



FY2022 ANNUAL REPORT

OUR VISION

Economic and racial equity for Black Chicago

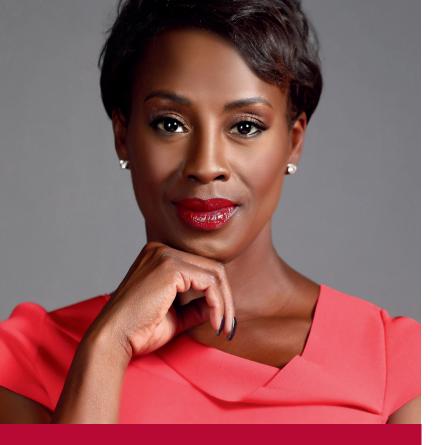


OUR MISSION

The Chicago Urban League works to achieve equity for Black families and communities through social and economic empowerment.

Photos left to right: A nurse from TCA Health gives a COVID-19 vaccine to a community member during a vaccination event at our office in 2021; a parent and children wait to receive free backpacks and school supplies at the 2021 Back-to-School Festival; Youth Services Center staff pose with COO Calmetta Coleman and CEO Karen Freeman-Wilson during first annual Scholarship Luncheon at CUL; Illinois State Senator Mattie Hunter and then-Representative Lamont Robinson greet NUL President Marc Marial at ribbon cutting announcement for CUL's solar array in April 2022.

Cover Photos: Top - Drone view of newly installed solar panels on the roof of CUL's offices at 4510 S. Michigan Avenue. Bottom, left to right - Brian Maillet of Renewable Energy Evolution, Demond King and Danny Mahler of ReThink Electric, Anup Sarode of Sunlarge Industries, Karen Freeman-Wilson, Sen. Mattie Hunter, Marc Morial, Corey Foster of ComEd, and CUL's Vice President of Workforce Development Andrew Wells cut the ribbon in front of solar carports in CUL's parking lot.



Dr. Suzet M. McKinney

CHAIRMAN'S MESSAGE

Dear Partners, Supporters, and Friends,

On behalf of the Board of Directors of the Chicago Urban League, I am pleased to share with you the annual report for our 2022 fiscal year. I must start by thanking our immediate past chairman, Eric S. Smith, who led our board through this period in which we experienced both the challenges of the COVID-19 pandemic and opportunities for growth and renovation.

I also commend President & CEO Karen Freeman-Wilson, the Chicago Urban League staff, and our auxiliaries for their work to advance our mission. Over the course of the year, the team made progress toward our five-year strategic plan, spending many hours examining and evaluating program offerings to ensure alignment with current community needs and the organization's capacity. Each program department – the Center for Entrepreneurship & Innovation, Housing & Financial Empowerment Center, IMPACT Leadership Development Program, Workforce Development Center, and Youth Services Center – continued to deliver high-impact programming that, combined, served well over 10,000 residents in the Chicagoland area.

The organization upgraded and centralized key technology, completed the first phase of a building renovation, and unveiled a rooftop solar panel and carport installation that was recognized as the largest solar array in the city. Importantly, we ended the fiscal year in a strong financial position, thanks to support from many of you. I am honored to serve alongside a group of business and civic leaders who are committed to the Urban League movement in Chicago and work together to advance its mission. While there is undoubtedly work to do to reach true economic and racial equity, your continued support makes me hopeful for the future. As you read the pages that follow, I hope the impact of our work over the past year gives you hope, too.

Sincerely, Suzet McKinney, DrPH, MPH Chairman, Board of Directors

EXECUTIVE LEADERSHIP



Karen Freeman-Wilson
President & CEO



Calmetta Coleman
Chief Operating Officer



Jessica Harris Chief Development Officer



Curtis Whittaker, Sr.Chief Financial Officer



Karen Freeman-Wilson

PRESIDENT'S MESSAGE

Dear Friends,

We are excited to share our annual report for Fiscal Year 2022. Like many of you, we continued to navigate many transitions. We returned to safe in-person programming while providing clients with the training and engagement to assist them in adjusting to a new normal. We also expanded our partnerships as we continued work to address the racial wealth gap and institutional racism.

These milestones included welcoming nearly 2,000 people to our 2022 Annual Citywide Job Fair; welcoming over 1,100 to our 61st Golden Fellowship Dinner (with COVID protocols), where we honored attorney Benjamin Crump and Chicago business leaders Connie Lindsey and Brett J. Hart; growing our vaccine advocacy work with national (National Urban League, Pfizer and Walgreens) and local partners (City of Chicago Department of Health, Bright Star Community Outreach, Premier Health and TCA Health); and working with the Predatory Loan Prevention Act Coalition to cap Illinois loan interest rates at 36% per annum.

