



The Urban League of Portland

URBAN PLAZA

10 North Russell Street

Portland, Oregon 97227

FAX (503) 281-2612

(503) 280-2600

BOARD OF DIRECTORS

THURSDAY

APRIL 27, 1995

7:30 A.M.

URBAN PLAZA

**E. SHELTON HILL
CONFERENCE ROOM**

A NATIONAL
URBAN LEAGUE
AFFILIATE

A United Way
Agency



**URBAN LEAGUE OF PORTLAND
BOARD OF DIRECTORS MEETING**

**THURSDAY
APRIL 27, 1995
7:30 a.m. - 9:00 a.m.**

AGENDA

APPROVAL OF MINUTES

REPORT FROM THE PRESIDENT/CEO
Lawrence J. Dark

REPORT FROM THE CHAIR
Michael Lewellen

DEPARTMENTAL OVERVIEW AND UPDATE
*Gaylen Brannon, Interim Director
Education and Career Development*

COMMITTEE REPORTS

NOMINATING
Faye Burch

FUNDRAISING
Duane Bosworth

PROGRAM AND PLANNING
Elizabeth Kutza

FINANCE/PERSONNEL
Rian Brown

COMMUNITY RELATIONS/ADVOCACY
Judi Pitre

FACILITIES
James Boehlke

PORTLAND URBAN LEAGUE GUILD
Peggy C. Ross

**URBAN LEAGUE OF PORTLAND
BOARD OF DIRECTORS MEETING
MARCH 16, 1995
MINUTES**

The Urban League of Portland's Board of Directors meeting was called to order at 7:45 a.m. by Jim Boehlke in absent of Board Chair, Michael Lewellen and Vice Chair, Judi Pitre.

Members present: James Boehlke, Duane Bosworth, Faye Burch, Carol Chism, David Duran, Kevin Fuller, Laura Glosson, Bryan Hicks, James May, Tom McDonald, Charu Manchanda-Nair, Terry Rogers, Peggy Ross.

Members absent with excuse: Rian Brown, James Francesconi, Jim Hill, Elizabeth Kutza, Michael Lewellen, Rita Lucas, Judi Pitre, Terry R. Tracy, Emmett Wheatfall, Amoy Williamson.

Staff Present: Lawrence J. Dark, President/CEO, Cletus B. Moore, Jr., Vice President, Brian A. Black, Larry Foltz, Esther Hinson, Michael Pullen, Brenda Sherman-Sanders, Don Chalmers.

Staff Absent with excuse: Ivy Chilcote, Gaylen Brannon.

APPROVAL OF MINUTES

THE MOTION TO APPROVE THE MINUTES AS WRITTEN WAS MOVED BY TERRY ROGERS AND SECONDED BY LAURA GLOSSON.

REPORT FROM THE PRESIDENT/CEO

Lawrence J. Dark apologize for Board Chair, Michael Lewellen, who was on his way to Washington, D.C., and for Vice Chair, Judi Pitre, who had personal matters that called for her attention.

Update given on the Equal Opportunity Dinner, which was a hugh success, with over 700 attendance; Career Connections '95 was held at the Red Lion Hotel, was well attended with 2,660 registrar for the 2-day event, actually there was over 3,500 that came to the event, some did not registrar. The 84 employers that we spoke with was very excited about the response to the event and have committed to next year's affair. One of the highlights of the Career Connections '95 was the Breakfast given for the Employers and the keynote speaker, Commissioner Jack Roberts speech about Affirmative Action. One of the matters on big events that will be worked on with Brian Black and Michael Pullen is getting underwriting for some of the expenses.

In the Financial Report, Cletus B. Moore, Jr., will give you some information about Conant & Conant Book Store on the offer made to the Urban League to buy their store.

Next month, we will be hosting the Western Regional Conference, Michael Pullen has the registration forms, and encouraging the board members to attend. The luncheon is free and the other activities is also free, it is most important that the registration forms be fill-out and

REPORT FROM THE PRESIDENT/CEO Cont'd

I will ask all the entertainment for the Western Regional Conference to be handled by Peggy C. Ross of the Guild, Beverly White of Nordstrom and Jerry Page of Denver Urban League.

Finally, the Urban League of Portland received a special award from AARP for older Americans because the Urban League of Portland has hired more senior citizens in the past decade than any other in the Portland area and we also was selected because my Executive Assistant, Don Chalmers received award for the outstanding employee in the region.

REPORT FROM THE CHAIR

No report.

DEPARTMENTAL OVERVIEW AND UPDATE

SENIOR CENTER

Esther Hinson

Department Mission Statement, Objectives, Description of Department and Staff distributed to Board members. There are four program, the Attitude of Living Program, which consist of personal care, home care, information referral and counseling for seniors, also an Intergenerational Program, consist of Parenting-Grandparent, 160 on this grandparenting which there are two categories, those who are in ligation and those who are parenting their grandchildren. We have received funding from the county for this program and we have a Case Manager for this program. We are doing a partnership with Legal Aid to get some assistance for Grandparenting 60 Plus. We have an Alzheimer Respite Program, at this time we have 3 or 4 people in this program, we are collaborating with Volunteers of American for Days Night Center, which will be located N. Albina. We have an Activity Center which is co-located with Loaves and Fishes, with about 80 individuals attending daily. There other services available to help with independent living. Also, we have an Advisory Committee who are volunteers to give us guidance to improve our programs. Our operating budget is \$256,473 for this fiscal year.

The American Society for Aging Conference was a wonderful learning experience, to see what is taking place in the aging population and the networking that taking place.

COMMITTEE REPORTS

NOMINATING COMMITTEE

Faye Burch reminded the board that correspondence had been mailed to them regarding selection of officers and except for Rian Brown who will be rotating off the board this year and a new treasurer will need to be selected and give their selection by March 31st.

Nomination of new board members is still open and looking for community involvement, diversity. There are no new candidates at this time. Acknowledgement of the two recent new board members Tom McDonald of the Portland Trailblazers and James May of Emanuel Hospital Legacy.

FUNDRAISING COMMITTEE

The committee of 12 or 15 working on the Porgy & Bess event will meet for the first time tomorrow, our goal is to have this event totally underwritten. Lou Boston is very involved with this event.

Michael Pullen distributed a financial report on the Equal Opportunity Dinner. Looks like we are to net approximately \$75,000, it looks that we will pass up last year's record about \$10,000. We had some late sponsorships which will enable us to about 3,000. We had a record ticket sales, it was a big success. having Governor Kitzhaber help tremendously.

Discussion on expenditures such as in-kind, advertising etc. The dinner received \$4,000 toward the \$26,000 expense which is main one that is unfunded. Otherwise, almost everything is covered below that. The Video Production was donated.

PROGRAM AND PLANNING COMMITTEE

No report.

FINANCE/PERSONNEL COMMITTEE

The Finance/Personnel Committee meets regularly each month. Attendance has been good. Mr. Jim Boehlke reviewed the financial statements for January, 1995. As discussed before, financial statements are published in the Board packet one month behind. This was anticipated. This gives the Finance Department in the League 10 to 14 days to do a Financial Report. The Finance Committee members get copies of the current month financial statement prior to the Board meeting. The problem we have is getting the budget year to date in line and getting all line items matched up. Mr. Boehlke reminded the Board that there is a \$76,000 problem that has not gone away. This relates to the Irwin Foundation grant that was in the budget, but not received.

FINANCE/PERSONNEL COMMITTEE Cont'd

A revised balanced budget for fiscal year 1995 was submitted to United Way. The original budget was submitted in January for FY 1994/1995. United Way was behind in process revised budgets. The current budget for the League is out of balance by the \$76,000, as previously mentioned. We discussed putting this line item into an unfunded revenue line and readjusting the salaries within the Education Department. This allows us to recognize some savings from the vacancies in the department during the year.

Based on the February report we are in good shape, although we are not where we hoped to be. Ms. Gaylen Brannon, Interim Director of Education, is working very hard to improve the financial condition in the Education Department and her efforts have paid off. Progress has been made in the Street Academy program for the shortage of the students we experience during the first part of the year.

The Urban League of Portland was presented with a potential profit making project from Conant & Conant Book Store. The Finance Committee felt it appropriate to bring this project to the full Board. The committee felt the time requirements are too short for consideration at this time. However, the committee did feel it appropriate for the Board to discuss this unusual opportunity to establish guidelines for future opportunities. Conant & Conant has been very supportive of the Urban League and the community in general. The purchase price is in excess of \$100,000 including the assumption of a lease of a building at 10th and Salmon.

The Conant & Conant proposal is an interesting opportunity. The owners need a decision by the end of the month. Mr. Boehlke explained to the Board that there is no way the League is going to be able to give them a decision by that time. A great deal of research would be required for this type of project. Staff has not had an opportunity to properly evaluate the project due to the short time between receiving the information and this meeting.

Mr. Lawrence Dark was contacted by the owners while out ill. Mr. Dark brought to the Board's attention the relationship between Conant & Conant and the Urban League. Miss Brannon met with Mr. Conant who is supportive of the Whitney Young Center. This type of opportunity ties in with the TEDDI program, or a similar kind of entrepreneur development program. Mr. Cletus Moore did some preliminary research and worked with Mr. Conant. Mr. Dark assigned Mr. Moore to work with the Conants and the Finance Committee. Mr. Dark felt that the League needs to be prepared for these types of opportunities, however the timing was not right for Conant & Conant. The committee agrees with Mr. Dark's opinion on this opportunity.

There was continued discussion and questions on the project. Mr. Moore gave more details on the project and the business. Mr. Moore pointed out that the Urban League has two entities, a

FINANCE/PERSONNEL COMMITTEE Cont'd

non-profit entity and a for-profit entity. The for-profit entity is currently inactive. Ms. Carol Chism expressed that she would like to pursue the project, or at least continue to investigate it. Though the timing of this opportunity is not quite right, Ms. Chism felt it should be investigated. Ms. Brenda Sherman-Sanders, Director of Employment was not available to contribute to this discussion. Ms. Sanders in the past has shared with the Board various aspects of employment development opportunities.

Mr. Dark said he had envisioned that the education, youth and employment departments wrap around this to make it the kind of interplay the committee had been discussing. Mr. Moore pointed out that the price we are being offered is lower than the price offered in the commercial business community. The Conants are liquidating the inventory of books and all other elements of the business. Ms. Terry Rogers expressed that this is such an enormous decision, and recommended that a committee be formed to figure out a way to come to a decision. This committee would address the issue of the March 31, 1995, deadline. Ms. Chism pointed out that this is not the first of such opportunities for the League. She suggested the League develop a strategy to accept such projects. Ms. Chism questioned the appropriateness of this matter for the program committee or for the program development to develop guidelines when we see these opportunities. A Conant & Conant Task Force was appointed to investigate this project and develop guidelines for future projects.

Members are -	Carol Chism	Gaylen Brannon
	Larry Foltz	Brenda Sherman-Sanders
	Cletus B. Moore, Jr.	James Boehlke

COMMUNITY RELATIONS/ADVOCACY COMMITTEE

Terry Rogers reported that there were 2 Resolutions that the Community Relations/Advocacy Committee is asking the Board of Directors to approve. The first, funding of the Legal Services Corporation which the Legal Services is free to low-income people and is very threaten in Congress, with the House expected to give no funds. Senate Mark Hatfield will be key in saving the entire program in the Senate. The need is for a letter writing campaign and community support to the entire delegation. The opposition to Legal Services is Agri Business because of our representation of Farm Workers.

THE MOTION WAS MADE BY TERRY ROGERS AND SECONDED BY LAURA GLOSS TO SUPPORT A RESOLUTION RECOMMENDED BY THE COMMUNITY RELATIONS/ADVOCACY COMMITTEE BY LETTER WRITING CAMPAIGN AND COMMUNITY SUPPORT OF FUNDING FOR THE LEGAL SERVICES CORPORATION.

COMMUNITY RELATIONS/ADVOCACY COMMITTEE (Cont'd)

Further discussion was held on the request that The Urban League of Portland receives on support of issues and our commitments. It was further discussed that the National Urban League support should be asked to adopt a similar Resolution to be sent separately.

THE MOTION WAS MADE TO AMEND THE RESOLUTION TO ASK THE NATIONAL URBAN LEAGUE TO ADOPT A SIMILAR RESOLUTION TO SUPPORT THE FUNDING OF THE LEGAL SERVICES CORPORATION. THE MOTION PASSED WITH THE AMENDMENT.

Terry Rogers and Lawrence J. Dark will coordinate with the National Urban League.

The other item up for discussion was on the State level, there has been a coalition formed in the Northeast part of Portland and there is a need for a Legislative Lobbying on behalf of the community and minorities. Faye Burch has been working with the group. The Community Relations/Advocacy would like The Urban League of Portland to support the coalition and support a lobbyist in Salem. The legislative session is in process now and Faye Burch is the lobbyist, and is doing this now. I will ask Faye to give more information on the coalition.

Faye Burch stated, "First thing up front, I will declare a conflict, I will not be voting".

The coalition is a community-based organizations, individuals meeting every Saturday, discussing legislative issues in the community. Several from the Urban League has attended these meetings, Lawrence J. Dark, Brenda Sherman-Sanders, Gaylen Brannon, Brian A. Black and I include myself. We have formed an agenda and met with the new Governor John Kitzhaber, also pushed for legislative hearings to be held in the Northeast Portland on Senate Bill 1.

Some of organizations involved in the weekly meetings are : Multnomah County Chair office, POIC, Housing Community Services, CSD, 4 staff from Urban League, SEI, Rainbow Coalition, Northeast Community Development Corporation, Black Men Coalition. Multnomah County Drug Corp., The Black Leadership Conference, The Commission on Black Affairs, NAMCO, Volunteers of America, The Albina Community Bank, AMA, NAACP, Dave Voc. Rehab. and Portland School Board.

The Urban League of Portland has been asked to join The African American Legislative Issues Roundtable, and asset \$50.00 per board member to make a contribution of \$1,000. Terry Rogers will head the collection from the Board members and their contributions.

THE MOTION MADE FOR THE URBAN LEAGUE OF PORTLAND TO JOIN THE AFRICAN AMERICAN LEGISLATIVE ISSUES ROUNDTABLE AND TO CONTRIBUTE \$1,000. THE MOTION PASSED.

COMMUNITY RELATIONS/ADVOCACY Cont'd

Faye Burch abstain from the vote.

FACILITIES COMMITTEE

Dream Team meeting schedule for Tuesday, April 4, 1995

PORTLAND URBAN LEAGUE GUILD

Peggy Ross gave a preliminary report on the Alvin Ailey Dance Group event.

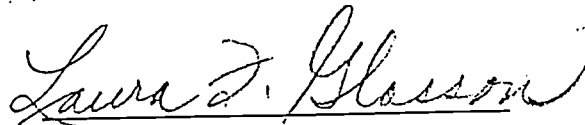
THE MOTION WAS MADE TO ADJOURN. THE MOTION PASSED.

SUBMITTED BY:

APPROVED BY:



Don Chalmers
Executive Assistant to the
President/CEO
The Urban League of Portland



Laura Gosson
Secretary
Board of Directors

**LAWRENCE J. DARK
PRESIDENT/CEO
THE URBAN LEAGUE OF PORTLAND**

OUTREACH AND CULTIVATION

DATE	NAME
March 19, 1995	Alton L. Collins Retreat-Community Leaders Workshop
March 20, 1995	Alton L. Collins Retreat-Community Leaders Workshop
March 21, 1995	Alton L. Collins Retreat-Community Leaders Workshop/END
March 21, 1995	Michael Lewellen-Board Chair meeting
March 21, 1995	American Red Cross - Board of Directors meeting
March 22, 1995	World Affairs Council - Board of Directors meeting
March 22, 1995	Nancy Warnoch - Camp Fire Girls
March 22, 1995	Larry Hill - Oregon Dept. of Human Resources-Health Dept.
March 23, 1995	Claxton Welch - Re - HIV/AIDS Grant meeting
March 24, 1995	Alvin Ailey Dance Group/Urban League Guild Fundraiser
March 25, 1995	HIV/AIDS - Brunch - Yolanda Russell-Alexander
March 28, 1995	World Affairs Council - Hungarian Visitors to Urban League
March 29, 1995	Oregon Health Plan meeting
March 29, 1995	World Affairs Council/Urban League Collaboration event
March 31, 1995	Red Cross - Holocaust (sp) War Victims service event
March 31, 1995	AD TO presentation for Urban League's 50th Anniversary
April 1, 1995	Competition Judge Mock Trial
April 2, 1995	The Private Industry Council Retreat/Salishan Lodge
April 3, 1995	The Private Industry Council Retreat/Salishan Lodge
April 4, 1995	Candidates preview - Lila Wallace - Reader's Digest
April 4, 1995	HIV Multnomah County Community Planning meeting
April 5, 1995	Urban League's Board of Directors - Executive Committee
April 5, 1995	Marylynn Eichinger, President - OMSI - Lunch/meeting
April 5, 1995	"Dream Team" Facilities meeting-Board of Directors, Staff
April 6, 1995	Curtis Scott - YMCA - collaboration meeting
April 7, 1995	Key Bank Luncheon

**LAWRENCE J. DARK
PRESIDENT/CEO
THE URBAN LEAGUE OF PORTLAND**

OUTREACH AND CULTIVATION

DATE	NAME
April 13, 1995	Dennis Cole, President - The Private Industry Council
April 13, 1995	Portland Art Museum - Testmony-support of Oregon million dollar appropriation
April 17, 1995	Liz Fosterman - Multnomah County - strategy session - grant award
April 17 1995	Center For Community Mental Health Annual Meeting/Dinner, Carol Chism, Executive Director
April 18, 1995	Carmelita Emerson-Beresford, Membership Development Manager - POVA
April 18, 1995	Gov. Kitzhaber Reception - Myrlie Evers, Chair, Board of Directors - NAACP
April 19, 1995	Darryl Tucker - Principal - Grant High School - Meeting
April 19, 1995	Volunteers of American - Annual Meeting/Luncheon
April 19, 1995	Urban League's Board of Directors - Finance Committee Meeting
April 19, 1995	Century Club Steering - Executive Committee Meeting
April 20, 1995	Salute to Senator Hatfield - Breakfast
April 20, 1995	African American State-wide HIV/AIDS Planning Group Meeting
April 24, 1995	Oregon Symphony Board of Directors Meeting
April 24, 1995	MacArthur Foundation Dinner
April 25, 1995	Leaders Roundtable Meeting
April 26, 1995	The Private Industry Council - Youth Committee Meeting
April 26, 1995	Business Youth Exchange - Board of Directors orientation
April 21, 1995	Statewide HIV/AIDS - Red Cross
April 21, 1995	Jefferson Clusing Caring meeting
April 21, 1995	Albina Ministerial Alliance Banquet
April 24, 1995	Oregon Symphony Board of Directors
April 24, 1995	MacArthur Foundation Dinner
April 25, 1995	Leaders Roundtable meeting
April 26, 1995	Private Industry Council/Youth Committee
April 26, 1995	Business Youth Exchange Board orientation

CITY OF PORTLAND, OREGON

DISPARITY STUDY

FACT SHEET

The City of Portland and the Consortium are undertaking a Disparity Study and an Employment Study to determine if there is discrimination against minority- and women-owned businesses and minority and women in construction apprenticeship and training programs in the Oregon area.

What is the purpose of the Disparity Study?

The purpose of the Study is to assess the basis for a minority and women business enterprise (M/WBE) program based on the United States Supreme Court decision, *City of Richmond v. J.A. Croson Company*, 109 S.Ct. 706 (1989), and subsequent lower court rulings.

What did the Supreme Court say in the Croson case?

The Supreme court imposed new and stringent standards for the implementation of local affirmative action programs in public contracting. Five components which must be adhered to in the development of a defensible M/WBE program are:

- Strict scrutiny to document discrimination,
- Statistical documentation of contracts awarded,
- Disparity between number of businesses available and number used,
- Personal accounts of discrimination in doing business, and
- Narrowly tailored remedy to alleviate discrimination,
 - a. Applied within marketplace, and
 - b. Applied to affected industries and ethnic/gender groups.

What will the Disparity Study examine?

The Disparity Study will document whether discrimination has occurred in City of Portland or Consortium member contracting and purchasing of goods and services. If discrimination is found, the Study will document the extent to which it continues and will identify and recommend race neutral methods available to the governmental entities.

OREGON CONSORTIUM

Business Survey 1995

1. Name of the owner: _____
(First) (Middle) (Last)

Gender of owner: ___ Male ___ Female

Ethnicity of the owner: ___ (select from list below)

- | | | |
|---------------------------|--------------------------|--------------------------|
| 1. African-American/Black | 5. Korean | 9. Filipino |
| 2. Caucasian | 6. East Indian/Pakistani | 10. Vietnamese |
| 3. Hispanic | 7. Pacific Islander | 11. Native American |
| 4. Chinese | 8. Cambodian | 12. Aleut/Alaskan Native |
13. Other (Please specify): _____

Business Name: _____ Department: _____

Mailing Address: _____

Apt./Suite: _____ Floor: _____ P.O. Box: _____

City: _____ State: _____ Zip Code: _____

Street Address (if different): _____

Apt./Suite: _____ Floor: _____ P.O. Box: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Second Phone: _____ Fax: _____ Ext. _____

2. Within the past 36 months, have you obtained or tried to obtain contracts with any of the following entities? (check all that apply)

State of Oregon (including the Oregon Dept. of Transportation): _____

City of Portland (Including the Portland Development Commission): _____

City of Gresham: _____

Multnomah County: _____

Washington County: _____

Tri-County Metropolitan Transit District (Tri-Met): _____

Metro: _____

Federal Government: _____

3. If you have not worked with any of the above entities, why not?

4. Within the last 36 months, where have you geographically done most of your business?
(Name the City, County, or State)

5. Have you ever been selected, either as a prime contractor or as a subcontractor, to meet M/WBE goals? ___ Yes ___ No

6. What percentage of your business comes as a result of M/WBE program requirements?
___%

7. What percentage of your income comes from public sector business? ___%

8. What percentage of your income comes from private sector business? ___%

9. What percentage of your income comes from the following sources:
 - State of Oregon ___%
 - City of Portland ___%
 - City of Gresham ___%
 - Multnomah County ___%
 - Tri-Met ___%
 - Washington County ___%
 - Metro ___%
 - Federal Government ___%

10. What, if any, is the major problem you have experienced with public sector jobs?

11. What, if any, is the major problem you have experienced with private sector jobs?

12. Has your ethnicity, gender, or disabled veteran status affected your relationship with the government entities in any way? ___ Yes ___ No
 With prime contractors? ___ Yes ___ No ___
 With financial institutions? ___ Yes ___ No

13. What, if any, is the major problem you have had with the following entities?

City of Portland: _____

State of Oregon: _____

City of Gresham: _____

Multnomah County: _____

Tri-Met: _____

Washington County: _____

Metro: _____

Federal Government: _____

14. Would you be willing to talk further about any concerns you have about doing business with the above entities or submitting bids or proposals on State-funded projects? ____ Yes ____ No

Please return to:

Mason Tillman Associates
1111 Broadway, Suite 2130
Oakland, CA 94607
Fax: 510/835-2647

For more information call 1-800-346-2811

FOR IMMEDIATE RELEASE

February 1, 1995

Maudine R. Cooper
President & CEO

Contact: Janice Smith (202) 265-8200
Lurma Rackley (202) 944-5017

"BLACK AND WHITE AND GREAT TOGETHER, THE UNITY CONTINUES"
Urban League Dinner Focuses on Race Relations

Jack Kemp and Kimi Grey. Eric Holder and H. Marshall Jarrett. Jim Vance and Doreen Gentzler. Paul Conn and William Jarvis. Carla Jones Burrell and Constance Lavrent-Roy. Donnie Simpson and David Haines. Caryl Mussenden and Elizabeth Garreau. Dorothy Height and Esther Peterson. James Banks and Margaret O'Bryon. Patrice Gaines and Fran Suave. Ella McCall-Haygan and Lloyd Wolf. Armstrong Williams and Strom Thurmond

The above pairs are among those being honored on Wednesday, March 8 at the Greater Washington Urban League's 23rd Annual Whitney M. Young Jr. Memorial Dinner, under the theme, "Black and White and Great Together, the Unity Continues." Some are so well known individually that their partnership needs no explanation. Others represent the hundreds of thousands of people across the nation who are not so well known but are no less committed to living in racial harmony.

"When we decided to focus this year's dinner on black-white race relations, we knew we would have to do a lot of explaining. Race relations is one of those subjects like politics and religion: there's hardly any middle ground and passions run strong," said Maudine R. Cooper, president and CEO of the Greater Washington Urban League (GWUL).

