

S U S T A I N I N G
HOPE

THE URBAN LEAGUE
2008-2009 | Annual Report



Urban League of
Greater Pittsburgh

*Empowering Communities.
Changing Lives.*



Cover photos: Esther L. Bush, Artist Leslie Ansley, and Mayor Luke Ravenstahl at the City of Pittsburgh's First Annual Black History Honors Awards.

George Miles, President and CEO of WQED was the moderator for the 2008 State of Black Pittsburgh Town Hall Meeting.

The Boy Scouts of Pittsburgh Troop 262 helped Hunger Services by volunteering for the 2008 Thanksgiving Day distribution.

“HOPE BEGINS IN THE DARK, THE STUBBORN HOPE THAT IF YOU JUST SHOW UP AND TRY TO DO THE RIGHT THING, THE DAWN WILL COME. YOU WAIT AND WATCH AND WORK: YOU DON’T GIVE UP.” –Anne Lamott



The period covered in this report – from July 1, 2008 through June 30, 2009 - encompassed the most exhilarating moment as well as some of the most challenging times in history for those served by the National Urban League Movement and by the Urban League of Greater Pittsburgh. During a time when several dire economic elements began taking their toll on many of our region’s most vulnerable families and households, we elected the first African American President of the United States. In fact, Senator Obama’s campaign heralded the value and virtue of hope and his election validated the hopeful yearnings of hundreds of thousands who literally did not think that they would live to see such a day. Even while unemployment, evictions and foreclosures climbed, millions made their way to the nation’s capital on a frigid winter day to view the new President’s inauguration, demonstrating their faith and hope in a bright, new tomorrow. Throughout this past difficult year, the wisdom, compassion, generosity and, yes, the hope of our members, volunteers, donors, advocates, auxiliaries, and partners - gave the Urban League of Greater Pittsburgh the strength and the resources to combat the rising threat of homelessness, hunger, unemployment, and discouragement. Such support made it possible –for example – for us:

- to help 3,180 families secure and maintain safe, affordable housing;
- to help 1,901 families secure food.
- to provide more than 10,000 people with employment counseling, training, and access to potential employers

While all Urban League programs are designed from a perspective of hope and a belief in the competency of those we serve, the significance of the Re-Entry Assistance Management Program cannot be overstated. Last year this program worked to position 901 formerly incarcerated adults for successful re-entry into their communities, with 79 of the participants finding gainful employment during that period. Similarly, in seeking to conquer the despair and nihilism that too often plagues African American men as they feel overwhelmed by obstacles and odds stacked against them, the Black Male Leadership Development Institute was expanded into an extraordinarily successful five day residential program in partnership with Robert Morris University. In all 50 young men from 28 different high schools participated in the program, which featured African American men from many walks of life sharing their stories of obstacles, struggles and accomplishments. Men and boys alike reported being positively, indelibly touched by the experience, a sentiment our staff is working to build on by extending the institute into a year-round program.



In fiscal year 2008-2009, we saw the earliest light of dawn. Looking ahead to 2010, the National Urban League’s 100th Anniversary, and the Urban League of Greater Pittsburgh’s 92nd year of commitment to enabling African Americans to secure economic self-reliance, parity and power, and civil rights, we are reinvigorated. With your continued help, we will wait and watch and work. We won’t give up.

Appreciatively,

Esther L. Bush,
President and CEO

David O’Brien, Chairman
Board of Directors

URBAN LEAGUE OF GREATER PITTSBURGH

MISSION STATEMENT

The mission of the Urban League of Greater Pittsburgh is to enable African Americans to secure economic self-reliance, parity and power, and civil rights.

VISION STATEMENT

We believe it is imperative that appropriate resources of the greater Pittsburgh community be marshaled to ensure equal, social, political and economic justice for all Americans. To that end, the Urban League will provide bold leadership and innovative programs, services, and policies, which will contribute to the strength of the greater Pittsburgh region by ensuring that African Americans achieve their full potential. With the active engagement of community partners, the Urban League will serve as a premier advocate for economic opportunity and justice that lead to significant improvement in the quality of our lives.

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URBAN LEAGUE OF GREATER PITTSBURGH

Main Office

610 Wood Street

Pittsburgh, PA 15222-2222

412-227-4802

DUQUESNE FAMILY SUPPORT CENTER

412-496-9870

DUQUESNE COMMUNITY MOBILIZATION PROJECT

412-469-0484

One Library Place

Duquesne, PA 15110

EAST HILLS FAMILY SUPPORT CENTER

2320 East Hills Drive, Rear

Pittsburgh, PA 15221

412-727-2640

ARTHUR J. EDMUNDS FAMILY SUPPORT CENTER

Arthur J. Edmunds Center

101 Hazlett Street

Pittsburgh, PA 15214

412-323-1020

URBAN LEAGUE OF GREATER PITTSBURGH

CHARTER SCHOOL

327 North Negley Avenue

Pittsburgh, PA 15206

412-361-1008



Everyone pitched in and helped at Comcast Cares Day at the Arthur J. Edmunds Center in Northview Heights.

THANK YOU

2008 RONALD H. BROWN LEADERSHIP AWARDS GALA PARTNERS

Initiated in 1996, the Ronald H. Brown Leadership Awards Gala honors outstanding individuals, organizations or corporations in the Greater Pittsburgh community who exemplify leadership in improving the quality of life for African Americans. Endorsed by the Ronald H. Brown Foundation, this premier event highlights the relationship of mutual respect and partnership between the Urban League of Greater Pittsburgh and the corporate community as proceeds from the event cover the unfunded costs of vital services.

LEAD PARTNERS

EQT
Giant Eagle, Inc.
PNC
UPMC

PATRON PARTNERS

BNY Mellon
Enterprise Rent-A-Car of Pittsburgh
Highmark Blue Cross/Blue Shield

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Anheuser Busch
AT&T, Inc.
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Urban League of Greater Pittsburgh
Charter School
WTAE-TV
YWCA of Greater Pittsburgh

2009 STATE OF BLACK PITTSBURGH ADDRESS

Presented by Esther L. Bush,
President and CEO
Urban League of Greater Pittsburgh

Town Hall Meeting
Friday, November 6, 2009
Carnegie Mellon University



My father was born in the segregated south in the town of Garland, Alabama in 1925. He served his country and worked hard to build a family owned and operated business. My father worked tirelessly to ensure that the lessons he learned from his life's struggles and triumphs were imparted to my brothers and sisters, and me. He wanted to ensure that we didn't make the same mistakes he did, and that we were prepared for life and the various obstacles that we would surely encounter over our lifetimes.

