The best friend a kid can have
Dear PAL Supporters,

We are proud to report that in 2016, our 102nd year in existence, The Police Athletic League continues to thrive as the provider of exceptional educational and recreational programs for New York City youth. We do so while retaining our position of providing singularly valuable opportunities to bring the police and neighborhood residents together as harmonious and understanding partners. With a blend of public funding and private support, PAL is financially healthy, with a sound organizational structure and strong governance that will serve PAL, and the children we serve, well into the future.

The Board has been instrumental in creating a strategic plan, and executing on that plan through active involvement in the review and oversight of PAL’s operation. The synergy created by the Board working with PAL’s senior staff has resulted in an energized focus on PAL’s service to youth.

PAL is vibrant, and poised to continue to accomplish great things. We are placing particular emphasis on being true to our roots - providing an enhanced learning experience by involving the law enforcement community. With Police Commissioner James O’Neill as our Honorary President, we continue to enjoy a great working relationship with the NYPD, and feel confident that working with the Commissioner, PAL can be a key ally in NYPD’s Community Policing model.

Our Board of Directors has redoubled its efforts to acquire resources for the children we serve, and the Board’s passion and expertise has born fruit with expanded programming in education, the arts, and sports.

Our combined years of experience in the New York City business and government allow us to appreciate just how well positioned PAL is to provide what our kids so richly deserve: opportunities to grow and thrive. We are honored to be at the helm of an organization that makes such a vital contribution to the City. With your continued support, PAL will continue to be the best friend a kid can have.
EXECUTIVE DIRECTOR'S REPORT

Our country continues to grapple with how best to blend the heroic work of the police, with the needs of the communities they serve. We at PAL are honored to be central to the efforts to bring police and communities together. With the help of outstanding leadership of two police commissioners, the enthusiastic support of the National Football League’s New York Jets; and the tireless New York City Police Officer volunteers, PAL’s Cops and Kids sports programs flourished, adding one thousand new participants. Our programs provide community children in all five boroughs the opportunity to interact with police officers, and be mentored by them, and serves as the lynchpin to improved communications and understanding among the NYPD and the citizens of the communities they serve. Police officers’ participation in our afterschool programs for younger children; our teen centers throughout the City; and our many special events throughout the year, creates an environment where children and their families interact with the police in a safe, nurturing environment, which in turn promotes safer policing and safer communities. PAL’s leadership role in these efforts is why we are so vital to the City, and why I am so proud to be involved.

At its core, PAL is a place where children learn. As a person whose good fortune stems from a sound education, I am committed to PAL’s education and youth development focus, which bore great fruit this year. Our Early Childhood Education programs resulted in 100% of our Pre-K students being deemed ready for kindergarten; and 100% of our Pre-K families read at least 15 books to their children as part of our “Bridging the Achievement Gap” initiative. Our elementary and middle school children showed not only improved grades, but 88% of PAL kids saw improvement in their social-emotional skills. Moreover, while the City minority high school students graduate at a disappointing rate hovering around 60%, PAL’s In-Step program participants graduate at a rate exceeding 90% -- with nearly all of those students going to college.

Thanks to the generosity of our Board of Directors; and the hundreds of volunteers who assisted us this year, 30,000 children benefitted from enhanced educational opportunity, and youth development activities, all while developing a positive relationship with their local police officers. PAL’s mission is as important now, as it has been for the over 100 years we have been in existence. With the dedicated staff, and the bright children filled with promise who enter our centers, the magic of learning, achievement, and the strengthening of communities continues in our centers. And with the continued support of the law enforcement community, and the generosity of our supporters, we are eager to build on our successes going forward.

Frederick J. Watts
Executive Director
The Police Athletic League for over 100 years has provided vital services to the New York City’s childrens. In 2016 our programs touched the lives of New Yorker’s ages 2 to 21.

