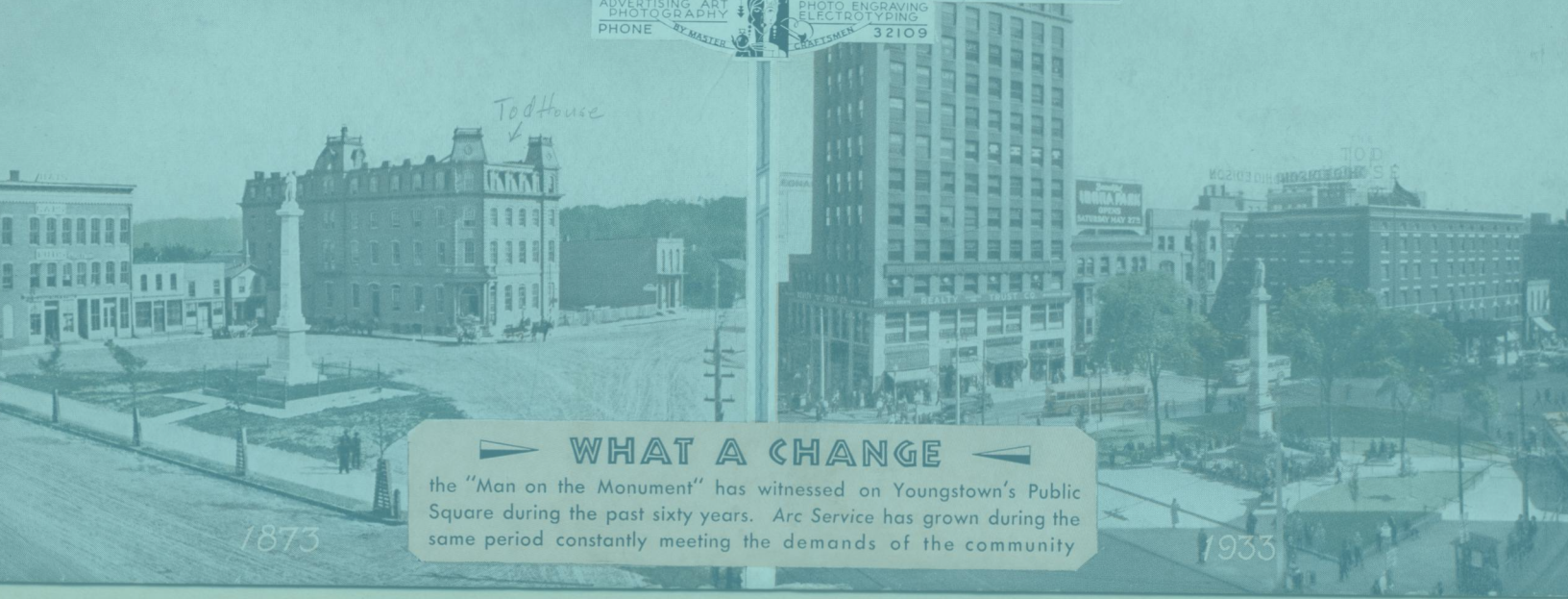


# ANNUAL REPORT 2025





1873

1933

### WHAT A CHANGE

the "Man on the Monument" has witnessed on Youngstown's Public Square during the past sixty years. Arc Service has grown during the same period constantly meeting the demands of the community

### "FINGERS POINTING TO THE SKY"

This reference to Youngstown's Public Square architecture was not dreamed of as the photographer set his lens in 1870. We are truly proud of this growth -- and proud also of the growth of Youngstown Arc Engraving Service during this same period.

### THE YOUNGSTOWN ARC ENGRAVING CO. COMPLETE SERVICE

ADVERTISING ART PHOTOGRAPHY  
PHONE BY MASTER CRAFTSMEN 32109



1873

1933

West Federal St. from Central Square

### THE YOUNGSTOWN ARC ENGRAVING CO. COMPLETE SERVICE

ADVERTISING ART PHOTOGRAPHY  
PHONE BY MASTER CRAFTSMEN 32109



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# Our Team

## Action Team

**Nicholas Chretien**  
*Executive Director*

**Marcelle Wilson**  
*Development Manager*

**Kennedy Kish**  
*Marketing Manager*

**Emily Wire**  
*Nonprofit Engagement Manager*

**Gio Lisi**  
*Graphic Designer*

**Vashyanna Penn**  
*Downtown Ambassador*

**Gianna Marinucci**  
*CITY Site Coordinator*

**Daniel Bancroft**  
*Operations Manager*

**Nicole Marino**  
*CPR Program Manager*

**Danielle Griffith**  
*GIS Analyst*

**Ben Kerr**  
*Graphic Designer*

**Jessie Robinson**  
*Downtown Ambassador Coordinator*

**Joe Jadue**  
*Downtown Ambassador*

**Venus Cataldo**  
*CITY Site Coordinator*

## Board of Directors

**Paul Homick, Jr.**

**President**

*Mercy Health Foundation Mahoning Valley | President*

**Debora Flora**

**Vice President**

*Mahoning County Land Bank | Executive Director*

**James Sutman**

**Treasurer & Secretary**

*Iron String Life Enhancement, Inc. | Founder and Owner*  
*Purple Cat | Founder and Owner*

