



FEDERATION OF PROTESTANT WELFARE AGENCIES

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communities

sandy recovery

youth

individuals

policies

member agencies

# A Year of Impact

2013 Annual Report

## Executive Director & Board Chair Letter

Dear Friends,

As the economy continues to slowly recover from the Great Recession, the Federation of Protestant Welfare Agencies is reinforcing its efforts to ensure the social and economic well-being of low-income New Yorkers. Throughout 2013, FPWA successfully raised its voice on critical funding and policy issues, and deepened its work to support the agencies and communities serving low-income children, individuals and families.

Under the leadership of newly appointed CEO and Executive Director Jennifer Jones Austin, FPWA conducted a yearlong strategic planning process, focused on 1) increasing the impact of both our policy, advocacy, and research work, and our support of member agencies; 2) partnering with the faith community to effect change for struggling New Yorkers; and 3) strengthening our own organization. FPWA aims to be a driving force behind unparalleled upward mobility for greater New York's most vulnerable populations to usher in a new era of social and economic progress for the city.

FPWA played a lead role in achieving much needed restorations of funding in child care and youth services, and in maintaining funding and strengthening policies concerning case management for the elderly, job training programs for the unemployed and underemployed, and HIV/AIDS services. We introduced more professional development workshops to strengthen member agency capacity, provided aid to member agencies for Hurricane Sandy recovery, and launched our "Personally Speaking" series, a forum where current and future human services leaders learn from the experiences of distinguished leaders from diverse industries. We also welcomed six new member agencies in 2013, further expanding our network of agencies and increasing our reach.

The generosity of individuals, foundations, corporations, and churches makes FPWA's work possible and we are grateful for your support. We look forward to building upon our work with our partners, member agencies, government, and advocates alike to make our city healthy, safe and prosperous for all New Yorkers.



Jennifer Jones Austin  
CEO/Executive Director



Stephen J. Storen  
Chair, Board of Directors



Jennifer Jones Austin  
CEO/Executive Director



Stephen J. Storen  
Chair, Board of Directors

# Impacting

member agencies

207

INDIVIDUALS

56

MEMBER AGENCIES

207 member agency staffers participated in capacity building workshops representing 56 member agencies.



# Championing Human Service Agencies

FPWA provides nearly 200 human service agencies and faith-based institutions, throughout the City's five boroughs and beyond, with access to a range of services, programs, professional development workshops, and grants that help nonprofits and churches address the needs of their communities. These agencies deliver services that help close to 1.5 million New Yorkers of all ages, ethnicities and denominations each year. In 2013, FPWA remained committed to providing services that strengthen our member network, while augmenting our professional development offerings to help them work more effectively.

## Capacity Building

- This year, FPWA began offering pro-bono accounting workshops, *Accounting Pro*, to our member agencies. Through these workshops, we have successfully strengthened the financial literacy and management capacity of more than 30 participating nonprofit human services agencies.
- We helped 107 individuals, representing 33 member agencies through our HR PRO workshops.

“HR can be an isolated and thankless component of an institution's administration, particularly as a department of one. The information, training and support I've received from HR-PRO and the experts they bring in for presentations have connected me to many important concepts and methods that I use in my work all the time now.”

- ADRIENNE LAWS, HUMAN RESOURCE DIRECTOR, CATHEDRAL OF ST. JOHN THE DIVINE.

- Early childhood education programs in New York City have been hit hard by recent changes to city contracting and funding models. To better assist our member agencies and their impact on communities, we provided professional development and sustainability workshops targeted to directors and teachers of early childhood education centers affected by EarlyLearn contracting and funding changes. We held seven workshops designed to enable agencies to develop sustainability and viability plans and three workshops targeted to the professional development of early childhood education teachers. More than 100 individuals participated from 23 member agencies.

## Helping Member Agencies Extend their Impact

- Through managed and direct grants, FPWA distributed \$168,000 to 20 of our member agencies which awarded a total of 137 grants to their clients facing emergency situations.
- FPWA coordinated 14 corporate service projects for 11 member agencies, totaling \$11,600 worth of volunteer hours. Volunteers from corporations spent their days planting community gardens, staffing job search fairs, building modular stages for after-school programs and serving meals to homeless seniors.
- Through our Group Purchasing Services (GPS), we were able to save member agencies and participating organizations 20% on essential items such as heating oil, kitchen and office supplies, and insurance coverage at prices that would not be available to them on their own. GPS helps agencies maximize their resources so that they can focus the core of their work on helping to improve the lives of needy New Yorkers.



