

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2017 calendar year, or tax year beginning 07/01/17, and ending 06/30/18

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization: **URBAN LEAGUE OF EASTERN MASSCHUSETTS, INC.**
 Doing business as:
 Number and street (or P.O. box if mail is not delivered to street address): **88 WARREN STREET**
 Room/suite:
 City or town, state or province, country, and ZIP or foreign postal code: **ROXBURY MA 02119**

D Employer identification number: **23-7349132**
 -*9132
E Telephone number: **617-442-4519**

G Gross receipts: **1,395,860**

F Name and address of principal officer:
DARNELL WILLIAMS
ULEM 88 WARREN STREET
ROXBURY MA 02119

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list (see instructions)

I Tax-exempt status: 501(c)(3) 501(c) () (insert no) 4947(a)(1) or 527

J Website: **WWW.ULEM.ORG**

K Form of organization: Corporation Trust Association Other

L Year of formation: **1973** **M** State of legal domicile: **MA**

03/15

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities SEE SCHEDULE O				
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.				
	3 Number of voting members of the governing body (Part VI, line 1a)	3	23		
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	23		
	5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	5	17		
	6 Total number of volunteers (estimate if necessary)	6	0		
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	3,211		
b Net unrelated business taxable income from Form 990-T, line 34	7b	2,211			
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	1,435,957	Current Year	1,073,672
	9 Program service revenue (Part VIII, line 2g)		127,740		64,860
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		823		1,242
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		221,751		223,585
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		1,786,271		1,363,359
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)			
14 Benefits paid to or for members (Part IX, column (A), line 4)					0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)			1,364,167		726,592
16a Professional fundraising fees (Part IX, column (A), line 11e)					0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 191,626					
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)			475,711		405,945
18 Total expenses. Add lines 13-17 (must equal Part IX, column (D), line 25)		1,839,878		1,198,077	
19 Revenue less expenses. Subtract line 18 from line 12		-53,607		165,282	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	1,416,908	End of Year	1,532,220
	21 Total liabilities (Part X, line 26)		282,207		232,237
	22 Net assets or fund balances. Subtract line 21 from line 20		1,134,701		1,299,983

RECEIVED
APR 02 2019
OGDEN, UT

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here: **Darnell Williams** (Signature) **3/27/19** (Date)
DARNELL WILLIAMS (Type or print name and title) **PRESIDENT & CEO**

Paid Preparer Use Only
 Print/Type preparer's name: **RANDALL S. DAVIS** Preparer's signature: **RANDALL S. DAVIS** Date: **03/16/19** Check if self-employed PTIN: *********
 Firm's name: **DAVISKELLY LLP** Firm's EIN: **** - *** 9148**
 Firm's address: **4238 WASHINGTON ST STE 307 BOSTON, MA 02131-2517** Phone no: **978-764-8966**

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No
 For Paperwork Reduction Act Notice, see the separate instructions. Form **990** (2017)

SCANNED JUN 17 2019 04232599 11 APR 12 2019

E39

3

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission

THE URBAN LEAGUE AIMS TO ENABLES ADULTS IN EASTERN MA TO OVERCOME RACIAL, SOCIAL BARRIERS, ECONOMIC INEQUITIES, SEXUAL AND DOMESTIC VIOLENCE TO EMPLOYMENT, AND ECONOMIC DEVELOPMENT OPPORTUNITIES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

Yes No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code:) (Expenses \$ **588,804** including grants of\$ **65,540**) (Revenue \$ **63,660**)

**WORKFORCE DEVELOPMENT TRAINING PROGRAMS
COMPUTER LITERACY & INTERNET KNOWLEDGE**

THE DIGITAL DIVIDE CONTINUES TO GREATLY IMPACT UNDERSERVED COMMUNITIES. THE CLIK PROGRAM GIVES CLIENTS THE FOUNDATION AND MOTIVATION THEY NEED TO HIT THE GROUND RUNNING. CLIENTS LEARN THE NUTS AND BOLTS OF COMPUTERS, SOFTWARE, AND HARDWARE BECOMING DIGITALLY COMPETENT IN THE PROCESS. THE PROGRAM IS OFFERED FOUR TIMES THROUGHOUT THE YEAR. IN FY18, 31 STUDENTS ENROLLED AND 12 COMPLETED AND RECEIVED THEIR MICROSOFT DIGITAL LITERACY CREDENTIALS.

FUND ADMINISTRATIVE PREPARATORY PROGRAM

IN COLLABORATION WITH STATE STREET CORPORATION, THE FUND ADMINISTRATIVE

4b (Code:) (Expenses \$ **158,303** including grants of\$) (Revenue \$)

DOMESTIC/SEXUAL VIOLENCE SUPPORT

DOMESTIC/SEXUAL ABUSE AND VIOLENCE SUPPORT IS A CULTURALLY SPECIFIC SERVICES PROGRAM. THE SERVES AFRICAN AMERICAN S/DV SURVIVORS AND THEIR FAMILIES IN BOSTON'S INNER-CITY. : 1) VICTIMS ACCESSING ULEM'S JOB TRAINING, PLACEMENT AND ECONOMIC EMPOWERMENT SERVICES WILL BE ABLE TO TALK ABOUT AND FIND SUPPORT FOR S/DV; 2) VICTIMS WILL BE ABLE TO TALK WITH FAITH LEADERS ABOUT S/DV AND RECEIVE A SAFE AND EFFECTIVE RESPONSE AND REFERRALS TO SERVICES FROM SOMEONE THEY KNOW AND TRUST; 3) CULTURALLY SPECIFIC INSTITUTIONS SUCH AS CHURCHES AND ULEM WILL BECOME VITAL ACCESS POINTS FOR INFORMATION, SUPPORT, AND REFERRALS; 4) VICTIMS WILL SEE TRUSTED, CULTURALLY SPECIFIC INSTITUTIONS TAKE A LEADERSHIP ROLE IN