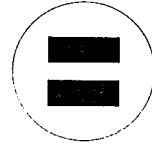
Jerry Moore III, GWUL board chair, explained that the awards ceremony may serve to balance the rash of negative news in race relations. "While the negative side of race relations has gotten the most attention throughout American history, we know that 'everyday people' and high-profile leaders remain committed to unity. Now, however, the news media tend to overlook the harmony and highlight only the differences and behaviors that tear us apart," he said.

"A steady diet of such negative news can undermine our progress and lead young people to accept racial intolerance as the expectation and the norm. Conversely, if we promote the good in race relations, we set positive behavior as the standard and the goal," he concluded.

Proceeds from the dinner support the League's vital programs in four categories: Youth and Family Services, Aging Services, Education Services, and Employment and Jobs Training. The Washington Urban League was founded in 1931 by an integrated group of civic leaders to ensure equal access and equal opportunity. The social service and advocacy organization continues to be supported by a broad cross-section of the area's residents and business, political and community leaders. In 1994, the League added "Greater" to its name to reflect expansion into Prince George's and Montgomery counties. The 23rd annual dinner will be held at the Washington Hilton Hotel, with a reception at 6 and dinner at 7. For tickets and further information, call Queen Gladden or Janice Smith at the League, (202) 265-8200.

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Washington, D.C. 20010
(202) 265-8200
FAX (202) 265-9878





National Urban League, Inc.

The Equal Opportunity Building
500 East 62nd Street, New York, N.Y. 10021-8379
Telephone (212) 310-9000

March 15, 1995

M E M O R A N D U M

TO: National Urban League Trustees
Affiliate CEO's
National Urban League Vice Presidents

FROM: M. Gasby Greely *MG*
Vice President
Communications

SUBJ: Annual Whitney M. Young, Jr. Memorial Dinner
Washington Urban League

Over the past several days, we have been gathering information on the media's reaction to two of the honorees at the Washington Urban League's Annual Whitney M. Young, Jr. Memorial Dinner.

On March 8th, the National Urban League issued a statement to selected media acknowledging the fact that the local affiliate made their decision independent of the home office.

For your information, we have enclosed our media statement, the Washington Urban League press release, and several clippings on some of the media's reaction. The response from electronic media is a lot more difficult to track. However, the available information indicates that national television coverage was largely positive. The "Today" show ran a story that had a positive spin.

We share this information with you so that you may see it in its full context.

: : :

Enclosures

LLOYD BENTSEN, TEXAS, CHAIRMAN

SPARK M. MATSUNAGA, HAWAII
DANIEL PATRICK MOYNIHAN, NEW YORK
MAX BAUCUS, MONTANA
DAVID L. BOREN, OKLAHOMA
BILL BRADLEY, NEW JERSEY
GEORGE J. MITCHELL, MAINE
DAVID PRYOR, ARKANSAS
DONALD W. RIEGLE, JR., MICHIGAN
JOHN D. ROCKEFELLER IV, WEST VIRGINIA
TOM DASCHLE, SOUTH DAKOTA

BOB PACKWOOD, OREGON
BOB DOLE, KANSAS
WILLIAM V. ROTH, JR., DELAWARE
JOHN C. DANFORTH, MISSOURI
JOHN H. CHAFFEE, RHODE ISLAND
JOHN HEINZ, PENNSYLVANIA
DAVID DURENBERGER, MINNESOTA
WILLIAM L. ARMSTRONG, COLORADO
STEVE SYMMS, IDAHO

United States Senate

COMMITTEE ON FINANCE

WASHINGTON, DC 20510-6200

March 24, 1995

VANDA B. McMURTRY, STAFF DIRECTOR AND CHIEF COUNSEL
ED MIHALSKI, MINORITY CHIEF OF STAFF

Mr. Lawrence Dark
President & CEO
The Urban League of Portland
10 N. Russell St.
Portland, Oregon 97227

Dear Mr. Dark:

Thank you for writing to me about the Legal Services Corporation. I appreciate hearing your views about this issue.

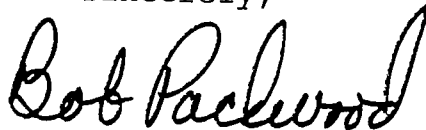
As you may know, the Legal Services Corporation has not been reauthorized for over ten years. This is because of the many controversies surrounding the scope of the program. Some Members of Congress would prefer that Legal Services not be allowed to handle cases in certain areas, such as agricultural workers' rights and abortion.

However, although the program has not been reauthorized, Congress has continued to appropriate funding each year. President Clinton's budget calls for an increase in Legal Services funding from \$415 million in FY95 to \$440 million in FY96. Congress has not yet considered the FY96 appropriation. It is likely when we do that the controversies mentioned above will be debated.

Like you, I understand the value of Legal Services. I feel strongly that legal representation in critical areas needs to be available to everyone. Throughout the years, as a member of the law community, I have seen positive results from Legal Services. Be assured that if this legislation comes before the Senate, I will keep your comments in mind.

Again, thanks for writing. Please keep in touch.

Sincerely,



BOB PACKWOOD

BP/jmo

Leadership Meeting
 Dinner at 7:00
 Tues. March 28
 Davis Cafe. 352 NE Russell

March 24, 1995

On behalf of the Oregon Consortium Disparity and Employment Studies, you and your membership are invited to participate in the following:

SUBJECT: Disparity and Employment Study Kick-Off

DATE: Saturday, April 1, 1995

TIME: 10:00 a.m. to Noon

WHERE: Portland Conference Center
 300 N.E. Multnomah (off Martin Luther King, Jr. Blvd.)

WHO: Dr. Elcanor Ramsey of Mason Tillman Associates and staff, and local firms assisting her.

PURPOSE: Dr. Ramsey will explain the purpose and process for the studies and how you can be of assistance in the way the study will be conducted. Of course there will be time for questions and answers.

The Disparity Study is to determine if there is discrimination against minority- and women-owned businesses in specific jurisdictions in Oregon (collectively referred to as the "Consortium"). The Consortium includes: City of Portland, City of Gresham, Multnomah County, Washington County, State of Oregon, METRO, and Tri-Met. The study will compare the number of businesses available with the number utilized in Consortium member contracts.

The purpose of the Employment Study is to examine the experiences of minorities and women seeking apprenticeship, training, and employment opportunities in the Portland region's construction industry.

YOU: Your involvement in the studies will contribute significantly to the outcome. Saturday is an excellent opportunity to hear first hand the difference these studies can make and begin to shape the role you can play.

This is an exceptional moment in the business history of Oregon. Remember, your input is very important for an effective study.

Please call 641-4553 to let us know approximately how many will be in attendance and if you have any questions.

Thank you,

Peggy C. Ross
 Principal

Ross Business Development Group ♦ P.O. Box 91021 ♦ Portland, OR 97291
 (503)641-4553 ♦ (503)641-1117/Fax ♦ (503)229-2752/Pager

AVEL L. GORDLY
MULTNOMAH COUNTY
DISTRICT 19

REPLY TO ADDRESS INDICATED:

- House of Representatives
Salem, OR 97310
- 1915 NE 16th #3
Portland, OR 97212




HOUSE OF REPRESENTATIVES
SALEM, OREGON
97310

African American
Legislative Issues Roundtable
Saturday April 1st
9:00 a.m. - 10:30 a.m.
P.O.I.C.
717 N. Killingsworth Ct.

Date: March 23, 1995

To: Jo Ann Allen; Amina Anderson; Rosemary Anderson; Baruti Artharee; Brian Black; Gaylen Brannon; Faye Burch; Lawrence Dark; Joyce Harris; Erma Hepburn; Lucious Hicks; O.B. Hill; Tony Hopson; Promise King; Gerald McFadden; Joe McHenry; Jeff Millner; Maceo Pettis; Sam Pierce; Lorenzo Poe; James Posey; Sondra Price; Sharee Rhone; George Richardson; Roosevelt Robinson; Brenda Sherman Sanders; Cometta Smith; Leon Smith; Joil Southwell; Osker Spicer; Charles Stoudamire; Donald Thomas; Kay Toran; Jaki Walker; Ed Washington; Bishop Adolph Wells; Harold Williams; Robert Williams; Angela Wilson; Gina Wood; Jeana Woolley;.

From: Representative Avel Gordly 
Representative Margaret Carter
Senator Bill McCoy

I would like to take this opportunity to extend sincere thanks for the active participation of all roundtable members. Your participation and that of community lobbyist Faye Burch are making a significant difference. As the process moves along and other persons are thought of that should be involved do not hesitate to invite them and apprise our office of their name and number so that we may place them on the list. **Thank you!**

Announcement:

The next meeting will be held Saturday, April 1st at P.O.I.C.. Information packets will be distributed at the meeting. I will not be at the April 1st meeting as I have a district townhall on the same date and time. Due to my absence the co-chairs will be Faye Burch and Joe McHenry.

For more information and to RSVP please contact Mike Kramer at 986-1419.

United States Senate

WASHINGTON, DC 20510-3701

April 19, 1995

Mr. Lawrence J. Dark
President and CEO
The Urban League of Portland
10 N. Russell Street
Portland, Oregon 97227

Dear Mr. Dark:

Thank you for contacting me regarding funding for programs under the Job Training Partnership Act (JTPA). I found your comments very interesting and welcome this opportunity to respond.

As the Chairman of the Senate Appropriations Committee which oversees the Subcommittee on Labor, Health and Human Services, and Education, which has jurisdiction over funding for federal employment and training programs, I recognize the importance of providing funds for programs which increase the opportunities available to disadvantaged adults and youth.

The Senate Appropriations Committee concurred with the House of Representatives decision to rescind \$33 million from the Adult Job Training Program, and decided, based on the programs failure to produce desirable results, to rescind just over \$472 million in Youth Job Training funds. The House had proposed to cut all of the funding for the Summer Youth Employment program, for the summers of 1995 and 1996. The Senate Appropriations Committee has recommended to restore this funding for the summer of 1995. The funding level for the following summer will be reviewed when the Committee makes its regular appropriations recommendations for Fiscal Year 1996.

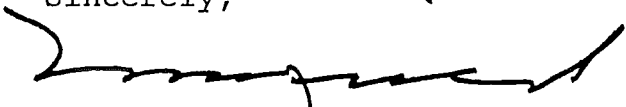
We have a serious federal deficit which must be resolved. Please be assured that as the House and Senate confer on these funding proposals, I will continue to work to maintain an adequate funding level for efficient and effective JTPA programs.

Mr. Lawrence J. Dark
Page 2

Again, thank you for taking the time to contact me. Please continue to keep me apprised of your views.

Kind regards.

Sincerely,



Mark O. Hatfield
United States Senator

MOH/mle
5517-5524

NEWS from National Urban League

Contact: Faith V. Williams
Director
Public Relations and
Communications
(212) 310-9021
or
Max Stamper
Communications Associate
(212) 310-9026

FOR IMMEDIATE RELEASE

STATEMENT BY
HUGH B. PRICE
President
NATIONAL URBAN LEAGUE, Inc.

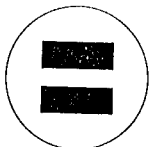
on
PROPOSED HOUSE SPENDING CUTS FOR THOSE IN POVERTY

The National Urban League strongly urges the U.S. Congress to reject the spending cuts and terminations proposed in the FY1995 Rescissions bill that serve poor children, youth, adults and senior citizens. Cutting targeted federal programs that serve those in poverty is unacceptable and will bring swift and immediate harm to millions of poor people, especially children. This nation must not simply walk away from the 39 million Americans living in poverty.

The League and its affiliates work in partnership with government in 113 cities to develop programs that help people get jobs. We are investing our resources in the development of youth and providing opportunity for economic self sufficiency. This proposed bill would seriously jeopardize our efforts, and wreak havoc on the poor.

more...

The Equal Opportunity Building
500 East 62nd Street, New York, N.Y. 10021
Telephone: (212) 310-9000



22222-Statement on Proposed House Spending Cuts

The programs in education most affected by the proposed cuts include Goals 2000, school-to-work, Title I (Chapter I), and TRIO. Programs slated for termination include: Parents as Teachers, Safe & Drug Free Schools; Education/homeless youth & children; Dropout Demonstrations; CBO/Vocational Education; Tech-Prep; to name a few.

Youth employment and training programs are especially hard-hit. For example, The JTPA Summer Youth Program is wiped out for 1995 and 1996. The JTPA Youth Year-Round Program is slashed by \$310 million, and youth fair chance is terminated.

Among other programs in employment and training most affected include: JTPA, adult training, Job Corps, One-Stop Career Centers, National Skills Standard Board and Title V Senior Employment. Programs targeted for termination include: Other JTPA programs; Microenterprise Grants; and the National Commission on Employment Policy.

The National Urban League continues to do its part, but we cannot do it alone. The Congress should reject these proposed cuts and terminations. This nation can do better in choosing our national priorities than simply eroding federal programs that help make the poor more productive.

: : :

3/13/95

95-105

NEWS from National Urban League

Contact: Faith V. Williams
Director
Public Relations and
Communications
(212) 310-9021

FOR IMMEDIATE RELEASE

or
Max Stamper
Communications Associate
(212) 310-9026

STATEMENT BY
HUGH B. PRICE
President
NATIONAL URBAN LEAGUE, Inc.

on
THE HONOREES OF THE WASHINGTON URBAN LEAGUE'S ANNUAL DINNER

The annual dinner event of the Greater Washington Urban League and its honorees are decided solely by that affiliate, and not by the National Urban League.

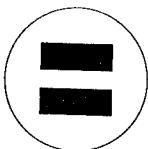
The mission of the National Urban League is to assist African Americans in the achievement of social and economic equality. The League implements its mission through advocacy, race relations, program services, research, and technical support.

Founded in 1910, the National Urban League is a nonprofit organization headquartered in New York with 113 local affiliates in 34 states.

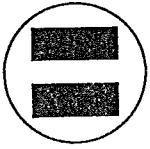
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95-104

3/8/95



The Equal Opportunity Building
500 East 62nd Street, New York, N.Y. 10021
Telephone: (212) 310-9000



The Urban League of Portland

URBAN PLAZA

10 North Russell Street

Portland, Oregon 97227

FAX (503) 281-2612

(503) 280-2600

April 21, 1995

The Board of Directors
Urban League of Portland

Dear Members of the Board:

**THIS REPORT CONTAINS INFORMATION THAT IS OF A SENSITIVE NATURE.
PLEASE READ THE ENTIRE DOCUMENT.**

Presented here are February, 1995, Combined Balance Sheet, Consolidated Statement of Support, Revenue and Expenses and Changes in Fund Balance, and the Comparative Statement of Support, Revenue & Expenses and Changes in Fund Balance for fiscal years 1993 & 1994 for the Urban League of Portland. Please note in the Comparative Statement of Support, Revenue & Expenses and Changes in Fund Balance that the revenue and expense line items headed "Special Events" represent gross amounts.

These reports are for management use only and are unaudited. These reports do present fairly the actual revenues and expenses for the period except as noted in financial statements.

Though it is not shown in these combined financial reports, separate accounts are maintained for each fund to ensure the observance of limitations and restrictions placed on the use of resources available to the League. These accounts are maintained in accordance with the principles of fund accounting. The staff, in cooperation with the Finance Committee, is continually working towards developing uniform standards on special projects and accountability for restricted contributions.

SPECIAL NOTES: Explanatory notes and comments accompany the financial statements to clarify the statements and enhance the fairness of their presentations. These notes are an integral part of the statement. Please note on the balance sheet that deferred revenue represents the portion of the Meyer Trust Funds not recognized. I anticipate that the deficit in restricted will be eliminated with the recognition of the Meyer Trust and owed funds from Portland Public Schools. On the expense side: Volunteers of American is behind in billing the League. By the end of the fiscal year the budget and actual should be closer together. Management's restraint on spending has begun to show in the financial reports. The savings realized are reflected in the bottom line. I anticipate that we will see even more improvement in March. It should be noted that scholarships vary from year to year because the date a scholarship is awarded does not coincide with the date received within or outside of a specific fiscal year.

If you have any questions regarding these reports, please give me a call before the Board meeting.

Respectfully submitted,

Cletus B. Moore, Jr.

Vice President, Finance & Administration

A NATIONAL
URBAN LEAGUE
AFFILIATE

(File: BoardFeb.95)

A United Way
Agency



The Urban League of Portland

Consolidated Balance Sheet

As of February 28, 1995

	Current Funds		Land, Bldg & Equip Fund	Custodian Fund	Total
	Unrestricted	Restricted			
ASSETS					
Current Assets:					
Cash (note 1)	\$53,282	\$7,625	\$2,680	\$13,966	\$ 77,553
Investments	104,327	-	-	-	104,327
Accounts Receivable	-	27,358	-	-	27,358
Interfund Receivable (Payable)	48,509	(4,845)	(43,664)	-	-
Total Current Assets	<u>206,118</u>	<u>30,138</u>	<u>(40,984)</u>	<u>13,966</u>	<u>209,238</u>
PROPERTY & EQUIPMENT					
Land, Bldgs & Equip, Net	-	-	1,440,707	-	1,440,707
Land Held for Resale	-	-	1,000	-	1,000
Total Property & Equipment	<u>-</u>	<u>-</u>	<u>1,441,707</u>	<u>-</u>	<u>1,441,707</u>
TOTAL ASSETS	<u><u>\$206,118</u></u>	<u><u>\$30,138</u></u>	<u><u>\$1,400,723</u></u>	<u><u>\$13,966</u></u>	<u><u>1,650,945</u></u>
LIABILITIES & FUND BALANCE					
A/P & Accrued Liabilities	\$ 157,582	\$ 34,253	\$ -	\$ -	191,835
Mortgage Payable	-	-	577,302	-	577,302
Deferred Revenue	4,200	39,597	-	-	43,797
Funds Held on Behalf of Others	-	-	-	13,966	13,966
Total Liabilities	<u>161,782</u>	<u>73,850</u>	<u>577,302</u>	<u>13,966</u>	<u>826,900</u>
Fund Balance	<u>44,336</u>	<u>(43,712)</u>	<u>823,421</u>	<u>-</u>	<u>824,045</u>
TOTAL LIABILITIES & FUND BALANCE	<u><u>\$206,118</u></u>	<u><u>\$30,138</u></u>	<u><u>\$1,400,723</u></u>	<u><u>\$13,966</u></u>	<u><u>1,650,945</u></u>

The Urban League of Portland

Consolidated Statement of Support, Revenue and Expenses and Changes in Fund Balance

Eight Months Ending February 28, 1995

	Current Funds		Land, Bldg & Equip Fund	Total
	Unrestricted	Restricted		
Support				
Contributions	\$16,538	\$14,504	\$661,934	\$692,976
Special Events	134,783	5,723	-	140,506
United Way Allocation	-	134,820	-	134,820
Federal, State & Local Grants (note 3)	202,902	493,883	-	696,785
Total Support	<u>354,223</u>	<u>648,930</u>	<u>661,934</u>	<u>1,665,087</u>
Revenues				
Membership Dues	83,636	-	-	83,636
Investment Income	2,302	103	-	2,405
Rental Income	37,063	-	-	37,063
Indirect Cost Recoveries (note 5)	143,033	-	-	143,033
Other Revenues	785	2,373	-	3,158
Total Revenues	<u>266,819</u>	<u>2,476</u>	<u>-</u>	<u>269,295</u>
Total Support & Revenue	<u>621,043</u>	<u>651,406</u>	<u>661,934</u>	<u>1,934,382</u>
Expenses				
Program Services	611,020	707,532	1,490	1,320,042
Supporting Services	-	-	53,080	53,080
Total Expenses	<u>611,020</u>	<u>707,532</u>	<u>54,570</u>	<u>1,373,122</u>
Excess (Deficiency) of Support and Revenues over Expenses	10,023	(56,126)	607,364	561,260
Fund Balance at Beginning of Period	34,313	12,414	216,057	262,784
Other Changes in Fund Balance (Reduction of Capital Lease Obligations)	-	-	-	-
Fund Balance at End of Period	<u><u>\$44,336</u></u>	<u><u>(\$43,712)</u></u>	<u><u>\$823,421</u></u>	<u><u>824,045</u></u>

The Urban League of Portland

Comparative Statement of Support, Revenue and Expenses and Changes in Fund Balance

Eight Months Ending February 28, 1995

	1992-93 Actual	1993-94 Actual	YTD 1994-95 Budget	YTD 1994-95 Actual	Variance	Total 1994-95 Budget	Remaining Budget
Support							
United Way Allocation	\$ 258,976	\$ 259,743	\$ 154,077	\$ 134,820	\$ (19,257)	\$ 231,116	\$ 96,296
Special Events	178,548	181,021	122,800	140,506	17,706	189,000	48,494
Contributions/Grants (note 2)	207,881	247,052	84,617	692,976	608,360	267,617	(425,359)
Federal, State, and Local Grants (note 3)	-	-	639,000	504,305	(134,695)	945,365	441,060
Other Support	-	-	-	-	-	-	-
Fees & Contracts	829,234	719,602	257,924	192,480	(65,444)	317,924	125,444
Total Support	1,474,639	1,407,418	1,258,418	1,665,087	406,669	1,961,022	286,936
Revenue							
Membership Dues	81,006	83,196	37,500	83,636	46,136	70,000	(46,136)
Interest & Investment Income	3,653	3,661	1,867	2,405	538	2,800	395
Rental Income	83,001	65,642	46,667	37,063	(9,604)	70,000	32,937
Indirect Cost Recoveries (note 5)	122,875	140,669	110,020	143,033	33,013	165,031	21,998
Other Revenues	11,607	6,042	-	3,158	3,158	12,000	8,842
Unfunded Revenue (note 12)	-	-	59,065	-	(59,065)	-	-
Total Revenue	302,142	299,210	255,119	269,296	14,176	319,831	18,036
Total Support & Revenue	1,776,781	1,706,628	1,513,537	1,934,382	420,846	2,270,853	303,971
Expenses							
Salaries, Benefits & Taxes (note 6)	931,662	1,003,946	946,378	815,715	130,663	1,420,152	604,437
Professional Services	162,685	41,264	151,743	93,429	58,314	215,493	122,064
Supplies	34,660	48,652	40,441	31,517	8,924	59,955	28,438
Telephone	23,403	24,734	18,512	16,810	1,702	27,770	10,960
Postage & Shipping	9,122	11,952	7,000	6,133	867	10,494	4,361
Occupancy (building & grounds) (note 7)	203,317	217,544	159,560	161,335	(1,775)	239,339	78,004
Rental & Maint of Equipment	43,129	40,093	41,130	27,828	13,302	61,694	33,866
Printing, Artwork, Publications, etc.	5,416	8,172	4,600	3,468	1,132	6,900	3,432
Travel & Transportation (note 8)	23,297	33,405	35,294	30,379	4,915	62,246	31,867
Conferences, Conventions, Meetings	890	5,481	11,292	5,304	5,988	7,700	2,396
Special Events	102,652	78,558	80,000	79,265	735	105,000	25,735
Membership Dues	340	3,749	1,507	850	657	2,245	1,395
Awards & Grants	3,225	2,558	1,475	4,000	(2,525)	2,215	(1,785)
Interest Expense (note 9)	16,914	16,694	9,668	10,230	(562)	14,500	4,270
Insurance	23,117	31,520	16,950	11,701	5,249	20,023	8,322
Other Expenses	6,217	436	1,136	740	396	1,703	1,703
Total Expenses before Non-Operating Expenditures	1,590,046	1,568,758	1,526,686	1,298,704	227,982	2,257,429	959,465
Depreciation of Building & Equip (note 10)	70,270	96,474	53,080	53,080	-	79,621	26,541
CEO Search (note 11)	-	13,603	-	13,326	(13,326)	-	(13,326)
National Urban League Dues	11,174	11,688	7,800	8,012	(212)	10,400	2,388
Total Expenses	1,671,490	1,690,523	1,587,566	1,373,122	214,443	2,347,460	976,068
Excess (Deficiency) of Support and Revenues over Expenses	106,291	16,106	(74,029)	561,260	635,288	(76,597)	N/A
Other Changes in Fund Balance	-	-	-	-	-	-	N/A
Fund Balance at Beginning of Period	141,388	246,679	262,784	262,784	N/A	262,784	N/A
Fund Balance at End of Period	\$ 246,679	\$ 262,784	\$ 188,755	\$ 824,044	N/A	\$ 186,187	N/A

The Urban League of Portland

Selected Information - Substantially All Disclosures Required by
Generally Accepted Account Principles (GAAP) Are Not Included

Eight Months Ending February 28, 1995

1. CASH

Cash held by the League as of February 28, 1995 is summarized as follows:

<u>Unrestricted:</u>	\$53,282
Operating	104,327
Cash stabilization fund (Board designated) (Desired balance is \$60,000)	<u>157,609</u>
Unrestricted Total	<u>157,609</u>
<u>Restricted:</u>	10,305
Expendable for restricted purposes	13,966
Stevenson trust account	<u>24,271</u>
Restricted Total	<u>24,271</u>
	<u>\$181,880</u>

2. CONTRIBUTIONS

On December 31, 1994, Mr. Phillip Eder donated the Urban League building with a fair market value of \$1,400,000. The Urban League has agreed to accept the corresponding mortgage of accrued interest of \$587,530. The contribution of \$661,934.36 has been recorded as a contribution in the Land, Building, and Equipment Fund.

