

2013-2014 Annual Report



Our mission is to empower under-resourced youth to aspire, work, and succeed through paid internships, formal training, and mentoring.



OUR CORE VALUES

STUDENTS FIRST

Employing Youth, Inspiring Excellence

TAKE CARE OF EACH OTHER

Lending a helping hand and supporting each other's work

FOLLOW THROUGH

Creating a strong and responsive relationship with everyone we come in contact with and work with

OPEN/DIRECT COMMUNICATION

Communicating in a clear, precise, and honest manner in all of the work we do

DEDICATED TO MISSION AND RESULTS FROM MISSION

Making decisions based on the mission and vision of the organization

On the cover: Joselyn, an Intern at the Alexandria City Attorney's office, delivers a speech during the 2014 Public Speaking Challenge

Dear Friends,

Eighteen years ago, three friends imagined that they could do more to help create opportunities for young people growing up in our most challenging communities in Washington, DC. After visiting Anacostia High School in Southeast Washington and hearing from students that what they needed most was good jobs, Andrew Plepler brought his friends Jeffrey Zients and Thomas Nides together to turn that vision into reality and Urban Alliance was born. What began as a small operation inside of one local high school grew into so much more because of the addition of Veronica Nolan to the team in 2002.

For 12 years, Veronica worked to grow and expand our operations and today, we are a national organization that serves over 1,500 youth annually in over 45 high schools across four regions. Her leadership, tireless advocacy and constant championing of youth workforce development solidified Urban Alliance's success and its thoughtful expansion. This summer, we said goodbye to Veronica as she made the difficult, but exciting choice to move on to a new chapter of her life. We will all profoundly miss her boundless energy and deeply generous spirit.

The Board of Directors elevated Eshauna Smith, formerly our President, to the role of CEO in July. The smooth transition we have seen through this change in the last few months is a testament to how both Veronica and Eshauna fully embody the core values that guide our work. Their work together over the past year is reflected in the exciting information you will read about in this report. Eshauna has already begun to expand our presence on the national stage and we look forward to the many exciting years ahead under her leadership. We are confident that she will continue to build on the vision that has brought us to this point and that will continue to shape our future endeavors.

Thank you for taking the time to read our report and thank you for your continued support as we work to improve the lives of young people in all of our regions. We could not achieve our ambitious goals without your help.

Sincerely,



Mary Menell Zients
Urban Alliance Board Chair



Veronica Nolan (L), Eshauna Smith (R)

IMAGINE

Our Current Programs

High School Internship Program

- ✍ Year-long, paid professional internships for high school seniors from under-resourced communities
- ✍ Case management and professional Mentor
- ✍ Weekly workshops on job/life skills and financial literacy
- ✍ Post-high school, college and career planning
- ✍ Culminating event; Public Speaking Challenge



Alumni Services

Available to all youth who successfully complete the High School Internship Program.

Education and Career Counseling:

- ✍ Résumé and cover letter review
- ✍ Assistance with financial aid and college transfer processes

College Internship Program:

- ✍ Paid summer internships
- ✍ Closely aligned with career goals

GradUate Events:

- ✍ Networking and professional development events
- ✍ Community service opportunities



Curriculum Outreach

Opportunities to share the Urban Alliance professional development workshops with youth in the broader community

Workshops:

- ✍ Facilitate sessions that reinforce job and life skills
- ✍ Flexible and adaptive to the needs of contracted partners
- ✍ Youth focused curriculum incorporating real life scenarios

Program Management:

- ✍ Coordinate and run corporations' internal internship programs
- ✍ Provide support and best practices on Intern engagement
- ✍ Ensure high-quality work experience and outcomes for corporations and Interns

Young Adult Internship Program

- ✍ Currently exists only in the Baltimore region (in addition to High School Internship Program) in partnership with the Department of Social Services
- ✍ Provides paid, professional internships to 18–21 year-old foster youth (32 hours per week for 20 weeks).
- ✍ Interns receive case management support from an Urban Alliance Program Coordinator
- ✍ Interns attend weekly workshops on skill building, life skills, and financial literacy training and support transitioning to post-program education and unsubsidized employment opportunities.

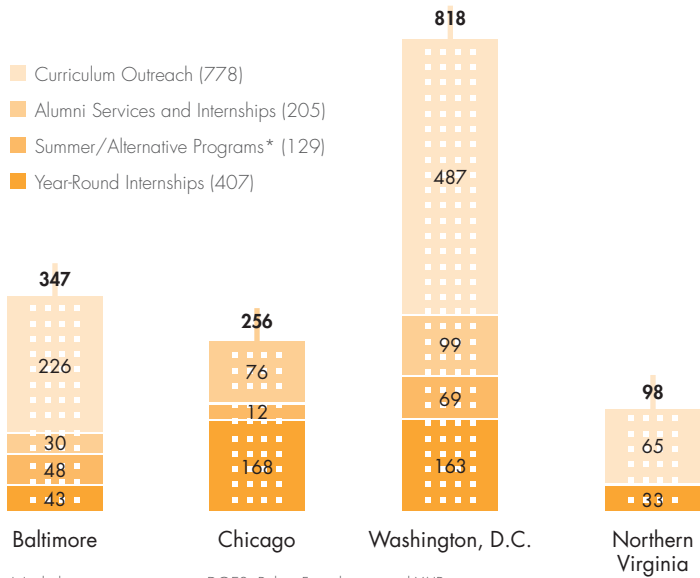
I **imagined** [Urban Alliance] would take a lot of my time, but it was actually a great experience. I can't think of another way a student can learn and work hands-on alongside people in some of the most influential and prestigious companies around Chicago.



