



# FPWA Annual Report 2021

# An Equitable Recovery for All

We're at the end of another momentous year and our fight for economic equity has never been more urgent. As recovery from the pandemic begins, we're committed to doing whatever it takes to make sure we don't fall back on the status quo where New Yorkers with low incomes, especially people of color, are consigned to an economic underclass.

Our latest investigative report, *Pushed to the Precipice*, is but the latest example of our leadership in the fight to end poverty—it's a natural successor to our 2018 landmark report, *Ending the Poverty to Prison Pipeline* report. Both policy reports ask why our systems don't work. They reveal how prejudice and injustice flow through these systems, and how someone inside these systems can be held back from achieving economic equity. The report shined a bright light on the underlying biases inherent in the social safety net and how existing measures systemically undercount many people living in poverty, effectively keeping people from self-sufficiency because of benefits cliffs and gaps when it is supposed to be helping them reach economic stability. It makes the case for a once-in-a-generation opportunity to redesign the benefits system so that it lives up to its promise as a pathway to economic stability.

“Until we are able to say that all New Yorkers have or can access what they need to be self-sufficient without penalty, we cannot claim that we have a safety net system that is fair, just and equitable.

— Jennifer Jones Austin, CEO and Executive Director

As COVID continued in 2021, low-income communities continued to struggle twice as hard because they had fewer resources in hand as the pandemic ran roughshod over every aspect of life. The unsung heroes who helped communities survive the COVID-19 pandemic were the people working at human services nonprofits. They kept the doors open to support their neighbors and communities during the most difficult days and beyond. They continued in this pivotal role through 2021 as low income Black, Latinx, Asian, and immigrant communities continued to be disproportionately affected by the pandemic.

Rising to meet this city-wide challenge resulted in millions of dollars of unanticipated expenses for nonprofits. This was on top of years of chronic underfunding by the government for contracted community supports and programs that keep New Yorkers housed, fed, healthy, safe, and on a path to economic stability. FPWA joined with other nonprofits and community leaders to secure over \$218 million for a fully funded and sustainable indirect cost rate, restoration of funds for those providing essential services and one-time COVID-related bonuses for those essential workers who met the needs of our city's hardest hit communities.

And when it was clear that the very same communities were getting vaccinated at much lower rates, FPWA sprang into action. We advocated for greater access to the vaccine in Black communities, then launched a groundbreaking outreach and education effort with trusted community leaders. We understood that these communities needed accurate information that answered their specific concerns around the vaccine—concerns rooted in a history of mistrust and abuse from the medical establishment. In July, New York State recognized FPWA's work by awarding us \$5.5 million to undertake the Roll Up Your Sleeves campaign, a statewide effort to address health inequity through statewide vaccine education, access, and outreach in Black and Brown communities.

FPWA is about to turn 100 years old in 2022. One thing we've learned from our 100-year history is that tinkering at the edges will not bend the curve towards justice and equity. Through major initiatives in 2021, we kept our focus on addressing the roots of inequity, including systemic racism, and supporting the human service organizations critical to improving the lives of New Yorkers. This work will continue in 2022. As we celebrate FPWA's centennial in 2022, we'll need your help as we continue doing what we have always done—lead the way.

We thank you for your support and partnership and hope you will stand with us again as we turn 100 years old.



SIGN UP FOR  
OUR EMAILS AT  
[fpwa.org](https://fpwa.org)

# Snapshot 2021

**\$120 million**

secured from NYC to fully fund human services organizations' critical operational costs

**\$24 million**

secured to pay bonuses to human services workers in recognition of their frontline role in responding to the COVID pandemic

**\$5.5 million**

awarded by NYS to provide COVID vaccine outreach and education to combat vaccine hesitancy

**\$2 million**

secured from NYC to fund scholarships for human services workers as they work to advance their careers

**Over 36,000**

visitors to FPWA's website with nearly 86% new visitors

**982**

individuals participated in FPWA leadership and skills training

# Investigating the Safety Net and Economic Justice

MANY PEOPLE BELIEVE THAT THE SOCIAL SAFETY NET PROVIDES FOR THOSE WHO FALL ON HARD TIMES OR TEMPORARILY NEED ASSISTANCE. The reality is more complicated. While the benefits system does help people in financial crisis, it is often stacked against them when it comes to getting on the path to economic security. Underpinning the reason why is our criminalization of poverty and racism.

