

URBAN
YOUTH
ACTION



40th Year Annual Report

JULY 2005 - JUNE 2006

OUTCOMES >>>



A United Way Member Agency

BOARD OF DIRECTORS

Audrey Murrell, Ph.D., *Chairperson*
K.C. McCrory Wise, *Vice Chairperson*
John J. Hollins, *Treasurer*
John P. Florio, *Secretary*

Elizebeth Birru, M.B.A.
Bridgette N. Driver, J.D., S.P.H.R.
Andrew Frazier, Jr., CFA
Victoria W. Gilliam
Lennie R. Henry
Rosalyn Guy-McCorkle, Esq.
Michael J. Mingrone
Christopher A. Reinard
Joel Segel
Reverend DeNeice Welch
Jason Wells
Ricardo J. Williams
Roberta L. Wilson
Julie R. Yarzebinski, Esq.

Bernard H. Jones, Sr.
Founder & Honorary Chairperson

ADULT STAFF

Karris M. Jackson, M.S.Ed. *President & CEO*

Program Managers

Cornell Jones
Youth Workforce Development

Veronica Wright
Curriculum Development. & Evaluation

Heather Stevens
Educational Outreach & Community Development

Heather IAsia Eybers
Entrepreneurship & Financial Literacy

Patricia Weaver
Office Manager

Shelley Dupree
Secretary

YOUTH STAFF 2005-2006

Sama Worthy, *Journalism Department*
Alexandria Reed, *Business Department*
Blake Butler, *Education Department*
Brittany Davis, *Art Department*
Ronniqua Willie, *Youth Director*
Jordan Welch, *Public Relations Department*



MISSION STATEMENT

Urban Youth Action, Inc., empowers young people to develop positive life and leadership skills by connecting learning to the world of work and the pursuit of postsecondary education.

VISION STATEMENT

To develop a community of adults and young people who share many values, goals and responsibilities. Dedicated to the development of the whole person into a confident, courageous, self-disciplined and responsible person.



EXECUTIVE DIRECTOR'S MESSAGE

This year marks the 40th Anniversary of Urban Youth Action, Inc. It is hard to believe that UYA has been empowering youth to be "Work Ready, Life Prepared and Community Minded" for four decades. There is much to be said for a grassroots organization, such as UYA, that can survive the fluctuating economic climate and continue providing quality services to area youth. I believe that much, if not all, of UYA's success is due to the people in our community who continue to support the organization, 40 years later. However, there is still work to be done. As we celebrate 40 years of existence, we must also be mindful of the world around us. As resources continue to dwindle and new organizations emerge, we must POISE ourselves for sustainability. It is in this spirit that I humbly ask you to consider making a contribution to Urban Youth Action's Endowment Fund managed within the POISE Foundation. Economic self-sufficiency is the only true way to ensure Urban Youth Action, Inc. will be around for our children's children's children.

Karris M. Jackson, M.S.Ed.
President & CEO



IMMEDIATE PAST BOARD CHAIRPERSON'S MESSAGE

On the 40th Anniversary of Urban Youth Action, Inc., my term as chairperson ends, and my association with UYA has come full circle. It was a privilege and an honor to be a student, Board member and Board Chairperson of such an outstanding organization.

During my tenure as Board Chair, UYA made great accomplishments. This included acquisition of the Program To Aide Citizen Enterprise, PACE Opportunities Program (POP) and implementing a successful data collection strategy. Also, UYA relocated to the Warner Centre giving us an additional 3,000 square feet.

UYA will continue to grow and remain a successful youth program through strong leadership. Dr. Audrey Murrell, the new UYA Board Chairperson, will capitalize on the accomplishments achieved during my tenure and challenge the Board and President & CEO to make UYA "the model youth program" by utilizing new partnerships and technology as starting blocks to launch UYA into the next 40 years.

