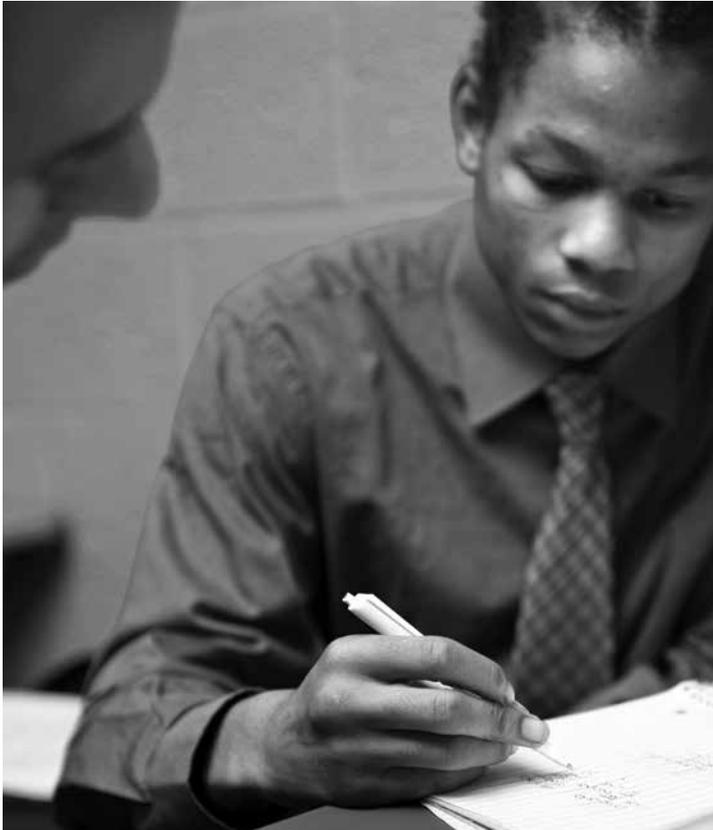




Job Preparation at Union Settlement



Union Settlement Association works with local residents to help them prepare for and succeed in the workplace. In particular, our new Career Academy and our six-year old Home Health Aide Training Program strive to ensure that students are on the path to reach their career goals.

In a survey last year of over 1,000 individuals who utilize Union Settlement Association's services, 71% of the respondents identified creating job opportunities as among East Harlem's most urgent needs.

Career Academy

Our new Career Academy, which began in early October, is a free work readiness program for young adults ages 17-24 who are out of school and out of work. The Academy is an eight-day intensive course which teaches individuals how to present themselves as competitive job candidates, enter the job market, and stay employed once they find a job. Candidates in each cycle work in groups with a team-based approach.

The Academy aims to help participants find a job and develop skills that will assist them in reaching their career goals, specifically focusing on developing skills in partnership, cooperation, leadership and character building. The program also works on retention and leadership development by having graduates return to serve as mentors, facilitators and guest speakers.

The Academy is led by **Warren Marchany**, Workforce Development Coordinator, and **Kevin Henderson**, Career Advisor. Mr. Marchany has previous experience working with individuals with complex barriers to employment, providing one-on-one career assessment planning, work readiness training and placement support.

"The program is unique," says Mr. Marchany. "First, the curriculum is heavily technology driven and we use a variety of tools such as simulators, tutorials and webinars, which takes it outside the paper curriculum. Second, the curriculum is exceptionally well-designed. Third, what drives the curriculum is the emotional relationship that we, the facilitators, look to establish with the candidates. It is a team-based program in which no one works alone."

"Many candidates are competing for entry-level positions, and our participants will be more competitive the more they can talk about an entry-level position in a business centered manner," noted Mr. Marchany. "We teach them to explain the position in a way that is a cut above the average person."

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A Message from the Executive Director

Dear Friends of Union Settlement:

The end of the year is a traditional time to look back, reflect on the activities of the prior twelve months, and start to make plans for the year to come.

