



A Publication of the Urban League of Eastern Massachusetts. An Affiliation of the National Urban League.

Congratulations to the Mature Workers Program Participants!

Read more on page 3

ULEM Pilots Its Fund Accountant Preparatory Program (FAPP) in Late Fall of 2008

In late fall, the Urban League of Eastern Massachusetts (ULEM) will host the Fund Accountant Preparatory Program (FAPP), a professional development and technology training program for candidates preparing for hire as fund accountants at State Street. FAPP is a 12-month pilot encompassing recruitment, intake and assessment, training, case management and retention services for candidates.

ULEM will prepare candidates with a specific focus on professional development and technology training as precursors to entry into State Street's New Hire Training. FAPP candidates accepted into the training program will demonstrate the ability to remain organized, meet deadlines and take initiative in a fast-paced, professional environment. Candidates will have a working understanding of Microsoft Excel and keyboarding, and will exhibit the ability to perform basic math applications.

For more information about FAPP, please contact Monica Zeno-Martin, Director of the Programs & Services Division at ULEM.

Funding for the pilot FAPP program is generously provided by State Street.



ULEM Convenes Dialogue Meetings to Help Communities Access Economic Opportunities



In keeping with its advocacy and public policy roots, ULEM is ensuring that community residents have access to 35,000 new jobs in the City of Boston. Jobs will be available to the general public, but ULEM and others will attempt to negotiate private access to these jobs before they are posted. The job growth is expected in the retail, hotel and cultural/tourism sectors.

ULEM serves a broad constituent base, ranging from adults pursuing career opportunities to youth seeking academic enhancement and leadership skills. Most of these men, women, children and families rely on public transportation for access to everything from school and work to grocery stores and shopping centers. While ULEM's clients hail from cities throughout the Commonwealth, most of its clients are Bostonians and many frequently use Dudley Square as a transportation hub to other parts of the city. Thus, ULEM has emerged as a leader and vested stakeholder as the MBTA plans its enhancement of the Silver Line.

During Summer 2008, ULEM hosted a series of informational sessions entitled, "Access to Economic Opportunity in Dudley Square/Lower Roxbury and the South Boston Waterfront." Held at various locations, these sessions introduced community

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Message from ULEM President and CEO



Dear Friends and Supporters:

The Urban League of Eastern Massachusetts is so honored to have loyal supporters with us during difficult times. On behalf of the board and staff, thank you. I am sure that our 91 years of activism has a lot to do with it.

We have a tough job: meeting the growing needs of our residents with limited resources. Additionally, now more than ever, we have the obligation to ensure that residents receive equitable rights to economic independence. This means making certain that the people we serve have the technology and employable skills to readily compete in this global workforce.

In this fall issue, we are sharing some progress towards this goal. As job creation may increase in the Boston area, such as the Seaport District, it is important that the right people be at the table for decision making. This past summer, our organization hosted a series of "Access to Economic Opportunity in Dudley Square/Lower Roxbury and the South Boston Waterfront" informational sessions to talk about how residents can begin accessing these opportunities.

We also have the privilege of showcasing "unsung heroes" that do great things for our local community. Ray Ciccolo shares lessons about what makes great workers in the automotive industry, and how he has made personal strides to become one of the largest family-owned Volvo car dealers in New England. Tamara Montgomery, from United Parcel Service (UPS), born and raised in Roxbury, encourages perseverance and dedication if one is to thrive in a job. Having started as a driver for UPS, today, Tamara interviews more than 200 candidates a month for positions at UPS. And her first thought after being promoted? She wanted to give back to the Roxbury community by working with our workforce development staff on training, recruitment and job placement.

Both Ray and Tamara work closely with ULEM to help us build stronger relationships with employers, and have trainings with the ultimate goal of placing program participants into career paths. We thank them for sharing their time, resources and commitment to the League.

Last, I am very pleased to celebrate the 42 Mature Workers Program participants who have enrolled in a certificate program at Roxbury Community College. As one participant stated to me, "I've never dreamed of even going to college." It is these moments that make us get up in the morning and put in our hardest hours of work. ULEM will support dreams and endeavors – even when it seems so far fetched.