4c (Code:) (Expenses \$ including grants of\$) (Revenue \$)

4d Other program services (Describe in Schedule O)

(Expenses \$ **4,905** including grants of\$) (Revenue \$)

4e Total program service expenses ► **752,012**

AB DGTIO

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable. 6		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable. 0		
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return. 17		
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	X	
3b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
4b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
7b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7d	If "Yes," indicate the number of Forms 8282 filed during the year.		
7e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
7g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		X
7h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		X
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9a	Sponsoring organizations maintaining donor advised funds. Did the sponsoring organization make any taxable distributions under section 4966?		
9b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter		
10a	Initiation fees and capital contributions included on Part VIII, line 12.		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
11	Section 501(c)(12) organizations. Enter		
11a	Gross income from members or shareholders.		
11b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
13a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		
13b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.		
13c	Enter the amount of reserves on hand.		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
14b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	23		
1b	23		
2			X
3			X
4			X
5			X
6		X	
7a		X	
7b		X	
8			
8a		X	
8b		X	
9			X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a			X
10b			
11a		X	
12a		X	
12b			X
12c			X
13		X	
14		X	
15a		X	
15b			X
16a			X
16b			

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed ► **MA**
- 18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20 State the name, address, and telephone number of the person who possesses the organization's books and records ►

JACQUELINE GEORGE
ROXBURY

C/O ULEM 88 WARREN ST.

MA 02119

614-442-4519

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations
- List persons in the following order individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOSEPH FEASTER BOARD CHAIRMAN	2.00 0.00	X		X				0	0	0
(2) MARIAN GREEN-ROBINSON BOARD MEMBER	1.00 0.00	X						0	0	0
(3) ANDREA KERSHAW BOARD MEMBER	1.00 0.00	X						0	0	0
(4) RACHELLE VILLARSON BOARD MEMBER	1.00 0.00	X						0	0	0
(5) BRENDA COLE VICE CHAIRMAN	1.00 0.00	X		X				0	0	0
(6) DELORIS PETTIS TREASURER	1.00 0.00	X		X				0	0	0
(7) MARK WALKER SECRETARY	1.00 0.00	X		X				0	0	0
(8) DONNIE BEDNEY BOARD MEMBER	1.00 0.00	X						0	0	0
(9) DEREK BROOKS BOARD MEMBER	1.00 0.00	X						0	0	0
(10) GARY CARROWAY BOARD MEMBER	1.00 0.00	X						0	0	0
(11) PETRINA CHERRY BOARD MEMBER	1.00 0.00	X						0	0	0

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(12) STEVE DUNCAN BOARD MEMBER	1.00 0.00	X					0	0	0
(13) MALIK SMITH BOARD MEMBER	1.00 0.00	X					0	0	0
(14) CHARLES STEWART BOARD MEMBER	1.00 0.00	X					0	0	0
(15) ERICKA WILSON-KERR BOARD MEMBER	1.00 0.00	X					0	0	0
(16) DOROTHEA JONES BOARD MEMBER	1.00 0.00	X					0	0	0
(17) JOHNNY GREEN BOARD MEMBER	1.00 0.00	X					0	0	0
(18) MARQUES WILLIAMS BOARD MEMBER	1.00 0.00	X					0	0	0
(19) DARNELL WILLIAMS PRESIDENT & CEO	34.00 0.00			X			110,460	0	0
1b Sub-total							110,460		
c Total from continuation sheets to Part VII, Section A							108,403		
d Total (add lines 1b and 1c)							218,863		

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **2**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a 47,623					
	b Membership dues	1b 19,515					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e 179,571					
	f All other contributions, gifts, grants, and similar amounts not included above	1f 826,963					
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f		1,073,672				
Program Service Revenue	2a CONTRACT INCOME	Busn Code 561300	62,870	62,870			
	b PROGRAM FEES	561300	1,990	1,990			
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f		64,860				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,242			1,242	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real					
		(ii) Personal					
	b Less rental exps						
	c Rental inc or (loss)						
	d Net rental income or (loss)						
	7a Gross amount from sales of assets other than inventory	(i) Securities					
		(ii) Other					
	b Less cost or other basis & sales exps						
	c Gain or (loss)						
d Net gain or (loss)							
8a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18)	a 256,086						
	b Less: direct expenses	b 32,501					
	c Net income or (loss) from fundraising events		223,585				
9a Gross income from gaming activities See Part IV, line 19	a						
	b Less: direct expenses	b					
	c Net income or (loss) from gaming activities						
10a Gross sales of inventory, less returns and allowances	a						
	b Less cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Busn Code					
11a QUAL TRANSPORTATION BENEFITS	900099	3,211		3,211			
b QUAL TRANSPORTATION BENEFITS		-3,211	-3,211				
c							
d All other revenue							
e Total. Add lines 11a-11d							
12 Total revenue. See instructions			1,363,359	61,649	3,211	1,242	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A)