Impacting  
communities

**11,600**

DOLLARS

\$11,600 worth of volunteer hours  
spent assisting member agencies.



Impacting  
lives

270,200

INDIVIDUALS

An estimated 270,200 individuals  
were served meals through food pantries  
and soup kitchens.



## Championing Faith-Based Agencies

FPWA serves as a critical resource for New York City's faith community. We bring together faith-based social services providers from all denominations and faiths to strengthen their human services work and advocate for the communities they serve. Because faith-based leaders have a profound effect on transforming their communities and faith-based organizations are often the first place that those struggling with poverty turn to for help, FPWA recognizes the critical importance of supporting and enhancing the capacity of faith institutions. Our advocacy and broad range of services help our members and affiliates to operate with increasing effectiveness as change agents and social service providers in the City's most underserved communities. In addition, we connect our membership and faith partners to our extended network of policymakers, legislators, and other human service and faith-based organizations.

### Supporting Faith-Based Feeding Programs



Volunteers from Mt. Hebron Church of Christ in action prepping and organizing food items. The Mt. Hebron Food for Life Pantry began five years ago, and with the help of FPWA and other organizations, serves about 4,000 meals a month.

Hunger remains a disturbing reality for thousands in NYC. The vast majority of hungry Americans are families that earn too little money to afford nutritious food. Much of the demand for emergency food has been escalated by the recession and Superstorm Sandy.

FPWA is a partner in New York City's Emergency Food and Shelter Program. Each year, we help churches and human service agencies feed thousands of hungry New Yorkers through soup kitchens and food pantries.

- We distributed food and supplies to 43 faith-based programs.
- 270,200 individuals were served meals through food pantries and soup kitchens supported by FPWA.

## Impacting Houses of Worship and Foster Youth

Through our work with the Casey Family Programs and the Administration for Children's Services (ACS), FPWA brings houses of worship together with seminarians to provide support to foster care youth and families in the foster care system. We continue to expand and enhance our program to have a greater impact.

- We added two more churches in 2013, bringing our total to 15, to help facilitate training and programs.
- The program in the past year has worked with 49 foster families encompassing 69 children and young adults.

## Hurricane Sandy Recovery

Many New Yorkers continue to struggle sorely from the effects of Hurricane Sandy. Throughout 2013, FPWA continued its efforts to provide aid and resources to help New Yorkers recover from Sandy's massive storm surge.

- With support from the New York Times Neediest Cases Fund, FPWA distributed \$175,162 to help member agencies provide emergency assistance to 48 families in need.
- FPWA worked with the Mayor's Office of Immigrant Affairs to reach out to 6,000 households in the immigrant community, especially those with undocumented status, in the hardest hit areas to assess their unmet needs and connect them to available sources.
- In addition, FPWA is part of an ongoing taskforce of the City's major human service providers to develop effective nonprofit response to disaster.

# Impacting

sandy recovery

# 175,162

DOLLARS

# 48

FAMILIES

We distributed \$175,162 to help member agencies  
get back to working order to provide emergency  
assistance to 48 families in need.



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# Advocating for a Just New York

The policy, advocacy and research unit of FPWA executes a focused policy agenda aimed at strengthening the economic situation of vulnerable New Yorkers. We work closely with our network of member agencies, faith partners, coalitions, and allies, to influence policy, legislation, and budget outcomes to address the needs of struggling New Yorkers. Throughout 2013, FPWA continued to advocate for just public policy issues, engaging with policymakers at the city, state and federal levels to effect systemic change that positively impacts children, families, and individuals across generations.

## State Outcomes

### Early Education

FPWA continued to lead efforts along with NYC advocates to bring the New York City impact of stagnant and insufficient state child care funding to legislators in Albany. We were able to secure \$3 million in additional funds for subsidized child care as well as \$25 million for full day universal pre-kindergarten programs for high-need students in lower wealth school districts.

### Elderly Welfare

Funding for SADS (Social Adult Day Services) programs was increased to \$1,072,000. This was the first time the allocation has been increased in many years.