Rosalyn Guy-McCorkle, Esq.
Immediate Past Board Chairperson



YOUTH DIRECTOR'S MESSAGE

Urban Youth Action has been in the center of my life for three years and counting. I have been Employment Director, Accounting Director, and Youth Staff Director. I have also assisted each of the other departments. UYA has prepared me for real life issues as well as to be work ready. UYA has been around for 41 years and will continue serving young people for another 41 years. Being part of the UYA legacy is important, because it can open many doors for you. But always remember one thing, UYA is a lifetime commitment.

Ronniqua Willie
Youth Staff Director 2005-2006

40 YEARS – A Review >>>

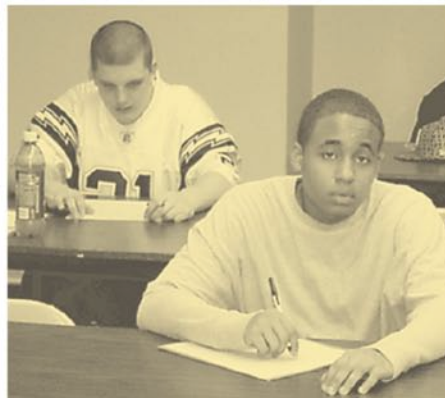
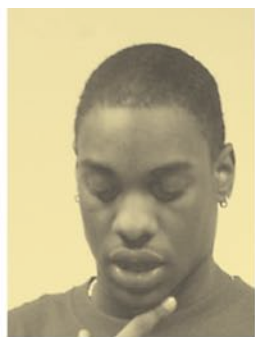
Urban Youth Action (UYA) was founded in March 1966 in Pittsburgh, PA by the late Bernard H. Jones Sr. to help young people develop their potential. Youth education, workforce development, community service and life preparedness continue to be the focal points. UYA opened its doors on Bedford Avenue in Pittsburgh's Hill District to an enthusiastic welcome by the community. Within a relatively short period, UYA was drawing national and international attention, including receiving visitors from other countries. Thus began a continuous record of service to youths and others in the Pittsburgh and Allegheny County community.

Early financial support came from Mr. and Mrs. George Henderson and the Richard King Mellon Foundation. The Urban Redevelopment Authority provided guidance for a short time. In February 1969, UYA became a legally incorporated, non-profit organization and was granted 501(c)(3) tax-exempt status by the Internal Revenue Service. In 1975, UYA became a member agency of the United Way of Allegheny County.

Youth administration was, and continues to be, a unique program component. Students are employed at the UYA office in administrative positions – young people helping the adult staff plan and conduct activities for young people. Other students are employed offsite, while still others perform services for the community.

While keeping our original purpose, we have made necessary adjustments. We take advantage of new opportunities in workforce development. We co-sponsor an annual science fair to encourage student interest in careers in science and technology. Our students have access to computers. Violence prevention, conflict resolution; career research, selection and planning; self-esteem, and resisting negative peer pressure are among our educational session topics. Our office is centrally located in downtown Pittsburgh and accessible to students throughout Allegheny County. We are also responding in other ways to the need for young people to be prepared to function in a very complex society.

Urban Youth Action is making strides to increase the number of students served and has a continual goal of improving services. ***We are empowering young people to be work ready, life prepared, and community minded.***



Outcomes >>>

The Board of Directors and staff of Urban Youth Action are clearly focused on conducting an effective youth program. During the 2005-2006 program year, we made a concerted effort to develop and track student service data for the purpose of measuring service outcomes. This will enable us to see our programming strengths and weaknesses and to address improvements. Improved data collection will enable UYA to serve more students with greater effectiveness.

During FY 2005-2006, UYA served 1,606 youths through three types of programs that carry out the organization's mission: To empower young people to develop positive life and leadership skills by connecting learning to the world of work and the pursuit of postsecondary education. The three programs are the **Youth Development Program**, the **School-Based Program** and the **Community Outreach Program**.