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	65,540	65,540		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	243,758	23,798	150,434	69,526
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	396,561	339,287		57,274
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	23,824	21,743	258	1,823
10 Payroll taxes	62,449	39,456	10,408	12,585
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	19,426		19,426	
d Lobbying				
e Professional fundraising services. See Part IV, line 7				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	87,748	63,641	3,770	20,337
12 Advertising and promotion	916	916		
13 Office expenses	38,227	20,258	8,945	9,024
14 Information technology	10,892	8,792	1,050	1,050
15 Royalties				
16 Occupancy	57,539	42,124	8,174	7,241
17 Travel	15,774	1,819	13,955	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	9,726	6,055	3,651	20
20 Interest	8,255		8,255	
21 Payments to affiliates	14,411	7,001	4,285	3,125
22 Depreciation, depletion, and amortization	91,379	79,993	4,695	6,691
23 Insurance	27,150	16,892	7,328	2,930
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PROGRAM SUPPLIES	17,749	13,081	4,668	
b MISCELLANEOUS	6,753	1,616	5,137	
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	1,198,077	752,012	254,439	191,626
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year	
Assets	1 Cash—non-interest bearing	316,255	1	370,398	
	2 Savings and temporary cash investments	208,303	2	210,619	
	3 Pledges and grants receivable, net	168,075	3	287,739	
	4 Accounts receivable, net	51,743	4		
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6		
	7 Notes and loans receivable, net		7	357	
	8 Inventories for sale or use		8		
	9 Prepaid expenses and deferred charges	2,830	9	9,284	
	10a Land, buildings, and equipment, cost or other basis Complete Part VI of Schedule D	10a 2,414,579			
	b Less accumulated depreciation	10b 1,820,756	669,702	10c 653,823	
	11 Investments—publicly traded securities		11		
	12 Investments—other securities See Part IV, line 11		12		
	13 Investments—program-related. See Part IV, line 11		13		
	14 Intangible assets		14		
	15 Other assets See Part IV, line 11		15		
16 Total assets. Add lines 1 through 15 (must equal line 34)		1,416,908	16	1,532,220	
Liabilities	17 Accounts payable and accrued expenses	95,144	17	83,215	
	18 Grants payable		18		
	19 Deferred revenue		19		
	20 Tax-exempt bond liabilities		20		
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21		
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22		
	23 Secured mortgages and notes payable to unrelated third parties	187,063	23	149,022	
	24 Unsecured notes and loans payable to unrelated third parties		24		
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		25		
	26 Total liabilities. Add lines 17 through 25		282,207	26	232,237
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27 Unrestricted net assets	409,098	27	534,429	
	28 Temporarily restricted net assets	517,300	28	557,250	
	29 Permanently restricted net assets	208,303	29	208,304	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.				
	30 Capital stock or trust principal, or current funds		30		
	31 Paid-in or capital surplus, or land, building, or equipment fund		31		
	32 Retained earnings, endowment, accumulated income, or other funds		32		
	33 Total net assets or fund balances		1,134,701	33	1,299,983
	34 Total liabilities and net assets/fund balances		1,416,908	34	1,532,220

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,363,359
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,198,077
3	Revenue less expenses. Subtract line 2 from line 1	3	165,282
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,134,701
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	1,299,983

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

1 Accounting method used to prepare the Form 990 Cash Accrual Other _____

If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:

Separate basis Consolidated basis Both consolidated and separate basis

b Were the organization's financial statements audited by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both.

Separate basis Consolidated basis Both consolidated and separate basis

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2017

Open to Public Inspection

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization

URBAN LEAGUE OF EASTERN MASSCHUSETTS, INC.

Employer identification number

****-***9132**

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ))
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state.
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture (see instructions) Enter the name, city, and state of the college or university
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s)

09

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2013, (b) 2014, (c) 2015, (d) 2016, (e) 2017, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f); 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2013, (b) 2014, (c) 2015, (d) 2016, (e) 2017, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities, whether or not the business is regularly carried on; 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI); 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc (see instructions); 13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 3 columns: Line number, Description, and Percentage. Rows include: 14 Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f)); 15 Public support percentage from 2016 Schedule A, Part II, line 14; 16a 33 1/3% support test—2017. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; 16b 33 1/3% support test—2016. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; 17a 10%-facts-and-circumstances test—2017. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization; 17b 10%-facts-and-circumstances test—2016. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization; 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	2,106,002	2,296,348	2,344,630	1,435,957	1,073,672	9,256,609
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	138,834	221,223	225,537	437,930	317,735	1,341,259
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	2,244,836	2,517,571	2,570,167	1,873,887	1,391,407	10,597,868
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	4,100	6,099	12,245			22,444
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b	4,100	6,099	12,245			22,444
8 Public support. (Subtract line 7c from line 6)						10,575,424

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9 Amounts from line 6	2,244,836	2,517,571	2,570,167	1,873,887	1,391,407	10,597,868
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1,672	1,491	1,019	823	1,242	6,247
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	1,672	1,491	1,019	823	1,242	6,247
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on					2,211	2,211
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	19,379	87,639	88,670	4,434		200,122
13 Total support. (Add lines 9, 10c, 11, and 12)	2,265,887	2,606,701	2,659,856	1,879,144	1,394,860	10,806,448

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

15 Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f))	15	97.86%
16 Public support percentage from 2016 Schedule A, Part III, line 15	16	94.49%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2016 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests—2017. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests—2016. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

Table with 3 columns: Question, Yes, No. Rows include questions 1 through 10b regarding supported organizations, IRS status, foreign organizations, and excess business holdings.

