

2007 - 2008 Annual Report



Philadelphia OIC, Inc.

“Helping People Help Themselves”

*Continuing the Legacy
of Reverend Leon H. Sullivan*

Dear Friend & Supporter of OIC :

We are pleased to present our 2007-2008 Annual Report. Our services, programs and a sample of our “Success Stories” are reflected throughout.

While we take pride in sustaining the legacy of Reverend Leon Sullivan of, “**Helping People Help Themselves**”, we do so now in the midst of a financial crisis in this country. Not only does this impact us as individuals, particularly those of us who may be thinking about retiring, but the impact is being felt by our local government, corporations, foundations, et.,al. The question is how will this affect the level of support for OIC and many other community-based organizations as we attempt to carry out our service delivery mission to help the most disadvantaged among us.

It is critical that OIC continue to provide education and training services, leading to jobs and a reasonable level of self sufficiency. Towards that end, we need your ongoing support even as you watch your company profits decline; even as you worry about job security as companies either fail or bought out; and even as you watch your 401K plan dwindle in value almost daily. Again, we are being adversely affected individually and collectively but imagine what it’s like to not have a job, to not being able to adequately provide for your family, to look forward to being solely dependent upon welfare, or time-limited unemployment benefits assuming that government programs will not be drastically reduced given the current economy.

Is this some dramatic “pitch” for your support? Of course it is, but we live in difficult times and we are not willing to abdicate our responsibility to be a “beacon of hope” for the most disadvantaged in our society and trust that you believe that your investment in people WILL yield a positive dividend.

Thank you for your positive consideration



Percy P. Davis ,
Chairman



Robert C. Nelson ,
President & C.E.O.

Mission

Philadelphia Opportunities Industrialization Center is dedicated to the elimination of poverty, unemployment and illiteracy to ensure a meaningful quality of life for families and individuals within the Philadelphia community.



History

The late Reverend Leon H. Sullivan founded OIC in 1964. The 60's were a turbulent time in the history of Philadelphia and other urban cities as African-Americans and other minorities voiced their anger about the lack of opportunities by burning down buildings in their communities and staging other visible protests. Reverend Sullivan and 400 other ministers determined that companies in Philadelphia were refusing to open their doors to minority applicants, thus triggering what was then termed, "selective boycotting" i.e., the urging of community residents not to buy specific products. When those same companies realized the economic impact the boycott was having, they "modified" their positions.

However, access did not automatically insure success as it was realized that in order for people to take advantage of the job opportunities, they first had to be qualified educationally, vocationally, motivationally and attitudinally, thus the concept of OIC and the "holistic" approach to training and personal development was born. Without government funding, Reverend Sullivan opened the first training site at 19th & Oxford Streets in North Central Philadelphia. From that modest beginning in an old abandoned jailhouse, OIC evolved into a national and international education and training model of demonstrated effectiveness now boasting of having served over 3 million people worldwide and over 65,000 in Philadelphia since its inception. Under the philosophical banner of "**Helping People Help Themselves**", OIC has been moving people from welfare to work, from tax dependent to taxpayer and from homelessness to home ownership for almost 45 years. The Reverend Leon H. Sullivan/OIC legacy is alive and well throughout world communities.

Philadelphia OIC Programs 2007 - 2008

Opportunities Inn: “The Hospitality Training Institute”

This training program provides a skilled workforce for the Delaware Valley’s expanding hospitality industry. Beginning with its inception in 1989, students have been trained in Front Office Operations, Travel and Tourism, Guest Services, and Culinary Arts. Opportunities Inn has received both regional and national acclaim for its innovative training approach. In partnership with the Philadelphia Housing Authority (PHA), OIC has expanded to an evening program to provide hospitality industry training to PHA residents.

Philadelphia OIC Learning Opportunities Center (LOC)

The OIC Learning Opportunities Center (LOC) is an adult education center. The LOC features the Comprehensive Competencies Program, a learner-centered series of academic remediation lessons that improve the basic academic and functional skills of the participants, as well as GED test preparation. Students in the lab work with a variety of multimedia materials including interactive CD-ROMs, audio and visual tapes, learning activity packets and Educational Options Program.

Philadelphia OIC Learning Opportunities Center - MOVE-UP

Project “Move Up” is a partnership between the Pennsylvania Department of Welfare and the Pennsylvania Department of Education designed to help eligible TANF clients receive the basic education they need to pass the GED test and become proficient in the English language. Project Move Up uses a content-specific curriculum in fast track GED and ESL to teach students the skills they need to get and keep a job.

