



# leadership

2011 ANNUAL REPORT

ucan<sup>™</sup> 

Our **vision** is that youth who have suffered trauma can become our future leaders. Our **mission** is to build strong youth and families through compassionate healing, education and empowerment.

	In fiscal year 2011,
13,683	children, youth and families served
531	employees with an 80% employee retention rate
192	volunteers
138	mentors
30	programs
9	key office locations
5	volunteer boards with more than
117	trustees and members

Last year, UCAN served 13,683 clients, our largest service population in our 142 year history. The finest praise for any organization is to know that your clients would refer your services to others. This year, UCAN clients told us just that: 85% of our clients would refer others for services at UCAN. Further, 90% say that UCAN has motivated them to become a leader, helping to bring UCAN's vision that *youth who have suffered trauma can become our future leaders* to life.

UCAN realized numerous achievements in Fiscal Year 2011. To name but a few:

- **Initial development of our Future Leaders Now program**, which will further incorporate youth leadership principles into all UCAN programs and services.
- **Establishment of the Office of Spiritual Formation**, designed to create a stronger, more compassionate and more nurturing environment that stimulates transformation, leadership, growth and stamina.
- **Achievement of a minority-driven Governing Board**, one which aligns to the diverse composition of both our client and staff profiles.
- **Renewed accreditation from the Council on Accreditation**, recognizing UCAN as having set high performance standards and being committed to delivering the highest quality services.
- **A \$4.1 million increase in net assets from \$16.9 million to \$21.0 million**, primarily due to stock market gains and programs performing essentially on budget.
- **Spending 87¢ of every \$1 entrusted to UCAN on programming**, allowing for maximum assistance to clients while keeping administrative costs low.

The plans for UCAN's CITY (Chicagoland Institute for Transforming Youth) have also taken exciting steps forward. CITY is both a place and an approach. The place is North Lawndale, where UCAN will transform a vacant parcel of land into a community-centric campus with a new Therapeutic Youth Home for our most at-risk clients. Through the CITY approach, we seek to strengthen communities one youth at a time through the combination of unprecedented tracking of activity, solutions and progress with the coordination of ongoing, consistent and culturally proficient care from both UCAN and community partners.

Fiscal Year 2012 promises to bring about continued evolution and positive momentum as we continue work on CITY, Spiritual Formation, and Future Leaders Now, and we look forward to sharing our progress with you. However, none of this would be possible without the overwhelming support of our generous and diverse volunteers, mentors, donors, board members, alumni, staff members, advocates and funders. From everyone at UCAN, thank you very much for your partnership and commitment to our mission and our youth.



*Thomas C. Vanden Berk*

**Thomas C. Vanden Berk**  
Chief Executive Officer

*Judith C. Rice*

**Judith C. Rice**  
Chair, UCAN Board of Directors



2011



1926

# UCAN's history

## UCAN's full continuum of services includes:

- A therapeutic youth home
- 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

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 142 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 vision is that youth who have suffered trauma can become our future leaders; leaders who will give back to their communities. 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](http://www.ucanchicago.org).

# Youth Leadership Principles


At UCAN, we believe that youth who have suffered trauma can become our future leaders. From this vision comes a set of guiding principles for youth leadership, which we are working to fully integrate into all program curricula. They are already prevalent throughout the organization and essential to our interactions with the diverse youth and families we serve.

We believe that leadership is possible when an individual transforms thoughts, behaviors and vision into a positive sense of purpose. At UCAN, leadership is not a goal; it is an attitude and a way of being. An effective leader not only learns the skills necessary to influence and inspire others, but also works to develop his/her own character. Each of the principles below is important on both of these levels.

Leaders are continuously evolving through insight, personal reflection and learning about others and their environment. Leadership is not defined by position, title, income or status, but rather by the integration of these Leadership Principles into every aspect of life, including school, home, work, community and social settings.







UCAN's  
Therapeutic Youth  
Home provides a structured,  
stable and therapeutic living  
arrangement for children in the  
care of the state.

Last year, clients received an  
average of 14 hours of treatment-  
based services per week, with  
more than 30 services offered.