Part IV Supporting Organizations (continued)

- 11 Has the organization accepted a gift or contribution from any of the following persons?
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?
b A family member of a person described in (a) above?
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.

Table with 3 columns: Question, Yes, No. Rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

- 1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year?
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Table with 3 columns: Question, Yes, No. Rows 1, 2.

Section C. Type II Supporting Organizations

- 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Table with 3 columns: Question, Yes, No. Row 1.

Section D. All Type III Supporting Organizations

- 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization?
3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Table with 3 columns: Question, Yes, No. Rows 1, 2, 3.

Section E. Type III Functionally-Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
a The organization satisfied the Activities Test. Complete line 2 below
b The organization is the parent of each of its supported organizations. Complete line 3 below
c The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).

2 Activities Test. Answer (a) and (b) below.

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive?
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in?
3 Parent of Supported Organizations. Answer (a) and (b) below.
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations?
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations?

Table with 3 columns: Question, Yes, No. Rows 2a, 2b, 3a, 3b.

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI) See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount		(A) Prior Year	(B) Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	

7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions)

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	
4	Amounts paid to acquire exempt-use assets	
5	Qualified set-aside amounts (prior IRS approval required)	
6	Other distributions (describe in Part VI) See instructions	
7	Total annual distributions. Add lines 1 through 6	
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9	Distributable amount for 2017 from Section C, line 6	
10	Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1	Distributable amount for 2017 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2017 (reasonable cause required-explain in Part VI) See instructions		
3	Excess distributions carryover, if any, to 2017:		
a			
b	From 2013		
c	From 2014		
d	From 2015		
e	From 2016		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2017 distributable amount		
i	Carryover from 2012 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.		
4	Distributions for 2017 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2017 distributable amount		
c	Remainder. Subtract lines 4a and 4b from 4		
5	Remaining underdistributions for years prior to 2017, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2017. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2018. Add lines 3j and 4c		
8	Breakdown of line 7:		
a	Excess from 2013		
b	Excess from 2014		
c	Excess from 2015		
d	Excess from 2016		
e	Excess from 2017		

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

PART III, LINE 12 - OTHER INCOME DETAIL

SPECIAL EVENTS AND MISCELLANEOUS	\$	200,122
---	-----------	----------------

**SCHEDULE D
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2017

Open to Public Inspection

Name of the organization

URBAN LEAGUE OF EASTERN MASSACHUSETTS, INC.

Employer identification number

**** - *** 9132**

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)	
<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
a Total number of conservation easements	
b Total acreage restricted by conservation easements	
c Number of conservation easements on a certified historic structure included in (a)	
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶	
4 Number of states where property subject to conservation easement is located ▶	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶	
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	<input type="checkbox"/> Yes <input type="checkbox"/> No
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements	

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items	
b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items	
(i) Revenue included on Form 990, Part VIII, line 1	▶ \$
(ii) Assets included in Form 990, Part X	▶ \$
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:	
a Revenue included on Form 990, Part VIII, line 1	▶ \$
b Assets included in Form 990, Part X	▶ \$

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a Public exhibition
- b Scholarly research
- c Preservation for future generations
- d Loan or exchange programs
- e Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	208,303	373,303	373,303	622,298	622,117
b Contributions					
c Net investment earnings, gains, and losses	796	823	1,019	1,491	1,672
d Grants or scholarships					
e Other expenditures for facilities and programs	796	165,823	1,019	250,486	1,491
f Administrative expenses					
g End of year balance	208,303	208,303	373,303	373,303	622,298

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

- a Board designated or quasi-endowment %
 - b Permanent endowment 100.00 %
 - c Temporarily restricted endowment %
- The percentages on lines 2a, 2b, and 2c should equal 100%

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

	Yes	No
3a(i) unrelated organizations		X
3a(ii) related organizations		X
3b		

- (i) unrelated organizations
- (ii) related organizations

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		5,697		5,697
b Buildings		1,998,363	1,413,216	585,147
c Leasehold improvements				
d Equipment		394,987	338,041	56,946
e Other		75,532	69,499	6,033
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10c)				653,823

Part VII Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12.)		

Part VIII Investments—Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13.)		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15.)	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25.)	