As we continued this time of reimagining, renovating, and returning, we were laser-focused on our physical environment. The time provided during the pandemic gave us an opportunity to begin a sorely needed facelift. This allowed us to confidently host our own events and open our doors to the community. This also laid the groundwork for our full return to the office once all of our renovations are complete.

After reading the pages that follow, we hope you will agree that our commitment to our mission and the community has not wavered. None of this would be possible without a committed Board of Directors, a dedicated staff, and the support that you so generously provide. We are grateful for your support, and we hope that you will continue to "Get in League with Us" as we work toward a better Chicago.

Sincerely,

VICE PRESIDENTS



Kelly Evans
Vice President,
Entrepreneurship &
Economic Development



Angela Hamilton Vice President, Youth & Family Services



Mavis Laing
Vice President &
Executive Director,
IMPACT Leadership
Development Program



Andrew Wells
Vice President,
Workforce Development
Center



Margaret Wooten
Vice President, Housing
& Financial
Empowerment Center

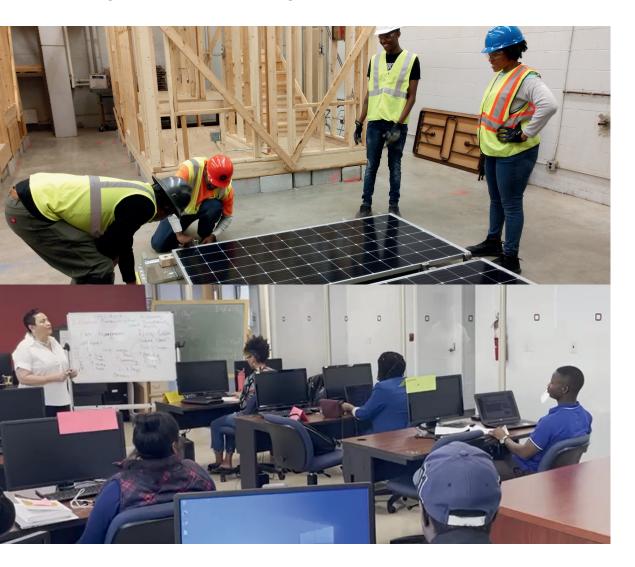
STAFF LIST as of June 30, 2022

Anderson, Germi	ka Program Associate, CEI	Hill, Dyamond
Arthur, Quinton	Senior External Affairs Manager	Joiner, DeAnna
Austin, Gregory	Employment Services Team Lead	Jones, Jalen
Beaver, Deirdre	Compliance Manager, HFEC	Jordan-Hubba
Boles, Thomas	Facilities Supervisor	Kane-Willis, Ka
Boulrece, Andre	Re-Entry Services Manager, WDC	Kerr, LaVoya
Branch, Jessica	Program Advocate, YSC	Lee, Shawn
Brandon, Latisha	Program Manager, WDC	Lloyd, Porshay
Brinston, Sandra	Senior Administrative Manager, WDC	Lloyd, Stephan
Byrd, Bernard	Program Coordinator, WDC	Lomax, Tyrone
Clark, Harmonie	Criminal Justice Coordinator, WDC	Mansfield, Que
Colbert, Patrick	Senior Program Manager, WDC	Nash, Michael
Collier, Zakiya	Program Advocate, YSC	Olds, Lela
Crusoe, Margueri	te Human Resources Manager	Olive, Alyce
Davenport, Kevin	Business Program Manager, CEI	Parker, James
Decatus, Melinda	Development Officer	Roland, Denise
Dees, Spencer	STEAM Program Coordinator, YSC	Sanders, Jeffre
Delk, Deborah	Executive Assistant to the Pres. & CEO	Stalling, Pamel
Dure', Karim	Business Advisor	Taylor, Sansha
Ford, Pamela	Program Manager, YSC	Tillman, Ashley
Griggs, Penny	Senior Accounting Manager	Williams, Draci
Hall, Dionysius	Managing Director, YSC	Williams, Leslie
Hale, Stephen	Senior Program Manager, YSC	Woolfolk, Cath
Hernandez, Maria	A Accountant	Youngblood, K