### Income Security

An important outcome was the increase in the minimum wage to \$9 per hour from \$7.25/hour. Effective December 31, 2013 the rate increased to \$8 an hour, on December 31, 2014, it will increase to \$8.75, and then \$9.00 on December 31, 2015.

### Workforce Development

Facing millions in cuts in TANF (Temporary Assistance for Needy Families) funding for various job initiatives, FPWA urged the Legislature to restore funding for essential workforce development initiatives. Working with member agencies to determine which specific TANF jobs programs have been the most essential, we were able to maintain vital funding totaling \$1.8 million.

## City Outcomes

### Funding Restorations

FPWA was proactive throughout the 2013 City budget session, making a strong case for the needs of vulnerable New Yorkers and their communities. With participation from our member agencies in legislative visits, online actions, rallies, and sharing of clients' stories, FPWA was able to help influence funding restorations to support programs and services

that are essential to children, youth, seniors and low-income adults and families. Some of the significant restorations include:

- \$60 million for early childhood education to support 3,500 seats in contract childcare centers, and 900 Family Child Care network slots, as well as school-age child care vouchers.
- \$58 million to maintain senior centers and other community programs for NYCHA (New York City Housing Authority) residents.

#### HIV/AIDS Programs

\$5.3 million to HASA (HIV and AIDS Service Administration) for vital services for people living with HIV/AIDS.

#### Get Out the Vote

2013 was also an important election year. To help New Yorkers through the voter registration process, FPWA conducted a half-day training on voter registration and participation. In addition, FPWA conducted a survey of all candidates running for public offices in New York City and published a voter guide in August.

#### Child Care and Afterschool Programs

For the 2013 City budget session, FPWA worked with our partners, member agencies and their students and parents to ensure their voices were heard on vital issues such as child care and Out of School Time (OST) programs. Through joint advocacy efforts, we helped to fully restore funding for subsidized child care and OST after-school programs for 47,000 children. Additionally FPWA organized a large afterschool rally on March 28th with 700 children, youth, staff and elected officials in attendance.

“ I would like to commend the Federation of Protestant Welfare Agencies (FPWA) for their diligence and tremendous advocacy on critical public policy issues that impact some of our city’s most vulnerable residents. I participated in FPWA’s very successful afterschool rally that was attended by over 700 youth and staff of afterschool programs...FPWA has made a very significant impact in New York City through its advocacy and remains an important, trusted partner in fighting for many key social service policies.”

NEW YORK CITY COUNCIL MEMBER MELISSA MARK-VIVERITO, FORMER CHAIR, PARKS AND RECREATION COMMITTEE; CO-CHAIR, PROGRESSIVE CAUCUS OF THE NEW YORK CITY COUNCIL

## Impacting the Lives of Families

FPWA provided assistance to New Yorkers in other ways as well throughout the year.



For Mother's Day, 2013, FPWA was able to provide new, designer handbags and scarves to residents of the shelters at Women's Prison Association and Center Against Domestic Violence.

- We provided \$31,000 in summer scholarship grants to 15 of our member agencies that operate summer camp programs. These grants helped 98 children attend camp and allowed their parents to maintain their employment during the out-of-school summer months.
- More than \$81,000 in in-kind donations were distributed to FPWA member agencies. These items included everything from coats and footwear to help keep families warm in the winter, to clothing and household items for women and children affected by domestic violence.
- FPWA operates one of the largest toy drives in New York City. Our 2013 Toy and Gift Drive raised \$205,000 worth of toys and educational materials which were distributed to 96 of our member agencies. We received 49,000 requests and were able to serve 10,000 children.



Children from Utopia Children's Center at the FPWA Toy Drive launch event.



Impacting  
families

205,000

DOLLARS

10,000

CHILDREN

\$205,000 worth of toys and educational materials distributed to 10,000 children.

“ As most of our youngsters find the season to be especially difficult, we are very grateful for your help in spreading some holiday cheer this way. Your gifts were used towards our many efforts to make the holiday season extra special for the youth in our care.”

AMY DELLIPAOLI, DIRECTOR OF VOLUNTEERS, THE CHILDREN'S VILLAGE.



Impacting  
individuals

388,000

DOLLARS

60

HOUSEHOLDS

\$388,000 in direct service emergency grants were distributed by FPWA and member agencies. This helped close to 60 households avoid eviction.