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.
 Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	1,363,359
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments	2a		
	b Donated services and use of facilities	2b		
	c Recoveries of prior year grants	2c		
	d Other (Describe in Part XIII.)	2d		
	e Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	1,363,359
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
	a Investment expenses not included on Form 990, Part VIII, line 7b	4a		
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	1,363,359

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.
 Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	1,198,077
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
	a Donated services and use of facilities	2a		
	b Prior year adjustments	2b		
	c Other losses	2c		
	d Other (Describe in Part XIII.)	2d		
	e Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	1,198,077
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
	a Investment expenses not included on Form 990, Part VIII, line 7b	4a		
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	1,198,077

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Part XIII Supplemental Information *(continued)*

**SCHEDULE G
(Form 990 or 990-EZ)**

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No 1545-0047

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

2017

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or Form 990-EZ

Open to Public Inspection

▶ Go to www.irs.gov/Form990 for the latest instructions

Name of the organization

**URBAN LEAGUE OF EASTERN
MASSCHUSETTS, INC.**

Employer identification number

****-***9132**

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply

- a Mail solicitations
- b Internet and email solicitations
- c Phone solicitations
- d In-person solicitations
- e Solicitation of non-government grants
- f Solicitation of government grants
- g Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

	(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
			Yes	No			
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
Total							

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		ANNUAL GALA (event type)	 (event type)	NONE (total number)	(add col (a) through col (c))
Revenue	1 Gross receipts	256,086			256,086
	2 Less Contributions				
	3 Gross income (line 1 minus line 2)	256,086			256,086
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	9,060			9,060
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	23,441			23,441
	10 Direct expense summary Add lines 4 through 9 in column (d)				32,501
11 Net income summary Subtract line 10 from line 3, column (d)				223,585	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes <input type="checkbox"/> No %	<input type="checkbox"/> Yes <input type="checkbox"/> No %	<input type="checkbox"/> Yes <input type="checkbox"/> No %	
	7 Direct expense summary Add lines 2 through 5 in column (d)				
	8 Net gaming income summary Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities
a Is the organization licensed to conduct gaming activities in each of these states? Yes No
b If "No," explain:

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No
b If "Yes," explain:

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in

a	The organization's facility	13a	%
b	An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶

Address ▶

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶\$ and the amount of gaming revenue retained by the third party ▶\$
- c If "Yes," enter name and address of the third party

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶\$

Description of services provided ▶

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶\$

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22
▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for the latest information

OMB No 1545-0047

2017

**Open to Public
Inspection**

Name of the organization
**URBAN LEAGUE OF EASTERN
MASSCHUSETTS, INC.**

Employer identification number
****-***9132**

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed

1	(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1)								
(2)								
(3)								
(4)								
(5)								
(6)								
(7)								
(8)								
(9)								

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶
- 3 Enter total number of other organizations listed in the line 1 table ▶

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
 Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
1 STIPENDS	60	65,540		CASH	
2					
3					
4					
5					
6					
7					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b), and any other additional information

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

2017

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or 990-EZ.

Open to Public Inspection

▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization URBAN LEAGUE OF EASTERN MASSACHUSETTS, INC.	Employer identification number **-***9132
--	---

FORM 990 - ORGANIZATION'S MISSION OR MOST SIGNIFICANT ACTIVITIES TO DELIVER JOB TRAINING SERVICES AND PROGRAMS THAT AIM TO INCREASE THE ECONOMIC SELF-RELIANCE OF AFRICAN AMERICANS AND OTHER PEOPLE OF COLOR THROUGHOUT ITS SERVICE AREA AND TO ADVOCATE FOR THE CIVIL RIGHTS ISSUES THAT CRITICALLY AFFECT THEIR LIVES.

FORM 990, PART III, LINE 2

MSIMBO ULEM CODING ACADEMY - MSIMBO WHICH MEANS "CODE" IN SWAHILI, IS THE URBAN LEAGUE OF EASTERN MASSACHUSETTS' (ULEM'S) CODING BOOT-CAMP TRAINING PROGRAM. THE PROGRAM IS A 20-WEEKS OF FULL-STACK TRAINING FOR ADULTS LOOKING TO BECOME COMPUTER PROGRAMMERS. THE MSIMBO TRAINING PROGRAM AIMS TO OPEN THE DOOR OF OPPORTUNITY FOR WOMEN AND PEOPLE OF COLOR TO BEGIN CAREERS IN THE IT INDUSTRY, AND SEEKS TO ADDRESS THE IT INDUSTRIES' NEED FOR ETHNICALLY DIVERSE AND SKILLED WORKERS. THE PROGRAM WAS FUNDED BY GOOGLE.ORG, BNY MELLON, BANK OF AMERICA AND THE STATE. WE ENROLLED 38 STUDENTS, 28 STUDENTS COMPLETED, AND 2 STUDENTS WERE PLACED.

DIGIUL DIGITAL DESIGN LAB IS A NEWLY DESIGNED 16 WEEKS DIGITAL MARKETING PROGRAM AIMED TO EDUCATE STUDENTS OF COLOR IN THE FIELD OF ADVANCED PROFESSIONAL GRAPHIC DESIGN. THE COURSES OF STUDY IN THE PROGRAM WILL INCLUDE; DESIGN THINKING AND RESEARCH, HISTORY OF DESIGN, BASICS OF VISUAL COMMUNICATION, DESIGN LANGUAGE, INTERACTIVE TECHNOLOGY, ADVANCED TYPOGRAPHY, INTERACTIVE TYPOGRAPHY, PROFESSIONAL PRACTICES, USER EXPERIENCE DESIGN, INTERMEDIATE PORTFOLIO STUDIO AND REVIEW, SENIOR PORTFOLIO STUDIO AND REVIEW, AND ADVANCED DESIGN PROJECTS. WE ENROLLED 16 STUDENTS, 10 OF

Name of the organization

Employer identification number

URBAN LEAGUE OF EASTERN

-*9132

THEM COMPLETED, AND WE PLACED 1.