YOUTH DEVELOPMENT PROGRAM

UYA offers a year-round **Youth Development Program** for youths in grades 9 through 12 that provides the necessary skills to transition from high school to the world of work and/or postsecondary education. This is achieved through a series of weekly educational training sessions, various enrichment activities, internship opportunities and mentoring programs. Youths create career plans that provide a framework to develop and achieve their goals. A structured curriculum in the areas of Business Acumen, Life Skills, Health & Wellness, and Financial Literacy serves as the foundation of training sessions that culminate in internship opportunities in students' career fields of interest. UYA also provides academic support for students and college preparation assistance for juniors and seniors interested in postsecondary education. It is UYA's goal that every student graduates from high school **work-ready, life-prepared and community-minded**.

Youths Served

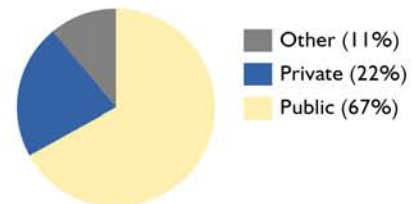
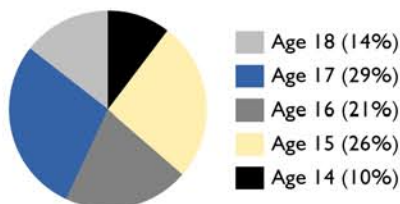
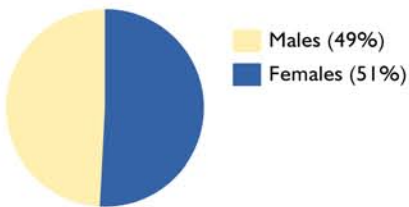
Core Program Participants	149
Academic Enrichment Only	16
Special Collaboration / Housing Authority, City of Pgh.	51
Total Youths Served	216

Program Components

Community Service Activities	Financial Literacy Training
Entrepreneurship Training	Enrichment Activities
Job Readiness Training	SAT Preparatory Classes
Life Skills Training	Internships
Tutoring	

188 youths completed the program year for an 87% program year completion rate.

WHO WE SERVED:





YOUTH WORKFORCE DEVELOPMENT

81% of youths successfully completed job and/or career development training.

94% of youths successfully completed summer internships.

ACADEMIC ENRICHMENT

94% of 9th grade youths were promoted to the 10th grade.

100% of 10th grade youths were promoted to the 11th grade.

100% of 11th grade youths were promoted to the 12th grade.

98% of 12th grade youths graduated from high school.

Post Secondary Education

83% of youths attended some form of post secondary education.

17% of youths went straight into the workforce.

Bradford Business School
California University of Pennsylvania
Carlow College
Central University
Cheyney State University
Community College of Allegheny County
Edinboro University
Hampton University
Indiana University of Pennsylvania
Mercy Nursing School
Penn State University
Point Park University
Virginia University
Washington University

SCHOOL-BASED PROGRAM

The School-Based Program takes place in partnership with local school districts, offering resources to help at-risk youths improve attendance, behavior and academic performance.

Youths Served

Northview Elementary School	74
Columbus Middle School	60
Options Center	53
Westinghouse High School	104
Pittsburgh Classical Academy	222
Shuman Detention Center	504
Manchester Academic Charter School	50
Total Youths Served	1,067

Program Components

Violence Prevention
Youth Workforce Development

School-Based Program Goals

Goal 1: Youths will demonstrate a positive change in behavior as a result of participating in the program.

Goal 2: Youths will increase academic performance as a result of participating in the program.

Goal 3: Youths will increase attendance as a result of participation in the program.

Outcome Evaluation Methods

(Scale: None, Some, Positively)

1. Attitudes about Violence Surveys
2. Teacher Surveys
3. Student Surveys
4. Parent Surveys
5. Administrative Surveys

Overall School-Based Program Results

Goal 1: Some

Goal 2: Some

Goal 3: Positively



Outcomes (cont'd) >>>

OUTREACH PROGRAM

The Community Outreach Program, conducted in collaboration with other community-based organizations, includes events such as an annual science fair for students and an annual youth business symposium for organizations that provide or support work experiences for young people.