OIC Futures Program

OIC Futures is a state licensed social and vocational training program that is one of OIC’s longest operational initiatives. The program design extrapolated some of the elements of a “Club House” model inclusive of a Student Council, jobs/hands on experiences within the program working along side of staff, community activities, holiday & seasonal events, and field trips. Training is provided in Building Services, Building Maintenance and Clerical support.

21st Century After-School Program / H.A. Brown

This after school program is conducted at H.A. Brown Elementary School, located in the Kensington section of Philadelphia. It provides academic enrichment services for 40 students. The program content includes health, recreation, art, cultural exposure trips, violence awareness and conflict resolution. Students are assisted with homework assignments and reading assistance in the “100 Book Challenge” program. Parental involvement as trip chaperones and parent night volunteers is an essential component of the program.

Smartforce E-Learning

An internet based training program that offers a self-paced “distance learning process” that includes over 2,000 courses related to professional development, certifications and technical interpersonal skills necessary to succeed in today’s competitive workplace.

Hospitality, Customer Service & Retail Sales Training Program @ ARC Center

The Philadelphia OIC, Inc. has entered into a contract with the Philadelphia Department of Human Services to operate a training program for parents connected to the DHS Achieving Reunification Center (ARC). The goal of ARC is to provide those services that will ultimately permit parents to regain their parental rights. One practical goal is to secure a job, thus the financial capacity to provide for their child/children. OIC operates a 9 week training program in the areas of Hospitality, Customer Service and Retail Sales to include externships. Successful completion of the program qualifies graduates for employment in hotels, restaurants, retail outlets, banks, etc.

The North Philadelphia Employment Advancement and Retention Network (E.A.R.N. Center)

The mission is to transition individuals from welfare to work and to support them over time to achieve higher wages and long term attachment to work. Through January, 2008, OIC was in partnership with Temple University as the “lead agency” and Women’s Christian Alliance to provide multiple services to accomplish the objectives of life skills instruction, job readiness, case management, jobs placement and retention with related supportive services.

Success Stories



Angela Venable, Opportunities Inn Culinary Graduate '08

OIC has always been an organization that is dear to my heart. My stay-at-home mom jump started her banking career by attending OIC in the late 60's. She encouraged me to take advantage of educational resources so that I can have a good life. I graduated from Temple University in 1999 and had a successful sales career in the sub-prime mortgage industry until 2008 when the market fell. Instead of staying in Corporate America, I decided to follow another path which led a new generation of my family to OIC.

I studied Culinary Arts under the guidance of Chef Charles Schmidt and absorbed as much knowledge from him as possible. Immediately after graduation, I became a full-time Chef at the Holiday Inn Historic District. This opportunity brings me great satisfaction because I am enjoying what I do, I get the chance to be creative and I'm surrounded by chefs that are as passionate about food as I am. If you have the initiative to make a change, or if you are looking for a career that speaks to you, there are many opportunities to choose from at OIC.

Claudette Jones Opportunities Inn, Evening PHA '08

Claudette Jones graduated from the Opportunities Inn house-keeping program. Claudette was a stay at home mom with five children ages 15, 13, 10, 6, & 3. Claudette also volunteered at the children's schools as a teacher assistant; she wanted to show her children that anyone can make a difference even if they have no income.

A friend of Claudette's saw that she was struggling in all aspects of her life, from the bills piling up, paying for school uniforms and trying to provide hot nutritious meals for her children. Claudette was slowly drowning and needed help. Claudette's friend referred her to Philadelphia OIC Opportunities Inn Hospitality program. Claudette had never worked in the field before but was eager to test the waters as she already loved working with people.

Claudette always had a "go get em" attitude and took the training by the horns. She volunteered at many different events, always willing to help and was the spirit of the class.

Claudette completed her training and graduated with honors from the house-keeping program. She is currently working at the Hilton as a room attendant and is in training to become a floor supervisor.



Success Stories



Alfred F. Bond, Opportunities Inn, Front Office '08

As a graduate of the OIC Hospitality Institute, I have gained a great deal of hotel knowledge and practice which enabled me to obtain employment as a Front Office Agent Concierge at the Philadelphia Marriott. Upon my retirement as a business manager /Vice Principal for the Young Scholars Charter School. I sought out educational institutions that I was very familiar with which provided excellent instruction in the hospitality field.

Audrey King, Futures Office Technology Class 08

As I reminisce on the past 30 years of my life, I realized how one can change for the better. I attended and graduated college in May 1977 with a B.S. degree in Sociology. Soon after graduation, I started to consume alcohol and drugs. From 1983-2005, I had several experiences with homelessness and visits to crisis centers. I was unable to keep a job and felt life was worthless. I even attempted suicide in the year 2000.