**Teresa Miller**

**Board Member**

*Valley Partners | Executive Director*

**Tyler Williams**

**Board Member**

*Twin Realty & Leasing | Managing Partner*  
*HESSE Advanced Solutions | Chief Business Development Officer*

**Anthony Trevena**

**Board Member**

*Western Reserve Port Authority | Executive Director*

## In Memoriam

### **Hunter Morrison, Planning Specialist | 1947-2025**

EAG joins our community in mourning the loss of urban planner Hunter Morrison. Hunter was a mentor to many members of our team, generously sharing his knowledge and advising numerous planning initiatives. We are deeply grateful for his time, guidance, and lasting contributions.

Hunter joined EAG in 2025 to guide the creation of the Downtown Youngstown Strategic Plan, after serving a planning consultant for the City of Youngstown, bringing invaluable expertise gained during his time as Cleveland's Planning Director and the Director of the Center for Urban and Regional Studies at Youngstown State University. His insight is helping shape a thoughtful, well-informed approach to downtown Youngstown's revitalization efforts.



# Strategic Pillars

## VISION

EAG sees a vibrant, fair, and prosperous Mahoning Valley where the partnerships and networks we support transform our communities into vibrant places where people want to live.

## MISSION

EAG partners with local governments, academic institutions, businesses, community development organizations, policymakers, and the communities we serve to build strong, connected, well-conceived solutions that spark lasting change.

## VALUES

Equity planning is at our core. Providing high-quality professional development to interns is effective in building the region's future. Strengthening networks is a tool to foster a culture of innovation and enterprise.

## Strategic Plan 2024-2027

2

### Responsive Programs

Strategically revitalize urban cores and commercial corridors of the Mahoning Valley

1

### Financial Sustainability

Preserve fiscal stability through continued cultivation of diverse funding sources

3

### Renewed Community Building

Use the key asset of deep, broad, and inclusive relationships to provide useful community connections

4

### Visibility of EAG

Promote EAG and its unique regional position

5

### EAG as a Strong Organization

Build from within for a lasting future

# Message from Leadership

*Dear Stakeholders,*

On behalf of the Economic Action Group team, we are proud to present our 2025 Annual Report to the community.

Our work would not be possible without the support of our core partners, funders, and the community members who work alongside us every day to move the Mahoning Valley forward.

2025 highlights include the launch of two new programs, the Funding Impact Analysis and the Downtown Youngstown Ambassador programs, significant progress on the Downtown Youngstown Strategic Plan, and the expansion of our data-driven initiatives into the City of Warren. We also maintained our strong, continued partnership and work with the City of Youngstown and other partners.

Our Commercial Property Revitalization program continued its support of local businesses, capped by the successful reopening of Hackett's Pub within our focus area during the 9th annual Fall Festival. Additionally, our CITY program saw record growth with 20 interns. While the full Downtown Strategic Plan will be released in 2026 in collaboration with the City of Youngstown and the Regional Chamber, early implementation began in 2025 with the launch of monthly downtown event calendars, which are now posted at more than one hundred downtown businesses and other locations. Developed by the City of Youngstown and managed by EAG, The Downtown Youngstown Ambassador program launched in September 2025 as a direct outcome of community feedback collected through the Downtown Youngstown Strategic Plan. Ambassadors support local businesses, welcome visitors, and work to enhance residents' overall quality of life.

Our goals for 2026 include the continuation and expansion of these efforts to further impact the community. This includes collaborating with the Youngstown Neighborhood Development Corporation on the Mahoning Avenue Corridor, finalizing the \$1.5M+ redevelopment of Ipe Field on the south side of Youngstown, and celebrating the America 250 anniversary with a commemorative mural.

We look forward to another productive year in 2026!

Thank you,



Nicholas Chretien  
*Executive Director*

# Programming Overview

## STRATEGY

EAG addresses community challenges by mobilizing local stakeholders to boost the economic vitality of the Mahoning Valley.

We translate community insights into actionable strategies, leveraging partnerships and ongoing evaluations to implement sustainable, positive change.



**Community and Economic Development** focuses on investing in the people and businesses that call the Valley home. Our work strengthens local infrastructure, supports entrepreneurship, and creates opportunities that drive long-term economic growth. By fostering strategic partnerships and leveraging regional assets, we are building a more resilient economy.

- Commercial Property Revitalization
- City of Youngstown Partnership

**Talent Development and Retention** helps current and emerging talent recognize the opportunities available within the Valley. Through professional development programs and community engagement, we connect individuals with meaningful career pathways that keep them rooted in the region.