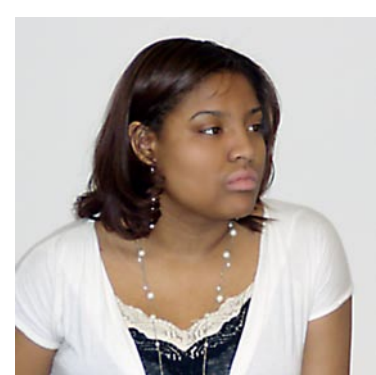
Youths Served

Youth Business Symposium	81
Charles Drew Science Fair	96
Crossroads Foundation	52
Monthly Outreach Events	94
Total Youths Served	323

ENRICHMENT

Enrichment refers to activities that are neither employment nor education, although all UYA activities provide an educational experience. Enrichment activities expose the participating student to diverse experiences beyond those of home, school and the community. Our young people participated in the following enrichment activities:

- Students read to children at Homewood Library
- Students and adult staff participated in walk for Multiple Sclerosis
- Adult staff read to first graders at Propel Charter School
- Students distributed meals to Downtown Pittsburgh's homeless
- Roller skating
- Steel City Styles fashion show
- Urban Idol talent show
- Youth staff team-building
- Workshop: Conflict Resolution & Today's Violent Hip-Hop Role



Fortieth Anniversary Banquet >>>

CELEBRATING 40 YEARS OF EDUCATING AND EMPLOYING YOUTH

On June 12, 2006, Urban Youth Action students held center stage as the organization celebrated its fortieth anniversary at the University of Pittsburgh. The festivities featured a reception, followed by dinner and a program conducted by the students. These young people anchored the evening serving as emcees, hosts and hostesses. Ronniqua Willie, a high-school senior and UYA youth staff director, provided the keynote address. Proceeds supported youth employment and educational programming in addition to a variety of constructive youth development activities. Awards were presented to:

Worksite of the Year, Astorino
Volunteer of the Year, Trayce Reed
Alumni of the Year, the Honorable Tonya Payne
Student of the Year, Shaneka Roberts

Session Presenter of the Year, Rob Biko Baker
Community Partner of the Year, YouthWorks, Inc.
Corporate Partner of the Year, Highmark
Bernard H. Jones Sr. Award, Gregory Spencer, Jonathan Zimmer

Sharon Hughes-Morris and Valerie Jones, outgoing members of the Board of Directors, were recognized for their many years of service and dedication. Closing comments were provided by Karris Jackson, executive director, and Rosalyn Guy-McCorkle, outgoing board chairperson. As usual, a student gave surprise closing remarks.



Collaborations >>>

Urban Youth Action works in partnership with other groups to conduct and promote activities for youth. In harmony with the UYA mission to **“Empower young people to be: Work Ready, Life Prepared, Community Minded”** we partnered to produce the following.

YOUTH WORKFORCE DEVELOPMENT CONFERENCE

Urban Youth Action and YouthWorks, Inc. brought together workforce development professionals and high-school students for a Youth Workforce Development Conference at the Omni William Penn Hotel in Downtown Pittsburgh on June 1, 2006. Student topics included: Learn Techniques for Finding a Job and Choosing a Career, Explore Career Paths, Starting Your Own Business, Negotiation Skills, How to Make Your Job Work for You, and How To Get The Most Out of a Job. Student attendance was free and lunch was provided. Topics for adult participants included but were not limited to: Youth Cultural Competencies, Successful Job Development Strategies, and Project Management. The keynote speaker, Edward DeJesus; founder, president and CEO of the nation’s pioneering youth policy and advocacy firm, the Youth Development and Research Fund; on the topic *“Committing Youth to School and Work.”*

CHARLES DREW SCIENCE FAIR

Urban Youth Action partnered with the National Technical Association and the Carnegie Mellon University Black Faculty and Staff Association to conduct the 22nd annual Charles Drew Science Fair in March 2006 at Carnegie Mellon University. The fair is held to encourage youths to consider careers in science and technology. Students in grades 6-12 participated. First, second and third place winners respectively received savings bonds of \$300, \$200 and \$100.