## Impacting the Lives of Individuals

Through our partnerships with The New York Times Neediest Cases Fund and other donors, FPWA and our member agencies provided emergency assistance to hundreds of New Yorkers in 2013. Much of our emergency assistance goes towards preventing needy individuals and families from losing their homes or sinking deeper into poverty. By acting rapidly and paying for unconventional items that are hard to find funding for, we are able to head problems off before they become overwhelming.



*Troublesome hearts run in Frank Costanza's family. ... Mr. Costanza met his fate in 2004, he said, when he had the first of three near simultaneous heart attacks. He underwent a heart transplant the following year. Despite urging from doctors that he develop a workout routine, he has been largely inactive. ... Mr. Costanza depends tremendously on home health aides. The Federation of Protestant Welfare Agencies, one of the agencies supported by The New York Times Neediest Cases Fund, has been granting him a \$300 monthly stipend so that he can remain in the rent-subsidized apartment he has lived in for 35 years.*

***"Seventeen ways to Tuesday, the federation has fixed me up," Mr. Costanza said. "They came along and took care of everything."***

"Reprinted by Permission." and Excerpted from "Hoping to Leave Loved Ones With Only Memories, Not Debt" by John Otis, January 23, 2014" Copyright ©2014 The New York Times Company." "Reprinted by Permission." Photo credit: Victor J. Blue/The New York Times;

- Approximately \$388,000 was distributed as direct emergency service grants by FPWA and our member agencies to assist individuals facing immediate crises. This vital support helped nearly 60 households avoid eviction and homelessness.
- We provided assessment and referral services to more than 700 New Yorkers who contacted us for assistance with a range of human service needs.
- FPWA awarded \$21,000 in college scholarship to 11 students from seven member agencies. Students used the scholarships towards books, tuition, and other urgent needs.
- We distributed \$71,000 in monthly stipends and emergency grants to seniors, helping these individuals to stay in their homes and pay for essential services.

# Financial Highlights

## Statement of Financial Position



### ASSETS

■ CASH AND CASH EQUIVALENTS AND INVESTMENTS.....	\$ 20,081,446
■ INTEREST IN PERPETUAL TRUSTS AND POOLED LIFE FUND .....	\$ 14,485,953
■ PROPERTY, EQUIPMENT AND OTHER ASSETS .....	\$ 3,660,154
<b>TOTAL ASSETS .....</b>	<b>\$ 38,227,553</b>

**LIABILITIES .....** \$ 5,268,115

### NET ASSETS

UNRESTRICTED .....	\$ 12,552,862
TEMPORARILY RESTRICTED .....	\$ 842,731
PERMANENTLY RESTRICTED .....	\$ 19,563,845
<b>TOTAL NET ASSETS.....</b>	<b>\$ 32,959,438</b>

## Statement of Activities

### OPERATING REVENUES AND OTHER SUPPORT

CONTRIBUTIONS, GRANTS AND SPECIAL EVENTS.....	\$ 2,145,382
INVESTMENT AND TRUST INCOME.....	\$ 2,977,215
SERVICE FEES, MEMBER DUES AND OTHER INCOME .....	\$ 514,118
<b>TOTAL REVENUES AND OTHER SUPPORT .....</b>	<b>\$ 5,636,715</b>

### OPERATING EXPENSES

PROGRAM SERVICES .....	\$ 4,361,923
MANAGEMENT AND GENERAL.....	\$ 1,260,715
FUND RAISING AND DEVELOPMENT .....	\$ 582,186
<b>TOTAL OPERATING EXPENSES.....</b>	<b>\$ 6,204,824</b>

**CHANGES IN NET ASSETS FROM OPERATIONS ..... \$ (568,109)**

## Changes in Net Assets From Operations

### NON-OPERATING ACTIVITIES

LEGACIES, INVESTMENTS, TRUSTS AND POOLED LIFE FUND.....	\$ 875,876
PENSION AND POST-RETIREMENT CHANGES.....	\$ 663,300
<b>CHANGES IN TOTAL NET ASSETS .....</b>	<b>\$ 971,067</b>
<b>NET ASSETS - BEGINNING OF YEAR .....</b>	<b>\$31,988,371</b>
<b>NET ASSETS - END OF YEAR .....</b>	<b>\$32,959,438</b>