# healing

Foster Parenting provides a safe and stable environment  
and quality, loving care for troubled children and youth in need  
of a temporary home.

Last year, almost  $\frac{1}{3}$  of clients either returned to live with a  
member of their family or found a new home through adoption.

## The Teen Parenting Service Network

provides case management for  
all pregnant and parenting teen  
wards in the state of Illinois.

Last year, 83% of our clients  
successfully kept their children  
out of the child welfare system.

## UCAN's Clinical & Counseling Services

provides outpatient therapy to children and families who have experienced trauma. Last year, **72%** of clients successfully completed treatment.

UCAN's Transitional & Independent Living programs provide the support and services necessary to launch teens in the care of the state into independent, productive adulthoods. These programs are among the top ranked in Illinois on key outcome metrics including those of education, employment and youth finances.

# trauma

**Jordan** is a former Independent Living Arrangements (ILA) participant. Upon entering UCAN's ILA program, Jordan was rebellious; she ignored program rules and dropped out of school. Jordan says, "UCAN made sure that I got my G.E.D. They also helped me keep custody of my little girl and ensured I had everything that I needed to be a successful parent and adult."

At the time of emancipation from the child welfare system at age 21, Jordan was completing two Associate's degrees at Moraine Valley College. She soon decided that she wanted to work with youth who had had similar experiences to her own, so she began continuing her education towards a Bachelor's Degree in Psychology and Communication Studies.

As graduation neared, Jordan became nervous about her student loans and her inability to find a full time job. It had been six years since Jordan left UCAN's ILA program, yet she reached out to her former case worker for help. After connecting with UCAN's Alumni Services, she said, "I felt safe again; ASP staff are united in working together to help each and every young adult who enters the program. They are focused on creating plans for each client and making sure that the clients are able to complete their goals. I was able to better organize my job search and to get all of my financial obligations in order. I felt confident in myself and my abilities."

**85%** of alumni who returned to UCAN in need of emergency services overcame at least one of their self-identified barriers to self-sufficiency.

one of the best

## UCAN Academy

is a year-round K-12 therapeutic day school, recognized as one of the largest and best in the city.

Last year:

- 43% of Academy students reached a key educational milestone (graduation from 8th/12th grade or reintegration back into Chicago Public Schools).
- 77% of graduating seniors were making progress towards their post-graduation plans.

# education and

UCAN's **FamilyWorks** program provides comprehensive social services and workforce development for residents in two Chicago Housing Authority developments—Altgeld Gardens and Lowden Homes. Last year:

**468** adults participated in job readiness training. **118** individuals found permanent jobs, while **65** were placed in subsidized internships. **134** people enrolled in college or certification programs.

**274** youth participated in a summer jobs program, and **459** youth were involved in either after-school programming or summer camp.



Last year, UCAN's LGBTQ Host Homes Program successfully grew from concept to reality, providing stable and safe homes for 10 homeless LGBTQ youth. This in turn enabled them to focus on their education and employment.

**Anthony**, our 2011 John E. Rooney Dynamic Scholar, was the first client to participate in UCAN's new LGBTQ Host Homes Program. Tony faced immense challenges growing up, from being forced to leave his home at the age of 17 because of his sexual orientation to having to switch high schools three times. When Anthony came to UCAN he was living on the streets; he says, "UCAN gave me the opportunity to continue my growth as an individual and succeed." UCAN gave Tony a home and the chance to focus on education. Not only was Tony able to graduate from high school, but he recently earned his Associate's Degree from Harold Washington College with a cumulative GPA of 3.5. He is currently living on his own and majoring in computer science at the Illinois Institute of Technology.



*Anthony Holloman with  
UCAN President Zack Schrantz*

# workforce development

"UCAN has inspired me to stay in school. Being in [High School to College] has given me a reason to want to succeed. As a youth in care [of the state], the program really supported me both inside and outside of school. I am so happy I was able to graduate from high school!" —*Vanessa*

**High School to College** helps 8th-12th grade students attending Chicago Public Schools with their goals of attending/graduating from high school and/or entering post-secondary education.