Our research report *Pushed to the Precipice: How Benefits Cliffs and Financial Gaps Undermine the Safety Net for New Yorkers* explored how a benefits system that is supposedly intended to help people move out of economic crisis can instead keep them there.

The best-known example is the “cliff effect,” which happens when someone receiving benefits earns even a modest amount more in income and leads to a loss of benefits. The loss is greater than the increase in income, leaving families seeking to advance their economic stability with absurd choices.

Cliffs aren’t the only obstacle. We identified various financial gaps in the system that can also keep people in perpetual poverty, including eligibility, hardship, and coverage gaps. We found all three present in a program known as TANF (Temporary Assistance for Needy Families), which ironically targets individuals and families in deep poverty. TANF’s design and stated goals are explicitly rooted in racism and racist tropes about people of color, particularly Black women. This year we’ve begun studying how flaws in TANF keep people from accessing benefits and prevent them from achieving economic mobility and ultimately stability. Look for our investigative report about the abuses within TANF in 2022, followed by a campaign to reform the program in New York state.

**Pushed to the Precipice**

How Benefits Cliffs and Financial Gaps Undermine the Safety Net for New Yorkers

FPWA

# Advancing Equity and Justice

OUR LEGACY HAS ALWAYS FOCUSED ON ACHIEVING CHANGE that will advance economic equity for New Yorkers of lower income. This goal is even more critical as the city rebounds from the COVID-19 pandemic. **The pandemic recession has been widely regarded as the most unequal in U.S. modern history, and it's demonstrably true in New York City for Black and brown communities and immigrants with lower incomes.**

One way we responded was by leading and playing a supporting role in achieving significant wins in New York State's FY22 budget. They included \$2.1 billion to support the needs of thousands of New Yorkers who didn't receive COVID-19 funds because of their immigration status and \$2.4 billion for Emergency Rental Assistance.

The issues that have made recovery harder for some are not simply circumstantial. At our core, how we operate in our city institutions, the ways in which we allow or don't allow access to opportunity, even how we determine need—all of these prejudice some, but not others.

In 2021, FPWA's CEO and Executive Director was appointed to lead a special Racial Justice Commission to explore how New York City can become intentionally equitable in its workings and to recommend changes to the New York City Charter to ensure those changes happen. The Charter is our city's constitution, and changes to it are not subject to the vagaries of politics.

The opportunity to make real, structural change speaks directly to FPWA's anchoring in equity and justice. The Commission has convened a wide circle of thinkers from many different vantage points to advise on this effort and held dozens of open town hall

meetings throughout the city to hear from New Yorkers themselves. The resulting Commission report includes three ballot proposals that will be put before New York voters in November 2022: to add a statement of values to guide city government; to establish a racial equity office; and to measure the true cost of living. If passed, they will be the first of their kind in the nation.



“Recovery from this crisis gives us an opportunity to center on economic equity for low-income people of color. Doing so is both a matter of economic vitality for our city and of racial justice.

— Jennifer Jones Austin, CEO and Executive Director

# Supporting Human Services Nonprofits

THE UNSUNG HEROES OF THE COVID-19 PANDEMIC were the people working at human services nonprofits. They kept the doors open to support their neighbors and communities during the most difficult days and beyond. They continued in this pivotal role through 2021 as low income Black, Latinx, Asian, and immigrant communities continued to be disproportionately affected by the pandemic.