# FPWA Supporters

## \$500,000+

The New York Times

## \$50,000-\$99,999

Altman Foundation  
Casey Family Programs  
The deKay Foundation

## \$25,000-\$49,999

Hagedorn Fund  
Mary J. Hutchins  
Foundation, Inc.  
The Moody's Foundation

## \$10,000-\$24,999

Alexander and Suzanne  
Rhea Foundation  
American Express Foundation  
Bloomberg LP  
Richard A. Debs  
Elisabeth Fulkerson Estate  
Bertram F. French  
George A. Hambrecht  
The Harbor Lights Foundation  
Jarvie Commonwealth Service  
Rose M. Badgeley Residuary  
Charitable Trust  
May and Samuel Rudin Family  
Foundation, Inc.  
Shubert Organization  
The William C. Bullitt  
Foundation, Inc.

## \$4,500-\$9,999

American Express  
Philanthropy  
Bridget L. Cooke  
Craig C. MacKay  
Department for the Aging  
NYC/Former Manhattan  
Borough President  
Scott Stringer  
Department of Youth and  
Community Development/  
City Council Member  
Rosie Mendez  
Mary E. McGarry  
Charitable Gift Fund  
Morgan Stanley Foundation  
O'Connor, Davies, Munns &  
Dobbins, LLP

John M. Shannon  
St. James' Church  
Stanley C. Samowitz  
Foundation  
United Building Maintenance  
Associates, Inc.  
Sidney Witter  
Zurich North America

## \$1,000-\$2,499

Roger E. Ailes  
Shawn V. Austin  
Dianne Balfour  
Susan S. Benedict  
Ana M. Bermudez  
Robert S. Bridges  
Jonathan J. Bush  
Catholic Charities  
Archdiocese of New York  
Jess Dannhauser  
Angela Eiref  
EmblemHealth  
Donald Felix  
Conrad Foa  
Nancy N. Gibbs  
Thomas P. Grissom  
Robert H. Gutheil  
Scott L. Haskell  
Bruce E. Hood  
IBM Corporation  
Paulina C. Kreger  
The Leesfield Family  
Foundation, Inc.

Jack S. Lusk  
MacKay Family Fund of the  
Community Foundation  
Marble Collegiate Church  
Marks Paneth & Shron, LLP  
Bruce J. McCowan  
Richard Mittenthal  
Mutual of America Life  
Insurance Company  
The New York Community  
Trust  
New York Design Center, Inc.  
Kathryn O'Neal-Dunham  
Parker Jewish Institute for  
Health Care and Reh  
Jennifer Peterson  
Mark J. Piszko  
The Protestant Dutch  
Reformed Church

David Rockefeller  
Schwab Charitable Trust  
Samuel Y. Sessions  
Christine C. Sperry  
Phoebe R. Stanton  
Stephen J. Storen  
Alfred A. Taubman  
Sandra G. Turner  
United Way of New York City  
Marion T. Ward  
Anne Williams-Isom

## \$500-\$999

Anderson Kill P.C.  
Henry C. Barkhorn  
Howard B. Bernstein  
BNY Mellon Community  
Partnership Employee  
Ralph Bowman  
Castle Oil Corporation  
Virginia J. Cheng  
The Children's Village  
Citizens' Committee for  
Children of New York  
Community Service Society  
of New York  
L. E. Crowley  
Bernard J. Gorman  
Wayne H. Ho  
Julia N. Hotton  
Richard W. Hulbert  
Isabella Geriatric Center  
Brenda L. Johnson  
Carolyn M. Kornblau  
Peter C. Kornman  
Mary L. Lambert  
Laurence M. Landau  
David Lebenstein  
James W. March  
Gregory J. Morris  
John M. O'Connor  
Barbara Ohanlon  
Elizabeth L. Peyton  
Donald C. Ross  
Jacob A. Smith  
Peter D. Sternlight  
Wendy A. Van Amson