Hill, Dyamond	Employment Services Manager, WDC		
Joiner, DeAnna	Community Outreach Worker		
Jones, Jalen	Program Advocate, YSC		
Jordan-Hubbard, Cyr	nthia Director, HFEC		
Kane-Willis, Kathie	Director of Research		
Kerr, LaVoya	Youth Advocate, YSC		
Lee, Shawn	Program Manager, YSC		
Lloyd, Porshay	Program Manager, IMPACT		
Lloyd, Stephanie	Career Services Manager,		
Lomax, Tyrone	Sector Employment Specialist, WDC		
Mansfield, Quentin	Director of Advocacy		
Nash, Michael	Career Specialist Coordinator, WDC		
Olds, Lela	Director, External Affairs		
Olive, Alyce Retention Quality Assurance Specialist, WDC			
Parker, James	Program Manager, CEI		
Roland, Denise	Front Desk Receptionist		
Sanders, Jeffrey	Program Advocate, YSC		
Stalling, Pamela	Financial Coach/Housing Counselor		
Taylor, Sansha	Career Readiness Coach, YSC		
Tillman, Ashley	Program Advocate, YSC		
Williams, Dracin	Employment Specialist		
Williams, Leslie	Program Manager, CEI		
Woolfolk, Cathy	Workforce Coordinator		
Youngblood, Karen	Renewable Energy Consultant		

WORKFORCE DEVELOPMENT CENTER

Our Workforce Development Center programs work to raise Black employment and income levels through job training and placement services, career exposure, career advancement support services, seminars, coaching and long-term retention strategies.



Served 812 adult clients

476 secured gainful employment

3,382 job seekers attended 18 hiring events with employer partners

Top Photo: Participants in our Solar Energy Jobs Training

Program learning to install solar panels

Bottom Photo: Renewable Energy consultant Karen Youngblood providing instruction to Workforce trainees

CENTER FOR ENTREPRENEURSHIP & INNOVATION

The Center for Entrepreneurship & Innovation helps Black entrepreneurs launch, grow, and sustain businesses. The Center provides entrepreneurs with the tools necessary to maximize revenues, reduce costs, increase profitability, and drive job creation while encouraging innovation.





Served 485 participants through business coaching

Provided 865 coaching sessions

1,395 coaching hours

10 clients received new contracts

17 businesses created 50+ jobs

Top Photo: Consultant Hadassah Townsend and President & CEO Karen Freeman-Wilson present a check to Brenda Nelson, owner of Stitch Me Apparel, for winning the pitch competition during the April 2022 graduation for our nextONE business accelerator program.

Bottom Photo: Illinois State Rep. Lamont Robinson speaks to Black business owners during a minority contractors event at the Chicago Urban League in March 2022.

HOUSING & FINANCIAL EMPOWERMENT CENTER

Our Housing and Financial Empowerment Center is a HUD-certified housing counseling agency that supports community-based investment and growth by facilitating homeownership and wealth building. We provide low- to moderate-income residents with homebuyer education, pre-purchase counseling, mortgage delinquency and default resolution counseling, pre-purchase counseling, financial capability coaching, and rental counseling.



Served1,992 clients through homeownership and rental counseling

169 clients increased savings

167 clients lowered their debt

75 clients raised their credit score

37 clients purchased a home

24 clients in foreclosure retained their home

Top Photo: Realtor Lutalo McGee, Cook County Board of Review Commissioner Michael Cabonargi, CUL President & CEO Karen Freeman-Wilson, Housing & Urban Development Region 5 Administrator Diane Shelley, and realtor Courtney Jones discuss racial bias in home appraisals during a virtual community forum in February 2022.

Bottom Photo: First-time homebuyers received \$500 toward down payment or closing costs as part of an Urban League partnership with the National Football League in July 2021.

IMPACT LEADERSHIP DEVELOPMENT PROGRAM

IMPACT is an intensive, nine-month program that seeks to move the needle toward racial parity in leadership positions across Chicago by providing up-and-coming Black professionals with the tools and skills needed to thrive in increasingly responsible leadership roles. The University of Chicago Booth School of Business is the program's academic partner.



Served 41 IMPACT Fellows in the Class of 2022

100% increased their knowledge of essential leadership skills

97% increased understanding of their leadership characteristics and styles

100% increased their awareness of key issues impacting Black
Americans

97% increased confidence in their leadership abilities

Top Photo: IMPACT's Class of 2022 pose for a group photo during the graduation in May 2022. **Bottom Photo:** Chicago Booth Professor George Wu and IMPACT Executive Director Mavis Laing present a graduation certificate to a 2022 Fellow.