Rising to meet this city-wide challenge resulted in millions of dollars of unanticipated expenses for nonprofits. This was on top of **years of chronic underfunding by the government for contracted community supports and programs** that keep New Yorkers housed, fed, healthy, safe, and on a path to economic stability.

FPWA joined with other nonprofits and community leaders to make sure that city and state governments, the media, and our fellow New Yorkers didn't forget the resolute and professional human services staffs who helped the city pull through. They successfully made the case that **human services organizations have always been and still are essential to the health and prosperity of our city.**

**We led and played a supporting role in notable wins in 2021 including:**

- **\$120 million** for a fully funded and sustainable indirect cost rate for the human services sector to pay for operating costs.
- Restoration of **\$74 million** for nonprofit human services providers tasked with providing essential services, notably during the pandemic.
- **\$24 million** for one-time COVID-related bonuses for human services providers.
- A **\$2 million** investment in a pilot program for scholarships for human services workers to facilitate their professional advancement and wage growth.

FPWA has always fought for human services nonprofits so they can do their vital work with communities. When FPWA opened its doors in 1922, it was to provide a unified voice to the Protestant human service organizations working to respond to a surge in homeless children, especially Black and brown children who were dramatically underserved. We're still at it, constantly evolving as community needs change over time. We'll continue to bring our decades of successes, learnings, and influence to bear on behalf of human services nonprofits and the people they serve so that all New Yorkers can live with dignity, independence, and prosperity.



# Rapid Response: COVID

FPWA IS BEST KNOWN FOR its groundbreaking policy reports and effective advocacy work. What may be less well known is the role we've played over the decades when New York City has faced a crisis.

We mobilized to assist the most affected communities when the AIDS epidemic hit in the 1980's, after 9/11, in the wake of Superstorm Sandy, and most recently in 2020 when **COVID-19 was ravaging low-income communities** in our city.

In 2021, when it was announced that vaccines would be available, Jennifer Jones Austin, our CEO and Executive Director, joined with other Black Leaders in New York to quickly launch the Task Force for Vaccine Equity and Education. At the time, the per capita death rate for Black Americans was almost twice as high as the rate for white and Asian Americans. **Ensuring that vaccines were readily available to Black New Yorkers literally meant the difference between life and death.**

Within weeks, the task force joined with New York State to announce the Roll Up Your Sleeves (RUYS) campaign, and FPWA was awarded a \$5.5 million grant by the Governor of New York to **design and launch a statewide grassroots outreach and education campaign to address vaccine hesitancy and uptake in communities with the lowest vaccination rates.** We were chosen in part because of our successful Census 2020 campaign, in which we organized faith leaders and houses of worship in Black and brown historically-undercounted communities to raise awareness about the census and get as many community members as possible counted.

Communications centered on providing accurate information about the vaccine while responding to **understandable skepticism among Black communities—concerns rooted in a history of abuses from government and the medical establishment.** In 2021, we reignited and expanded the network of trusted community leaders; we created the RUYS website, along with a digital toolkit offered in three languages; and we reached hundreds-of-thousands in identified communities across New York State. At the end of 2021, the campaign was ongoing and will carry into spring 2022.



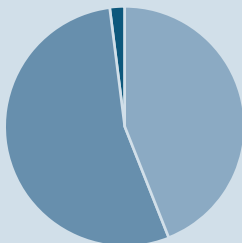




“ [It’s a] battle against misinformation, which seemed in moments to spread faster than information supported by data.