2013 has been a remarkable year for Union Settlement. We significantly expanded our Early Childhood Education program, launched a new social adult day center, and received our first grants from the Robin Hood Foundation to provide work readiness training for disconnected youth (see our cover story), and from the Deutsche Bank Foundation to oversee a three-agency collaboration to help the growing number of Mexican families here in East Harlem.

It may seem surprising that 2013 was a year of expansion, particularly in the current climate of decreasing government funding for social services. That certainly is a troubling trend, but Union Settlement's ability to move against this tide, and broaden our offerings to the community, is a testament to the importance of our mission, the strength of our programming, and the dedication of our employees.

We hope that 2014 will be even better. The election of a new Mayor undoubtedly will result in many changes, and we look forward to working with Mayor-Elect Bill de Blasio and his team. We certainly hope to use this opportunity to advocate on behalf of underserved communities throughout New York City, and to emphasize the proven success of the education, wellness and community-building programs that we provide to residents of all ages here in East Harlem.

For over a century, Union Settlement has been a leader in working with community residents to build their skills and to empower them to collectively find solutions to local problems. We could not do this work without you.

Thank you for your support, and I wish you and your families all the best in the new year.

— David Nocenti



Corporate Partner: Bryan Cave – Going the Extra Mile

Union Settlement is very fortunate to have Bryan Cave LLP, a business and litigation firm with more than 1,100 lawyers and consulting professionals in 25 offices worldwide as a corporate partner. Staff members take time out of their busy schedules to give back to the East Harlem community. For more than three years Bryan Cave has gone many extra miles to support Union Settlement Association. Bryan Cave volunteers have worked in our garden, tutored and mentored College Readiness students, and hosted parties for our Senior Centers. This year, volunteers assisted our Ethnic Festival and helped pack Meals-on-Wheels during Thanksgiving week. Additionally, Nicole Bestard, one of our 2013 Marathon Team members, raised money on behalf of Bryan Cave for Union Settlement, and will be running the marathon as a member of our 2014 Charity Team.

Bryan Cave has continued their partnership throughout the holiday season, inviting our Senior Beaders to sell their handmade jewelry to raise money for our Senior Centers and collecting gifts for our annual holiday toy drive. We thank everyone at Bryan Cave for their dedication to our mission!



Anne Neilson and Gem Lucas of Bryan Cave at one of our Seniors' summer garden parties.

Job Preparation

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This approach worked for one young father who struggled to find a job after graduating high school. Using the strategies from the program, he had four interviews scheduled within two days of completion, with a job offer arriving the following week.

The Career Academy will hold open houses until March 31st, Monday through Friday from 3:00-4:00pm at the Washington Houses Community Center, 1775 Third Avenue at 98th Street, New York, NY 10029.

For more information, contact Warren Marchany at (347) 576-4688 or CareerAcademy@unionsettlement.org.

Home Health Aide Training Program

To suit the needs of adults who come to Union Settlement not only to learn, but also to gain job skills necessary to bolster their employability, our Adult Education program offers a unique, intensive Home Health Aide Training program. Since 2008, this program has aided hundreds of students who are driven to learn in order to find employment. Furthermore, once students gain employment as Home Health Aides, their union offers access to educational opportunities to train for higher paying jobs in the high-growth, high-demand healthcare sector.

Students come from a wide range of backgrounds, including many who are single mothers and heads of households, or come from the shelter system. Students are not required to have a high school diploma nor a GED, but must be eligible to work in the United

States. According to Melissa Nieves, the Director of Adult Education, “People come here as they are, and we work with them.”

After an initial interview with the Case Manager, students spend four weeks learning home health care basics as well as test taking skills. They also participate in specialized workshops on such topics as domestic violence and fire safety. Those who successfully complete this phase of the training are referred to outside Home Health Aide Certificate Training providers and take the State Certification Exam. Instructor **Karima Barnes** instills a sense of attention to detail with her students, reinforcing upon them to “pay close attention to the patient, you have to notice and report everything.” Students who complete the training and pass the exam are placed in a Home Health Aide job.

