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Looking back at 2019 seems like a century ago. We have had to make many changes in 2020, including the way we conduct programming, hold staff meetings, and interact within our community. It’s easy to forget that 2019 was also full of change and discovering what work we are truly meant to do in Springwells.

I am proud that in 2019, board and staff, chose to begin the difficult work to operationalize racial equity. We began building our framework for decision-making about our priorities. We have started exploring what racial equity means within the organization, beginning with our core values that will guide UNI and our staff when making decisions about our work.

In 2019, we purchased another vacant lot that has historically had major issues with dumping and blight. Unlike in years past, our Green Team comprised of youth engaged 60 residents in the neighborhood most impacted by the lot in redesigning it and executing the design. In 2020, we have a new understanding of just how important green spaces are to the resiliency of our community and look forward to more deeply engaging residents around use of land.

Last year we employed nearly 250 youth in our summer youth employment program. We also received an opportunity to host a year-round youth employment program that launched in the fall of 2019, allowing us to work with 150 young people we were not able to work with in the past.

We became more strategic in how we support our schools’ attendance, literacy, numeracy, and enrichment work and are also proud partners in Every School Day Counts.

We had our most successful Heroes of the Neighborhood event ever last year and benefited from the greater commitment of multiple funders to support UNI operations. We were also awarded a grant to buildout the youth hub of Lawndale Center, a design created by our youth.

-Christine Bell, LMSW
MISSION

We work with the community to create a safe and thriving environment where people want to live, work, and play.
BOARD OF DIRECTORS

Helena Lazo  
*President and Education Chair*

Mary Rouleau  
*Vice President and Land Use and Economic Development Chair*

Sharon Morton-Sims  
*Treasurer and Finance Chair*

Mike Clement  
*Fund Development Chair*

Lauren Boone  
*Youth Development Chair*

Stephanie Mason  
*Secretary*

Dennis Waitzman

Douglas Manigault III

Catalina Rios

Not Pictured: Karina Odom, Bria Barker-Lewis, Rocio Ocampo

Tom Goddeeris
TEAM

Raúl Echevarria
Land Use and Economic Development Director

Alicia McCormick
Youth Development Director

Edgar Gomez
Youth Leadership Coordinator

Leslie Samano
Navigator

Philip Patrick
Southwest Urban Arts Mural Project Coordinator

Jocelyn Almanza
Education Programs Coordinator

Shirley Small
Cesar Chavez Academy Site Coordinator

Mariah Bosquez
Impact and Improvement Coordinator

Ricardo Hernandez
Youth Employment Coordinator

Anna Herrmann
Volunteer Coordinator

Brook Trejo
Community Communications Coordinator

Linuel Adkins
Facilities Manager
Not Pictured: Jasmine Ortiz and Saul Avendano
WE ARE
Maria Talamantes is the site coordinator for Harms Afterschool Program. She worked as a youth lead for Harms for 4 years.

Maria’s highlight for 2019 was her changing of roles and being able to "grow as a person" and grow in her leadership skills. When asked what she was looking forward to in 2020, "definitely has to be my staff. Seeing them grow and what they can bring into our programs."

When asked if she wanted to highlight anything else from 2019, she said her staff. "My staff. I can’t be the supervisor I am, if it wasn’t for my staff. They are the greatest thing that has happened to our program. And our kids love them."
Cristian Estrada is 18 years old and goes to Western International High School. He works at Southwest Rides as an apprentice and leads the Earn-A-Bike program. When asked about his experience working at Southwest Rides, he talked about learning how to work with younger youth in Earn-a-Bike, “I had to sorta become an older brother to them and teach them the step by step basics.” He said Earn-A-Bike was his biggest accomplishment in 2019 because it went so smoothly.

In 2020, Cristian is looking forward to "seeing new faces, selling more bikes, and having new Earn-A-Bike kids to teach."
Vania Ruiz is the Youth Development Workforce Coordinator at UNI. She oversees all youth employment programs and is leading the Collective Impact Network.

When asked about her highlight for 2019, she said "seeing youth come into the workshops and seeing the navigators lead workshops. Youth always bring a different feeling to the center."

Vania was also selected to join the Detroit Workforce Leadership Academy. She was chosen as one of the fellows to participate and strategize how to improve the workforce for Detroit workers and businesses.
Jesús Orozco is in his junior year at Western international High. He is currently a member of ELITE. During his time with ELITE, Jesus has changed his views of education in our community. “I used to think schools like these were normal, but at the same time why do schools in the suburbs have everything and that’s when you realize.”

