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COMMUNITY LEARNING CENTERS OPERATED BY SILVER SPRING NEIGHBORHOOD CENTER

Thurston Woods Campus


5966 N. 35th Street

School of Career & Technical Education

5075 N. Sherman Boulevard

Browning School

5440 N. 64th Street



2012-2013 Annual Report



A New Voice

Dear Friends, Staff and Residents,

Henry Ford said, "Coming together is a beginning; keeping together is progress; working together is success."

By supporting Silver Spring Neighborhood Center, you have joined our efforts to help more than 8,000 individuals and families succeed. For that, we say "thank you." Whether through time or money, your generosity has impacted people across all ages, from children and teens to adults and seniors.

Each person we serve at Silver Spring Neighborhood Center has a story. For many participants, hardship brought them through our doors. But now, Silver Spring is providing the wraparound services they need to get back on track and achieve their goals. For example, our Food Bank—which served more than 3,100 individuals this year—has not only given participants healthy and nutritious food, but it provided them access to employment support and adult education programs so they can find renewed hope and overcome their obstacles.

I speak for all of Silver Spring Neighborhood Center's family—participants, staff and board members alike—in saying that your support means the world to us. If you haven't already been to our facility, or if it has been awhile, I invite you to tour Silver Spring to learn more about our programs. We would love to show you around!

Again, many thanks for supporting our organization.

Sincerely,



Roger Siegel
Board President



for Our Future.

Dear Friends,

On behalf of our Board of Directors, staff and those we serve, it is my pleasure to share with you our 2013 annual report. We hope you find the information on these pages informative and inspiring.

I started working for Silver Spring Neighborhood Center 16 years ago. Since then, I've had the privilege of serving many individuals who face significant challenges in their lives. Through diverse programs, implemented with compassion and care, Silver Spring has changed countless lives by helping individuals and families reach self-sufficiency and achieve goals. I wholeheartedly believe in Silver Spring because it is one of only a few places in Wisconsin where entire families can develop the tools to reach for brighter futures.

I am grateful for the opportunity to lead Silver Spring Neighborhood Center as Executive Director, a position I recently assumed. In the year ahead, I'm eager to move our organization forward by strengthening more families and creating a safer, stronger neighborhood and community.

Silver Spring made great strides in 2013. Key highlights include:

- Under new leadership, Silver Spring's Early Childhood Education Center served 145 children between 6 - 12 years old;
 - 87% of our children displayed age appropriate developmental skills;
 - 90% of our children displayed improved communication skills, and;
 - 87% of our children displayed improved social and emotional skills.
- Our youth development programs served 1,820 youth between ages 6 and 19. Of those participating in our social development programs, zero became a teen parent and zero was convicted of a felony.
- Our employment program helped 158 individuals secure jobs with family-sustaining wages.

Thank you for your generous support of Silver Spring Neighborhood Center. Your support makes all the difference in the lives of thousands of individuals. I look forward to continuing to partner with friends like you in 2014. Together we can make a lasting impact on our community. If you are new to Silver Spring, I am honored to introduce you to our organization through this report. I welcome you to join our collaborative efforts and service to northwest Milwaukee.



Sincerely,

Handwritten signature of Anthony McHenry.

Anthony McHenry
Executive Director

Dream More, Learn More,

Early Childhood Education Center

Families turn to Silver Spring's Early Childhood Education Center for trusted childcare while they work and/or attend school. Focused on literacy and social skills, Silver Spring's Early Childhood Education Center served 145 children between the ages of six weeks and 12 years in 2013. In partnership with Browning Elementary, our Early Childhood Education Center provides a Literacy First program, which



An'yah Smith (C) and peers enjoy Legos while developing fine motor skills and hand-eye coordination.

achieved notable results. For instance, 90% of school age participants entered school at age appropriate literacy levels. In comparison, only 31% who

received no intervention are at age appropriate literacy level by first grade.

"The teachers care about the kids and do a wonderful job teaching them."

Shantana Carter, 30, has trusted our Early Childhood Education Center with her 3 year-old for more than one year. After a friend suggested she tour the facility, she enrolled her son. Carter is pleased with the center's curriculum and is very confident her son will be ready for kindergarten. "The teachers care about the kids and do a wonderful job teaching them," she said. "I always ask what are they learning and the teacher tells me; they're on the right path for getting him prepared for K4." Carter has watched her son make great strides since he enrolled, particularly in language skills. "His communication is much better, and he seems happier," she said.