I was offered the opportunity to attend the OIC Futures Program. I reluctantly enrolled in the Program at the insistence from my Case Manager at the shelter I resided. I studied Office Technology to learn computer and clerical skills. I am proud to say that I graduated from the Office Technology Class in March, 2008. The training I received from OIC enabled me to become employed with the Consumer Satisfaction Team. I had several fears regarding my return to work after more than 10 years of receiving social security benefits and a past history of losing jobs. Now I believe that I've gone from a feeling of worthlessness to a feeling of accomplishment and can laugh at my fears. I could not have done this without the training I received from OIC and the encouragement and love I received from OIC staff, family and friends.



Success Stories



Christine Pratt, Philadelphia OIC Learning Opportunities Center '08

I was like a bad seed, rebelling against everyone that said, “get your education, don’t curse, don’t smoke, don’t drink, don’t do drugs, and don’t have kids early”. I did it all. I got married, had two children, bought a house, however, because of all of my vices, all was lost. My husband left, my home was foreclosed on, and my daughter was kicked out of seemingly every school in the city. If that wasn’t enough, I was involved in a car accident and declared “DOA”. But, God spared my life and spoke to me and all the pain and hatred lifted. I haven’t looked back since.

I started working, but still, I found myself over worked and under paid. I started feeling I had wasted 40 years of my life and had nothing to show for it. My nephew however, had a brand new car and bought his grandmother a brand new car. He has a great job as a private investigator with the IRS and makes a good salary. There I was, working, living at home with my mother, and my two kids.

That is when I decided to take control of my destiny and I signed up for the Learning Opportunities Center’s GED program. Thanks to the LOC staff, I regained my self confidence. I really enjoyed being around positive people who wanted to learn and be productive. When I started the program I was working as a packer. Since I received my GED, I have been promoted to inspector and I supervise three people. My mother has established a “wall of success,” and included on it were my nephew, niece and my daughter. Now my picture is also on the wall of success.”

Now the sky is the limit! I am purchasing a home, and I have a better job with more opportunities for advancement. My Daughter has graduated high school; I have a fourteen year old son who is a straight A student; and I have successfully passed the State GED exam.



Melissa Pegues-Dunn, Achieving Reunification Center

Melissa went through a series of adversities including having to temporarily move into a shelter. With the help of fellow classmates and her instructors, she was able to stay on the program and complete it. She graduated and took some time off to sort out her personal life and got married. She then obtained employment at Au Bon Pain at the airport where she is doing exceptionally well. She has been such a good employee that her Supervisor would like to hire more OIC graduates. She continues to take classes here at ARC and continues to better her personal and professional life. She is just one more success story at Philadelphia OIC.

Philadelphia OIC Board of Directors

Board of Directors

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Edward A. Montgomery, Jr., Treasurer

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Philadelphia OIC Staff

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G. Anthony Moore, Vice President Special Projects
Barry Isbert, General Manager Opportunities Inn
Ethelrie Brown, Manager Learning Opportunities Center/Move-Up

Kevin J. Cafferky, Controller
Aubrey C. Smith, Manager Information Technology
Aisha Dennis, Coordinator, 21st Century Program
Sarah Clemens, Manager, ARC Training Program

“Helping to Eliminate Illiteracy”



“Creating Opportunities”

Financials

Revenues

Pennsylvania Convention Center Authority	\$ 737,852
Philadelphia Department of DBH/MRS	\$ 450,839
PA Department of Public Welfare	\$ 302,848
Philadelphia Department of Human Services	\$ 223,629
Philadelphia Housing Authority	\$ 249,989
U.S. Department of Education	\$ 82,351
Pennsylvania Department of Education	\$ 82,332
Philadelphia Safe and Sound	\$ 71,036
Citizens Bank Foundation	\$ 66,600
Other	\$ 404,153

Total Revenue

\$ 2,671,629

Expenses

Program Services	
PCCA - Opportunities Inn: Hospitality Training	\$ 737,852
Futures (Social/Vocational Training for BH Consumers)	\$ 456,869
PA WIN "Move Up" Program (Educational Services for TANF Recipients)	\$ 233,480
PWDC - Temple University EARN Center	\$ 95,288
PHA Hospitality Training (Evening Hospitality Training)	\$ 214,408
City of Philadelphia DHS - Hospitality & Retail Sales Training	\$ 223,629
ABE/GED (Adult Education)	\$ 95,809
State Literacy (Adult Education)	\$ 82,332
21st Century-H.A. Brown (After-School Enrichment Program)	\$ 75,016
Citizens Bank Foundation - Economic Inclusion Program	\$ 43,398
Total Program Services	<u><u>\$ 2,258,081</u></u>