The Case Manager works to stabilize and support the student’s personal and family situation, referring them to other programs such as Union Settlement’s childcare program so that students with young children can fully immerse themselves in their studies or helping students to register for other classes at Union Settlement such as our GED program.

“A lot of our students use Home Health Aide as a stepping stone to go into the medical field,” says Case Manager **Yvette Padilla**. After becoming a Home Health Aide, some students continue their education and training. One former student is now a cardiologist technician at Metropolitan Hospital and another has also become a Certified Nurse Assistant.

Enrollment in the Home Health Aide program is ongoing. To register, call (212) 828-6016 between 9:00am-1:00pm Monday through Friday.



At Mile 19, Still Going Strong

After a hiatus last year, the New York City Marathon was held on November 3rd. Our wonderful charity team, **Nicole Bestard**, **William Buford**, Board Member **Helen Cantwell**, **Karl Dorwart**, **Shauna Graham** and **Miranda Turner**. In addition to running 26.2 miles, they raised over \$38,000 to support Union Settlement's work with the East Harlem community. They joined over 50,000 runners on race day crossing the finish line. The day itself was brisk, and a cheering party outside the Jefferson Senior Center on First Avenue and 114th Street provided encouragement and handed out water and bananas to runners passing by.

*Do you want to join our charity team for the 2014 Marathon? Contact **Devin Seelman** at dseelman@unionsettlement.org for more information.*



Runner William Buford with his team shirt.

#GivingTuesday and Every Day



Seniors celebrate the holidays at a party at Union Settlement's Gaylord White Community Center.

On December 3, Union Settlement Association celebrated the second annual #GivingTuesday! #GivingTuesday is a day organized by the 92Y and the United Nations Foundation to bring back the giving spirit to the holiday season, following Black Friday and Cyber Monday. This year, we partnered with **AT&T New York**, which shared stories, quotes and photographs of current and former students in our College Readiness Program on the @ATTNYC Twitter. Their two-week campaign recognized the importance of our work and encouraged all of us to play a part in helping underserved communities.

On #GivingTuesday, we greeted commuters and tourists at Grand Central to spread the word and ask others to write what they give to their communities. Passersby wrote "time," "energy," "donating clothing" and "give confidence."

The spirit of giving continued throughout the winter at Union Settlement as community members, volunteers, staff and donors all gave to brighten the holidays for our program participants. The holidays are a special time when we all come together to celebrate the year!

The holiday season began with our annual Turkey Drive, giving away 250 turkeys and sides for a Thanksgiving meal. Hundreds of gifts were collected and given to seniors, children in our Child Care Centers, Youth programs and Mental Health Services. We held parties for participants of all ages. On Christmas, we delivered nearly 500 meals to homebound seniors and served mid-day holiday meals at Corsi and Gaylord Senior Centers.

Staff Spotlight: Karima Barnes



When **Karima Barnes** first signed up to take a computer class at Union Settlement, she had no idea she would one day be the key staff member behind a successful, innovative program. After a staff member discovered that Ms. Barnes was fluent not only in French but multiple dialects of Arabic, Ms. Barnes was hired to teach ESL classes. When our Home Health Aide Training program began in 2008, she put her extensive background in nursing to use as well.

A typical day for Ms. Barnes starts with breakfast at home after a night shift as a nurse technician at a nearby hospital. She then comes to Union Settlement to teach her home Health Aide students. “I do it because I love it—I love to care for patients and I love to teach other people how to care for patients.” She writes her own curriculum and incorporates all of the latest changes in the field into her courses, which helps almost 100% of her students pass the State Certification Exam and go on to become Home Health Aides.

Ms. Barnes also recognizes her dual duty not only as a teacher but as a listening ear, as many of her students deal with other challenges of being single, working mothers and heads of their households. When students need something else to help them make the most of their training (child-care, a donated uniform, enrollment in a GED class), “we try our best to not just teach but to help.”