Silver Spring's Early Childhood Education Center operates Monday - Friday from 6:00 AM – 6:00 PM.

Teen Programming

Youth come to Silver Spring for one reason: relationships. A strong staff-participant relationship is the key to our phenomenal outcomes. Many participants have attended Silver Spring programming for years. In fact, the average Teen Leadership Club member has attended Silver Spring programs for five years.

This year, among our active social development participants none of our teens became a parent or were convicted of a felony. Over the past ten years only three teens among more than 1,000 participants became teen parents—making our teen pregnancy rate 3 births per 1,000 teens compared to Milwaukee's rate of almost 36

"...when you have positive people around you, it makes you want to do better and make them proud."

per 1,000 teens. During that same period of time only one person has been convicted of a felony.

Do More, Be More.

Success in Action

Tina Thompson [fictitious name], 17, grew up without love and family support. Thankfully, what her biological mother could not

she became more engaged in programs and her behavior changed. As she matured, Tina became a respected leader among peers. In fact, she



Teen Leadership Club members meet weekly to discuss various topics, such as preventing alcohol and drug use and teen pregnancy, and to plan youth and family oriented events.

give, foster parents chose not to give and adoptive parent refused to give she found at Silver Spring. The love from Silver Spring staff has kept Tina participating in programs for more than 10 years. "When I'm around people who care about and want to be a part of my life, it makes me feel like I'm wanted and I have people to sit down and talk to," she said.

Tina became a member at six years old. She frequently displayed negative behaviors and struggled with her school work; however, staff consistently treated her with kindness and compassion, and with time,

has been elected as a Teen Leadership Club officer for three consecutive years.

Tina's relationships with our staff play a vital role in her life. She was abandoned as a high school student and it was our staff who nurtured and supported her. Silver Spring is her lifeline. "It made me a stronger person, and the staff actually motivate me; when you have positive people around you, it makes you want to do better and make them proud."

This year, Tina will graduate from high school and attend a local college. "Staff have gone

Silver Spring's Teen Programs include:

- Homework help and tutoring
- Computer lab access
- Cultural arts programs
- Obesity prevention
- A Growing Power supported urban gardening project
- Unique social development programs such as L.A.D.Y. (Loving and Developing Yourself), M.A.L.E. (Maturing and Loving Everyone) and Teen Talk
- Health and wellness activities
- Open gym
- Social-recreational activities
- Free drivers education and free ACT test preparation classes

above and beyond to help me enroll in and prepare for college; all of their help means the world to me," Thompson said.

Employment Programming

Over the past three years, Silver Spring has had the privilege of serving one of Milwaukee's most vulnerable populations: the hard to employ. In collaboration with UMOS and U Step, Silver Spring operated

"The staff were very friendly, and they were motivated to help me find a job."

a successful Transitional Jobs Milwaukee program. Last year, the collaboration trained 216 participants. Of those, 158 landed secure, family-sustaining jobs ranging from skilled labor and manufacturing jobs to white collar positions.

Whom We Serve

Many of Milwaukee's unemployed face real, serious barriers to finding work, and those are the individuals we focused on. The barriers we addressed through the Transitional Jobs program are: poor work history [long periods of unemployment], criminal background and custody issues.

A Special Thank You

Our Transitional Jobs program

would not have succeeded without the support of several area employers who served as host sites for our program. We especially thank all of them for their support.

Meet Donte Tremell

A poor decision not only blotched 27 year-old Donte Tremell's record, but it proved to be a consistent barrier to finding employment. "A lot of places never even called me in for an interview," recalled Donte. But with an eight-year-old child, Donte was determined to find legal work. After a friend told him about our Transitional Jobs



Donte Tremell checks products in Hentzen Coatings' warehouse. He is one of 158 participants who landed permanent, family-sustaining employment at various companies with help from Silver Spring Neighborhood Center's Transitional Jobs program. Donte was recently promoted to Team Lead and plans to work for Hentzen Coatings for years to come.

program, he enrolled. Donte completed two weeks of in-house training and six months of subsidized training at Hentzen Coatings where he eventually landed a permanent job.

Recently, he was promoted from Powder Associate to Team Lead. Donte credits our program for helping him develop the skills needed to maintain family-sustaining employment. "The staff were very friendly, and they were motivated to help me find a job. They [strengthened my] interviewing and communication skills and taught me good work habits like being 10-15 minutes early," Donte said.

