

The SPARK

CELEBRATING SUCCESSES SPARKED BY YOU!



Literacy Pittsburgh has long partnered with the Builder's Guild of Western Pennsylvania to provide math brush-up classes for their Introduction to the Building Trades pre-apprenticeship program. Digital skills have now been incorporated with five workshops offered on basic computer skills. The April 2023 cohort celebrates the completion of the pre-apprenticeship program!

THE YEAR IN REVIEW

A focus on our most important asset—our people—defined the 2022-23 program year.

Literacy Pittsburgh's 2022-23 program year may be best remembered for a laser-sharp focus on our people as called for in our Diversity, Equity, Inclusion, and Accessibility plan.

Under the leadership of our new Director of Human Resources, we built a new Human Resources Information System, revised our hiring process, updated our employee handbook, improved our performance review system, and created a new employee pay program.

A compensation study showed that our salaries were, on average, 11% below market. The resulting pay program establishes new salary ranges. Adjustments have been made to ensure all staff are within market pay range, requiring a significant investment of roughly \$250,000 in our people. While we're pleased to have made that investment thanks to the generosity of so many donors, we know that it was only a downpayment. We will continue to work to increase salaries to be even more competitive as an employer. We want our students to benefit from outstanding talent while ensuring our amazing employees can live decent lives in an increasingly expensive world.

Continued on page 2 >>

SPOTLIGHT ON SUCCESS: DANIELLE

Pursuing her
dream, thanks
to you!

"I was adamant about continuing my education and Literacy Pittsburgh helped me a great deal," Danielle says. "I was able to get my GED within four months and now I am going to enroll in an esthetician program! This has always been my dream and now it can come true."

Danielle appreciated how helpful and hands on Literacy Pittsburgh's teachers were. "They took the time to ensure I was

grasping the knowledge."

Her advice to new students is to "ask questions if you don't understand something and interact with other students if you are comfortable."

Online classes gave Danielle a lot of flexibility and she also studied on her own. "Literacy Pittsburgh gave me the tools and resources I needed to get my GED," she says.

Danielle is excited to begin the esthetician program at



the South Hills Beauty School and she hopes to take a few college courses too. ●

YEAR IN REVIEW Continued from page 1

Throughout the program year, we continued to engage staff, students, and volunteers in regular surveys to understand what we are doing well and where we can improve so that we can thrive and grow. Winning the Best Places to Work designation for the second year in a row is a welcome indication that our efforts are working.

Thanks to the Bank of America Neighborhood Builders Award, we've also invested in managing change to keep our team aligned, performing, and winning together. This has included biannual all-staff retreats to review progress, align goals, and connect with each other to strengthen an already collaborative and high-performing team. Change management work has included leadership training, support for supervisors, and technical support to plan and sequence change initiatives that can be successfully integrated into our daily operations.

Investment in change management is vital as we

Growth and change have been necessary to expand and maintain high-quality instruction that meets community needs. Increased support from individuals, foundations, and corporations has created opportunities. Our FY23 revenue was 15% greater than the previous year, and FY24 is expected to grow by 8% more. Your support is needed now more than ever. To ensure that we are sufficiently planning and prepared for future sustainability, we built a capitalization plan that includes a multiyear projection, goals for establishing a cash reserve, and plans to grow our endowment.

We are both proud and grateful that Pennsylvania approved the first Adult and Family Literacy line item budget increase in over 12 years. Proud because we played an essential role in advocating for this increase. We are grateful to our legislative champions here in Western Pennsylvania and across the state, to Governor Shapiro, and

We served 42% more students in Program Year 2022-23 and carried large waiting lists throughout the year. The demand for services has continued to climb.

continue growing to better serve our adult learners. We added seven new positions in Program Year 2022-23 to address an influx of immigrants and refugees into the region, the growing demand for digital skills instruction, and an increasing need for human services and career planning support among our students. In fact, we served 42% more students in Program Year 2022-23 as compared to 2020, and carried large waiting lists throughout the year. The demand for services has continued to climb.

We also implemented changes to make services more accessible for students. New community-based student orientations and classes were launched. A new online student portal gives students more agency in building their learning pathway with Literacy Pittsburgh.

to our employer and job training partners who helped us advocate for additional resources. Finally, this funding gives us hope because these additional resources are more desperately needed than ever to create better lives through learning.

Thank you for supporting Literacy Pittsburgh through the past year of growth and change in support of our adult learners.

With gratitude,



Carey Harris, Chief Executive Officer

AWARDS AND RECOGNITION

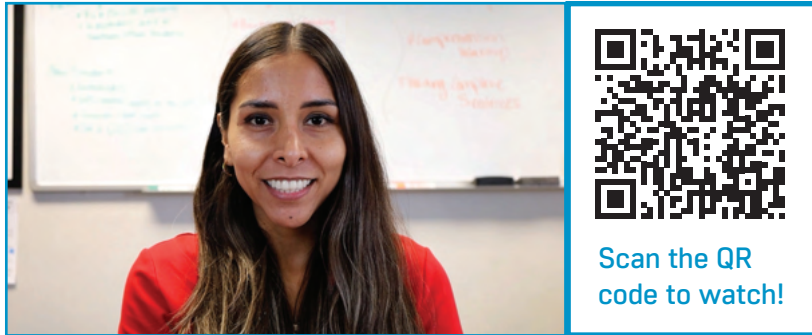
Last year we proudly received several honors recognizing our commitment to excellence on behalf of our students. These include:

- Best Places to Work 2023
- Finalist, Pittsburgh Excellence in Ethics Award presented by Southwestern PA Rotarians
- Award of Excellence, The Communicator Awards, Academy of Interactive & Visual Arts – Employee Training Services Video
- Honoree, Webby Awards, Websites and Mobile Sites, Charitable Organizations/Non-Profit



OUR STUDENTS THANK YOU!

Your generosity creates better lives through learning! Scan the QR code to hear what your support means to Literacy Pittsburgh's students. You are appreciated!



SPOTLIGHT ON SUCCESS: DAVID

“As a French speaking refugee, the first goal for me, in my opinion, is to learn the English language,” David explains. “It has a key to open all door that mean education, communication, health and integration.”

David wants to get a good job and create the best life for his wife and four children in the future.

He is originally from Central Africa. He and his family escaped to Cameroon due to warfare. They were in Cameroon for nine years and arrived in the United States just eight months ago with very little knowledge of English. David's progress in learning the language has been remarkable.

“Literacy Pittsburgh is a ideal place for all persons, all Pittsburghers who need to achieve their goal,” David explains. “It's the best place here. I like it.”



GOLD AWARD PROJECT CREATES NEW LIBRARY FOR FAMILIES

In 2023, Ambassador Girl Scout Alena Richart unveiled Literacy Pittsburgh's new Free Library at our Family Literacy site. This student resource is the culmination of Alena's Gold Award Project as part of the Girl Scouts of Western Pennsylvania and Morning Star Service Area Girl Scouts. Over many months Alena worked with staff to collect and organize books, design signage, and set up the new library area. Many thanks to Alena and the individuals, organizations, and businesses that donated to the project!