Join us to make these dreams a reality. Give generously to the Urban League of Eastern Massachusetts.

Warm regards,

A handwritten signature in black ink that reads "Darnell L. Williams".

Darnell L. Williams
President & CEO

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ULEM Convenes

from page 1

centers, housing and workforce development agencies and developers to the MBTA's plans to connect its Silver Line Washington Street service and Waterfront service through underground tunnel service. The sessions also brought MBTA officials together with community stakeholders to learn and discuss ways in which enhancements to the Silver Line will allow residents greater access to job opportunities along the South Boston Waterfront. ULEM President and CEO Darnell L. Williams saw the League's position as convener a natural one. "ULEM is involved in this because the expansion of the Silver Line offers real opportunities to the people we serve," said Darnell.

Meeting attendees were inspired by the information shared by the MBTA and its willingness to continue the dialogue to make sure residents' voices are heard. Many agreed to work together to educate Boston residents and to support the MBTA's plans. The MBTA is expected to continue to offer educational sessions on the Silver Line expansion throughout the year.

Currently 25,000 jobs exist along the South Boston Waterfront with an expected 35,000 jobs on line by 2015. By 2030, job growth will have doubled with new employment available in the retail, hotel and cultural/tourism sectors. ULEM wants to ensure that these jobs are equally accessible to residents all over Boston because it strongly believes in its value to advocate for equal opportunities for others.

Mature Workers Program (MWP) congratulates program participants who have been accepted in the Roxbury Community College, Division of Workforce Development Certificate Programs in Culinary Art, Microsoft Office and ESOL. These certificates will greatly enhance the participants' career advancements.

Financial support to obtain these certificates is provided by the Urban League of Eastern Massachusetts, the National Urban League and the United States Department of Labor.

Culinary Arts

ROBERT BERRY
LEONARD BROWN
LOIS GRIFFIN
RONALD KELLEY
DAHABO MOHAMED
JANIE PEACE
HERMAN WASHINGTON

Microsoft Office

JANYCE CUNNINGHAM
DORIS DELANEY
ISMAEL GOMEZ
CHERYL HOLMES
VALERIE JOHNSON
DONALD JONES
DOROTHY KEARNS
LORRAINE KING
PATRICIA MARSON
CARMEN MARTINEZ
WESLEY MUDGETTE

BENJAMIN POPE
MARY JO RILEY
DEBORAH ROBINSON
WILMA ROPER
CELESTE SOLOMON
GLENDA WILLIAMS
ABDUL KADIR YUSUF

English as a Second Language (ESOL)

YUSSUF ALI
IRMA CARRASQUILLO
RAFEL CESPEDES
RAFAELA CHAVES-BEATO
GLORIA GOMEZ
ELLEN LAI
YING LEE
FRANCISCO MARINEZ
CARLOTA MARTINEZ
FADUMO MOHAMED
ALI MOHAMED
ALI E. MOHAMMMAD
MOHAMED NUR
JIN WONG
KAM YU

MWP specifically serves men and women age 55 plus who are at or below poverty level. MWP strengthens community service by partnering with over 125 community-based organizations that serve as training sites for customers to gain a successful work track record before entering the job market. The educational training and support that MWP provides to job seekers led to a 100% participant-training placement rate in FY 2008.



Urban League of
Eastern Massachusetts

Save the Date

The Urban League of
Eastern Massachusetts

presents the

17th Annual Awards Gala

at the

Seaport World Trade Center

Saturday, April 4, 2009



ULEM Sends Area Youth to Summer Camp

During the summer of 2008, Urban League of Eastern Massachusetts sent 26 youth to Camp Atwater, a residential summer camp in North Brookfield, Massachusetts. Camp Atwater is the oldest African American-owned and operated summer residential youth camp in the nation.

Each year ULEM partners with its sister affiliate, Urban League of Springfield to identify and award scholarships to boys and girls ages 8 – 15 for Camp Atwater. The summer camp, which is owned and operated by the Urban League of Springfield, has been serving youth for 87 years. The mission of the Camp is to develop youth physically, intellectually, emotionally and socially.