"Silver Spring Neighborhood Center's Transitional Jobs program is a great program that gives you the opportunity and the skills you need to be successful in life," Donte proclaimed.

Community Learning Centers

Silver Spring operates Community Learning Centers (CLC) at three MPS schools: Browning Elementary, Thurston Woods Campus School and School of Career and Technical Education (SCTE). Our CLCs provide daily services to youth ages 6-19, including academic support, a



Focused on an anti-violence theme, teens from our CLCs worked with H2O—a positive hip-hop group—to write and record their own lyrics and make a music video, which premiered at a Family Night event and was uploaded to YouTube.

hot meal and social-recreational and cultural arts activities. Youth who participate in CLCs have higher GPAs, increased day-school attendance and fewer suspensions than non-CLC participants. This year, our three CLCs had a combined average daily attendance rate of 218 and served more than 550 youth.

“The staff are fun to be around. There are lots of things I can do there besides going outside and getting in trouble.”

Maurice Jackson [fictitious name to protect identity], 15, attends SCTE daily, and he has big

dreams. The CLC helps Jackson stay on the right path and steer clear of negativity. “The staff are fun to be around,” he said. There are lots of things I can do there besides going outside and getting in trouble,” he said. The positive relationships he has with staff make him feel happy and helps build his confidence. “I feel like I can achieve a goal that I set,” he proclaimed. After completing post-secondary education in North Carolina, he hopes to become a politician.

Emergency Services

When families are hungry but without food, they can find temporary relief at Silver Spring Neighborhood Center’s Emergency Food Pantry. Four days a week, residents in 53218, 53209 or 53225 zip codes can obtain a three to five day emergency food supply. On Fridays, seniors can obtain a three day emergency food supply. Last year, Silver Spring’s Food Pantry provided food to 7,276 individuals (including repeat participants).

Although residents turn to the food bank for food, often they get much more as they are connected to other supportive services at Silver Spring to help them get back on their feet. One couple’s story is evidence of just that.

“For rich or for poor” were vows that became reality to a husband and wife who found themselves in need of food for their family of six. While the husband had just landed a full-time job, the wife had just been laid-off. The couple was financially buried and finding it hard to pay bills and buy food. Upon arrival to our Food Pantry, they received a new applicant packet, which contained information that would, eventually, help set them back on the path to self-sufficiency.

Unfortunately, like many Food Pantry participants, this couple—especially having



A faithful volunteer stocks and organizes Silver Spring’s emergency Food Pantry. We served 7,276 individuals (including repeat participants) last year. Our Food Pantry is funded by Hunger Task Force and United Way of Greater Milwaukee and supported by many other donors.

four children— quickly ran through the emergency food supply and found that their needs still outweighed money. During her third visit, the wife confided in staff and shared that her husband was sentenced to three months in jail. Devastated at the thought of feeding four children without the breadwinner, she asked for continued help. The Food Pantry Coordinator allowed the family to receive emergency food every two weeks for three months and provided outerwear and clothing to her and her four children.

In addition, the coordinator connected the mother to other departments such as Silver Spring's UWM Community Nursing Center and Adult Education Center through which the mother earned her GED. She then used a website listed in her new applicant packet to find employment. After her husband was released from jail, he returned to the Food Pantry in need of more help. When he arrived, he was connected to Silver Spring's Transitional Jobs (TJ) Program. Staff provided job coaching and helped him write his resume; with this help he, too, found employment. Now both employed, he and his wife are able to provide for their family.

Spartans Sports Teams

Many teens who participate in Silver Spring's Spartans Sports Teams for basketball and track earn a scholarship to college. Our teams compete in local, regional and national events year-round, giving them an



Te'jon Lucas has been a Spartans basketball player since fourth grade. He's already received significant interest from many division one universities and colleges.



Lisa Langamo, a high school track athlete, won 15 championships in the 200 meter dash and placed second in two other events last year. The 200 meter dash is one of track's most difficult events.

extraordinary chance of being scouted by college recruiters. As a social service agency, Silver Spring's approach to helping athletes become successful is unique. Athletes are held to high academic standards and have access to educational support along with social development programs to keep them on track. Because of this approach, more than 1.5 million in athletic scholarships has been earned in the last three years.