He was a man of devoted faith and expected the same of his household. Although he had little formal education, he was the smartest man I knew and always expected us to do better and be better, because he had worked hard to give us more than he and my mother had. He made sure that we understood the time tested principle that with each blessing we received we were accountable to pay it forward. His calloused hands were evidence that he sacrificed much more than just sleepless nights to provide for his family and to ensure that

his children's lives were as absent as possible of his own life struggles. My father, Willie Bush, was a man's man.

Unfortunately, too many of today's Black fathers have forgotten - or never learned - the lessons of the men who went before them. The fathers of my father's generation faced the fists of life but stood unbowed. They had been down but never gave up, had been out and never gave in. My father and countless men like him were strong black men who devoted their lives to their families. They had expectations for us, and they provided the foundation for us to rise to the level of those expectations. This generation of quiet heroes worked hard to meet their responsibilities and found it dishonorable for any man to abandon accountability for his decisions.

They experienced prejudice, bigotry, and racism first-hand but they didn't wince or use those inequalities as excuses for not working their hardest, or fulfilling their obligations as husbands, fathers, and friends.

So when my staff and I finally selected the theme for this year's State of Black Pittsburgh address, I was compelled by

my experiences as a daughter raised in the proverbial village to pause and reflect on all that was great about my father, and so many fathers, uncles, and grandfathers like him.

Many of us have known this caliber of man through the father, or uncle, or grandfather who coached us to meet our fullest potential. These were men who expected our best in education, citizenship, and faith. We can remember those men who were lights in the darkness of our history and who were the sunshine during the thunderstorms of our struggles. We can remember the men who wiped away the tears born of prejudice and hatred. We know what real men look like; the problem is too many of our young men do not.

We must do more to see strong black men through our windshields instead of in our rearview mirrors. We must be determined and committed to doing what is necessary to rebuild the image of strong black men. We need MORE doctors and fewer caskets, MORE lawyers and fewer criminals, MORE educators and less drop outs.

Today we all must work together to restore Black Men to their rightful place of dignity - a sub-group that has seen and felt the lowest depths of human indignity, and has experienced the highest level of resurging pride with the election of Barack Obama. Today we are not charged to find every solution to the problems of the black man, but instead we are charged to be forward-looking as we address the plight of the black man and seek to identify the tools to support him, to remind him of, and help him to reclaim his important, irreplaceable role in the development of the 21st century black community.

It seems that our black men have been America's greatest unsolved mystery. Although they have been one of the most studied groups over the past 100 years, very little progress has been made to halt the steady stream of black men going to prison, the alarming number of black men without high school degrees, or the sadness of absentee fatherhood.

It is extremely disheartening to know that by the age of 15 only 1 out of every 3 young African American boys will be moving towards success. The other 2 will most likely be locked up or on their way to becoming a high school dropout headed toward an uncertain and, often times, dangerous future. I mentioned last year that only 3 out of every 100 black males entering kindergarten will graduate from college and black males in their early 30s are twice as likely to have prison records than bachelor's degrees.

In an attempt to combat this unfortunate reality the Urban League of Greater Pittsburgh formed the Black Male Leadership Development Institute (BMLDI) in 2006. Since the inception of the program we have served more than 150 young men.

This summer, from June 14th through the 19th on the campus of co-sponsor Robert Morris University, our Education & Youth Development staff along with faculty from the university, hosted the third annual BMLDI. Though this was our first five day residential program, the success was overwhelming. In addition to our 50 participants who came from 28 schools throughout our region, we also recruited 20 black men who had demonstrated high levels of success in their career and who shared common backgrounds with our participants to

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serve as keynote speakers.

Businessmen, community leaders, doctors, lawyers, educators, and elected officials spoke candidly with the program participants about life, and its challenges and rewards. Each speaker reinforced the theme that hard work pays off, and accountability builds strong character. For many of these young men, with possibly the exception of their churches and their schools, they hadn't seen men, BLACK MEN, of this caliber before. But the most enlightening moment for our participants was learning that many of these 20 men had struggled and lived in situations comparable to, if not worse than, theirs. Finally they had examples of strong black men who had made it out but didn't forget where they came from.

We were able to show those young black men that there are powerful, strong examples of black men in this region who care about them and their futures and are willing to do as much as they can to help these young brothers live lives of success and power.

It was evident to the more than 150 guests who attended our graduation dinner, that these young men would never be the same.

Yet, even though we are able to attract those 150 guests and help empower those 50 young men, our work is not done. Many of our program participants left our program empowered but returned to homes where maybe their father was absent or had possibly never even checked in. And although we will continue to improve on the success of our Leadership Development Institute it still pains me to feel, more and more, year after year, that although our reach gets slightly longer the problems are getting drastically bigger and the epidemic of single parenthood and absentee fathers continues.

In our region fewer than 1/3 of African American children are being raised in families with 2 parents and of the remaining 2/3 of African American children that are being raised by 1 parent only 4% of those households are headed by a single father. The Washington Post reported in 2006 that more than

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half of the nation’s 5.6 million black boys live in fatherless households, 40 percent of which are impoverished.

There is overwhelming evidence that shows that children who grow up in single parent households are more likely to abuse drugs and alcohol, live in poverty, drop out of school, and become teenage parents, in some cases repeating an awful family cycle.

The University of Maryland published a report that found that children who identified a father or a father figure scored higher on basic learning skill tests and had stronger sense of competence and social acceptance compared to children without fathers. The study also found that children who viewed their fathers or father figures as supportive had a greater feeling of competence, greater social acceptance, and were less likely to be depressed compared to children who did not view their father or father figure as supportive.

The issue of black fatherhood was catapulted onto the national stage during the 2008 democratic presidential primary. Then candidate Obama during a father’s day speech in Chicago’s Southside urged black fathers to be more engaged in raising their children. He said that “too many black fathers have abandoned their responsibilities, acting like boys instead of men. And the foundations of our families are weaker because of it.”

And I couldn’t agree more. I am positive that I am who I am because my father was in my life. He knew what was going on and what wasn’t.

I believe that it was the understanding that two parents can more easily provide a stable household and mature relationships are better than “baby momma drama” that led to the community feedback that came from our 2004 State of Black Pittsburgh Conference. Nearly identical to the themes of Presidential Candidate Obama in 2008 and the findings of the University of Maryland researchers, the basic consensus from the conference was that a healthy marriage and/or healthy parental relationship is the fundamental component of developing strong families and communities.