This year, ULEM's camp scholarships were sponsored by Procter & Gamble (P&G) and Century Bank. Twelve girls and fourteen boys from the Boston area were able to attend due to the generous support of both donors. "P&G is committed to helping children in need around the world live, learn and thrive," said

Bennette Veals, Manager, Global Business Services for Procter & Gamble and ULEM Board Member. "Providing access to programs like Camp Atwater helps build self-esteem and interpersonal and social skills, which enables our children to THRIVE!"

In August, ULEM hosted a back-to-school celebration for campers and their families. Each camper was given a set of school supplies and families enjoyed a barbecue from Kayem Foods. During the camper roundtable discussion, campers shared their achievements in swimming, hiking, fencing, archery and "Camp Atwater Idol," the camp's in-house talent show.

ULEM offers scholarships to children based on financial need and is grateful to P&G and Century Bank for their support of Boston's youth. For more information on Camp Atwater, please contact Monica Zeno-Martin at mzmartin@ulem.org.



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Family Values + Business + Community = Success: A Winning Solution for Employers



At Ray Ciccolo's family-operated business, the motto is: *Ray Ciccolo's Village Automotive Group: Be Valued by Our Family.*

Growing up in a large family with five brothers and a sister, Ray Ciccolo, President and Founder of the Village Automotive Group, has learned that technical skills and degrees from selected institutions are not the only credentials needed to be successful. Perseverance, passion and loyalty to your roots are all ingredients needed to thrive. "I've been through it all," said Ray. "What you see today is a result of hard work and years of commitment to making dreams come true. I've worked minimum wage jobs, endured hardships, did all the day-to-day manual labor to survive. But what kept me going was that I wanted to make a difference – to prove to myself and my family that business is about successful management, family values and remembering where you come from."

This explains why Boston Volvo Village, the flagship store, is today one of the nation's premiere Volvo dealers. It is also the largest in New England and one of the ten largest in America. Ray ensures that this growing success comes from a vision of sustainability and 'giving back' values. "Everyday we ask ourselves, how can we do better? How can improve the quality of our work and service? And, how can we give back to where we came from- our very own community," said Ray.

This is the primary reason why Ray is the Chair of the Partnership for Automotive Career Education (PACE), and is investing in collaborative projects with non-profit organizations. He and eight industry employers, including Sullivan Tire, Bridgestone Firestone, Herb Chambers Honda, and Direct Tire and Auto Services, aim to increase the number of diverse workers in the automotive industry. Stemmed from a collaborative project with the Asian American Civic Association (AACA) and the Urban League of Eastern Massachusetts (ULEM), PACE is committed to meeting the workforce needs of automotive employers by providing quality bespoke training and services to employees while helping individuals

from low-income families improve their lives through career advancement.

Since its inception in 2004, Ray has been committed to PACE's mission. "It's hard to get ahead with a minimum wage job. I've been there. In the technical field of the car industry—whether it is changing tires, maintaining cars or getting into sales—obtaining a job in the automotive industry is almost recession proof."

The industry also has opportunities for individuals to move up the career ladder, and the demand for services is always increasing. Usually the challenge is to find quality workers to produce service and products that are top-notch. This is when commitment and perseverance are key factors to career advancements. Setting the foundation to make this possible is where PACE is so essential. After they have completed the training program, PACE participants are placed in jobs that pay above minimum wage, have benefits and work environments where they have upward mobility for career advancements.

Ray Ciccolo is a champion of PACE because he believes that is important for employers to have collaborative projects like PACE to help create a pipeline of talented workers from diverse backgrounds in the industry. "Everywhere you go, it is global. We need to see and put in place practices that increase diversity in the workforce because these are our clients, customers and workers," said Ray.

It is also not too late for those who want a different career path. PACE can accommodate this direction as it helps participants and provides comprehensive training to support individuals to obtain their career goals. Competencies for a successful career in the automotive industry include soft skills such as attitude, character, punctuality and reliability. These are just some basic features of a stellar employee. Once trainees master the skill set with these competencies, individuals who meet staff performance evaluations move up the career ladder. So, it is not a dead-end job that does not pay well; it is a road map to get individuals to more meaningful employment, which is the mission of the Urban League and PACE.