3. GRANTS

During the eight month period ending February 28, 1995, the League recognized \$40,000 in contributions from the Meyer Memorial Trust. The League received \$10,000 from US West.

4. MEMBERSHIP DUES

Membership dues represent all dues payments received through February 28, 1995 for the 1994-95 fiscal year. For individuals, families, et al, \$12,151 was received. For corporate, \$71,485 was received. Corporate amount is unadjusted for Annual Dinner and EOD.

5. INDIRECT COST RECOVERIES

Indirect cost recoveries relate to internal charges allocated to certain League programs for their share of office rent and other facility and operational costs. An equivalent amount of revenue is recognized in the unrestricted current fund.

URBAN LEAGUE OF PORTLAND

ROUTING SLIP
Please Sign and Date

PLEASE RETURN TO :

L. Dark

C. Moore

B. Black

M. Pullen

E. Hinson

L. Foltz

B. Sherman-Sanders

G. Brannon

The Urban League of Portland

Selected Information - Substantially All Disclosures Required by
Generally Accepted Account Principles (GAAP) Are Not Included

Eight Months Ending February 28, 1995

6. SALARIES AND WAGES

Variances in salaries and wages are due to scheduled pay increases have not gone into effect and attrition. In addition, the vacancy for the Director of Education has not been filled.

7. OCCUPANCY

Occupancy expenses include costs related to office rent, garbage collection, utilities, real estate taxes, various building supplies and other building operating costs. This category does not include the cash outflow related to payments of principal to Portland Development Commission on the League's outstanding lease obligation.

8. TRAVEL AND CONFERENCES

The accompanying financial statements include travel costs associated with staff attendance at the National Conference.

9. INTEREST

Interest expense relates to the League's property lease. See the League's annual financial statements and audit report for a more detailed presentation of the League's overall lease commitment.

10. DEPRECIATION

Depreciation of capital improvements and fixed assets are calculated on a straight line basis. Capital improvements are being depreciated using a life of ten years and the fixed assets are using a life of five years.

11. CEO SEARCH EXPENSES

This temporary account shows the direct costs incurred in connection with the League's CEO search. The amount that has incurred to date in FY 1994-95 include costs associated with moving the League's CEO to Portland.

12. UNFUNDED REVENUES

Represents funds anticipated from Irwin Foundation that was not awarded. Actual grant amount awarded was \$10,000 for computers for the computer training center.

URBAN LEAGUE GUILD MINUTES

April 12, 1995

ATTENDING: Peggy C. Ross, Mike Pullen, Brian A. Black, Janice Booker, Helloise C. Hill, Myrtle R. Carr, Margaret L. Greene, Bobbie Nunn, Alene Grice, Gwen Hightower, Carol Aquino, Thelma Golden.

PRESIDENT'S REPORT: The President's report was mailed as part of the notice for this meeting.

The brochure is finalized except for a few details, and can be printed as soon as Peggy gets the original.

NEW BUSINESS: Carol Aquino reported that the Guild has a total of \$2,050.47 on hand, as of April 1995. The 1994 year-end report shows a \$1,517.50 profit from fund-raisers. Brian reported a profit of \$812.50 on the very successful Alvin Ailey Dance program.

We still need complete information on membership in the Guild. Checks for dues this month totaled \$240.00, from both 1993-94, and 1994-95.

Peggy carefully reviewed the schedule for the Western Regional Conference, assigning volunteer duties as needed. About 60 out-of-town people are expected, total about 100. She stressed that the party for Tom Dixon on Friday evening is a SURPRISE, and no one is to let him know about it.

Three banners will be made in preparation for the meeting:
WELCOME WESTERN REGION, TRIBUTE TO TOM DIXON, AND URBAN LEAGUE GUILD.

Janice Scroggins may provide the music, but has not yet been asked. Suggestions for a replacement are welcome, in case they are needed.

Friday night party: Staff will bring decorations to Doris' cafe, including banners, streamers (blue and white), and balloons. Guild members will report to the cafe immediately after the business meeting to help.

Guild members should be at the Thursday Family session to greet people, and participate in the preparation for the Friday morning discussion with Hugh Price. It is also important to be at the Friday morning session to provide input to Mr. Price.

Yolanda Ninns is responsible for the souvenir gifts. Several business are contributing. Volunteers will put the gifts into Made In Oregon bags on Wednesday morning from 11 am to 3 pm, in the Shelly Hill Conference Room.

Brian also reported that the Urban League has received funding from PIC to put on a series of computer classes in May. Brochures will be sent out. The League is working on many grants, including some for AIDS prevention as well as corporate development.

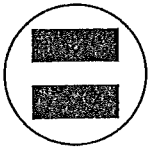
Mike Pullen thanked the Guild members for the 80 hours of volunteer time at the Equal Opportunity dinner.

Saturday, commercials will be filmed near the Urban League for the 50th anniversary dinner in October. Mercedes Diaz and Mark Hatfield will be co-chairs for the event.

Faye Burch is lobbyist for legislation in which the League is interested, including Avel Gordley's bills.

Copies of the Mollie L. Moon scholarship application was distributed.

Peggy reminded members of their commitments to volunteer on Guild events. The meeting was adjourned.



The Urban League of Portland

URBAN PLAZA

10 North Russell Street

Portland, Oregon 97227

FAX (503) 281-2612

(503) 280-2600

April 21, 1995

The Board of Directors
Urban League of Portland

Dear Members of the Board:

**THIS REPORT CONTAINS INFORMATION THAT IS OF A SENSITIVE NATURE.
PLEASE READ THE ENTIRE DOCUMENT.**

Presented here are March, 1995, Combined Balance Sheet, Consolidated Statement of Support, Revenue and Expenses and Changes in Fund Balance, and the Comparative Statement of Support, Revenue & Expenses and Changes in Fund Balance for fiscal years 1993, 1994 & 1995, and **CONSOLIDATED STATEMENT OF CASH FLOWS** for the Urban League of Portland. Please note in the Comparative Statement of Support, Revenue & Expenses and Changes in Fund Balance that the revenue and expense line items headed "Special Events" represent gross amounts.

These reports are for management use only and are unaudited. These reports do present fairly the actual revenues and expenses for the period except as noted in financial statements.

Though it is not shown in these combined financial reports, separate accounts are maintained for each fund to ensure the observance of limitations and restrictions placed on the use of resources available to the League. These accounts are maintained in accordance with the principles of fund accounting. The staff, in cooperation with the Finance Committee, is continually working towards developing uniform standards on special projects and accountability for restricted contributions.

SPECIAL NOTES: Explanatory notes and comments accompany the financial statements to clarify the statements and enhance the fairness of their presentations. These notes are an integral part of the statement. Please note on the balance sheet that deferred revenue has increased due to recognizing the Lila Wallace-Reader's Digest Fund. The deficit in restricted was eliminated with this period with the recognition of the Meyer Trust funds. On the expense side: Volunteers of American is still behind in billing the League. By the end of the fiscal year the budget and actual should be closer together. Management's restraint on spending has begun to show in the financial reports. The savings realized are reflected in the bottom line. There is a significant improvement in March's financial performance. It should be noted that scholarships vary from year to year because the date a scholarship is awarded does not coincide with the date received within or outside of a specific fiscal year. This year the League has not experienced the major building repairs as it has in the past. Our maintenance program as paid off.

A NATIONAL
URBAN LEAGUE
AFFILIATE

A United Way
Agency

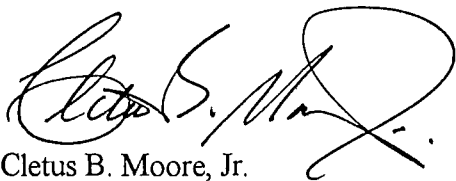


Presented with the report is the Consolidated Statement of Cash Flows. Cash flow is approximate equivalent to net income plus depreciation, depletion, or other expenses that had no effect on working capital. No generalization or conclusion can be drawn as to the significance of the "cash flow" without reference to the entire flow of funds as reflected in the financial statements. A chart of cash flow is also attached to illustrate the fluid position of the agency's funds.

PLEASE READ FOOTNOTE 13. Footnote 13 summarizes the League's special fund-raising events as of March 31, 1995. This report fairly represents the outcome of fund-raising events.

If you have any questions regarding these reports, please give me a call before the Board meeting.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Cletus B. Moore, Jr.", with a large, stylized flourish at the end.

Cletus B. Moore, Jr.
Vice President, Finance & Administration

The Urban League of Portland

Consolidated Balance Sheet

As of March 31, 1995

	Current Funds		Land, Bldg & Equip Fund	Custodian Fund	Total
	Unrestricted	Restricted			
ASSETS					
Current Assets:					
Cash (note 1)	\$18,063	\$7,641	\$2,680	\$14,022	\$ 42,406
Investments	197,064	-	-	-	197,064
Accounts Receivable	-	25,815	-	-	25,815
Interfund Receivable (Payable)	27,476	57,627	(85,103)	-	-
Total Current Assets	242,604	91,083	(82,423)	14,022	265,286
PROPERTY & EQUIPMENT					
Land, Bldgs & Equip, Net	-	-	1,338,951	-	1,338,951
Land Held for Resale	-	-	1,000	-	1,000
Total Property & Equipment	-	-	1,339,951	-	1,339,951
TOTAL ASSETS	\$242,604	\$91,083	\$1,257,528	\$14,022	\$1,605,237
LIABILITIES & FUND BALANCE					
A/P & Accrued Liabilities	\$ 117,353	\$ 17,315	\$ -	\$ -	\$134,668
Mortgage Payable	-	-	440,742	-	440,742
Deferred Revenue	4,200	70,623	-	-	74,823
Funds Held on Behalf of Others	-	-	-	14,022	14,022
Total Liabilities	121,553	87,938	440,742	14,022	664,255
Fund Balance	121,051	3,145	816,786	-	940,982
TOTAL LIABILITIES & FUND BALANCE	\$242,604	\$91,083	\$1,257,528	\$14,022	\$1,605,237

The Urban League of Portland

Consolidated Statement of Support, Revenue and Expenses and Changes in Fund Balance

Nine Months Ending March 31, 1995

	Current Funds		Land, Bldg & Equip Fund	Total
	Unrestricted	Restricted		
Support				
Contributions	\$22,859	\$14,568	\$661,934	\$699,361
Special Events (note 13)	168,408	5,734	-	174,142
United Way Allocation	19,260	154,077	-	173,337
Federal, State & Local Grants (note 3)	220,928	642,083	-	863,010
Total Support	431,455	816,462	661,934	1,909,851
Revenues				
Membership Dues	90,661	-	-	90,661
Investment Income	2,303	120	-	2,423
Rental Income	43,076	-	-	43,076
Indirect Cost Recoveries (note 5)	160,813	-	-	160,813
Other Revenues	784	2,464	-	3,248
Total Revenues	297,637	2,584	-	300,221
Total Support & Revenue	729,092	819,046	661,934	2,210,072
Expenses				
Program Services	642,354	828,315	1,489	1,472,158
Supporting Services	-	-	59,716	59,716
Total Expenses	642,354	828,315	61,205	1,531,874
Excess (Deficiency) of Support and Revenues over Expenses	86,738	(9,269)	600,729	678,198
Fund Balance at Beginning of Period	34,313	12,414	216,057	262,784
Other Changes in Fund Balance (Reduction of Capital Lease Obligations)	-	-	-	-
Fund Balance at End of Period	\$121,051	\$3,145	\$816,786	\$940,982

The Urban League of Portland

Comparative Statement of Support, Revenue and Expenses and Changes in Fund Balance

Nine Months Ending March 31, 1995

	1992-93 Actual	1993-94 Actual	YTD 1994-95 Budget	YTD 1994-95 Actual	Variance	Total 1994-95 Budget	Remaining Budget
Support							
United Way Allocation	\$ 258,976	\$ 259,743	\$ 173,337	\$ 173,337	\$ -	\$ 231,116	\$ 57,779
Special Events (note 13)	178,548	181,021	173,600	174,142	542	189,000	14,858
Contributions/Grants (note 2)	207,881	247,052	93,117	699,361	606,245	267,617	(431,744)
Federal, State, and Local Grants (note 3)	-	-	719,000	610,121	(108,879)	945,365	335,244
Other Support	-	-	-	-	-	-	-
Fees & Contracts	829,234	719,602	309,924	252,889	(57,035)	317,924	65,035
Total Support	1,474,639	1,407,418	1,468,978	1,909,861	440,873	1,961,022	41,171
Revenue							
Membership Dues	81,006	83,196	41,250	90,661	49,411	70,000	(49,411)
Interest & Investment Income	3,653	3,661	2,100	2,423	323	2,800	377
Rental Income	83,001	65,642	52,500	43,076	(9,424)	70,000	26,924
Indirect Cost Recoveries (note 5)	122,875	140,669	123,773	160,813	37,040	165,031	4,218
Other Revenues	11,607	6,042	-	3,248	3,248	12,000	8,752
Unfunded Revenue (note 12)	-	-	66,448	-	(66,448)	-	-
Total Revenue	302,142	299,210	286,071	300,221	14,150	319,831	(9,140)
Total Support & Revenue	1,776,781	1,706,628	1,755,049	2,210,072	465,022	2,270,853	32,032
Expenses							
Salaries, Benefits & Taxes (note 6)	931,662	1,003,946	1,060,780	889,116	171,664	1,420,152	531,036
Professional Services	162,685	41,264	167,681	110,567	57,114	215,493	104,926
Supplies	34,660	48,652	45,347	33,937	11,410	59,955	26,018
Telephone	23,403	24,734	20,826	19,871	956	27,770	7,900
Postage & Shipping	9,122	11,952	7,875	7,104	771	10,494	3,390
Occupancy (building & grounds) (note 7)	203,317	217,544	179,505	184,991	(5,486)	239,339	54,348
Rental & Maint of Equipment	43,129	40,093	46,271	28,824	17,447	61,694	32,870
Printing, Artwork, Publications, etc.	5,416	8,172	5,175	3,802	1,373	6,900	3,098
Travel & Transportation (note 8)	23,297	33,405	39,706	34,700	5,006	62,246	27,546
Conferences, Conventions, Meetings	890	5,481	12,720	5,952	6,768	7,700	1,748
Special Events (note 13)	102,652	78,558	95,000	102,510	(7,510)	105,000	2,490
Membership Dues	340	3,749	1,692	1,021	671	2,245	1,224
Awards & Grants	3,225	2,558	1,660	4,000	(2,340)	2,215	(1,785)
Interest Expense (note 9)	16,914	16,694	10,876	11,704	(828)	14,500	2,796
Insurance	23,117	31,520	18,150	11,981	6,169	20,023	8,042
Other Expenses	6,217	436	1,278	740	538	1,703	1,703
Total Expenses before Non-Operating Expenditures	1,590,046	1,568,758	1,714,542	1,450,820	263,723	2,257,429	807,350
Depreciation of Building & Equip (note 10)	70,270	96,474	59,715	59,716	-	79,621	19,905
CEO Search (note 11)	-	13,603	-	13,326	(13,326)	-	(13,326)
National Urban League Dues	11,174	11,688	10,400	8,013	2,388	10,400	2,388
Total Expenses	1,671,490	1,690,523	1,784,667	1,531,874	252,783	2,347,450	816,316
Excess (Deficiency) of Support and Revenues over Expenses	105,291	16,106	(29,608)	678,198	707,805	(76,597)	N/A
Other Changes in Fund Balance	-	-	-	-	-	-	N/A
Fund Balance at Beginning of Period	141,388	246,679	262,784	262,784	N/A	262,784	N/A
Fund Balance at End of Period	\$ 246,679	\$ 262,784	\$ 233,176	\$ 940,982	N/A	\$ 186,187	N/A

The Urban League of Portland

Consolidated Statement of Cash Flows

Nine Months Ending March 31, 1995

Cash Flows from Operating Activities	
Net Income	\$678,198
Gain in donation of building	(751,782)
Occupancy	184,991
Indirect cost recovery	(160,813)
Depreciation	59,716
Decrease in grants & other receivables	28,984
Increase in accounts payable & accrued liabilities	34,791
Decrease in unearned revenues	(19,377)
Increase in funds held for others	228
	<hr/>
Cash provided by operating activities	54,936
	<hr/>
Cash Flows from Investing Activities	0
	<hr/>
Cash Flows from Financing Activities	
Decrease in lease obligation	(17,944)
	<hr/>
Cash used by financing activities	(17,944)
	<hr/>
Change in Cash	36,992
Cash at beginning of period	199,566
	<hr/>
Cash at end of period	<u>\$236,558</u>
	<hr/>
Cash Flows from Operating Activities	
Cash received from support	\$1,909,841
Cash received from memberships	90,661
Cash received from interest	2,423
Cash received from revenues	207,137
Cash paid for interest	(11,704)
Cash paid for salaries, benefits & taxes	(889,116)
Cash paid for professional services	(110,567)
Cash paid to suppliers	(1,143,739)
	<hr/>
Cash provided by operating activities	<u>\$54,936</u>
	<hr/>

The Urban League of Portland

Selected Information - Substantially All Disclosures Required by
Generally Accepted Account Principles (GAAP) Are Not Included

Nine Months Ending March 31, 1995

1. CASH

Cash held by the League as of March 31, 1995 is summarized as follows:

<u>Unrestricted:</u>	
Operating	\$18,063
Cash stabilization fund (Board designated)	<u>197,064</u>
(Desired balance is \$60,000)	
Unrestricted Total	<u>215,127</u>
 <u>Restricted:</u>	
Expendable for restricted purposes	10,321
Stevenson trust account	<u>14,022</u>
Restricted Total	<u>24,343</u>
	<u><u>\$239,470</u></u>

2. CONTRIBUTIONS

On December 31, 1994, Mr. Phillip Eder donated the Urban League building with a fair market value of \$1,400,000. The Urban League has agreed to accept the corresponding mortgage of accrued interest of \$587,530. The contribution of \$661,934.36 has been recorded as a contribution in the Land, Building, and Equipment Fund.

3. GRANTS

During the nine month period ending March 31, 1995, the League recognized \$40,000 in contributions from the Meyer Memorial Trust. The League received \$10,000 from US West.

4. MEMBERSHIP DUES

Membership dues represent all dues payments received through March 31, 1995 for the 1994-95 fiscal year. For individuals, families, et al, \$12,226 was received. For corporate, \$78,435 was received. Corporate amount is unadjusted for Annual Dinner and EOD.

5. INDIRECT COST RECOVERIES

Indirect cost recoveries relate to internal charges allocated to certain League programs for their share of office rent and other facility and operational costs. An equivalent amount of revenue is recognized in the unrestricted current fund.

The Urban League of Portland

Selected Information - Substantially All Disclosures Required by
Generally Accepted Account Principles (GAAP) Are Not Included

Nine Months Ending March 31, 1995

6. SALARIES AND WAGES

Variances in salaries and wages are due to scheduled pay increases have not gone into effect and attrition. In addition, the vacancy for the Director of Education has not been filled.

7. OCCUPANCY

Occupancy expenses include costs related to office rent, garbage collection, utilities, real estate taxes, various building supplies and other building operating costs. This category does not include the cash outflow related to payments of principal to Portland Development Commission on the League's outstanding lease obligation.

8. TRAVEL AND CONFERENCES

The accompanying financial statements include travel costs associated with staff attendance at the National Conference.

9. INTEREST

Interest expense relates to the League's property lease. See the League's annual financial statements and audit report for a more detailed presentation of the League's overall lease commitment.

10. DEPRECIATION

Depreciation of capital improvements and fixed assets are calculated on a straight line basis. Capital improvements are being depreciated using a life of ten years and the fixed assets are using a life of five years.

11. CEO SEARCH EXPENSES

This temporary account shows the direct costs incurred in connection with the League's CEO search. The amount that has incurred to date in FY 1994-95 include costs associated with moving the League's CEO to Portland.

12. UNFUNDED REVENUES

Represents funds anticipated from Irwin Foundation that was not awarded. Actual grant amount awarded was \$10,000 for computers for the computer training center.

The Urban League of Portland

Selected Information - Substantially All Disclosures Required by
Generally Accepted Account Principles (GAAP) Are Not Included

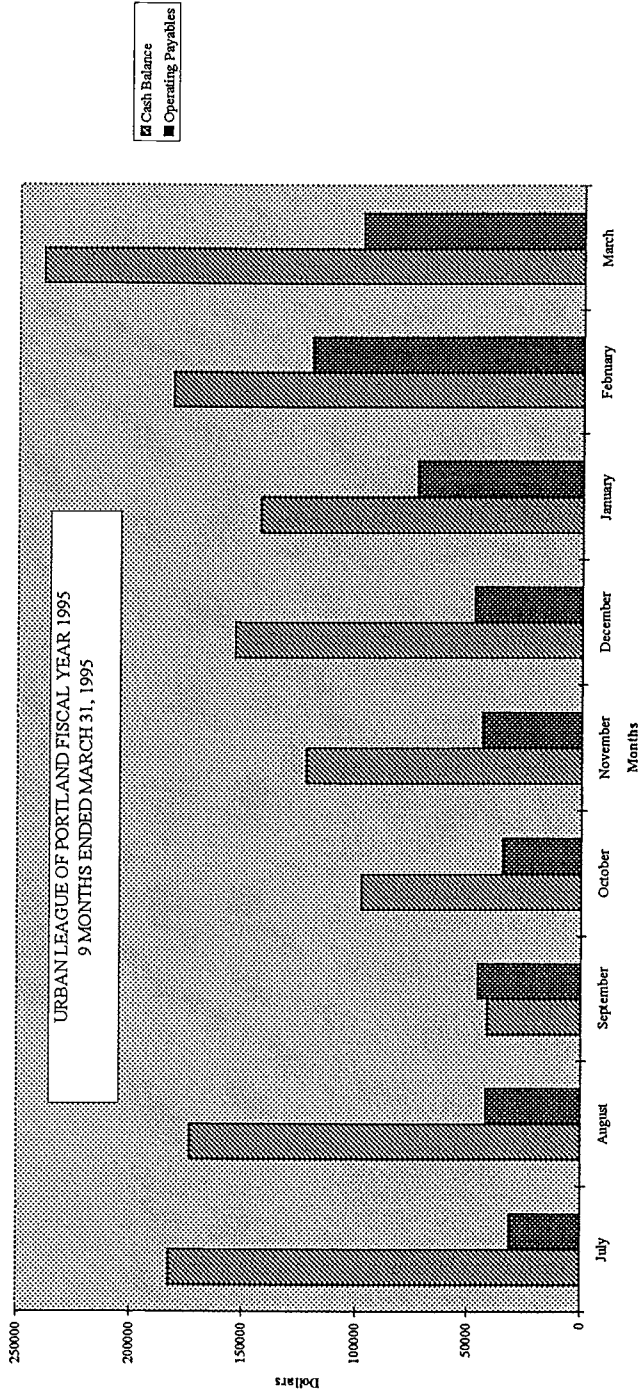
Nine Months Ending March 31, 1995

13. SPECIAL EVENTS

The following summarizes the League's special fund-raising events as of March 31, 1995:

<u>Event</u>	<u>Support</u>	<u>Expenses</u>	<u>Net</u>
Annual Dinner	\$17,824	\$20,162	(\$2,338)
Career Connections	32,050	26,900	5,150
Career Day	5,325	4,260	1,065
EOD	89,867	32,297	57,570
George Fraiser	10,975	7,873	3,102
MLK	13,930	5,000	8,930
Other	4,171	6,018	(1,847)
Total	<u>\$174,142</u>	<u>\$102,510</u>	<u>\$71,632</u>

Cash Balance to Operating Payables



BOARD OF DIRECTORS MEETING
APRIL 27, 1995

Judi Pitre called the meeting to order at 7:45 a.m., Michael Lewellen was late arriving.

Judi -

Mike is running a little bit late, so we will alter the Agenda - have the Education Director go ahead and give her report,

Gaylen Brannon

First of all, Good Morning to everyone, I had a real interesting night last night, I was typing out the handout that I was going to give to you and we had a power outage and came in this morning and attempted to print everything, and the printer want work, so unfortunately, we will mail them.