So we decided to put action to our ideas and following that 2004 State of Black Pittsburgh Conference, the Urban League, along with a core group of 20 community-based and faith-based organizations, and university and government agencies formed The Greater Pittsburgh Healthy Marriage Coalition, and began planning a healthy marriage strategy for the Greater Pittsburgh region.

The coalition has used the strategies of education, capacity-

building, resource development, and policy reform and advocacy to implement its mission of Promoting Healthy Marriages and Strengthening Family Relationships.

Our coalition has been working to demonstrate that, in most cases, the stronger the family the more stable the family, that a stable family can best nurture well-balanced children, and that well-balanced children stay out of trouble. When children stay out of trouble crime goes down, graduation goes up, lives are changed and communities are transformed.

We have to talk MORE about FATHERHOOD and STOP talking about baby’s daddies, we have to talk MORE about MOTHERHOOD and STOP talking about baby’s mommas. We have a responsibility to reclaim the language that defines who we are; once we begin to change our language we will begin to change our minds. Let’s talk Mothers and Fathers. Let’s talk marriage, and let’s talk families.

As I mentioned earlier, my father was not an educated man by society’s standards, and he knew that. However, he expected his children to take advantage of the full opportunity of education. Regrettably, too many African American males do not appreciate education and this lack of education has become a large obstruction for these young men and their personal development and our community’s development as a whole.

In Allegheny County only 739 black males out of approximately 12,000 students received high school diplomas in 2004 and in 2002 only 163 black males out of 7,737 graduates received bachelor’s degrees, which is just 2.1% of the degrees conferred in Allegheny County.

The Urban League has served nearly 500 area youth through our educational initiatives such as the Post Secondary Preparation Program, which was a curriculum based program that teaches students the skills they need in order to be successful after high school, whether it be a career or college. The College Financial Aid workshop in conjunction with Penn State University alerts students to the many financial aid opportunities available to them and shows them how to navigate the network of financial aid providers. The Urban League’s SAT Prep Courses as well as the College Success 101 conference equips students with test taking techniques as well as understanding what colleges and universities expects of successful candidates for admission.

We have demonstrated with great success that our young men and women when given the opportunity to succeed and provided the support and encouragement to accomplish their goals, they will.

However it is becoming increasingly more complicated to

encourage education in communities where crime and fear drown the spirits of hope and change. We live in a city where - in 2004 - 73.6% of the arrests of juveniles age 17 and under were African American and 86.5% of the violent crime index was made up of that same population. Arrests of African American adults age 18 and over was 52.9% in 2004 and comprised 71% of the violent crime index.

The question the Urban League of Greater Pittsburgh asks is what happens to these men when they are released after paying their debt to society. Too often we forget about these men who have spent a significant portion of their lives in prison and need a helping hand to re-enter the community in a positive and productive manner. The Urban League of Greater Pittsburgh's Re-entry Assistance Management Program (RAMP) is that helping hand.

Through RAMP we work specifically with ex-offenders returning to the community from incarceration. We assist them with housing and career counseling, computer skills and other training, employment coaching, and more.

Recently RAMP served a 28 year old African American male, who had a criminal record for drug possession and found it virtually impossible to find gainful employment. He was the father of two daughters, 8 and 11 years old, who were in the foster care system, and unless he found employment he would be unable to regain custody of his daughters. His third child, a 9 year old son, was living with a drug addicted mother and because of his lack of employment he was unable to provide for this child as well.

We helped him create a resume, establish an email address, and apply for jobs online. We trained him in interviewing skills, provided him with proper interview attire and in May of 2009 he secured a job as a dishwasher. After several very rapid promotions, our client is now assistant manager of the same restaurant where he was a dishwasher in May. He now has the means to raise his daughters and provide for his son.

But his story is not the only one, nor is he so special that this story could not be duplicated; we are all that stand in the way. We have to be prepared to give our black men a second chance, and to do everything we can to aide them in being successful that second time around.

The challenges of black men are many but the strength of our community is unmatched. We met Jim Crow and won. We were robbed of our vote and we won it back. We were told that we would never have a Black president and we won. We can BEAT crime, we can BEAT drugs, we can BEAT drop out rates and teenage pregnancy.

I am convinced that our resume of triumph proves that we can do the job of saving our communities. We have to come together as a community with motivated minds, acting with a common agenda and specifically assigned tasks and then we can reclaim our streets, and our children, our hope and our men.

As the National Urban League looks toward its centennial in 2010 our national president Marc Morial has asked us to commit to four empowerment goals that will greatly

impact the black community and the black man. The Urban League of Greater Pittsburgh is positioned and prepared to stand with the National Urban League in accomplishing the empowerment goals here in Pittsburgh by the year 2025.

The first goal is that every American child by 2025 be ready for college, ready for work and ready for life. Marc says that our nation is in danger of creating a permanent underclass and we must "build the path to power that ensures that every child in this country has access to a quality education that will prepare them to compete in the global marketplace in the 21st Century."

The second empowerment goal is to ensure that every American has access to a decent job with a living wage. The National Urban League will encourage our federal government to invest in lower income communities, neighborhoods, and cities with the belief that "if you invest in the weak and the disadvantaged and the disposed, all boats will rise and this nation will rise."

Our third 2025 empowerment goal is that every American is free from barriers to safe, decent, affordable and, energy-efficient housing on fair terms.

In our region the Housing Department of the Urban League of Greater Pittsburgh has been investing in homeownership education and foreclosure prevention efforts which have resulted in saving the incomes and homes of more than 1000 clients.



URBAN LEAGUE SUNDAY 2009

L-R Rev. Nathaniel Colvin III, Esther L. Bush, Rev. Dr. Floyd H. Flake, Rev. Nicole Colvin, and Rev. Dr. William H. Curtis at Urban League Sunday 2009 hosted by the Reverends Colvin and Bethel AME Church. Rev. Dr. Floyd Flake, Senior Pastor of Greater Allen AME Cathedral in New York, served as the Keynote Speaker for the day.

I understand how important this empowerment goal is and you should be comforted in knowing that this Urban League has provided housing counseling service to low income individuals and families in all housing aspects for decades.

We are proud that our rental assistance program has helped to secure and maintain affordable housing for hundreds of clients, and that the assistance comes with budgeting counseling and training in tenant-landlord rights.

The fourth and final 2025 empowerment goal is that every American has access to quality and affordable healthcare solutions. Dr. King said that of all forms of injustice, injustice in healthcare is the most shocking and inhumane and the National Urban League along with all of its affiliates intends to close “the intolerable health gap in America that finds people in our community suffering at two, three and four times the rate of preventable disease.”