FORM 990, PART III, LINE 4A - FIRST ACCOMPLISHMENT

PREPARATORY PROGRAM (FAPP) IS A PROFESSIONAL DEVELOPMENT AND TECHNOLOGY TRAINING PROGRAM FOR PEOPLE INTERESTED IN PREPARING FOR HIRE AS FUND ACCOUNTANTS AND OTHER FINANCIAL POSITIONS AT STATE STREET CORPORATION. THIS 2-PART PROGRAM OPERATES FOR 7½ MONTHS AND IS OPEN FOR ENROLLMENT TWICE A YEAR. DURING THE FIRST 6 WEEKS, PARTICIPANTS ARE TRAINED IN (1) FINANCIAL LITERACY - OUR CITIZENS BANK DOLLARS AND SENSE TRAINING; (2) MICROSOFT OFFICE SPECIALIST TRAINING AND CERTIFICATION IN EXCEL; (3) NATIONAL CAREER READINESS TESTING AND CERTIFICATION; (4) BUSINESS COMMUNICATIONS; (5) RESUME AND COVER LETTER WRITING; AND (6) STEPHEN COVEY'S 7 HABITS OF HIGHLY EFFECTIVE PEOPLE. FOR THE REMAINING 6 MONTHS, THE TOP 10 PARTICIPANTS ADVANCE INTO A PAID INTERNSHIP WITH STATE STREET CORPORATION.

THOSE WHO SUCCESSFULLY COMPLETE THE INTERNSHIP ARE ELIGIBLE FOR FULL TIME POSITIONS AT STATE STREET CORPORATION. IN FY18, 10 PARTICIPANTS ENROLLED IN FAPP, 10 COMPLETED, 10 WERE PLACED INTO INTERNSHIPS AT STATE STREET BANK. THIS CLASS WAS THE LAST FAPP PROGRAM CYCLE. THE PROGRAM WAS DISCONTINUED DUE STATE STREET CHANGING THE BUSINESS MODEL.

MATURE WORKER SKILLS PROGRAM (MWSP)

IN PARTNERSHIP WITH THE BRIGHAM & WOMEN HOSPITAL, THE MWSP PROGRAM IS FOR INDIVIDUALS 45 OR OLDER WHO ARE UNEMPLOYED AND SEEKING A WAY TO UTILIZE THEIR SKILLS AND RE-ENTER THE JOB MARKET. TRAINEES RECEIVE EXTENSIVE HANDS ON TRAINING AT THE URBAN LEAGUE AND COMMUNITY PARTNERS TO BECOME A CERTIFIED NURSING ASSISTANT (CNA), PERSONAL CARE ASSISTANT (PCA), OR HOME HEALTH AIDE. LEARN ABOUT HEALTHY LIVING AND A STRESS FREE LIFE. FY18, WE ENROLLED 31 IN MWSP, 31 COMPLETED AND 8 PLACED.

Name of the organization

Employer identification number

URBAN LEAGUE OF EASTERN**** - *** 9132****CUSTOMER SERVICE SALES TRAINING (CSST)**

THIS TRAINING PREPARES PARTICIPANTS FOR WORK THROUGH CLASSROOM LEARNING AND MEANINGFUL SERVICE ACTIVITIES. STUDENT PREPARE FOR THE RISE UP ®, CUSTOMER SERVICE AND SALES CERTIFICATION THROUGH THE NATIONAL RETAILER FEDERATION. IT IS DESIGNED FOR PEOPLE WHO ARE CURRENTLY UNEMPLOYED, HAVE LIMITED WORK EXPERIENCE, AND WANT TO BE JOB READY. THE CSST PROGRAM GIVES GRADUATES THE WORK EXPERIENCE THEY NEED TO BUILD THEIR RESUMES AND PROMOTE THEIR SKILLS EFFECTIVELY. THIS IS A STIPEND ELIGIBLE PROGRAM. FY18, 22 STUDENTS ENROLLED, 14 COMPLETED AND 8 WERE PLACED

MSIMBO ULEM CODING ACADEMY

MSIMBO, WHICH MEANS "CODE" IN SWAHILI, IS THE URBAN LEAGUE OF EASTERN MASSACHUSETTS' (ULEM'S) CODING BOOT-CAMP TRAINING PROGRAM. THE PROGRAM IS A 20-WEEKS OF FULL-STACK TRAINING FOR ADULTS LOOKING TO BECOME COMPUTER PROGRAMMERS. THE MSIMBO TRAINING PROGRAM AIMS TO OPEN THE DOOR OF OPPORTUNITY FOR WOMEN AND PEOPLE OF COLOR TO BEGIN CAREERS IN THE IT INDUSTRY, AND IN SO DOING ADDRESS THE IT INDUSTRIES' NEED FOR ETHNICALLY DIVERSE, SKILLED WORKERS. FUNDED BY GOOGLE.ORG, BNY MELLON AND BANK OF AMERICA. ENROLLED 38 STUDENTS, COMPLETE 28, AND PLACED 2.