POISE Foundation provided financial support for the fair. Support was also provided by Bynums Advertising, Terry Collier and Associates, and Terry and Stephenson, P.C. Volunteers with backgrounds in science and technical fields served as judges. Herbert W. Massie, Jr., technical specialist with the Nuclear Facilities Safety Board, and Joan Blessingame served as guest speakers. The fair is named after Dr. Charles R. Drew (1904-1950), an African-American physician and surgeon, internationally recognized as a leading authority on the preservation of human blood for transfusion

YOUTH BUSINESS SYMPOSIUM

Urban Youth Action conducted its annual Youth Business Symposium to expose area students to minority role models in the business community and opportunities in business ownership. The Youth Business Symposium is conducted as part of the annual Minority Trade Fair held by the Pittsburgh Regional Minority Purchasing Council. This fair brings corporate buyers and minority vendors together in a business generating and networking environment. UYA partnered with the Pittsburgh Pirates, Upward Bound, and the Westinghouse Business and Finance Academy to present the Symposium. PRICE and CLAY were also affiliated. The symposium was held on May 9 at the Carnegie Science Center at Discovery Island with 86 students attending. Students from Urban Youth Action were joined by youths from the Westinghouse Business and Finance Academy, Perry Traditional Academy, and Career Connections Charter High School. Minority business owners and other spoke to the students about opportunities in entrepreneurship. Speakers came from: All Purpose Cleaning, Oscar LTD., The Allegheny Group, Sabio Springs, and the Pittsburgh Pirates.



Volunteers >>>

Volunteers are a vital element in educating the young people we serve. Urban Youth Action volunteers are performing an invaluable community service. The information they provide teaches UYA students about the value of education, career research and planning, workforce development, personal matters, and community issues. Each educational topic builds on the foundation we develop to help each young person become a contributing member of society--as a youth and an adult. We thank each volunteer for the time and effort they devoted to educating young people. Their support helped Urban Youth Action in its mission to empower young people to be work ready, life prepared, and community minded.

Sara Adams
Julian Alexander
Khalif Ali
Rob (Biko) Baker
Kara Banks
Lisa Barnes
Cachaca Bell
Patricia Betts
Shirley Bevan
Bessie Bey
Lamaas Bey
Kenya Boswell
Brian Brick
Joyce Broadus
Fred Brown
Kip Bryant
Roosevelt Bryant
Russell Bynum
Jim Cardinale
Diane Chiaverni
Mitch Coles
Lisa Croom
Kimberly Cuff
Tim Curges
Diane Daniels
Robert Darwin
Darlene Davis
Tammie Davis
Bill Deforte
Lila Deklaver
Mr. Delace
Valorie Dixon

Aliya Durham
Gavita Durham
Elaine Edwards
Ingrid Edwards
Robin Emily
Floyd Faulkner
Errika Fearbry-Jones
John P. Florio
Victor Ford
Andrew Frazier
Renee Frazier
James Freeman
Jonathan Gamble
Karen Gamble
Aaron Gibson
Donald Gidden
Richard Gillcrese
Victoria W. Gilliam
Darrell Goodwine
Denise Graham
Paradise Gray
Alexis Green
Rosalyn Guy-McCorkle
Sarah Hall
Christina Hayes
Lennie Henry
Jennifer Hileman
John J. Hollins
Darlene Hopkins
Daniel Horgan
Leonard Hoyle
Ebony Hughes