Getting the Right Start

We provide early childhood education to New York City families, integrating Head Start Programs; Daycare; and Universal Pre-Kindergarten (UPK) programs. PAL’s six Early Childhood Education Centers throughout Brooklyn and Queens currently serve more than 550 children ages 2 through 5, providing them and their families with educational assistance, social services, and physical and mental health support. Qualified early education professionals ensure that children are given the best learning experiences, and participants have shown increased school readiness, increased family literacy, and improved social skills.

Growing into Young Adults

PAL offers teens engaging, structured yet flexible programming which provides a safe haven to allow youth to positively interact with their peers and adult role models. Academic enrichment, and college preparedness; sports and recreational activities, life skills and job-readiness training, and leadership and community service opportunities are the pillars of our teen programming. Through our Summer Youth Employment Program, PAL provides paid summer employment, as well as workshops on career exploration and financial literacy. PAL employed over 1,700 youth during the summer of 2016. PAL’s Juvenile Justice Programs reduce the risk of recidivism among court-involved youth by offering an array of educational and therapeutic services.

Keeping the Momentum Going

Elementary and middle school children participate in high-quality afterschool experience of academic enrichment (PAL Smarts), arts learning (PAL Arts) and physical education (PAL Fit). PAL’s after-school programs keep over 3,000 children safe and productive during the high-risk after-school hours, providing homework tutoring, and Science, Technology, Engineering, and Math programming; and varied educational enrichment.
Where We Are Needed Most

PAL provides 30,000 children ages 5 -13 living in communities facing high rates of poverty, and crime with summer day camps free of charge. Children engage in a revolving schedule of academic enrichment, arts learning, and fun physical activities; and field trips. Our PAL PLAYSTREETS signature program served nearly 6,000 children last summer, taking available public spaces in parks, New York City Housing Authority property, and creating a supervised and fun-filled place for children ages 6 – 16 to play in safety.

At PAL’s core is the century-old relationship with the NYPD and our goal to have police officers to work closely with our PAL youth throughout the city, serving as role models, mentors, and positive influences – and bridge nagging divides between the police and the communities they serve.

Sports Every Season Every Age

The Police Athletic League provides a first rate organized sports and recreation experience for the youth of New York City. PAL organized and facilitated leagues, tournaments, and special events in 2016 for over 13,000 youth. PAL’s sports and recreation programs provide positive youth development experiences reinforcing the concepts of discipline, leadership, teamwork, and sportsmanship.

Sports and recreation programming includes baseball, softball, basketball, volleyball, soccer, and flag football. A special component of our sports programming is the integration of hundreds of New York City police officers who serve as coaches and players with youth participants and facilitate a powerful experience developing positive and lasting relationships between City youth and the law enforcement community.
The department is founded on progressive education concepts which foster the creation of interdisciplinary academic and artistic programming that promote success in school, and outlets for creativity and expression. Our curricula features project-based learning centered around a yearly or summer theme. This model gives our participants the freedom to explore new cultures around the world, such as Indigenous Peoples of the world from the Chakma people in Bangladesh to the Bororo people in Brazil. This approach also allows us to provide opportunities to improve participants’ literacy and to practice math and science concepts they are learning in school. At an early age, PAL kids are also exposed to artistic expression and appreciation – where children participate in visual and performing arts activities such as illustration, instrumental music, dance, performance poetry, and theater. These activities are rewarded at City-wide PAL special events, where the children’s educational enrichment blends with opportunities to develop essential skills of sportsmanship and teamwork.

Our many successes include our ability to greatly curtail a problem affecting many children – summer learning loss. For the past few years, PAL has piloted an assessment of a group of our summer camp participants, targeting skill building in literacy and math, alongside cultural learning. We have seen excellent results, with 77% of elementary school-aged participants successfully retaining their skills developed the previous school year.

Having created a strong program model, the Police Athletic League’s Education programs will build on our strengths of skill development, social-emotional learning, and artistic expression for all ages. PAL strives to supplement our outstanding staff and volunteers, with partnership opportunities to provide enhanced programming for children which will create opportunities for academic success and personal growth.