I would like to start by giving you a brief overview of the programs that we have in the Education Department. We have the Whitney Young Program, and we started this year by having, our 11 year, providing services for pre which runs from grade 3 through 2nd year of college and students can come down here, work in the library providing studying, it's quiet, we have the expertise of students tutors from Portland State, to tutor students in whatever area that they need help in. The other program that we have for about 2 years now, Male Responsibility program, the way that program is organize, we have a staff person, I should say Female & Male Responsibility Program, the staff goes into the local middle school and high schools and give conduct classes on mentoring, to help students to establish goals for themselves, the point of the whole program is helping in help reduce teen pregnancy and students who already become parents, to provide resources and assistance in the job market. We also have along with that our Youth Summer Program, which we are able to work with those students, the students that we work with, the students that we work with in the Male Responsibility Program, help them with employment opportunities, what we are able to do is in that program, allow students to develop personally, and develop their job skills and have some financially rewards as a results of that employment experience. We also have Computer Training Center program which started about 2 years ago work with, in the past work community as far as, improve their job skills and students in that program are learning software, wordperfect 5.1, windows, dos, microsoft, there is just a host of software applications that students are able to learn and to do well in the workplace. We have the Street Academy which is an Alternative School, for students who have not had a positive experience in the traditional school, they earn credits toward graduation or transtitioning back into the traditional schools, they also are able to get their GED.

Another aspect on what we do, in addition to all those programs, we have Career Day, in which we get Middle School and High School students and provide them with input on different careers, and in the past it has been a very large turnout and a very successful program for giving students information and start them thinking about what they would like to have as a career. We also

provide scholarships, we give, based on attendance, we tie in with the Vernon Chapman 2.

2.

Scholarship Award. The last program that I would like to talk to you about is the Richmond program which we have, it is not fully implemented in its original state, but it is a program that we strive to help parents help with the students, we try to utilize the resources in the community to better advocate for their students, as we talk about some of the strength of our program, our real strength is the fact that we are able to provide innovative programs, such as the Portland Street Academy, Computer Training Center, Employment Project and Whitney Young, for example the Portland Street Academy, there are not a lot of schools that approach the alternative settings in the manner in which we do and as we were evaluating our school, we really received high marks for what we are working on and the way we were doing it, we really have a holistic approach as we deal with the education issues that the students are facing, we realize that it is not just the matter of not liking school, that causes the students, there are a host of other issues that often times play in the factor of the students and we are really one of the programs that address that. With having our Youth and Family Services Department here, we really work at filling the needs of that student and their families, employment, counseling, drug, or any needs that the students have, we are able to provide resources for them, that doesn't often happen in other places, it is a real plus for our program. The Computer Training Center program, it is very hard to find another training center that offers the vast information and the experience that the person in our computer program does. It is a 15 week program, it enables the participant to leave the program, ready for work, you won't find that any place else. The Whitney Young program, there is no other tutoring center in the city that provide free assistance for youth from Middle School to second year in college and have the resource we offer students that participate in our program. Where the board can help, we can use your expertise as a resource for our program, also continue to be advocates in the community and the business world as far as getting funding, let people know what it is that we have to offer, another aspect I would love to participate in, actually, being tutors or volunteers for the different programs, for example today is Daughters Day and we are going to have some students going down to Salem, to act as job shadows, but we would really like to see this done on a large scale basis and I would love to use you as resources to make that happen.

Client Assessment, as it stands right now, what we have been doing, assessing the progress that we have been making with our program, basically, at the end of the year, we call and find out where they are right now, what they are experiencing, I think that is a nice first step but we need to be able to monitor the progress of the participants, but more in general, especially students who leave our Computer Training Center program, it would be good to follow up. A month after they are out of the program. That 3 months, 6 months and a year that way we would really have some data to work with and really show the progress that we are making in the department and the progress that the students are making. Again, the same thing with our Portland Street Academy, the program is very fluid as far as the attendance, some folks just want to come in and stay just a few months, maybe a grading period, while they transition back in, some want to stay a whole year, some just for a brief time the school district has asked if they can be here for a month. It would be nice just to be able to follow up, actually what happens to that person after they

left that program, how they are doing in public school, any additional needs they have or how we may support them. Make sure that their progress continues. Some things that we are looking

3.

at soliciting volunteers, working on a grant that might enable us to have someone, work full time monitoring, case managing. I think that we offer a lot programs and services and we have data that truly substantiate the impact that we are making, a real foundation to ask for more money to let people know that is really what we are doing. Oppose to talking about what we are doing, but having facts and figures that substantiate that we are making an impact.

Does anyone have any questions that I mentioned or talked about?

Bryan Hicks - On the Street Academy other than School contact.

Gaylen - Actually we get students from a wide variety of places, we have a Male Responsibility person who is liaison who is out there, keeping his feelers out on just what's going on with students. Those who are not in school, he is able to check on them. A lot of students refer themselves, the Juvenile Court refers students to us, School Principals often call and say, I have this student who is not doing well, can get into your program. The Alternative Education Department of Portland Public Schools also refer students to us. A large variety of places.

The position has it been filled yet? Is it a budget position?

Gaylen - Actual it is something we are look for, it is not a budget position.

Michael Lewellen - Any other questions for Gaylen?

Lawrence J. Dark - I just want to publicly thank Gaylen for the tremendous job as Interim Director, it has not easy to be an administrator and an teacher running Street Academy, and raise the number of students. In the Street Academy, she has written grants, be a teacher from December to January, also be an administrator, she has done a tremendous job. I thank you Gaylen.

Gaylen - Thank You.

Michael Lewellen - As you know, we have added as a monthly agenda item, two board meetings, opportunity for board members, new and experience update from various department around the organization, to get some sense of what's going on. I think that it is an opportunity for us learn from the subject matter exactly what is happening in various departments. Time to time on Board Meetings Agenda. Appreciate Judi adapting the Agenda for me this morning, we will revert back to the agenda as printed, starting with the approval of the Minutes from the March Board Meeting, you receive them in advance from your board packet, do you have any questions?

Minutes approved -

Lewellen - Motion on the floor that we approved the Minutes.

MOTION TO APPROVE BY TERRY ROGERS AND SECONDED BY CAROL CHISM.

No other questions, all in favor, say "I", those oppose?

MOTION PASSED.

REPORT FROM PRESIDENT AND CEO

Lawrence -

Good morning - As you know, it's final here Western Regional, one of the things National is really surprised at today we have 180 people registered and they were expecting 40 or 50, so our efforts we have really pushed to see that the people, that the new leadership will be here, I hope that you have received the revised copy of the Agenda itinerary of the programs, do show up at the wrong time please.

I am pleased to announce that we have hired someone as our Urban Parks Coordinator for the Lila Wallace Urban Parks Program, 20,000 dollar grant we had, she will start this Monday.

We have interviewed three people for finalist for the Director of Education and Career Development, we will meet the final person on Tuesday and if all references check out, will be extending an offer on Friday, with a start date in July 1st, we hope, we can ask the person if they can come in and kind of transition in, not full time, but give some hours in structure on some things we want to do next year. We also have an advisory that we are having a press conference with Hugh Price at 2:00 p.m, if your schedule will permit to attend, especially if they can not attend tomorrow at 9:30 a.m. to hear his speech.

I am going to ask Faye if she, not this meeting but next meeting in the Community Relations Report, will give some background information on SB 1, we can spend a lot of time working on that, do you know what SB1 is?, Faye do you want to take a second to tell about SB1.

Faye - Sure, It developing a youth authority for children, it has a lot to do with this community, and it will have a huge impact, it has the time measure that Measure 11 had that we took a position on, it is a bill that remain our children at age 12, 13, 14, so it is a very serious bill.

Lawrence - We owe a debt of gratitude to Rep. Avel Gordly who has lead the efforts, it was a senator judicial actually held here in the community, which is very unusual and rare, yesterday I and Gerald McFadden, Volunteers of America went to testify before the House Sub-Committee supposedly that is the last testimony, they only gave us 3 minutes to speak on this very important bill, it is going to impact a lot people that we serve. We will keep you abreast of that.

Lawrence - Finally thing, we would like to wish Cletus Moore gradulations on his new position, that he starts on May 17th and Michael Lewellen will tell you some of things we are going to do in the Finance Department. The other thing I wanted to ask is there information, I have tried to put things in the Board packet that was of interest or relevant, there was a lot of activity when the Washington Urban League presented an award to Strom Thurmond and we were called a lot to interven, something we had no responsibility for, the National had to respond, each affiliate does it's own thing, but when one Urban League does something, it effects all of us. The final question I would ask, is there information that you are not getting that you would like to get, to be helpful or informative as you get your board packet, please let me know.

Lewellen - Questions of Lawrence?

Faye Burch - Are you at liberty to say who got the Lila Wallace?

Lawrence direct the question to Brian -

Brian - Tahja Jackson

Lawrence - Her name is Tahja Jackson, she comes from UPS Service, worked for Boys and Girls Club, I will tell you that we had 50 candidates, the finalists were extremely difficult, including a former Metro Councilor, but Cletus and Gaylen, and that whole team did a tremendous job of identifying these 3 people.

Lewellen - Thank you, and maybe for the board packet for the May meeting, maybe will have a BIO and certainly add my congradulations to Cletus for his new position and behalf of not only as an individual but my company has worked League, and the Board we thank you for years of service. He leaving us to as he put it to me, to blaze new trails, no basketball pun intended. In that regard, Chiropratic College, as part of my report, inform the Board of what we plan to do internally, it has been past out to you, it is critical, the development of solid staff people here at the organization and those of you who have staff, you know how important the contnewt is, and you certainly want to have promote individuals from within, it been decision to promote our current staff Accountant Ivy Chilcote to Director of Finance, you will notice it is not Vice President position, one of the point of discussion, we actual had this discussion with some of you. We want to continue the League the people in the organization to grow and develop themselves, Ivy has put in substantial service, as you know over the past year, without question she brings with that contunity of staff and expertise that we need. We will be back billing behind her with additional staff accountant we will keep you appressed of the administative decision along that line.

Welcome to the Daughters who are here for "Take Your Daughter To Work Day" and "Sons". I thought you were a little boy.

One brief item which will need to go into EXECUTIVE SESSION

EXECUTIVE SESSION (Approximate 10 Minutes - U.L. Staff Excuse)

Michael Lewellen - Return to the Agenda, moving along - Brian you have something for the board?

Brian - For those who have been unable to take their photograph as yet. photograph after meeting.

REPORT OF COMMITTEES

NOMINATING COMMITTEE - Faye Burch

Nominating Committee, we have two members who we are going to allow to go off the board, that have filled 2 3-year terms, total of 6 years, that's James Francesconi and Rita Lucas, every one joins me and thanking you. (Applause).

Rita Lucas - I am on the Board of Directors of Planned Parenthood

Faye - That leaves us with 21 board members, there was another person scheduled to go off the board this month, Rian Brown, so we are not going to allow Rian to go off.

I have no names to present to you today, I have several good candidates, but it is very difficult to make a decision, look back at what you have ask for us to do, it is going to be a tough decision.

I would also like to submit a slate of officers to you. Our nomination, this was not a very difficult decision, Mike has done a terrific job as President and he has agreed to one more year, think it is a lot to be said to allow him to finish his agenda and has the support of NIKE, so we have nominated Michael for President; we have created a new office, that will be Michael's assistant, that is President-Elect, and we have suggested a board member for that position, someone who has served on all of your committees and has worked very hard, you don't turn that away, we have nominated Jim Boehlke for President-Elect, we have also give him duties with that. I will tell you what those are - the President-Elect, that person is the overseeing the committees, seeing that things are functioning well, meeting with new board members, work with Brian on Board development.

Lewellen - Let me interject, there is a method to the madness, but, we saw from the executive Committee standpoint, a need to establish automatic succession to the Chair, an opportunity to do that for that individual to have that role, so they can ascend to the spot of being Chair of the Board, without question, not my willingness to service for a second term, no doubt in mind that Jim, it certainly gives me a year to work with him and a year for him to work with me as we begin to maintain again, talk about continuity of staff the Finance Department, so continuity leadership on the Board.

Faye - In addition to that office, first applied for Vice President - Emmett Wheatfall and

Secretary - Laura Glosson has agreed to work one more term; Treasurer is Rian Brown, Rian has agreed to stay on while we have a treasurer in training person there, that is Terry Tracy, that we have nominated, there is a provision in our BYLAWS, that a board member can stay on board, that is the slate of officers, I didn't bring a ballot for you, I should have, I apologize.

Charu - I just wanted to commit about the two board members leaving and I had a question even before this, do we give any gift or just anything that they have serve a certain time.

Lewellen - Begin this about a year ago, large scale public function of the organization, we actually recognize the board members.

Mike Pullen - They are recognize at the Annual Dinner in October.

Laura Glosson - Will we need to amend the constitution or the BYLAWS, since we are changing from Vice President to President-Elect?

Faye - We need to add President-Elect.

Lewellen - We will re-tool Vice Chair again setting up automatic secessions. I think in long-term make some of the work for the Nominating Committee a little bit easier.

Lewellen - Other discussion, Terry.

Terry Rogers - I think that we should go ahead with the proposal and institute this now, but confirm the re or the election of the President-Elect after we have amended the BYLAWS. I don't see any reasons not to start, put the structure in place, etc. but I think that we need to come back to that hold an election for that position.

Lewellen - Duly noted.

Faye - Any addition to the slate of officers?

Lawrence - Could that be done by sending out, working with the BYLAWS Committee and sending to you for reacting the next meeting?

Terry - I don't have a copy of the BYLAWS in front of me, there is a section in it says how you amend it, that way and no other way. It want effect anything, just do it by the BYLAWS.

Lewellen - Your point is excellent, basically.

Charu - I have a question about the Vice Chair, what the re-tooling.

Lewellen - That some comments that I made,

Carol Chism - This is a big change, this succession and in this hold re-tooling, I guess that I got a little bit lost and how the succession had happen, and what it is going to mean for our operations, in the past was there. In this new change, we will have the Vice Chair who will be elected, The Chair will be elected, so. The Chair elect who will be elected and that at each year we will then re-elect a Vice Chair, Chair.

Lewellen, a Chair, Vice Chair and Secretary and Treasure, the proposed slate that the Nominating Committee comes back with. It happens once, it becomes part of the BYLAWS, hopeful the rare case, the individual who has been serving Chair-Elect role, for what ever reason, they ascend to that position. The other position on the slate are proposed. Am I answering your questions?

Judi Pitre - I would just like to add, there are some benefits to this revision because as the current Vice Chair, it has been an uncomfortable year for me, because I didn't have any preparation for as knowing what my responsibilities were, I think that this clarifys everyone roles better and also gives the person, the ultimate the Chair some training so to speak, so I support at least trying to put some kind of structure to the office.

Lewellen - In approving an individual is in the position of the Chair-Elect, you are also approving this individual to be Chair next year, your are locking down a minimum 2-year commitment. It is certainly in the rights of whoever is Vice Chair, treasurer or a non-officer to express an interest in the officers.

Wheatfall - Comments on the above.

Lewellen - Any other discussion.

Charu - More comments. Regarding the Vice Chair.

Faye - Direct to refer to the BYLAWS.

Bosworth - comments

Lewellen - No other discussion, we will leave to the Nominating Committee and consult with the BYLAWS Committee clarification of roles, ladies and gentlemen this is change, and has to be discussed, and I appreciate.

We did not Vote

Lewellen - We did open the floor and during the course of discussion no other names were submitted.

With the slate that on the floor, we do have to vote.

Terry Rogers -

I move that we adopt the slate as recommended by the Nominating Committee by Aclimation.

Lewellen - Motion on the floor

Seconded by carol Chism

Lewellen - By Aclimation we will vote on the slate of officers as proposed

Boehlke - Is this a critical issue, the BYLAWS can be amended to adapt to whatever we decide to do, we can decide as a board right now, do we want 5 officers instead of 4.

Terry Rogers

Just need to check this in the BYLAWS

Lewellen - We have a motion on the floor, it has been seconded we have to vote on it.

Terry Rogers - I can withdraw that Motion!

Lewellen - That's within your right.

Terry Rogers - I withdraw the Motion.

Lewellen - Recommendations from the Chair, this will require normally elect officers at this meeting will require this motion from the floor that we table said election at next board meeting, during interim period, further clarification on roles will be provided to board members in writing in the agenda at the next board meeting we will discuss briefly what you have received and then entertain the slate of officers from the Nomination Committee, assuming there are no changes between now and May, we will vote at time. Anyone oppose the recommendations?

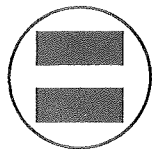
FUNDRAISING COMMITTEE- Duane Bosworth

Working on the Porgy & Bess, July 19th Opera, it is going to be a tremendous event. A 3 hour opera, Gala Dinner before the event, 1000 patron, patrons tickets will be offered for 150.00 for some of the best tickets for the opera and also a very nice dinner, about 1000 people can fit into that dinner, addition we are having a community reception in Civic Auditorium before the opera, the cost of that is only 15.00, we hope that it will be largely underwritten by sponsorship, we expect about 400 or 500 people attending the community reception. Opera tickets range from 20.00 up . We are working on publicity, to get out all of our patron solicitation, will go out very shortly, we are working on some sponsorship, tremoundous loans from Key Bank and Northwest Natural Gas and U.S. West. I think that it is it. You will hear a lot more about it in the next two

two weeks.

McDonald - questions about sponsorship, what kind etc. Is there other corporate sponsorships?

Bosworth - We are looking for presenters, association with sponsors who's logo will be on everything in the world. Newspapers, Flyers, We are looking for sponsors for the community reception, patron tables are 1500 dollars .



The Urban League of Portland

URBAN PLAZA

10 North Russell Street

Portland, Oregon 97227

FAX (503) 281-2612

(503) 280-2600

BOARD OF DIRECTORS

THURSDAY

MAY 18, 1995

7:30 A.M.

URBAN PLAZA

**E. SHELTON HILL
CONFERENCE ROOM**

A NATIONAL
URBAN LEAGUE
AFFILIATE

A United Way
Agency



**URBAN LEAGUE OF PORTLAND
BOARD OF DIRECTORS MEETING**

**THURSDAY
MAY 18, 1995
7:30 a.m. - 9:00 a.m.**

AGENDA

APPROVAL OF MINUTES

REPORT FROM THE PRESIDENT/CEO
Lawrence J. Dark

REPORT FROM THE CHAIR
Michael Lewellen

DEPARTMENTAL OVERVIEW AND UPDATE
Michael Pullen
Director of Marketing

COMMITTEE REPORTS

NOMINATING
Faye Burch

FUNDRAISING
Duane Bosworth

PROGRAM AND PLANNING
Elizabeth Kutza

FINANCE/PERSONNEL
Rian Brown (Financial Report to be distributed at meeting)

COMMUNITY RELATIONS/ADVOCACY
Judi Pitre

FACILITIES
James Boehlke

PORTLAND URBAN LEAGUE GUILD
Peggy C. Ross

**URBAN LEAGUE OF PORTLAND
BOARD OF DIRECTORS MEETING
APRIL 27, 1995
MINUTES**

The Urban League of Portland's Board of Directors meeting was called to order 7:45 a.m. by Judi Pitre, Michael Lewellen would be arriving late.

Members present: James Boehlke, Rian Brown, Duane Bosworth, Faye Burch, Carol Chism, James Francesconi, Kevin Fuller, Laura Glosson, Bryan Hicks, Elizabeth Kutza, Michael Lewellen, Rita Lucas, Tom McDonald, Charu Manchanda-Nair, Judi Pitre, Terry Rogers, Amy Williamson.

Members absent with excuse: David Duran, Peggy Ross.

Staff Present: Lawrence J. Dark, President/CEO, Cletus B. Moore, Jr., Vice President, Brian A. Black, Gaylen Brannon, Ivy Chilcote, Larry Foltz, Esther Hinson, Michael Pullen, Brenda Sherman-Sanders, Don Chalmers.

APPROVAL OF MINUTES

THE MOTION TO APPROVED THE MINUTES AS WRITTEN WAS MOVED BY TERRY ROGERS AND SECONDED BY CAROL CHISM. THE MOTION PASSED.

DEPARTMENTAL OVERVIEW AND UPDATE

EDUCATION AND CAREER DEVELOPMENT

Gaylen Brannon

I would like to give an overview of the programs that we have in the Education Department. The Whitney Young program starting our 11th year providing services for pre-school which runs from grade 3 through 2nd year of college and students can come and work in the library and student tutors from Portland State University in whatever area they need tutoring in. The other program in which we have had for approximately 2 years is Male Responsibility, which is now Female and Male Responsibility, we have a staff person that goes into the local middle school and high schools and conduct classes on mentoring, to help students to establish goals for themselves, the point of the program is to help reduce teen pregnancy and students who already have become parents and provide resources and assistance in the job market, a Youth Summer Program enables us to work with students in the Male Responsibility program, to develop personally, job skills to enable them to have financial rewards as a result of that employment experience.

We started our Computer Training Center 2 years ago for the community for students to learn learn software, WordPerfect 5.1, Windows, DOS, Microsoft and other software applications, so that they will do well in the workplace. The Alternative School is the Portland Street Academy for students who have not had a positive experience in the traditional school, they earn credits

registered of 180, they had expected 40 or 50 with the new leadership participating. The agenda has been changed. There will a press conference at 2:00 p.m. for Hugh B. Price here at the Urban League.

I would like to announce the hiring of our Urban Parks Project Coordinator for the Lila Wallace Urban Parks Program the \$20,000 grant, her name is Tahja Jackson and she will start Monday, May 1, 1995.

We also have interviewed 3 of the finalist for the position of Director of Education and Career Development, we will meet the last finalist on Tuesday, and if all references are cleared and offer will be extended on Friday, with a starting date of July 1st, we hope, we can ask the person if they can come in and kind of transition in, not full time, but time on structuring on the things we want to do next year.

I would like to ask Faye Burch would give background information on Senate Bill 1 or SB 1. What this SB 1 is.

Ms. Burch stated that Senate Bill 1, it developing a youth authority for children, it has a lot to do with this community, and will have a huge impact, it has a time measure that Measure 11 that we took a position on, it is a bill that remand our children at age 12, 13, 14, so it is a very serious bill.

We owe a ^{debt} ~~dept~~ of gratuity to Rep. Avel Gordly, who has lead the efforts, it was a senate judicial actually held ~~in~~ the community which very unusual and rare and yesterday Gerald McFadden of Volunteers of America and myself testified before the House Sub-Committee, which supposedly is the last testimony, we were given on 3 minutes to speak. This is a very import bill and it is going to have an impact on lot of the people we serve. We will keep you inform.

Finally, we would like to wish Cletus B. Moore congratulations on his new position that he starts May 17th. Michael Lewellen will give you some details on what we are going to do in the Finance Department.

There was a lot of activity when the Washington Urban League presented an award to Strom Thurmond, and we were called on to intervene, something we had no responsibility for. National Urban League had to respond, each affiliate did their own thing, but when one Urban League does something, it effects us all.

I have tried to put things in the Board packet that was relevant. Is there information that you are not getting, that you would like to get, to be helpful or informative.

REPORT FROM THE CHAIR

Certainly my congratulations to Cletus for his new position and behalf of not only as an individual but my company has worked with the League and the Board, we thank you for the years of service.

As part of my report to inform the Board of what we plan to do internally, it is critical, the development of solid staff people here at the organization. It has been decided to promote our current staff Accountant Ivy Chilcote to Director of Finance, you will notice it is not Vice President position, one of the point of discussion, we actual had this discussion with some of you. We want to continue the League with the people in the organization to grow and develop themselves. Ivy has put in substantial service, as you know over the past year, without question she brings with that continuity of staff and expertise that we need. Additional staff accountant will be added. We will keep you appraised of the administrative decision along that line.

Welcome to the Daughters who are here for "Take Your Daughter To Work Day" and "Sons" too.

EXECUTIVE SESSION (Approximately 10 minutes)

NOMINATING COMMITTEE - Faye Burch

We have two board members who we will allow to go off the board now that they have filled 2 3-year terms, a total of 6 years. The two board members going off the board next month. Everyone join in thanking the both of you. This will leave 21 board members. Rian Brown is another board member schedule go off the board.

I would also like to submit a slate of officers to you. Our nomination, this was not a very difficult decision, Mike has done a terrific job as President and he has agreed to serve one more year, it lot to be said to allow him to finish his agenda and has the support of NIKE, so we have nominated Michael as President, we have created a new office, that will be Michael's assistant, that is President-Elect, we have suggested a board member for that position, who has served on all of your committees and has worked very hard, we have nominated Jim Boehlke for President-Elect, who will see that things are functioning well, meeting with new board members, working with Brian A. Black on Board development.

