



Columbus
Urban League

Fiscal Year 2022 - 2023

Annual Report

January 2024



Colum
Urban

VP
PROFESSIONALS



Table of Contents

- Our Why
- CEO Message
- Executive Summary
- Areas of Impact
- Initiatives Overview
- Client Success Story
- Transformational Gifts
- Key Partnerships
- Thanks and Gratitude
- Connect With Us

Our Why

Organization Outcomes

- ① Advocacy
 - ② Social Mobility
 - ③ Economic Mobility
- EAS

Mission

Your Columbus Urban League is a trusted, community-driven organization, that champions a fully inclusive economy by dismantling systemic barriers faced by Black and Urban Communities and invests in people's strengths and gifts to stabilize families and grow wealth.

Vision

A fully inclusive economy where everyone is supported and can achieve their full potential and contribute to the greater good.

Values

We are a trusted advocate that delivers innovative, transformational services with the highest integrity and respect for the people we serve. We are a relevant and effective provider for our families, communities, stakeholders, and partners.

Message from Our CEO



Dear Colleagues,

IT'S ABOUT US.

Sometimes, the most direct, simple statements resonate profoundly. As you will see in the pages that follow, your Columbus Urban League (CUL) worked collaboratively throughout 2022 to invest in the gifts and talents of our clients in powerful and strategic ways. We did so knowing that co-creating an inclusive economy blunts inequities and advances the entire community.

US means our clients, the 18,218 people we touch on an annual basis and the ways that they profoundly enrich our lives even as we endeavor to create opportunities for them to shine. Their courage and resilience are awe-inspiring. Think of the Mom who resolutely won't give up her teens to gangs or drugs or the entrepreneur who doggedly stayed with it to get the capital needed for stability and growth.

US means our staff too. I'm grateful to work with an amazing team at Columbus Urban League. Our coaches, counselors and experts dedicate themselves to our community, often sharing lived experiences that inspire and educate our clients. I hope this report in some small way illuminates how a small group is making a big difference, meeting urgent basic needs and offering transformative opportunities for positive life change.

Finally, **US** means all of us. Central Ohio's future relies on far more than a solo act. Everyone wins when one more young person transitions to college or a career, one more small business hires more employees and one more justice-involved person returns to community, family and a job. It's an honor to be in this with you. Thank you for your unwavering faith and support.

Sincerely,
Stephanie Hightower





2022-2023 Executive Summary

The past fiscal year was about strengthening the bench of the Columbus Urban League (CUL). We embarked on developing our strategic roadmap, accelerating initiative redesign, and enhancing our staff through professional development and talent acquisition.

CUL relies on a holistic service array of best-practice interventions focused on three (3) core lines of service— economic mobility, social mobility, and career services. These interventions help remove barriers, improve community connections, stabilize the family, and empower the individual to adopt new strategies, skills, and habits. Across our service lines, CUL has a 27 initiative-portfolio where any member of the family can achieve **transformative outcomes**.

A woman in a pink shirt is painting a mural on a wall. She is holding a spray can with the number '94' on it. In the background, there are other people and trees. The scene is outdoors and appears to be a community event or festival.

Workforce
Development

Social Mobility

Economic Mobility

**Our Areas of
Impact**

Social Mobility

Our initiatives are designed to fortify families, foster profound connections, deter neighborhood violence, and nurture a home environment that flourishes with safety and stability. With a focus on togetherness, resilience, and growth, our initiatives are dedicated to building not just stronger families, but also more vibrant communities.

Family Enrichment

- Neighborhood Violence Intervention Initiative
- Father to Father
- Re-Entry Hub
- S.T.E.P (Striving Toward Empowerment & Potential)

Transformative initiatives designed to empower and inspire the leaders of tomorrow. We believe that today's youth are the driving force behind positive change, and our mission is to equip them with the skills, knowledge, and confidence to lead with impact. Together, we open doors for our youth and inspire them to lead with purpose and passion.

Youth Leadership Services

- Fresh Afterschool
 - Fresh Summer
 - VLOG
- I Am My Brother's Keeper
- Project Survival
- Head Start



Social Mobility Impact

Neighborhood Violence Intervention Initiative negotiated **24 peace agreements** that indirectly impacted over

2,100
Individuals

that live adjacent to violence daily

Re-Entry Hub counseled

245
Participants

to help them re-enter society seamlessly with **54 participants** earning **\$38,886** in stipends since April 2023

Our Youth Leadership Services served

345
Students

through **1,500 service hours** designed to empower our leaders of tomorrow.



Economic Mobility

We understand that financial stability is the foundation for a better life, and our mission is to provide our participants with the tools, knowledge, and resources necessary to take control of their finances. We are committed to fostering inclusivity and accessibility, ensuring that everyone, regardless of their background, can access our services. Together, let's build a financially empowered community, one step at a time.