Program Spotlight

Te' Jon Lucas, 15, is in line to add to that total. Just a sophomore, Tejon has already received significant interest from many Division 1 universities and colleges. As a member of the Spartan Basketball Program since 4th grade, he has greatly benefitted from Silver Spring's services, according to his mother, Marie Lucas.

Marie says our comprehensive program is supporting Te'Jon both athletically and academically. "The Teen Leadership Club and ACT Prep programs [are preparing] him for college," she said. She also said Silver Spring's leadership is helping to shape his character. "The most important thing is keeping him on track as a young man and [helping him]

know right from wrong; outside mentoring sometimes makes a great difference,” she added.

“Without a doubt,
I don’t think
he would be
where he is
today without
the program.”

In addition to academic programs, Te’Jon has also participated in Silver Spring’s pregnancy prevention, violence prevention and alcohol and drug prevention programs and served as a youth worker during the summer.

Tejon spends countless hours in the gym improving his game, and his determination is paying off. He is nationally ranked and is currently the top ranked point guard in the state for his grade. Marie believes Silver Spring has played an important role in his success. “They have helped him all around. Without a doubt, I don’t think he would be where he is today without the program,” she said.

UWM Silver Spring Community Nursing Center

For the uninsured and underinsured, nurses and students evaluate, treat and provide follow up care for chronic health conditions. Additionally, the clinic offers reproductive health services and prenatal care coordination, health screenings and a variety of education programs. In keeping with the community health focus, UWM Silver Spring Community Nursing Center staff and students work in partnership with Silver Spring Neighborhood Center to provide health education, offer free screenings and to implement teen pregnancy prevention programs. Last year, we served 7,132 individual and group visitors.

Program Spotlight

In its third year, the PREP (Personal Responsibility Education




Kaye Tucker (L), PREP Coordinator, and Michele Faltinson (R), Nurse Consultant, provide one-on-one health education to Crystal Jester (C) as part of the Personal Responsibility Education Program.

Program) is a collaboration between Silver Spring and the UWM Silver Spring Community Nursing Center. PREP is funded by the Medical College of Wisconsin and works to achieve five major goals among youth ages 10-19: prevent teen and unplanned pregnancies, prevent the transmission of sexually transmitted infections, increase educational attainment and improve financial literacy. Two-hundred-eighty-six individuals were served through the PREP program last year.

An RN nurse consultant and Silver Spring’s PREP Coordinator provide participants with reproductive health information and increase awareness of resources like WI Medicaid Family Planning Only Services. Education is provided during group and individual sessions and referrals are made as needed. Our on-site nurse consultant makes our program unique as no other PREP program is staffed with a nurse.

Adult Education Programming

Understanding how important education is to financial stability, Silver Spring provides adult education services to residents. These include GED preparation, Adult Basic Education and



English as a Second Language. Fifty-eight percent of participants enter our program at a sixth grade reading and math level or below—each with a story. Last year Silver Spring was honored to help 18 adults earn their GED and to help hundreds more make academic strides.

Alberta Vann, 58, spent 30 years trying to earn her GED, a journey that started with her decision to drop out of high school in the 10th grade because she was pregnant. Unable to read, Alberta longed to pursue her education, but problems disrupted her efforts. “Growing up I was too ashamed to tell anyone I couldn’t read. I used to cry a lot,” Alberta recalled. Losing her job, getting a divorce

“There are people who need help just like I [did].”

and facing a mountain of financial problems caused her to hit a breaking point. She began working on her GED again, but after her mother nearly died, she, once again, found her goal stifled. After a seven year period, she came to Silver Spring just 10 points shy of earning her GED. “One of my sisters inspired me again when

she said she was going for her GED,” said Alberta.

Alberta credits Silver Spring and its Adult Education Coordinator for giving her the support she



Alberta Vann studies for her GED in Silver Spring Neighborhood Center’s Adult Education program. After trying for 30 years, Alberta was among 18 individuals who earned a GED in our program last year.

needed to finish a journey she started decades ago. “A person comes to you and makes you feel like you’re important and that you can do it; all I needed was that push,” she said. “It felt good to be amongst [peers] who were doing the same thing.”

Alberta completed those 10 points and earned her GED last year. Now, she plans to pursue a business degree from MATC or UW Milwaukee.

Having earned her GED, she understands the need for programs like ours. “There are

people who need help just like I [did]. I would love to encourage [and let] anyone know they can do it; it’s hard, but you can do it,” she said.