PAL’s Education Department is a critical component in fulfilling our mission of providing opportunities for growth and success for inner city youth.
From the creation of PLAYSTREETS, championed by Captain John Sweeny in 1914, to our current participation in NYPD’s Community Policing strategy, PAL’s success is predicated on our partnership with the NYPD and the law enforcement community.

In 2016 the PAL Junior Police Jamboree was a culminating event in yearlong Junior Police Clubs in all five boroughs, and had tremendous participation from NYPD top officials and officers. Hosted at the NYPD’s Police Academy, PAL and the NYPD celebrated the PAL Junior Police Clubs across the city. These clubs connect students in PAL’s afterschool programs with officers in local precincts and the students enjoy visits to their local police precincts, crime prevention workshops conducted by officers, and community service projects.

In our longstanding Cops and Kids Sports Programs, youth develop meaningful relationships with police officers serving as coaches, and teammates. Our annual “Police Commissioner for a Day” essay contest gives winners the unique opportunity to spend the entire day at Police Headquarters with the police commissioner and other top officials. PAL’s teens participate in an innovative program developed by the All-Stars Project entitled Operation Conversation: Cops & Kids—where police and community youth engage in discussions about the challenges of living and working in poor, inner-city communities.

PAL kids have already seen the benefits of NYPD’s Community Policing strategy, as the implementation of Neighborhood Coordinating Officers in precincts has allowed police officers a greater ability to come off patrol and be a constant presence in our centers – becoming active participants in our of educational and recreational activities for PAL youth.

The year also saw PAL’s expanding partnership throughout the law enforcement community. In 2016 PAL was supported by District Attorneys in Manhattan, for sports and academic support; in Queens for summer day camp trips and enrichment activities, and the Brooklyn District Attorney for a chess program taught by a certified Grand Master! These exciting law enforcement partnerships bring an investment in PAL children’s growth and success and highlight PAL’s vital role in bringing law enforcement and the community together for the benefit of City youth.
**PAL IMPACT**

**OVER 10,000 NYC YOUTH PLAY IN PAL LEAGUES AND TOURNAMENTS**

PAL continues to provide thousands of NYC youth organized sports experiences including Cops and Kids leagues in basketball, softball, soccer, volleyball, and flag football.

**91% GRADUATE HIGH SCHOOL ON TIME**

The on-time graduation rate of participants in PAL’s In-school Training and Employment Program (IN-STEP) is 26% higher than that of comparable NYC high school peer groups.

**93% SAY PAL MAKES NEIGHBORHOOD A SAFER PLACE TO PLAY**

For over 100 years, PAL Playstreets continue to provide thousands of kids from the toughest city neighborhoods a safe space for active play.

**77% SUCCESSFULLY OVERCAME THE “SUMMER SLIDE”**

While students on average lose two months of reading skills during the summer months, PAL Summer Campers maintained or improved on reading test scores from pre to post test.

**BRIDGING THE GAP BETWEEN THE POLICE AND COMMUNITIES**

By providing the opportunity for PAL Teen Center youth to interact with police officers, 89% say their outlook towards the law enforcement community evolved.

**90% OF JUVENILE JUSTICE YOUTH SUCCESSFULLY COMPLETE PROBATION**

Participants of PAL YouthLink, an alternative-to-incarceration program, complete probation and exit the juvenile justice system at a much higher rate than the 57% citywide figure.

**OVER 2,000 LOW-INCOME YOUTH TAKE PART IN PAL WORKFORCE DEVELOPMENT PROGRAMS**

PAL helps close the job skills gap for low income and minority youth who at 26% have the highest rate of unemployment of all demographic sectors.