Last year, **100%** of graduating seniors were accepted into a community college or university.

# 94%

of youth say UCAN has given them an opportunity to improve their future

# 93%

of youth say UCAN respects their values and culture

# 90%

of youth say UCAN has motivated them to become a leader

## leadership and

1 of 19 agencies

Last year, UCAN was one of 19 agencies selected to provide Mentoring & Advocacy services to Chicago Public Schools, and one of the only agencies to show greater than average improvement across all key outcome areas. Working with highly disengaged youth, our impact included:

- 76% of students demonstrated GPA improvement
- 69% of students demonstrated improved attendance
- 55% of students demonstrated a reduction in negative behaviors

“I enjoyed being part of the Project Visible Man group [mentoring program]. I used to glorify the wrong things, such as drug dealers and gang bangers, but the group supported me and motivated me to stay in school. I appreciated the guest speakers who joined us to tell their stories; they became my real-life role models, and I felt they were invested in my future.” —Frederick

## UCAN's 360° Model

works with students, teachers and families to recognize the impact of trauma and to create safety and healing so that youth may focus on academics. Of the 172 students being served by UCAN's 360° Model in North Lawndale last year,

U-LEAD provides youth development and violence prevention services, aiming to build future leaders and guide youth toward a future free of violence. Last year:

- 92% of Chicago Public School students participating in U-LEAD services demonstrated reduced disciplinary incidents
- 82% of youth participating in U-LEAD services maintained or improved their grades
- 91% were promoted to the next grade
- 89% improved or maintained their GPA
- 76% improved or maintained their attendance

# violence prevention

Chris entered the Illinois child welfare system as an infant due to parental neglect and drug use. Chris and his siblings were placed with relatives, but were removed from that home as well for reasons of abuse. The siblings were placed in more than ten foster homes over the next seven years. At age 14, Chris entered a group home, where he began to work on his aggressive behavior, trust issues, and difficulty managing anger. After making great strides, at age 18 Chris was referred to UCAN's Transitional Living Program, where he remained until emancipation from the system at age 21.

Chris says, "At UCAN I learned that I had choices in life. The staff really looked out for all of the clients and helped us get through our hard times—I always had people to talk to when I needed it." Today, Chris is working on obtaining his G.E.D., and is participating in UCAN's STARS career development and leadership internship program.



*Illinois State Senator Dan Kotowski with UCAN's STARS*

# UCAN

## financial highlights

### statement of financial position

as of June 30, 2011

#### CURRENT ASSETS

Cash & Cash Equivalents	\$24,088
Accounts Receivable Less Allowance for Doubtful	\$3,762,434
Grants Receivable	\$738,998
Prepaid Expenses & Other Assets	\$360,533

<b>Total Current Assets</b>	<b>\$4,886,053</b>
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#### INVESTMENTS

**\$12,366,740**

#### INSTITUTIONAL PROPERTIES

Land & Improvements	\$1,046,772
Building & Improvements	\$12,785,224
Furniture & Equipment	\$4,090,025
Motor Vehicles	\$315,532
Construction in Progress	\$264,225

<b>Total Institutional Properties</b>	<b>\$18,501,778</b>
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Less Accumulated Depreciation	(\$8,744,790)
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<b>Net Institutional Properties</b>	<b>\$9,756,988</b>
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Deferred Financing Costs, Less Amortization	\$276,608
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Beneficial Interest Held in Trusts	\$11,087,794
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<b>Total Assets</b>	<b>\$38,374,183</b>
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#### LIABILITIES & NET ASSETS

##### CURRENT LIABILITIES

Accounts Payable	\$3,309,689
Accrued Expenses	\$74,013
Deferred Revenue	\$21,540
Accrued Payroll	\$1,219,546
Accrued Vacation	\$793,310
Accrued Pension	\$565,314
Borrowings Under Line of Credit	\$569,156

<b>Total Current Liabilities</b>	<b>\$6,552,568</b>
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##### LONG TERM LIABILITIES