Donor Spotlight: Ruth Pachman

Ruth Pachman has been a member of the board of Union Settlement Association since 1995. “Every day I commute through East Harlem. As I looked out the Metro North train window, I became interested in a community only a few subways stops -- but economic worlds -- away from Manhattan’s business center. That started my East Harlem education. I found myself challenged to find ways to contribute to an underserved but vibrant part of the city. Along the way, I have been inspired by Union Settlement’s dedicated staff, the generosity of our supporters, the enthusiasm of my fellow Board members, and our special link to New York’s social and neighborhood history as a 118-year old organization that has helped tens of thousands of people meaningfully improve their lives.”

During her tenure on the Board of Directors, Ruth has contributed in many important ways to the work of the board and the agency. She is currently Vice Chair, a Member of the Executive Committee, and Chair of the Development and Communications Committee.

Ruth has generously shared her expertise in communications, media relations and messaging. For example, she is chairing a branding project for the organization and worked as part of the team that developed our 2013-2015 Strategic Plan.

As Managing Director of **Kekst and Company**, a strategic, corporate and financial communications firm, Ruth has introduced many of her colleagues to Union Settlement and the company has been an annual corporate supporter for the past 20 years. In addition, one staff member joined our Charity Marathon Team while others designed a wonderful e-holiday card from the firm to its clients describing why they support our work in East Harlem.

She and her husband **Don Fallati** also have volunteered for special projects and connected their colleagues and friends to Union Settlement, building wider circles of support.



Free Throws for After School

During the second week of November, Union Settlement held a special community event and fundraiser to support our youth programs: *Free Throws for After School*. Parents, youth, children, staff, board members and community members of all ages competed to be an East Harlem Hero by shooting the most consecutive free throws of all the competitors.

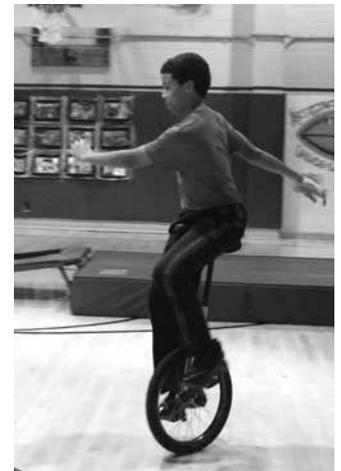
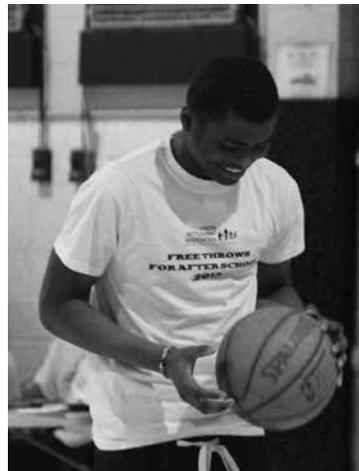
We were fortunate to have YES Sportscaster **Chris Shearn** serve as our master of ceremonies on Day 2 of the competition and **Council Member Inez Dickens** to speak on the final day about the importance of After School programming and acknowledge Union Settlement Association's great work in the East Harlem community.

There were ten winners who received prizes ranging from Knicks and Nets tickets to brunch at Marcus Samuel's Harlem Red Rooster and lots of Knicks swag. Brothers **Joe and Randy Cruz** tied with 14 consecutive free throws, with Joe winning the final tiebreaker. Many thanks to all of the competitors, sponsors and supporters for making this a wonderful event.

*Our afterschool programs for elementary school children ages 5 to 11 offer a safe, healthy and stimulating environment to learn and grow. These programs are located at several of our centers and in East Harlem Schools. For more information or to enroll your child, please contact **LeSohn Reagans**, lreagans@unionsettlement.org or call (212) 828-6131. Union Settlement offers a wide range of academic, leadership development, sports, and health programs for middle and high school students. Please visit unionsettlement.org/youth to learn the details.*



YES Sportscaster Chris Shearn



Left: Michael Land prepares to shoot.