**100% OF PRE-K KIDS ARE READY FOR KINDergarten**

While the U.S. Department of Education finds 6 out of 10 kids unprepared for Kindergarten, all 2015 Universal Pre-K students in PAL’s early childhood programs were deemed ready for school.
## 2016 FINANCIALS

### Revenue

- Government Contracts - $22,608 (78%)
- Contributions - $4,870 (17%)
- Rental Income and Fees - $523 (2%)
- In-Kind Gifts - $613 (2%)
- Investments and Legacy Income - $215 (1%)

**Total Support - $28,829**

### Expenses

- Center Operations - $12,604 (44%)
- Child Care - $7,442 (26%)
- Teen Programs - $4,109 (15%)
- Sports and Recreation - $1,337 (5%)
- Total Program Services - $25,492 (90%)
- Development and Public Awareness - $1,507 (5%)
- Management and General - $1,508 (5%)

**Total Expense - $28,507**

**Net Surplus $322**

### Assets

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<th>Asset</th>
<th>Amount</th>
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<tr>
<td>Cash and Cash Equivalents</td>
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<tr>
<td>Investments and Legacy Income</td>
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<tr>
<td>Contributions and Accounts Receivable</td>
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<td>Due from Government Agencies</td>
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<tr>
<td>Prepaid Expenses and Other Assets</td>
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<td>Total Assets</td>
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### Liabilities and Net Assets

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<tr>
<td>Total Net Assets and Liabilities</td>
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* Amounts in 000’s

The Police Athletic League, Inc.’s financial statements are audited on an annual basis by Marks Paneth LLP. The financial highlights for the year ended December 31, 2016 are derived from information contained in the audited financial statements. The complete audit is available upon request from the Director of Finance at 341/2 E. 12th St, NY NY 10003.
Legal Professional Luncheon
April 11, 2016
Honorable Barbara S. Jones of Zuckerman Spaeder LLC and Andrew J. Levander, Partner of Dechert LLP were presented with The Robert M. Morgenthau Award at PAL’s 18th Annual Legal Profession Luncheon. Held at The Pierre Hotel, event Chairs were Steven M. Cohen and John F. Savarese. The Legal Profession Luncheon raised $600,000.

Superstar Dinner
September 13, 2016
Robert J. McGuire, Former New York City Police Commissioner and John B. Osborn, Chief Executive Officer, BBDO New York were honored at PAL’s 44th Annual Superstar Dinner at The Mandarin Oriental. Bart M. Schwartz and Charles A. Stillman Chaired, along with Co-Chairs, Frank A. Bennack, Jr., John A. Catsimatidis, and Judy and Fred Wilpon. Emceed by Greg Kelly, The Superstar Dinner raised $1.26 million.
Real Estate & Construction Luncheon
October 18, 2016
35,000 PAL Kids were honored at PAL’s 11th Annual Real Estate & Construction Luncheon at The Plaza. Mitchell E. Rudin and Matthew Van Buren were Co-Chairs. PAL Board Member Tony Danza performed and emceed the event. The Luncheon raised $500,000.

Women of the Year Luncheon
December 8, 2016
PAL’s 28th Annual Women of the Year Luncheon at The Pierre Hotel honored: Carmen Anderson, Owner, Center for Skincare & Wellness; Ami Kaplan, Vice Chairman and Partner, Deloitte; and Ellen Zimiles, Managing Director, Head of Global Investigations & Compliance, Navigant, Inc. Barbara Taylor Bradford, OBE chaired the event with Amelia Bernstein as Honorary Chair. The Women of the Year Luncheon raised $500,000.

Generosity 5K Run/Walk
November 13, 2016
41 people, including many PAL staff members and supporters, participated in the second annual 5K run/walk to benefit PAL. The multi-charity event was held at Riverside Park and raised $25,000.
2016 CONTRIBUTORS

$100,000 - $499,999

Garden of Dreams Foundation
The Starr Foundation
John B. and Lesley Osborn/ The John Barbour Osborn Fund

$50,000 - $99,999

Carmen and Joel R. Anderson
The Bank of America Charitable Foundation, Inc.
John and Margo Catsimatidis
Heart
Mark Simone
MetLife Foundation
New York Yankees Foundation
The AR & JR Peacock Trusts
The Perelman Family Foundation Inc.
Pfizer, Inc.
Eric P. Shenberg Foundation
The Staten Island Foundation
United Way of New York City