A highlight of 2019 with UNI was his first Lobby Day. “I just observed and we talked to people who worked on laws in Michigan and they showed that they actually cared.” Jesus comes back to Elite because he has the power to change things in our community. "If we get better schools, do I really deserve it if I’m just chilling here?"
WHAT
WE DO
YOUTH DEVELOPMENT

There is nothing more fundamental to building a strong, healthy neighborhood than developing youth in the community. Through our youth employment programs, we provide professional development and employment opportunities for youth in the neighborhood. Through our youth leadership programs, we foster the growth of young people as community leaders by engaging them in planning community events and projects. Through our out of school time and after school programs, we offer enrichment activities to support growth in academic and social emotional learning.
EDUCATION

UNI is committed to ensuring all residents have access to primary and secondary education opportunities. As well as, post-secondary education and job training opportunities. All of this leads to economic stability and growth of residents and the community. UNI has also partnered with various organizations across the city and national experts to address chronic absenteeism within Springwells.
LAND USE AND ECONOMIC DEVELOPMENT

Urban Neighborhood Initiatives is committed to developing the **physical infrastructure** of the Springwells area by **revitalizing parks and green spaces** in the neighborhood. UNI also works to create and sustain economic growth. We work with residents to determine the best use of vacant land and buildings. UNI has committed to removing blight, developing parks, and creating clean and safe alleys.
Engaging and empowering residents is central to the work we do. We believe in amplifying neighborhood assets and we consider the whole neighborhood in strategy, program design, and implementation.
IMPACT
BY THE
80 partner organizations
6 community bike rides
1,272 people volunteered

NUMBERS
In 2019, Southwest Rides became more than just a bike shop. Youth leadership became the core of Southwest Rides. Youth apprentices were involved in the decision-making and planning process of shop activities, community events, and the operating of the shop. Youth apprentices served in various roles throughout the year. These roles included customer service, inventory management, cleaning and maintenance, and mechanic on duty.

Youth apprentices also facilitated the Earn-A-Bike curriculum for younger youth! In Earn-A-Bike, youth learn about safe riding, bike mechanics, and get to put their newly learned skills to work by repairing their own bike.

Southwest Rides facilitated:

6 community bike rides with an average of 14 people on each ride and

2 pop-up activities in conjunction with UNI’s Movies in the Park.

Fun Fact!
Long-time apprentice Tyler Reyes was promoted to Head Mechanic/Co-Manager and apprentice Rafael Vargas was promoted to Junior Mechanic.
SUAMP finished the Labor Mural commissioned by the Michigan Historical Labor Society. The Labor Mural was designed to commemorate the Ford Hunger March of 1932. We found a home for the mural at a local business, The Guadalajara Market, located at 1630 Lawndale St. The mural emulates a Diego Rivera influenced design and contains symbolism, which depicts a timeline from left to right of people from different eras fighting for worker’s rights.

Fun Fact!
SUAMP was commissioned by the Detroit City Walls Project to create a sanctioned mural on a heavily blighted underpasses on Waterman near Cesar Chavez Academy (CCA). The inspiration for the design was based around feedback gathered from the community through various engagement strategies.
ELITE is a youth leadership group designed to organize around issues that affect schools in our community. ELITE members surveyed local high schools asking students the top 3 issues they face. Bullying was the number 1 answer, so they launched a campaign on bullying. ELITE will work on the campaign into 2020.

Fun Fact!
ELITE used to be known as the Youth Advisory Board (YAB). See more about how we restructured YAB in the Looking Forward section!
We began our 13th year at Harms Elementary and our 1st year at Bennett Elementary! We have a total of 59 youth enrolled in our afterschool programs.

Fun Fact!
Maria Talamantes has worked with Harms Homework Help since 2015 as a youth lead. In 2019, she became the Harms Homework Help Site Coordinator!
GREEN TEAM

Green Team works in parks and vacant lots to maintain and transform them. Youth are trained in community engagement, landscaping, and horticulture using a project-based learning framework.

13 youth transformed 2 lots in the Springwells neighborhood!

Fun Fact!
Green Team created a community engagement plan, interviewed residents, and designed the Lawndale/Whittaker lot based on feedback. They excavated the existing grass, sifted dirt, installed landscape cloth, and created a butterfly garden based on plant selection, color, and texture. They also added rail fencing surrounding the perimeter, park benches, and a picnic table.
9th Grade Counts! is offered at 3 middle schools: Cesar Chavez Academy Middle School, Earhart Elementary-Middle School, and Neinas Dual Language Academy.

85% of youth enrolled in Ninth Grade Counts! increased or maintained school attendance!

Fun Fact!
Based on data collected from the Holistic Student Assessment youth enrolled in 9th Grade Counts! grew in Social Emotional skills in the following areas: action orientation, emotional control, assertiveness, perseverance, empathy, reflection, relationships with peers and adults, learning interest, critical thinking, academic motivation, and school bonding.
Through funding from Grow Detroit's Young Talent and the Department of Natural Resources, we employ youth at various businesses and organizations in Southwest Detroit.

We employed 238 youth at 31 partner businesses and organizations.

Fun Fact!
Collectively, our youth employees earned $333,841 in 2019.
With support from the McGregor Fund, UNI worked with the University of Michigan's School of Social Work's Program Evaluation Group (PEG) to create a data infrastructure plan. We will begin measuring the impact of the youth development work happening in the neighborhood!