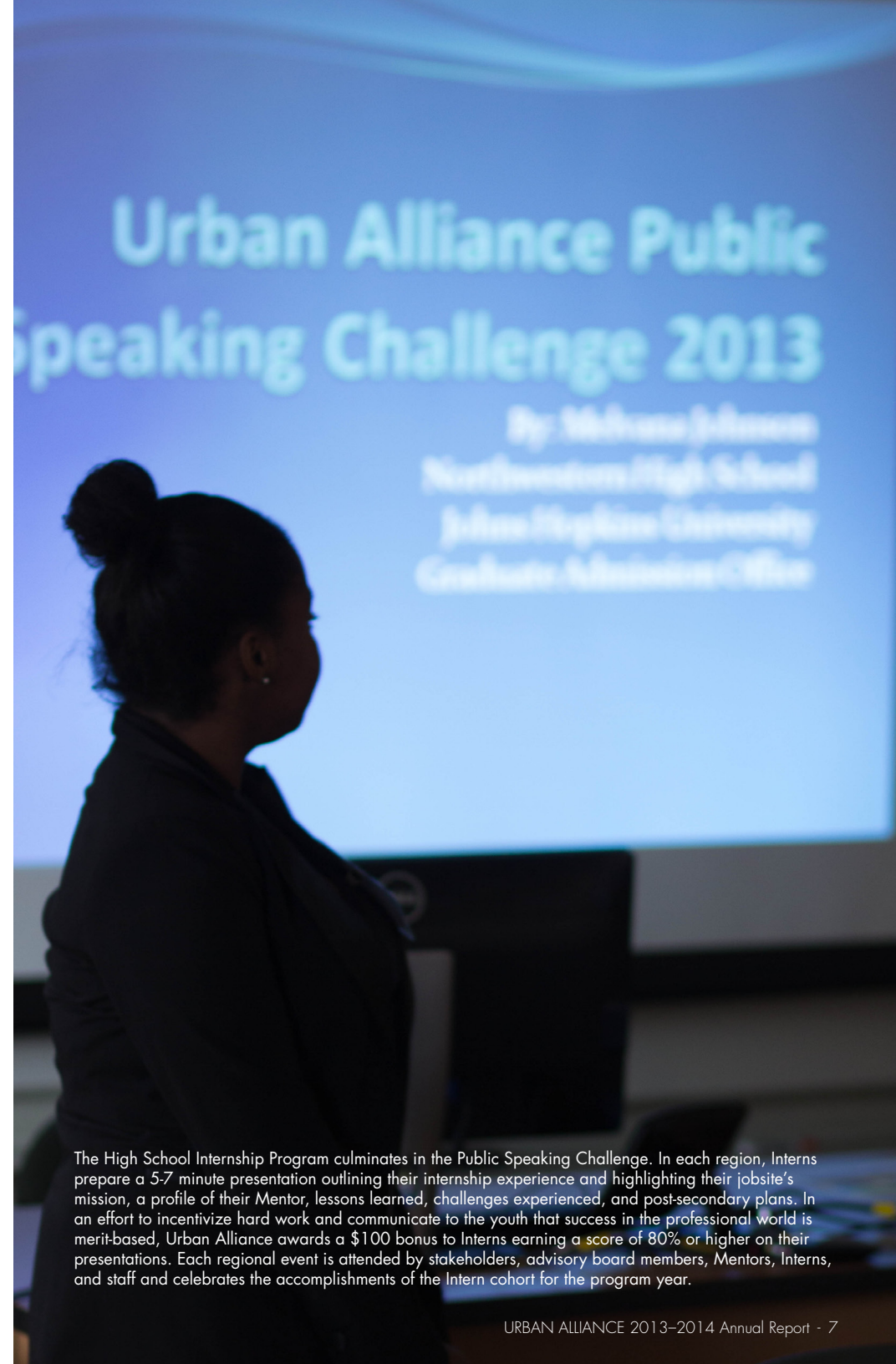
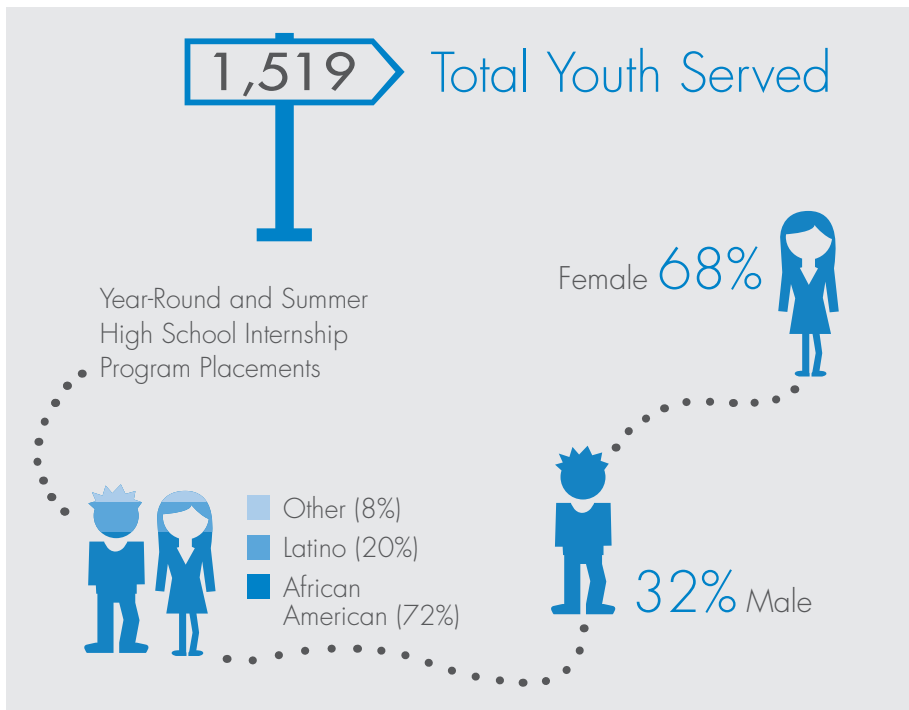
Antonio Martinez, Chicago '13,
Student at Columbia College Chicago

Who We Served

NUMBER OF YOUTH PARTICIPANTS



* Includes summer programs, DOES, Police Foundation, and YAIP.