- Community Engaged Learning
- Funding Impact Analysis



# Community & Economic Development

## Commercial Property Revitalization

### Commercial Property Revitalization

EAG's CPR program works to reshape commercial corridors and blighted areas in the Mahoning Valley to create people-focused, livable neighborhoods where residents can connect with the community through walking, shopping, and engaging locally. Our work has leveraged over \$900,000 of investment into CPR properties. Since beginning the CPR program, we have identified nearly \$11 million of pending and completed investment along the Mahoning Avenue corridor. To date, a majority of CPR work has been done in Youngstown, but projects in Warren are starting to take shape.



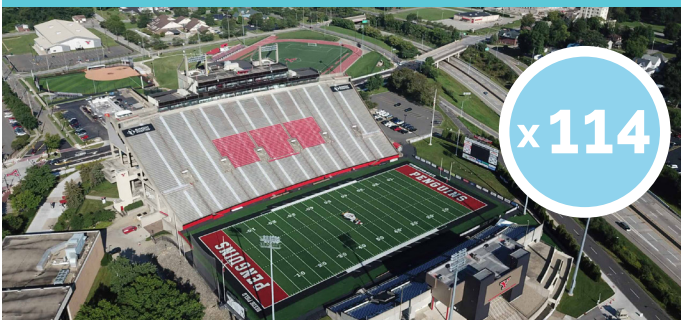
### CPR Maintenance Team

The CPR Maintenance Team continued its essential work in 2025 through a collaboration between EAG and Flying High, Inc. The team maintains 37 total parcels within our core focus areas, specifically along Mahoning Avenue, Gypsy Lane, and Ridge Avenue. Their efforts resulted in 2,985 linear feet of frontage being mowed and kept litter-free.

Furthermore, the team successfully cleared and maintained 6.5 miles of sidewalks to improve the walkability and accessibility of these neighborhoods.



### How Long is 6.5 Miles?



*The length of 114 Stambaugh Stadium fields!*

# Community & Economic Development

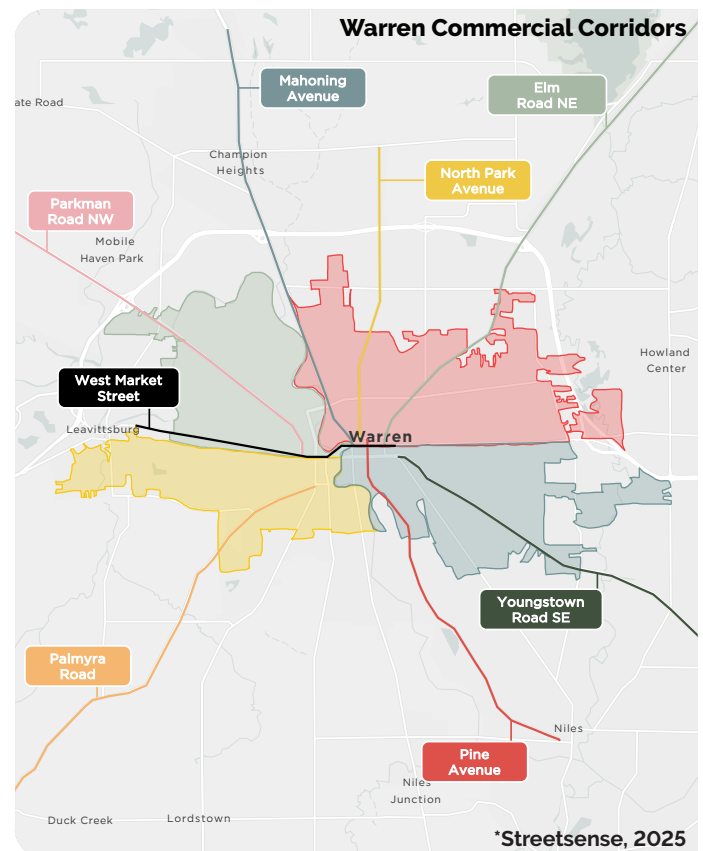


## Warren Commercial Corridor Analysis

As EAG works to expand CPR programming into Warren, Streetsense conducted a commercial corridor analysis this summer for the City of Warren to assess market trends and conditions, identify strategic investments and incentives, and provide data-driven recommendations to guide economic development and future investment. This study was facilitated by EAG and funded through the City of Warren Community Grant Fund managed by the Community Foundation of the Mahoning Valley.

Recommendations fell into four major categories, with more specific steps outlined for each:

- 1) Support business recruitment and retention
- 2) Invest in the public and private realms
- 3) Enhance accessibility and feasibility
- 4) Strengthen organizational and administrative capacity



# Community & Economic Development

## Mahoning Avenue Fall Fest

In September, EAG partnered with Mike Ray, the City of Youngstown's 4<sup>th</sup> Ward Councilman, to host the 9<sup>th</sup> annual Mahoning Avenue Fall Fest. EAG led the event logistics, planning, design, and coordination, ensuring the festival effectively showcased the development progress within our core focus areas. This year, the event attracted 51 local vendors and hundreds of attendees, significantly increasing foot traffic and community engagement along Mahoning Avenue.



