



voice

2010 ANNUAL REPORT

ucan[™]



In fiscal year 2010,

11,926 children, youth and families served • **526** employees
with an **80%** employee retention rate • **114** mentors • **32** interns
• **30** programs • **9** key office locations • **5** volunteer boards with
more than **120** trustees and members • **for every \$1** of support
entrusted to UCAN, **85¢** is spent on programs

one mission to build
strong youth and families through compassionate healing,
education and empowerment

one vision youth who have suffered trauma
can become our future leaders





dear friends,

This past year presented numerous challenges for Chicagoland's most vulnerable populations: unacceptable levels of violence on our streets, state budget shortfalls resulting in cuts to critical healthcare and community services, and continued unemployment and poverty. It has become increasingly important that we break the spiraling cycles of violence, abuse, neglect and poverty that our communities face; we must find ways to create effective and lasting change.

UCAN's vision is that youth who have suffered trauma can become our future leaders. Healing from their trauma and rising to a position of strength, these youth bring hope and optimism for our future. Our alumni go on to give back to their communities in a myriad of ways, including creating supportive and nurturing families, advocating for non-violent conflict resolution, serving our country in military or government service, or finding meaningful employment in fields such as teaching, nursing, banking, construction, youth leadership, and counseling. We are extremely proud of our alumni and their accomplishments.

Fiscal year 2010 was a tremendous year at UCAN. Our proven Teen Parenting Service Network expanded its relationship with the Department of Children & Family Services to cover the entire state of Illinois. Our Foster Grandparent program, which enriches the educational experiences of young children through the use of senior mentors, expanded to cover not only Cook but Lake and McHenry counties as well. We also successfully launched our 360° Model, a school-based program which works with students, teachers and families to recognize the impact of violence and trauma in order to create safety and healing for students in schools.

We are extremely proud that our Governing Board is now diverse and inclusive; we feel it is critical that the composition of our board reflect the diversity of the population which we serve. Financially, our programs significantly outperformed budget, enabling us to reward our hard-working staff by making an unbudgeted contribution to our employee 401k fund. And thanks to generous support, our 11th Annual Youth Advocacy Awards dinner raised a record-breaking \$703,382 — a +25% increase over 2009 — and gave six outstanding youth scholarships for higher education.

2011 will bring about continued excitement and change as we develop our Chicago Institute for Transforming Youth (CITY) model. CITY starts with the premise that youth, their families and their communities have an innate desire to improve; the model will take an all-inclusive approach to transforming communities through a variety of comprehensive programs and services. In addition, aligned with our faith-based history, we will establish the Office of Spiritual Formation to ensure a focus on our clients' spiritual development and to encourage spiritual diversity. Internally, we are concentrating on modernizing our workflow, moving towards electronic processes and filing where possible.

We are deeply grateful for your ongoing support of our mission and our work. We look forward to continuing our partnership in 2011.

Thomas C. Vanden Berk
Chief Executive Officer

Judith C. Rice
Chair, UCAN Board of Directors

As the youngest of five children growing up in a single parent home, Tiffany Lewis was often left to fend for herself. In 2003 at age 13, Tiffany learned about UCAN's Young Leadership Development Institute (YLDI) from a friend and joined the group, where she instantly began to identify with other UCAN youth and to feel empowered by being a part of something so important to her community.

Tiffany and other aspiring young leaders from YLDI were trained to become change agents, focusing on educating peers on the dangers of gun violence, risky behaviors and unhealthy relationships. Tiffany was active across Chicago, speaking with elected officials and advocating against violence, even speaking at press conferences on UCAN's behalf.

As Tiffany made her way through high school at Lane Tech, she began experiencing greater problems at home, including verbal abuse, fighting and neglect. When conflict with a sibling turned violent, Tiffany left home, seeking shelter from various friends. Despite these difficulties, Tiffany continued to be involved with UCAN, confiding in fellow youth for advice. She

building future leaders

also became involved in another UCAN violence prevention program, Hands Without Guns. Tiffany says, "My UCAN family acted as a source of support that I got from no one else. All of my peers stuck together and wanted to be successful together, despite our many personal tragedies. It was so meaningful to know that I was not alone and not the only one going through problems at home."