Literacy Pittsburgh Board of Directors

President

Andrea Clark-Smith UPMC

Immediate Past President

Steven Sokoloski Highmark Health

Vice President

Leslie Gromis Baker

Buchanan Ingersoll & Rooney

Secretary

Scott Bartlett PPG Industries

Treasurer

Danell R. Cooper, CPA KidsVoice

MEMBERS

Dr. Keely Baronak Carlow University

Earl Buford CAEL

Nancy J. Crouthamel Civic Volunteer

Ellen Duffield Highmark Wholecare

Ellen Freeman Freeman Immigration Law Group

Emmanuel George Covestro

Richard M. Heiser FedEx Ground

Kevin Kinross Carey Group

Tina L. Myles Pressley Ridge

Katie O'Connor Buchanan Ingersoll Rooney

Dr. Katy Rittle Duquesne Light Company

Rebecca Roadman University of Pittsburgh

Lucy Russell University of Pittsburgh

Bill Southern Block Communications

Jen Styran Carnegie Library of Pittsburgh

Kathleen M. Sullivan Clark Hill

Erin Weber Raymond James

Karen R. Worcester Hope Gas

Chief Executive Officer

Carey Harris

LITERACY PITTSBURGH FACTS & FIGURES 2022-23



2022-23 REVENUE

Contributions

Corporations & Foundations	\$1,156,314
Individuals	\$770,597
Special Events	\$82,168
Total Contributions	\$2,009,079

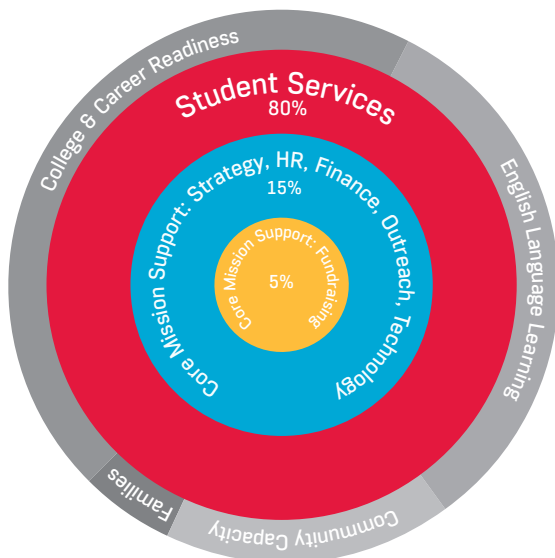
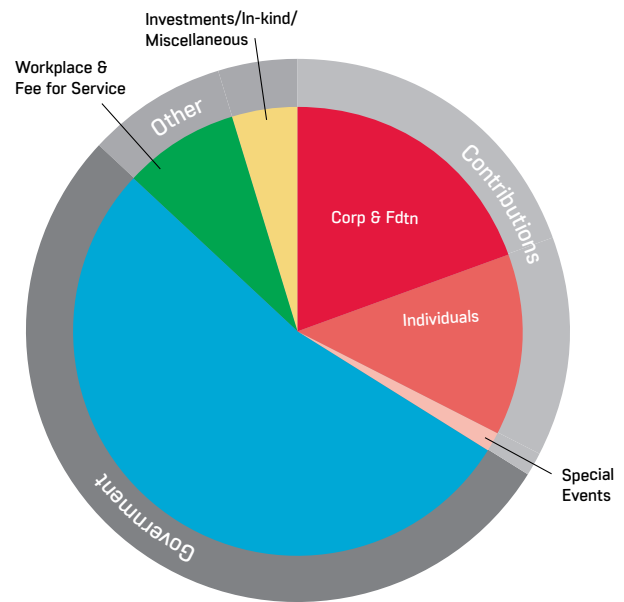
Government Grants

Total Government	\$3,122,405
-------------------------	--------------------

Other

Workplace & Fee for Service	\$483,486
Investments/In-kind/Misc	\$273,535
Total Other	\$757,021

TOTAL REVENUE	\$5,888,505
----------------------	--------------------



2022-2023 EXPENSES

Student Services

College & Career Readiness	\$2,073,274
English Language Learning	\$1,480,250
Building Community Capacity	\$783,485
Family & Children	\$245,500
Total Student Services	\$4,582,509

Core Mission Support

Management & General	\$862,368
Fundraising	\$305,174
Total Core Mission Support	\$1,167,542

TOTAL EXPENSES	\$5,750,051
-----------------------	--------------------

2022-23 PROGRAMS

STUDENTS SERVED

COLLEGE AND CAREER READINESS

Reading, writing, math
High school equivalency diploma prep
Workplace skills

1,253

ENGLISH LANGUAGE LEARNING

English classes
Citizenship prep
Immigrant support

1,907

CHILDREN & FAMILIES

Family literacy
Oasis Intergenerational Tutoring

350

BUILDING COMMUNITY CAPACITY

Compass AmeriCorps

652

CORE PROGRAM OUTCOMES



Employment Outcomes
926



Became a U.S. Citizen
38



Gained High School Equivalency
80



Gained Confidence in English
910



Entered Postsecondary Education
130



Increased Reading/Writing/Math Skills
914

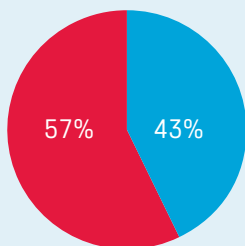


Advanced Educational Level
832



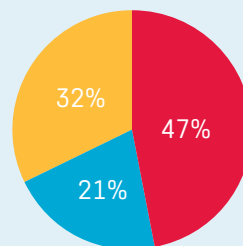
Average Hours per Student
39

EMPLOYMENT UPON ENTRY



Employed
43%
Unemployed
57%

EDUCATION UPON ENTRY



Postsecondary
47%
HS diploma
21%
Less than high school diploma
32%

Note: Data includes outcomes related to a subcontract grant for adult literacy programs at Goodwill of Southwestern Pennsylvania



DIGITAL NAVIGATOR NETWORK LAUNCHED

On October 4, the United Way of Southwestern Pennsylvania and Comcast announced the launch of a Digital Navigator Network. United Way's 211 team will direct callers who need internet access to Digital Navigator agencies, including Literacy Pittsburgh, Goodwill of Southwestern Pennsylvania, and YWCA of Westmoreland County.

In this role, Literacy Pittsburgh staff members will work with individuals and families to assess their needs and provide help with broadband services (including enrollment in the Affordable Connectivity Program), digital literacy support, and access to devices.

The project aims to close the digital divide in the region and create equitable access to the equipment and skills needed to thrive in a tech-dependent world.

Comcast donated 100 computers to each partnering agency to provide for clients needing technology access.

CAREER SERVICES PROGRAMS EXPAND

New classes and services increase career opportunities for students.