Laura Glosson has agreed to work one more term as Secretary; Treasurer Rian Brown has agreed to stay on while we have a treasurer in training a person there, that person is Terry Tracy, we have nominated there is a provision in our BYLAWS, that a board member can stay on board. Ballots will be distributed at next board meeting.

Note:

The board held a discussion regarding the new officer - President-Elect regarding the reason for establishing this position, the duties and also the Vice Chair position, whether a amendment should be made to the BYLAWS. The Board Chair suggested leaving for the Nominating Committee for clarification with the BYLAW Committee and to submit in writing to the board members before the next board meeting.

MOTION WAS MADE BY TERRY ROGERS TO ADOPT THE SLATE OF OFFICERS AS RECOMMENDED BY THE NOMINATING COMMITTEE BY ACCLIMATION.

The motion was on the floor, but due the discussion and further clarification needed. Terry Rogers withdrew the motion.

Recommendations from the Chair, this will require normally elect officers at this meeting will require this motion from the floor that we table said election until next board meeting, during the interim period, further clarification on roles will be provided to board members in writing and will be on the agenda at the next board meeting. We will discuss briefly and then entertain the slate of officers from the Nomination Committee. We will vote at time.

FUNDRAISING COMMITTEE- Duane Bosworth

Working on Porgy & Bess, July 19th it is going to be a tremendous event. Patron tickets will be offered for 150.00 for some of the best tickets in the house and a very nice dinner. Sitting for a approximately 1000 people, and their will be a community reception that is only 15.00 and expect about 400 or 500 people.

PROGRAM AND PLANNING - Elizabeth Kutza

Jim Boehlke reported on a review he attended in the absent of Elizabeth Kutza last week and Carol Chism had another engagement. The County held a review of the Youth and Family Services Department, and wanted to interview, staff, and board member. He reported that it was quite thorough in their questions and very positive. It was interesting to see the type of reviewing that they conducted and other programs in this matter, board members would be forced to know more about the different programs. Elizabeth Kutza stated that Youth and Family Services contract is the biggest one that we have and it is so vitally important.

James Francesconi held a brief discussion and made comments regarding the Urban League and their priorities and direction in which the Urban League was headed compared to some of the other agencies, and the most important ones that the League should be focused on, Employment and Education. He wished that he had brought this matter up sometime ago.

FINANCE/PERSONNEL COMMITTEE - Rian Brown

Mr. Boehlke presented the Financial Reports. We are not nearly as good as we thought. There are some personnel and contributions issues the Finance Committee wants to review.

The League is still ahead of budget, almost exclusively by savings in the payroll area. We know the savings related to vacancies in the Education Department. There are other positions that have not been filled, that result in savings. The major revenue loss in terms of the short fall in Education during the first half of the year.

Mr. Duane Bosworth reminded the Board we have Directors and Officers Liability Insurance. It is coming up for renewal and the insurer wants us to add certain language to our BYLAWS. We can do this at our May 18th meeting. Mr. Bosworth will give members notice.

Mr. Moore explained that Officers and Directors are covered with insurance currently. There are some guidelines placed on non-profit should have certain things in their BYLAWS. This is an issue of clarification and/or technicality in our BYLAWS to meet Oregon State Law.

The question has come up when the Financial Report comes out; when is it in the Board Packet, and when the Finance Committee meets. The committee wants to bring it back to the Board's attention when a financial statement can be in the packet. (See the schedule handed out). The Finance Committee tries to review the Financial Statement prior to the Board meeting for accuracy and before it goes to the Board.

COMMUNITY RELATIONS/ADVOCACY - Judi Pitre

Community Relations/Advocacy Committee is now taking minutes and hopefully will include in the Board Packet. Michael Pullen is assisting.

Terry Rogers has announced that she will be leaving Portland in July to spend a year in Turkstan in Central Asia, helping to develop that country's judicial system.

A Press Conference will be held May 1st for support of Dr. Foster's nomination and Mrs. Pitre will be representing the Urban League.

Terry Rogers report on the African American Legislative Issues Roundtable and the pledges of \$1,000 that was made by the Board had been raised, however, only \$650 had been collected and she will be following up on those who have not forward their pledges.

FACILITIES COMMITTEE - Jim Boehlke

The "Dream Team" held their meeting and surprising all the Directors came up with about the same statement - space is needed. There long range need and ideas was discussed, but do to programs that are in operation, space has become important concern.

Another issue was the need for staff to get away, due to the fact that they are right in the middle of things that is going on. The staff need to get away periodically. Hopefully, this is going toward a Capital Drive Fund.

PORTLAND URBAN LEAGUE GUILD - Peggy C. Ross

No Report.

Michael Pullen report that the Guild was hosing the entertainment of the Western Regional tonight at the Holiday Inn and the surprise party for Tom Dixon.

Lawrence J. Dark acknowledge and thank Elizabeth Kutza for the donation she made to the Senior Center of a Computer.

Meeting adjourned.

SUBMITTED BY:

APPROVED BY:



Don Chalmers
Executive Assistant to the
President/CEO
The Urban League of Portland

Laura Glosson
Secretary
Board of Directors

THE URBAN LEAGUE OF PORTLAND

LAWRENCE J. DARK
PRESIDENT/CEO

OUTREACH AND CULTIVATION

DATE	NAME
April 27, 1995	"Blue Ribbon" Advisory Council/College of Liberal Arts - PSU Marvin Kaiser, Dean
April 27, 1995	Western Regional Conference Reception
April 28, 1995	Western Regional Conference
April 29, 1995	Western Regional Conference
May 1, 1995	Press Conference - Support of Dr. Foster's Nomination
May 2, 1995	Mary Strebig - Beth Kaiser Permanente meeting
May 2, 1995	Speaker - Computer Training Center Graduation Ceremonies
May 2, 1995	Dr. Leon Thieson - Executive Director - Portland State University Foundation
May 3, 1995	Metropolitan Learning Center School tour of the Urban League
May 3, 1995	Unity Breakfast meeting
May 3, 1995	Dislocated Workers Program Anniversary - Mt. Hood Community College
May 4, 1995	Staff Greeting of Dr. Darryl S. Tukufu
May 4, 1995	Dr. Tukufu - OAME Luncheon
May 4, 1995	Key Bank - Open House - NE MLK Blvd.
May 4, 1995	NAACP - ACT-SO/Youth Awards banquet
May 8, 1995	Miltie Vega-Lloyd meeting - TV station
May 9, 1995	Dr. Nohad A. Toulon, Dean, School of Urban and Public Affairs, PSU
May 9, 1995	Trust for Public Land - Ballot Party
May 10, 1995	The Private Industry Council - Board of Directors meeting
May 10, 1995	Urban League Executive Committee meeting
May 10, 1995	Oregon Education Policy Fellowship Program meeting
May 11, 1995	Dennis Cole, President - The Private Industry Council-Dislocated Workers Mtg.
May 11, 1995	Dr. Jack Bierwirth, Supt. - Portland Public School meeting
May 13, 1995	Cultural Recreation Band - Sounds of Success Concert

THE URBAN LEAGUE OF PORTLAND

**LAWRENCE J. DARK
PRESIDENT/CEO**

OUTREACH AND CULTIVATION

DATE	NAME
May 15, 1995	Business Youth Exchange - strategy meeting
May 16, 1995	HIV Community Planning meeting
May 16, 1995	American Red Cross - Board of Directors meeting
May 16, 1995	Oregon Symphony's Evelyn Nagel Donor Appreciation Concert
May 17, 1995	Portland Chamber Annual meeting
May 17, 1995	Curtis Scott - Columbia Willamette YMCA meeting
May 17, 1995	Keynote Speaker - Employment of the Disability
May 17, 1995	Urban League's Finance Committee meeting
May 17, 1995	Urban League's Finance Committee meeting

The Grim Economics of Violence

Violence in Urban Communities Has Increased as Job Opportunities Have Declined, and Illicit Commerce in Drugs and Guns Has Expanded

by Katherine McFate

The following article is an edited version of an address delivered to the National Campaign to Reduce Youth Violence in July by Katherine McFate, associate director of research at the Joint Center.

As we look in horror at the skyrocketing rates at which young people are assaulting and murdering one another, the question that haunts those of us over 30 is: How did we get to this place? In a decade and a half, children killing children has become commonplace in many American cities. How did this happen? How did we let it happen?

Besides horrendous homicide rates, the United States has distinguished itself from other countries by (a) its failure to invest in urban centers; (b) its failure to control the manufacture and sale of firearms; and (c) its failure to invest in children. All three contribute to escalating violence among young people.

Most urban areas suffered a severe recession in the early 1980s, losing many low-skilled and manufacturing jobs that never returned. Between 1980 and 1990, federal grants to state and local government to support the poor were cut by \$26 billion, almost halved. At the same time, the federal government initiated a series of drastic budget cutbacks that took effect as private employment opportunities were drying up. Drug cartels began to aggressively market their wares in big cities, smuggling so much cocaine into the United States that prices dropped substantially. The crack trade spread quickly in poor neighborhoods where profits have been great, the competition for buyers was intense, and conflict over turf was violent.

The public policy reaction to the cocaine epidemic was to institute harsh mandatory sentences for drug offenders—especially for the sale and possession of crack. To get around these mandatory minimum sentences, adult drug dealers have recruited juveniles and incorporated them into the business of drug selling. These juveniles have been armed by the same individuals and networks that distributed drugs. Six or seven years ago, one could assume that most of the juveniles who were armed in central cities were connected with the drug trade.

Today, that is no longer the case. Drug use and drug selling have not increased much since the late 1980s, but the ownership and use of firearms has become much more common in poor neighborhoods and has spread from large central cities to small cities and even rural communities. When adolescents arm themselves, they gain status and power among their peers, and others follow suit. As the

number of guns in a neighborhood increases and the age of those with access to guns falls, the risk of violence heightens. When teenage boys are armed, there will be violence.

However, the policy response to this escalating violence has not been to get serious about gun control. Between 1981 and 1991, over 43 million guns were produced for civilian sale in the U.S. Over a quarter of a million Americans own firearm licenses that allow them to ship and receive weapons across state lines—the number has increased by about 100,000 since 1980. About four out of every 10 households in America has a gun in it.

Instead of trying to curb gun sales, governments at every level have reduced the age at which youths can be tried as adults and legislated harsher mandatory sentences. In 1993, the United States incarcerated almost 950,000 offenders at an average cost of \$25,000 a year per inmate with a total cost of maintaining prisons at about \$25 billion a year. It costs \$40,000 to \$50,000 to house juveniles (because they are supposed to receive counselling and educational services). The price tag for new prison construction is up to \$100,000 per cell. These are all back-end responses to crime.

Violence also generates tremendous healthcare costs. In Washington, D.C., a homicide victim who is pronounced dead costs about \$7,000 (with emergency personnel, police, and autopsy costs). A gunshot victim who lives through surgery with no complications will cost about \$21,000 (and most victims do not have private insurance). It is estimated that violence boosted the nation's healthcare costs by \$13.5 billion in 1992.

Unfortunately, these "back-end" costs take precious funds away from the kind of early intervention programs that might seriously reduce violence: job creation, gun control, and constructive activities for young people. Our "anti-violence" policies have to focus on building communities where it's easier for a poor child to do right than wrong. A number of recent studies have documented the meager recreational and extracurricular activities available to young people in poor neighborhoods.

There are no magic bullets to reduce youth violence. We need a series of inoculations that begin with early childhood education and continue through grade school and adolescence. We have to take the guns out of these neighborhoods, so that children can be children again. Finally, we have to ensure that there are legitimate economic opportunities available to people living in poor communities that allow them to believe in the American dream again. ■

National Center for State Courts

RESEARCH DIVISION

300 Newport Avenue (23185)
P. O. Box 8798
Williamsburg, Virginia 23187-8798
(804) 253-2000 / FAX: (804) 220-0449

Larry L. Sipes
President

April 19, 1995

Sally T. Hillsman
Vice President

Mr. Lawrence J. Dark
President and Chief Executive Officer
The Urban League of Portland
Urban Plaza
10 North Russell Street
Portland, OR 97227

Dear Mr. Dark:

Thank you for agreeing to serve as a member of the Advisory Committee for *Community-Focused Courts: A Development Initiative*. I enclose a full list of the Advisory Committee members.

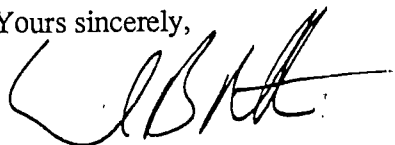
The purpose of the 18-month long *Initiative* is to establish a framework of models and guidelines for efforts to strengthen relationships between trial courts and the communities they serve. The ideas, experiences, and enthusiasm of the members of this Advisory Committee will be crucial to the success of the *Initiative* in producing such a framework.

The Committee will meet twice during the Initiative. An initial meeting should be held soon, to benefit from the Advisory Committee's input at the early stages. In practical terms, we would like to arrange a meeting within the next few months. To see if that is possible, someone will telephone your office to get a sense of when people will be away on vacation or otherwise unavailable. With luck, we will be left with three or four possible meeting dates in June, and Committee members will be polled as to their preferences.

The meeting will be held in a place that is convenient to reach and is pleasant to visit at the time of year. I propose that we meet in the San Francisco area. The second planned meeting would then be held on the East Coast.

Again, thank you for agreeing to serve on the Committee. I think that you will find your participation enjoyable, as well as an opportunity to contribute to the future direction of court-community relations. I look forward to meeting you.

Yours sincerely,



David B. Rottman

Enclosure

Community-Focused Courts: Development Initiative

Advisory Committee

Mr. Lawrence J. Dark
President/Chief Executive Officer
The Urban League of Portland
Urban Plaza
10 North Russell Street
Portland, OR 97227

Honorable Robert G.M. Keating
Administrative Judge
Supreme Court
Second Judicial District
360 Adams Street, Room 1140-E
Brooklyn, NY 11201

Mr. Christopher Stone
Director
Vera Institute of Justice
377 Broadway, 11th Floor
New York, NY 10013

Ms. Jean Guccione
Reporter
Times-Picayune
94 West Bank Expressway
Gretna, LA 70053

Ms. Margot C. Lindsay, Chair
National Center for Citizen
Participation
in the Administration of Justice
130 Mt. Auburn Street
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Ms. Susette Talarico, Professor
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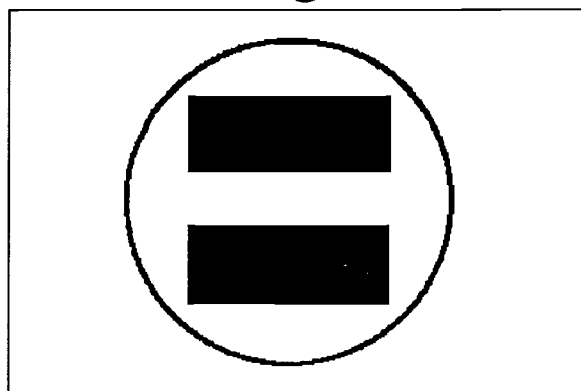
Project Monitor:

Marilyn Nejelski
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**Testimony
to the House Judiciary Sub-Committee
Juvenile Justice
Wednesday, April 26, 1995**

by

**Lawrence J. Dark
President and Chief Executive Officer
The Urban League of Portland**



Good Morning, thank you for allowing me the opportunity to respond to the issues involving Senate Bill One, which the Urban League of Portland identifies as a major concern for the communities and constituents we serve.

Today the Urban League has a multicultural mission " to assist African Americans and others in achieving parity and economic self-sufficiency through advocacy, community problem-solving, partnerships and by conducting programs designed to strengthen the growth and development of individuals, families and communities." This year the Urban League is celebrating fifty years of continuous service to the Portland area community and the state of Oregon in the areas of prevention, intervention, family perservation, equal access, economic and social justice and racial harmony. These issues are key ingredients of a healthy thriving community that impacts the quality of life. There is a growing concern in Oregon about violence and danger among children and youth. The escalation of the incidence of violence of youth as perpetrators and victims is alarming. American society has traditionally looked to the criminal justice system for protection from violence. Criminal justice measures have been useful. However, they have not enabled communities to satisfactorily reduce the burden of violence upon society. One important reason is that much of the violence does not begin in a "criminal setting," but arises instead between companions involved in arguments, often over trivial matters. In fact, more than 40 percent of all homicides occur between friends and acquaintances. However, the potential for violence exists everywhere.

Efforts are being made in many communities to address the threat of violence to children and youth. We at the Urban League through our programs, such as the Portland Street Academy Alternative School, which serves a maximum of eighty students in middle and high school whom have not been successful in a traditional school setting and require

individualized instruction, our Whitney M. Young, Jr. Education and Cultural Center, that provides an after school tutorial program which emphasizes reading, math, writing, and other fundamental skills, serving over 400 students a year; our counseling services for individuals and families; our male/female responsibility program, which is strongly based in the public school system; our youth employment program, which placed over 200 youth in a variety of jobs this year; our diversion program, which allows youth to actively take responsibility for their actions, which involve misdemeanors offenses. The students we serve are the African American, Asian/Pacific Islanders, Hispanic/Latinos, and Caucasian. The Urban League's consistent theme of working on the issues of youth violence is that there is no single approach or single answer to the prevention of youth violence.

Rather it is apparent that a broad range and mix of approaches and strategies are needed to address a particular community need. It is the hope and desire of the Urban League that Senate Bill One will be seen as a small strategy to combat the prevention of youth violence. It is our hope that building youth corrections facilities and in effect warehousing our children/your children does not become the mind set or a quick fix or a political agenda that is self serving. Rather, it is our hope that we Oregonians want to do that comprehensive long term work that is required of raising all children.

Let me provide a framework of how I, Lawrence J. Dark, approach the difficult task and considerations this committee must do, not in a vacuum or out of pure emotion. My work in the area of youth violence includes: appointment by Attorney General Travis Medlock (South Carolina) to the Attorney General's Task Force on Crime and Violence; invitation and selection to participate in the Center for Substance Abuse Prevention's "think tank" meeting on Urban Youth Issues, Reston Virginia; appointment to the Panel on Research on Anti-Social

- J -

aggressive and violence-related behaviors and their consequences, National Institutes of Health, U.S. Department of Health and Human Services; Secretary's Blue Ribbon Panel on Violence Prevention, appointed by former U.S. Department of Health and Human Services Secretary Louis W. Sullivan, M.D. (republican--Bush Administration); invited and selected to participate in the Secretary's roundtable on intentional injury, Louis W. Sullivan, M.D., Secretary, U.S. Department of Health and Human Services; appointment to the Commission on Violence and Youth, American Psychological Association, Public Interest Directorate, Washington D.C.; participant in the North Central Regional Educational Laboratory symposium, "Youth Violence in Small Towns and Rural Areas: Research for Change." I am a contributing author to two publications that I recommend that this committee read and that anyone involved in the implementation of Senate Bill One. The publications are: Violence and Youth: Psychology's Response, volume I: Summary Report of the American Psychological Association Commission on Violence and Youth, 1993 and Reason To HOPE A Psychosocial Perspective On Violence & Youth, Edited by Leonard D. Eron, Jacquelyn H. Gentry, & Peggy Schlegel, 1994.

I am a registered voter, I am an Oregonian, I am a resident of the King Neighborhood in Northeast Portland, I am an African American Male, I am husband, I am a father, and I am a christian and I have worked in the legislative process by serving as an appointed state official/department head.

The major concerns that the Urban League has with the Senate Bill One is the personnel and staffing of the potential Department of Youth Authority. The community we serve and our constituents want to be assured that the people who will be entrusted with our children lives in this system have cultural sensitivity from the highest person appointed to

head the department to the person sweeping the floor. The environment in this system will impact the youth involved in whether they are able to succeed and get out of the system. We are not asking that they be treated with leniency for violent crimes, however; not all youth who will be involved in this are violent and should not be treated as such. It is critical that everyone from the doctor who decides if a youth is psychically and mentally able to handle regional youth accountability camps, from the Youth Offender Review Panel members, to the hearing officer, to the person who make a diagnosis about which facility youth should be housed and the services that he/she will be provided. We cannot assume that all people involved in this system have had experience working with number of African American, Latino, Asian and Native American/Indian youth. Cultural/Racial barriers are very real and can have a profound effect on the youth in this system. Please utilize the expertise and experience of organizations, such as the Urban League, that have a history of working with these youth and yielding positive results. Please be very careful that the media does not unduly influence this committee and those who will implement Senate Bill One because of the stereotyped negative images that predominate the air ways.

Let me conclude by sighting the finding outlined in the report, Violence & Youth: Psychology's Response. The report found that most youth of color who grow up with the stresses of poverty, lack of opportunity, discrimination, community breakdown and family disruption do not engage in violent behavior. But if they find themselves with few economic and social opportunities in mainstream America, they may be at a higher risk for involvement in violence. Violence is most prevalent among the poor, regardless of race. It is the socioeconomic inequality of the poor -- their sense of relative deprivation and their lack of opportunity to improve their life circumstances -- that facilitates higher rates of violence.

In all ethnic groups, rates of violence are highest for boys and men in the lowest economic circumstance. Prejudice and discrimination lead to differences in economic status among ethnic and racial groups, damage self-esteem and lay a foundation for anger, discontent and violence.

Intervention must begin early because without it, early aggression will commonly escalate into later violence and spread to other antisocial behaviors. Interventions should involve parents, childcare, church congregations, educational institutions, community organizations, and healthcare providers and the child's peer group and should address all factors related to antisocial behaviors. Home visitor programs can be used for at-risk families and preschool programs can help with the intellectual, emotional and social needs of children.

School-based interventions can improve students' social behavior and reduce at-risk behavior among youth not seriously violence-prone by teaching them how to cope with crises and offer problem-solving skills and anger management.

Programs that are for high-risk children should focus on modifying the learning process for aggression and offer ways to interrupt the path toward violence. One way to prevent further development of aggressive and violent behavior in a high-risk child is to work modify the interaction patterns of his/her family.

Diversion programs, such as the one operated at the Urban League, help keep high-risk or predelinquent children out of the juvenile justice system and prevent them from being in an environment where they would learn more antisocial behaviors. The Urban of Portland has been striving for fifty years to work in all of these areas.

To this end, I offer this poem

If a child lives with criticism, he learns to condemn.

If a child lives with hostility, he learns to fight.

If a child lives with ridicule, He learns to be shy.

If a child lives with encouragement, He learns confidence.

If a child lives with shame, he learns to feel guilty.

If a child lives with tolerance, he learns to be patient.

If a child live with praise, he learns to appreciate.

If a child lives with fairness, He learns justice.

If a child lives with security, He learns to have faith.

If a child lives with approval, He learns to like himself.

If a child lives with acceptance and friendship,

he learns to find love in the world.

Thank You.

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SENATE FINANCE COMMITTEE
RANKING REPUBLICAN

SENATE COMMERCE,
SCIENCE, AND
TRANSPORTATION COMMITTEE

SENATE JOINT COMMITTEE
ON TAXATION

United States Senate

BOB PACKWOOD
OREGON
May 1, 1995

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Mr. Lawrence J. Dark
The Urban League
10 N. Russell St.
Portland, Oregon 97227

Dear Mr. Dark:

Thank you for writing to me about the summer youth employment program under the Job Training Partnership Act (JTPA). I appreciate hearing your views about this issue.

As you may know, on March 16, 1995, the House of Representatives passed H.R. 1158, the Supplemental Appropriations and Rescissions Act of 1995. This bill calls for the rescission of funding for the JTPA's summer youth employment program in both 1995 and 1996.

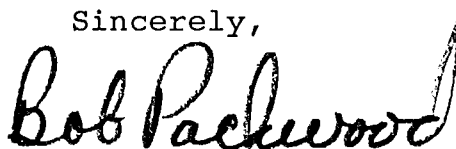
You will be happy to know that on March 24, 1995 when it was considering S. 617, the Supplemental Appropriations and Rescissions Bill, the Senate Appropriations Committee did not agree with the recommendation of the House of Representatives to rescind appropriations for the 1995 summer youth program under JTPA. However, the Committee has deleted funding for the 1996 summer youth advance appropriation. It is the Senate Appropriations Committee's intent to address this matter in the fiscal year 1996 regular Labor, HHS appropriations bill.

The Senate Rescissions bill will now be considered by the full Senate. If passed, the Senate bill will be sent to a Conference Committee where its differences with the House version will be ironed-out.

Please be assured that I will keep your comments in mind when this legislation comes before the full Senate for consideration.

Again, thanks for taking the time to write. Please keep in touch.