A notable success was the soft reopening of Hackett's Pub. After EAG assisted with a fundraiser in 2024 to support their structural repairs, the pub was able to welcome the community back during the festival.

Feedback from local residents and businesses remains overwhelmingly positive, highlighting the event's role in fostering neighborhood pride and continued progress.

"The festival was a *success* for our team. We were able to inform more residents about what is going on in our *community* and our *work*."

- Kayshia Washington, Fall Fest Vendor



## Public Art

EAG values public art as an important element that enhances an area's unique sense of place and encourages economic development. Over the years, EAG has contributed to the installation of dozens of placemaking initiatives and prioritizes hiring local artists to beautify the community.

## Mahoning Avenue Planter Mural

Two YSU art students, Lindsay Delullo ('24) and Emma Strobe-Downs ('25), spent the spring working together to beautify a cement planter on a vacant lot owned by the Mahoning County Land Bank at the corner of Mahoning Avenue and Portland Avenue.

Several neighborhood residents stopped by to express their appreciation to the artists for livening up a space they had previously considered an eyesore.



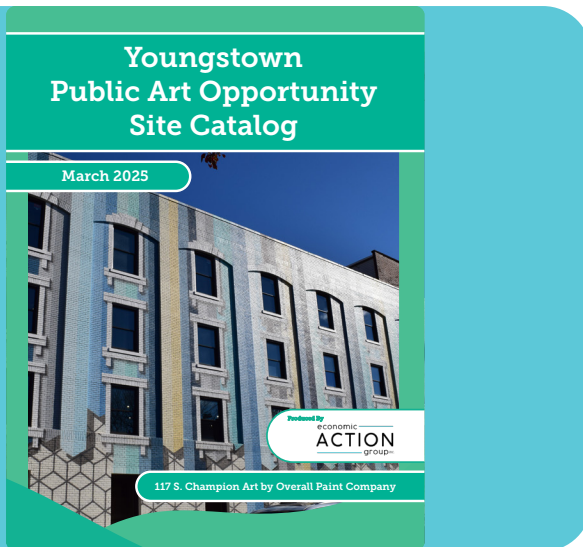
# Community & Economic Development

## Commercial Property Revitalization

### Public Art Opportunity Site Catalog

EAG finalized the new citywide Public Art Opportunity Site Catalog in 2025 to help enhance the city's vibrancy and strengthen its unique sense of place.

Originally created in 2016, the catalog helped generate momentum for public art projects downtown. The updated release now includes locations downtown and along each of the city's nine key corridors.



The latest edition also features up-to-date ownership details, streamlining the process for artists looking to collaborate with property owners to bring new installations to life. EAG hopes this catalog will encourage collaboration between artists and property owners to create more public art in Youngstown.

**“There's some *really, really* great options... There's some *absolute gems* of *walls for public art* that we have in Youngstown that in any other city, people would be *crawling, fighting each other* to try to get something up on.”** - Pat McGlone, *Overall Paint Co.*

### EAG Fleet

In early 2025, EAG expanded its operational capacity with the addition of two vehicles: a Ford Maverick (purchased by the organization) and a Kubota UTV (generously supported by 1<sup>st</sup> Ward Councilman Julius Oliver and 4<sup>th</sup> Ward Councilman Mike Ray). The Maverick has enhanced staff and intern mobility, offering a reliable transportation option for staff to meetings, conferences, and off-site tasks.



The Kubota UTV has been instrumental in downtown and west side CPR maintenance, from launching during the CityScope Planting Day to now serving as the downtown ambassadors' hub for cleaning, event management, and safety escorts. The purchase of a snow plow and blower allows for year-round utility to downtown and the Mahoning Avenue corridor.

### Available Commercial Properties

EAG and the Western Reserve Port Authority have partnered to obtain and stabilize buildings to be paired with local business owners through the CPR program. A glowing example of this collaboration is Trek Coffee House on Mahoning Avenue. A vacant building that was once an auto parts store was transformed into a community gathering place, along with its adjacent grass field.



There are two properties that EAG and the Western Reserve Port Authority have available for local businesses, as of December 2025. These properties are both located on Mahoning Avenue and are listed with Platz Realty. If you are interested in touring either of these properties, please email: [info@eagworks.org](mailto:info@eagworks.org).

# Community & Economic Development

## City of Youngstown Partnership Federal Funding Tracking & Support

EAG provides ongoing investment tracking services for City Council members, compiling data on recent public and private investments, American Rescue Plan Act (ARPA) spending, and façade grants. This information is translated into clear, engaging reports by EAG's marketing team to help Council members communicate progress and investment impact to their constituents.

In October, EAG supported First Ward Councilman Julius Oliver in organizing a community town hall focused on local ARPA spending. The event brought together City department heads and Council members for a panel discussion, giving residents the opportunity to ask questions and gain a better understanding of how ARPA funds are being used in their neighborhood.