The High School Internship Program culminates in the Public Speaking Challenge. In each region, Interns prepare a 5-7 minute presentation outlining their internship experience and highlighting their jobsite's mission, a profile of their Mentor, lessons learned, challenges experienced, and post-secondary plans. In an effort to incentivize hard work and communicate to the youth that success in the professional world is merit-based, Urban Alliance awards a \$100 bonus to Interns earning a score of 80% or higher on their presentations. Each regional event is attended by stakeholders, advisory board members, Mentors, Interns, and staff and celebrates the accomplishments of the Intern cohort for the program year.

INVEST

Job Partners and Supporters Invested in:

119,140  cumulative hours worked by Interns

94 hours of professional training in skills such as:

536 Youth placed in a paid internship

Time Management, Goal Setting, Task Completion, Communication, and Accepting Criticism

High School Internship Program Job Partners

Baltimore
 ARC Baltimore
 Baltimore City Public Schools
 Baltimore Gas and Electric Company
 Bank of America
 Community Law In Action
 Congressman Cummings' Office
 Cordish Company
 Downtown Partnership
 Habitat for Humanity of the Chesapeake
 Higher Achievement
 Johns Hopkins Hospital
 Bayview Medical Center
 Johns Hopkins University - School of Public Health and School of Nursing
 Legg Mason
 Marriott
 Morgan Stanley
 New Leaders
 Reading Partners
 Sinai Hospital
 The Mayor's Office - Baltimore City
 Urban Alliance
 Verizon
 Wide Angle Youth Media
 Y of Central Maryland

Chicago
 A Silver Lining Foundation

A. Epstein and Sans International, Inc
 Accenture
 Advocate Illinois Masonic AECOM
 Alan F. Segal & Associates
 All Chicago
 Aon
 Arcadis
 Ariel Investments
 AT&T
 Balyasny Asset Management LP
 Bank of America
 Barlit Beck
 Big Shoulders Fund
 Blue Cross Blue Shield Illinois
 BMO Harris Bank
 Boys and Girls Club of Chicago
 BP
 Burson-Marsteller
 Capri Capital Partners LLC
 Cara Program
 Career Builder
 CBOE
 Chicago Bears
 Chicago Bulls
 Chicago Cares
 Chicago Coalition for the Homeless
 Chicago Cubs
 Chicago Public Library
 Chicago Public Schools

Chicago Transit Authority
 Chicago Youth Centers
 Chicagoland Chamber of Commerce
 Choose Chicago
 Clear Channel Media and Entertainment
 Chicago Clifford Law
 closerlook, inc.
 CNA
 ComEd
 DeVry
 Digitas
 DLA Piper
 Dress for Success Worldwide
 Dynamic Motion Control, Inc
 Edelman
 Enlace Chicago
 Equity Group Investments
 Exelon
 First Look Appraisals
 General Growth Properties
 Goldman Sachs
 Greater Chicago Food Depository
 Grosvenor
 Groupon
 Guaranteed Rate
 Gynecologic Specialists of Northwestern, S.C.
 Harpo
 Hillard Heintze
 Hines
 Hinshaw & Culbertson LLP
 Huron Consulting

Hyatt
 Ingenuity Inc
 InnerWorkings
 Jenner & Block LLP
 Joffrey Ballet Chicago
 Johnson Publishing
 Jones Lang La Salle
 JP Morgan Chase & Co.
 Katten Muchin Rosenman LLP
 Kirkland Ellis
 KPMG
 La Casa Norte
 Lightbank
 Loop Capital
 Madison Dearborn
 Mayer Brown
 McKinsey & Company
 Media Ocean
 Mesirov Financial
 Mikva Challenge Foundation
 Milhouse Engineering & Construction
 Motorola Solutions
 Neal and Leroy LLC
 Northern Trust
 Northwestern Hospital
 Nuveen
 Orbitz
 Ounce of Prevention Fund
 Peoples Gas
 PepsiCo Chicago
 Priority Sports & Entertainment

Prudential
 Public Building
 Commission of Chicago
 Rush University Medical Center
 Sanchez Daniels & Hoffman LLP
 Schiff Hardin
 Senior Lifestyle
 Sidley Austin
 Skadden
 Spark
 Sterling Bay Companies
 Teach for America
 The John Buck Company
 The Private Bank
 The Vistria Group
 United Airlines
 University of Chicago
 Urban Alliance
 Urban Education Institute
 Urban Initiatives
 Walgreens
 William Blair
 Winston & Strawn LLP
 Working in the Schools (WVITS)
 YMCA Chicago
 Youth Guidance

Washington, DC
 21st Century Fox
 AdvaMed
 African American Civil War Memorial and Museum
 American Chemistry Council
 Artemis Real Estate Partners
 Aspen Institute
 Atlantic Media Company
 Bank of America
 Boston Consulting Group
 Brown Advisory
 Burness Communications
 Capital Source
 Cesar Chavez Public Charter School
 Children's National Medical Center
 Clark Construction Group, LLC
 College Tribe
 Community Preservation and Development Corporation
 Corporate Executive Board