Graduating from high school with a 3.8 GPA, Tiffany officially moved out of her mother's house at the age of 18. She began taking classes at Wilbur Wright Community College, also holding a full time job at American Girl Place. UCAN helped connect Tiffany with a community shelter program, and through the completion of certain requirements, Tiffany became eligible

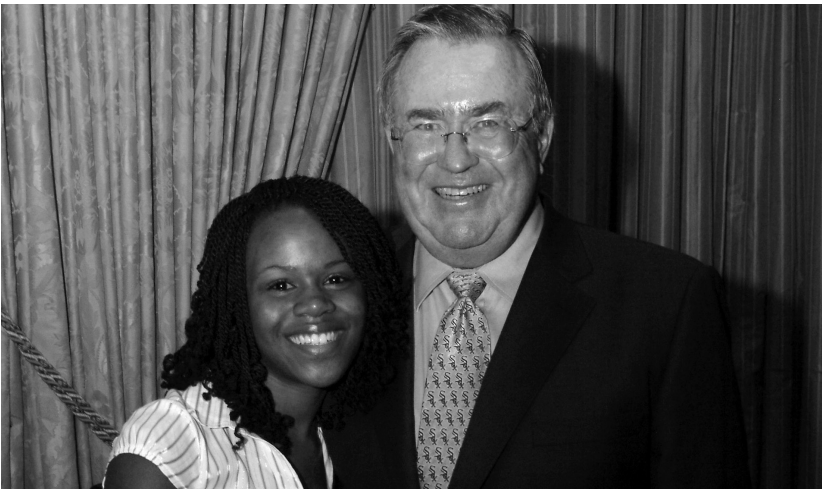


for her own apartment. Chevelle Bailey, Associate Director of Youth Development at UCAN and Tiffany's mentor, says that, "Tiffany knew those few months in the shelter were going to be difficult, but she also knew that this was her only path to living independently and completing her education. Once Tiffany set a goal for herself, she was careful to make sure she followed the appropriate path to completing that goal."

"Thanks to UCAN, I began to fully realize my potential and how important getting a good education was to my future success." —*Tiffany Lewis*

In 2007, Tiffany was awarded UCAN's annual John E. Rooney Dynamic Scholar Award, which provided an educational scholarship for college. Chevelle had helped Tiffany apply to school and select one which was right for her: Florida Agricultural & Mechanical University. There, Tiffany studied journalism and criminal justice while working part time; one of her jobs was an internship with the Tallahassee ABC News local affiliate. During the summer of 2009, she came back to Chicago and worked at UCAN, teaching youth in UCAN's Learn & Earn Program. Tiffany realized that she had a profound passion for teaching and said she found it, "sad to see that many of the youth placed gangs and shooting as their top priorities." Tiffany taught her teens the importance of character building and problem solving, communicating that, "You are not alone in what you face each day. I am a product of this community too—and I know you can all be a success."

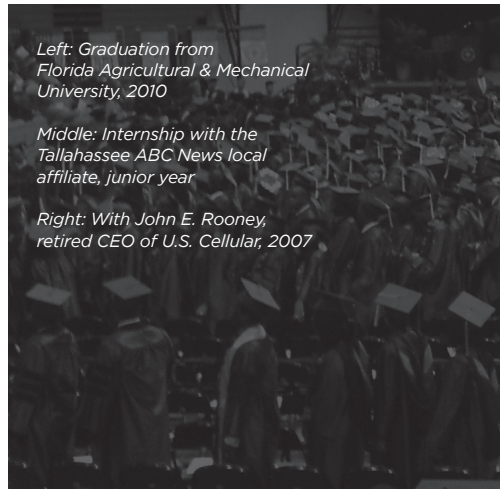
Tiffany graduated from Florida A&M in December of 2010, and has since improved her relationship with her family. She says that her difficult childhood "motivated me to do better, finish school, and really make a life for myself." Doing just that, Tiffany was recently accepted into Teach for America's Chicago Corps to teach special education. UCAN is extremely proud of her achievements.



Left: Graduation from Florida Agricultural & Mechanical University, 2010

Middle: Internship with the Tallahassee ABC News local affiliate, junior year

Right: With John E. Rooney, retired CEO of U.S. Cellular, 2007



diversity & inclusion

UCAN is committed to diversity and inclusion, and we firmly believe that our diversity efforts make us a stronger, more vibrant and more effective organization. We are dedicated to building a business diversity model, nurturing our workforce, and delivering culturally proficient services to our predominantly minority based clientele. UCAN serves 12,000 children, youth and families annually, and has a diverse staff profile with 500+ employees. It is therefore mandatory that UCAN be a culturally proficient agency, defined as one which holds cultural differences and diversity in the highest esteem and promotes improved cultural relations. Under the guidance of our Governing Board and Senior Leadership Team, UCAN aims to set the standard for the non-profit industry and to continue to share our work with others.

Our multi-faceted approach to this initiative is built upon four tenets which we believe are critical to being a culturally proficient agency: leadership commitment, community engagement, diverse representation at all levels, and open, honest and respectful communication. Our work has truly reshaped our organization's culture, and our journey continues; diversity and inclusion must be a continuous part of any organization's work.

Diversity at UCAN means ...

Serving and employing a wide range of individuals with broad representation of similarities and differences including people of every ability, race, ethnicity, gender identity, socio-economic status, sexual orientation, age, culture and religion.

