



100th Anniversary Annual Report

2022



A Letter from our CEO

Long before I became the leader of FPWA, I was aware of its impact. For 100 years, FPWA has advocated for hundreds of community-based organizations and strengthened their capacity with millions in grant assistance, leadership trainings and other capacity building supports, and we've been triumphant in putting New Yorkers at the heart of what we do.

10 years ago, I came to FPWA, appreciating that this organization is fertile ground for seeding and growing big ideas. It was originally conceived of and created in the era of legalized discrimination to be a voice for agencies serving children of color – that was a big idea! A bold idea!



Former FPWA CEOs and Executive Directors.
From left, Fatima Goldman and Megan E. McLaughlin

Just as was done in the first 90 years, in the last 10 we too have seeded some big ideas, and made them a reality: We pushed for a fair and living wage for 40% of human services workers earning less than \$12/hour, 25% less than \$9/hour, and we got it; we helped set the ball in motion to move the local and state governments to increase the minimum wage for all New Yorkers; we worked with other sector leaders and partners and led and achieved a path to salary parity for childcare workers, and a government commitment to pay actual costs for critical operation expenses; we advanced day laborers and worker cooperatives to be recognized as legitimate industries in NYC; we led critical reforms in NYPD to move us toward ending the criminalization of poverty in New York City; we established a career ladder for human services workers; and much, much more.

Now, 100 years in, with the ground ever fertile, we are seeding and growing even bigger ideas. We continue to fight poverty and racism with a laser focus on both helping agencies and people manage the burdens of the effects of poverty, and tackling the roots of poverty. We are focused on ensuring that human services agencies have the resources, flexibility, and other supports necessary to deliver services that ensure clients survive and thrive. And we are keenly focused on dismantling the structural and systemic barriers that enable and perpetuate intergenerational poverty and racism and sexism, and other isms, so people who are trying to get ahead actually can and do!



FPWA CEO and Executive Director
Jennifer Jones Austin

100 years in , we are clear! Our work must be about poverty relief and poverty liberation; charity and justice; and programs and policies, and structural change. Our vision requires that we stretch and effect change locally, statewide and nationally; and that we imagine more than what is, and work to ensure true and meaningful equity and opportunity for all.

100 years in, the ground is both firm and fertile for big and bold ideas, and I'm so proud and excited because with your support, we are acting on them! Thank you for being a part of our journey for the last 100 years. We invite you to join us for the next 100!

Jennifer Jones Austin
CEO and Executive Director, FPWA

Up Next
2022 By the Numbers

Legislative Victories!

Successfully campaigned to secure passage of the racial justice ballot measures centering race and equity at the heart of government functioning. Our outreach included engaging over 324 organizations and institutions and 100+ virtual and in-person convenings to raise and build awareness and education on the initiatives and 100+ virtual and in-person convenings.



The first measure added a preamble to the City Charter that acknowledges the taking of the land of the Lenape people and the enslavement of Africans in New York City, and the harms that resulted for them and their descendants; and casts the vision of a multicultural democracy where every New Yorker should be able to have the access and opportunity to survive and thrive. This lays out the basic standards of living that every New Yorker should be entitled to, recognizing indigenous communities that preceded New York, the enslavement and forced labor of Africans that is intertwined with the city's history, and the multi-cultural, diverse democracy that is New York.



The second measure established a Racial Equity Office, plan, and commission dedicated to continually improving racial equity in all City agencies and mayoral offices, and identifying where the city government can work to reduce or eliminate racial disparities.



The third measure requires City government to measure the true cost of living by annually calculating, tracking and reporting on the actual cost in New York City of meeting essential needs, including housing, food, childcare, transportation, and other necessary costs, all to inform policy and decision making aimed at helping ensure low and middle income individuals and families are able to thrive. The measure would move beyond calculations of poverty and estimates how much it actually costs to live and thrive in New York City.

2022 By the Numbers

\$5.4 Million

to combat vaccine hesitancy
across NY state

22.2 Million

digital impressions to combat vaccine
hesitancy through search, Facebook,
Twitter and Instagram video.

6.3 Million

people directly reached via phone,
text, at in-person and community
events to combat vaccine hesitancy.

\$424,985

granted to members agencies in
support of emergency food and aid,
scholarships, elder support and more.

601

non-profit and faith practitioners joined
us on virtual workshops and events
addressing leadership and human
service capacity building needs.