Management & General \$ 321,363

Fundraising \$ 67,400

Total Expenses \$ 2,646,844

Change in Net Assets \$ 24,785

2007 - 2008 Philadelphia OIC Contributors

Corporate/Foundations

ARAMARK Foundation
KMPG, LLP
CIGNA Foundation
Claneil Foundation
Comcast Foundation
Community Development Corporation of Philadelphia
Eden Charitable Trust Foundation
John C. and Chara C. Haas
Peco Energy
PNC Bank Foundation
Rohm and Haas Company
SEI Investments
Sovereign Bank Foundation
The Wachovia Foundation
United Way of Southeastern PA
UPS Foundation
Verizon

Event Special Contributors

Penn's View Hotel
Westin Hotel
Philadelphia Downtown Courtyard Marriott
Inn of the Dove – Bensalem
Crown Plaza – Cherry Hill
Homewood Suites – Valley Forge
Pinnacle Entertainment
Quality Community Health Care
Philadelphia Workforce Development Corporation (PWDC)
Chester County OIC
Delaware Valley Industrial Resource Center (DVIRC)
Eden Charitable Foundation
Grace Baptist Church of Germantown

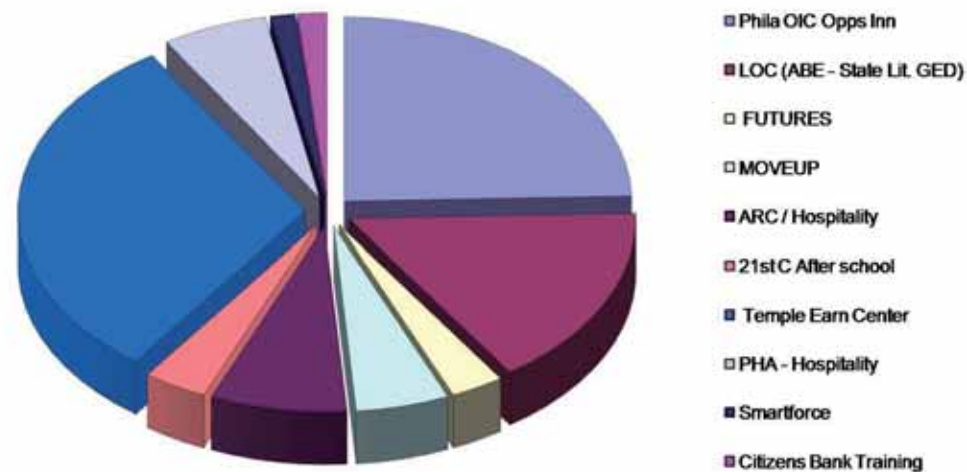
Sheraton Suites Philadelphia Airport
Sheraton Society Hill Hotel
Valley Forge Suites Hotel
Loews Philadelphia Hotel
Hilton Walt Disney World Resort
Hilton Inn at Penn
Hyatt Regency at Penn's Landing
Omni Hotel at Independence Park
SugarHouse Casino
Wolf, Block, Schorr and Solis-Cohen, LLP
Blank Rome, LLP
SneakerVilla
People Really Working Together (PRWT)
Miller Parker, Philadelphia Business Technology Center
Charles Jacquin Et Cie Inc.
Delta Sigma Theta, Sorority Inc., Philadelphia Alumni Chapter
TeamClean Janitorial Company
Temple University Center for Social Policy
Alpha Office Supplies
Collective Voices
Greater Philadelphia Tourism Marketing Corp. (GPTMC)
Gilbane Building Company
JEVS Human Services
OIC of America
Independence Blue Cross
Elliott Lewis Corp.
Trump Entertainment Resorts
Park Hyatt at the Bellevue
The Leon H. Sullivan Foundation
Bennett, Bricklin and Saltzburg, LLP

Thank You Thank You Thank You

A Few Highlights From The 2007- 2008 Fiscal Year

- ◇ **Grant from the United Way in Recognition of OIC's Adult Literacy Programming**
- ◇ **Grant from the Citizens Bank Foundation's "Economic Inclusion" Initiative to provide training and subsequent employment for African Americans in the hospitality industry**
- ◇ **Replication of OIC's Hospitality Training Program in Jacksonville, Florida**

Clients Served in 2007- 2008 Fiscal Year: 1641



“HELPING PEOPLE HELP THEMSELVES”



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