\$10,757,189

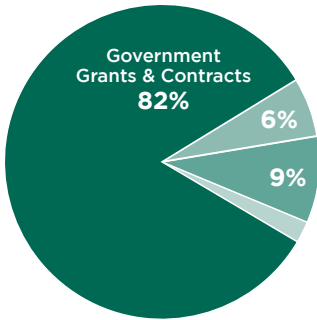
##### NET ASSETS

Unrestricted	\$9,265,039
Temporarily Restricted	\$362,320
Permanently Restricted	\$11,437,067

<b>Total Net Assets</b>	<b>\$21,064,426</b>
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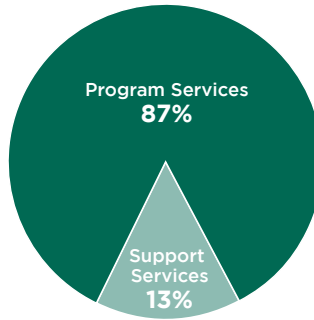
<b>Total Liabilities &amp; Net Assets</b>	<b>\$38,374,183</b>
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### SUPPORT, REVENUE & GAINS

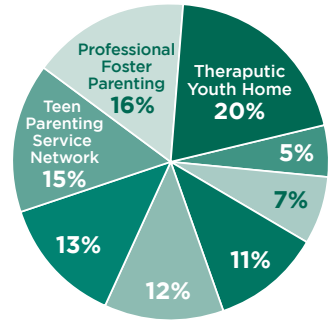


Private Revenue 6%  
Investment Income 9%  
Other Income 2%

### EXPENSES



### PROGRAM SERVICES



Housing Support Services 13%  
UCAN Academy 12%  
Transitional/Independent Living 11%  
Youth Leadership 7%  
Other Programs 5%

## statement of activities

for the fiscal year ending June 30, 2011

### SUPPORT, REVENUE & GAINS

Program Support	\$34,158,632
Public Support	\$2,357,258

<b>Total Support, Revenues &amp; Gains</b>	<b>\$36,515,890</b>
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### EXPENSES

Program Services	\$32,391,821
Support Services	\$4,819,796

<b>Total Expenses</b>	<b>\$37,211,617</b>
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<b>Operating Loss</b>	<b>(\$695,727)</b>
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<b>Gains on Investments &amp; Trusts</b>	<b>\$4,592,904</b>
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Current Year Change in Net Assets	\$3,897,177
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Defined Benefit Plan Adjustment	\$240,568
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Net Assets at Beginning of Year	\$16,926,681
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<b>Net Assets at End of Year</b>	<b>\$21,064,426</b>
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fiscal year 2011



# our donors



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

## **\$50,000 +**

BMO Harris Bank  
The Chicago  
Community Trust  
Diermeier Family  
Foundation

## **\$25,000 +**

Anonymous (2)  
Boeing Company  
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of Highland Park  
Healthcare Foundation of  
Northern Lake County  
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VNA Foundation

## **\$10,000 +**

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## **\$5,000 +**

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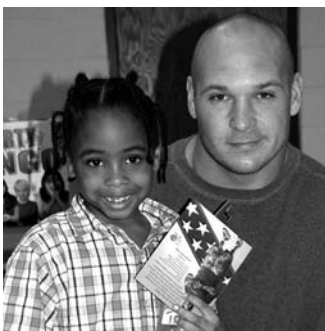
## **\$2,500 +**

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### \$500 +

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Dr. Lois Thiessen Love  
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Leadership LLC  
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Vanden Berk  
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UCAN  
Mr. & Mrs. Brant Yung

### \$250 +

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Gourmet Gorilla  
Green Zebra  
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Ms. Chaidan Upp  
Mr. Roel Vivit  
Vrai Photo  
Mr. Jonathan Wagner  
Mr. & Mrs. John M. Ward



Ms. Renita White  
Mr. Robert White  
Mr. & Mrs. Michael Wohlwend  
Zion United Church of  
Christ of Dyer

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Allstate  
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Dr. & Mrs. Harold Y. Arai  
Ms. Sheila Ardalan  
Mr. & Mrs. Timothy Armour  
Mr. & Mrs. Delbert W.  
Arsenault  
Ms. Sydney Ash  
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