Northern Virginia
 ACT for Alexandria
 Alexandria City Attorney's Office
 Alexandria Department of Community and Human Services
 Alexandria Housing Development Corporation
 Alexandria Renew
 Alexandria Seaport Foundation
 APS ARTI Joint Venture
 Arlington County Board
 Arlington County Office of Emergency Management
 Arlington Free Clinic
 Arlington Housing Corporation
 Arlington Street Peoples Assistance Network

Bloomberg BNA
 Consumer Electronics Association
 Evolent Health
 Greenbrier Learning Center
 Jack Taylor Toyota
 King Street Wireless
 National Capitol Contracting
 Bank of America
 Northern Virginia Legal Services
 Reingold Inc
 Smithsonian Institution, Office of Sponsored Projects
 The Motley Fool
 Washington Speakers Bureau
 WJLA/Newschannel 8

Corporation for National and Community Service
 Danaher Corporation
 DC Chamber of Commerce
 Department of Consumer and Regulatory Affairs
 Department of Corrections
 Department of Small and Local Business Development
 Edison Electric Institute
 Forest City Washington
 Girl Scout Council of the Nation's Capital
 Higher Achievement
 Honest Tea, Inc.
 Hubbard Place Resident Services
 JP Morgan Chase & Co.
 Katten Muchin Rosenman LLP
 Kid Power Inc
 KIPP DC
 Latin American Youth Center
 LearnZillion
 Living Classrooms of the National Capital Region
 Marriott
 Marshall Heights
 Community Development Organization
 Martha's Table
 Mayer Brown
 Metro TeenAIDS
 Morgan Stanley
 National Law Enforcement Officers Memorial
 New Leaders
 Office of Congresswoman Eleanor Holmes Norton
 Office of Mayor Vincent Gray - Office of Documents
 Office of Notary Commissions and Authentications
 Office of Personnel Management

Office of the Deputy Mayor for Planning and Economic Development
 Office of the General Counsel, Council of the District of Columbia_
 Opower
 Paul, Weiss, Rifkind, Wharton & Garrison, LLP
 Pepco
 PG&E Corporation
 PSI
 Reingold LINK
 Resources for Inner City Children (RICH)
 Sasha Bruce Youthworks
 Serve DC
 Sitar Arts Center
 SJL Shannon
 Split This Rock
 Standard Technology, Inc
 Street Law
 Sullivan & Cromwell
 Team Up DC
 The Advisory Board Company
 The Glover Park Group
 Third Way
 United States Agency for International Development
 United States Chamber of Commerce
 University of the District of Columbia
 Urban Alliance
 Venable
 Verizon
 Washington Animal Rescue League
 Washington City Paper
 World Bank Group
 YMCA of Metropolitan Washington
 Young Women's Project
 YWCA National Capital Area

Program Successes

100% of Interns completing the High School Internship Program graduated from high school



84% of Job Partners returned for the 2013/14 program year

90% of Urban Alliance Alumni who enrolled in college persisted to their 2nd year

79% of Urban Alliance Alumni enrolled in college within one year of completing the program

Job Partners (Continued)

Young Adult Internship Program Job Partners—Baltimore

| | | | |
|--|--|---|--|
| A+ Neighborhood Homebuyers ARC Baltimore Belair Edison Neighborhoods, Inc | Bon Secours Community Works C. Brown Properties LLC CUPs Coffeehouse Episcopal Community Services of Maryland | Morgan State University EDAC New Beginnings Operation Reach Out Southwest (OROSW) | People's Community Health Center Reading Partners Subway The Maryland SPCA Y of Central Maryland |
|--|--|---|--|

Alumni Internship Program Job Partners—Chicago

| | | | |
|--|---|--|---|
| Chicago Bulls Chicago Cares Clear Channel Media and Entertainment Chicago CNA ComEd | ContextMedia, Inc Digitas Greater Chicago Food Depository Grosvenor Groupon Healthy Organic Kids | Innovation Foundation, Inc Lincoln Park Zoo Loop Capital Mesirov Financial Nuveen Shiftgig, Inc | University of Chicago Urban Education Institute USO Illinois WeDeliver, Inc. |
|--|---|--|---|

College Internship Program Job Partners—Washington, D.C.

| | | | |
|---|---|--|--|
| American Psychological Association ASAE Bank of America Byte Back CEB Children's National Medical Center | CNCS College Summit Crystal City Gateway Department of Education Department of Justice DPW Emmas Hubbard Place | IRS Joy of Motion Latin American Youth Center NeighborWorks America New Course Catering Peppo Providence | Providence Hospital Ritz Carlton Pentagon City Ritz Carlton Georgetown Sitar Arts Words, Beats, Life Inc. YMCA - Wellness |
|---|---|--|--|



Interns meet with World Bank President, Dr. Kim

Our Partners

School Partners

Baltimore

Academy of College and Career Exploration (ACCE)
Augusta Fells Savage Institute of Visual Arts High School
Baltimore Talent Development High School
Digital Harbor High School
Frederick Douglass High School
Independence School
Maritime Industries Academy
Northwestern High School
Patterson High School
REACH Partnership
Reginald F. Lewis School of Business & Law
W.E.B. DuBois High School

Chicago

Benito Juarez Community Academy High School
Charles P. Steinmetz Academic Centre High School
Christian Fenger Academy High School
David G. Farragut Career Academy High School
Gurdon S. Hubbard High School
John Marshall Metropolitan High School
Kenwood Academy High School
Marie Skłodowska-Curie Metropolitan High School
Muchin College Prep
Paul Laurence Dunbar Career Academy High School
Percy L. Julian High School
Thomas Kelly High School
Wells Community Academy High School
Wendell Phillips Academy High School

Northern Virginia

TC Williams High School
TC Williams Satellite Campus
Wakefield High School

Washington, D.C.