## National Community Development Day

In April 2025, the City of Youngstown hosted its first National Community Development Day and partnered with EAG to support its success. EAG developed marketing materials and event signage and led post-event participant surveys to gather community feedback.

During the event, EAG also staffed an information table that offered downtown patrons an early look at the Downtown Youngstown Strategic Plan's short-term recommendations. These conversations helped gather initial community input ahead of the formal release of the Downtown Youngstown Patron Survey later in the year.



## Designated Outdoor Refreshment Area (DORA)

Following the December 2024 launch of Youngstown's first Designated Outdoor Refreshment Area (DORA), 2025 focused on increasing awareness and engagement. EAG led these efforts by creating an educational video, which appears on the City of Youngstown's DORA webpage. To further support visibility, EAG installed sidewalk signage at key locations throughout the DORA, highlighting boundaries, rules, maps, and upcoming events.

Partnerships with established downtown events helped further extend the reach of the DORA. The second day of Federal Frenzy took place entirely inside DORA boundaries, with organizers prohibiting outside alcohol vendors so all alcohol sales benefited participating DORA businesses. The summer and fall First Fridays schedule also aligned with the DORA district, allowing patrons to move easily between events while supporting downtown establishments.

EAG delivered a total of 48,500 DORA cups to participating businesses to support program operations in 2025. Since the program's inception, all DORA cups and wristbands have been provided at no cost to business owners.



# Talent Development & Retention

## Community Engaged Learning

Community Engaged Learning (CEL) transforms traditional internships into immersive, real-world experiences. EAG utilizes this framework to provide students with hands-on opportunities to solve community challenges while advancing their professional careers. Since 2020, EAG has welcomed 97 interns who have delivered tangible results across the Mahoning Valley in their various fields.

In 2025, EAG provided professional development stipends for all interns and facilitated site visits for the CITY program. Our continuous evaluation process, including regular check-ins and reflection surveys, ensures that our programming remains impactful.



### Internship Examples

Graphic Design | Marketing | Accounting  
Computer Science | Community Development

### Internship Highlights

- Community feedback meetings
- Survey distribution and data processing
- Funding proposal collection, processing and review
- Facilitation of proposal review committees
- General support for community work

## 2025 Completed Internships

### Grace Persing

*BANA Support Fellow,  
Downtown Ambassador*

### Sarah Streb

*Technical Media Intern*

### Molly O'Brien

*CITY Program Support Intern*

### Nikechi Onunwor

*Accounting Intern*

### Prerana Pandey

*Marketing Intern*

### Ashish Bhattarai

*Community Development Intern*

### Malena Whitfield

*CITY Program STEM Support Intern*

### Martin Antonio Lorca

*Community Development Intern*

## 2025 Graduate Intern Accomplishments

### Sarah Streb (2023 - 2025)

*Technical Media Intern*

Sarah is now a Director at WKBN.

### Grace Persing (2023 - 2025)

*BANA Support Fellow, Downtown Ambassador*

Grace is now a Neighborhood Organizer at YNDC.

### Gio Lisi (2024-Present)

*Graphic Designer*

Gio was promoted from an intern to a Graphic Designer at EAG



# Talent Development & Retention

## Community Engaged Learning

### CITY Program

A prominent facet of Community Engaged Learning at EAG is the Civic Innovation Transforming Youngstown (CITY) internship program, an eight-week collaboration between YSU and EAG each summer. Guided by local high school teachers serving as site coordinators, CITY interns work with their team members to identify creative solutions for various community challenges.

The CITY program is rooted in the Community-Engaged Educational Ecosystem Model (C-EEEM). This program, piloted by the University of Notre Dame and their Center for Civic Innovation, has since partnered with YSU and the University of Louisville to replicate the program and grow communities. The National Science Foundation funds the CITY program through a four-year grant, which was extended for a fifth year to allow for the 2026 program.



This year's program continued a positive participation trend, with a new high of 20 YSU students taking part. A majority were international students, bringing unique perspectives from four different continents.

Interns were divided into five groups, each guided by mentors from across the city. Together, they developed innovative solutions to address local challenges. Each project's results highlighted the impact civic innovation can have on the overall well-being of the community.

### 2025 CITY Program Projects

- Vacant Lot Maintenance Optimization
- Mahoning River Development
- Certifying Youngstown as a Welcoming Community
- Bicycle Infrastructure and Community Engagement
- Downtown Youngstown Cultural Institution Passport Program

### Site Visits

- Mill Creek Park
- YBI
- YNDC
- Youngstown Flea
- Westside Bowl
- Chaney & East High Schools
- SMARTS
- WRTA
- Penguin City Brewing Co.