And the Urban League of Greater Pittsburgh will support the fight for affordable and fair healthcare by continuing to be a voice of reason, a coalition builder and a force for positive change on the important issues of quality and affordable healthcare.

I remember last October when we were summarizing more than 90 years of service, I stood at this same podium and said that while we had made progress by leaps and bounds over the last 90 years, there was still much more work to be done and that is still the case.

Whether it is the black man, college readiness, the fight for decent jobs and living wage, fair and efficient housing, or affordable health care, THIS Urban League, YOUR Urban League, THE Urban League of Greater Pittsburgh is positioned for the battle.

Our Duquesne Community Mobilization Project served more than 2,300 youth and adults through our leadership and civic engagement programs, our violence prevention youth employment training activities and our Healthy Relationships 411 project which is geared toward preventing teens from becoming victims of or engaging in unhealthy relationships and domestic violence.

“I cannot convey with words how proud I am to lead a team of more than 100 men and women, staff and volunteers, who are committed to the thousands we serve.”

In Northview Heights our Arthur J. Edmunds Family Support center has serviced more than 650 families and individuals. The Building Blocks for Success program, which was awarded a demonstration grant for the 2008-09 fiscal year proved to be a great success.

The program thrust is to work with residents of Northview Heights to help them to enhance and develop practical life skills that are transferable between the work place and home with comprehensive workshops focusing on time management, money management, self esteem and self awareness, discipline, conflict resolution, and anger management. Of the initial enrollees 78% successfully completed the program. Some of the graduates are starting their own businesses and are in the process of purchasing their first car. For many of these families, the Urban League provided the environment they needed to change their situations and therefore their life.

And in addition to our programs and trainings, we also know that sometimes all families need is a hot meal or the provisions for one. I am proud to say that our food pantries served more than 2,400 families in the 2008 – 2009 fiscal year.

I cannot convey with words how proud I am to lead a team of more than 100 men and women, staff and volunteers, who are committed to the thousands we serve.”

As I look toward the future of the Urban League of Greater Pittsburgh, and the improving State of Black Pittsburgh I am confident that although we have a tough road ahead, we will see a day when our streets are safe and our communities are no longer terrorized by the gunshots that ring through the night. We can get to that better day and the black man is an integral part of the journey.

Earlier I talked a lot about the plight of the black man and decided to reserve his greatness for my conclusion. You see, even though our education statistics are depressing we have to take pride in knowing that since the passage of the Civil Rights Act in 1964 the percentage of black men who are graduating from college has nearly quadrupled. In 2006 the median income of Black families where men are in the home approached that of white families. In 10 years there has been an increase of 33 percent in black male engineers boasting 78,000 in 2004.

There are men who push brooms and mops to put their children through college. There are young black men who wake up early to feed their siblings and get them off to school, all while maintaining a competitive GPA (Grade Point Average.)

Although the social culture has manufactured the image of a black man to be a hip-hop gangster, we know better. There are good black men in our schools and our universities. There are good black men in our courtrooms and on the bench. It is our responsibility to remember them and forget 50 Cent. We must remember the greatness of our black men and forget the degradation of women portrayed by Gucci Man. We must remember our attorney general and forget the ignorance of Kanye West.

I commit to you this day that your Urban League will extract the wisdom, knowledge, and greatness of our people and inject it into the affairs of our community. We must say better, we must show better, and we must do better...this is the cost for being better

FINANCIAL REPORT

Statement of Program Operations (Expenses)
July 1, 2008 to June 30, 2009

Membership Dues, Fundraising, Solicited Income, Administrative Income \$1,383,029

UNITED WAY OF ALLEGHENY COUNTY GRANTS, GOVERNMENTAL AGENCIES

Children, Youth, and Families (Allegheny County) 465,161
 Duquesne Family Support Center (Allegheny County, Verizon, Adagio Health) 472,988
 Duquesne Youth Development (Allegheny County) 40,000
 East Hills Family Support Center (Allegheny County) 97,022
 FEMA 26,849
 Healthy Marriage Coalition (Dept. Health and Human Services) 14,043
 Housing Counseling Services (Allegheny County) 161,624
 Housing Assistance Program (Allegheny County) 815,501
 Housing Counseling Services (City of Pittsburgh) 64,449
 Hunger Services (Allegh. Cty., City of Pittsburgh, State of PA, FEMA, PCSI) 189,491
 Arthur J. Edmunds Family Support Center (Allegheny County) 407,715
 National Mortgage Foreclosure (National Urban League, PHFA) 84,085
 Ramp Mon Valley Program (Allegheny County) 34,520
 Ramp PCCD Program (State of PA) 10,388
 Subtotal Government Agencies 2,883,836

OTHER SUPPORT

Ben Roethlisberger Football Camp (Fifth Third Bank, NFL) 16,560
 Captial Needs Fund (Individual Contributions, Allegheny Foundation, UPMC, Maurice Falk) 127,212
 Center for Urban Economic Empowerment Excellence (Heinz Endowments) 12,411
 Clinical Translational Program (Univ of Pgh) 35,865
 Digi-Pen (Catalyst Connection, Allegheny County) 2,886
 Duquesne Community Mobilization (United Way, Verizon) 131,186
 Family Foundation (Early Head Start) 900
 Hunger Services (Allegheny County Bar Foundation) 17,479
 Mature Workers Program (National Urban League) 1,220,761
 Summer Assist Program (Allegheny County) 3,923
 Arthur J. Edmunds Family Support Center (United Way, Verizon, Tepper Foundation) 93,266
 Operation Home (National Urban League, Mon Valley Initiative, PHFA) 68,971
 Technology Fund (Buhl Foundation) 23,139
 Urban Youth Empowerment Program (National Urban League) 33,002
 Voter Registration (First AME Church) 5,000
 Subtotal Other Support 1,792,561

TOTAL SUPPORT 6,059,426

EXPENSES

Program Services

Early Childhood & Family Support 1,204,712
 Education/Youth Development 361,414
 Employment, Training, and Economic Empowerment 1,686,597
 Housing Services 2,770,838
 Research and Public Policy 35,865

TOTAL EXPENSE 6,059,426

Copies of the complete audited financial statements may be obtained by writing to the
 Urban League of Greater Pittsburgh, 610 Wood Street, Pittsburgh, PA 15222

2008

STATE OF BLACK PITTSBURGH

WE CAN, WE DID AND WE WILL

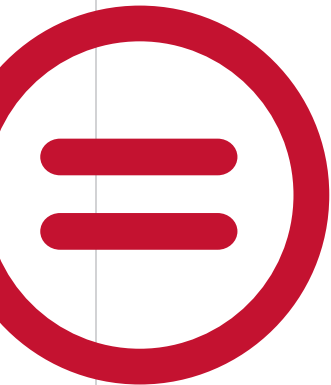
In his front page story of the November 7, 2008 Pittsburgh Post Gazette covering the Urban League of Greater Pittsburgh's annual State of Black Pittsburgh event held the previous night, Dan Majors wrote that the "message last night might have begun with the celebratory call of 'Yes, we can - and we did,' but the theme of the evening was the rallying cry of 'What we must do better.'"