Literacy Pittsburgh is working hard to create services and partnerships that bridge the path between education and employment or job training. Microsoft Office Specialist certification, math brush-up for construction pre-apprenticeships, information sessions, and English for Housekeeping Careers are examples of programs that can help propel students toward a better job.

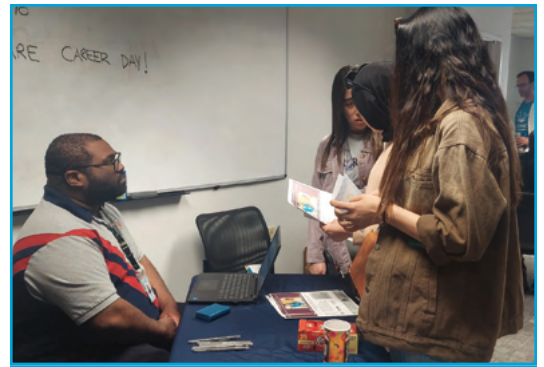
English for Housekeeping Careers recently held its third cohort. This class was established after seeing the success of English language learners working in environmental services for local health care providers. Participants can practice workplace-specific English while working on all aspects of job seeking with our student services team members. In addition, representatives from local healthcare employers provide presentations, descriptions of open positions, and mock interview practice. To date, 40 students have participated in the class.

Our digital skills offerings continue to grow with classes offered at community sites throughout Beaver and Allegheny Counties as well as in an online format with an instructor in real-time. Classes are open to the general public. Multi-session classes and single-session workshops enable students to get an introduction to computers, learn essential software, and become familiar with using technology in daily life. Open lab time is also available for individualized instruction and assistance with formatting a resume or cover letter. Microsoft Office Specialist certification classes are an exciting addition. Students can prepare for this valuable certification during an intensive 12-week class.

We strive to inform students of opportunities available to them as they seek job training or a new career. Information sessions with the Community College of Allegheny County and Bidwell Training Center equip students with information about postsecondary opportunities. This summer, resource fairs featured partner agencies such as Dress for Success, PA CareerLink, and Pittsburgh Financial Empowerment Center to connect students to services that contribute to their success.

This past program year, 140 students participated in skill-building classes that prepare them to succeed on the job. Additionally, 459 students participated in information sessions, resource fairs, and career exploration. The proportion of our students receiving career services has risen substantially, reaching 27% compared to just 10% in 2020.

We are grateful to BNY Mellon, Senator Robert P. Casey, Comcast, Department of Human Services, PPG Foundation, and United Way of Southwestern PA for making this programming possible. ●



Resource fairs brought together partners such as Dress for Success, PA CareerLink, and Pittsburgh Financial Empowerment Center to connect students to services that can contribute to their success.

2022-23 INVESTORS

YARDUMIAN SOCIETY

Acknowledging individuals who invested \$1,000 or more in support of our students during the 2022-23 fiscal year.

Anonymous
Scott Bartlett and Joan Washington
Ms. Ritchie M. Battle
Rev. Christopher and Dr. Filista Bender
Donald and Mary Block
Phil and Karen Bolden
Dr. Matthew Bruckel
Ms. Andrea Clark Smith and
Mr. Demetrius Smith
Lori Como
Danell R. Cooper
Ms. Nancy Crouthamel
The Cummings Family
Wayne and Regina Desbrow
Ellen Duffield
Mr. James J. Elson and
Ms. Kathleen D. Ryan
Mr. and Mrs. Paul S. Faller
Ms. Ellen Freeman
Mr. Emmanuel George
Scott and Leslie Baker
Drs. Maria and Francis Guyette
Carey Harris and Family
Patti and Stan Hasselbusch
Dick and Katie Heiser
Vicki Helgeson and Mark Kochvar
Ms. Louise Herrle and
Mr. Godfrey Molyneux
Jackie Kalocay Hogg
Karen and Daniel Johnese
Mr. Kevin Kinross
Theresa Andrews and Thomas Kondrat
Ms. Meryl K. Lazar
Marge and Jim Lehner
Ken Levin and Marcie Mitre
Ms. Karen J. Maresch
Will and Karen Martin
Dr. Irene McGee
Mr. and Mrs. W. Thomas McGough, Jr.
Mr. Jared Miller
Mr. Joseph Murzyn
Hugh and Eliza Nevin

Katelyn and Corey O'Connor
John and Peggy O'Rourke
Mr. Siddharth Pant and
Ms. Andrea DiMartini
Mr. Jim and Mrs. Sandra Patton
Ian Price and Will Wenger
Andrew Pugh and Kristen Mertz
Jennifer and Bill Rabold
Ms. Rebecca M. Roadman
Mr. and Mrs. Bruce Rudoy
Dr. Merrilee H. Salmon
Mr. Gary L. Singery
Dr. Philip and Dr. Susan Smith
Paul and Susan Smocer
Steve Sokoloski and Derick Stalker
Mr. Clifford Stevenson
Mr. and Mrs. Terry Styran
Ms. Kathleen M. Sullivan
John P. and Elizabeth L. Surma
Mr. Robert K. Wagner
Erin Weber
Ms. Liz Witzke-Baum and
Mr. Allen Baum
Karen R. Worcester
The Wright Family Charitable Fund

PATHWAYS TO THE FUTURE

Acknowledging individuals who have made a legacy gift to Literacy Pittsburgh.

Anonymous
Donald G. Block
Nancy J. Crouthamel
James J. Harris*
Stan and Patricia Hasselbusch
Louise M. Herrle
Ellen Hildenbrand*
Patricia Prattis Jennings
Louise C. Lehner*
Virginia L. Linhart*
Susan B. McLaughlin
Susanne L. Morris*
P. Jerome and Cynthia K. Richey
Elizabeth A. Smith*
Patricia O. Smith
Bertha G. Suter*
Marty Tiani
Daniel M. Mathews
Mary Yardumian*

*Deceased

CORPORATE AND FOUNDATION INVESTORS

Acknowledging cumulative investments of \$1,000 or more during the 2022-23 fiscal year.

Anonymous
Alcoa Foundation
Bank of America
Bill and Linda Mitchell Charitable Foundation
Birmingham Foundation
BNY Mellon Community Partnership
BNY Mellon Foundation of Southwestern Pennsylvania
Buchanan Ingersoll & Rooney, PC
Caboodle Technologies Inc.
Calvary Episcopal Church
Charles F. Peters Foundation
CINIC Chemicals America, LLC
Clapp Charitable & Educational Trust
Clark Hunter Foundation
Clinton Foundation
Comcast
Dollar General Literacy Foundation
Double Eagle Foundation
Dozzi Family Foundation
Eat'n Park Hospitality Group
EQT Foundation
FedEx Ground
Goodwill of Southwestern Pennsylvania
Grable Foundation
Heinz Endowments
Highmark Blue Cross Blue Shield
Howard and Nell E. Miller Foundation
Jack Buncher Foundation
James M. and Lucy K. Schoonmaker Foundation
Jefferson Regional Foundation
Katie's Korner
Laurel Foundation
Massey Charitable Trust
Maxine and William Block Fund
McCune Foundation
Paul and Dina Block Foundation
Peoples Gas
Pittsburgh Post-Gazette
PNC Foundation
Posner Foundation of Pittsburgh
PPG Foundation
Ryan Memorial Foundation
Snee-Reinhardt Charitable Foundation
The Birmingham Foundation
The Burke Foundations
The Cooper-Siegel Family Foundation
The Gap
UPMC and UPMC Health Plan

We have made every effort to ensure that this list is complete and accurate. If we have inadvertently made an error, please call 412-393-7633 so that we may correct our records. We apologize for any omissions or errors.