J. F. Weintz  
Stanley Weitzenberg  
Patricia A. White  
Ayo S. Wilson  
Susan R. Witter

## \$250-\$499

Anonymous  
Anonymous  
H. B. Brown  
Nellie E. Burns  
Children's Defense Fund  
Citibank Matching Gifts  
Center  
Blythe Danner  
Peter H. Dehaas  
Dental Lifeline Network  
Gilbert H. Dunham  
Laura Enslar  
Fidelity Charitable Gift Fund  
Wendell Foster  
Nora Gibson  
Great Performances Artists  
as Waitresses, Inc.  
David H. Griffin  
David Hansell  
I. D. Harris  
John N. Irwin  
Peter A. Irwin  
Jacob S. Israel  
Kim Jasmin  
William P. Johns  
Natalie B. Jones  
Jane Konrad  
Raymond C. Lauver  
Cynthia P. MacNair  
Allen I. Maurer  
Worthington Mayo-Smith  
Eileen M. McEvoy  
Megan E. McLaughlin  
Dorothy D. Moore  
Christopher G. Muenchinger  
John G. Nevius  
David Nocenti  
Brian Obergfell  
Henry G. Petermann  
Presbyterian Church of  
St. Albans, NY  
Ronald Richter  
S.S. Steiner Inc.  
Joseph P. Scordato

William Shillady  
 Marla Simpson  
 Howard D. Sitzer  
 Craig W. Smith  
 Roger C. Smith  
 Marlene Tietjen  
 Roberta M. Todd  
 Betti L. Weimersheimer  
 Rosamond W. Westmoreland

**\$100 to \$249**

Marjorie C. Achton  
 Marilyn Bartlett  
 Gaby P. Borel  
 Margaret L. Bose  
 Eric B. Brettschneider  
 James O. Buchanan  
 Ruth W. Chapman  
 June Costikyan  
 Albert Croker  
 Dyanna J. Csaposs  
 CUNY Campaign for  
 Charitable Giving State E  
 Margaret Cushing  
 Phyllis A. Darby  
 Karen Dixon  
 Jonathan Dorsey  
 Barbara S. Edwards  
 Robin Elliot  
 Susanne D. Ellis  
 Estate of Al Jolson  
 Curtis Estes  
 Gertrud Fankhauser  
 Catherine E. Finch  
 Katharine E. Fleming  
 Faith Sarah T. Fraser  
 Stephen Getz  
 David Goodrich  
 G. W. Haas  
 Jean Harper  
 Gurnee F. Hart  
 Health Advocates for  
 Older People  
 Elizabeth D. Healy  
 Francis B. Henry  
 Sidney C. Holt  
 Brenda G. Husson  
 Myung Jin Lee  
 John F. Johnston

Roland Kindel  
 Henry L. King  
 Scott R. Konrad  
 James A. Krauskopf  
 Mary Lamasney  
 Edwin D. Leonard  
 Michael Love  
 Vincent Lowe  
 Robert L. Mack  
 Harry Macy  
 Jean B. May  
 New York City Mission  
 Society  
 Barbara O'Hanton  
 Elizabeth O'Shea  
 Elizabeth B. Patrick  
 Jean-Claude Pelissier  
 Elizabeth S. Pforzheimer  
 Fannie Porter  
 Elinor G. Ratner  
 Eugene Rose  
 David H. Sandt  
 John P. Schmidt  
 William Sealey  
 Gordon R. Stanton  
 Phyllis Sternau  
 Joan E. Taylor  
 Alan C. Thomson  
 Trinity Church  
 Bert Tuchman  
 S. B. Wagner  
 Catherine T. Walsh  
 Charles W. Wilder  
 Nathaniel Williams  
 Ara L. Yardum  
 Ellen Young  
 William Yuracko

**\$1 - \$99**

William H. Ainslie  
 Heather Allison  
 Sandra M. Altine  
 Margaret Bailey  
 Edward L. Ballantyne  
 Fran Beck  
 Thomas E. Bernhard

Joy E. Billhardt  
 George Y. Bramwell  
 Justine B. Brennen  
 Kenneth W. Brown  
 Dorothy L. Buchhagen  
 Susan K. Burk  
 Lois A. Burns  
 Eileen S. Bute  
 Robertina M. Campbell  
 Eileen Chalcroft  
 Alexander M. Cranstoun  
 Julia N. Davey  
 Marjorie B. Davies  
 Claude J. Deal  
 Glenn A. Diegnan  
 Stanley Durka  
 Lee Epstein  
 Joseph E. Esposito  
 Sheila C. Ewall  
 Steven Flanders  
 Gilda M. Flores  
 Hamilton F. Forster  
 Sol Fox  
 Warren Freedell  
 Lawrence Freedland  
 Nikki Gasparre  
 Martin Goldfarb  
 Elaine R. Goldman  
 Kathleen E. Goodin  
 Anne Gouldsbury  
 Elizabeth Green  
 Adelaide I. Hass  
 Constance J. Hayes  
 Glynn H. Holmberg  
 Joy M. Holz  
 Joyce M. Howard  
 Margaret B. Howard  
 Theodore S. Huang  
 Carmela J. Huettner  
 Gail L. Hymys  
 P. Jacobs  
 James H. Johnsen  
 Helen Kahn  
 Jeffrey Kent  
 Thomas H. Koch  
 Sophia Krauss  
 Wilbur Landrey  
 John F. Larberg