With excitement and renewed enthusiasm, Urban League President and CEO Esther Bush had delivered her annual report on the Pittsburgh affiliate's accomplishments from the preceding year. At the November 6th town hall meeting, Bush and co-keynote presenter Tony Brown (of Tony Brown's Journal) paid tribute to the historic election of the first African American, Senator Barack

Obama, to the presidency of the United States just two nights before.

But both also used the momentous occasion to underscore to the Southwestern Pennsylvania African American community that nothing is impossible to those who persevere with quality and determination as their guiding principles. Bush and Brown were joined in the presentation by panelists Dr. Walter H. Smith, Jr., Executive Director of Family Resources, and UPMC Chief Diversity Officer Candi Castleberry Singleton.

Earlier in the day, attendees also had the opportunity to participate in one of two community discussion groups. The two topics offered were Curbing Violence in Our Communities and Building Linkages with people of African Descent in Pittsburgh.





STATE OF BLACK PITTSBURGH

Top: Tony Brown, of Tony Brown's Journal served as co-keynote speaker at the 2008 Town Hall Meeting. Middle: Panel members Tim Stevens, Chairman of B-Pep, and Executive Director Richard Garland of One Vision, One Life. Bottom: The crowd listened and participated during the Curbing Violence in our Communities break out session.



SOCIAL AND ECONOMIC CHANGE



A SECURE HOME IS WHERE THE HEART IS: HOUSING ASSISTANCE PROGRAM AND OPERATION HOME

Research on housing quality and homeownership suggests that African Americans at all income levels live in lower quality housing and have lower home ownership rates than other populations in the United States. The Urban League of Greater Pittsburgh offers a number of housing programs that provide housing related education, counseling, and emergency assistance, among other services, to families in need.

One such program is “Operation Home,” a comprehensive series of homeownership workshops designed to ensure that the transition from renter to first-time homeowner is a successful one. This past year, 71 families participated in “Operation Home” workshops that focused on such topics as credit restoration, budgeting, and financial literacy. Ms. Lewis, a single mother of two children, was among the individuals who successfully improved her credit scores and was referred to local lending institutions to help realize her lifelong dream of home ownership

for herself and her family.

The Urban League of Greater Pittsburgh also identifies suitable housing for and provides counseling services and grant assistance to families referred through Allegheny County’s Office of Children, Youth and Families (CYF). During the past fiscal year, the Urban League/CYF family preservation and reunification program served a total of 1,905 individuals, among them 598 adults and 1,307 children. In addition, 228 families received rental assistance relief.

CYF referred Ms. Davis, a mother facing foreclosure proceedings that threatened the stability of her family, to the Urban League, where she obtained assistance with a deed-in-lieu-of-foreclosure transaction that minimized the negative credit impact. Ms. Davis also received help in finding and relocating to a safe, affordable, and attractive rental property with her family.

URBAN LEAGUE GUILD

From left to right: Vera Parker, Regina Johnson, Mark Brentley, Debra Campbell, Nina Lynch, Lee Stephan, Ruth Cox, Tim Sherrell, Gaye Velar, Sharon Brentley, Ramona Watkins (kneeling). The Pittsburgh Chapter, established in 1954, recruits both men and women with the shared goal of assisting the League in promoting vital community services, and developing and implementing special fundraising projects.





Urban League Director of Housing, Dawn T. Williams, Esq. discusses initiatives of the Housing program on Urban Reality.

SAYING GOODBYE TO URBAN REALITY

With the sale of WAMO 106.7 FM and AM 860 the City of Pittsburgh had to bid farewell to the “Town Hall Meeting of Radio”, Urban Reality. Urban Reality originated on December 13, 1997 and after 12 years on the air the talk radio program that focused on the positive and negative political and social issues in the black community aired its last live program on May 2, 2009.

Urban League of Greater Pittsburgh President & CEO Esther L. Bush hosted every show with passion and vigor, interviewing local and national public officials, community leaders, and grass roots individuals. Over the years our selection of guests varied from public officials and politicians such as Mayor Luke Raven-

stahl, Jehmu Green, of the Hillary Clinton Campaign, Congressman Chaka Fata of the Barak Obama Campaign, Political Analyst, Wallace Bright, and others such as Duquesne Elementary School students, Tychelle Stephens, and Brian Krause, who wanted to speak on air about saving their school and the district that they loved.

The Urban League would like to thank the many listeners that tuned in over the years to the bi-weekly radio program as well as John Ford, who faithfully hosted the show in Esther’s absence. We are proud of the legacy that the “Town Hall Meeting of Radio” has left and look forward to the day when we can once again reach out and touch the African American community through radio.

INTRODUCING THE EAST HILLS FAMILY SUPPORT CENTER

During fiscal year 2008-2009, the Urban League of Greater Pittsburgh was proud to expand its community outreach with a new addition to the Family Growth and Child Development Department, the East Hills Family Support Center. Established in November 2008 in the heart of East Hills, this center was developed to address the needs of this unique community by offering a positive place for parents to receive support for themselves and their children, and to help bring the community together again. Since its conception, the center has been successful in creating a “home away from home” for the East Hills community by offering different ways for adults and children to come together in a positive and safe environment.



SETTING A POSITIVE EXAMPLE: MR. TYLER BUTLER

Meet Tyler Butler, who earlier this year completed his freshman year of college at Pennsylvania's Slippery Rock University. Majoring in safety and environmental management, Tyler currently is moving at full speed and is nearly halfway through the first semester of his college sophomore year. What's the secret behind this young man's success?