GIVING CIRCLE

Acknowledging individuals who invested up to \$999 in support of our students during the 2022-23 fiscal year.

Anonymous
Ms. Tamara Abell
Jackie Abel-Stavropoulos
Ms. Sharon Abraham
Michael and Beth Abriatis
Tomi Adebayo
Mr. Jerry Agin
Ms. Barbara Alsko
Peter Alter
Ms. Gladys Bih Amandong
Mr. Michael and Ms. Linda Ambroso
Barbara and Robert Amsler
Nora Andrews
Jeff Andrioff
Ms. Melinda Angeles
Steven Angelo
Cailynne Angelo
Dr. Amy L. Apel
Ms. Laura Arbore
Mr. C. Daniel Askin
Mr. Harry Back
Ms. Janice Bahary
Mr. Joseph S. Balaban
Janet Balas
Ms. Lynn Ballantine
Ms. Jan Bamford
Patricia and Bruce Bancroft
Antonio Barbosa
Bill and Keely Baronak
Ms. Lineth Barrios
Alexa Bassler
Ms. Lea Baylis
Kathleen Beaver
Ms. Brianna Behm
Ms. Dorothy Bellhouse
Ms. Emily Bennett
Sue Berman Kress
Mrs. Ellie K. and Mr. Robert S. Bernstein
Mr. Zachary Best
Godfrey Bethea
Jennifer Bevacqua
Mrs. Sivakama Bharathi
Mark and Patricia Bibro
Albert W. Biglan, M.D.
Mr. Thomas G. Bigley
Ms. Florence P. Black

Ms. Delores Blough
Megan Bobel
Peter Bohl
Ms. Nancy and Mr. William Bonenberger
Mr. Joseph F. and Ms. Sharon C. Bonomo
Ms. Joanne Borgesi
Ms. Paula Borsch
Ms. Margaret G. Bowman
Mr. Carl Boyd
Ms. Cheryl and Mr. Philip Boyd
Ms. Arlene Brandeis
Mr. Mark Brandfass
Matt Brandley
Ms. Joyce Brandon
Mr. Brandt Dean
Susan and Gerry Brandt
Jill Brethauer and David Samuel
Ja'Ron Bridges
Ms. Jennifer K. Brodt
Mrs. Lois Bron
Dana Brooks
Catherine Brosky
Jennifer Brown
Sierra Brown
Mary Brown
Sierra Brown
Mr. and Mrs. David A. Brownlee
Ms. Carol Broz
Mr. and Mrs. Daniel Bruce
Lynn and Bill Buchanan
Mr. Earl Buford
Quintin Bullock
Linda Burns
Allison Butler
Mr. Stephen R. Buzard
Mr. Donald Calaiaro
Mr. and Mrs. Donald Calaiaro
Bill Campbell
Debra Campbell
Ms. Adele S. Cannell
Ryan Carlisano
Gina and John Carlos
Abby Carpenter
Rebecca Carpenter
Mr. Ryan Carr
Renata Carvalho
Mr. Henry Michael Casale
Lou Castelli
Ms. Nicole Cerilli
Laura Cetnarowski
Mrs. Isabel Chernoff
Ms. Katherine Chivers

Mark J. Christman and
Renee M. Christman
Ms. Renee Christman
Ms. Donna Christofel
Mr. Jason Chronis
Richard Citrin and Sheila Collins
Mary Catherine Clarke
Susan and Peter Claus
Derrick Clements
Mr. Dean and Mrs. Diane Close
Amy Coates
Ms. Connie Coble-Roe
Sheri Cocco
Hillary Cohen
Mr. and Mrs. David Cohen
Ms. Mona Colicchie
Howard and Heidi Coltin
Ms. Deborah Comay
Larry Comden
Ms. Dasha Condon
Gretchen Costello
Jonathan Cox and Eleanor Bush
Mr. David Weber and Ms. Darla Cravotta
Darla Cravotta
Ms. Katy Critchfield
Ms. Catherine R. Crozier-Davidson
Mr. Michael Cuccaro
Mr. Thomas Cummings
Ms. Brenda Czake
Linda Dafner
Leo Dafner
Ms. Martha Daniels
Elliot and Beth Davis
Daniel Davis
Ms. Catherine Dawgert
Mr. Zachary Day
Mr. Ron and Mrs. Kim Deceder
Alexandra DeFazio
Maria DeFazio
Blaise DeFazio
Edward and Gail Denton
Theresa Depperschmidt
Tara Deringor
Mitchell Dernis and Brenda Kurland
Julie DeSeyn and Sean Fogarty
Ms. Casey Devlin
Browning-Dias Family
Miguel Diaz
Mr. John Boyd Dickey
Mrs. Rene Diffendal
Nancy and Guy Dille
Sara Dinardo