Elena Leone-Peskin  
 Terence J. Masterson  
 John T. McConnell  
 Holmes McHenry  
 Robert M. Meade  
 Arnold E. Messner  
 Naida E. Morrison  
 Carmen R. Mundaca  
 Robert M. Obuck  
 Victor T. Oliva  
 Kenneth E. Olson  
 Leo A. Pappas  
 John W. Pennisten  
 John M. Phillips  
 Mark Planting  
 Yvette G. Plotch  
 Richard Poli  
 Yindran Puspanathan  
 Velma S. Reardon  
 Ann P. Roberts  
 Lee M. Rohde  
 William D. Romaine  
 Enid K. Rubin  
 Francisca A. Sabadie  
 James Sanchez  
 Frederic S. Sater  
 Seymour Savetsky  
 James K. Schiller  
 Mildred E. Schmidt  
 Harry R. Schumacher  
 Richard A. Simeon  
 Donna Singleton-Jones  
 Maribeth R. Siskind  
 Sol and Hilda Furst  
 Foundation, Inc.  
 Richard I. Stern  
 Sherman J. Tatz  
 Benjamin Thompson  
 Thomas Trent  
 Richard E. Umgelter  
 Louise E. Von Damm  
 Kevin J. Walden  
 Patricia A. Walsh  
 Margarida West  
 Robert W. Willard  
 Norbert S. Wolloch  
 Katharine B. Wolpe  
 Women's City Club of NYC  
 Alan D. Zucker

# Membership Agencies

82nd Street Academics	Chinese American Planning Council	Fort Washington Collegiate Church	Inwood House
Abbott House	Chinese Methodist Center Corporation	Friendly Hands Ministry, Inc.	Isabella Geriatric Center
ACRIA/ AIDS Community Research Initiative of America	Christian Herald Association	Friends of Crown Heights Education Centers	Jacob A. Riis Neighborhood Settlement
Action for the Retired Community (ARC XVI - Fort Washington)	Church of the Epiphany	Getting Out and Staying Out	Jamaica Service Program For Older Adults
Afro-American Parents Day Care Center	Church of the Holy Trinity - Manhattan	Girls Quest	Korean Community Services of Metropolitan New York
AIDS Service Center NYC	Church of the Mediator	Goddard Riverside Community Center	Laurelton-Springfield Community Day Care Center
Allen Women's Resource Center	Claremont Neighborhood Centers	Grace Church Community Center	Leake & Watts Services
American Baptist Churches of Metropolitan New York	Clergy United for Community Empowerment	Grace Congregational Church of Harlem	Lenox Hill Neighborhood House
Andrew Glover Youth Program	Colony-South Brooklyn Houses	Grace Episcopal Church, West Farms	Lexington Children's Center
Argus Community	Community Centers Inc. of Greenwich	Graham-Windham Services to Families and Children	Lincoln Square Neighborhood Center
Bailey House	Community Healthcare Network	Greater Allen Cathedral of New York	Lower East Side Family Union
Barrier Free Living	Community Life Center	Greater Harlem Nursing Home Co.	Lutheran Social Services Metropolitan NY
Betances Health Center	Concerned Parents of Jamaica Day Care Center	Green Chimneys Children's Services	Mary McLeod Bethune Day Care Center
Bethany Christian Services	CONNECT NYC	Greenhope Services for Women, Inc.	Memorial Baptist Church
Bethany Day Nursery	Co-op City Baptist Church	Greenwich House, Inc.	Metropolitan AME Church
Bethel of Praise Ministries	Council of Peoples Organization	Gustavus Adolphus Lutheran Church	Momentum AIDS Project
Big Brothers/Big Sisters Inc. of NYC	Day Care Council of New York, Inc.	Hamilton-Madison House	Mott Haven Reformed Church
Black Veterans for Social Justice	DeWitt Reformed Church	Harlem Dowling-Westside Center For Children & Family Services	Mount Hope Housing Company
Boys Town New York	East Harlem Neighborhood Based Alliance Corp.	Harlem RBI	Mt. Tremper Outdoor Ministries
Bronx Bethany Church of the Nazarene	East Harlem Tutorial Program	Harlem United: Community AIDS Center	Muslim Women's Institute for Research and Development
Bronxdale Tenants League Day Care Center	East Side House Settlement	Hartley House	Myrtle P. Jarmon Early Childhood Educational Center
Brooklyn Kindergarten Society	Economic Opportunity Commission of Nassau County	Heights and Hills, Inc.	National Federation of Community Development Credit Unions
Bushwick Community Action Association	Edwin Gould Services for Children	Henry Street Settlement	Neighborhood Initiatives Development Corp.
Calvary Fellowship AME Church	Elders Share the Arts	Highbridge Advisory Council	New Alternatives for Children
Caribbean Women's Health Association	Episcopal Community Services of Long Island	Homecrest Community Services	New York Armenian Home, Inc.
Carter Burden Center for the Aging	Episcopal Social Services	Housing Plus Solutions	New York Asian Women's Center
Center Against Domestic Violence	Escuela Hispana Montessori	Hudson Guild	New York City Mission Society
Chapin Home for the Aging	Exodus Transitional Community	Iglesia Pentecostal El Maestro Inc.	New York Memory Center
Children's Village	First Grace Baptist Church	Incarnation Center	
Children of Promise	First Presbyterian Church of Forest Hills	Institute for the Puerto Rican & Hispanic Elderly	
	Forestdale, Inc.		
	Fort Greene Council, Inc.		