$25,000 - $49,999

American International Group, Inc.
Aon Foundation
David J. Arena
Bank of America
BBDO New York
Amelia and Richard A. Bernstein
Bloomberg Philanthropies
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$10,000 - $24,999

21st Century Fox
Allen & Company, LLC
Altus Family Foundation, Inc.
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AP Production Services, Inc.
Ballard Spahr LLP
Bank of America, N.A.
Beatrice Snyder Foundation
Bracewell LLP
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$5,000 - $9,999

ABM Industries
Allen & Overy LLP
American Express Company
American Media, Inc.
Arbor Realty Trust
Arnold Foundation, Inc.
Arnold & Porter LLP
Milton & Sally Avery Arts Foundation
Bains Family Foundation
BDO USA, LLP
Henry C. Beinstein
Howard Belk
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Bloomindale's
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Cerberus Capital Management, L.P.
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Debevoise & Plimpton LLP
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Entergy Charitable Foundation
ExpandED Schools
Forest City Ratner Companies
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Lily Palmer Fry Memorial Trust
Gensler
Goldman Sachs
Goldman Sachs Gives
Ronald Greenberg
GSD&M
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Rydon Security & Investigations
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Seyfarth Shaw LLP
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SL Green Realty Corp.
The Allison Maher Stern Foundation
St. Francis Food Pantries and Shelters
Structure Tone
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Vornado Realty Trust
White & Case, LLP
Willkie Farr & Gallagher LLP
Yonkers Contracting Company, Inc.
Youth Foundation, Inc.

$1,000 - $4,999

1185 Comedy, Inc.
Barbara Abeeles
The Abstraction Fund
Ace Wine & Cable Co., Inc.
Louis and Joyce Adler
Clifford B. Agness
Ahold Financial Services (Stop & Shop)
Arthur L. Aidala, Esq.
Alan L. and Barbara S. Jacobs Philanthropic Fund
Laurence G. Allen
Mariette P. Allen
American Endowment Foundation
American Red Cross
American Construction Inc.
Analysis Group, Inc.
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Clyde Anderson
Frank J. Aranelle, Jr.
Daniel Arason
George Arzt
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David S. Bagatelle
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The Hilary and Alec Baldwin Foundation
Bank Leumi USA
Jacelyn F. Barnett
Garrard R. Beenev, Esq.
Paul R. Beirne
Robert and Ellen Belson
Albert J. Berger
Michelle D. Bergman, Esq.
2016 CONTRIBUTORS

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Greystone Foundation
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Lloyd and Roslyn Siegel
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Lucille Werlinich
John Zeiler

2016 GIFTS IN KIND
ABC Kitchen
Allied Integrated Marketing
Amelia Bernstein
Antonovich Furs
Billy Reid
Bloomberg L.P.
Bradford Renaissance Portraits
Brooklyn Cyclones
Brooklyn Nets
Canaletto Restaurant
Cap Beauty
Carolee Designs, Inc.
Celeste Bell
Da Umberto Ristorante
Dame Donna A. Saloway
Dixon Place
Equinox
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Facebook, Inc.
Foot Locker, Inc.
Garden of Dreams Foundation
Gourmet Guru
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Julien Farel Restore Salon & Spa
Le Cirque
Leslie Osborn
Mezzotoyz
Mirror Lake Inn Resort & Spa
Mitchell B. Modell
Morgan Stanley
Myriad Restaurant Group
Natsumi
Nikon
NYC Law Department
Perry Street
Philip Suarez
Primola
The Coca-Cola Company
The Pierre Hotel
Tickets for Kids
Twenty-First Century Fox, Inc.
Villa Berulia

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Jami Landi
Bertino Marro
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Robert J. McGuire, Esq.
Michael W. Mitchell, Esq.
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Lloyd and Roslyn Siegel
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Lucille Werlinich
John Zeiler
The Best Friend
A Kid Can Have