### Team Meals

- Handel's Ice Cream
- Savannah Joe's
- Dalia's Caribbean Kitchen
- Pressed Coffee Bar & Eatery



# Talent Development & Retention

## 2025 CITY Program Projects

### MCLB Vacant Lot Maintenance Optimization

**Mentor:** Debora Flora - Mahoning County Land Bank

**Goal:** Create a plan to help the Land Bank more cost-effectively maintain their vacant lots

**Solution:** Created booklets to engage and educate the public on how they can shape the future of lots and proposed a program that saves money while providing local youths with job opportunities



### Bicycle Infrastructure and Community Engagement

**Mentor:** Sarah Lowry - Community Foundation of the Mahoning Valley

**Goal:** Increase community engagement with future bicycle infrastructure projects

**Solution:** Created an educational website for both cyclists and motorists. The group suggested spreading the word about the site at local schools and events

### Mahoning Riverfront Development

**Mentor:** Stephanie Gilchrist - City of Youngstown

**Goal:** Reimagine the Mahoning Riverfront as a catalyst for community connection and downtown economic growth

**Solution:** Install infrastructure like docks and playgrounds, plan regular events, and add attractions, all with community input



### Downtown Youngstown Cultural Institution Passport

**Mentor:** Janet Yaniglos - Mahoning Valley Historical Society

**Goal:** Create a passport program encouraging visitation to downtown cultural and historical institutions

**Solution:** Created physical and digital sample passports, complete with an AI chatbot that can be used to answer questions about the program

### Certifying Youngstown as a Welcoming Community

**Mentor:** Vicki Vicars - Thrive Mahoning Valley

**Goal:** Create a plan to help Youngstown meet the economic development requirement necessary to become a Welcoming Community for immigrants

**Solution:** Created a "green book" or directory to shine a light on immigrant-owned businesses within the city



# Talent Development & Retention

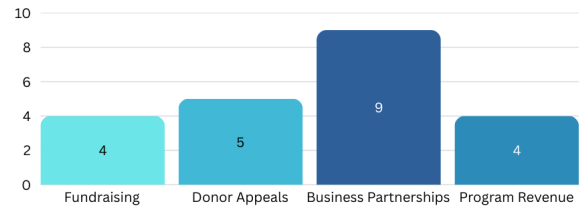
## Funding Impact Analysis

Nonprofits and social service agencies across the Mahoning Valley are operating in an increasingly uncertain funding environment. Recent fluctuations in grant appropriations at the federal, state, and local levels have placed financial stability at risk for many organizations. In a vital response to these challenges, the Raymond John Wean Foundation provided the support necessary to establish the Nonprofit Engagement Coordinator role at EAG.



EAG established this role to examine how philanthropic and public investments affect the sustainability and effectiveness of human service organizations. Through direct engagement with 32 local nonprofits, EAG conducted a Funding Impact Analysis to identify where investments generate meaningful outcomes and where gaps or inefficiencies persist.

### FUNDING MODELS

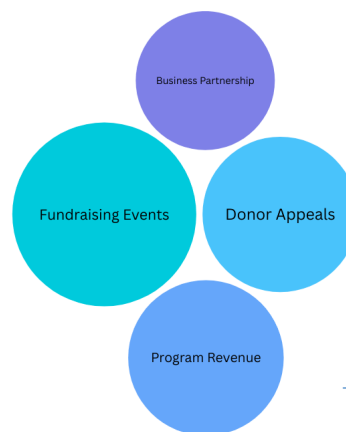


NONPROFITS MUST DIVERSIFY THEIR FUNDING MODELS

Funding Impact Analysis, 2026

By examining service reach, program sustainability, and the effectiveness of cross-sector collaboration, the analysis identifies where investments are driving meaningful progress and where additional coordination or capacity building may be needed. Ultimately, this report aims to provide a more strategic and equitable funding model that strengthens the regional human service ecosystem and enhances the overall well-being of Mahoning Valley residents. The findings guide funders and community partners toward strategies that maximize impact and address persistent gaps in resources and outcomes.

### FUNDING MODELS



37%

REPORTED DIVERSIFIED FUNDING MODELS

Funding Impact Analysis, 2026

# Downtown Youngstown Strategic Plan

After enduring a period of intense disruption, ranging from the global pandemic and years of major infrastructure construction to the tragic Realty Tower explosion, downtown Youngstown has been tested like never before.

In response, EAG, in collaboration with city leaders and local stakeholders, has developed the Downtown Youngstown Strategic Plan. Funded by the JobsOhio Pre-Project Planning Grant, the Youngstown/Warren Regional Chamber Foundation, and the City of Youngstown, this roadmap is a proactive commitment to continuing the transformation of downtown into a vibrant hub of government, commerce, and recreation at the center of the Lake to River region.



## Four-Phase Planning Approach

The development of this plan was not done in a vacuum, it was built on a foundation of prior planning activities and direct feedback from those who live, work, and invest in Youngstown

**Phase 1: Listen** | The process began with comprehensive interviews involving downtown business owners, developers, nonprofits, and other stakeholders. These conversations allowed EAG to identify recurring patterns regarding the community's unmet needs and most pressing goals.