Anacostia Senior High School
Ballou Senior High School
Benjamin Banneker Academic High School
Booker T. Washington Public Charter School
Cardozo Senior High School
Cesar Chavez Capitol Hill
Columbia Heights Educational Campus (CHEC/Bell)
Coolidge Senior High School
Dunbar Senior High School

Eastern Senior High School
Friendship Collegiate Academy Public Charter School
Hospitality High Public Charter School
IDEA Public Charter School
KIPP DC
McKinley Technology High School
Options Public Charter School
Perry Street Prep
Phelps Architecture, Construction and Engineering High School
Roosevelt Senior High School
Thurgood Marshall Academy
Washington Mathematics Science Technology Public Charter High School (WMST)
Wilson Senior High School
Woodson Senior High School

Curriculum Outreach Partners

Baltimore

Baltimore City Public Schools
Eye for Change
Heritage High School
R.O.O.T.S.
The Intersection

Northern Virginia

Arlington Career Center
Northern Virginia Urban League

Washington, D.C.

Arts on the Block
Capital Partners for Education
Dance Place
DC Commission on the Arts and Humanities
DC Housing Authority
DC Police Foundation
DC Public Library Teens of Distinction
Georgetown Meyers Institute for College Preparation
LAYC Career Academy
National Cathedral Scholars
New Heights: IDEA Public Charter School
Office of the State Superintendent of Education
On Ramps to Careers
Perry Street Preparatory Public Charter School
Public Allies
Sasha Bruce YouthBuild
Sitar Arts Center
YMCA DC Youth in Government
YouthBuild Public Charter School

Urban Alliance Participates in 2nd Annual Spring2ACTion Campaign!



Spring2ACTion, a 24-hour online fundraising event hosted by ACT for Alexandria, is held annually to benefit nonprofits in the Alexandria, VA community. This year, Urban Alliance participated in the event for the second consecutive year, and realized stunning success. The one-day event raised more than \$30,000 from 260 individual donors including a challenge grant from the Bruhn-Morris Family Foundation. Funding

secured during Spring2ACTion in April 2014 will supplement the cost of sponsoring Interns at nonprofit sites in Alexandria as Urban Alliance hopes to double the number of youth served in the High School Internship Program in Northern Virginia for the 2014-2015 program year. Regardless of role, staff in the Northern Virginia, DC, and National regions put aside typical responsibilities for the day and solicited donations for Spring2ACTion. Staff contributed to the budding culture of philanthropy across the organization and displayed strong commitment to the core values of students first and taking care of each other.

Inaugural Young Alumni Giving Campaign Kicks Off!

A new initiative for the 2013–2014 program year, the Young Alumni Giving Campaign provided the class of 2014 with the opportunity to participate in an “employee giving campaign” while learning about the value and responsibility of philanthropy. Youth were challenged to donate \$20.14, their high school graduation year, to the Alumni Services Department at Urban Alliance. This amount approximately equates to the wages each young person would have earned during two hours of the summer full-time work experience. Essentially, Interns were asked to donate two hours of their work back to Urban Alliance. The goal was to have 35% of the seniors completing the 10-month program donate to the campaign. At the completion of the program year, 41% of Interns donated to the campaign, raising more than \$2,300 for the Alumni Services Department.



Charles Reid, DC '96,
Dean, Middle School,
Cardozo Education Campus

Urban Alliance has been a family to me! They have **invested** a great deal into me becoming a better leader at school, work, and in the community. They have **invested** love in helping me become the man I am today.

A Heartfelt Thanks to Our Generous Donors*

Individual Donors**

Alan and Ronda Zients
Allison C. DiNardo
Andrew and Claudia Plepler
Anonymous Individual Donors
Beth and Daryl Libow
Bob Woodward and Elsa Walsh
Carolyn Strauss
Christina Gattuso
Christopher McComish
Colleen Dailey & Abdelhamid Elaissami
Colleen Lee
Courtenay Valenti
Craig Martin
Darlene Hall
Donald Graham
Douglas Gessner
Eileen Shields-West
Elon Mitchell
Esiter Newberg
Geoffrey A Neuner
Hani Mowafi
Harry Rhoads Jr.
Jeff and Mary Zients
Jonathan E Suchland
Joseph Ferraro
Joyce D Carlock Young
Judith Mazo
Julie Farkas and Seth Goldman
Julie Ortmeier
Karen and Ethan Leder
Karen Campbell
Kristin Osenburg Kosmides
Kwasi Mitchell
Laurie Wingate and Mark Chandler
Leah Rietveld
Leonard Caldwell
Liz Baratt Brown and Bos Dewey
Marc and Vivian Brodsky
Meghan Basic
Michael D'Amato
Michael Kantor and Heidi Schulman
Michael Pfeiffer
Muriel and Arden Maignan Wilkins
Nancy Folger
Nicholas G Kilavos
Pat McGuire
Paula Lombardo
Pedram Afshar
Philip Leibovitz and Nicole L. Mock
Richard and Pamela Sauber
Richard and Sue Barry
Rob Sobhani
Robin Harris

Sandra Abrevaya
Sarah and Michael Berry
Sarah Slusser
Sherri Salata
Susan Moser
The Lombardo Family
Thomas and Frances Knoll
Thomas J. Raffa
Veronica Nolan and Kareem El-Alaily
Wendy L Wempe