Successful completion of Trauma-Informed
New York City Demonstration Pilot informed
by our "Ending the Poverty to Prison
Pipeline" report with a cohort of six FPWA
members in Brooklyn neighborhoods
with high concentration of poverty and
incarceration rates.





FPWA Founding Members: From left Brian Parchesky, Berkshire Farm; Jamila Baucom-Rosal, The Children's Village; Bill Weisberg, Forestdale, Inc.; Kimberly Watson, Graham Windham; Karen Dixon, Harlem Dowling-West Side Center for Children & Family Services; Jennifer Jones Austin, FPWA; Alan Mucatel, Rising Ground; Wesner Pierre, Partnership for Children; Keith Little, SCO Family of Services; Elizabeth McCarthy, Sheltering Arms; Major Margareta Ivarsson, Salvation Army

FPWA Turns 100 Years Old

In 1922, thousands of abandoned, homeless children lived on the streets of New York City. FPWA was founded to meet this crisis.

At that time, services were provided by religious organizations that largely supported white New Yorkers. A group of determined Protestants banded together to serve those who were being left behind. They succeeded in helping Black children overcome this crisis, and over the following decade were among the leaders who transformed the foster care system.

Over our 100-year history, FPWA has continued to work with and advocate for New Yorkers who live with poverty so they can meet their basic needs. While we still meet our neighbors where they are today, our strategy has evolved and deepened.

We're committed to calling out the injustice and economic inequity that permeate our city's policies, practices, and institutions. Our mission is nothing short of dismantling the systemic barriers that impede economic security and well-being. Our goal is to ensure that everyone has the opportunity to live with dignity and thrive.

Read on to find out how our work in 2022 drove to meet our mission. And in a later section of this report, you'll find a visual timeline that shows our evolution over the last century.

Dismantling Systems That Perpetuate Inequity

2022 was another tumultuous year. As many Americans began to resume their pre-Covid pandemic lives, the nation experienced the highest rates of inflation in forty years as prices surged for food, heating, housing, and more.

As has been the case since our nation's founding, communities of color were hit hardest. **In 2022, Black and Hispanic New Yorkers were two to four times more likely to die from Covid-19 than White New Yorkers. They were substantially more likely than Whites to report having serious financial problems and not having enough savings to cover at least one month of expenses.**



Photo credit: CBS New York

In 2022, FPWA launched two new projects that are aimed at disrupting the root causes of long-standing economic, racial, and gender inequities that are entrenched in our institutions and government.

Racial justice was on the ballot in New York City's November election. By an overwhelming majority, voters approved three proposals crafted to advance equity in government functions for those who have been marginalized by oppressive structures, policies, and practices.

Photo credit: New York City Council



Jennifer Jones Austin, our CEO and Executive Director, chaired the first ever in the nation, Racial Justice Commission, which drafted the proposals, and FPWA rose to the challenge of raising awareness and educating voters about the proposals, and utilizing social media to disseminate hundreds of education-based content. Over 7,300 individuals visited our website for resources. **The result: New York City is the first in the nation to embed racial equity and justice into its constitution.**

Dismantling Systems That Perpetuate Inequity (Cont.)



We also continued the investigation of New York's social safety first reflected in that we launched with our 2021 report, ***"Pushed to the Precipice: How Benefits Cliffs and Financial Gaps Undermine the Safety Net for New Yorkers"***. In times of economic distress, individuals and families turn to public benefits for assistance; studies show the majority of Americans have used such benefits at some point in their lifetimes.

In 2022 we embarked on a deep dive into cash assistance programs in New York State because while rare, they offer the greatest flexibility and thus have the most direct impact on financial stability.

Our upcoming investigative report, due to be released in early 2023, reveals the entrenched structural biases that lead to the programs' failure to close income gaps and promote building wealth. We will offer actionable reforms to eliminate exclusionary and punitive rules and regulations and follow up with advocacy for legislative action in Albany.

FULFILLING THE PROMISE OF OPPORTUNITY



Creating a Trauma-informed New York

As far back as 2019 in our “Ending the Poverty to Prison Pipeline” policy report, we demonstrated that day-to-day and generational trauma in Black and brown communities has a major impact on the economic health and prosperity of individuals and communities.

One of the recommendations that came out of the report is to offer trauma-informed training for community based human services organizations. In 2020 we launched our Trauma-Informed NYC pilot program with a cohort of six FPWA member organizations.