Ray suggests, "As employers, if we don't work with non-profits like AACA and ULEM, to find innovative ways and inroads to 'hidden talents,' employers

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A Word from the Urban League Guild



2008 Achieved Activities

- The Urban League Guild of Eastern Massachusetts worship service was held on Sunday, September 14, 2008 at Concord Baptist Church in the South End, with Rev. Dr. Conley Hughes as Pastor. The Guild also donated \$100 to the Women's Ministry Conference.
- The Guild supported the 51st Annual Ebony Fashion Fair Show, sponsored by the Urban League of Eastern Massachusetts, on Sunday September 21, 2008 at the Seaport World Trade Center.
- Charles Street A.M.E. Church invited members of the Urban League Guild to be their special guests at their community-wide Women's Celebration service. Held on Saturday September 20, 2008, the event's theme was "And Ain't I A Woman: Phenomenal... and Still Rising," with the illustrious Sandra A. Coleman, president of the National Association of the Negro Business and Professional Women's Clubs, Inc., as speaker. Four women were honored for their incredible marks in the areas of faith, community development, education and youth leadership: Carolyn Weeks, Dr. Janet Williams, Mifa E. Teng; and a posthumous award was presented to Annette Dif, a Charles Street member, who was a long-time deaconess and mother of the church, and who was also raised by an ex-slave.

Upcoming Events

October 21, 2008: Annual Visit: The Guild will hold a reception for all residents of the Benjamin Healthcare Center. Gifts will be given to all nursing home patients. Entertainment includes music and two hours of good fellowship.

November 2008: In conjunction with ULEM, the Guild is anticipated to distribute Thanksgiving baskets to the needy.

December 2008: A shelter for mothers and children will be selected to donate wrapped Christmas gifts. Last year we delivered gifts for 37 children, infants to 15-year-olds.

History

The first Urban League Guild was founded in 1942 by the late Mrs. Mollie L. Moss and a small group of housewives in New York City. Today they are located in 95 cities and known as the National Council of Urban League Guilds. Our mission as a voluntary affiliate of the Urban League of Eastern Massachusetts is to assist and promote Urban League programs through fund raising, community involvement and participation in Urban League events. Monthly meetings are held the fourth Saturday of the month at the Urban League, 88 Warren Street, from 1:00PM – 3:00PM. The community is invited to join us. Our doors are always open and we are always seeking new members. You will find in our membership "a modern vision of strong and intellectual women and men."

Bettye Robinson, President
Urban League Guild

Ray Ciccolo's Family Values

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actually lose out on a spectrum of great workers. Overall, the bottom line is: retention impacts your net profit."

Giving back to the community is Ray Ciccolo's biggest pride. The Ciccolo Family Foundation supports orphanages in developing countries such as India and China. "It always feels good to do something great for the community because once you have done this, telling other people about it will inspire them. This in turn, will get others to give back to the community as well," said Ray.

No matter how big or small, employers will benefit when collaborating with local communities and non-profits through partnerships like PACE. More importantly, as Ray Ciccolo emphasizes, "It helps us a great deal to promote diversity." This, combined with the family values that Village Automotive Group embraces—community connection and good business practice—will almost, always yield success.

Special thanks to Debie Dempsey, Human Resource Director at Village Automotive Group for assistance in shaping this article.

For more information:

PACE: contact Sarah Kingsbury, Project Director at 617-426-9492 ext. 224

Asian American Civic Association (AACA):
visit <http://aaca-boston.org/>

Connecting Youth with ULEM's Employment Training Programs: A Learning Experience

During March, the Empowerment Center partnered with the Boston Community Leadership Academy (BCLA) to support the school's Senior Capstone Project called "Lead, Act, and Change: Youth Empowerment and Possibility in a Democratic Society." As part of the Boston Public School system, BCLA, a pilot school, shares the commitment of ensuring that every student graduates with leadership skills, is prepared to be successful in college and becomes active leaders in their community.

Melissa Patrick from BCLA contacted the Urban League of Eastern Massachusetts about being a host site for The Senior Capstone project. Abrigal Forrester, Manager of the ULEM Empowerment Center, advocated for ULEM to host. "The project was appealing to me because the Urban League of Eastern Massachusetts has a commitment to support the development of our youth, especially during a time when it seems like most of the attention and support for our youth only comes by way of those who are at-risk," said Abrigal.