Inclusion at UCAN means ...

Welcoming, respecting and valuing each individual's unique characteristics and integrating them in an open and supportive environment which helps build strong youth, families, employees and communities.

Highlights of our 2010 activity included:

- Achievement of a minority-driven Governing Board
- Establishment of an external Diversity Advisory Board to provide counsel and expertise
- Increased focus on our supplier diversity model
- Growth of the Host Home Program, which assists homeless LGBTQ youth with housing
- Strong activity from our five employee affinity groups (Alumni Involvement Council, Black Men 360, La Voz, LGBT & Allies, and WOM&N)
- Continued advocacy for the inclusion of diversity strategies within the human services industry
- Ongoing collaboration with corporate and foundation partners to strengthen and support our diversity work
- Greater emphasis on internal and external communications of our diversity initiatives
- External recognition of our work by the University of Chicago School of Social Services Administration, who awarded UCAN its 2010 Distinctive Innovation in Social Services Award for our diversity and inclusion strategy

Fiscal year 2011 will bring about continued change and excitement for UCAN, including increased focus on the diversification of our Governing Board. In addition, we aim to increase our dollars spent with minority and women business enterprises. Finally, we will develop the Office of Spiritual Formation, seeking to enhance our clients' spiritual development and to encourage spiritual diversity amongst both clients and employees.

our impact

HEALING TRAUMA

- Our **Teen Parenting Service Network** program now covers the entire state of Illinois, serving **711** clients. A key goal is to help prevent our clients' children from also becoming a part of the child welfare system. Last year, **88%** of these **children remained with their parents**.
- **82%** of our **Transitional/Independent Living Program** youth achieved permanent housing prior to graduating from the child welfare system. **73%** of youth with a high school degree **were attending college**.
- We are the largest provider of **Professional Foster Parenting** in Lake/McHenry Counties, and last year, **38%** of children in our care either returned to the home of their parents, were placed with guardians or were adopted, exceeding state standards by **+31%**.
- Our **Residential Treatment Center** helps traumatized youth develop the skills for success in a less structured environment. Last year, **83% of kids** who transitioned out of the center **succeeded in their new home**.
- UCAN's new **360° Model** is a school-based youth empowerment program, and a key component is clinical intervention. Of the **136** students who received clinical services, **92% made progress**, enabling them to better focus on their education.

EDUCATING CHILDREN & FAMILIES

- **UCAN Academy** is the largest 1st-12th grade therapeutic day school in Chicago. Last year, **25% of our students achieved a significant educational milestone**.¹
- **90%** of graduating seniors from our **High School to College** program have enrolled in college, a vocational program, or a trade.
- UCAN won two 2010 awards from **Parents Anonymous®**: one of our clients won a **national parent leadership award**, while for the second year in a row, a UCAN staff member took home an Illinois partnership award.
- Our **CHA Relocation program** successfully helped **161 families relocate** from housing developments into community-based housing.
- Of the child welfare alumni who came back to UCAN's **Alumni Services Program** in need of emergency assistance, **72% made progress** on one of their goals.
- The **STARS** program provides a one year internship at UCAN for former state wards. **90% of STARS participants are gainfully employed** upon program graduation.

PREVENTING VIOLENCE THROUGH YOUTH EMPOWERMENT

- UCAN was selected as one of nineteen organizations to provide **mentoring and advocacy services** to the Chicago Public School students most at risk of violence.
- Our new **LGBTQ Host Home Program** matches homeless youth with volunteer homes to provide the safety and stability needed to focus on employment and education and achieve independence. In its first year, **100% of program youth were in college or vocational training**, while **80% were also employed**.
- Our **FamilyWorks** program employed **200** youth and adults through CHA Altgeld Gardens' **first community garden project** and secured **summer employment** for an additional **122** youth. In addition to jobs, this taught job readiness, nutrition, and healthy living, and kept youth off of the streets.
- UCAN's summer **Learn & Earn** program served **215 youth** this year (+82%), working to reduce summer learning loss, increase academic achievement and improve youth educational and career development outcomes.

¹Graduation from 8th or 12th grade, or reintegration into Chicago Public Schools

our history

When Abraham Lincoln called upon the men of the Union to serve their country in the Civil War, the members of St. Pauls United Church of Christ responded wholeheartedly. Realizing that their future was uncertain, however, they made a promise to each other that those who returned would take care of the children of any of those who did not. This promise was the seed that would grow into UCAN. UCAN officially opened its doors as an orphanage in 1869, made possible by an extremely generous endowment from the Uhlich family.