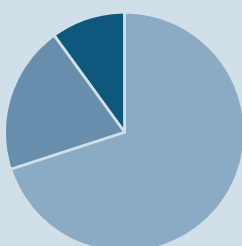
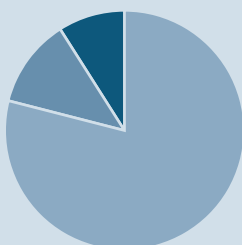
— The Fortune Society, partner report

## 2021 Financials



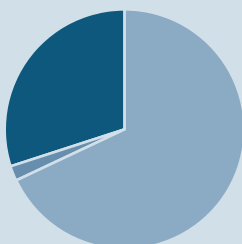
## Statement of Activities

<b>OPERATING REVENUES AND OTHER SUPPORT</b>	
Contributions, grants and special events	\$2,836,045
Investment and trust income	\$3,442,030
Service fees, member dues and other income	\$112,928
<b>Total Revenues and Other Support</b>	<b>\$6,391,003</b>
<b>OPERATING EXPENSES</b>	
Program services	\$5,812,531
Management and general	\$917,479
Fund raising and development	\$632,951
<b>Total Operating Expenses</b>	<b>\$7,362,961</b>
<b>Changes in Net Assets from Operations</b>	<b>\$(971,958)</b>
<b>NON-OPERATING ACTIVITIES</b>	
Legacies, investments, trusts and pooled life fund	\$8,870,754
Pension and post-retirement changes	\$131,900
<b>Changes in Total Net Assets</b>	<b>\$9,002,654</b>
<b>NET ASSETS—BEGINNING OF YEAR</b>	<b>\$70,475,289</b>
<b>NET ASSETS—END OF YEAR</b>	<b>\$78,505,985</b>



## Statement of Financial Position

<b>ASSETS</b>	
Cash and Cash Equivalents and Investments	\$62,728,238
Interest in Perpetual trusts and pooled life fund	\$18,192,783
Property, equipment and other assets	\$9,018,454
<b>Total Assets</b>	<b>\$89,939,475</b>
<b>LIABILITIES</b>	
<b>NET ASSETS</b>	<b>\$11,433,490</b>
Unrestricted	\$53,366,651
Temporarily Restricted	\$1,830,753
Permanently Restricted	\$23,308,581
<b>Total Net Assets</b>	<b>\$78,505,985</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$89,939,475</b>



# 2021 Supporters

## \$100,000–499,999

The New York  
Community Trust

## \$50,000–99,999

Altman Foundation  
American Express  
Philanthropy  
Hagedorn Fund  
Trinity Wall Street

## \$25,000–49,999

Charter Communications  
JPMorgan Chase & Co.  
Community  
Engagement Relations  
Samowitz Foundation  
TD Charitable Foundation

## \$10,000–24,999

Centerview Partners LLC  
ConEdison  
Richard A. Debs  
Jacob DeVries  
Ernst & Young  
Mitchell Lee  
Saint Thomas Church  
Fifth Avenue  
Schwartz Family Foundation  
The Shubert  
Organization, Inc.  
J. Fred Weintz, Jr.  
Goldman Sachs

## \$5,000–9,999

Mary Elizabeth McGarry  
Morgan Stanley Foundation  
Mutual of America  
Rose & Kiernan, Inc.  
Wendy A. Van Amson  
Jennifer Jones Austin and  
Shawn Austin

## \$2,500–4,999

John F. Ciraulo  
Samuel Y. Sessions  
BDO FMA

## \$1,000–2,499

Peter H. Dehaas  
Alexandros Hatzakis  
Elsa E Jones  
Emma Jordan-Simpson  
Paulina C. Kreger  
Lockwood Family Foundation  
Lyons Family Fund  
M&T Charitable Foundation  
Craig C. MacKay  
James W. March  
Marks Paneth & Shron, LLP  
New York Design Center, Inc.  
Jennifer M. Peterson  
Elizabeth L. Peyton  
Michael H. Reinhardt  
Eugene Rose  
Signature Bank  
Stephen J. Storen  
Terrance Stradford  
Mitchell G. Taylor  
UJA Federation of New York  
Silda Wall Spitzer  
Antonia Yuille Williams

## \$500–999

John George Bove  
Soukeyna Boye  
Christine M. Govan  
Robert H. Gutheil  
Sharland Hendrix  
James and  
Sally Anne Kellogg Fund  
Dorothy D. Moore  
Patricia J.S. Simpson  
Thomas and  
Elizabeth Kelsey Fund  
H. Bartlett Brown  
Christine Alice Flynn