Mr. and Mrs. Salvatore DiPietro	Francisco Garcia	Katherine Holter
Ms. Sun Ye Dobish	Ms. Pat and Mr. Ken Gardner	Ms. Geraldine Hooper
Nathan Donato	Mr. Andrew Garmon	Mr. Aaron Horne
Mr. Weldon C. Doran, III	Mr. Robert D. Gates	Mrs. Carol Horowitz
Lina Dostilio	Mr. John T. Gentry	Miki Howald
Joanne and Bernard Dougherty	Bernadette Gerbe	Ms. Rosemary Howley
Mr. Alexander Dow	Bernadette Gerbe	Peter and Lynn Hoysan
Ms. Anita Driscoll	Mr. Joseph German and Mrs. Linda	Ms. Tiffani Anne Humble
Joe Duckett	M. Schmandt	Hannah Humlan
Dennis Dugan	Mr. Andrew J. Gianni	Mrs. Robin A. Hummel-Johnson
Ms. Suzanne Dugan	Madelyn Gibson Antonich	Ronnell Hunt
Cheryl Dunn	Ms. Patricia Glosser	Christina Indovina
Ms. Suzie Eaton	Ma. Dana Gold	Kristin Ioannou
Carolee Carmello	Sam Gorsuch	Ms. Donna Isaac
Marilyn and Robert Egan	Mr. Kimmer Graham	Jim Jarvis
Mr. Chad Elder	Brenda Graham	Ms. Marianne Jew
Ms. Beverly Emery	Robert L. Grant III	Mr. and Mrs. Robert A. Johnson
Kiley Enas	Ms. Karen Grasso	Lars Johnson
Ms. Beverly D Engle	Ms. Anne and Mr. Thomas Gray	Abigail Johnson
Ms. Denise English	Ms. Patricia Greeno	Abigail Johnson
Cynthia English	Ms. Marian Gregg	Ms. Jennifer and Mr. Mark Jones
R Scott Enstrom	Ms. Caitlin Griffiths	Mr. Marlon Jones
Mr. and Mrs. Jim Essel	Gina Grimsley	Lance Jones
Mark J Evans	Ms. Sherry and Mr. Cesare Grossi	Ms. Donna Joyce
JoAnn Fabrizio	Dave Hacker	Ms. Susan Juffe
James Fagg	Karen and Bob Hackman	Kenneth Kaleida
Mr. Michael and Ms. Janice Fapore	Mr. and Mrs. Christoph Harlan	Ms. Eileen Kaplan
Maura Farrell and Lawrence Feick	The Harris Family	Mr. Joel M. Kaufman
Terasa Farrell	Pat Harris	Kathy Kazmierski
Carrie Ferguson	Ms. Nancy T. Harris	Mr. Aaren Kearney
Patricia Ferricks	Mr. Zachary Harrison	Ms. Mary Eve Kearns
Alaina Ferry	Stephanie Harrod	Nita J. and John A. Kellum
Anna Ferry	Mr. and Mrs. Thomas C. Harter	Megan Kelly-Thomas
Alaina Ferry	Ana Hasselbusch	Mr. Robert Kerlin
Regan Fetterolf	Roberta Hatcher	Brendan Kerr
Harriet Fibus	Ms. Cynthia M. Hays	Ms. Judy Kerr
Amanda Fideli	Andi Heasley	Ms. Donna Kielar
Michelle Figlar	Drew Heckathorn	Ms. Laura Kieras
Marilyn H. Fitzsimmons	Sam Hedin	Ms. Catherine Kierzkowski
Ms. Kate Florence	Mr. and Mrs. David G. Henry	Martha Kimber
Sean Fogarty	Dr. Robert Herdt	Mr. Milton Kimura
Ms. Lisa Forgas	Corey Hess	Ms. Jill King
Paul Foster	Tiffanee Heywood	Ms. Carol A. Kinney
Mr. and Mrs. Lee Foster	Dorothy and Bill Hill	Luke Klein and George Heigel
Phyllis and John Framel	Mr. David McL. Hillman	Edward S. Klein
Lynne and Mark Frank	Ms. Taryn Hilty	Deb Klein
Ms. Debra Freeman	Thomas E. Hitter	Ms. Lynn Klein
Sara Gaal	Mr. Ian Hlawati	Mr. David Klingensmith
Dr. M. Christina Gabriel	Mr. Richard Hoffmaster	Mr. Nicholas Koch
David Gale	Richard Hoffmaster	Peter Koehler
Andrew Gamble	Alan Hohlfelder	Anne Koenig
Rebecca Gamble	Alan and Betsy Hohlfelder	Michele Kohler
Garcia Household	Hillary and Joe DeFrancesco	Lisa Koi
Jacqueline Garcia	Ms. Lisa L. Holman	Mr. and Mrs. Jeff Kondis

Lisa Kopec
 Ms. Kathleen Kovacs
 Audrey Kreke
 Ronan Krissoff
 Ronan Krissoff
 Ms. Mary Jeanne Krob
 Mrs. Sadie J. Kroeck
 Amy Kucensky
 Ellen Kuntz
 Samantha Kyle
 Stephen Laidhold and Cheryl Kaufman
 Mark Lamoncha
 Ms. Susan L. Lanna
 Michael Latady
 Mr. Jonathon and Mrs. Stephanie Laurenza
 Ms. Rainy Laux
 Timothy and Sarah LaVoie
 Sarah LaVoie
 Eric Leach
 Tamala Leighfield
 Mr. and Mrs. Lawrence Lipidi
 Tom Lesnick
 Ms. Joanne Letcher
 Nancy Levine
 Mr. Nicholas Lewandowski
 Molly Lewis
 Elsa Limbach
 Ms. Emily Lippert
 John Litwin
 Ms. Mikenna Livingston
 Ms. Barbara Lizama
 Daniel Lombardo
 Brenda Loving
 Susan Lucheta
 Rhonda A. Luczak
 Mr. Eric Luttringer
 Mr. David R. Lyle
 Chance Lytle
 Mr. Eric Malecki
 Erin Malloy
 Laurie and James Mann
 Jim Mann
 Nicholas Mannino
 Theresa Mannino
 Ms. Susan Mansuetti
 Ms. Beth Marcello
 Mr. Adrian F. Marini
 Mr. Jeffrey B. Markel and Ms. Carol L. Robinson
 Lynn and Justin Marotta
 Judy Martier
 Michelle Martin
 Victoria Mather
 Tory Mather
 Mary Mathews and Bill Reiser
 Jayanne and Gary Matthis
 Sharon McAndrews
 Vivienne McClellan
 Ms. Mary E. McFadden
 Mr. Brent McGrath
 Jim McGraw
 Ms. Lynn Kent McIlroy
 Mr. Steven McKee and Mrs. Carol Baicker-McKee
 Jamie McMahan
 Alexander McMahan
 Ms. Nancy Menold
 Ms. Linda Merriman
 Maya Metzger
 Mrs. Amy Affleck and Mr. Mark Meyer
 Jillian Meyer
 Ms. Rachel Meyers
 Trent Michaels
 Zach Mikrut
 Juli Milan
 Erica and Stephen Miller
 Mr. Edward A. Mills
 Shirley Minnich and Family
 Mr. Jerome Misiewicz
 Ms. Diana Mollica
 Maria Montaro
 Laurie Moraca
 KK Morgan
 Ms. Stefanie Morosky
 Susan and Jim Morris
 Michalle Handa and Steve Morrison
 Jacqueline Morrow
 Judy Moses
 Mr. Dave Mramor
 Mr. Andrew Mulford
 Mr. and Mrs. Clifford Mull
 Mr. and Mrs. Wayne T. Murphy
 Mr. Joe and Ms. Fallon Murray
 Michael Myers
 Tina Myles
 Ms. Carmella Nachreiner
 Ms. Emily B. Naunheim
 Zach Nelkin
 Ms. Lisa Marie Nespoli
 Mr. and Mrs. Ryan Neupaver
 Patricia K. Nichols
 Marjorie Niedbala
 Chelsey Novak
 Marianne Novy
 Stephen O'Brion
 Betsy O'Leary
 Cindy Ollendyke
 Mr. Richard J. Olshefski
 Ms. Natalie Olup
 Ms. Sara Ondrejko
 Mr. Luis Orellana
 Ms. Jessica Orlidge
 Donna Marie and Dave Oster
 Mr. and Mrs. Eugene J. O'Sullivan
 Kristina Pacifico
 Jason Panella
 Pamela Papenmeier
 Ms. Amy and Mr. Anthony Pardo
 Mr. and Mrs. Robert S. Park
 Leah Patterson
 Tom Paul
 Maddie Pawlina
 Ms. Susan Peake
 Angelica Perez-Johnston
 Lauren Perkins
 Ms. Rosemarie Perla
 Amanda Perry
 Mr. Michael Pest
 Chris Peta
 Danielle Peters
 Mr. Walter J. Peterson
 Renee Piechocki
 Kayla Pierre
 Miranda Pino
 Mr. Tony Pirolo
 Ms. Katherine Plotnicov
 Maria and Brian Polinsky
 Ms. Marisa Pompeo
 Mrs. Denise A. Ponczak
 Christian Pope
 Ashley Pope
 Vincent and Marie Popovich
 Mr. Michael Popper
 Victoria Potter
 Mike Potter
 Ms. Sarah Powell
 Victoria Prettyman
 Mr. and Mrs. Charles J. Queenan, Jr., Esq.
 Mr. and Mrs. Thomas J. Quick
 Ms. Fran Quinlan
 Kyra Quinn
 Ms. Lori Quinn
 Mr. Joseph and Ms. Brenda RajECKi
 Ms. Brittany Ramsey
 Jennifer and Mike Rapach
 Mr. Frederick Rapone
 Ms. Karen Rasmussen
 Ms. Carolyn B. Reed
 Dr. and Mrs. Francis R. Reid
 Marc Reisman
 Cory Resler