A key takeaway from the 22-month pilot was the need for all supports and services to be developed and delivered using a trauma-informed approach. Nonprofit and faith-based organizations play an integral role with individuals and communities that experience generational, interpersonal, systemic and community trauma that extends beyond justice involvement.

This strategic lens and cohort-feedback became the framework for a redesign and relaunch in 2022 of our portfolio of programs designed to support our member organizations with capacity building training and technical assistance. Over 800 nonprofit workers registered for the Fall 2022 Foundational Trainings.

As we move forward, the Programs team will focus on annual trainings to build knowledge of trauma and trauma-informed practices. It will create a living library of original written resources that can be accessed by members at will. To move human services organizations from “idea to action”, we will design yearly convenings that revolve around skills building and organization strategy.

Finally, we’ll relaunch a cohort program for select FPWA members that will include targeted knowledge and skills building. We will follow up with check-ins and site visits to guide staff as they implement what they learned. Each cohort member will receive a cash grant to help support their transition to organization-wide trauma-informed practices.

I just wanted to let you know how helpful the sessions I attended on workplace trauma were. They gave me an updated view of what employees are expecting from their workplace. The Pandemic has caused an enormous disarrangement in all our lives a great deal of which will remain permanent, and everyone needs new coping tools.

-Participant attended Dec. 08, 2022 workshop:
Workforce Support and Well-Being: Avoiding Burnout and Vicarious Trauma



I greatly appreciated the webinar and the tools I can use/implement in our ministry/programs, and personal development.

-Participant attended Sep. 29, 2022 workshop:
Trauma-Informed Service Delivery



Healing, growing and changing for the better takes time; please keep nurturing the community, providers and individuals.

-Participant attended Oct. 20, 2022 workshop:
Restorative Practices in Action



People always say to make the program "survivor centered" or "trauma informed" without explaining what that actually means in practice. I really appreciated that this training actually did that. I found this extremely valuable and I thank you for the time and effort it took to put this together. This will help me significantly in my work.

-Participant attended Nov.10, 2022 workshop:
Voice and Choice: Centering People and Communities

Reimagining Human Services

FPWA fights for human services nonprofits so, in turn, they can concentrate on caring for our communities. Hearing from member agencies about the persisting challenges human services providers have as they work to support their clients and the need for systemic change within service delivery, FPWA's CEO and Executive Director, Jennifer Jones Austin, joined forces with Gail B. Nayowith, Principal of 1 Digit; Lisette Nieves, President of the Fund for the City of New York; and Ellen Schall, Senior Presidential Fellow at NYU Wagner. Their collaborative efforts led them to conclude what they, to varying degrees, already knew: The issue lies in a system that is intentionally limited in its design and regulations to mainly manage economic insecurity, not help the masses overcome it. This prevents human services workers from adequately addressing human development, well-being, working conditions, and policy change simultaneously. Moreover, the organizations responsible for providing these essential services operate under tight financial margins, struggling to sustain their operations and relying on an underpaid workforce that plays a vital role in meeting community needs both now and in the future.



To tackle these challenges, we convened a group of 20 experts in human services and policy to examine the role of nonprofit organizations in meeting community needs and to reimagine the organization, funding, and delivery of human services in New York. Drawing from field experiences, insights from service users and providers, existing literature, and reports aimed at informing city leaders, they sought to ground their ideas in the best available knowledge on system reform, new service models, and future pathways. By bringing together professionals from various human service fields, the aim was to reimagine the fundamental goals, assumptions, and methods of delivering human services.

Their objective was threefold: To develop new outcomes and a fresh vision for the delivery of human services, assist nonprofit organizations in adapting to new ways of working, and foster partnerships among government, academia, philanthropy, business, labor, and nonprofits to better address the needs of New Yorkers. Together, they developed a concept paper that serves as a call to action, highlighting the drivers of disparity and advocating for change. The paper offers pathways that, if pursued, could dismantle systemic barriers hindering New Yorkers' access to services that support their journey towards economic and social stability, while also relieving the pressures faced by nonprofit organizations in meeting these needs.

FPWA Through the Years



1920s

The Beginning: Solving a Crisis

FPWA was founded in 1922 when the number of homeless children without guardianship in the city became a crisis. Few organizations existed to address the situation and their efforts were disjointed. Black and brown children had few places to go. Our founders rallied to the need, supporting programs for these children and providing a unifying voice for others working in the community.