YOUTH SERVICES CENTER

The Youth Services Center serves young people ages 12 to 24 through programming that includes socioemotional learning and competencies, academic enrichment and support, job readiness training, college readiness and success, and trades exploration and entrepreneurship.



651 youth served during academic year programming

300 youth attended Summer Immersion

100% of our seniors graduated from high school

\$4.7 million in scholarships earned by our graduating seniors

100% of youth maintained or increased their grades during the academic year

Top Photo: Youth participants in our Summer Immersion program pose for a photo after listening to successful entrepreneurs talk about their journey.

Bottom Photo: A student asks a question during a forum on youth and police relations during our Youth Summit at Chicago State University in April 2022.

RESEARCH & POLICY CENTER

The Chicago Urban League's Research and Policy Center provides research, landscape analyses and pragmatic, evidence-based recommendations for issues that disproportionately affect Chicago's Black residents. We also partner with policymakers and other organizations to support educational and legislative efforts designed to lessen the impact of policies and practices that disadvantage Black families and communities.



Chicago Urban Leagu

REGISTER VIA ZOOM

Partnered with Illinois DCEO and Chicago State University to design and disseminate the first statewide survey of Black business owners

Reparations Coalition to assess community strengths and needs

Helped inform the Illinois

Commission on Poverty Elimination
and Economic Security's 5-year
strategic plan by hosting an inperson and virtual listening session
for 130+ South Side residents to
share their stories

EXTERNAL AFFAIRS

The External Affairs department helps to advance our mission by positioning the Chicago Urban League as a thought leader on issues of importance to Black communities, conveying the impact our programs, and engaging constituents through various media platforms and special events. In FY22, External Affairs also led our health equity work, which was focused on vaccine education and access.



1.6 million+ social media impressions to raise awareness and share information about COVID vaccines

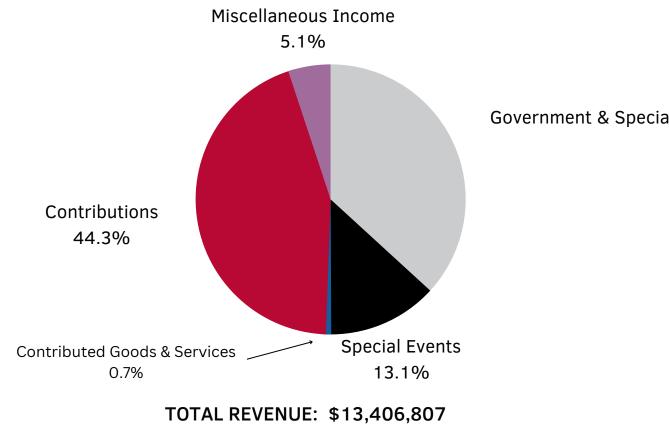
4,500+ attendees at virtual and live events

165 vaccinated at 8 pop-up COVID-19 vaccine clinics

Held 1st Annual Black Wellness
Fair to provide mental and
physical health resources

Top Photo: Our 2022 SUMMIT featuring a conversation with political commentator Melissa Harris Perry on "Partnering to Close the Racial Wealth Gap" drew 300 attendees in June. **Bottom Photo:** A health worker for TCA Health vaccinates a community resident at our offices in July 2021.

REVENUE BY SOURCE



Government & Specially Funded Program Fees & Grants 36.8%

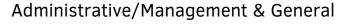
Contributions \$5,945,774 **Special Events** \$1,760,042 Government & Specially Funded Program Fees & Grants \$4,933,818 Miscellaneous Income \$682,128