Ms. Carolyn B. Reuter
 Justin Riapos
 Lauren and Ken Rice
 Gloria Richards
 Tim and Jennifer Richart
 Ms. Mary Richter
 Lauren Riegelnegg
 Mona and Bob Riordan
 Shirley Robinson
 Dan Rooney
 Anthony Rosato
 Ms. Lynn Rosen
 Barbara and Jerome Rosenberg
 Ms. Sandra and
 Mr. Gerald Rosenfeld
 Nancy and Bob Rosenthal
 The Rosinger Family
 Diane Ross
 Mr. Ronald R. Rubenfield
 Ms. Lucy Russell
 Nina Russell
 Mr. and Mrs. David J. Russo
 Susan Rust
 Ms. Pamela Ryan
 Mr. Kirk Rys
 Arlene and Steve Sablowsky
 Ms. Linda Sanders
 Arlene Sanderson
 Darci Saunders
 Mr. Michael Saylor
 Ms. Stephanie and
 Mr. Allen Schertz
 Mr. Gregg P. Schmidt
 Ms. Joanne E. Schollaert
 Ketwana Schoos
 Tom and Carole Schroeder
 Linda Schultz
 Mr. Gary and Ms. Joni Schwager
 Caitlin Schweighardt
 Mr. Elmer and Ms. Sharon
 Schweninger
 Carol Scicutella
 Caroline Scott
 Ms. Abby Seeley
 Mr. and Mrs. Martin I. Seltman
 Hajie Sesay
 Wendy Shafer
 Anne Shaheen and
 R. Randall Tracht
 Stephen T. Shandor
 Chad Shannon
 Ms. Karen K. Shapiro
 Matt Shea
 Brett Shebish
 Austin Shelley

Mark Shelley
 Julie Shepard and Greg Zelesnik
 Kristen Sidorovich
 Lee and Myrna Silverman
 Mr. Martin J. Silverman
 Mr. and Ms. David J. Simon
 Mr. Michael Sipe
 Ms. Megan Skiba
 Jennifer Skinner
 Susan M. Smith
 Christopher Smith
 Dr. Susan Snider
 Ms. Ruth R. Snyder
 Ms. Barbara Anne Sodini
 Ms. Mary Ann Sokol
 Paul Sokoloski
 Jasmin Sonnet
 William Southern
 John E. Spehar, Jr. and
 Kathleen Spehar
 Mr. and Mrs. Rob Squires
 Judy Squires
 Derick Stalker
 Mrs. Tammy Stang
 Holly Starling
 Kelly and Joseph Stasik
 Adam Stehle
 Ms. Laurel Stevens
 Ms. Janice P. Stock
 Sister Betty Sundry
 Ms. Julia M. Swartzentruber
 Mr. and Mrs. Jared Tafeen
 Nora Tallmon
 Candy Tarallo
 Mr. Angelo A. Taranto
 Ms. Terra Teets
 Anna Marie Tempero
 Mandy Thomas
 Anne Thompson
 Julie Throckmorton
 Thomas Tiernan
 Ed Tipton
 Ellen Toker
 Marla Tortorice
 Dan Trellis
 Mr. R. Conan Tuite
 Ms. Deborah Twardy
 Veronica Uziel
 Letitia Valdes-McGuire
 Antonietta Valery
 Matt Vavro
 Mr. and Mrs. Albert J. Vernacchio
 Eduardo Vieira Neto
 Karen Vincler
 Robyn Vittek

Mr. and Mrs. Robert Voinchet
 Kelly Wall
 Bob Walman
 Ms. Nicole A. Walsh
 Michelle Walter
 Dorothea Walter
 Mr. Robert T. Wargo
 Ginny Warnock Bellotti
 Mr. Louis J. Wassermann
 Yoko Watanabe
 Mr. Alfred Watterson
 Gail and Itsy Wedner
 Annie and Larry Weidman
 Amethy and Jackson
 Weikel-Sandstrom
 Helene Weinraub
 Ms. Harriett Weis
 Rosemarie Welsh
 Jeffrey Werling
 John Werling
 William Weston
 Ms. Rachel White
 Jess and Alan Whittington
 Alan Whittington
 Ms. Cathy A. Wilkie
 Jillian Williams
 Ken and Ruth Willman
 Ms. Patricia Winter
 Lorin Wisniewski
 Mr. Jake Witherell
 Jacqui Wolynn
 Mr. and Mrs. Nevin G.
 Woodside, III
 Joanne A. Wright
 Ms. Adrianna Wright
 Dr. and Mrs. John Y. Wright, Jr.
 Anne Wuenschel
 John Wytiaz
 Kau Yang
 Terri Yeager
 Mr. Stanley Yorsz and
 Ms. Margaret A. McLean
 Michelle Yost
 Colleen Young
 Ms. Julia Zebley
 Izzy Zehner
 Dr. Mary Ellen Zeppuhar
 Marta Zimmerman
 Laura and Ron Zinski
 Forrest Zischkau
 Dr. David Zubrow
 Diana Zuroski

LITERACY PITTSBURGH IN YOUR NEIGHBORHOOD

Literacy Pittsburgh serves Allegheny and Beaver counties with free instruction in GED preparation, math brush-up, reading, computer skills, English language learning, citizenship, family literacy, and workplace skills. We asked the staff who manage our neighborhood sites to share something they are proud of from this past program year. Your support made these achievements possible.