1930s

Fighting for Black and Brown Children

By 1930, FPWA was hard at work developing foster homes in Black communities, supporting organizations so they can better meet the needs of children, and expanding programs for children and the elderly. First Lady Eleanor Roosevelt praised our anti-poverty fight at Hotel Plaza in 1935.



1940s

Emerging from the Great Depression

During wartime rationing and restrictions in the 1940s, FPWA formed Institutional Marketing Services to provide information and purchasing assistance to affect agencies. This became Group Purchasing Services.



1950s

A Time of Growth and Expansion

By 1950, 149 nonprofits and human services organizations were members of FPWA. We also began our work with The New York Times Neediest Cases Fund to help those facing economic hardship in our city.





1960s

Equal Welfare Access For All

FPWA defended and protected welfare in New York and beyond, declaring that “it is the right of every human being in need to get help – regardless of race, religion, moral standards or causes of dependency.” FPWA’s support turned into action through its advisory role on the New York City Advisory Board on Public Welfare.



1970s

Championing Civil Rights

Into the 70s, we acknowledged that real equity would require policy change. FPWA championed civil rights legislation and court reform in New York, and was a key advisor to a city struggling to address deep poverty and discrimination. We continued our protection of Black and brown children, launching an innovative foster care program.



1980s

Holding the City’s Feet to the Fire

When the AIDS crisis hit in the 1980s, FPWA stepped into the breach, convening a task force to hold the City’s feet to the fire in meeting the urgent needs of all its citizens. Our consistent advocacy helped ensure that the City gave special attention to fighting the rapid spread of the disease in communities of color.



1990s

Advocating for Basic Needs, Living Wages, and Shelter

The 90s brought an increase of homelessness and a decrease in safety net assistance and FPWA saw firsthand the effects on tens of thousands of New Yorkers who couldn’t meet their basic needs. We responded by advocating for living wages and increased benefits, providing testimony on the root causes of poverty and the disenfranchisement of the poor, and fighting for funding to shelter individuals and families to ensure sufficient food support.





2000s

Rebuilding Communities After 9/11

The destruction caused by 9/11 – loss of lives, jobs, small businesses, dislocation of residents and property damage – was extensive. And for those who were already deeply affected by the Great Recession, the problems that persisted before the attack were made worse. We distributed millions of dollars in aid to communities hit hardest by the attack and continued our fight against budget cuts and for the protection of the safety net.



2010s

Increasing the Minimum Wage and Criminal Justice Reform

We led critical reforms in the New York Police Department (NYPD), including the city adopting our recommendations to end the criminalization of poverty, which were reported in our landmark 2019 report, Ending the Poverty to Prison Pipeline. We fought for fair and living wages for human services workers and helped set the ball in motion to move the local and state governments to increase the minimum wage for all New Yorkers. Working with other sector leaders and partners, we led and achieved a path to salary parity for childcare workers, and a government commitment to pay actual costs for critical operation expenses. We also established a career ladder for human services workers.



2020s

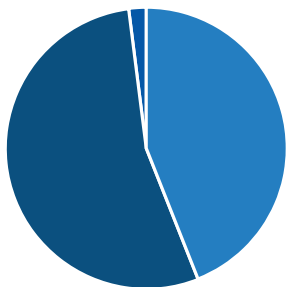
Racial and Economic Equity

In 2022, we celebrated our centennial anniversary and developed a new organizational strategic plan to lead us into our next 100 years. One of our policy priorities – as laid out in Pushed to the Precipice, our new strategic plan, and our latest investigative report, Caught in the Gaps – calls for the adoption of a “true cost of living” measure, which was realized when New York City residents voted this measure into city law during the November 8, 2022, general election. We continue to call on the state and nation to also adopt a “true cost living measure” so we can move away from outdated measures that undercount and misrepresent the realities of poverty and use it to help set fair wages and more equitably administer critical income supports.