For a week in March, three senior students from BCLA interned at ULEM. The interns participated in program services, spending time in the Employment & Professional Skills Training classroom. There, they listened to real-life stories of moderate- to low-income participants, who shared their personal struggle to gain employment. The participants described factors that not only included lack of skills but also personal barriers such as child care, abuse, addiction and low self-esteem.

Abdul-Jalil Danfodio, ULEM training program facilitator took much pleasure in overseeing the interns. "Najmo Hasan, Dwight Lawrence, and Jasminey Wesley showed a high level of commitment to their future," said Abdul-Jalil.

The highlight of the internship for the students was to be at ULEM during the week prior to the League's 16th Annual Awards Gala. The interns were able to participate in preparatory activities and be profiled as a part of the media spotlight during ULEM President Williams's gala presentation.

Here is what the interns had to say about their ULEM experience:

Dwight Lawrence: My experience as an intern with Najmo and Jasminey at the Urban League of Eastern Massachusetts was very good. We were blessed to have a very informative instructor in Abrigal. He is very pleasant to be around because he always smiled and kept us motivated while attending to his work.

He was always attentive to us, checking in every so often. If he could not, we could count on the other staff members Leah Young, Angela Crawford-Ervin and Elsa Tejada to direct us. Our internship came at an interesting time with the Mayor Thomas Menino coming in for a media spotlight for the Gala. Overall, we managed to get the full Urban League experience. We were welcomed into Abdul-Jalil's classroom for Professional Skills Development. This is where we did a lot of the internship and professional skills training. We did the same work the class did and the same activities—learning interview and observation skills. We also gained great insight for our final research paper.

Najmo Hasan: My experience at Urban League of Eastern Massachusetts was something that I never expected. When we arrived at the League, it was a busy week as they were preparing for a conference and the 16th Annual Awards Gala. It was fun because we actually helped send invitations and even got a chance to see the media conference. It was also fun because we went on a field trip with Mr. Abrigal Forrester to another community-based organization that provided employment training for individuals who have a criminal record. It was a nice experience because everyone over there was so nice and willing to do our survey questions. They also interacted with us well.

The Urban League of Eastern Massachusetts taught me about time management, and most importantly, that I can achieve anything that I set my mind to. I also learned that an internship is a blessing. I'm glad that I was given the chance to come here and be part of this organization. I'm very grateful to have met Mr. Abrigal Forrester and the staff at ULEM. They supported us the entire time. My experience here makes me want to stay here a little longer because I felt comfortable.

Jasminey Wesley: My experience at the Urban League of Eastern Massachusetts was great and worthwhile because I got to interact with the employees and participants that were finding developmental ways to gain great jobs. Another thing that was a valuable lesson was meeting Mr. Benjamin Thompson, Executive Director of STRIVE, Inc. during our field trip. At this organization we were allowed to administer our surveys to their participants and gain valuable feedback for our research paper. At the Urban League I learned a lot about the things I will need later on in life. For example, in Abdul-Jalil's workshop, I learned what

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President and Chief Executive Officer
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setts

Special Thanks

Printing for this newsletter is supported
by BlueCross BlueShield



VOTE

ULEM Reminds You to
Exercise Your Right to VOTE

November 4, 2008

Community Comes First: A Profile



"Hello, my name is Tamara Montgomery. I work for UPS and enjoy giving back to the community of Roxbury. How can I help?"

ULEM was very privileged to receive Tamara's voicemail, asking how she could give back to the Roxbury community. It's not often that a non-profit organization receives a phone call from an employee at company to explore ways in which his or her company can give back. Tamara Montgomery was an exception.

"In life, work is very important, but knowing how your work can impact the community comes first," said Tamara Montgomery, Workforce Planning Supervisor, East New England District, United Parcel Service (UPS).

Tamara upholds this value through her work with UPS and the community, particularly with the Roxbury, where she has been a resident for the last 28 years. This value has been instilled in her by her father, who is a Boston police officer.

For the first six months of her career at UPS, Tamara initially worked as a driver for UPS. She remembers how difficult it was to find a career path, be happy with that choice and make enough to put food on the table. She dreamt of finishing her undergraduate degree while working as a UPS driver.