Six years ago, Tyler connected to the Urban League Greater Pittsburgh through his participation in the Duquesne Community Mobilization Project (DCMP). An outgrowth of a collaborative effort between the Urban League and the Duquesne Delinquency Prevention Team, the DCMP promotes the positive development of children and young adults by working to prevent adolescent problem behaviors that often impede healthy development. Those behaviors, which include such things as substance abuse, delinquency, school dropout, and violence, may permanently derail a young person's emotional, educational, and social development and success.

Based on a process developed to help communities plan, implement, and evaluate proven-effective prevention programs to meet their particular needs, the DCMP has empowered the City of Duquesne, in partnership with the Urban League, to use advances from prevention science to guide their prevention efforts. In particular, the DCMP has mobilized and engaged the residents of Duquesne to establish a shared vision, common language, and collaborative prevention plan that targets scarce resources to their most effective use for positive youth results.

During his multiple years as a DCMP youth, for example, Tyler worked hard at developing positive social, behavioral, and cognitive skills, which, in turn, has provided him with ample opportunities to demonstrate his many talents and abilities. Having successfully graduated from East Allegheny High School, Tyler set his sights on college and was awarded a four-year scholarship. Now in his second year, Tyler finds himself particularly drawn to civic engagement, although he also enjoys teaching and project management. Tyler brought his knowledge and many skills back to the Urban League, where he interned this past summer as a Project Assistant for the Department of Education and Youth Development. He continues to set the bar high for the many who are following in his footsteps!

URBAN LEAGUE YOUNG PROFESSIONALS



THE URBAN LEAGUE YOUNG PROFESSIONALS OF GREATER PITTSBURGH (ULYP-GPGH)

Urban League Young Professionals of Greater Pittsburgh entered the new fiscal year with a bang as the Urban League of Greater Pittsburgh delegation attended the National Urban League Conference in Orlando, Florida in July 2008 and the Young Professionals won the National Urban League Young Professionals Eastern Region YP Chapter of Excellence! The amazing news reverberated around the Urban League Movement; amongst peers in NULYP chapters and right back home to Pittsburgh. ULYP-GPgh celebrated a remarkable year with an award that speaks to the unrelenting effort to sustain a thriving organization and network for African-American young professionals – a demographic often discouraged by the current social, cultural and professional offerings in the Greater Pittsburgh Region.

The Young Professionals worked hard to demonstrate their commitment to the Five-Point Empowerment Agenda by the exemplary contributions that they make in our communities each day. In addition, Pittsburgh Young Professionals leadership leveraged this achievement as an invaluable marketing in recruiting new members and elevating visibility even more. ULYP-GPgh is proud to be an award-winning chapter and continues to exceed many expectations.



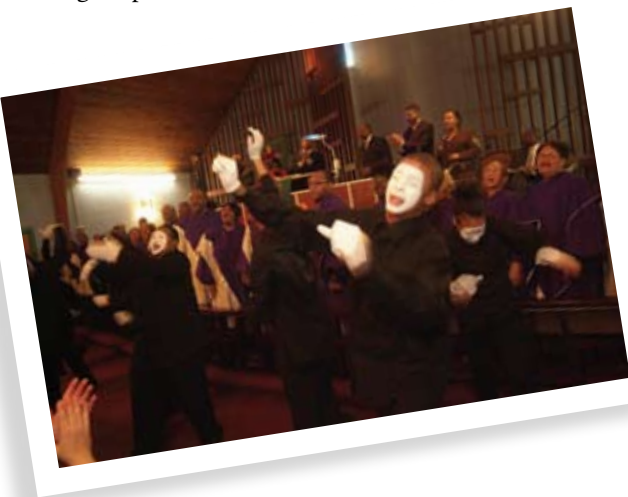
ULYP President La'Tasha Mayes (right) accepts the Eastern Region of Young Professionals Chapter of Excellence Award.

BUILDING HOPE ONE FAMILY AT A TIME

FAMILY GROWTH AND CHILD DEVELOPMENT

Like its sister centers, the Urban League of Greater Pittsburgh's Arthur J. Edmunds Family Support Center at Northview Heights, is designed to help keep families healthy, safe, and together. In addition to offering a number of services that include parenting education and leadership development, family health education, and a community food pantry, among others, the Center received a demonstration grant that enabled staff to work with community residents to develop and enhance their practical life skills. Twenty-three individuals enrolled in the eight-session program whose "Building Your Family" curriculum focused on a number of key areas such as money and time management, self-esteem and self-awareness, and anger management and conflict resolution. Eighteen of these individuals (or 78 percent of the program participants) successfully completed the comprehensive program. Among that group were 10 residents whose goal was to obtain a driver's license. Seven out of 10 residents successfully obtained a driver's license, and three even purchased their own vehicles.

One such individual was "LU," a life-long resident of the Northview Heights community and a single mother of four children. LU was a member of the committee that helped design the life skills program, and she simply could not wait to begin the classes. Not only did she complete the program, obtain her driver's license, and purchase a vehicle - LU also renewed her confidence in her ability to achieve. Today, she is busy pursuing her next goal, a career in the hospitality industry, and we feel confident she will once again persevere and succeed!



URBAN LEAGUE SUNDAY

The Rodman Street Missionary Baptist Church Mime Group performed at Urban League Sunday, 2009.



Roy Milton and Janice Edwards are two of the faces that will greet you at the door when you visit the Urban League's main offices.

WHAT CAN BROWN DO FOR YOU

MATURE WORKERS PROGRAM

When Roy Milton heard that a long-lost acquaintance had accepted a position with the Urban League of Greater Pittsburgh, he was curious. So he made it a point, during one of his many job-hunting expeditions in the city, to stop by the Urban League's Wood Street offices to visit his friend. It was during that rendezvous that Milton first met Rodney Brown, Sr., the individual who would help change the course of Milton's life.

Brown serves as the Director of the Urban League of Greater Pittsburgh's Mature Workers Program, a training-to-work program that prepares older adults to enter or re-enter the workforce. Milton described it best: "Mr. Brown asked me if I needed a job, and when I told him I did, he offered me training and a wage-paying job as a greeter" with the Urban League of Greater Pittsburgh. "It's an interesting job because I've learned a lot about how to work with the public. I also work on the computers and am encouraged to look online for other possible employment opportunities. [The Mature Workers Program] has opened doors for me, and for that - and for Mr. Brown - I am grateful."

Janice Edwards is another "Mature Worker." She survived 39 years in the central supply department of a local hospital, seven heart attacks, and one by-pass surgery. Like Milton, Edwards now is staying active and employed with the Urban League of Greater Pittsburgh as a greeter. And she loves it! "I love the people. I love my boss (Rodney Brown, Sr.). And I love that the Urban League helps so many others," she said. She and her colleagues recently celebrated National Boss Day by presenting Brown with a gift of two sweaters and a poem, their way of saying thank-you for his genuineness and leadership.