## \$250-499

Peter Irwin  
Jennifer Mitchell  
John F. Johnston II  
Natalie Barkley Jones  
Edwin Deane Leonard  
Cynthia P. MacNair  
Jean B. May  
Joan H. McCulloch  
Megan E. McLaughlin  
Robert Morgan Pennoyer  
Henry G. Petermann  
Louise L. Petz  
Marion Phillips, III  
Ann P. Roberts  
Sigourney B. Romaine, Jr.  
William S. Shillady  
Sandra P. Sinclair  
Peter D. Sternlight

## Estates and Legacy Giving

Estate of Alfred L Dykstra  
Estate of Worthington  
Mayo-Smith  
Estate of Marion D. Balen  
Serge Mignocchi Trust

# 2021 Board and Member Organizations

## Board of Directors

### OFFICERS

Jennifer Jones Austin, CEO  
& Executive Director  
Antonia Yuille-Williams,  
Board Chair  
Rev. Dr. Emma Jordan-  
Simpson, Vice Chair  
Jacob DeVries, Treasurer  
John Ciraulo, Secretary

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Derrick Cephas  
Richard A. Debs  
Robert Gutheil  
Mitchell Lee  
Craig MacKay  
James March  
Jennifer Peterson  
Marion Phillips, III  
Stephen Storen  
Dr. Terrance Stradford  
Bishop Mitchell G. Taylor  
Wendy Van Amson  
J. Fred Weintz

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Dr. James R. Dumpson\*  
Rev. Thomas Grissom\*  
Dr. Patricia G. Morisey\*  
Phoebe R. Stanton  
*St. James' Church*

\* *in memoriam*

## FPWA Members

Abbott House  
ACRIA  
Afro-American Parents  
Day Care Center  
Allen Temple African Methodist  
Episcopal Church  
Allen Women's Resource Center  
American Baptist Churches of  
Metropolitan New York  
ARC XVI—Fort Washington  
Argus Community, Inc.  
Asian Americans for Equality, Inc.  
Avenues for Justice (Andrew  
Glover Youth Program)  
Banana Kelly Community  
Improvement Association, Inc.  
Barrier Free Living  
Bedford Stuyvesant Restoration  
Corporation  
Bethany Baptist Church  
Bethany Day Nursery  
Black Veterans For Social  
Justice, Inc.  
Bloomingdale Family Program  
Bronx Bethany  
Community Corporation  
Bronxdale Tenants League  
Day Care Center  
Brooklyn Community Services  
Brooklyn Kindergarten Society  
Calvary Fellowship AME Church  
Carter Burden Network  
Central Family Life Center  
Chapin Home for the Aging  
Children of Promise  
Chinese American Planning  
Council, Inc.  
Chinese Methodist Center  
Corporation  
Church of the Holy Trinity—  
Manhattan  
Claremont Neighborhood Centers  
Clergy United for  
Community Empowerment  
Co-op City Baptist Church  
Colony-South Brooklyn Houses  
Community Centers Inc.  
of Greenwich  
Community Healthcare Network  
Community Life Center  
CONNECT NYC  
Cypress Hills Local  
Development Corporation  
Day Care Council of  
New York, Inc.