DIGIUL DIGITAL DESIGN LAB

DIGIUL IS A NEWLY DESIGNED 16 WEEKS DIGITAL MARKETING PROGRAM AIMED TO EDUCATE STUDENTS OF COLOR IN THE FIELD OF ADVANCED PROFESSIONAL GRAPHIC DESIGN. THE COURSES OF STUDY IN THE PROGRAM WILL INCLUDE; DESIGN THINKING AND RESEARCH, HISTORY OF DESIGN, BASICS OF VISUAL COMMUNICATION, DESIGN LANGUAGE, INTERACTIVE TECHNOLOGY, ADVANCED TYPOGRAPHY, INTERACTIVE TYPOGRAPHY, PROFESSIONAL PRACTICES, USER EXPERIENCE DESIGN, INTERMEDIATE PORTFOLIO STUDIO AND REVIEW, SENIOR PORTFOLIO STUDIO AND REVIEW, AND ADVANCED DESIGN PROJECTS. ENROLLED 16, COMPLETED 10, AND PLACED 1.

Name of the organization

Employer identification number

URBAN LEAGUE OF EASTERN****-***9132****EMPLOYMENT RESOURCE CENTER**

THE EMPLOYMENT RESOURCE CENTER (ERC) IS OPEN MONDAY THROUGH FRIDAY BETWEEN 10AM AND 4:30PM. THIS COMPUTER LAB IS AVAILABLE FOR EMPLOYMENT PURPOSES ONLY. WITHIN THE ERC, ADDITIONAL SUPPORT IS AVAILABLE TO NOT JUST ENROLLED PROGRAM PARTICIPANTS, BUT ANYONE WHO VISITS ULEM FOR SUPPORT. EVERYONE WHO UTILIZES THE ERC MUST COMPLETE AN INTAKE FORM. THE ERC PROVIDES (1) ASSISTANCE WITH BASIC ONLINE JOB SEARCHING, (2) SUPPORT FOR ADDITIONAL COVER LETTER AND RESUME CHANGES, AND (3) INFORMATION ON ANY NEWLY LISTED POSITIONS BY POSTING THEM ON THE JOB BOARD. IN GENERAL, THE ERC SERVES 800+ PEOPLE ANNUALLY. THE URBAN LEAGUE HAS CONDUCTED ONSITE INTERVIEWS FOR AMAZON, COMMONWEALTH CARE ALLIANCE, JUDGE ROTENBERG CENTER, LSG SKY CHEFS AND SKYCOM - COURIER. AS A RESULT, 63 INDIVIDUALS OBTAINED MEANINGFUL EMPLOYMENT.

JOB PLACEMENT

JOB PLACEMENT ASSISTANCE IS AVAILABLE TO ALL PARTICIPANTS ENROLLED IN OUR WORKFORCE DEVELOPMENT PROGRAMS. DEPENDING ON THE PROGRAM, PARTICIPANTS MEET WITH THE JOB PLACEMENT SPECIALIST WEEKLY OR AS NEEDED. PARTICIPANTS RECEIVE JOB DESCRIPTIONS AND CONTACT INFORMATION FOR AVAILABLE POSITIONS THAT BEST SUIT THEIR SKILL SET AND EDUCATIONAL BACKGROUND. THEY ARE ALSO PREPARED FOR JOB INTERVIEW(S) THROUGH ONE-ON-ONE MEETINGS, IN ADDITION TO THEIR CLASSROOM TRAINING IN JOB READINESS. PARTICIPANTS ARE OFFERED ONGOING SUPPORT UP TO 12 MONTHS.

CASE MANAGEMENT

CASE MANAGEMENT SERVICES ARE AVAILABLE TO ALL PARTICIPANTS ENROLLED IN OUR WFD PROGRAMS. CASE MANAGEMENT IS THE MOST SIGNIFICANT ASSET AND STRONGEST COMPONENT OF ULEM'S PROGRAMS, ACCORDING TO FEEDBACK RECEIVED FROM PARTNERS AND EMPLOYERS. WE BELIEVE THIS IS BECAUSE OUR STAFF IS REFLECTIVE OF THE

Name of the organization

Employer identification number

URBAN LEAGUE OF EASTERN

-*9132

CONSTITUENTS THAT WE SERVE AND ARE ABLE TO PROVIDE RESOURCES TO OVERCOME OBSTACLES TO EMPLOYMENT. ULEM'S CASE MANAGER ALSO DOES FOLLOW-UP AND TRACKING OF THE PARTICIPANTS' PLACEMENTS ONCE THEY HAVE COMPLETED A PROGRAM. OUR EFFORTS HELP PARTICIPANTS DEVELOP CONCRETE SUPPORT AND EMPLOYMENT PLANS EXTENDING FAR BEYOND THE TIME THEY SPEND TRAINING WITH US. WITH OUR REFERRALS AND SUPPORT, PARTICIPANTS ARE ABLE TO TAKE CLEARLY DEFINED STEPS TOWARD MOVING OUT OF POVERTY THROUGH EMPLOYMENT. WE PROVIDE POST-JOB PLACEMENT SUPPORT FOR UP TO 12 MONTHS.