EDUCATION AND YOUTH DEVELOPMENT

Service Achievements in Fiscal Year 2008-2009

3,390

youth and adults were served through Education and Youth Development and Duquesne Community Mobilization Project programs in Fiscal Year 2008-09:

- 50 high school students participated in 2-week DigiPen video game programming camp
- 50 high school students participated in 5-day residential Black Male Leadership Development Institute
- 230 high school students participated in Post Secondary Preparation classes
- 101 students grades 9 through 12 were inducted into National Achievers Society based on their good academic record and community service
- 21 college-bound students and their parents attended half-day College Financial Aid Workshop
- 98 high school juniors and seniors attended intensive five week SAT Prep course hosted in conjunction with Penn State University
- 135 students from ten local high schools, 15 high school counselors and 28 colleges and universities gathered for the one-day college fair – “College Success 101” - at co-sponsor Carnegie Mellon University
- 40 youth aged 7 through 15 received scholarships and attended the Ben Roethlisberger Football Camp where at-risk youth receive fundamental football skills training and an opportunity to interact with the Steelers’ quarterback
- 352 other persons requested and received educational information and assistance



Steelers quarterback Ben Roethlisberger congratulates Tyrese Jennings, 8, after Tyrese made a long throw through a tire to win an autographed football during Roethlisberger’s football camp at Mars High School.

DUQUESNE COMMUNITY MOBILIZATION PROJECT

Since 1999 the Duquesne Community Mobilization Project (DCMP) has aided residents of the City of Duquesne in defining, setting, and prioritizing goals and strategies regarding youth prevention of problem behaviors. The DCMP convened a diverse group of key leaders and stakeholders including community youth, parents, government offices, school administration, businesses, human, social and health services, and law enforcement with the vision “To build a community with ample resources and create a healthy, safe and drug-free environment to make Duquesne a model safe community that focuses on the accomplishments of our children and youth.”

Total participants in DCMP activities are as follows:

141	Leadership and Civic Engagement
85	Violence Prevention
20	Service and Volunteerism
152	Mentoring
97	Youth Employment and Marketable Skills
1,619	Healthy Youth
199	Duquesne State Health Improvement Plan
2,313	DCMP youth and adult participants

EMPLOYMENT, TRAINING & ECONOMIC EMPOWERMENT

Service Achievements in Fiscal Year 2008-2009

GENERAL EMPLOYMENT AND TRAINING SERVICES WERE PROVIDED TO

- 147 participants who found full or part-time employment.
- 1,726 participants who received job-related counseling and information.
- 8,340 persons who attended Urban League sponsored or co-sponsored career fairs, workshops and trainings.

MATURE WORKERS PROGRAM PREPARES OLDER CITIZENS TO ENTER OR RE-ENTER THE JOB MARKET.

- 138 adults, aged 55 and older, received training and job placement with an average annual earning of \$6,842 and an overall 73% job retention rate

RE-ENTRY ASSISTANCE MANAGEMENT PROGRAM (RAMP) ASSISTS FORMERLY INCARCERATED ADULTS IN GAINING EMPLOYMENT AND POSITIVELY RE-ENTERING THE COMMUNITY.

- 64 formerly incarcerated participants found full or part-time employment
- 764 formerly incarcerated participants received job-related counseling and information, and access to employers

MON VALLEY RAMP

- 15 formerly incarcerated participants found full or part-time employment.
- 137 formerly incarcerated participants received job-related counseling and information, and access to employers.

URBAN YOUTH EMPOWERMENT PROGRAM IS A CAREER PREPARATION INITIATIVE FOR AT-RISK, OUT-OF-SCHOOL, AND/OR ADJUDICATED YOUNG MEN AND WOMEN BETWEEN THE AGES OF 18 AND 24.

- 2 participants received their General Equivalency Diploma while in the program
- 63 participants received pre-G.E.D. tutoring and help with academic remediation

MON VALLEY YOUTH EMPOWERMENT PROGRAM

- 6 participants received their General Equivalency Diploma while in the program
- 3 participants received pre-G.E.D. tutoring and help with academic remediation



ON THEIR GAME

A Digipen instructor stops to look at the work of a student. The teenagers received 2 weeks of instruction on how to create their own video game.

FAMILY GROWTH & CHILD DEVELOPMENT

Service Achievements in Fiscal Year 2008-2009

The Urban League operates three family support centers as part of the Allegheny County family support network. Located in Duquesne City, adjacent to Northview Heights and - new in this fiscal year - a center in East Hills. Last year these centers helped families with young children remain stable and intact through a wide range of services and activities geared toward nurturing healthy families.

- 186 families with children ages 0-5 received intensive family support services which include home visiting, child development and parenting education, self-reliance goal planning, and parent leadership and advocacy skill building
- 201 families received general family support services which include parenting classes, Parent Council leadership development, fathers' support groups, food assistance, and family activities
- 160 children ages 0-5 received developmental screenings
- 7 children that received screenings and showed a delay were referred for Early Intervention Services
- 154 parents and 284 children attended various parent/child interaction activities including holiday celebrations, Dr. Seuss Birthday, Biggest Bedtime Story Ever, and the annual family support picnic
- 108 parents attended parent support groups or parenting groups including Nurturing Parenting Classes, Women's Group and Grandparents Group
- 30 parents of young children received Best Books for Babies Baskets to encourage early literacy
- 18 families with kindergarten aged children received intensive services that included home visiting and goal planning
- 58 kindergarten aged children received services and incentives
- 20 children attended Kids Zone summer kindergarten readiness program
- 21 parents participated in the Building Blocks for Success life skills education project
- 14 families received support for employment retention through the Support To Employed Parents of Students (STEPS) program

GREATER PITTSBURGH HEALTHY MARRIAGE COALITION (GPHMC)

Service Achievements in Fiscal Year 2008-2009

The Greater Pittsburgh Healthy Marriage Coalition consists of community-based and faith-based organizations, universities and government agencies which work together to develop collaborations and member agency capabilities that lead to an increase in healthy marriages.

The GPHMC provided healthy marriage and relationship outreach, education, and information to over 4,000 individuals. GPHMC honored 60 couples from the Greater Pittsburgh community at the 2008 Regional Marriage Enrichment Conference and 2008 Couples of Distinction Awards Gala in September of 2008. A conference sponsored in partnership with TWOgether Pittsburgh over 1,000 individuals attended the Regional Marriage Enrichment Conference.