Sharon Hughes-Morris
Mary Ann Hvidsos
Debbie ILL
Dean Rich James
Megan Jewell
Ishmael Johnson
Ishmael Johnson
Regina Jones
Valerie S. Jones
Emily Keebler
Bob Kenty
Ryan LaRocco
Phillis Lavelle
John R. Laymon, Jr.
Kibwe Lebna
Mark Lewis
Michelle Lewis
Nina Lynch
Greg Marsh
Michelle Massie
Gretta McClinton
K. C. McCrory
Richard McDonald
Shirley McKinney
Michael J. Mingrone
Brentin Mock
Nikki Monroe
Gill Muhammad
Robin Mungo
Keith Murphy
Audrey Murrell
Khadijah Pearson

Annie Pettway
Lesley Prince
Carl Redwood
Trayce Reed
Valerie Riggins
Karen Rollins-Fitch
Luqman Salam
Emily Scarbrough
Joel Segel
Simone Shubert
LaDonna Sifford
Joseri mith
Kimberly Soof
Frances Taggart
Eric Tarpley
Floreda Taylor
Noel Taylor
Debbie Todd
Arlene Tyler
Hazel Watson
Reverend John Welch
The Honorable Jake Wheatley
Weston White
Harry Williams
Jan Williams
Janai Williams
Ricardo J. Williams
Roberta L. Wilson
Aubrey Wright
Cassandra Wynn
Peter Zarega



Contributors >>>

UYA has a diverse funding stream. It is noteworthy that the youth served through enrollment contribute. *All UYA students made a financial contribution to the UYA Endowment Fund. Space limitation prevents us from listing each of those 149 students. However, we want to acknowledge their contribution and let them know that we appreciate their support. We are tremendously grateful to all our contributors.*

United Way of Allegheny County
U.S. Department of Education
North Hills Community Outreach Center
The Grable Foundation
Highmark Blue Cross Blue Shield
McCune Foundation
Federated Department Stores, Inc.
POISE Foundation
Duquesne Light Corporation
Financial and Moral Supporters (FAMS)
Federal Home Loan Bank of Pittsburgh
Dominion Foundation
Citizens Bank
Twilighters Club
Housing Authority of the City of Pittsburgh
Allegheny County Department of Human Services
Pittsburgh Public Schools

Manchester Academic Charter School
Shuman Juvenile Detention Center
Alberta Thompson in Memory of Javon Thompson
Business Alternatives
Elenore R. Sidenberg
Geraldine C. Jones
Goldberg Persky & White, P.C.
Hill House Association
Jack A. Smith
JRL Enterprises, Inc.
Lawrence Anderson
Linda Bryant in memory of Wanda Joice Barnes
Mellon Bank
National City Bank
NorthShore Community Alliance
PNC Bank



CONTRIBUTORS Continued...