Family Programs

Hundreds of families and more than 2000 individuals participated in Silver Spring’s family programs this year. Our annual Black History Month program, back to school resource fair—which provides school supplies to more than 500 students—Safe Halloween Night and Thanksgiving dinner along with 4 family nights hosted by our Community Learning Centers (CLC) allow us to bring parents, children and others together for both education and entertainment.



More than five-hundred people attended last year’s annual Walk for Wellness. Families engaged in invigorating and fun warm up activities, went on a one-mile walk and ate a healthy meal to conclude the event.

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Anthony McHenry

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Front to Back (l-r): Maricha Harris, administrative assistant and grant writer, Tischa Brown, Early Childhood Education Center director, Domonique Barley, Browning Community Learning Center coordinator, Diana Sutton, accountant, Patricia Schmal, adult education coordinator, Pamela Campbell, food pantry coordinator, Shyrida Cunningham, employment director, Antoinette Johnson, School of Career & Technical Education Community Learning Center coordinator, James Wilbern, Thurston Woods Campus Community Learning Center coordinator, Jeff Knox, brighter futures director and Anthony McHenry, executive director



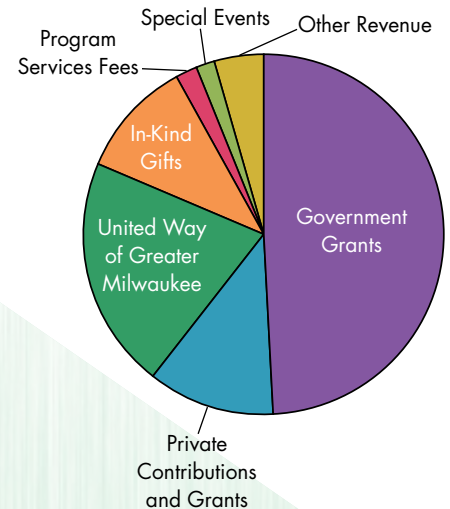
Our Financial Report

SILVER SPRING NEIGHBORHOOD CENTER, INC.

Financials as of June 30, 2013

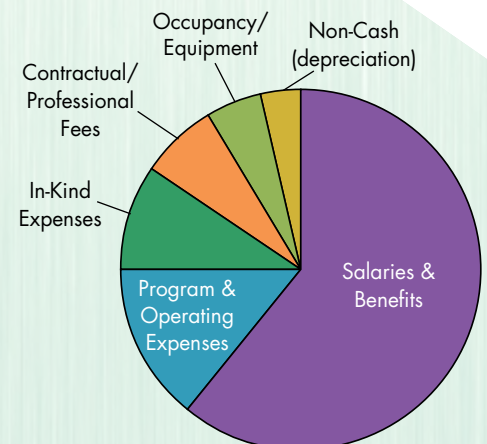
Revenues

Government Grants	\$1,470,609	49.3%
Private Contributions and Grants	343,610	11.5%
United Way of Greater Milwaukee	620,658	20.8%
In-Kind Gifts	313,714	10.5%
Program Services Fees	53,074	1.8%
Special Events	56,300	1.9%
Other Revenue	125,122	4.2%
Total Revenue	\$2,983,087	100.0%



Expenses

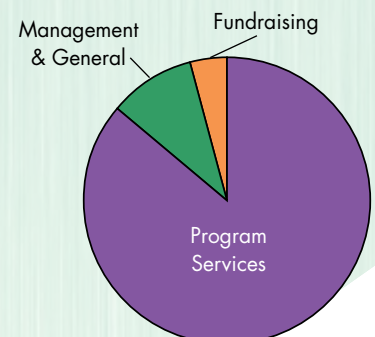
Salaries & Benefits	\$1,992,905	61.1%
Program & Operating Expenses	458,067	14.0%
In-Kind Expenses	313,714	9.6%
Contractual/Professional Fees	220,960	6.8%
Occupancy/Equipment	164,414	5.0%
Non-Cash (depreciation)	113,021	3.5%
Total Expenses	\$3,263,081	100.0%



PROFIT/(DEFICIT)	\$(279,994)
PROFIT/(DEFICIT) excl. non-cash items	\$(166,973)

Program, Management and Fundraising

Program Services	\$2,811,857	86.2%
Management & General	324,574	9.9%
Fundraising	126,650	3.9%
Total	\$3,263,081	100.0%



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USDA Child and Adult Care
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