
<b>Liabilities and Net Assets</b>		
Accrued Salaries and Related Liabilities	\$822,520	\$1,199,246
Accounts and Accrued Expenses Payable	1,346,805	990,992
Refundable Advances	1,315,905	1,605,288
Recoverable Grant	1,000,000	1,150,000
PPP loan payable	-	3,354,259
Accrued Defined Benefit Pension Plan Liability	4,018,920	6,083,172
<b>Total Liabilities</b>	<b>\$8,504,150</b>	<b>\$14,382,957</b>
Without Donor Restrictions	1,712,607	723,081
With Donor Restrictions	1,535,967	2,153,720
<b>Total Net Assets</b>	<b>\$3,248,574</b>	<b>\$2,876,801</b>
<b>Total Liabilities and Net Assets</b>	<b>\$11,752,724</b>	<b>\$17,259,758</b>

# Statement of Activities

For the fiscal years ending June 30, 2020 and June 30, 2019  
with Donor Restricted Transactions

	2019 Audited	2020 Unaudited
<b>Total Support and Revenues</b>		
Foundations / Corporation	\$2,391,981	\$3,071,186
Individuals	530,893	624,055
In-Kind Support	5,772,277	5,966,090
Other Community Groups	1,414,758	1,275,514
Government Grants and Contracts	17,653,814	18,074,120
Investment Income	216,873	224,587
Program Revenues	4,224,529	4,175,083
Special Events, Net	453,606	490,879
Other Revenues	137,740	131,170
<b>Total Support and Revenue</b>	<b>\$32,796,471</b>	<b>\$34,032,684</b>
<b>Expenditures</b>		
<b>Programs</b>		
Early Childhood Services	\$13,379,357	\$11,930,466
Youth Services	5,861,447	5,722,298
Adult Education	341,264	388,294
Services for Older Adults	4,195,713	4,653,428
Mental Health Counseling	3,950,860	4,165,248
Small Business Services	581,281	671,548
Other Programs	12,750	-
<b>Total Program Services</b>	<b>\$28,322,672</b>	<b>\$27,531,282</b>
<b>Support Services</b>		
Management and General	\$2,131,686	\$3,401,234
Computer Technology	167,823	199,764
Publicity and Fundraising	684,950	701,579
Building Operations	271,896	307,394
<b>Total Support Services</b>	<b>\$3,256,355</b>	<b>\$4,609,971</b>
<b>Total Expenses</b>	<b>\$31,579,027</b>	<b>\$32,141,253</b>
<b>Operating Surplus (Deficit)</b>	<b>1,217,444</b>	<b>1,891,431</b>
Pension Related Changes Other Than Net Periodic Benefit Cost	(1,180,246)	(2,263,204)
<b>Net Adjusted Surplus</b>	<b>\$37,198</b>	<b>\$(371,773)</b>





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*We thank all our contributors for their generous support of our work in East Harlem!*

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**Every effort was made to correctly list the names of our donors. If you find an error or an omission, please email [development@unionsettlement.org](mailto:development@unionsettlement.org).**

# Union Settlement’s 125th Anniversary Endowment Campaign

Since 1895, Union Settlement has been a part of the fabric of East Harlem, offering a wide variety of vital services to people of all ages. We touch the lives of more than 10,000 people each year, enriching minds, improving health, and building a more connected community.

In late 2018, Union Settlement embarked on a campaign to raise \$5 million for its endowment. The endowment will ensure that Union Settlement has the resources needed to continue to provide vital education, wellness and community-building programs to the thousands of East Harlem residents who need them.

With this campaign, we are preparing for another 125 outstanding years of empowering East Harlem and inspiring its residents from all walks of life.

We are immensely grateful to the following individuals and foundations who have already made pledges or gifts to the 125th Anniversary Endowment Campaign.

If you would like to learn more or join the Campaign for Union Settlement, please contact Kristine Cooper, Director of Development and Communications at 212-828-6024 or [kcooper@unionsettlement.org](mailto:kcooper@unionsettlement.org).

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**We are also thankful to our generous supporters who made donations below \$1,000 in support of our endowment campaign.**

## Giving Opportunities

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As a non-profit organization, Union Settlement depends on the generous support of private contributors. On behalf of the people we serve, our staff and Board of Directors, we thank you for giving generously to ensure that Union Settlement can bring opportunities to East Harlem. We welcome unrestricted and restricted gifts, contributions of stock, memorial or tribute gifts, and planned giving.

To make a donation online, please visit our website at [unionsettlement.org/donate](http://unionsettlement.org/donate). Checks may also be mailed to Union Settlement, 237 East 104th Street, New York, NY 10029. If you have any questions, please call (212) 828-6024, or email [development@unionsettlement.org](mailto:development@unionsettlement.org).

### John H.T. and Sandra Wilson Legacy Society

John H.T. Wilson served on Union Settlement's Board of Directors and Advisory Council for over 40 years, including serving as Board Chair. Our planned giving program is named in honor of John and his wife, Sandra Wilson, to recognize his four decades of leadership and their generous support for the organization. We gratefully acknowledge the current members of the Legacy Society:

Peter Baker	Stuart Meiklejohn
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Bequests to Union Settlement are deductible for federal and state tax purposes in accordance with the law. The following language is suggested: "I give and bequeath to Union Settlement, 237 East 104th Street, New York, New York 10029, the sum of \_\_\_\_\_ dollars (or \_\_\_\_\_ percent of my residuary estate) for such purposes as the Board of Directors of Union Settlement shall determine to be in the best interest of the agency."