Over the past 141 years, UCAN has remained dynamic, evolving with the tremendous challenges facing disadvantaged children, their caregivers and families. Today, UCAN is a multi-faceted social service organization which aims to build strong youth and families through compassionate healing, education and empowerment. Our mission has led us to develop more than thirty programs to meet the critical needs of Chicagoland's at-risk populations. This array of services enables us to move clients from one program to another as their needs change, yet spares them the transitions and gaps caused by moves between agencies. Our clinical philosophy ensures that our approach to healing is united and consistent.

UCAN's full continuum of services includes:

- A residential treatment facility
- Clinical and counseling services
- Support for all pregnant or parenting teens in the child welfare system
- Foster care placement
- Transitional and independent living programs
- A first through twelfth grade year-round therapeutic day school
- Family support and parenting education programming
- Comprehensive social services for public housing residents
- Workforce development
- Violence prevention and youth empowerment programming
- Group and individual mentoring
- Youth leadership development

UCAN's vision is that youth who have suffered trauma can become our future leaders; leaders who will give back to their communities. Last year, we served 11,926 children, youth and families across Illinois. With a results-oriented business model, strong collaborative partnerships, and commitments to innovation and diversity, UCAN is recognized as a leader in treatment and therapy. We believe that everyone has a voice and the right to realize their full potential. For more information, please visit www.ucanchicago.org.



*Above: UCAN Residential Treatment Center, 1920s
Below: UCAN Academy, 2011*

financial highlights

statement of financial position

as of June 30, 2010

CURRENT ASSETS

Cash & Cash Equivalents	\$16,943
Accounts Receivable Less Allowance for Doubtful	\$3,908,585
Grants Receivable	\$522,410
Prepaid Expenses & Other Assets	\$326,768

Total Current Assets \$4,774,706

INVESTMENTS

\$10,210,814

INSTITUTIONAL PROPERTIES

Land & Improvements	\$1,048,302
Building & Improvements	\$12,079,169
Furniture & Equipment	\$3,867,193
Motor Vehicles	\$350,066

Total Institutional Properties \$17,344,730

Less Accumulated Depreciation (\$8,178,342)

Net Institutional Properties \$9,166,388

Deferred Financing Costs, Less Amortization	\$313,892
Beneficial Interest Held in Trusts	\$9,709,215

Total Assets \$34,175,015

LIABILITIES & NET ASSETS

CURRENT LIABILITIES

Accounts Payable	\$2,507,315
Deferred Revenue	\$164,808
Accrued Payroll	\$1,692,573
Accrued Vacation	\$691,022
Accrued Pension	\$1,107,295
Borrowings Under Line of Credit	\$303,088

Total Current Liabilities \$6,466,101

LONG TERM LIABILITIES

\$10,782,233

NET ASSETS

Unrestricted	\$6,568,780
Temporarily Restricted	\$299,413
Permanently Restricted	\$10,058,488

Total Net Assets \$16,926,681

Total Liabilities & Net Assets \$34,175,015

statement of activities

for the fiscal year ending June 30, 2010

SUPPORT, REVENUE & GAINS

Program Support	\$32,835,331
Public Support	\$2,031,893

Total Support, Revenues & Gains \$34,867,224

EXPENSES

Program Services	\$30,400,654
Support Services	\$4,375,786

Total Expenses \$34,776,440

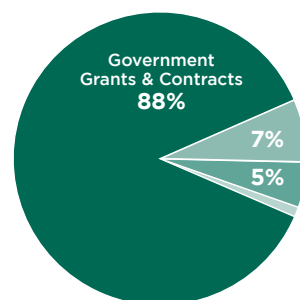
Operating Income \$90,784

Gains on Investments & Trusts \$1,851,426

Current Year Change in Net Assets	\$1,942,210
Impairment Loss on Non-Active Properties	(\$471,220)
Defined Benefit Plan Adjustment	(\$51,193)
Net Assets at Beginning of Year	\$15,506,884

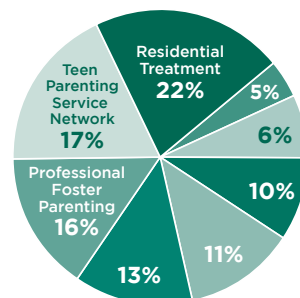
Net Assets at End of Year \$16,926,681

SUPPORT, REVENUE & GAINS



Private Revenue 7%
Investment Income 5%
Other Income <1%

PROGRAM SERVICES



UCAN Academy 13%
Transitional/Independent Living 11%
Housing Support Services 10%
Other Programs 6%
Youth Leadership 5%



UCAN's Signature Leaders Society honors those contributing \$1,000 or more to UCAN annually.

\$100,000 +

The Richard H. Driehaus Charitable Lead Trust
Ms. Irmgard Heymann

\$50,000 +

Diermeier Family Foundation
Northern Trust
U.S. Cellular

\$25,000 +

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