Institutional Donors

Abell Foundation, Inc.
ACT for Alexandria
AmazonSmile Foundation
Annie E. Casey Foundation
Anonymous Foundations
Arlington Business and Civic Circle
Baltimore City Department of Social Services
Baltimore Gas and Electric Company
Baltimore Metropolitan Council
Baltimore Safe and Sound Campaign
Bank of America
Bank of America Foundation
Barclays
BDT & Company, LLC
Bernstein Family Foundation
Bernstein Management Corporation
Best Buy Children's Foundation
Blue Cross Blue Shield Illinois
Blum-Kovler Foundation
Boeing
BP Corporation North America Inc.
Bruhn-Morris Family Foundation
Buffalo Exchange
Capital One
CareFirst Blue Cross Blue Shield
Carter & Melissa Cafritz Charitable Trust
Censeo Consulting Group, Inc.
Ceres Foundation
Chicago White Sox
Chipotle Mexican Grill
Clark Charitable Foundation
Clark Construction Group, LLC
Cogan Family Foundation
Collaborate to Impact
Community Foundation
National Capital Region

Community Foundation NCR
Danaher Foundation
DC Children & Youth Investment Trust Corporation
DC Department of Employment Services (DOES)
DeVito Family Trust
Ebb Point Foundation
EJF Philanthropies
Eugene and Agnes E. Meyer Foundation
Fannie Mae
Freddie Mac Foundation
Frederick Prince Trust
GEM Capital, L.P.
George Wasserman Family Foundation
Giving Together
Globetrotters Government Sector, LLC
Goldman, Sachs & Co. Hands on DC
Harry & Jeanette Weinberg Foundation
HBO/Time Warner
Henry and Ruth Blaustein
Rosenberg Foundation
Heydar Aliyev Foundation
Hitachi Foundation
Horning Family Fund
ImpactAssets, Inc.
J. Willard & Alice S. Marriott Foundation
JPMorgan Chase Foundation
Koons Tysons Toyota
Larmax Homes, LLC
Lefkowsky Family Foundation
Lois & Philip Macht Family Philanthropic Fund
M & T Charitable Foundation
Marian Osterweis Fund
McMahon Solutions, LLC
Mile High United Way
Monster.com
Morgan Stanley
Motorola Mobility Foundation
Motorola Solutions
National Association of Professional Background Screeners
National Cathedral School
Office of Personnel Management
One Main Financial
Park 6 Foundation (Sprengr + Lang)
Pitney Bowes Foundation
PNC Bank
Pritzker Foundation

Pritzker Pucker Family Foundation
Richard E. and Nancy P. Marriott Foundation
Rockefeller Philanthropy Advisors
Rotary Foundation
Share Fund
Sidgmore Family Foundation
Singhal & Company, Inc.
Skoll Foundation
Sparo
Speyer Family Foundation
Starbucks Memorial Fund
Steele Family Foundation
Sun Management
Target Corporate Community Relations
The Advisory Board Company
The Alter Group, Ltd.
The Alvin and Fanny B. Thalheimer Foundation
The Associated: Jewish Community Federation of Baltimore
The Cordish Family Foundation
The Dun & Bradstreet Corporation Foundation
The Fund for American Studies
The Joyce Foundation
The Marion I. & Henry J. Knott Foundation
The Moriah Fund
The Morris and Gwendolyn Cafritz Foundation
The Siebert Family Foundation
Tides Foundation
United Airlines
United States Chamber of Commerce
United Way of Central Maryland
United Way of Greater Portland
United Way of Metropolitan Chicago
Venture Philanthropy Partners (VPP)
Verizon Foundation
Wachovia Wells Fargo Foundation
Walker & Dunlop, LLC
Washington Area Women's Foundation
World Bank
YWCA National Capital Area
Zegar Family Foundation

* The list above includes donations and grants made in 2013-2014. If there is an error in our listing, please accept our sincere apologies and contact us at kstorms@theurbanalliance.org.

** Individual donors listed contributed at least \$500 combined during years 2013 and 2014.

Financial Statement For Fiscal Year 2013

January 1, 2013–December 31, 2013

This is a financial snapshot for the year ending on December 31, 2013. Expenses and overall revenue figures have been audited by Raffa, P.C. A full audited report can be requested by e-mailing: kstorms@theurbanalliance.org. Please note that the specific breakdown of revenue over the funding source categories is determined by Urban Alliance and is not audited.

REVENUE

Contributions

| | |
|--|--------------------|
| Foundations & Trusts | \$2,519,354 |
| Organizations Sponsoring Student Interns | \$2,159,413 |
| In-Kind Donations | \$225,167 |
| Government Grants | \$131,529 |
| Corporate Charitable Donations | \$121,274 |
| Individually Directed Contributions | \$81,559 |
| Earned Income for Curriculum Outreach Services | \$39,164 |
| Total Contributions | \$5,277,461 |

Other Revenue \$113,466

Total Revenue \$5,390,927

EXPENSES

Program Services

| | |
|--|--------------------|
| High School Internship Program | \$3,224,461 |
| Program Development | \$602,783 |
| Youth Programs | \$272,205 |
| Total Program Services | \$4,099,449 |

Support Services

| | |
|---|------------------|
| Management & General | \$340,877 |
| Development & Fundraising | \$506,258 |
| Total Support Services | \$847,135 |