In May of 2019, we onboarded Mariah Bosquez, Impact and Improvement Coordinator, to lead evaluation and quality assurance in our youth development programs using the Weikart Center’s Youth Program Quality Intervention. Mariah completed the Management Training of the Trainer (TOT) for Weikart to lead the Youth Program Quality Intervention process at UNI with all staff and youth participants.

Fun Fact!
We hosted our first ever Data Day in 2019! We invited staff and youth from all of our programs to look at their data and plan for improvement.
LEADERS IN TRAINING (LIT)

Leaders in Training is a Workforce Innovation and Opportunity Act (WIOA) year round comprehensive youth employment and education continuation program. LIT intends to engage, expose, and train youth and young adults ages 14-24 in Southwest Detroit. The program offers job readiness and leadership training, work-based learning experiences, and activities. We help transition and expose youth to jobs and careers that will help them connect their long term goals with the educational and employment steps needed to achieve them.

We plan to serve

75 In-School Youth and 75 Out-of School Youth

Fun Fact!

We hired 3 new staff members and promoted 2 staff members to full time!
In 2020, we will begin the Youth Advisory Board. Staff will nominate youth from each youth program to sit on the board. YAB will plan our holiday parties, Movies in the Park, and make decisions about the organization and our programs.

Fun Fact!
We are planning to have youth join our Board of Directors to include youth voice in the decision making process of the organization.
Thank you to our supporters, donors, and partners for your continuous support in helping create a neighborhood where people want to live, work, and play! We wish to continue and improve in our efforts for greater success in the years to come!
Organizational Partners:
313 Reads
482Forward
Aadizookaan
Accelerate4Kids
Alaverez store
Amecci's Pizza
Brilliant Detroit
Campbell Dentist
City of Detroit City Walls Project
College for Creative Studies
Community Development Advocates of Detroit (CDAD)
Congress of Communities
D&l Hardware
Dantos Furniture
Detroit College Access Network
Detroit Food Academy
Detroit Hispanic Development Corporation
Detroit Horse Power
Detroit School for Digital Technology
Detroit Youth Development Resource Center
Favi's Nails
Gloria Bakery
Grace in Action Collectives
Latino Family Services
Life Directions
Lunchtime Detroit
Matrix Theater Company
Mexicantown Bakery
Michigan Historical Labor Society
Michigan Nonprofit Association
Motor City Street Dance Academy
Office of Raquel Castaneda-Lopez
Paul's Pizza
Perry Outreach Center
Rasapdos's y Obispos La Nina
Southwest Detroit Business Association
Summer in the City
Supermexicana
The Shop Screen Printing
Vernor Dental Care
Young Nation
**Neighborhood Schools:**
Bennett Elementary
Cesar Chavez High School
Cesar Chavez Middle School
Earhart Elementary-Middle School
Harms Elementary
Neinas Dual Language Learning Academy
Western International High School

**University Partners:**
Central Michigan University
Madonna University
Oakland University
University of Michigan
University of Michigan- Dearborn
Wayne State University

**Funders:**
482Forward
Attendance Works
Bank of America Foundation
Capital Impact
CEDAM
City of Detroit Community Development Block Grant/Neighborhood Opportunity Funds
Community Connections
Community Foundation of Southeast Michigan
Connect Detroit
Detroit Employment Solutions Corporation
DTE EnergyJacob Family Foundation
JP Morgan Chase Foundation
Kern Foundation
KIP: D
Kiwanis Club
Kresge
McGregor Fund
Michigan Council for Arts and Cultural Affairs
Michigan Department of Natural Resources
New York Life Fund
PNC Foundation
Presbyterian Church
Self-Development of People
Prevention Network
Ralph C. Wilson Legacy Fund
Self Development of People
The Skillman Foundation
United Way
## Revenue

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>% of Total Revenue</th>
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<tbody>
<tr>
<td>Grants and Contributions</td>
<td>89%</td>
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<tr>
<td>Program Revenue</td>
<td>7%</td>
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<tr>
<td>Other</td>
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## Expenses

<table>
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<tr>
<th>Expense</th>
<th>% of Total Expenses</th>
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<td>Youth Development</td>
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<tr>
<td>Education</td>
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<td>Land Use and Economic Development</td>
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<tr>
<td>Fundraising</td>
<td>3%</td>
</tr>
<tr>
<td>Management and General</td>
<td>10%</td>
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</tbody>
</table>
Q-Team is a group of youth evaluators that observe our youth programs using the Quality Standards Observation form. Q-Team’s goal is to ensure all programs meet quality standards. Each year we take photos, observe in programs, and complete projects.

One of the projects that Q-Team was tasked with was the 2019 Annual Report. At the end of the year, we gathered photos and program data and conducted interviews. We began the process in January and have worked on it between various projects and quarantine!

To start the process, each youth began by creating their own designs. We then decided to combine them into one design, taking elements of each so that we could incorporate every member’s hard work.