Democracy at Work Institute  
 DeWitt Reformed Church  
 Directions for Our Youth (DFOY)  
 East Harlem Block Nursery, Inc.  
 East Harlem Tutorial Program  
 East Side House, Inc.  
 Edwin Gould Services for  
   Children and Families  
 Escuela Hispana Montessori  
 Every Day is a Miracle  
 Exodus Transitional Community  
 Faith In New York  
 Forestdale, Inc.  
 Fort Greene Council, Inc.  
 Fort Washington  
   Collegiate Church  
 Getting Out and Staying Out  
 Goddard Riverside  
   Community Center  
 Grace Congregational Church  
   of Harlem  
 Grace Episcopal Church,  
   West Farms  
 Graham-Windham  
 Grand Street Settlement  
 Greenhope Services for  
   Women, Inc.  
 Hamilton-Madison House  
 Harlem Congregations for  
   Community Improvement,  
   Inc. (HCCI)  
 Harlem Dowling-Westside Center  
   For Children & Family Services  
 Hartley House  
 Heights and Hills, Inc.  
 Henry Street Settlement  
 Highbridge Advisory Council  
 Homecrest Community Services  
 Housing Plus  
 Hudson Guild  
 Incarnation Center, Inc.  
 Inclusiv  
 Isabella Geriatric Center  
 Isaiah's Temple of Mt. Hope  
   Spiritual Baptist, Inc.  
 Islamic Leadership Council of  
   New York  
 Jacob A. Riis Neighborhood  
   Settlement  
 Jamaica Service Program for  
   Older Adults  
 Jewish Child Care  
   Association (JCCA)  
 Korean American Family  
   Service Center

Korean Community Services of  
   Metropolitan New York  
 LIFT-NY  
 Long Term Care  
   Community Coalition  
 Lower East Side Family Union  
 Lutheran Social Services of  
   New York  
 Mekong NYC  
 Memorial Baptist Church  
 Metropolitan AME Church  
 Mott Haven Reformed Church  
 Mount Hope Housing Company  
 Mount Zion A.M.E Church  
 Mt. Tremper Outdoor Ministries  
 Muslim Women's Institute for  
   Research and Development  
 National Black Leadership  
   Commission on AIDS, Inc.  
 New Alternatives for Children  
 New York City Mission Society  
 New York Memory Center  
 New York Therapeutic  
   Communities—Stay'n Out  
 Nido de Esperanza  
 North Bronx National Council  
   of Negro Women  
 Northeast Bronx  
   Day Care Centers  
 Northern Manhattan  
   Improvement Corporation  
 Northside Center for  
   Child Development  
 NYC Employment and Training  
   Coalition (NYCETC)  
 NYC Network of Worker  
   Cooperatives  
 One Stop Senior Services  
 Open Door Child Care Center  
 Park Avenue Christian Church  
   (Disciples of Christ)  
 Partnership with Children  
 Penington Friends House  
 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.  
 Sheltering Arms NY  
 Southeast Bronx  
   Neighborhood Center  
 St. Christopher's  
 St. Matthew's Community  
   A.M.E. Church of Hollis  
 Stanley M. Isaacs  
   Neighborhood Center  
 Steve's Camp At Horizon Farms  
 STRIVE International  
 Sunnyside Community Services  
 The Alliance for Positive Change  
 The Brotherhood-Sister Sol  
 The Children's Village  
 The Family Center  
 The HOPE Program  
 The Oliver Scholars Program  
 Trail Blazer Camps  
 Treatment Action Group (TAG)  
 Trinity Wall Street  
 Union Settlement Association  
 Union United Methodist Church  
 United Community Centers  
 United Methodist City Society  
   and Subsidiaries  
 University Settlement Society  
   of New York  
 Urban Resource Institute  
 Urban Upbound  
 Utopia Children's Center  
 Vibrant Emotional Health  
 Visiting Neighbors  
 Wakefield Grace United  
   Methodist Church  
 Wartburg Adult Care Community  
 Westchester Tremont  
   Day Care Center  
 William Hodson  
   Community Center  
 Womankind  
 Women Creating Change  
   (formerly Women's City Club  
   of New York)  
 Women's Prison Association  
   and Home  
 YMCA of Greater New York  
 You Gotta Believe!  
 YWCA of the City of New York  
 YWCA of Yonkers

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 @FPWA  
[www.fpwa.org](https://www.fpwa.org)

**FPWA**  
Fulfilling the promise of opportunity