Sincerely,



BOB PACKWOOD

BP/jmo

May 5, 1995

TO: Urban League Board of Directors

FROM: Faye Burch
Nominating Committee Chair

SUBJECT: Bylaw Changes and Nomination of Officers

Article VII Officers
Section 1

Currently reads the officers of the league, all of whom shall be chosen from among the directors, shall be chairperson, one or more vice chairpersons, a secretary and a treasurer, immediate past chairperson and such other officers as may from time to time be elected by the board of directors.

Suggested change. The Officers of the League, all of whom shall be chosen from among the directors, shall be chairperson, one chairperson elect, one or more vice chairpersons, a secretary and a treasurer, immediate past chairperson and such other officers as may from time to time be elected by the board of directors.

Article VII
Section 3 b Add the duties of chairperson elect

Meet with newly elected directors on duties and responsibilities of members of the board. Work with the CEO/President and board chairperson on board development and community mediation issues, work with the nominating committee on nomination of future board members and other such duties assigned by the board chairperson.

Article VII
Section 4 Duties of the vice chairperson

Add oversight of sub-committees to remain in compliance with the direction of the board and its chairperson. Run operations of board assisting Urban League of Portland staff, establish the meeting agenda in cooperation with the CEO and the board chairperson. Make recommendations to the chair on committee process and make referrals for committee chairs.

FINANCE/PERSONNEL REPORT from BOARD OF DIRECTORS MEETING - MAY 18, 1995

FINANCE/PERSONNEL COMMITTEE

Boehlke -

~~We had~~
a rather gut wrenching meeting yesterday, we are almost out of money people. Our cash situation is in ~~dire~~ ^{dire} straights, ~~this is as Lawrence mention, that is a function of annual timing, June is a bad time of the year, where the end of funding periods, there are things move, cash comes in and out. Cletus has always been very good at managing that cash and make sure it was there.~~
~~If you look at the Financial Report, you will see that we are about \$400,000 plus above budget for the year. That \$400,000 above budget includes \$660,000 non-cash contribution of this building. That means we are not quite \$200,000 under budget for the year, that is cash. That is we had, we all know about the Education Division. The problems that they had earlier in the year, and we know the Employment Department is not funding itself, never has funded itself, and is continue to grow and do their work and we don't have the dollars to fund that, we need to get, that is dragging us down, from the cash standpoint right now. We had relocation cost, we didn't anticipate, a lot of stuff that is pulling us down. We need to get involve, and get this thing turned around. We are not in a position to do anything discretionary at the moment. Hopefully, this a temporary situation, but it is a long term situation from the standpoint that on an on-going basis, we have activities going on that are under-funded at best.~~

Duran -

I probably missed earlier, I apologize for that. When are the Dues statements sent out?

Michael Pullen -

Typically, around this time of year, May or June.

Duran - Have they gone out?

Post-It™ brand fax transmittal memo 7671		# of pages ▶	
To	RIAN BROWN	From	JVY Chalkote
Co.		Co.	Urban League
Dept.		Phone #	280-2626
Fax #	230-6099	Fax #	281-2612

Michael Pullen - No, that is one reason, we need action on the Dues to get that out for next month.

Duran - So it is a timing issue? ~~and so~~ ^T the idea now ~~is~~ would be to do a better job of timing, so it helps to alleviate this gap?

Boehlke -

~~What we have done over the last year,~~ ~~We~~ have known these problems exist, ~~We~~ also ^{knew} know that Education Director's position wasn't filled, therefore, and we were saving some dollars there, ~~we~~ ^{and} were able to string ^{it} ~~this~~ out for a long time. The point is, we have strung this out about as far as it will go. We need to do some positive work in the Employment Division, to start raising some dollars there, we may have some fees-for-services possibilities, ~~we know we do, that exist in that area,~~ that we have not persuaded adequately yet. In the Education Division, basically we know the what we have to do to solve that problem, ~~We~~ ^{need} have to match our staffing and students populations one to another which has not been done in the last year. So we know what the problem is but it isn't solve^d yet. Those are the kind of things we need to get involve in. We need to have ~~the board people,~~ all board people involved, the ones specifically, charge^d with that responsibility, need to get involve^d. Lawrence has a lots of grants going out and that is very positive, ~~When we hired Lawrence, one of the big reasons was, that he was going to get all his Directors to be grant writers, and get them all out there but~~ ^T the Program and Planning Committee is not monitoring what is going on in the those grants and matching the dollars that's coming, ~~could come in with the staffing appointments that are going to be involve with the impact that's going to have on the programs that already exist,~~ ~~We~~ are not there, ^{and} ~~people,~~ I don't feel that we are doing our job, as well as we ought to be doing.

Cletus - The other thing Dave mentioned was timing of membership. ^O On the individual side, about a year ago, ^{the} Board decided to take the individual membership and do it on an anniversary date of when you joined the Urban League. ^A As Mike mentioned, the software package that is needed to do that kind of membership drive isn't in place, ~~and using discretionary monies or un-restricted monies to buy these types of tools to do it. But when you are using un-restricted money to help support programs but you don't have it to discretion to spend it some place else. But we had the individual campaign really pushing to go for Lawrence's 5,000 members and really pushed that drive, then you got twelve months when you are always billing out somebody for membership and you are keeping increasing that membership because you got an on-going campaign of membership which you have not had in years in this agency, that goes for many years, where individual membership numbers get up high, 5000 members at 10.00 it would make a tremendous impact on the fiscal managing of this agency and get discretionary monies available not only to support programs but to have seed money to do other things the agency would like to do in the areas of advocacy, lobbying what ever else is needed that is not under contract of government or state.~~

Faye -

We clearly had ^a ~~the~~ discussion about anniversary date, new membership, whether it would be a problem for the principal staff, and the principal staff said no.

Lawrence - That's one of the things, I am starting to do is be real honest with you all, I don't know what was said and not said, but I am taking the position, I need to let you know what it takes to run this agency, ^T ~~and~~ ^T The way we have been doing it, just doesn't match financially with all the hard work people coming here 7 days a week to do. It's just not.

Cletus -

In terms of the physical management, ~~recording fund there is no problem that~~, ^{there is no problem in recording of the funds,} to do the marketing side of it, we have done some research, ~~that was needed. That was done several months ago, what was needed.~~ We have just not had the discretionary money to buy ~~that~~ software to do that marketing side. ~~As far as recording the funds, keeping track on a month to month basis has been no problem.~~ Also at the time we made that statement, we had a different staff structure, and today, we do not have the same number of people in Administrative Services in time that statement was made.

Lawrence - This will be real short. One of the things, ~~you know, I think that people got this impression that if they paid \$1,700 to be Employment partner, I look at~~ they get two tables at the EOD Dinner, ~~that's how much money taken out,~~ plus they are getting affirmation action help, ~~they are getting all of these services,~~ \$1700 doesn't buy it. But that's what we have as a structure, and I am stuck with it. But all I am trying to ~~do is~~ ^{is} say, people the structures are not working to give us what we need. ~~Everybody, one day in staff meeting was funny. Do we have to partner with anybody else?~~ People want partner with us all over the state. But I have taken ~~the~~ ^{that} a position, I don't partner anymore if there is not any money. Because I have stretch ^{ed} this staff too thin, just to do the bare minimum of services.

Kevin Fuller -

We have to ask questions, if you don't know, just ask and get some answers, ~~It's~~ ^{It's} not that sometimes you are fishing for some specific answers, but there are some questions, ~~Sometimes~~ ^S sometimes you don't know the answer to, and that is why I ask that question, and I will ask again.

Lawrence - I think that it is important that go back and ask questions, and find out people's perception, such as if we are meeting their needs, ~~because at the last employers partners meeting~~ I went to, I ~~said~~ ^{asked them to} tell me exactly what ~~you~~ ^{they} need, ~~that we can support it and we will see if there is a match, because maybe we are doing things that have no utility to you, even though every time you call us we handling discrimination claims and giving counseling and advice, and I am just kind of telling my staff, you need to keep it at a bare minimum because you can not meet all of the needs of these employers from what they are paying.~~

Charu - ~~If you were going to look into people's services~~ ^{came} about a year ago ~~and specifically,~~ I think that Employment has ~~come up in discussion and that is part of the reason why I didn't force the member changes across the board, because I think that the people who are using it need to be charge~~ ^{more} for it, then we are not penalized, ~~just for subsidizing one group's usage, and I don't see why the employment partners - and the for \$1700 get 2 tables - maybe we could start charging for tables.~~

Lawrence -

What I hear is you all want a different report, that we can put together for you to show us how things are working.

Boehlke - If we don't know, we need to know, Kevin is right, we need to take the responsibility ourselves for going after that information, if we see a lack of information, we need to have it, I don't think that is what we are focusing on right here. What we are focusing on right here is people in these divisions, of the Urban League, are not experts at everything, ~~but the need to experts at, they can't do,~~ they need our assistance, they need Lawrence assistance, there needs to be a total interactions on what they are missing and how do they go about getting it. The

board right now can offer, maybe it isn't appropriate on a long term basis for the board to make, to have that big participation, but right now we need it.

Brenda - That just brings back to when Lawrence is writing grants, a lot of that paperwork goes to some group of people who, ~~(this is the feedback that I am getting)~~ who want to know, who is on the Urban League board, ~~I have never met that person, actually, they thought that they had met you, but didn't know that you were a Urban League board person, but that~~ collaboration and elbow rubbing really goes a long way. Picking up phone, making a phone call, ~~saying you renew their membership, have seen our partnership, have you been to the~~ Computer Training Center, that kind of information goes a long way. They do come to the table asking how much to things cost. At least in my department, they are paying for Kelly Services, Manpower etc. There assessments that people can do.

Boehlke -

This is important stuff, and there should be more people in this room listening to and they aren't and to a large degree, let's move on, ~~but~~ I will be very active with Charu and we will get together with the Board members and get this rolling. There is no finger pointing going on here, this is where we are, this is where we have to go, I don't care who's done what in the past. We need to act now.

Charu - I have a question for discussion this is an endorsement, I hope that you keep an open mind. The Bureau of Labor, Council of Civil Rights, we are considering and we are approaching a few agencies to jointly do a community forum on Facts on Affirmative Action. There is so much mis-information on affirmative action on what it is, ~~and~~ just a short program doesn't take a lot of money or time, ~~right now,~~ ^{At this time,} we are tentatively talking to a few agencies, to see if they would

be interested, ~~If~~ they are, then the agency would get together and decide what shape it will take, a 2 to 3 hour quick forum. Sponsorship to help in publicizing it, the newsletter or whatever media they have. Second, they have the option of participating and part of the planning group. ~~If they so have the staff available.~~ I would very much like to see the Urban League there, we have some of the key players in the community there. Since Affirmative Action is so close to the Urban League's heart, I think it would be foolhearted not be a part of this effort. Again, it focus on facts of Affirmative Action.

Faye - If I may make a suggestion that this be referred to Judi Pitre of Community Relations.

Charu - Yes, I did talk to Judi and she thought that there was no problem with that, she was not able to bring it to the Community Relations Committee. Again it is still a tentative thing.

Boehlke - Anyone to second, anymore discussion?

I would think that this is appropriate, the board put support behind, I think Emmett is right, how do we go exactly about doing that, is yet to be determined. What exactly what they expect from us.

Charu - The expectations at the moment is just to have some publicity in the newsletter, whatever mechanism, the agency has, and then the option that the agency has, sending a staff person to the planning committee.

Emmett Wheatfall - I don't feel that I have an adequate amount of information.

Brenda Sherman-Sanders - Well, if it will make any difference, I am already on the Bureau of Labor Council, I would be willing, unless you wanted a board member.

Boehlke -

What ever we are already doing, we should continue doing. I did not hear anything she said specific requirements for additional people to do anything, isn't that right?

Charu -

Yes, just being a part of the committee, Brenda is absolutely right, she already plug in, I think it would be very foolhearted for the Urban League not be involved.

Boehlke - It sounds like we are, is there another second?

MOTION - All those in favor "I , the oppose.

Boehlke -

The only thing left is the Facilities, there has been nothing in the Facilities, there is no report.

Peggy is not here, so I assume there is no Guild report. Judi is not here,

Boehlke - I think we are about it.

Faye - May I say just one thing. I know the hour is getting late, Terry has ask me Community Relations committee to get a copy of the ballot measure (that is circulating) that will probably be on the 1995 General Election ballot, challenge to Affirmative Action and the Youth of Affirmative Action procedure for state employment, state services and initiative, so everybody has a copy now, it is some to be involved in.

Boehlke - If there are no other comments, the hour is late,

We are adjourned.

BOARD OF DIRECTORS MEETING
MAY 18, 1995
MINUTES

Jim Boehlke open the meeting in the absent of Board Chair, Michael Lewellen and Vice Chair, Judi Pitre at 7:45 a.m.

Boehlke - Representation that we have here, let's begin with Mike (according to the Agenda) Department Update). Perhaps Mike Lewellen will come in.

Michael Pullen - I am down here, as this is where the audio visuals stuff is, I am Michael Pullen, Director of Marketing at the Urban League and this is my turn. We have a lot of the material of the 50th Anniversary this week that is something you are going to be seeing in the newspaper on TV and over the radio for the next month, to give you a little background, we were chosen by AD TO which is a young advertising professional organization which each year choose a non-profit in Portland to do a pro bona campaign for sometimes it just last for a couple of months. We have a 50th Anniversary opportunity so they decided to take on the Urban League as their pro bona client, and we strategize on what kind of messages we wanted to get out there and work with our clients and also some of the veterans who are were around the beginning of the Urban League to give some messages about what the Urban League was like back then, etc., and some of the messages we are going to try and get out there is that we were revelant then and still revelant now, that we have lot programs that are helping people achieve their dreams and also to get our business membership, individual membership up, which is a key need for the Urban League, so this week a lot of these things are launching, had a lot of donated services and also some hard cost which we will have to pay but I will hand out the Budget in a minute, which will show the fun stuff.

We got some newspapers advertistments, this picture will be Heloise Hill with the same story, Heloise Hill is the widow of Shelly Hill, who's up here, who the room is name after. This is one of Barbara O'Hare, who is an Urban League client and now works for United Airlines. These advertistments will be going into the Oregonian, Business Journal, I will hand out list of all the media that agreed to participate, so acts that are still in production are ones that have a group from our Street Academy from all the different ethnic backgrounds, we have another commercial, another print ad that will be going out, about membership, that goes to the business journals, those sort of business-oriented newspapers and magazines.

On the radio side, we did a couple of commercials and I want to play those now. (Commercial-played). Mike - that's Barbara O'Hare of United Airlines story. This is more of a history story (commercial played) Mike - That's Judge Hamilton. One of our co-chairs for one of the campaigns, we are going to come out with letterhead, that has his name and Heloise Hill and Judge Diaz on it, they are honor co-chairs for the campaign for the 50th Anniversary dinner, Judge Diaz and Senator Hatfield, whose was unable to lend us his name for a whole year long event. Didn't want to be on a boards, then he gets a lot of board request, but he will be at the dinner.

So the radio covers our services and also some of our history, which Judge Hamilton kind of touched on. Now I will show the TV Commercials

TV Commercials presented - one about the history and the other about the program.

A lot of work for 45 seconds. So, those are the pieces that I wanted to share with you the media that is committed to actually show this stuff, these are commitments, these are not just places that we are going to send it too, these are TV, Radio, have agreed to run PAS, which you have just seen and there are few that you don't see, make suggestions and let us know, there are a few that have policies that they expect cash sponsorships now for PSA which is a kind of a change yet. So not every one is on the list there.

The next thing that is coming out is the Budget for the 50th Anniversary, I have a detailed version of it, which is the first one that is coming around and the underline items on this budget, things which have been donated, they are in the 2nd column, those things that are not underline are hard cost that the Urban League is responsible for, the hard column under notes we got discounts that these different vendors have offered us. We have a strategy for recovering the hard cost and that's with the main item that is still left to be done with the 50th Anniversary which is souvenir booklet which we want to prepare before the October 11th Dinner. The booklet has space for advertisement, and when you think about other organizations that had a big history like the Urban League, or special issues that the Skanner has for Martin Luther King day or something, those kind of ads that support and organization for it's long history, this is a book that will have a long shelf life we believe, it's going to be 4 color, very high quality production, AD TO is going to help us with that too, so on the back the bottom line, our hard cost is 36,000 a lot of that being the book which is not yet begun, that's about 18,000 there and this budget also includes the cost for the membership drive as we built that into the 50th Anniversary, that's about 4,000 of the normally, the postage about 5,000 which is the annually cost, which is a cost we have every year. Another area that are optional items, T-Shirts, bumper stickers, coffee mugs at the very end which is about 5,000 are items we could sell at our events or Urban League they would have the 50th Anniversary logo on them and we could also offer each sponsor a spot on the T-Shirt, the bumper sticker, a copy of their corporate logo in return for that sponsorship, so those proposals are being developed and going to be getting out, we have some lead time with the book, but we do need to get on that. Any questions about the budget?

So the budget that Cletus is passing out now is on a monthly basis which is just the hard cost which is the bottom line, you see that there's already, we spent about 2,000 dollars in April and May on these cost, the good news is that we are really going to increase the visibility of the Urban League of Portland over the next 6 weeks. The other thing I did not mention, this is a bus sign that's up here, those are going out on Tri-Met busses, 40 of the busses will this sign on the side, and also another one that's for the interior of the busses, the bus signs are really a mobile thing, that we can get our message out all around town, so a lot of these things, the bus signs are about 6 weeks, thereof, TV spots and the radio spots, you can use them all year, but I that they will

in heavy rotation for the next 6 weeks. so we will have a lot of awareness of the Urban League and follow that with out Membership Drive in June, so the timing could work well for recovering some the these hard cost and getting the sponsors the book to underwrite some of these hard cost.

That leads me into Membership, as the other directors have done over the past few months, this is also to let you know what I do here at the Urban League. Membership has sort of been my responsibility, working with the Fundraising Committee for the past few years, we gone, I think that from the beginning, we have gone, I think getting about 45,000 total for our membership drive, now it runs about 100, that includes about 30,000 in dinner tickets that the top gold members and sponsors members are getting but we kind of platoed, last two years the membership revenues was pretty much stayed the same, I think one reason may have been our transitional year between leadership side. I think that also really need to get a more sophisticated membership operations which means software. We still using a systems that we can't send people a remind notice. We still do this annual mailing to everybody, because it is really an accounting software, not made for running membership campaign, we had that item on hold it about 4 or 5 thousand cost to get a membership software package in here. We are still without one, we still hoping to get one, but as we wait, the one that we identify already risen twice in the last 3 months. So that is a real priority I want to underline.

For '95, Brian is going to working a lot with the Membership Drive, in additions, he got some good idea, we can broaden the scope that, the 50th Anniversary gives a lot of opportunities to people to see that we are still revelant and back in town. We have not got our co-Chairs confirmed for the 1995 campaign, but we really want to launch it in June. With that we also want to talk about what our do structure will be this year and we have a suggestion to raise some of our dues especially on the individual side , but also on the business side, individual side has not been raised in, we didn't raise any individual dues a couple of years ago, so we thinking there is an opportunity to bring that up in line based on what other orgnizations charge their individual members. I think that we will save, it is really an action for the Board, so we will save that for the Fundraising Committee Report a little later.

My job also includes working on special events, which are mostly two dinners, but things like Porgy & Bess which is coming up in July. We are annoucing that in the Newsletter which is going out this week. We will also include a flyer to order tickets to Porgy & Bess in the Newsletter, one thing about this special events which we shared with the Board a couple of months ago, maybe toward the end of last summer. They don't always raise as much money as people think, they have a lot of visibility, people remember them, one example would be the George Fraser event we had last summer, everybody thought was a great success, and at the end it was a break even event and sponsorship are the key to making money on special events, Porgy & Bess will be a key goal of ours, when it comes time to look for money it's not always the most efficient way of in terms of labor goes into them.

Another area that's part of my responsibility is development, especially grant writing. The grants that I worked on a lot of them are very obivious grants, like Black United Fund grant that comes

that comes up each year. We always apply for that one. Then there are special initiative, that some comes from the CEO, for example that would be the Americorps grant, which we applied for, we have now passed 3 different hurdles, and it is going back to Washington, I think that Congress is going to keep that in the Budget for '95 and '96. Grants take a lot of time, but they do come, it is major revenue for us. We also have a new arrangement where I and Brian also are assistants to grants to specific departments that the Urban League has, I work with Seniors and Youth Services depending on their needs in helping them with their fundraising. What is missing on Fundraising side is, I think, is areas which we can improve, a case statement is something the Urban League needs, probably process involving more than just staff. Discussion with the Board on what the Urban league's, we know what our Mission is, a goal for us this year, also individual giving for the Urban League this year, comparative to other organizations, it is pretty low. We do very well on the business side, what I show of membership statistics to people of other organizations, our individual membership has been very low. I think that part of the problem is the \$15.00 is a very small amount to ask people for, so last year we added a lot categories like, 50, even a 1000, we found that just putting them on envelope, the money started to come in, I think that we were a little too timed there for a while. Another area where organizations are getting into, plan-giving, and bequest, I think that Cletus is one of person pointed out irony, we have been in the busy 50 years, we still don't have any programs to tape into people who were served many years ago by the Urban League and now passing on, deciding to leave assets, deciding what to do with it. That would be a key thing for us to work on next year, especially in the 50th Anniversary year, so that's something Fundraising Committee to look at.

The other area of my responsibility is Communications, things like the Newsletter, which we got today, News Releases, Press Conferences, handling media inquiries, working with groups like AD TO, marketing pieces, and I think that one thing that's neat in that area would helping to put together a marketing plan for the Urban League. We did a great marketing plan for the 50th Anniversary, which help to give us a map and I think that the Marketing Plan for Urban League something we get a board member, myself, maybe a client or staff person, 4 or 5 people and give us road signs or goals to go for, that might be something anybody here is interesting in talking with later, I would be happy to get together with you.

The last area of my job is Advocacy and the part that United Way expects, where my salary comes down, and I work on various Advocacy things, sometimes with the Community Relations Committee, Lawrence has also signed me to a group called Coalition For A Livable Future, which is a real interesting organization which is pulling together interest from not only Northeast Portland but the environmental community, we are doing a lot of research on patterns of disinvestment on urban part of the region and investment on the fringe, in a couple of months I would like to present some of the research to you, which is some interesting things about time a school gets closed in this community, one gets built on fringe Beaverton, or at a huge cost to the region and doesn't say much for the future, or the community that we serve. That in a nutshell is it. Any questions? Thank you.

Lawrence - this is a follow up of something I presented to Executive Committee last time we met. Of saying, trying to look at how we run special events and the need to have them underwritten and they requested that I put some estimated cost, in talking to Brian and Mike, we kind of estimated what it cost, because in doing some analyzes, when I got here, I found out we

might make 20,000 dollars on an event. I wonder why it was so low, because we were taking a lot of money out of our budget to run the special events instead of having under written. And clearly if we don't do better job we are going to stay in this job we are going to stay in this same cycle of special events and nights and glizites, but they are not putting the real money in the teal, that we need to operate especially for salaries and other programs. This is just looking at more things through December, than we will be doing, that we feel we need to get serious underwriting for these events of going to happy, if we don't get underwriting, coming directly out our budget

Boehlke - Thank you Mike.

Boehlke - Any questions for Mike? or for Lawrence on this particular subject? Before we jump into the Agenda, Lawrence why don't you introduce Clarke.

Lawrence - I actually have two people to introduce, and one person to kind of introduce. We are fortunate to have two new staff members, it taken longer than we wanted too, but it is done. First, we have, Clinton Clarke, Who is our new Director of Education and Career Development, he started Monday, he is already working on grants, very important in the interviews, you could write, or we didn't want you here. Clinton, do you want to tell a little about yourself.

Clinton D. Clarke - Well, I have a years of service in Social Service agency, I have worked on grants, what I would like to bring to the Urban League is a toward the unity in the community and inter agency development so we are utilizing all the resources of all the programs and all the efforts of the Urban League plus utilizing all efforts of other agencies of the community organizations.

Lawrence - one of the things that was real interesting to us, the fact that he has spent last home schooling his own child. Second person is Miss Tahja Jackson, as many of you know we have the Lila Wallace grant that we received for 420,000 dollars for 4 years, this is a very important effort where we are partnering with Trust for Public Lands, and Portland Public Parks and Tahja is the Urban Coordinator, is that the title? Urban Parks Project Coordinator, tell a little about yourself Tahja.

Tahja Jacksonl - I am a resident of Portland, for the past 20 or 25 years or so, I worked for the Boys and Girls Club and UPS Service, I am happy to be back in social services, this is where I belong and happy to here at the Urban League.....