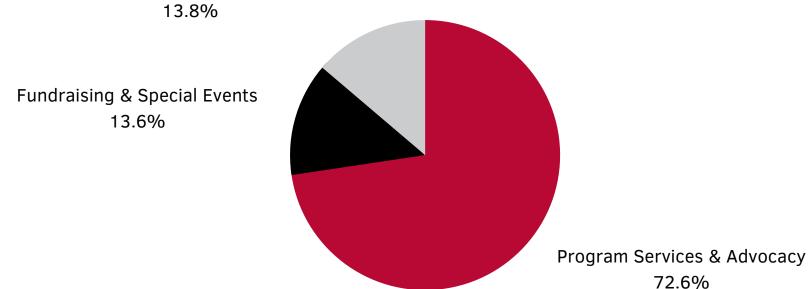
Contributed Goods & Services

\$85,045

for the July 1, 2021 - June 30, 2022 fiscal year

EXPENSES



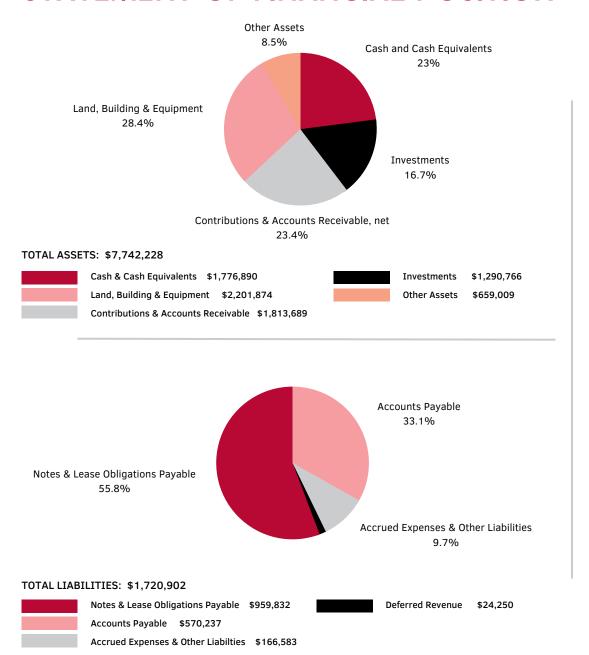


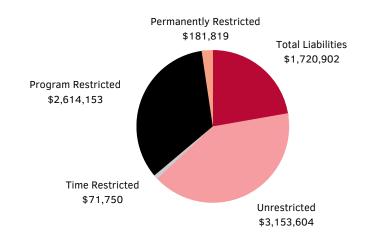
TOTAL EXPENSES: \$10,758,231



for the July 1, 2021 - June 30, 2022 fiscal year

STATEMENT OF FINANCIAL POSITION







for the July 1, 2021 - June 30, 2022 fiscal year

OUR AUXILIARIES

The Chicago Urban League is supported by three auxiliaries that help to expand our impact. Our auxiliaries are intergenerational and promote activities aligned with our mission. They work to develop civic leaders within our network of supporter and provide hundreds of volunteer hours to support our work in the community.



METROPOLITAN BOARD OF THE CHICAGO URBAN LEAGUE

Our MetroBoard is a group of young professionals committed to supporting the Urban League movement through community outreach, fundraising and membership development. Founded in 1983 by former CUL CEO James Compton and John W. Rogers, Jr., it is the oldest National Urban League Young Professional Chapter in the country. MetroBoard had 148 members in FY22. Shauntee Randell serves as president.

WOMEN'S BOARD OF THE CHICAGO URBAN LEAGUE

Founded in 1966 by Dr. Arnita Young Boswell, the Women's Board's primary focus is to raise funds for scholarships in the name of Boswell's brother, civil rights leader Whitney M. Young, Jr., who was executive director of the National Urban League. The auxiliary had 25 members in FY22. Deborah Love serves as president.

THE LEAGUERS

Established in 1955 by Muriel Ibom, the Leaguers assist with fundraising efforts and help raise awareness and community interest in our programs and policies. The Leaguers had 8 members in FY22. Cheryl Neal serves as president.

Top Photo: Women's Board members with CUL President & CEO Karen Freeman-Wilson at our 2022 Scholarship Luncheon. **Bottom Photo:** MetroBaard members pose during a 2021 auxiliary gathering..

BOARD OF DIRECTORS as of June 30, 2022

Chairman

Eric S. Smith

Vice Chair, BMO Harris Bank

Vice Chairs

Maria C. Green

Retired Executive

Charles Matthews

President & CEO, Peoples Gas and Northshore Gas

James Reynolds

Chairman & CEO, Loop Capital Markets, LLC

Secretary

Esther Franklin

EVP, Managing Director Global Strategy & Cultural Fluency, Spark Foundry

Treasurer

Andre P. Hughes

Founder & Servant, Powered by Action

Life Directors

Andrew C. Barrett

Managing Director, The Barrett Group, Inc.

Barbara Bowles

President, Landers Bowles Family Foundation

Melvin C. Hopson

President, M.C. Hopson & Associates

George E. Johnson

Retired Executive

Lester H. McKeever, Jr.

Managing Principal, Washington, Pittman & McKeever, LLC

James J. O'Connor, Sr.

Retired Chairman and CEO, Commonwealth Edison Co.