Total Expenses \$4,946,584

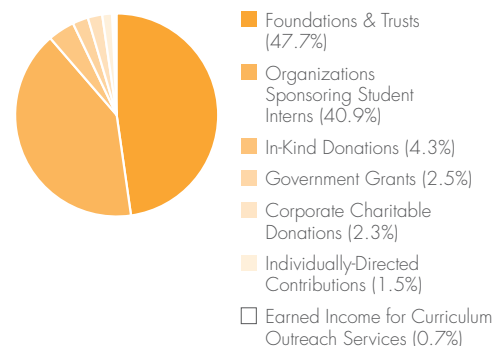
Change in Net Assets \$444,343

Beginning Net Assets \$2,430,440

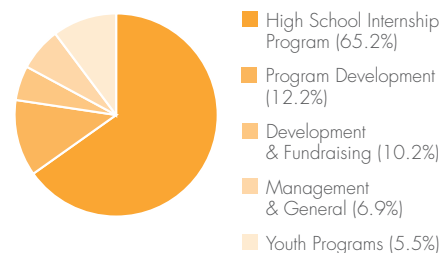
Ending Net Assets* \$2,874,783

* Includes grant commitments for 2014–2015 and Board-designated \$1.1 million Operating Reserve.

FY 2013 REVENUE



FY 2013 EXPENSES



2014 Donor Spotlight

Interview with Kwasi Mitchell, Urban Alliance Donor and New Board Member

Q. What did you **imagine** your connection with Urban Alliance would be like?

A. I have always known that Urban Alliance is a unique organization but was surprised by the level of involvement in the program offered to passionate donors. From the Public Speaking Challenge to high-profile events like the forum at the US Chamber of Commerce in addition to regular ongoing communications, I have never seen an organization that has truly invited donors at all levels to have an impact in the fashion that Urban Alliance does.



Q. How do you think your **investment** in Urban Alliance made an impact? Why do you continue to **invest** in the program?

A. I believe that my **investment** has had an impact in Urban Alliance's expansion to new cities and building the infrastructure for the organization to scale nationally. The results that Urban Alliance has achieved are phenomenal and I continue to **invest** because the potential of expanding Urban Alliance to other cities and regions of the country makes me excited about the impact that Urban Alliance can have on youth that were raised in similar environments as myself.

Q. What would you say to a new potential donor to **inspire** them to participate in the program?

A. I have little to say to **inspire** other donors or program participants outside of spend five minutes with one of Urban Alliance's staff. I cannot **imagine** anything more **inspiring** than the passion and dedication of the teams working so hard to provide each additional opportunity to the youth the program serves. It is an amazing team.

Urban Alliance Staff

National

| | |
|--------------------|---|
| Eshauna Smith | Chief Executive Officer |
| Najmah Ahmad | Director of Curriculum Outreach |
| Meagan Carlock | Director of Finance |
| Nicole Clegg | Human Resources Manager |
| Wendy Dixon-DuBois | Director of Outreach and Communications |
| Julie Farkas | Chief Strategic Growth Officer |
| Amanda Fioritto | Data and Evaluation Specialist |
| Sokeng Leng | Director of Special Projects |
| Tameka Logan | Chief Program Officer |
| Alysia Morgan | Operations Associate |
| Jee Pae | Chief Development Officer |
| Paul Remy | Development Associate |
| Jose Sousa | Chief Administrative Officer |
| Kyle Storms | Development Director |
| Daniel Tsin | Director of Evaluation |
| Meaghan Woodbury | Chief Operating Officer |

Baltimore

| | |
|--------------------|---------------------|
| Stephanie Amponsah | Executive Director |
| Katie Graul | Program Coordinator |
| Natasha Muhammad | Program Director |
| Joseph Straaik | Program Coordinator |

Chicago

| | |
|------------------|--------------------------|
| Jenna Ketchum | Executive Director |
| Jeremy Ly | Program Coordinator |
| Vanessa Martinez | Program Coordinator |
| Chris Noth | Program Coordinator |
| Jamie Ricks | Program Director |
| Leah Rietveld | Alumni Services Director |
| Marshana Roberts | Program Coordinator |
| Jason Rotolo | Operations Manager |

Northern Virginia

| | |
|------------------|-----------------------------------|
| Alessandra Colia | Director of Employer Partnerships |
| Kedrick Griffin | Program Director |

Washington, DC

| | |
|-------------------|--------------------------|
| Nathaniel Cole | Executive Director |
| Brittany Anderson | Program Coordinator |
| Alexandra Bryant | Program Coordinator |
| Jessica Gilbert | Program Coordinator |
| Alphonzo Jackson | Program Coordinator |
| Tyran Omary | Program Director |
| Nancy Washington | Alumni Services Director |
| Courtney Wright | Program Coordinator |

Thank you to the following staff members for their service:

| | |
|-------------------|---------------------------------------|
| Sandra Abrevaya | Chicago Executive Director |
| Catherine Estevez | Baltimore Executive Director |
| Ricardo Hernandez | Program Coordinator |
| Bobby Kirby | Baltimore Alumni Services Coordinator |
| Veronica Nolan | Chief Executive Officer |
| Samantha Palmer | DC Program Coordinator |
| Sean Segal | Chief Operating Officer |
| Jazmyn Singleton | Director of Alumni Services |
| Lisa Southerland | DC Program Coordinator |
| Liz Spurgeon | DC Program Coordinator |
| Aileen Xenakis | Development Associate |

2014 Media Highlights



This program year presented a number of TV and print media opportunities for Interns and staff to represent the organization, provide commentary, and contribute as subject matter experts on the topic of youth employment. From highlights on CNN's Chicagoland, to local newscasts on the impact of the Dream Act, and a feature in the New York Times, Urban Alliance garnered a great deal of public recognition. For continued updates on the organization, visit the News page on the Urban Alliance website or follow [@UrbanAlliance](https://www.instagram.com/UrbanAlliance) on social media.