# Locations

## Administration

237 East 104th Street  
212-828-6000

## Adult Education

237 East 104th Street, 2nd Floor  
212-828-6017

## Business Development Center

205 East 122nd Street, Suite 220  
646-545-5204

## Early Childhood Education

- Family Child Care Network  
2205 First Avenue (at 113th Street)  
212-828-6059
- Franklin Plaza Early Childhood Center  
2081 Second Avenue (at 107th Street)  
212-828-6413
- Leggett Memorial Early Childhood Center  
237 East 104th Street  
212-828-6051
- Pequeños Souls Early Childhood Center  
114 East 122nd Street, Main Floor  
212-828-6817
- Union Carver Early Childhood Center  
1565 Madison Avenue (at 106th Street)  
212-828-6078
- Union Johnson Early Childhood Center  
1829 Lexington Avenue (at 113th Street)  
212-828-6072
- Union Washington Early Childhood Center  
1893 Second Avenue (at 97th Street)  
212-828-6089

## Mental Health Services

- Johnson Counseling Center  
2089 Third Avenue (at 114th Street)  
212-828-6144
- Satellite Clinic-PS 72  
131 East 104th Street
- Satellite Clinic-PS 102  
315 East 113th Street
- Satellite Clinic-PS 146  
421 East 106th Street
- Washington Community Center  
1775 Third Avenue (at 98th Street)  
212-828-6144

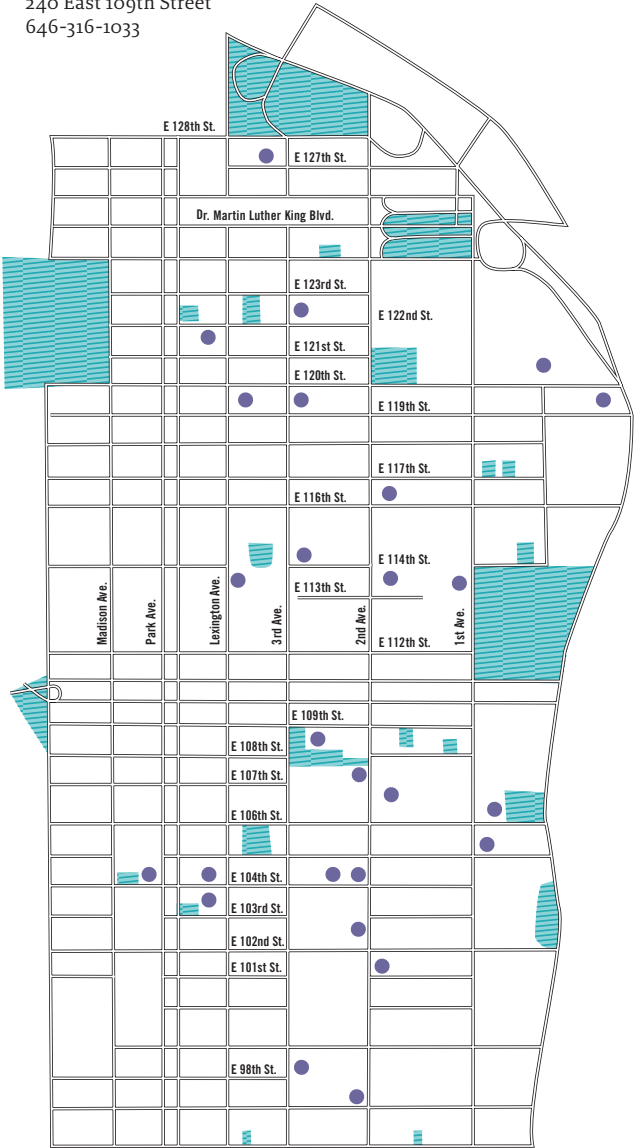
## Senior Services

- Corsi Senior Center  
307 East 116th Street  
212-828-6756
- Gaylord White Senior Center  
2029 Second Avenue (at 104th Street)  
212-828-6055
- Jefferson Senior Center  
2205 First Avenue (at 113th Street)  
212-828-6098
- NORC at Franklin Plaza  
2078 Second Avenue (at 108th Street)  
646-676-5208
- Wagner Senior Center  
435 East 120th Street  
646-672-2599
- Washington-Lexington Senior Center  
1775 Third Avenue (at 98th Street)  
212-828-6115

## Youth Services

- East River Community Center  
402 East 105th Street  
212-828-6107
- Esperanza Preparatory Academy  
240 East 109th Street  
646-316-1033

- Harlem Prep Charter School  
232 East 103rd Street  
646-245-5460
- Gaylord White Community Center  
237 East 104th Street  
212-828-6132
- Jefferson Community Center  
2205 First Avenue (at 113th Street)  
646-594-0949
- Joseph Lanzetta Middle School  
After School Program (Mo96)  
216 East 120th Street  
917-728-0507
- Samuel Stern Middle School  
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160 East 120th Street  
646-245-5365
- PS 138 After School Program  
144 East 128th Street  
646-624-1928
- PS 112 After School Program  
535 East 119th Street  
646-316-1261
- Washington Community Center  
1775 Third Avenue (at 98th Street)  
212-828-6111







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