Tamara's commitment to succeeding and her determination to move up the career ladder paid off: In just less than two years, she was promoted twice and now currently holds a position in the human resource department of UPS. With every mark of her success, Tamara wants to help others achieve in their own goals. *"I want to give others this same opportunity that I had,"* said Tamara. *"It is important that once you 'make it,' you think of others and pave a path for them."*

Tamara has a dual mission: to be one of the best workers to climb the corporate ladder at UPS; and to ensure that she is connected to the community by building a pipeline from ULEM's constituents to UPS so that residents obtain an equal opportunity to thrive at UPS.

When asked what she believes are some characteristics of a successful worker, Tamara responded, *"You need to have goals and a vision when you first walk in a company's door. You also need to believe in yourself and know that you can do it. UPS promotes from within the organization so there are many growth opportunities for current employees to move up the career ladder. In order to do this, one needs to be persistent, committed and willing to learn. You have to give it your all."*

The rewards are worthwhile. As a division supervisor, Tamara now interviews between 150-200 candidates quarterly to match potential employees' skill set with UPS current employment opportunities. At just 29 years old, she is also a role model for a lot of employees at the company.

Tamara is currently collaborating with ULEM as a resource provider for job interviewing and prospecting. Tamara is also working with Abigail Forrester, ULEM Empowerment Center Manager, for pre-employment skills training and transitioning program participants to UPS.

The ULEM Board, staff and volunteers would like to thank Tamara Montgomery for reaching out to our staff, providing resources and guidance on job training and sharing ways in which UPS can support the League's work! We commend this effort and encourage others to follow.

For more information about UPS and job opportunities, please visit www.upsjobs.com.

Connecting Youth

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to say about myself and how to explain my skills in a job interview. I also learned when working in this organization you have to manage your time. I found this time management skill useful because we had to be timely in administering our surveys, and view our time at the League like a job.

These statements are just another example of applying ULEM's motto, "Empowering Communities and Changing Lives." We look forward to partnering with the Boston Public School system to provide future opportunities to impact youth development and create leaders among youth in our community!

Increasing Literacy through Technology for ULEM's Workforce Development Customers

Since 1970, the number of Boston adult residents with a college education had increased three-fold by 2000. However, about 21% of Boston adult residents had not completed high school, 24% were high school graduates and 19% had some college or an associate degree ("The Boston Indicators Project," The Boston Foundation, 2004). These percentages tend to be higher in the city's most economically-challenged neighborhoods, where the greatest number of ULEM constituents resides, and where the need for adult education and support is critical.

According to the United States Department of Labor Bureau of Labor Statistics, there is a direct and positive relationship between education and income. The Reading Companion Program addresses English literacy as a basic and essential skill to secure employment and advancing toward wage growth opportunities and economic self-sufficiency.

Funded by the Verizon Foundation, the Reading Companion Program tackles literacy barriers directly. Through delivery of the Reading Companion program, ULEM will assist adults in gaining essential literacy skills in English and help job seekers to secure employment and gain economic self-sufficiency. Staff will monitor changes in reading proficiency. Positive outcomes include an increase in job seeker TABE scores, job attainment and changes in reading proficiency. Assessment results will be based on pre- and post-assessments and program evaluations.

Thank you to Verizon Foundation for making the Reading Companion Program possible.



Ways to Give

The guide below describes the tax advantages and consequences of various methods of giving. This is not intended to provide tax advice to donors. All donors should consult their personal advisors.

Cash: The easiest gift to make is that of cash; all such gifts qualify as an Internal Revenue Service (IRS) charitable contribution deduction. Checks should be made payable to the Urban League of Eastern Massachusetts. You may make a pledge over a period of years if such an arrangement is desired. Many companies match charitable gifts made by their employees or board members. Such matching gifts can often double or even triple a donor's initial gifts. You simply need to include the proper form from his/her personnel office with his/her gift to ULEM.

Workplace Giving: You can support ULEM by contributing to the United Way of Massachusetts Bay and Merrimack Valley. Many of the 2008 workplace giving campaigns will end by December 1st so, check with your Human Resources Department immediately regarding this opportunity. The United Way accepts all forms of payment and will allow you to designate your dollars directly to our agency. If your employer is not affiliated with the United Way, please visit their website at: www.supportunitedway.org, or call 617/624-8000.