2013 Staff Retreat

Board of Directors*

| | |
|--------------------------|--|
| Andrew Plepler | President of the Board and Founder, Urban Alliance Global Corporate Social Responsibility Executive and Consumer Policy Executive, Bank of America |
| Mary Menell Zients | Board Chair, Urban Alliance; Volunteer |
| Anna Bard | Community Affairs Manager - MD, DC & VA Wells Fargo Philanthropy Team |
| Viki Betancourt | The World Bank (Retired) |
| Karen Campbell..... | Vice President and Chief Policy Officer, Verizon |
| Shannon DiBari | Acting Chief Operating Officer, Senior Vice President, Chief Administrative Officer, US Chamber of Commerce |
| Christine Gregory | Former Executive Director, Urban Alliance Diversity, Inclusion, and Leadership Development Consultant, Christine Gregory Consulting |
| Nick Kilavos..... | Former Mentor, Urban Alliance Vice President, Alliance Partners LLC |
| Tom Knoll | Pastor, First Lutheran Church |
| Kristin Kosmides..... | Head of Corporate Citizenship, Legg Mason |
| Karen Leder..... | Volunteer |
| Colleen Lee | Real Estate Agent, Gerlach Real Estate |
| Winston Lord..... | Co-Founder & CMO, Venga |
| Kwasi Mitchell | Senior Manager, Washington DC Strategy & Operations Practice, Deloitte Consulting, LLP |
| Tom Nides | Vice Chairman, Morgan Stanley |
| Chandra Pappas..... | Senior Vice President, Randstad |
| Matthew Smith..... | Principal Partner, McKinsey & Company |
| Maura Vanderzon..... | Volunteer |

Local Advisory Boards

Baltimore

| | |
|-------------------------|---|
| Kristin Kosmides..... | Advisory Board Chair Head of Corporate Citizenship, Legg Mason |
| Theo Kuczarski | Field Director, Northwestern Mutual |
| Deb Hannon Silcox | Partnerships and Community Relations, Baltimore City Public Schools |
| Zed Smith | Chief Operating Officer, The Cordish Company |

Chicago

| | |
|---------------------------------|---|
| Amy Rule | Founding Advisory Board Chair, First Lady of Chicago |
| Katie McCormick Lelyveld | Founding Advisory Board Member, Director of Communications, Joyce Foundation |
| K. Brooke Stafford-Brizard..... | Founding Advisory Board Member |

Northern Virginia

| | |
|----------------------------|---|
| Aneesh Chopra | Co-Founder and Executive Vice President, Hunch Analytics Former Chief Technology Officer of the United States of America |
| Karen Pallansch | Chief Executive Officer, Alexandria Renew Enterprises |
| Nancy Sanger Pallesen..... | Executive Director, Arlington Free Clinic |

Washington, D.C.

| | |
|-----------------------|--|
| Anna Bard | Advisory Board Co-Chair, Community Affairs Manager, MD, DC, VA, Wells Fargo Philanthropy Team |
| Karen Leder..... | Advisory Board Co-Chair, Volunteer |
| Judy Brown | Office Administrator, Katten Muchin Rosenman, LLP |
| Karen Campbell..... | Vice President and Chief Policy Officer, Verizon |
| Dan Gordon..... | Senior Advisor, School Design at District of Columbia Public Schools |
| Nick Kilavos..... | Vice President, Alliance Partners LLC |
| Tom Knoll | Pastor, First Lutheran Church |
| Colleen Lee | Real Estate Agent, Gerlach Real Estate |
| Winston Lord..... | Co-Founder & CMO, Venga |
| Venitta McKnight..... | Office Manager Government Relations, 21st Century |
| Chandra Pappas..... | Senior Vice President, Randstad |
| Maura Vanderzon..... | Volunteer |

* No term limits.



What's Ahead for Urban Alliance?

Twelve years ago, my phenomenal predecessor, Veronica Nolan, set out to bring Urban Alliance to as many young people as possible. This past year, Urban Alliance placed 536 youth in paid internships and served over 1,500 youth in Washington, DC, Baltimore, Chicago, and Northern Virginia.

Today, I am **inspired** by the strong foundation that Veronica set and our rich history to continue the Urban Alliance legacy of bold and visionary leadership to meet the urgent needs of our young people. Between 2000 and 2011, employment rates fell to 24% for teens aged 16-19, the lowest employment rate in the country in over sixty years.

As our young people continue to struggle with accessing early workforce opportunities and finding a foothold in the labor market, we are prepared at Urban Alliance to take all that we've learned throughout our 18-year history to meet the growing needs of our youth. Recently we held an event in partnership with the U.S. Chamber of Commerce Foundation. Together, we hosted a powerful conversation and call-to-action to lift up the critical role that early and meaningful workforce experiences play in positively impacting the lives of low-income youth and our country's talent pipeline which is in sore need of skilled and diverse workers.

Over the next several years, we will continue to serve young people at the highest quality levels, while playing a leadership role nationally to spark dialogue, bring youth voice, and build increased awareness about the urgent need to forge new employment pathways for our most vulnerable young people.

Sincerely,

Esh Smith

Eshauna Smith
Chief Executive Officer



William Bates, Baltimore '13,
Student at Bowie State University



Washington, DC
(National Headquarters)

2030 Q Street, NW
Washington, DC 20009
202.459.4300

Baltimore, MD

1500 Union Avenue
Suite 2100
Baltimore, MD 21211
410.366.5780

Chicago, IL

29 South LaSalle Street
Suite 610
Chicago, IL 60603
312.496.3300



www.theurbanalliance.org
info@theurbanalliance.org