**Phase 2: Understand** | Feedback was organized into six strategic pillars to ensure an equitable recovery:

- Administrative Environment
- Private Realm
- Connectivity
- Public Realm
- Downtown Experience
- Community

During this stage, EAG partnered with Town Center Associates to conduct a comprehensive audit of first-floor properties. By documenting occupancy and business categories, they established a "vibrancy score," a data-driven metric used to measure current health and track future progress from a patron's perspective.

**Phase 3: Act** | We did not wait for the final report to begin making improvements. While the community-wide Patron Survey was underway, several "quick-win" initiatives were launched immediately:

- **Downtown Youngstown Ambassador Program:** Providing a visible, helpful presence on the streets
- **Enhanced Wayfinding:** Improving signage to help visitors navigate the city
- **Monthly Events Calendar:** Creating a centralized hub for downtown activities

**Phase 4: Deliver** | The final phase synthesized these immediate actions into a cohesive, long-term strategy. This comprehensive plan provides a clear look at current challenges while offering a blueprint to overcome them, informed by expert analysis and community feedback.



# Downtown Youngstown Strategic Plan

## Feedback Collection

To ensure the plan reflects actual community desires, EAG gathered data through two primary channels:

### 1) YSU Student Survey

YSU Honors College students earned volunteer hours assisting EAG in gathering feedback for the plan by developing and distributing a student survey during the Spring 2025 semester.

Student feedback highlighted an overwhelming desire for more coffee shops and more concerts downtown.

### 2) Downtown Youngstown Patron Survey

EAG developed the Downtown Youngstown Patron Survey to gather the greater downtown community's behaviors, current sentiments, and hopes for the future to inform the planning process.

Advertisements on WRTA buses and social media, as well as at downtown establishments lended to the accumulation of 583 survey responses.



long-term solutions. Since their launch in September, ambassadors have driven significant revitalization progress forward with “on the ground” efforts in key areas, including visitor and business assistance, event support, safety, cleanup, and maintenance efforts.

This year, ambassadors interacted with approximately 602 patrons and visitors, highlighting their presence and real-time availability with community members. Ambassadors interacted with business personnel 600 times, building personal connections that bridge people and services, offering a trusted voice that turns community concerns into action. Ambassadors were also often found as friendly neighborhood guides during special events and evening DORA hours, participating in 76 community events.

Perhaps the largest impact the ambassador team has made since their September launch is the collection of 632 gallons of litter across just 9 core streets and 5 city-owned lots, generating a visible impact on the beauty and upkeep of the downtown environment.

Building on the strong foundation established during the program's onset, 2026 will focus on strengthening current efforts for addressing real-time needs and developing strategic project plans to drive sustainable action and impact in the downtown environment.



## Implementation Process

### Downtown Youngstown Ambassador Program

EAG partnered with the City of Youngstown to launch the Downtown Ambassador program with a team of three ambassadors as a direct response to stakeholder interview feedback. Serving as the city's front-line presence, downtown ambassadors are embedded within the downtown environment, responding to emerging needs in real-time while informing



# Capacity Building

## Peer-to-Peer Program

EAG was selected as one of eight organizations across Ohio to participate in the Ohio Community Development Corporation Association's 2025 Peer-to-Peer Program, being paired with Seven Hills Neighborhood Houses, a nonprofit organization in Cincinnati's historic West End neighborhood, dedicated to housing, economic development, and community building. During this 8-month mutual learning program, SHNH led presentations on creative placemaking and financial management, and EAG shared lessons on fundraising development, marketing, and GIS.

The experience concluded with a site visit to Cincinnati in August to tour SHNH's community center and neighborhood projects. EAG also connected with ArtWorks, a Greater Cincinnati nonprofit recognized for its large-scale mural program and other community-based public art projects. Though the trip was condensed into just 24 hours, the team returned to Youngstown with valuable takeaways in creative placemaking, equitable community development, and inspiration for activating downtown that will shape our placemaking programming in 2026.



## Ohio CDC Association Conference

Three EAG staff attended the 2025 Ohio Community Development Corporation Association Conference in Dayton from September 17-19. Hosted in the recently renovated Dayton Arcade, the conference offered the team an engaging experience to learn about Dayton's revitalization efforts.

Topics included creative placemaking, fostering downtown nightlife, and commercial property development. Inspiration came in many forms, from learning about the city's own DORA district, to a tour of the historic Wright-Dunbar Neighborhood, and a visit to The Silos, a vibrant food hall with artistic flair.



## Pay Equity Collective

The Raymond John Wean Foundation launched the Pay Equity Collective, a free, six-month cohort experience designed to strengthen HR processes and compensation systems with an equity-centered approach. As the organization grows, pay equity is a crucial value to maintain, and tools like a pay equity assessment will enable EAG to better support its team.

Sally Loftis, author of *The Pay Equity Guide for Nonprofit Organizations* and Managing Director of Loftis Partners, leads the Pay Equity Collective. From September 2025 to March 2026, the program will guide EAG through a tailored process that includes a comprehensive pay equity assessment, a cost-of-living analysis, and a customized implementation plan for pay equity rollout. EAG is honored to be one of six nonprofits selected to participate in this cohort.