New York Therapeutic Communities-Stay 'N Out	Southeast Bronx Neighborhood Center	Visiting Neighbors
New York Youth at Risk	St. Christopher's	Wartburg Adult Care Community
North Bronx National Council of Negro Women Day Care Center	St. Luke's Lutheran Church	Westchester Tremont Day Care Center
Northeast Bronx Day Care Centers	St. Matthew's Community A.M.E. Church of Hollis	Weston United Community Renewal
Northside Center for Child Development	St. Peter's Episcopal Church	William Hodson Community Center
Older Adults Technological Services / OATS	St. Stephen's United Methodist Church	Women's City Club of New York
One Stop Senior Services	Stanley M. Isaacs Neighborhood Center	Women's Prison Association and Home
Open Door Child Care Center	Staten Island Mental Health Society	Word of Life International, Inc.
Park Avenue Christian Church (Disciples of Christ)	Stein Senior Center	YMCA of Greater New York
Parker Jewish Institute for Health Care & Rehabilitation	Steinway Child & Family Services	YWCA of Brooklyn
Partnership with Children	STRIVE/East Harlem Employment Services	YWCA of the City of New York
Penington Friends House (Friends Home Association of New York)	Sunnyside Community Services	YWCA of Yonkers
Phipps Community Development Corporation	Swiss Benevolent Society of NY	
Pleasant Avenue Day Care Center	The Brotherhood-Sister Sol	
Presbyterian Senior Services	The Cathedral Church of St. John the Divine	
Prince Hall Service Fund	The Children's Center at SUNY Brooklyn	
Project FIND	The Christian Learning Day Care, Inc.	
Reality House	The Danish Home	
Rena Day Care Center	The Family Center	
Restore NYC	The GO Project	
Resurrection & Life	The HOPE Program	
Pentecostal Church of America, Inc.	The Oliver Scholars Program	
Riverstone Senior Life Services	Trail Blazer Camps	
Salvation Army	Tremont-Monterey Day Care Center, Inc.	
SCAN New York	Trinity Wall Street (Trinity Parish)	
SCO Family of Services	Union Settlement Association	
Seafarers & International House	Union United Methodist Church	
Search and Care Service Program for Older People, Inc.	United Bronx Parents	
	United Community Centers	
	United Methodist City Society	
	University Settlement Society of New York	
	Utopia Children's Center	
	Village Care NY	

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