Bottom: Student from Big Apple Circus After School performs for competitors.



Follow Union Settlement on Twitter for timely updates on our programs, events and #EastHarlem news!
@UnionSettlement

Foundation Profile: The Fan Fox and Leslie R. Samuels Foundation

This year the Fan Fox and Leslie R. Samuels Foundation awarded Union Settlement a two-year \$150,000 grant to help establish a new social adult day center for seniors with functional limitations. The program, which launched in July at the East River Houses, provides senior citizens who have special needs with fitness programs, health workshops and screenings, entertainment, emotional wellness activities, and the opportunity for socialization in a supportive supervised environment.

“We are very pleased to be able to support new services for seniors with special needs at Union Settlement,” said **Lauren Weisenfeld**, Deputy Director of Healthy Aging Programs at The Fan Fox and Leslie R. Samuels Foundation. “This project will improve the quality of life of elderly community members in East Harlem.”

“This grant is allowing us to expand our senior services and serve a segment of our older residents who often lack assistance,” said Doreen Bermudez, Director East River Social Adult Day Center. “With our help they will be able to continue live independently and to age in place.”

Union Settlement is grateful to the Samuels Foundation for their support over the last decade.

A Different Way To Give



Natalie Jones selects a book with tutor Norma Berke.

This holiday season, we want to give our thanks to our individual volunteers who dedicate their time in our many programs. With their help, students receive one-on-one attention practicing English or help with their homework, and seniors benefit from instructional workshops. Their attention and care enables our students to become more successful in and out of the classroom.

Our volunteers come from all over the city; some are East Harlem residents who want to give back to their community, while others are in school and gaining relevant experience to supplement their coursework. Regardless of their background, the volunteers make a world of difference throughout the agency.

Since September, individuals have logged over 1,341 hours of volunteer service for Union Settlement Association. Here are some of the many ways volunteers have made a difference:

- **Youth Services:** In our youth programs, volunteers are “homework helpers,” assisting children ages 5-12 with their homework in our afterschool program. One volunteer said, “I loved

this program, I improved attention and interest during reading assignments.” The volunteers are placed in a classroom based on age, students 5-6, 7-8, 9-10 and 11-12, and form relationships with the students throughout the semester and see the children’s progress.

- **Adult Education:** Volunteers in our Adult Education program tutor students in preparation for the High School Equivalency exam. These tutors made the extra effort to ensure that as many students as possible took the GED before the exam requirements change at the end of 2013. Volunteers also practiced conversational English with students in a casual group setting in our Literacy Partners program. One volunteer was proud that she was able to teach a young woman how to introduce herself in English.
- **Senior Services:** Senior Activity Specialists conduct workshops with our seniors a few times per week, sharing their skills and passions, such as holding a Scrapbook Making Workshop for seniors at the Washington /Lexington Senior Center.

If you want to contribute your time and expertise in our classes or hold a workshop, please contact volunteers@unionsettlement.org. For the full listing of opportunities, visit <http://unionsettlement.org/volunteer>

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Opening of Early Childhood Literacy and Health Hub



Maria Benejan, Administration for Children's Services; John Rhea, New York City Housing Authority; Laurie Tisch, Tisch Illumination Fund; David Nocenti, Union Settlement Association; and Andrew Ackerman, Children's Museum of Manhattan at the ribbon cutting to celebrate the opening of the Early Childhood Literacy and Health Hub

A ribbon-cutting ceremony was held at our Union Johnson Early Learning Center on December 19, 2013 to celebrate our partnership with the Children's Museum of Manhattan, NYCHA and ACS. This collaboration has brought museum quality exhibitions and programs focused on health and literacy to the Johnson Houses, the first such effort in public housing. This program uses research-based early learning curricula, developed by the Children's Museum of Manhattan with the National Institutes of Health, to teach early childhood literacy and health through arts, science, music, movement, storytelling and cooking. Not only are our pre-school children learning about healthy eating, but the lessons are extended to staff, siblings and parents as well, so that the benefits are reaching entire families.

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