Last program year, 491 volunteer tutors gave 19,151 hours to help students succeed. We are grateful for those who stepped up to make a difference. And yet, students are still waiting due to rising demand. If you or someone you know wants to create better lives through learning as a volunteer, please visit literacypittsburgh.org/volunteer.



FAMILY LITERACY

During the past year, Family Literacy expanded its services and provided options across Pittsburgh, including new locations at Concord Elementary and the Carnegie Library in Carnegie. These new classes have allowed our teachers to reach more people, enabling more families to gain the skills to help their children flourish in the public school system.



SOUTH HILLS

The South Hills has a growing population of advanced English language learners, and this past year, we expanded offerings to meet their specific learning needs. We have a new conversation group led by seasoned tutor and journalist Bob Hagerty. This group gathers weekly at the Mt. Lebanon Lutheran Church to practice English through conversation, learning new vocabulary and idioms, and playing games like Taboo.

Waiting Students: 13



NORTH HILLS

McIntyre Elementary serves all English language learning students in grades K-5 in the North Hills School District. Seeking to assist parents and caregivers who also needed English language education, the school reached out to Literacy Pittsburgh. In fall 2022, a beginning-level class was established and taught on Tuesday and Thursday evenings at McIntyre Elementary throughout the school year, moving to the West View Hub for the summer months. The class began as a beginner level class and students have made great progress, advancing to higher level lessons.

Waiting Students: 12

SQUIRREL HILL

Sue Todhunter has been teaching an ongoing English class for the teachers at La Escuelita, a Spanish immersion preschool. The Spanish-speaking teachers at this preschool still need to use English when speaking with the parents of the children they teach. Sue teaches both a beginning and intermediate level class, focusing on the language skills that teachers need on the job. We think Mister Rogers would also be proud of how our services for adults directly affect the lives of children in his old neighborhood!

Waiting Students: 10



PITTSBURGH WEST

The Pittsburgh West area continued to deepen Literacy Pittsburgh’s connection with the community in the past year. In addition to ongoing relationships with Carlynton School District, Andrew Carnegie Free Library, and the Attaweed Islamic Center, we formed new partnerships with Iglesia Sion (a sizeable Spanish-speaking congregation in Greentree) and the Ukrainian Cultural and Humanitarian Institute. Pittsburgh West served over 250 students last year through these partnerships and our six community classes.

Waiting Students: 16

NORTHSIDE – OHIO RIVER

The Northside-Ohio Area has successfully increased the number of students enrolled in math and reading brush-up classes to advance into a Bidwell Training Center program. Fifteen students transitioned into programs such as medical billing/coding, horticulture, medical assistance, and culinary arts during the 2022-2023 program year. The area also provided beginner-level English classes through a partnership with Cornell School in Coraopolis. Volunteer Sarah O’Brien provided instruction to 20 students over the fall and spring. The school provided childcare, transportation, and snacks for students.

Waiting Students: 19

JEFFERSON – MON VALLEY

The Jefferson Mon Valley office has greatly benefitted from our new partnership with Casa San Jose. We have developed classes taught by English language learning volunteers recruited by the organization and trained by Literacy Pittsburgh. Literacy Pittsburgh now offers classes in Mt. Lebanon, East Liberty, Penn Hills, and Ambridge, serving over 150 students.

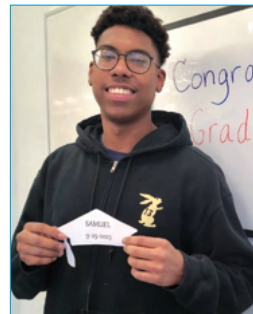
Waiting Students: 25



PITTSBURGH EAST

In December 2022 the UPMC Health Plan Neighborhood Center in the Village at Eastside on Penn Avenue opened. Literacy Pittsburgh is one of 30 community partners working to provide the East End community with a one-stop shop for health and wellness. Literacy Pittsburgh currently uses space at the center for a twice-weekly citizenship class. The Neighborhood Center also provides a place for tutors and students to meet in a public space that still offers quiet and privacy. Along with housing and food insecurity, research shows that literacy and education impact health outcomes. Literacy Pittsburgh is proud to be part of this new partnership.

Waiting Students: 12



BEAVER COUNTY

During the last program year, the Beaver County office offered four GED preparation classes at the Beaver Valley Mall and at Community College of Beaver County, with morning, afternoon, and evening classes available. Five volunteer classroom aides assisted the teacher by providing individualized instruction to students. Twenty students passed the GED test and went on to jobs or postsecondary education. With the help of our dedicated volunteers we also provided English language learning classes at three locations, offering morning, afternoon, and weekend times.

Waiting Students: 0

GIVE AND YOU SHALL RECEIVE TAX ADVANTAGES

Learn about ways to benefit your year-end tax planning while helping others.

Erin Weber is a Vice President and founding partner of the Weber Group of Raymond James. She has her Executive Certificate in Financial Planning from Duquesne University and is a CERTIFIED FINANCIAL PLANNER™ practitioner. Erin also is a Certified Personal Finance Counselor® professional and a member of the Financial Planning Association. As a member of the Literacy Pittsburgh Board of Directors, we asked Erin if she had any advice for Literacy Pittsburgh donors as they consider their year-end charitable giving.

Giving USA Foundation states that American individuals donated \$319.04 billion to charities in 2022. Giving money to charities and non-profit organizations like Literacy Pittsburgh is a great way to give back to the communities that are important to you. Why not do this while receiving a benefit yourself.

Below are a few ways to help with your year-end tax planning while helping others.

Qualified Charitable Distribution (QCD)

Qualified Charitable Distributions (QCDs) are a tax-efficient way for individuals aged 70½ or older to make charitable contributions directly from their Individual Retirement Accounts (IRAs). Currently, each person may donate up to \$100,000 if given directly from their IRA to a qualified charity. Married couples filing a joint tax return can each make a \$100,000 QCD, with \$200,000 potential giving. The charitable contribution counts towards your minimum required distribution. Given that the QCD is not included in your gross income, this can affect your adjusted gross income for various other tax purposes.

Name a Charity as a Beneficiary of Your IRA

Naming a public charity such as Literacy Pittsburgh as a beneficiary of an IRA allows all the assets to benefit the charity without having to pay tax. If an individual is named as a beneficiary, they are required to pay income taxes as the assets are drawn from the account.

Gift stock to a Donor Advised Fund (DAF)

For charitably inclined investors, the ease, convenience, and overall benefits of a Donor-Advised Fund (DAF) may make it an attractive tax-efficient solution for their concentrated stock positions. By contributing concentrated, long-term appreciated stocks to a donor-advised fund, investors can avoid capital gains on the positions while setting aside charitable funds to give back to the 501(c)(3) charities that mean the most to them.