Life Insurance: ULEM accepts gifts of life insurance only when it is named as the owner and beneficiary of the policy.

Publicly Traded Securities: A gift of stocks or bonds traded on a stock exchange and grown in value not only qualifies for a charitable contribution deduction (based on the fair market value) but also may avoid tax on the appreciated portion of the gift. Valuation of stocks and bonds will be determined as the mean between the high and the low price on the date of the gift. The date of the gift will be calculated as (1) the date the certificate is personally handed to a representative of ULEM; (2) the date on the certificate if changed to the name of ULEM or its designated fiscal agent; (3) the postmark date if mailed or the date and time of transfer if electronically transferred to an account at ULEM's broker's office.

Closely Held Securities: Non-publicly traded securities may be accepted after consultation with the finance or legal entity of ULEM. (However, a "qualified" appraiser must determine the fair market value of the securities.)

Tangible Personal Property: You can make gifts of tangible personal property that are in line with ULEM's tax-exempt purpose. The Board of Directors may accept personal property (such as jewelry, stamp or coin collections, and artwork) after approval. Such gifts shall be used by or sold for the benefit of the organization. ULEM must follow all IRS requirements in connection with disposing of gifts of tangible personal property and filing appropriate tax reporting forms.

Message from Duane Johnson, President of the Young Professionals Network



On behalf of our executive board, I would like to thank you for your ongoing support and activism in our movement.

Going forward, we have established a new set of goals for us to achieve that aligns with the mission of the National Urban League and the Urban League of

Eastern Massachusetts and will continue to empower our communities and improve the lives of African Americans in Boston. These include the following:

1. Foster dialogue and take actionable steps towards second-chance programs for ex-offenders. This will include reforming CORI laws and assisting ex-offenders through re-entry programs.
2. Create opportunities for YPN members to sit on non-profit boards. We want our members to network with policy makers and corporate executives in Boston as they hone their project management and leadership skills by running non-profits.
3. Continue to seek corporate sponsorships and partnerships for our organization. YPN wishes to continue to create job opportunities for its members and have the fiscal flexibility to operate without barriers.

YPN is committed to increasing our presence and positive influence in the communities in which we live. As we move forward and continue the work that needs to be done, we invite you to engage our mission and our members. Currently we are seeking new members, especially those with expertise in marketing, finance, professional development, civic engagement, and healthcare to help further our mission.

Please don't hesitate to contact us at (617) 442-4519 or email me at djohnson@ulem.org. Also YPN is now on Facebook! Search and join us under Young Professionals Network of the Urban League of Eastern Massachusetts to get the latest YPN news, events and further your social networking.

I invite you to join me at one of our many upcoming programs. We would love to see you soon!

ULEM Staff List*

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Development

Trinh Nguyen, *Vice President of Development*

Finance

Jacquie George, *Director of Finance*

Empowerment Center

Pre-Employment Skills Training
Abrigal Forrester, *Manager*
Angela Crawford-Ervin, *Coordinator*

Mature Worker Program (MWP)

Helen Credle, *Director*
Carole Williams, *Payroll/In-Kind Coordinator*
Robert Bonds, *Program Counselor*

Technology

Khalid Mustafa, *Technology & Facilities Manager*
Anh Tran, *Senior Network Administrator*
Wei Lin, *IT Project Assistant*
Marsha Croxen, *Data Entry Specialist*

Facilities

Elsa Tejada, *Office Coordinator*

Advocacy & Public Policy (A&PP)

Darnell L. Williams, *Manager*

* Staff list only reflects full-time staff and does not include part-time staff and MWP participants

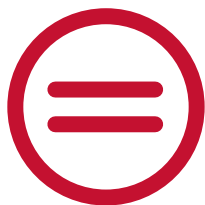
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The mission of the Urban League of Eastern Massachusetts is to deliver services and programs that aim to increase the economic self-reliance of African Americans and other people of color throughout our service area and to advocate for the core initiative (Empowerment Through Math and English) and civil rights issues that critically affect their lives.

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