FORM 990, PART III, LINE 4B - SECOND ACCOMPLISHMENT

SPEAKING OUT AGAINST S/DV; 5) VICTIMS WILL KNOW MORE ABOUT S/DV, WILL RECOGNIZE RED FLAGS AND WARNING SIGNS, AND WILL SEEK HELP EARLIER; 6) VICTIMS WILL EXPERIENCE A MORE COHERENT AND COORDINATED COMMUNITY RESPONSE TO S/DV AS STRONGER RELATIONSHIPS AMONG ULEM, S/DV SERVICE PROVIDERS, CHURCHES, AND OTHER NONPROFITS STRENGTHEN REFERRAL NETWORKS AND INCREASE SUPPORT FOR VICTIMS. 7) STUDENT ATTORNEYS FROM NORTHEASTERN UNIVERSITY SCHOOL OF LAW RECEIVE CULTURAL COMPETENCY AND DOMESTIC AND SEXUAL VIOLENCE TRAINING; IN ADDITION TO SUPPORT AND SUPERVISION OF CLIENTS THAT THEY SERVE IN DORCHESTER AND ROXBURY COURTS.

THIS PROJECT INVITES NEW VOICES AND NEW INSTITUTIONS TO THE TABLE. BY WORKING THROUGH TRUSTED, CULTURALLY SPECIFIC INSTITUTIONS (ULEM AND CHURCHES), PROJECT PARTNERS ARE PURSUING INNOVATIVE AND CREATIVE WAYS TO RESPOND TO THE NEEDS OF AFRICAN AMERICAN SURVIVORS. THIS PROJECT IS HELPING TO BREAK DOWN SILOS, CHALLENGE ASSUMPTIONS, BUILD KNOWLEDGE AND PARTNERSHIPS, AND PROVIDE INFORMATION, RESOURCES, AND SUPPORT TO AFRICAN AMERICAN VICTIMS.

IN FY18 THE OVW DOMESTIC AND SEXUAL VIOLENCE PROJECT SERVED 48

Name of the organization

Employer identification number

URBAN LEAGUE OF EASTERN

-*9132

VICTIMS/SURVIVORS IN BOSTON'S AFRICAN AMERICAN COMMUNITY. IN ADDITION, WE TRAINED 46 STUDENT ATTORNEYS FROM NORTHEASTERN UNIVERSITY SCHOOL OF LAW; 44 BOSTON POLICE DEPARTMENT RECRUITS; 23 FAITH LEADERS, MORE THAN 500 COMMUNITY MEMBERS, AND PROVIDED TRAINING FOR MORE THAN 50 ADVOCATES AND SHELTER LEADERS. . THE PROJECT EXECUTIVE DIRECTOR, REV. TRACI JACKSON ANTOINE, WAS INVITED TO SPEAK AT THE 2016 WHITE HOUSE UNITED STATE OF WOMEN SUMMIT. HER PRESENTATION HIGHLIGHTED THE LEAGUES' PROJECT AND HOW IT IS IMPROVING OUTCOMES FOR AFRICAN AMERICAN VICTIMS AND SURVIVORS.

FORM 990, PART III, LINE 4D - ALL OTHER ACCOMPLISHMENT
YOUTH SERVICES

FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS
URBAN LEAGUE MEMBERS HELP EMPOWER THE COMMUNITY AND CHANGE THE LIVES OF PEOPLE IN NEED THROUGH DONATIONS

FORM 990, PART VI, LINE 7A - ELECTION OF MEMBERS AND THEIR RIGHTS
A MEMBER IS ENTITLED TO PARTICIPATE IN THE ANNUAL MEETING OF MEMBERS AND SPECIAL MEMBERSHIP MEETINGS AND HAS THE PRIVILEGE OF VOTING AT SAID MEETINGS. IN ADDITION TO THE RIGHT TO ELECT DIRECTORS, AND OTHER SUCH POWERS AS VESTED IN THEM BY LAW, THE MEMBERS SHALL HAVE SUCH POWERS AND RIGHTS AS THE DIRECTORS MAY DESIGNATE.

FORM 990, PART VI, LINE 7B - DECISIONS SUBJECT TO APPROVAL OF MEMBERS
ELECTION OF NEW BOARD MEMBERS AND ANY CHANGES IN BY LAWS ARE RATIFIED BY URBAN LEAGUE MEMBERS AS STATED IN BY LAWS.

Name of the organization

Employer identification number

URBAN LEAGUE OF EASTERN

-*9132

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990 DRAFT 990 IS REVIEWED BY THE AUDIT COMMITTEE AND EXTERNAL AUDITOR. AUDIT CHAIR PRESENTS THE DRAFT 990 TO THE BOARD AT ITS MONTHLY MEETING FOR FINAL APPROVAL.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL THE ORGANIZATION HAS A SUB-COMMITTEE, WHO ARE HUMAN RESOURCES PROFESSIONALS THAT RESIDE AT THE BOARD LEVEL TO CONDUCT A REVIEW BASED ON THE NATIONAL URBAN LEAGUE AFFILIATE CEO'S GUIDELINES. A SALARY RECOMMENDATION IS MADE BASED UPON THOSE GUIDELINES AND IMPLEMENTED BY RECOMMENDATION OF THIS COMMITTEE, AND APPROVAL BY THE CHAIRMAN OF THE BOARD. A COPY OF THE REVIEW KEPT ON FILE.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION GOVERNING DOCUMENTS, THE CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE BY REQUEST. THE ANNUAL FINANCIAL STATEMENTS, INCLUDING THE FORM 990, ARE FILED WITH THE ATTORNEY GENERAL'S OFFICE ON AN ANNUAL BASIS. NO REQUESTS FOR INFORMATION WERE RECEIVED DURING THE YEAR.