Financial Empowerment Services (FES)

- Journey to Wealth
- Housing Accelerator
- Homebuyer Education
- Journey to the Dream
- Fair Housing
- CMHA Community Connections

Our Entrepreneur Services initiatives are designed to open doors to new opportunities for our aspiring, and existing entrepreneurs. Our goal is to equip our participants with the knowledge, resources, and support needed to transform their business ideas into reality. Our services foster ventures that not only succeed but also make a meaningful impact on society.

Entrepreneur Services

- MBAC (Minority Business Assistance Center)
- Incubate Her
- Accelerate Her
- Supplier Diversity

Economic Mobility Impact

Our housing initiatives tapped over

2.5 Million

in rent and utility assistance, ensuring **1,065 families** stayed in their homes.

Year-To-Date Journey to Wealth has enrolled

110 Participants

offering financial literacy education and **achieving an average credit score increase of 32 points.**

MBAC has assisted 1,481 new clients, conducted 57 training classes, and aided with

\$26 Million

in access to capital and contracts.

The Homebuyer Education Initiative helped participants purchase

46 Homes

ranging in price from \$190k-\$319k.

Workforce Development

Providing comprehensive support to job seekers, career changers, and aspiring professionals to help them reach their career goals is the mission of our Workforce Development Initiatives. We equip individuals with the tools and confidence they need to succeed in today's competitive job market and are committed to ensuring that everyone, regardless of their background or circumstances, can access our services. Together, we create a community where every person's career dreams can become a reality.

We also provide a comprehensive workforce readiness training for youth ages 14-19. Youth are equipped with opportunities to engage in skill practices and training that prepare them for a future based on their interests and current job market. Our youth build an understanding of their options as it relates to higher education and work readiness.

Career Services

- Diverse Workforce Accelerator
- OMJ (Ohio Means Jobs Center)
- WRTU (Work Readiness Training University)



Workforce Development Impact

Assisted **835 job seekers** with job training and re-skilling, infusing over

**\$2.5
Million**

into the community through wages/salaries

Workforce Development hosted 4 career fairs in 2023 with

**680+
Attendees**

partnering with over **40 employers** from in-demand job sectors.

Our Work Readiness Training University successfully trained

**300+
Youth**

ages 14-19 in soft skills and provided experiential learning. Students earned over **\$617K in wages/stipends.**

Celebrating Success!



**TASHUANA H.,
HOMEBUYER EDUCATION,
NOV. 2022**

Tashuana was motivated to purchase a home after overcoming eviction in 2018 and the loss of her income in 2019 due to the pandemic. She went from crisis to thriving quickly by participating in CUL initiatives. Tashuana completed her certification as a Community Health Worker and has sustainable income as a Community Initiatives Coordinator at a local agency. Additionally, Tashuana completed the financial literacy initiative Journey to Wealth, increase her financial literacy, and her credit score to 720, strengthening her buying power towards purchasing her first home. Today she is a homeowner, having received \$7,500 in grants for her down payment, and \$2,000 saved in an ESF (Emergency Savings Fund) for home maintenance expenses.

**CHRISTINA
JOHNSON,
HUD CERTIFIED
HOUSING
COUNSELOR**




Transformational Gifts



STORIES

Columbus Urban League Receives \$3 Million from JPMorgan Chase for Minority Entrepreneur Program

MacKenzie Scott donates millions to Ohio Urban League affiliates

 Erica Thompson
The Columbus Dispatch

Published 1:45 p.m. ET Nov. 2, 2022 | Updated 4:34 p.m. ET Nov. 2, 2022



Philanthropist MacKenzie Scott has made multi-million-dollar gifts to 25 Urban League affiliates, including Columbus and Akron.

Our Key Partnerships

"If you want to go fast, go alone, if you want to go far, go together" - African Proverb



"A core component of The Columbus Foundation's mission is to strengthen and improve the community for all its residents. An investment in the Columbus Urban League focused on operational infrastructure, governance, and strategic outcomes is an important double bottom line in strengthening both the organization from within and, more broadly, the work it does in the community. We're grateful for the leadership and intentional internal work of the Columbus Urban League—as it allows the organization to strengthen all they do across central Ohio."

-Dan Sharpe, Vice President for Community Research and Grants Management.



"We are a proud partner of the Columbus Urban League, who for 105 years has built bridges in Columbus to elevate, educate, and grow the Black and urban community. Ranked in the top five percent of all NUL affiliates, the CUL is a trusted advocate proven through a track record of success. Numerous programs showcase their dedication, including education initiatives like the Young Geniuses program that immerses youth in STEAM activities to spark the next generation of great thinkers. We also share the CUL's deep passion for racial justice and equity in all aspects of our community. At Honda, we believe in Respect for the Individual, a value that we live by understanding that different experiences make us all stronger and better. The work that the CUL does to empower their community benefits everyone who calls Columbus home."