Gwendolyn Allen	Chanel Frison	Lenny Macklin	Cleaties Shackelford
Quayla Allen	Tamara Garnett	Korea Mayfield	Holly Shields
Alonzo Anderson	Lucy Garrighan	K.C. McCrory Wise	Carol Sims
Chelsey Anderson	William Ghrist	Kevin McCorkle	Alana Smith
Lawrence Anderson	Annette Gillcrese	Richard McDonald	Jack Smith
Michelle Anderson	Richard Gillcrese	Denika McIntosh	Johnne Smith
Elmira Bailey	Victoria Gilliam	Jelani Mills	Gregory Spencer
Omar Boston	Kristen Glass	Paige Mitchell	Heather Stevens
Richard Brean	Tajhana Gray	Toni Muckler	Tina Talton-Higgins
Taron Brown	Robin Green	Kijeta Muhammad	Sheila Terry
Ronice Brown	Rosalyn Guy-McCorkle	Audrey Murrell	Alberta Thompson
Linda Bryant	Amanda Hairston	Patrick Murphy	Mary Thompson
Rosalyn Bryant	Towan Hall	Davina Murray	Arlene Tyler
Sharae Bryant	Martina Halvorsen	Asia Nelson	Alina Tyusbey
Sharice Bryant	Lacey Hamilton	Kiara Nesbit	Katrina Tyusbey
Terry Budd	Lawrence Harris	Nathaniel Newsome	Dewan Valentine
Ashley Buefort	Michelle Hart	Sonja Newsome	Jimmie Veale
Quinton Carrington	Lennie Henry	Cassandra Oden	Meryl Walker
John Hollins	Shane'a Hickman	Dorian Owens	Deborah Wallace-Gaines
Stephanie Cipriani	Chartia Hill	Linda Parks	Carol Washington
Amber Clark	Lee Hipps	Darren Parr	Dominique Washington
Marsh Clay	Tanya Horton	Adrienne Pennywell	Michelle Washington
Teonia Coates	Sharon Hughes-Morris	Leard Pennywell	Lynette Watkins
Carol Comans	Ronald Hunt	Pam Pennywell	Patricia Weaver
Danielle Croumbles	Mary Ann Hvizdos	Anitamarie Perry	Claude Wess
Toniya Cruse	Karris Jackson	Chenits Pettigrew	ZaVier White
Holly Cundieff	Lester Jackson	JaMarr Porter	Beverly Wilkes
Nakiea Daniel	Michelle Jackson-Washington	Lamont Porter	Brooke William
Diane Daniels	DeShaun Jenkins	Charles Powell	Gwendolyn Williams
Paulette Davis	LaLonnie Jenkins	Anthony Proctor	Mariah Williams
Andrew De Silva	Sieff Jessee	Tyrone Ray	Rick Williams
Courtney Derico	Malik Johnson	Pernice Redman	Brittney Wilmore
Jane Downing	Geraldine Jones	Alexandria Reed	David Wilson
Shelley Dupree	Cornell Jones	Grace Robinson	Roberta Wilson
Edmund Effort	Brittney Lane	Tantaneia Rountree	Edith Wooten
Andrea Ellis	Sasha Larue	Carolyn Rue	Veronica Wright
Heather Eybers	John Laymon	Keirra Schatzman	Jonathan Zimmer
John Florio	Brenda Lee	Jimmara Scott	Bree Zinnerman
Deja Francis	Allison Lee Mann	Vasilios Scoumis	
Andrew Frazier	Mark Lewis	Elenore Seidenberg	
Evan Frazier	Satoria Lyons	Jazmine Sellers	

FINANCIALS

Foundations.....	\$211,436
Corporations.....	\$49,074
Organizations & Churches.....	\$5,685
Individuals.....	\$13,453
United Way.....	\$84,735
Special Activities.....	\$6,885
Government Agencies.....	\$214,534
Consulting & Training.....	\$29,552
TOTAL REVENUE.....	\$615,354

YOU CAN HELP..

Please contribute to our Operating Fund. Contributions go directly toward daily operating costs. A copy of the official registration and financial information may be obtained from the PA Department of State by calling, toll-free within Pennsylvania, **1-800-732-0999**. Registration does not imply endorsement.



Mr. Bernard H. Jones, Sr.

The Urban Youth Action, Inc., Fortieth Anniversary Annual Report is dedicated to the memory of the late Mr. Bernard H. Jones Sr., UYA Founder and Honorary Chairperson. Mr. Jones founded Urban Youth Action to be a positive development resource for the youth of Allegheny County. UYA programming helps young people harness and focus their intelligence, creativity and productivity with the ultimate goal of setting them on the path to reaching their full potential and power.

We cannot take credit for the achievements of our alumni and current students. However, we know that the UYA menu of education, employment and enrichment activities feeds positive nourishment to young minds and personalities. UYA is one piece of the puzzle, one resident in the village that it takes to raise a child. We invite you to be part of the UYA mission: ***“Empowering Young People to be: Work Ready, Life Prepared, Community Minded.”***

URBAN YOUTH ACTION, INC.

Warner Centre

333 Forbes Avenue, 1st Floor
Pittsburgh, PA 15222-1830

412.391.7807 (Phone)

412.391.7810 (Fax)

www.urbanyouthaction.org

Non-Profit
Organization
U.S. Postage
PAID
Pittsburgh, PA
Permit No. 2398