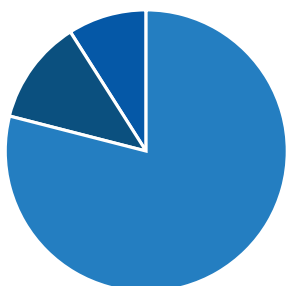
2022 Financials

Statement of Activities



OPERATING REVENUES AND OTHER SUPPORT

Contributions, grants and special events	\$5,230,947
Investment and trust income	\$3,454,591
Service fees, member dues and other income	\$196,592
Total Revenues and Other Support	\$8,882,130



OPERATING EXPENSES

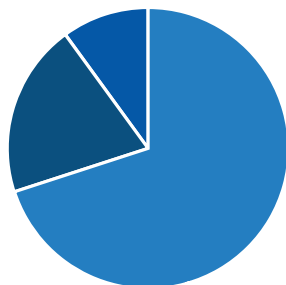
Program services	\$8,812,990
Management and general	\$1,153,147
Fund raising and development	\$925,494
Total Operating Expenses.....	\$10,891,631
Changes in Net Assets from Operations.....	\$(2,009,501)

NON-OPERATING EXPENSES

Legacies, investments, trusts and pooled life fund	\$(12,796,744)
Pension and post-retirement changes.....	\$280,600
Changes in Total Net Assets.....	\$(14,525,645)
NET ASSETS—BEGINNING OF YEAR.....	\$78,505,985
NET ASSETS—END OF YEAR.....	\$63,980,340

2022 Financials (Cont.)

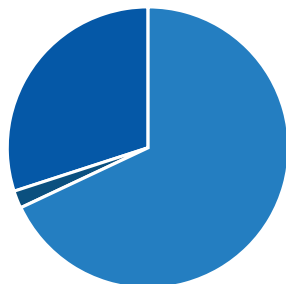
Statement of Financial Position



ASSETS

Cash and Cash Equivalents and Investments.....	\$52,121,613
Interest in Perpetual trusts and pooled life fund	\$14,689,596
Property, equipment and other assets	\$8,565,831
Total Assets	\$75,377,040

LIABILITIES \$11,396,700



NET ASSETS

Unrestricted	\$43,119,526
Temporarily Restricted.....	\$1,055,420
Permanently Restricted	\$19,805,394
Total Net Assets.....	\$63,980,340
TOTAL LIABILITIES AND NET ASSETS.....	\$75,377,040



2022 Board and Member Organizations

Board of Directors

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Antonia Yuille-Williams, Board Chair
Rev. Dr. Emma Jordan-Simpson, Vice Chair
Stephen J. Storen, Treasurer
John Ciraulo, Secretary

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Derek Ferguson
Mitchell Lee
James March**
Kerry McCarthy
Marion Phillips, III
Dr. Terrance Stradford
Bishop Mitchell G. Taylor
Wendy Van Amson

FPWA Members

Abbott House	Day Care Council of New York, Inc.
Afro-American Parents Day Care Center	Democracy at Work Institute
Allen Temple African Methodist Episcopal Church	DeWitt Reformed Church
Allen Women's Resource Center	Directions for Our Youth (DFOY)
American Baptist Churches of Metropolitan New York	East Harlem Block Nursery, Inc.
ARC XVI - Fort Washington	East Harlem Tutorial Program
Argus Community, Inc.	East Side House Settlement, Inc.
Asian Americans for Equality, Inc.	Edwin Gould Services for Children and Families
Avenues for Justice	Escuela Hispana Montessori
Banana Kelly Community Improvement Association, Inc.	Every Day is a Miracle
Barrier Free Living	Exodus Transitional Community
Bedford Stuyvesant Restoration Corporation	Faith In New York
Bethany Baptist Church	Forestdale, Inc.*
Bethany Day Nursery	Fort Greene Council, Inc.
Black Veterans For Social Justice, Inc.	Fort Washington Collegiate Church
Bloomingdale Family Program	Getting Out and Staying Out
Bronx Bethany Community Corporation	Goddard Riverside Community Center
Bronxdale Tenants League Day Care Center	Grace Congregational Church of Harlem
Brooklyn Community Services	Grace Episcopal Church, West Farms
Brooklyn Kindergarten Society	Graham-Windham*
Calvary Fellowship AME Church	Grand Street Settlement
Carter Burden Network	Greenhope Services for Women, Inc.
Central Family Life Center	Hamilton-Madison House
Chapin Home for the Aging	Harlem Congregations for Community Improvement, Inc. (HCCI)
Children of Promise	Harlem Dowling-Westside Center For Children & Family Services*
Chinese American Planning Council, Inc.	Hartley House
Chinese Methodist Center Corporation	Heights and Hills, Inc.
Church of the Holy Trinity - Manhattan	Henry Street Settlement
Claremont Neighborhood Centers	Highbridge Advisory Council
Clergy United for Community Empowerment	Homecrest Community Services
Co-op City Baptist Church	Housing Plus
Colony-South Brooklyn Houses	Hudson Guild
Community Centers Inc. of Greenwich	Incarnation Center, Inc.
Community Healthcare Network	Inclusiv
Community Life Center	Isabella Geriatric Center
CONNECT NYC	Isaiah's Temple of Mt. Hope Spiritual Baptist, Inc
Cypress Hills Local Development Corporation	Islamic Leadership Council of New York