# Funding & Support Partners

We sincerely thank all our supporters, from individual donors to our most consistent foundation partners. Your contributions provide the resources necessary to strengthen our work throughout the Mahoning Valley. This support is essential to our community, economic, and talent development goals. We value the dedication of the partners who believe in and invest in the continued success of the Mahoning Valley.

In the past year alone, your support helped EAG clean and improve more than 845,000 square feet of vacant lots, stabilize multiple properties, and expand workforce opportunities for dozens of residents. Together, we are revitalizing buildings and corridors and building lasting systems of hope, inclusion, and opportunity that will sustain the area for generations to come.

## Supporters

- America 250-Ohio Commission (*The Ohio Commission for the U.S. Semiquicentennial and the Ohio History Connection*)
- Bob's Discount Furniture Charitable Foundation
- City of Youngstown
  - 1<sup>st</sup> Ward Councilman, Julius Oliver
  - 4<sup>th</sup> Ward Councilman, Mike Ray
  - 5<sup>th</sup> Ward Councilman, Pat Kelly
- Community Foundation of the Mahoning Valley
- Flying High, Inc.
- JobsOhio
- National Science Foundation
- Ohio CDC Association
- Ohio Department of Development
- PNC Foundation
- The Raymond John Wean Foundation
- Thomases Family Endowment
- Western Reserve Port Authority
- The Youngstown Foundation
- Youngstown State University
- Youngstown/Warren Regional Chamber



## Individual Donors

- Debora R. Flora
- James Sutman
- Justin Mondok
- Dr. Marcelle Wilson  
*in memory of Reverend and Mrs. Harold Wilson, Jr.*
- Nick & Morgen Chretien
- Paul S. Homick Jr.
- Sarah J. Lowry
- Tricia A. D'Avignon
- Valley Partners
- Venus Cataldo
- Vicki Vicars



# Financials

## Statement of Activity

Income	FY24	FY25
<b>Total Income</b>	<b>\$ 510,405</b>	<b>\$ 598,117</b>
<b>Total Expenses</b>	<b>\$ 438,007</b>	<b>\$ 636,719</b>

## Statement of Financial Position

Assets	FY24	FY25
<b>Total Assets</b>		
<b>Liabilities and Equity</b>	<b>\$ 372,165</b>	<b>\$ 376,475</b>
Total Liabilities	\$ 45,391	\$ 138,100
Total Equity	\$ 326,775	\$ 238,375
<b>Total Liabilities and Equity</b>	<b>\$ 372,165</b>	<b>\$ 376,475</b>

*This is an unaudited draft statement.*

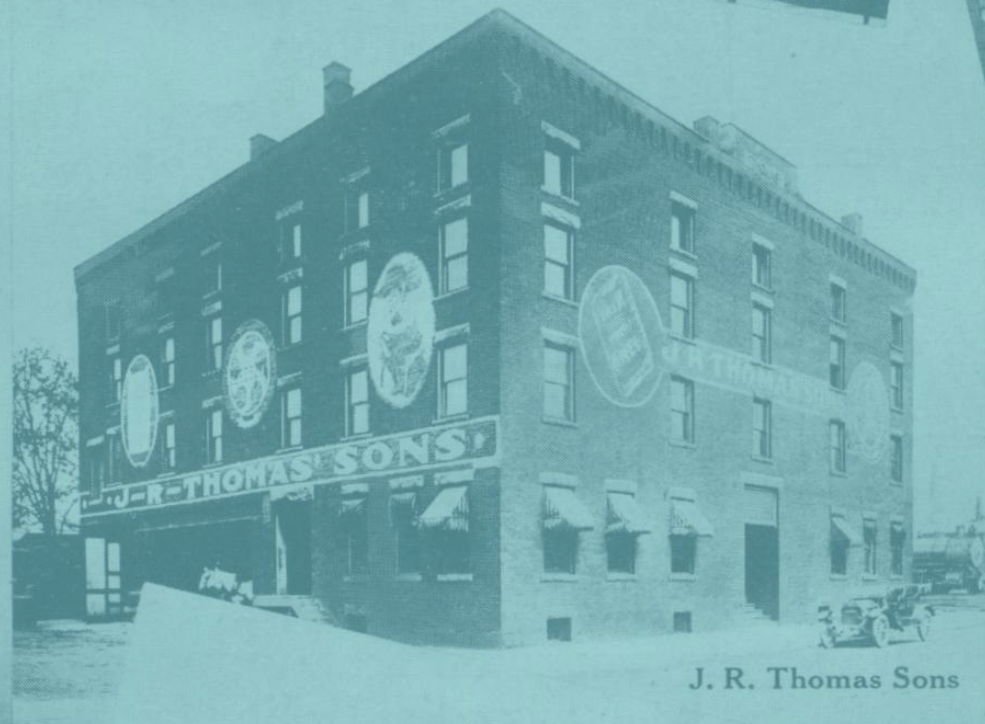




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# 2025



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