William A. Osborn

Retired Chairman and CEO, Northern Trust

Thomas M. Patrick

Retired Executive

John W. Rogers, Jr.

Chairman, Co-CEO & Chief Investment Officer, Ariel Investments, LLC

Sam Scott

Retired Executive

Frederick H. Waddell

Retired Executive

BOARD OF DIRECTORS

Directors

Daniel Anello

CEO, New Schools Chicago

Hope Bentley

Sr. Director, Strategic Sourcing, U.S. Supply Chain Mgmt. McDonalds, Corp.

Jill Billhorn

SVP, Commercial Sales, CDW

Dwight Blackman

Deals Partner, PricewaterhouseCoopers, LLP

Brian Duwe

Partner

Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

Kimberly Evans

Executive VP/Head of Corporate Sustainability, Inclusion and Social Impact, Northern Trust

Bryce A. Fisher

Principal and Managing Director, KPS Capital Partners

Joseph A. Gregoire

Senior Vice President, Wintrust Financial

Lori Healey

Sr. VP, Obama Presidential Center Operations & Implementation Lead, Obama Foundation

Ajay Joshi

Regional VP, Aviation Americas, BP

Connie Lindsey

Retired Executive

Todd Lohr

Principal, KPMG

Craig Martin

Midwest Chairman, Willkie Farr & Gallagher, LLP

Anthony McCain

Executive Vice President, Mears

Dr. Suzet McKinney (Board Chair-Elect)

Principal, Director of Life Sciences, Sterling Bay

Eileen Mitchell

President, AT&T Illinois

David Nichols

Principal, Advisory Services, Ernst & Young, LLP

Michael Sacks

CEO, GCM Grosvenor

Steve Sherman

Managing Director, Loop Capital Financial Consulting Services

James P. Sledge

VP, State Government Affairs, Comcast

Tyronne Stoudemire

Vice President of Global Diversity & Inclusion Hyatt Hotels Corporation

BOARD OF DIRECTORS

Sheila Talton

CEO and President, Gray Matter Analytics

Bruce Taylor

Managing Partner, Taylor Investment Partners II

Donald E. Wilbon

Managing Director, J.P. Morgan

Karen Freeman-Wilson

President & CEO, Chicago Urban League

NUL'S 21 PILLARS TOUR STOPS IN CHICAGO

On April 27, 2022, National Urban League President & CEO Marc Morial visited Chicago to talk to local leaders and youth about NUL's 21 Pillars for Redefining Public Safety and Restoring Community Trust. The tour was incorporated into our 2022 Youth Summit, held at Chicago State University.



Marc Morial addresses an audience of 300 middle school and high school students during the Chicago Urban League's 2022 Youth Summit.



A student attendee poses a question during a panel discussion.



Morial congratulates two middle school students on taking 1st and 2nd place in a contest of knowledge on Chicago elected officials.



High school students participate in a mock election to practice going to the polls to vote.



Local police officers participate in a panel discussion with high school students about improving police and youth relations.



CUL President & CEO Karen Freeman-Wilson and Chicago State President Zaldwaynaka Scott pose with volunteers from the Metropolitan Board.

FOCUSING ON EQUITY IN HEALTH AND WEALTH

During our 2022 fiscal year, we began returning to in-person civic engagement and events, with a focus on increasing access to health resources and on efforts to close the racial wealth gap in Chicago.



In July 2021, we held our first pop-up COVID-19 vaccination clinic in Bronzeville, which attracted local media coverage.



Sista Yaa Simpson of the Chicago Department of Public Health speaks during a listening session to inform Illinois' 5-year strategic plan on poverty. The session was held at our building in August 2021.



In June 2022, we held our first in-person Citywide Job Fair since the start of the COVID-19 pandemic, with 50+ employers and about 2,000 job seekers.



CUL staff members pose with President & CEO Karen Freeman-Wilson while registering guests at our SUMMIT breakfast in June 2022.



300 business and civic leaders attended SUMMIT 2022, featuring a keynote conversation with Melody Spann-Cooper and Melissa Harris-Perry.



iHeart Chicago radio host Darryl Dennard moderates a wealth gap discussion with Bob Dunn, Dr. Helene Gayle, and Pastor Chris Harris.



Founded in 1916, the Chicago Urban League is one of the oldest and largest affiliates of the National Urban League. To get the latest information on our direct service programs and advocacy work, visit us online at www.chiul.org and follow us on social media.



The Chicago Urban League



@ChiUrbanLeague



@ChiUrbanLeague