Lawrence - And both of them are very dynamic, last Friday, Staff meeting, Tahja has only been here 10 days? 2 weeks, already produce a video which you will see at the next board meeting, it is outstanding, about Urban League and the Parks Project. We were stunned, where this come from, you just got here. But that's the kind of people we need to bring aboard, who are not scared of hard work, to help the kind of things we want to do, so the other thing of course is on Monday, Ivy Chilcote takes on her new position as Director of Finance and Human Resources.

Boehlke - Welcome.

Boehlke - Approval of the Minutes

Anybody have any changes? or amendments to the Minutes as presented?

David Duran -I am listed as being absent at the last meeting, and I was here.

Boehlke - Very important

Wheatfall - I was with him also.

Faye Burch - Actually, have a couple of changes, on page 3, 5 paragraph down (debt), and add the word Hearing at the end of Judicial .

Boehlke - We have a MOTION TO APPROVE

Laura Glosson - With the necessary corrections.

Boehlke - Second?

Second.

MOTION TO APPROVE THE MINUTES WITH CORRECTIONS. THE MOTION PASSED

Boehlke - I would like to comment, going through the Board packet, the stuff that was sent out to us, as I was particular struck by the article about who was Kevin Fuller, great job, I presume you read the article about Kevin Fuller.

(small talk comments made)

Boehlke -

REPORT FROM THE PRESIDENT - Lawrence J. Dark

Lawrence - A short report - basically in your packet, we tried to pass out information to show you again some of the things we trying to do to increase credibility and visibility, what I have spent most of the last 11 months doing is trying to develop those relations

because you this month and starting in June, I am going to start to ask for hard money. But clearly, all of us realize that we cannot get the kind of funds we need, all of this stuff based on relationships. So I think that we have tried to establish some real solid relationships and partnerships throughout the community, now we are going back with a different message, I think we have some things that are clearer of what we want and what we need and how we can be able to service to various organizations throughout the community, also, within the Board packet is a testimony that I have given twice about youth corrections and I just want to give you a flavor of the kind of things we have been working on, on the advocacy it is also part of my salary from United Way. You have on your table the registration packet for Urban League National Convention and that's it.

Boehlke - Any questions for Lawrence?

Faye Burch - On your National Court letter, I see that you underline the point that you wanted us to know and that you would be gone a lot in June.

Lawrence - I wish I was going to be gone in June. No, actually, this committee only twice in the entire 18 months, so the first time I will meet with them is in San Francisco, this is an opportunity it presented itself, I don't know how I got selected or asked to be on this national thing, I thought it was kind of interesting that it would fit into all of what we are doing in Oregon around the community, one of the reasons, they asked me to be on it was, they wanted one of people in the organizations, especially community-based to develop a grant, they wanted to model on, so that's why I accepted because I want the grant.

Boehlke - Alright, we have no Chair present, does any one report on the going-ons at the most Executive Committee meeting? Anybody who was there?

Actually, I don't think that anyone was there.

Laura Glosson - We talked about the Amendment to the Constitution.

Boehlke, we already covered Mike, let's go to the Committee Reports -

NOMINATING COMMITTEE -

Faye Burch - One of the discussion last month at our Board meeting about slate of officers and there was some questions as to what our BYLAWS said, so I have a copy for you of page 4 and 5. If you want to take a minute and scan before you ask a lot of questions that would be very helpful. You may want to start with the end of page 4, where it says Section II, and sort of scan the Responsibilities of Officers and how it is laid out. Then I have a open letter to you, with suggestion of BYLAWS changes from the last Board Packet. If you will note on page, on the top of page 5, it says the vacancies may be filled of new officers created and filled at any meeting of the Board of Directors. So, we are able to create the office of Chair-Elect.

Boehlke - Is there any questions for Faye? If not, we will consider then, Faye's work carries a motion to amend the BYLAWS.

MOTION -

Faye - I have talked to Duane Bosworth about the BYLAWS changes.

Boehlke - OK, any questions, we have a second - Laura Glosson

All those in favor, say "I", those oppose - Charu - Abstained.

Boehlke - Duly noted.

Faye - Thank you, having done that, I have a slate of officers, once again suggest, it is in ballot form for board member. We may use the ballot just to look at and vote by a show of hands, or by yes or no. The nomination for Chair Person is Michael Lewellen for Chair-Elect is Jim Bohlke, Vice Chair person is Emmett Wheatfall, Secretary is Laura Glosson again, for Treasurer is Rian Brown again. We also want to open up if there nominations.

Duane Bosworth - I think that we should adopt this slate, second.

Boehlke - Any discussions? just for point of order, it was my understanding that couldn't serve in a position for longer than 3 years?

Faye - You can

Boehlke - In an opposite position.

Faye - In the same officer position, I did not find that in the BYLAWS, you mention that to me before.

Boehlke - Good. Laura been Secretary for a long time, I think that it is wonderful.

Laura - You want to take it. That's OK.

Faye - I found that your term of office, expires at the Annual Meeting, you are a board member, if you are holding office and then you can continue on. Is what Rain is doing. But I did not find anything.

MOTION

Boehlke - Good, It has moved and seconded that we accept this slate as presented , all of those in favor, say "I", oppose, abstaintion - Charu

Faye - Congratulations to the Officers. Before I finish, I would like to make an announcement.

I would like to invite everyone Grand Opening of Walnut Park - May 27th - Saturday.
You are all invited.

Boehlke - Is that it? Thank you.

FUNDRAISING - Duane Bosworth

Duane - Alright, I am going to be brief, I am just going to cover 2 topics. One is to remind you again about Porgy & Bess, obviously you have talked about that earlier, July 19th, things are going fine. We are in sponsorship raising mode, right now, also, furthering development a media campaign. But, ticket sales people, all kinds of people come together already, working on this thing. Ticket sales people are working very hard with their strategy, dinner committee is functioning very well. Basically, all the details are being worked out. We just now to bring in all the money, which is quite a little bit, as we need sponsorship, as you know the Co-Chairs of the entire event are Arlene Schnitz, William Hillard and Marshall Glickman and their patrons solicitation letters are on the verge of going out, I think that the stamps are being licked. So you will be hearing about that very soon. I think that is all I need to say about Porgy & Bess.

The other item, for consideration and I think probably action, need a group feedback, I think that Lawrence would like feedback from the Board, consideration of Membership Dues increases, particularly on the Corporate side. We did have a slight bump effectively last year. I think that Lawrence is feeling, we haven't talked about this at great length, I think his feelings nonetheless, we still leaving some money on the table, that in this year at the very heighten visible of the Urban League, we should try to experieiment essentially, of raising the Membership Dues, the raises are somewhat substaintal at the Goal Level, last year, by way we raised it from 3 to 35 nd we lost nobody, everything went fine, sponsorship level, last year went from 1,000 to 1250 and that went fine, we lost a couple and gain a couple, plus we had some increase revenue there. The Corporate Level last year went from 250 to 350 and we are talking about 500 right now, that was an area of some concern and I don't have any easily explanation, I don't think that Mike or Lawrence do either. We almost 70 members '93, '94 and ended up with probably little over 30 members in that catagory, so that is a little bit of concern, really lost revenue in the catagory. Small business was also down last year, that was unchanged. Prices has gone up, I don't know what happen at the bottom of , last year, it maybe that better targeting and more follow-up, we would have the problem in any event. But I invite your comments about these changes, maybe Lawrence, you would like to say something else about it too. We seen to be doing fine with Gold Sponsorship at the sponsor levels and we want to make sure we don't loose people further down, but is the experieiment that we are proposing.

Lawrence - One of the things again in looking at budget and looking at finances and looking at other Urban League our size, nationally, and various communities was trying to determine where we are on the radar screen in doing this, and some of what I have been looking at, and doing the analysis of this , I know as we went from a deceit budget 5 years there were things we were

putting in place and we put those things in place to bring people back in and so the question to me was have gone past the deceit thinking for this community and asking for the money we really need to get things done. In many locale and cities our size, and League this size, to Gold Membership is not from 3500 to 5000, it is 5000, but I wasn't sure what this community would bare and that why I put them in my recommendations, but again we are trying to figure out real ways to bring in real hard cash to do the work we claim we want to do in the community. And it takes cash from various organizations and people to get it done. We have done enough of our work for people to support us the way we want it. We think we are, but we are not sure. But I really need from Corporations to say what's going on, what not going on, are more there more non profits now, that you can't raise it, or what?

Lawrence - Basically again, I was looking at how our cash flow goes through the organization, and one of the things especially when you are talking about public school systems and the kinds of things we do with Whitney Young, unfortunately, while we claim we are getting 200,000 dollars, we don't get all it all at one point, so as December comes around and June comes around, we have these real lows in cash reserves, again it trying to identify ways to fill those cash reserves, and this is only an idea, again it's looking at other cities and League's our sizes, maybe this city not ready, I am not sure, but I know that I need to put it out there to say what we are doing financially right now is not covering our bases and we need to start to be honest about that.

Lawrence - Those are the kind of questions we are asking, is especially since small business did not do that well last year, we are sure what's that's about.

(comments and discussion)

Lawrence - I think what we are saying is 50th comes once, if we are makes some changes and visibility, we are going to get this opportunity one time and if we don't move now and keep being timid and that's what I keep seeing, very timid idea about money, but I am really concern about cash flow and keep putting out that idea about getting it done, but I am not getting that feedback to get the work done.

In my experience in other organizations, is that you ask for it when things are high, that's a good wish to think 2 years from now, but are going to respond to this stuff now, there are not going to respond a year from now the same way, that's just practical fundraising experience.

And that's we hope these commercials and things will doing and telling story differently, that in order for to continue at the level we are doing it, it is going to take more funds, what it took to operate the agency last year, it is different this year and need greater to anticipate the federal government is doing of cutting, we know that more is going to come our way, just the way it is.

Wheatfall - I see a tension between our need and the risk, the bottom line is we can make the shift, we could lose some folks and still come out on top or we could lose badly, A good case statement - you could lose some folks but the increase may compensate for some of that lost, and still come out on top.

Kevin Fuller - I think more so or not, I think that you want the people involve, if you can have more people involve, if you rather have fewer people involve than have more money, or more people involve and same amount of money, you better go for more people. Because as you lose people. My basic question would be realistically, what is the perception of the League, doing something now, to justify, I think that it comes down to the bottom line, what they are feeling about the League's leadership, the board, the effectiveness of our program and really who we are effecting, if we are making any difference in what we say we do, that will determine, if people are willing to pay, I think that the Board should be realistic about. There is a feeling that the Urban League of Portland is simply wonderful, then let's jump on it. If there are some questions.

Brian - In forming my technical assistance with Brenda, and we work a lot with a lot of company, I can say, the companies are getting a lot of services, as Brenda and I are working trying to find ways to do development work and build the department, we have heard from employers, all of this wonderful stuff that we are doing, how are you surviving, we tell them, Brenda is conducting searches, from that program aspect, I see a lot of work, for what we are doing, if this is going to be an issue from a staff perspective and actually working out trying to do development, we need to come up with some other strategy and how we are going to offer services, I know from working in Employment, and working with Employers, we are doing a lot of serious work, and cost some serious dollars.

Terry - I basically think that the inducements are OK, because each of them still have a choice, they can be anywhere they want to be and I think that there are exceptions, these are figures that are on par with what agencies ask of the community, that the market will bear, so even though you are increasing, people can still give what they want and one of basic sense of fundraising, if you don't ask you won't get it, so this is really what you call the minimum, but there is still this range, and I think that, the other point that I wanted to make, which hasn't been spoken about, because I think that the changes on the individual side or way too low, so I actually would also like to support what the committee is proposing to us.

Lawrence - Actually, those are Lawrence Dark, Brian Black and Mike Pullen, so this is a recommendation to the committee, so they have not seen it fully.

Duane Bosworth - So the committee hasn't seen it?

McDonald - Just to follow-up on your comment, and maybe the art here is in doing the Fundraising and not having folks think, if I can't make the increase then I will kind of just walk away from it, so how we need to go out and say, if you want to continue to give 350, that's great, you are just as valued and you are not just being shuffled down, I think there is way to do that.

Boehlke - I hear that same thing, they say, I heard about the Urban League, What do they do? people just don't know, what we do, people just don't know what we do. If we had a little business card, (not with your name on it), but it has the mission on side and short summary of services we provide, and you just hand it to them and say this what the Urban League does. It doesn't say Youth Services, Youth Services does not tell what the Urban League does.

Duane Bosworth - I would like a motion that we adopt Dues Increases, I can't speak for the Committee, but in my own mind, something that Lawrence would like to do, we will follow through and try and make it a success.

MOTION

I MOVE THAT WE ADOPT THE INCREASES OF THE DUES.

Boehlke - We have a second? Emmett Wheatfall second

Boehlke - I might add, we do need to move on this now, printing is going to go on. This stuff has to happen and we need to resolve it, tody.

Emmett Wheatfall - I would like to add one more, I think that the suggest is excellent, I don't that a lot corporations give money to us because we do wonderful work, I think what they do is give it to identify with our name, what we are about, now what's good about what she said was, others going around marketing with various people, they say "Hey, my dollars are associated with a good effort, we need a better job of marketing of what we do, so when people put their name with us, they feel comfortable about signing 3,000 to 5,000, so it's a little extra, I don't think that they do it because we do good work and it's moral and social, just use our name from the affirmative action plan.

Boehlke - I think that from the corporate standpoint, I think that you are right.

Faye Burch - I have an opportunity to review a number of resumes in my previous job working for the state and I havn't had a resume yet that hasn't said that they were a member of the Urban League, they join in 1965 and have not renew it since and they think that they are a member for life. It's on everybody resume. That goes for individuals too.

Boehlke - Duane made a MOTION and I am understanding the MOTION is across the board that we adopt this set of increases.

Charu - I am voting against it.

Boehlke - All of those in favor....say "I", oppose...

Laura Glosson - It's really not a quorium.

Boehlke - If we ever had a quorum, at this meeting, which we did, we still have it.

Laura Glosson - OK.

Boehlke - Let's move on, time is moving and we are losing bodies and we have some very important things to do.

Boehlke - Program and Planning Committee held a party and nobody came. We had, Beth has been unable to get a meeting together with that group, we need to expand the Program and Planning Committee and we need to be meeting. We had a lunch last week and I called at the last minute and told Beth, I am sorry I wasn't going to be able to be there and nobody else went either. This is a serious problem, we need as you are going to see when we get to the Finance/Personnel Committee report that we need a lot more Board involvement and I know we are all busy people and we have a lot of things on our schedule, but to be on this Board involves a responsibility and we need a lot more Board participation, particularly right now, I don't mean historically, I mean right now, where this agency is in its transition, because this transition is not over, and Brenda hit it right on the head, if we are going to increase dues and you want to aim at something, aim it at Employment, our Employment Division is high visibility, pretty good productivity and no money. Education has financial concerns, part of the description for the Chairperson-elect, maybe I should hussel right into Chairperson, this other is lot more work. But we need to crank up our committee activity, we are not are not getting the level of participation we need right now.

Charu - I brought this up to Faye too, and I had a few years here at the Urban League board and a few other boards, I think board opening doesn't come very easily, they have to be worked, restructured, creative. One of things that I think that we should look at is the committee's chairs, we have, we think that to continue from year to year without a discussion whether new people wanted to have more responsibility, some kind of opportunity, there are a lot of people, normally that want to contribute and sometimes because, because of person being in the chair of that committee, I think that it is normal, healthy to bring it up every year and then if they just stay on, that's fine, that is something that I find that is ignored here, which is very normal in my opinion, that will increase the board involvement, they can see some good happening, also there are other ways of doing that, there are 2 things that I would like to propose, hopefully, you would like to make a motion on it. Second thing is executive committee, I think is too small, we could have a smaller quorum, larger executive committee, that does not work, people want to be more involve, they can still come and attend the executive committee, all the committee chairs, maybe two people at large, there are other ways involving people, you can still keep you quorum small, to get your work done, in case people don't show up, but that is one way allowing people who want to be more involve to be more involve, so I think that those structures have to be created, we have been saying for a couple of years we want more involvement, and nothing has happen, I think that these structures along with an individual survey, I would be happen to volunteer for to do this survey if you like.

Boehlke - I think that your point is well taken, I know on the Finance Committee, Rian and I have been the Finance Committee for 4 years, almost 5 years and it's not that we are dead set on retaining our power, I will guarantee you. But the point is, you assume that Rian and I are the Finance Committee and you assume that Beth is the Program and Planning Committee, Faye is the Nominating Committee or the Public Relations Committee, you right, it happens that way, we need to do something affirmative to change that structure.

Charu - Don't you think that each year that they would come up for review and decided by the committee together and would make people who wanted to participate, and make it more of democratic decision.

Boehlke - I will talk with you later, we will get together and discuss this, I will take you up on this on your offer.

Faye - We also refer names of people who may not be accepted for the board membership at that time, we refer them to a sub- committee to see if they want to volunteer.

Emmett - Excellent way to look at future perspective board members.

Boehlke - Let's move on. Let's get into the Finance/Personnel Committee

FINANCE/PERSONNEL COMMITTEE

Boehlke - a rather gut wrenching meeting yesterday, we are almost out of money people. Our cash situation is in derr straights, this is as Lawrence mention, that is a function of annual timing, June is a bad time of the year, where the end of funding periods, there are things move, cash comes in and out. Cletus has always been very good at managing that cash and make sure it was there, if you look at the Financial Report, you will see that we are about \$400,000 plus above budget for the year. That \$400,000 above budget includes \$660,000 non-cash contribution of this building. That means we are not quite \$200,000 under budget for the year, that is cash. That is we had, we all know about the Education Division. The problems that they had earlier in the year, we know the Employment Department is not funding iteself, never has funded itself, and is continue to grow and do their work and we don't have the dollars to fund that, we need to get, that is dragging us down, from the cash standpoint right now. We had relocation cost, we didn't anticipate, a lot of stuff that is pulling us down. We need to get involve, get this thing turned around. We are not in a position to do a thing discretionary at the moment. Hopefully, this a temporary situation, but it is a long term situation from the standpoint that on an on-going basis, we have actitivites going on that are under-funded at best.

Duran - I probably missed earlier, I apoligize for that. When are the Dues statements sent out?

Michael Pullen - Typically, around this time of year, May or June.

Duran - Have they gone out?

Michael Pullen - No, that is one reason, we need action on the Dues to get that out for next month.

Duran - So it is a timing issue? and so the idea now is would be to do a better job of timing, so it helps to alleviate this gap.

Boehlke - What we have done over the last year, we have known these problems exist, we also know that Education Director's position wasn't filled, therefore, and we were saving some dollars there, we were able to string this out for a long time. The point is, we have strung this out about as far as it will go. We need to do some positive work in the Employment Division, to start raising some dollars there, we may have some fees-for-services possibilities, we know we do, that exist in that area, that we have not persuaded adequately yet. In the Education Division, basically we know the what we have to do to solve that problem, we have to match our staffing and students populations one to another which has not been done in the last year. So we know what the problem is but it isn't solve yet. Those are the kind of things we need to get involve in. We need to have the board people, all board people involved, the ones specifically, charge with that responsibility, need to get involve in. Lawrence has a lots of grants going out and that is very positive, when we hired Lawrence, one of the big reasons was, that he was going to get all his Directors to be grant writers and get them all out there but the Program and Planning Committee is not monitoring what is going on in the those grants and matching the dollars that's coming, could come in with the staffing appointments that are going to be involve with the impact that's going to have on the programs that already exist, we are not there, people, I don't feel that we are doing our job, as well as we ought to be doing.

Cletus - the other thing Dave mentioned was timing of membership, on the individual side, about a year ago, Board decided to take the individual membership and do it on an anniversary date of when you joined the Urban League, as Mike mentioned, the software package that is needed to do that kind of membership drive isn't in place and using discretionary monies or un-restricted monies to buy these types of tools to do it. But when you are using un-restricted money to help support programs but you don't have it to discretion to spend it some place else. But we had the individual campaign really pushing to go for Lawrence's 5,000 members and really pushed that drive, then you got twelve months when you are always billing out somebody for membership and you are keeping increasing that membership because you got an on-going campaign of membership which you have not had in years in this agency, that goes for many years, where individual membership numbers get up high, 5000 members at 10.00 it would make a tremendous impact on the fiscal managing of this agency and get discretionary monies available not only to support programs but to have seed money to do other things the agency would like to do in the areas of advocacy, lobbying what ever else is needed that is not under contract of government or state.

Faye - We clearly had that discussion about anniversary date, new membership, whether it would be a problem for the principal staff, and the principal staff said no.

Lawrence - That's one of the things, I am starting to do is be real honest with you all, I don't know what was said and not said, but I am taking the position, I need to let you know what it takes to run this agency and the way we have been doing it, just doesn't match financially with all the hard work people coming here 7 days a week to do. It's just not.

Cletus - In terms of the physical management, recording fund there is no problem that, to do the marketing side of it, we have done some research that was needed. That was done several months ago, what was needed. We have just not had the discretionary money to buy that software to do that marketing side. As far as recording the funds, keeping track on a month to month basis has been no problem. Also at the time we made that statement, we had a different staff structure, and today, we do not have the same number of people in Administrative Services in time that statement was made.

Lawrence - This will be real short. One of the things, you know, I think that people got this impression that if they paid \$1700 to be Employment partner, I look at they get two tables at the EOD Dinner, that's how much money taken out, plus they are getting affirmation action help, they are getting all of these services, \$1700 doesn't buy it. But that's what we have as a structure, and I am stuck with it. But all I am trying to do is say, people the structures are not working to give us what we need. Everybody, one day in staff meeting was funny. Do we have to partner with anybody else? People want partner with us all over the state. But I have taken a position, I don't partner anymore if there is not any money. Because I have stretch this staff too thin, just to do the bare minimum of services.

Kevin Fuller - We have to ask questions, if you don't know, just ask and get some answers, it's not that sometimes you are fishing for some specific answers, but there are some questions, sometimes you don't know the answer to, and that is why I ask that question, and I will ask again.

Lawrence - I think that it is important that go back and ask questions, and find out people's perception, such as if we are meeting their needs, because at the last employers partners meeting I went to, I said tell me exactly what you need, that we can support it and we will see if there is a match, because maybe we are doing things that have no utility to you even though everytime you call us we handling discrimination claims and giving counseling and advice, and I am just kind of telling my staff, you need to keep it at a bare minimum because you can not meet all of the needs of these employers from what they are paying.

Charu - If you were going to look into people's services about a year ago and specifically, I think that Employment has come up in discussion and that is part of the reason why I didn't force the member changes across the board, because I think that the people who are using it need to be charge more for it, then we are not penalized, just for subsidizing one group's usage and I don't see why the employment partners - and the for \$1700 get 2 tables - maybe we could start charging for tables.

Lawrence - What I hear is you all want a different report, that we can put together for you to show us how things are working.

Boehlke - If we don't know, we need to know, Kevin is right, we need to take the responsibility ourselves for going after that information, if we see a lack of information, we need to have it, I don't think that is what we are focusing on right here. What we are focusing on right here is people in these division of the Urban League, are not experts at everything, but the need to experts at, they can't do, they need our assistances, they need Lawrence assistances, there needs to be a total interactions on what they are missing and how do they go about getting it. The board right now can offer, maybe it isn't appropriate on a long term basis for the board to make, to have that big participation, but right now we need it.

Brenda - That just brings back to when Lawrence is writing grants, a lot of that paperwork goes to some group of people who, (this is the feedback that I am getting) who want to know, who is on the Urban League board, I have never met that person, actually, they thought that they had met you, but didn't know that you were a Urban League board person, but that collaboration and elbow rubbing really goes a long way. Picking up phone, making a phone call, saying you renew your membership, have seen our partnership, have you been to the Computer Training Center, that kind of information goes a long way. They do come to the table asking how much to things cost. At least in my department, they are paying for Kelly Services, Manpower etc. There assements that people can do.

Boehlke - This is important stuff, and there should be more people in this room listening to and they aren't and to a large degree, let's move on, but I will be very active with Charu and we will get together with the Board members and get this rolling. There is no finger pointing going on here, this is where we are, this is where we have to go, I don't care who's done what in the past. We need to act now.

Charu - I have a question for discussion this is an endorsement, I hope that you keep an open mind. The Bureau of Labor, Council of Civil Rights, we are considering and we are approaching a few agencies to jointly do a community forum on Facts on Affirmative Action. There is so mis-information on affirmative action on what it is and just a short program doesn't take a lot of money or time, right now, we are tentatively talking to a few agencies, to see if they would be interested, if they are, then the agency would get together and decide what shape it will take, a 2 to 3 hour quick forum. Sponsorship to help in publizing it, the newsletter or whatever media they have. Second, they have the option of participating and part of the planning group. If they so have the staff available. I would very much like to see the Urban League there, we have some of the key players in the community there. Since Affirmative Action is so close to the Urban League's heart, I think it would be foolhearted not be a part of this effort. Again, it focus on facts of Affirmative Action.