Debra Tucker and Esther Bush accept \$10,000 grant in support of "Reading Circles" family literacy program from Verizon Vice President Bill Carnahan.

HOUSING

Service Achievements in Fiscal Year 2008-2009



Angelicha Matthews of Operation Home talks with a participant at the 2008 Opportunity Fair. (In background Urban League Housing staff: Andrea Trowery, Paulette Tarrant, and Robert Reeves)

1,203

families were counseled by the Allegheny County Housing Counseling Services Program in regards to all aspects of housing, including how to secure and maintain affordable housing, budgeting, tenant-landlord rights, mortgage foreclosure

prevention, review and explanation of credit reports, and legal representation, if needed. Rental assistance was provided to some eligible clients.

- 557 families received \$596,745 in housing grants through the Housing Assistance Program to help them secure or maintain safe, affordable housing
- 1,307 children were prevented from going into foster care or reunited with their parents as a result of housing services provided by the Urban League in conjunction with Allegheny County's Department of Children Youth & Families (The UL/CYF Housing Assistance Program.) 228 of these represented families received rental assistance
- 71 families attended Operation HOME first time homebuyers' workshops and were provided with the information and tools needed for them to work towards purchasing a home
- 42 Allegheny County Residents, were provided limited legal representation from the Urban League's HomeSafe Program, in the Conciliation Conferences held in the Allegheny County Court of Common Pleas enabling them to avoid mortgage foreclosure
- 658 families received emergency food from the pantry housed at the Urban League's Wood Street offices
- 843 individuals were pre-screened for eligibility and assisted in submitting applications for possible food stamp benefits
- 400+ families received Thanksgiving celebration provisions and even oven mitts, disposable roasters, and the like, where needed

URBAN LEAGUE OF GREATER PITTSBURGH, INC.

Statement of Operations and changes in net assets* For years ended June 30, 2009 and 2008

	2009			2008		
	<i>Unrestricted</i>	<i>Temporarily Restricted</i>	<i>Total</i>	<i>Unrestricted</i>	<i>Temporarily Restricted</i>	<i>Total</i>
Revenues, gains and other support:						
Government agencies (Note I)	\$ 197,345	\$ 4,163,194	\$ 4,360,539	\$ 216,540	\$ 4,171,175	\$ 4,387,715
Contributions (Note I)	390,876	525,280	916,156	444,396	315,968	760,364
United Way allotment	464,293	186,012	650,305	414,487	227,408	641,895
Rental income	293,528	-	293,528	293,527	-	293,527
Membership income	40,217	-	40,217	42,351	-	42,351
Interest and dividend income	20,960	194	21,154	41,475	378	41,853
Unrealized gain (loss) on investments	(101,356)	-	(101,356)	(72,581)	-	(72,581)
Miscellaneous income	10,850	-	10,850	17,760	-	17,760
Net assets released from restrictions	4,835,394	(4,835,394)	-	4,772,715	(4,772,715)	-
	<u>6,152,107</u>	<u>39,286</u>	<u>6,191,393</u>	<u>6,170,670</u>	<u>(57,786)</u>	<u>6,112,884</u>
Expenses:						
Salaries and related expenses	3,615,181	-	3,615,181	3,813,051	-	3,813,051
Occupancy	492,666	-	492,666	473,694	-	473,694
Depreciation	135,988	-	135,988	88,668	-	88,668
Interest	78,168	-	78,168	25,343	-	25,343
Purchased services	206,487	-	206,487	209,380	-	209,380
Conferences/travel	68,684	-	68,684	145,827	-	145,827
Affiliate membership dues	13,500	-	13,500	13,500	-	13,500
Specific assistance to individuals	809,316	-	809,316	849,268	-	849,268
Equipment rental and maintenance	36,950	-	36,950	37,334	-	37,334
Indirect costs	160,335	-	160,335	148,028	-	148,028
Supplies	150,141	-	150,141	144,655	-	144,655
Special events	131,850	-	131,850	119,286	-	119,286
Other	160,160	-	160,160	64,494	-	64,494
	<u>6,059,426</u>	<u>-</u>	<u>6,059,426</u>	<u>6,132,528</u>	<u>-</u>	<u>6,132,528</u>
Increase (Decrease) in Net Assets	92,681	39,286	131,967	38,142	(57,786)	(19,644)
Net Assets, Beginning of Year	<u>1,440,489</u>	<u>271,076</u>	<u>1,711,565</u>	<u>1,402,347</u>	<u>328,862</u>	<u>1,731,209</u>
Net Assets, End of Year	<u>\$ 1,533,170</u>	<u>\$ 310,362</u>	<u>\$ 1,843,532</u>	<u>\$ 1,440,489</u>	<u>\$ 271,076</u>	<u>\$ 1,711,565</u>

* This Statement is an excerpt from the Audit Report submitted by Paparone, Stillwaggon & McGill, LLP

Copies of the complete audited financial statements may be obtained by writing to the Urban League of Greater Pittsburgh, 610 Wood Street, Pittsburgh, PA 15222

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*** Every effort has been made to list correctly and comprehensively those who have supported the Urban League through unrestricted gifts and membership donations between July 1, 2008 and June 30, 2009. Please notify the Development Office at 412-227-4211 of any omission or error. Thank you for your thoughtful and loyal support.**



DINNER AND DANCING
 K. Chase Patterson is accompanied by his niece, Dezaye Taylor, at the 13th annual Ronald H. Brown Gala.

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Fiscal Year 2008-2009

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Annual Report for a complete
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Urban League of
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Urban League of
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RONALD H. BROWN LEADERSHIP AWARDS GALA DECEMBER 5, 2008

L-R- Rod Doss, on behalf of Corporate Award Winner, the New Pittsburgh Courier; Esther I. Bush; Ms. Joanne Rogers accepting the Special Posthumous Award on behalf of her husband the late Mr. Fred Rogers; Ms. Mary Jane Gilliam, President of The Daniel B. Matthews Society accepting the Community Leadership Award for the society; Board Chair, David O'Brien and wife Colleen, and seated is Civic Award Winner Thelma Williams Lovette. The Ronald H. Brown Gala is held the first Friday in December at the Westin Convention Center Hotel. As one of the premiere Pittsburgh events, the gala includes the silent auction, a delicious dinner, dancing and the famous dessert reception. This year's gala will be held on Friday, December 4, 2009.