Using concentrated stock positions to fund a DAF can provide the following benefits:

- On the date the contribution is processed, the donor receives an income tax deduction that is equal to the total, fair market value of the shares
- Once contributed, the shares can be sold within the DAF without incurring capital gains tax
- As the donor advisor on the account, the investor has a pool of charitable funds that can be directed to support various charitable organizations, including Literacy Pittsburgh
- The donor/investor can work with their financial advisor to professionally manage the investments in the DAF
- For charitable legacy planning, the donor has the ability to leave the DAF to a successor donor advisor or leave a legacy recommendation form on file for future grant giving

Use the BUNCHING Strategy!

A bunching strategy can also work particularly well with DAFs. A change in the tax law in 2018 nearly doubled the minimum standard deduction – and you can only deduct charitable contributions if you itemize. But by “bunching” your gifts for the next several years into one year, you can more easily meet the higher standard deduction. In particular, business owners may like the idea of bunching/giving into a private foundation or donor-advised fund to help offset the gains from the sale of their business.

WITHOUT BUNCHING	2022	2023	2024	2025	Total
Charitable deduction	\$10,000	\$10,000	\$10,000	\$10,000	\$40,000
State and local tax	\$10,000	\$10,000	\$10,000	\$10,000	
Tax prep, mortgage, etc.	\$3,000	\$3,000	\$3,000	\$3,000	
Total of itemized deductions	\$23,000	\$23,000	\$23,000	\$23,000	
Standard deduction	\$25,100	\$25,100	\$25,100	\$25,100	

WITH BUNCHING	2022	2023	2024	2025	Total
Charitable deduction	\$20,000	\$0	\$20,000	\$0	\$40,000
State and local tax	\$10,000	\$10,000	\$10,000	\$10,000	
Tax prep, mortgage, etc.	\$3,000	\$3,000	\$3,000	\$3,000	
Total of itemized deductions	\$33,000	\$13,000	\$33,000	\$13,000	
Standard deduction	\$25,100	\$25,100	\$25,100	\$25,100	
Deduction used	\$33,000	\$25,100	\$33,000	\$25,100	\$116,200

Thank you to Literacy Pittsburgh Board Member Erin Weber for sharing these great tips for supporting Literacy Pittsburgh while taking advantage of some tax-smart ways to end the year. As a reminder, it is always important to discuss charitable giving and tax planning strategies with your professional advisors before making any final decisions.

To learn more about how to structure your gifts for financial benefits and to make a lasting impact on Literacy Pittsburgh, contact Tim Richart, Literacy Pittsburgh’s Director of Development, at 412-393-7633 or email trichart@literacypittsburgh.org.

800 Cranberry Woods Drive, Cranberry Township, PA 16066. Phone: 878.208.1275 Raymond. James does not provide tax or legal services. Donors are urged to consult their attorneys, accountants or tax advisors with respect to questions relating to the deductibility of various types of contributions to a Donor-Advised Fund for federal and state tax purposes. Raymond James & Associates, Inc., member New York Stock Exchange/SIPC.

BUILDING COMMUNITY

New classes, revamped orientations increase impact on the community.

During the lprogram year, Literacy Pittsburgh strengthened our community-focused initiatives. We expanded our roster of community-based English classes led by professional instructors, AmeriCorps members, or volunteers. These classes were launched throughout Allegheny County at the following locations:

- Carnegie Elementary School (Carlynton School District)
- McIntye Elementary School (North Hills School District)
- Concord Elementary School (Pittsburgh Public Schools)
- Cornell School District
- Mooncrest Community Center
- Andrew Carnegie Free Library
- Iglesia Sion
- Various locations in partnership with Casa San Jose

In August, the Enrollment team began to offer student orientation sessions around the county in addition to at our Downtown Center and via Zoom. We want to make this essential first step to becoming a student as accessible as possible. Orientations explain expectations and ask students to set goals for their education. Intake paperwork and testing are also part of the process. Perhaps most importantly, it allows students to begin to put a face to the organization.

Approximately half of our students are taught by volunteer tutors. Responding to the desire of our dedicated tutors to connect with each other, we introduced a new monthly program called “Gather & Gab.” Tutors are invited to come together at different locations across Allegheny County. While our program coordinators will be on hand to answer questions, the primary focus is to foster a sense of community among tutors and enable them to exchange ideas and share their valuable experiences.

BUILDING ON SUCCESS: A BLUEPRINT FOR READY, RELEVANT, AND SUSTAINABLE GROWTH

Because of you, Literacy Pittsburgh exceeded its strategic goals despite global uncertainty and constant change.

The Literacy Pittsburgh Board of Directors has begun developing our next strategic plan. The new plan will cover 2024-2026 and continue the work established in our last strategic plan using the Ready, Relevant, and Sustainable framework. We are excited to continue building on the achievements of our previous three-year plan, adopted in 2020. Despite global uncertainty and constant change, we created new services, grew financial support from the community, and increased student outcomes.

As we close out our 2020-23 strategic plan,

- **Literacy Pittsburgh is more Relevant:** We served 43% more students, increased student employment outcomes by 40%, increased student post-secondary transitions by 67%, and HSE attainment by 110%.
- **Literacy Pittsburgh is more Ready:** We grew staffing by 46%, adding three new departments to support career building and reducing nonacademic barriers to student success. We built a data system, added human resource capacity, and were recognized as a Best Place to Work.
- **Literacy Pittsburgh is more Sustainable:** We grew revenue by 42%, doubled the number of individual donors, and increased support raised from individuals by 8%. We increased investments in innovation and income from earned revenue.

We achieved these accomplishments as learning methods, community needs, and funder requirements shifted. Factors included:

- Transition to online learning impacted how we teach, who participated, and what they needed to participate.
- State and federal contract requirements increased, necessitating additional investments and people.
- An influx of refugees into the region has required us to be flexible and creative to serve significantly more new neighbors.

And yet, we have worked with intentionality to rebrand and rebuild programming that is more equitable and aligned to student needs. Imagine what we'll do over the next three years!

We appreciate our employer, job training, and agency partners for providing valuable counsel toward the next plan. We are grateful to our board members who are working on establishing meaningful and ambitious goals for the next three years. ●

LITERACY PITTSBURGH

OUR MISSION

Better lives through learning.

OUR VISION

A more inclusive and productive community driven by access to education.

OUR VALUES

- We believe that all people deserve the opportunity to learn in a place where their strengths are celebrated.
- We respect all people and their ability to shape their own lives.
- We have a duty to earn the trust of everyone we work with.
- Our collective well-being depends on welcoming diverse cultures and perspectives.
- As a leader, we embrace the responsibility to innovate, model best practices, and grow.



411 Seventh Avenue, Suite 525
Pittsburgh, PA 15219
(412) 393-7600
www.literacypittsburgh.org

A copy of the official registration and financial information for Literacy Pittsburgh may be obtained from the PA Department of State by calling toll free, within PA, 1-800-732-0999. Registration does not imply endorsement.