-Yvette Hunsicker, Vice President and Division Lead of Corporate Social Responsibility and Inclusion & Diversity



"The Columbus Urban League has been a trusted resource in the community for over 100 years, and Nationwide Foundation is honored to support their critical work. From housing and entrepreneurship programming to youth development and reentry services, CUL is helping to lead the way in advancing equity and economic mobility. Their impact in Columbus cannot be overstated and we are grateful for their ongoing leadership and commitment to the community."

-Chad Jester, President, Nationwide Foundation

Empowerment Day 2023 Sponsors

Without the gracious support of our Sponsors - Empowerment Day would not be the celebration of our impact that it is today. We thank you again!

Premier Sponsor:

HONDA

The Power of Dreams

Presenting Sponsor:



Advocate Sponsors:

BIG LOTS!
FOUNDATION


COLUMBUS METROPOLITAN
HOUSING AUTHORITY

GREIF
INCORPORATED TOGETHER™

Kroger


ANDRE AGASSI
FOUNDATION
FOR EDUCATION™

Bath&BodyWorks

JPMORGAN CHASE & CO.

Partner Sponsors:

**AMERICAN
ELECTRIC
POWER**
BOUNDLESS ENERGY

AMGEN

aws

encova
INSURANCE

Grange
Insurance



Wendy's

**White
Castle**

Champion Sponsors:

AARP
Ohio

 **Corna-Kokosing**

 **FIFTH THIRD BANK**

verizon

Pillar Sponsors:

Cardinal Health
COTA
Crane Group
Crabbe, Brown & James
Donna & Larry James
KeyBank
Nationwide Children's Hospital

Ohio Health
PNC Bank
Safelite
Vistra Corp.

Friends Sponsors:

ADAMH Board of Franklin County
Columbus Partnership
Columbus State Community College
Columbus Zoo and Aquarium
CoverMyMeds
Donatos

Huntington
Quantum Health
The Collective Genius
United Way of Central Ohio
YWCA

Supporter Sponsors:

Cancer Support Community Central Ohio
Homeport
Hal Keller
Morgan Stanley
Plunkett Cooney
Jody & Jeff Scheiman
The Buckeye Ranch

2023 HerStory Makers Sponsors

“There is no limit to what we, as women, can accomplish.” – Michelle Obama

Presenting Sponsor:



Pillar Sponsors:

American Electric Power
Huntington
Kelley Companies
KeyBank
Nationwide Children's Hospital
Ohio Capital Corporation
Spectrum
State Auto

Partner Sponsors:



Friends Sponsors:

Alvis
Christie Angel
Columbus Metropolitan Housing Authority
Columbus Urban League Young Professionals
Habiba Bankston
Impact Community Action
Jody Scheiman
Larry and Donna James
Marchelle Moore

Maude Hill
Mr. Carmel Health System
National Center for Urban Solutions
Sky Nile Consulting
TMH Solutions
United Way of Central Ohio
WELD
Yvette McGee Brown
YWCA

Champion Sponsors:



Supporter Sponsors:

Accenture Consulting
Bruce Luetke
Columbus State Community College
Doyle-Ahern Family
Emlah Tubuo

First Commonwealth Bank
Greater Columbus Community Helping Hands, Inc.
Homeport
Quantum Health
Anonymous

Thank you to our Board!

Officers

Jim Negron, Board Chair
President
CK Construction Group, Inc

Nichole Barnes Marshall, Vice Chair
Global Head of Inclusion and Diversity
Pinterest

Timothy Tokish, Jr., Treasurer
SVP Shared Services
NiSource

Stephanie Shaw, Secretary
Vice President, Enterprise Technology
The Wendy's Company

Darren Shepard, MBA, At-Large
Vice President, Energy Delivering Engineering
American Electric Power

CUL Young Professionals President
Kiera Chatman
Real Estate Agent
Caldwell Broker

Board Members

Hussein Awada
Senior Director of Financial Planning & Analysis
CoverMyMeds

Melissa Blount-Garner
Senior Vice President
Head, CRO Strategic Initiatives & Giving
CoverMyMeds

Mark Halpin
Tax Managing Director
KPMG LLP

William Jefferson
EVP of Operations and Chief Safety Officer
NiSource, Inc.

Giovanni Lucas
SVP, Talent Acquisition and Diversity, Equity, and Inclusion
Nationwide Insurance

Beth Murphy, At-Large
Senior Vice President, General Counsel & Assistant
Secretary
Grange Insurance Company

Brandon Nelson, MBA
Market Executive
JPMorgan Chase Bank

Monica Oliverio
VP, Business Unit Lead | General Administration
American Honda Motor Co., Inc.

Viren Patel
Commercial Relationship Manager II
The Huntington National Bank

Melissa Stimac
Vice President, Merchandising
The Kroger Company

We couldn't do it without our Staff!



Empower Communities. Change Lives.

SCAN



- **Check** out our website,
- **Follow** us on social media
- **Donate** to keep CUL impactful



CUL.org
614-257-6300
788 Mount Vernon Avenue
Columbus, Ohio 43203