*FPWA Founding Member **Resigned in 2022

FPWA Members (Cont.)

Jacob A. Riis Neighborhood Settlement	Steve's Camp At Horizon Farms
Jamaica Service Program For Older Adults	STRIVE International
Jewish Child Care Association (JCCA)	Sunnyside Community Services
Korean American Family Service Center	The Alex House Project
Korean Community Services of Metropolitan New York	The Alliance for Positive Change
LIFT-NY	The Brotherhood-Sister Sol
Long Term Care Community Coalition	The Children's Village*
Lower East Side Family Union	The Family Center
Lutheran Social Services of New York	The Salvation Army*
Mekong NYC	The HOPE Program
Memorial Baptist Church	The Oliver Scholars Program
Metropolitan AME Church	Trail Blazer Camps
Mott Haven Reformed Church	Treatment Action Group (TAG)
Mount Hope Housing Company	Trellis
Mount Zion A.M.E Church	Trinity Wall Street
Muslim Women's Institute for Research and Development	Union Settlement Association
National Black Leadership Commission on AIDS, Inc.	United Community Centers
New Alternatives for Children	United Methodist City Society and Subsidiaries
New Alternatives for Children	University Settlement Society of New York
New York Memory Center	Urban Resource Institute
New York Therapeutic Communities-Stay'n Out	Urban Upbound
Nido de Esperanza	Utopia Children's Center
North Bronx National Council of Negro Women	Vibrant Emotional Health
Northeast Bronx Day Care Centers	Visiting Neighbors
Northern Manhattan Improvement Corporation	Wakefield Grace United Methodist Church
Northside Center for Child Development	Wartburg Adult Care Community
NYC Employment and Training Coalition (NYCETC)	William Hodson Community Center
NYC Network of Worker Cooperatives	Womankind
One Stop Senior Services	Women's Prison Association and Home
Open Door Child Care Center	YMCA of Greater New York
Park Avenue Christian Church (Disciples of Christ)	You Gotta Believe!
Partnership with Children*	YWCA of the City of New York
Penington Friends House	YWCA of Yonkers
Phipps Neighborhoods	
Prince Hall Service Fund	
Project FIND	
PSS	
Reality House	
Rena Day Care Center	
Resurrection & Life Pentecostal Church of America, Inc.	
Rising Ground*	
Riverside Language Program, Inc.	
Riverstone Senior Life Services	
SCO Family of Services*	
Seamen's Society for Children and Families	
Search and Care	
Service Program for Older People, Inc.	
Services for the Underserved, Inc.	
Sheltering Arms*	
Southeast Bronx Neighborhood Center	
St. Christopher's*	
St. Matthew's Community A.M.E. Church of Hollis	
Stanley M. Isaacs Neighborhood Center	

2022 Supporters

\$250 - 499

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Benita Miller
Carol Johnston
Charles Grannum
Charles Hammond
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Courtney Bryan
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\$500 - 999

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The Children's Village
UJA Federation of New York



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Engagement Relations
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Trinity Wall Street
U.S News and World Report

\$5,000 - 9,999

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Mitchell Lee
Morgan Stanley Foundation
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\$50,000 - 99,999

Hagedorn Fund

\$10,000 - 24,999

Charter Communications
ConEdison
Goldman Sachs
Ernst & Young (EY)
Jacob DeVries
Mutual of America
The Harbor Lights Foundation
The Shubert Organization, Inc.

\$100,000 - 499,999

The New York Community Trust
(NYCT)



Since FPWA's founding in 1922, we have consistently fought to ensure that children, families and communities who are struggling can live with dignity. Helping families not just get by, but actually get ahead is part of our rich history, and through the years, we have built on this work.

You can join our fight by donating today at
fpwa.org/donate.

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FULFILLING THE PROMISE OF OPPORTUNITY