Faye - If I may make a suggestion that this be referred to Judi Pitre of Community Relations.

Charu - Yes, I did talk to Judi and she thought that there was no problem with that, she was not able to bring it to the Community Relations Committee. Again it is still a tentative thing.

Boehlke - Anyone to second, anymore discussion?

I would think that this is appropriate, the board put support behind, I think Emmett is right, how do we go exactly about doing that, is yet to be determined. What exactly what they expect from us.

Charu - The expectations at the moment is just to have some publicity in the newsletter, what ever mechanism, the agency has, and then the option that the agency has, sending a staff person to the planning committee.

Emmett Wheatfall - I don't feel that I have an adequate amount of information.

Brenda Sherman-Sanders - Well, if it will make any difference, I am already on the Bureau of Labor Council, I would be willing, unless you wanted a board member.

Boehlke - What ever we are already doing, we should continue doing. I did not hear anything she said specific requirements for additional people to do anything, isn't that right?

Charu - Yes, just being a part of the committee, Brenda is absolutely right, she already plug in, I think it would be very foolheart for the Urban League not be involved.

Boehlke - It sounds like we are, is there another second?

MOTION - All those in favor "I , the oppose.

Boehlke - The only thing left is the Facilities, there has been nothing in the FAcilities, there is no report.

Peggy is not here, so I assume there is no Guild report. Judi is not here,

Boehlke - I think we are about it.

Faye - May I say just one thing. I know the hour is getting late, Terry has ask me Community Relations committee to get a copy of the ballot measure (that is circulating) that will probably be on the 1995 General Election ballot, challenge to Affirmative Action and the Youth of Affirmative Action procedure for state employment, state services and iniatiative, so everybody has a copy now, it is some to be involved in.

Boehlke - If there are no other comments, the hour is late,

We are adjourned.

The loss is the
~~Cletus - Major spots in revenues in terms of short fall is in Education during the first half of the year.~~

~~Lewellen - Any other discussion regarding Finance Committee Report?~~

reminded the board
~~W/B Duane Bosworth - Just one other point, we have Directors and Officers Liability Insurance, It is coming up for renewal and the insurer wants us to add to our BYLAWS, identification provision that Urban League can identify, make an amendment. If we have our meeting on May 18th, we can do it then. I will give people notice.~~

W/B More explained that in fact

~~Cletus - We are covered, Officers and Directors are covered with insurance currently, this is one of those clauses where in order for the policy to be effective, there has been some rules placed on in the insurance companies which states that non-profit should certain things in their BYLAWS, to be in order with the policy itself and so this is a clarification or technicality that they have asked us to review with board to make sure it is in our BYLAWS to meet Oregon State Law.~~

~~Bosworth - I will give at least 2 weeks before the next meeting.~~

~~Lewellen - Any further discussion or input.~~

~~Lewellen - All it takes is domino effect, a miscalculation and the domino will fall 4 to 6 months.~~

~~Jim makes a point, it would have been a lot worse if we had not indicated much sooner and where Gaylen was not dedicated as she is to raising the attendance level in the Street Academy.~~

~~Lawrence - It also shows us how we have to be careful on how we read grants and contracts, I think that the problem was and people did not understand it, we had thought with the foundation that it was a match, we thought if we raise 66,000 dollars we would get 66,000 dollars, if we raise 66,000 dollars, we only get 10,000 dollars, luckily we hadn't ripped out stuff, computers, cletus conservative part, because how, I was not here, I wasn't here, and it clearly said you raise 66,000 dollars you get 10,000, it didn't say 66. so, the budget was written up that way and approved.~~

~~Lewellen - Any other discussion?~~

~~Cletus - I wasn't sure if you were going to ask for acceptance of the Financial Report, but here is some information that we will pass out to the board and it relates to Finance Report.~~

~~The Question has come ^{up} out when the Financial Report comes out, when is it in the Board Packet, and when the Finance Committee meets, and so the committee, the committee wants to bring it back to the board ^{is} attention as when a financial statement can be in the packet, when it can't because ^{see the schedule} ~~the way the days and months fall, because this particular board was postpone to this date, we were actual able to give you March Report, had the meeting been last week, the March Report would not been included to the April Report, and once again to be included in the Board Minutes~~~~

~~how that's falling, how ^{The} the Finance Committee works, when trying to review the Financial Statement, to have an accurate one in time enough for the Board packet to be mail out to you and that reasons for being one month behind.~~

HANDLED OUT

paid to the Board meeting for ^{and} before it goes to

Board Meeting, you receive them in advance from your board packet, do you have any questions?

4.

Minutes approved -

Lewellen - Motion on the floor that we approved the Minutes.

MOTION TO APPROVE BY TERRY ROGERS AND SECONDED BY CAROL CHISM.

No other questions, all in favor, say "I", those oppose?

MOTION PASSED.

REPORT FROM PRESIDENT AND CEO

Lawrence -

Good morning - As you know, it's final here Western Regional, one of the thing National is really is surprise at todate we have 180 people registered and they were expecting 40 or 50, so our efforts we have really push to see that the people, that the new leadership will be here, I hope that you have received the revise copy of the Agenda iiterinary of the programs, do show up at the wrong time please.

I am pleased to announced that hired someone as our Urban Parks Coordinator for the Lila Wallace Urban Parks Program, 20,000 dollar grant we had, she will start this Monday.

We have interviewed three people for finalist for the Director of Education and Career Development, we will meet the final person on Tuesday and if all references check out, will be extending an offer on Friday, with a start date in July 1st, we hope, we can ask the person if they can come in and kind of transtition in, not full time, but give some hours in structure on some things we want to do next year. We also have an advisory that we are having a press conference with Hugh Price at 2:00 p.m, if your schedule will permit to attend, especially if they can not attend tomorrow at 9:30 a.m. to hear his speech.

I am going to ask Faye if she, not this meeting but next meeting in the Community Relations Report, will give some background information on SB 1, we can spend a lot of time working on that, do you know what SB1 is?, Faye do you want to take a second to tell about SB1.

Faye - Sure, It developing a youth authority for children, it has a lot to do with this community, and it will have a hugh impact, it has the time measure that Measure 11 had that we took a position on, it is a bill that reman our children at age 12, 13, 14, so it is a very serious bill.

Lawrence - We owe a debt of gratude to Rep. Avel Gordly who has lead the efforts, it was a senator judical actually held here in the community, which is very unusual and rare, yesterday I and Gerald McFadden, Volunteers of America went to testfify before the House Sub-Committee

supposedly that is the last testimony, they only gave us 3 minutes to speak on this very important bill, it is going to impact a lot of people that we serve. We will keep you abreast of that.

5.

Lawrence - Finally thing, we would like to wish Cletus Moore congratulations on his new position, that he starts on May 17th and Michael Lewellen will tell you some of things we are going to do in the Finance Department. The other thing I wanted to ask is there information, I have tried to put things in the Board packet that was of interest or relevant, there was a lot of activity when the Washington Urban League presented an award to Strom Thurmond and we were called a lot to intervene, something we had no responsibility for, the National had to respond, each affiliate does its own thing, but when one Urban League does something, it affects all of us. The final question I would ask, is there information that you are not getting that you would like to get, to be helpful or informative as you get your board packet, please let me know.

Lewellen - Questions of Lawrence?

Faye Burch - Are you at liberty to say who got the Lila Wallace?

Lawrence direct the question to Brian -

Brian - Tahja Jackson

Lawrence - Her name is Tahja Jackson, she comes from UPS Service, worked for Boys and Girls Club, I will tell you that we had 50 candidates, the finalists were extremely difficult, including a former Metro Councilor, but Cletus and Gaylen, and that whole team did a tremendous job of identifying these 3 people.

Lewellen - Thank you, and maybe for the board packet for the May meeting, maybe will have a BIO and certainly add my congratulations to Cletus for his new position and behalf of not only as an individual but my company has worked League, and the Board we thank you for years of service. He leaving us to as he put it to me, to blaze new trails, no basketball pun intended. In that regard, Chiropractic College, as part of my report, inform the Board of what we plan to do internally, it has been past out to you, it is critical, the development of solid staff people here at the organization and those of you who have staff, you know how important the contnewt is, and you certainly want to have promote individuals from within, it been decision to promote our current staff Accountant Ivy Chilcote to Director of Finance, you will notice it is not Vice President position, one of the point of discussion, we actual had this discussion with some of you. We want to continue the League the people in the organization to grow and develop themselves, Ivy has put in substantial service, as you know over the past year, without question she brings with that contunity of staff and expertise that we need. We will be back billing behind her with additional staff accountant we will keep you appressed of the administative decision along that line.

Welcome to the Daughters who are here for "Take Your Daughter To Work Day" and "Sons". I thought you were a little boy.

One brief item which will need to go into EXECUTIVE SESSION

EXECUTIVE SESSION (Approximate 10 Minutes - U.L. Staff Excuse)

6.

Michael Lewellen - Return to the Agenda, moving along - Brian you have something for the board?

Brian - For those who have been unable to take their photograph as yet. photograph after meeting.

REPORT OF COMMITTEES

NOMINATING COMMITTEE - Faye Burch

Nominating Committee, we have two members who we are going to allow to go off the board, that have filled 2 3-year terms, total of 6 years, that's James Francesconi and Rita Lucas, every one joins me and thanking you. (Applause).

Rita Lucas - I am on the Board of Directors of Planned Parenthood

Faye - That leaves us with 21 board members, there was another person scheduled to go off the board this month, Rian Brown, so we are not going to allow Rian to go off.

I have no names to present to you today, I have several good candidates, but it is very difficult to make a decision, look back at what you have ask for us to do, it is going to be a tough decision.

I would also like to submit a slate of officers to you. Our nomination, this was not a very difficult decision, Mike has done a terrific job as President and he has agreed to one more year, think it is a lot to be said to allow him to finish his agenda and has the support of NIKE, so we have nominated Michael for President; we have created a new office, that will be Michael's assistant, that is President-Elect, and we have suggested a board member for that position, someone who has served on all of your committees and has worked very hard, you don't turn that away, we have nominated Jim Boehlke for President-Elect, we have also give him duties with that. I will tell you what those are - the President-Elect, that person is the overseeing the committees, seeing that things are functioning well, meeting with new board members, work with Brian on Board development.

Lewellen - Let me interject, there is a method to the madness, but, we saw from the executive Committee standpoint, a need to establish automatic succession to the Chair, an opportunity to do that for that individual to have that role, so they can ascend to the spot of being Chair of the Board, without question, not my willingness to service for a second term, no doubt in mind that Jim, it certainly gives me a year to work with him and a year for him to work with me as we

begin to maintain again, talk about continuity of staff the Finance Department, so continuity leadership on the Board.

Faye - In addition to that office, first applied for Vice President - Emmett Wheatfall and

7.

Secretary - Laura Glosson has agreed to work one more term; Treasurer is Rian Brown, Rian has agreed to stay on while we have a treasurer in training person there, that is Terry Tracy, that we have nominated, there is a provision in our BYLAWS, that a board member can stay on board, that is the slate of officers, I didn't bring a ballot for you, I should have, I apologize.

Charu - I just wanted to commit about the two board members leaving and I had a question even before this, do we give any gift or just anything that they have serve a certain time.

Lewellen - Begin this about a year ago, large scale public function of the organization, we actually recognize the board members.

Mike Pullen - They are recognize at the Annual Dinner in October.

Laura Glosson - Will we need to amend the constitution or the BYLAWS, since we are changing from Vice President to President-Elect?

Faye - We need to add President-Elect.

Lewellen - We will re-tool Vice Chair again setting up automatic secessions. I think in long-term make some of the work for the Nominating Committee a little bit easier.

Lewellen - Other discussion, Terry.

Terry Rogers - I think that we should go ahead with the proposal and institute this now, but confirm the re or the election of the President-Elect after we have amended the BYLAWS. I don't see any reasons not to start, put the structure in place, etc. but I think that we need to come back to that hold an election for that position.

Lewellen - Duly noted.

Faye - Any addition to the slate of officers?

Lawrence - Could that be done by sending out, working with the BYLAWS Committee and sending to you for reacting the next meeting?

Terry - I don't have a copy of the BYLAWS in front of me, there is a section in it says how you amend it, that way and no other way. It want effect anything, just do it by the BYLAWS.

Lewellen - Your point is excellent, basically.

Charu - I have a question about the Vice Chair, what the re-tooling.

Lewellen - That some comments that I made,

8.

Carol Chism - This is a big change, this succession and in this hold re-tooling, I guess that I got a little bit lost and how the succession had happen, and what it is going to mean for our operations, in the past was there. In this new change, we will have the Vice Chair who will be elected, The Chair will be elected, so. The Chair elect who will be elected and that at each year we will then re-elect a Vice Chair, Chair.

Lewellen, a Chair, Vice Chair and Secretary and Treasure, the proposed slate that the Nominating Committee comes back with. It happens once, it becomes part of the BYLAWS, hopeful the rare case, the individual who has been serving Chair-Elect role, for what ever reason, they ascend toi that position. The other position on the slate are proposed. Am I answering your questions?

Judi Pitre - I would just like to add, there are some benefits to this revision because as the current Vice Chair, it has been an uncomfortable year for me, because I didn't have any preparation for as knowing what my responsibilities were, I think that this clarifys everyone roles better and also gives the person, the ultimate the Chair some training so to speak, so I support at least trying to put some kind of structure to the office.

Lewellen - In approving an individual is in the position of the Chair-Elect, you are also approving this individual to be Chair next year, your are locking down a minimum 2-year commitment. It is certainly in the rights of whoever is Vice Chair, treasurer or a non-officer to express an interest in the officers.

Wheatfall - Comments on the above.

Lewellen - Any other discussion.

Charu - More comments. Regarding the Vice Chair.

Faye - Direct to refer to the BYLAWS.

Bosworth - comments

Lewellen - No other discussion, we will leave to the Nominating Committee and consult with the BYLAWS Committee clarification of roles, ladies and gentlemen this is change, and has to be discussed, and I appreciate.

We did not Vote

Lewellen - We did open the floor and during the course of discussion no other names were submitted.

With the slate that on the floor, we do have to vote.

9.

Terry Rogers -

I move that we adopt the slate as recommended by the Nominating Committee by Acclamation.

Lewellen - Motion on the floor

Seconded by carol Chism

Lewellen - By Acclamation we will vote on the slate of officers as proposed

Boehlke - Is this a critical issue, the BYLAWS can be amended to adapt to whatever we decide to do, we can decide as a board right now, do we want 5 officers instead of 4.

Terry Rogers

Just need to check this in the BYLAWS

Lewellen - We have a motion on the floor, it has been seconded we have to vote on it.

Terry Rogers - I can withdraw that Motion!

Lewellen - That's within your right.

Terry Rogers - I withdraw the Motion.

Lewellen - Recommendations from the Chair, this will require normally elect officers at this meeting will require this motion from the floor that we table said election at next board meeting, during interim period, further clarification on roles will be provided to board members in writing in the agenda at the next board meeting we will discuss briefly what you have received and then entertain the slate of officers from the Nomination Committee, assuming there are no changes between now and May, we will vote at time. Anyone oppose the recommendations?

FUNDRAISING COMMITTEE- Duane Bosworth

Working on the Porgy & Bess, July 19th Opera, it is going to be a tremendous event. A 3 hour opera, Gala Dinner before the event, 1000 patron, patrons tickets will be offered for 150.00 for some of the best tickets for the opera and also a very nice dinner, about 1000 people can fit into that dinner, addition we are having a community reception in Civic Auditorium before the opera, the cost of that is only 15.00, we hope that it will be largely underwritten by sponsorship, we

expect about 400 or 500 people attending the community reception. Opera tickets range from 20.00 up . We are working on publicity, to get out all of our patron solicitation, will go out very shortly, we are working on some sponsorship, tremendous loans from Key Bank and Northwest Natural Gas and U.S. West. I think that it is it. You will hear a lot more about it in the next two
10.

two weeks.

McDonald - questions about sponsorship, what kind etc. Is there other corporate sponsorships?

Bosworth - We are looking for presenters, association with sponsors who's logo will be on everything in the world. Newspapers, Flyers, We are looking for sponsors for the community reception, patron tables are 1500 dollars.

Lewellen - If there is no further discussion.

PROGRAM AND PLANNING - Elizabeth Kutza

Jim Boehlke was at the meeting this week.

Jim - I had an interesting, task I took over for the Program Committee, Review by the County for Youth and Family Services program and Carol Chism was not able to be there, so Larry Foltz called and asked me to represent the Board, as part of their proposal, review which we have not undergone for a couple of years, they wanted to interview a Board member and I wish that I had been briefed on the Family Center a little more for that interview, but it went OK, the review was very positive, very supported of the Family Center in general, specifically it was very good. She asked some fairly specific questions, fully I did not know some of the answer to some of the questions, but it was very interesting to see that they were doing that kind of reviewing and at that depth. It would be great if someone did that for every single program, that would force Board members to know something about it.

Elizabeth Kutza - that's the biggest contract that we have Youth and Family Services Division, that's why it was so important, as I was out of town and Carol Chism had another speaking engagement.

Jim Francesconi - My perception that they way things are going, I am not convince that the Family Center is the mission of the Urban League vs they way SEI is doing. We had a debate a long time ago and I went back, to prioritize our programs and our mission, 3 years ago, 5 years ago whatever, my strong recommendations at some point soon is the board valuate its programs and prioritize. My recommendations is that the Urban League focus on Education and Employment as it's mission, I would like to make that clear to everyone, in the discussion that we had where we evaluate our CEO, it is not clear to me the board has given adequate directions as how he should be spending his time and there is an opportunity now, especially in Employment for the League to get PDC, The Private Industry Council, State Work Force in the area of 500,000, case management system in place, capitalize with the employers that we got here, some of them feel they are not getting enough support from Urban League, there is an

tremendous opportunity to come in as support, I have had this conversation with the CEO and I just wanted to share it with you. I am guilty of not bringing this up earlier, but this board should spend a lot more time talking about this and a lot less time talking about how the League is run, administrative and process wise, a lot more time, if the Board got more involve with TPIC, PDC as they are re-doing it right now, it is a tremendous economic opportunity now for this league, because nobody else do like the League on unemployment. The Workforce Center is focusing on Construction, placing people in existing jobs for the construction jobs. They can do it as well as the League can. In a case management system, Brenda has the ability, relations, the League has reputation and I have strong feelings to do, unless, I am concern we are not going to survive. I am going to stay on Employment board with Brenda, and I am going to work on that focus, I want to go out quietly.

Elizabeth Kutza - This is my last observation, there has not been a strong interest by the members of Board to service on the Program Planning, so ask the new members if they would consider serving on the committee and spending some time, I have ask Charu to be liaison with Employment and Carol Chism with Youth and Education and Jim with Education, and I will do with Seniors, but additionally if the board members committed in other directions, I would like some suggestions from you to make community people who we can reach out to serve on this committee, so if you have in your mind names of people in the community who serve this function, give us some help so we can review those.

Just today, Rian brought up an issue from Finance Committee about the fact that we are going after lot of different program grants and those things never run through the Program Committee and we never consider the impact in the League, but we need people to do that. If I can just put that down on the table.

Lewellen - This ties in well, the point I made during the Executive Session, focusing on where your passions might be and I agree with Jim 100%, the window of opportunity as we all know is a narrow window, and it usually closes very quickly, and we will take the steps as we go into to the 2nd year to support it.

Brenda - It has worked for the Employment Department as well as other departments where we do have representatives from your orginazitions who are working with us, I just wanted to suggest, you who are busy with all this stuff that you are doing, you have a staff person in your organization, that you could designated, assigned, public service, whatever you want to call it, where all management personnel are attached, since we are at the end of the planning year, as we have serious competition now that we did not have before.
Staff person who could help us with our programs for about a year. It would be very helpful.

Lewellen - If no further discussion,

FINANCE/PERSONNEL

> Mr. Jim Boehlke - presented the financial reports.

~~We discuss our biggest Personnel Issue which was related to the Finance record. I will be perusing that with Ivy and making sure that we are on top of everything that's going on there.~~

~~The Financial Report is in your packet and you will note that we are over budget by 707,000~~

> ~~dollars, 662 of which contribution of IIII (building?) We are not nearly good as we thought, but the question that I would like to ask is, and maybe Cletus would like to answer this, to look at~~ *There are some personnel and contributions issues the finance committee wants to review*

~~the report on the 3rd line, contributions and grants, (The March Report) 699,000 dollar year to date actual, 662 of which is contribution of the building, but it is only 30,000 dollars, that begins the against the budget of 267, so we are well behind budget in that area. What in the budget?~~

~~My apologize, this should have been discussed in the Finance Committee meeting.~~

~~Cletus - I was prepared for a different directions.~~

The league is

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~~Department, haven't been filled for most of the year and so that is the lion share of that, there are few other positions haven't been filled, and some salary increase that haven't been made, so~~ *that have not been that result in SAVINGS.*

~~that where the excessive are coming from, by and large the budget isn't too far off, except our revenues are down and we have been able to cover. Any questions?~~

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Cletus - Major spots in revenues in term of short fall is in Education during the first half of the year.

Lewellen - Any other discussion regarding Finance Committee Report?

Duane Bosworth - Just one other point, we have Directors and Officers Libility Insurance, it is coming up for renewal and the insurer wants us to add to our BYLAWS, identification provision that Urban League can identify, make an amendment. If we have our meeting on May 18th, we can do it then. I will give people notice.

Cletus - We are covered, Officers and Directors are covered with insurance currrently, this is one of those clauses where in order for the policy to be effective, there has been some rules placed in the insurance companies which states that non-profit should certain things in their BYLAWS to be in order with the policy itself and so this is a clarification or technicality that they have asked us to review with board to make sure it is in our BYLAWS to meet Oregon State Law.

Bosworth - I will give at least 2 weeks before the next meeting.

Lewellen - Any further discussion or input.

Lewellen - All it takes is domino effect, a miscalculation and the domino will fall 4 to 6 months. Jim makes a point, it would have been a lot worse if we had not indicated much sooner and where Gaylen was not dedicated as she is to raising the attendance level in the Street Academy.

Lawrence - It also shows us how we have to be careful on how we read grants and contracts, I think that the problem was and people did not understand it, we had thought with the foundation that it was a match, we thought if we raise 66,000 dollars we would get 66,000 dollars, if we raise 66,000 dollars, we only get 10,000 dollars, luckily we hadn't ripped out stuff, computers, cletus conservative part, because how, I was not here, I wasn't here, and it clearly said you raise 66,000 dollars you get 10,000, it didn't say 66. so, the budget was written up that way and approved.

Lewellen - Any other discussion?

Cletus - I wasn't sure if you were going to ask for acceptance of the Financial Report, but here is some information that we will pass out to the board and it relates to Finance Report.

Question has come out when the Financial Report comes out, when is it in the Board Packet and when the Finance Committee meet, and so the committee, the committee wants to bring it back to the board attention as when a financial statement can be in the packet, when it can't because the way the days and months fall, because this particular board was postpone to this date, we were actual able to give you March Report, had the meeting been last week, the March Report would not been included to the April Report, and once again to be included in the Board Minutes how that's falling, how the Finance Committee works, when trying to review the Financial Statement, to have an accurate one in time enough for the Board packet to be mail out to you and that reasons for being one month behind.

COMMUNITY RELATIONS/ADVOCACY

Judi -

We are taking minutes now at our Community Relations/Advocacy Meetings, we meet monthly, 2nd Thursday of each month at 7:30 a.m. here, Michael Pullen is very admirable staffing us and he will collect minutes for us and we will have them out and hope we can include them in the Maybe in the packet from now, is that asking too much. Anyway I think it will be helpful to you that will save a little time here and then you can read them and if you have questions about what we are talking and you can ask of me in the board meeting.

Two things bring to the board attention. First one, and it is a sad one to bring, Terry Rogers has announced that she will be leaving Portland in July to spend a year in Turkstan in Central Asia helping to develop that country judicial system, sounds exciting. We are going to miss Terry from that Committee because she is that voice that we need. The other quick announcement is I will be representing the League on May 1st at 10:00 a.m. at a Press Conference regarding Dr. Foster's nomination for Surgery General and that's all.

Michael Pullen - They are hosting the Western Regional tonight at the Holiday Inn and Surprise Party for Tom Dixon.

Lawrence - Please make sure that you know time for the reception it has changed for tonight 8: to 10:00. etc

Guild wanted to thank everyone for their donation for door gifts

Lewellen - Anything else for the good

OAME Luncheon and Trade - May 4th, DR. Tukufu keynote speaker

Meeting adjourned.