

100 FPWA

# Annual Report

# 2023



# A Letter from Our CEO

Dear Friends,

I am thrilled to unveil our new strategic plan, setting the course for our organization's next century of impactful work. Last year's Centennial celebration served as a catalyst for reflection, prompting us to reimagine our vision and mission, and chart strategic pathways to advance economic security and well-being for New Yorkers. At the heart of this plan is a commitment to structural change, ensuring that our efforts lead to sustainable equity and justice in our city, state and beyond.

Key to the roll out of our strategic plan was the launch of our redesigned website, a cornerstone in communicating our values, mission, and work. Please visit our website at [fpwa.org](http://fpwa.org).



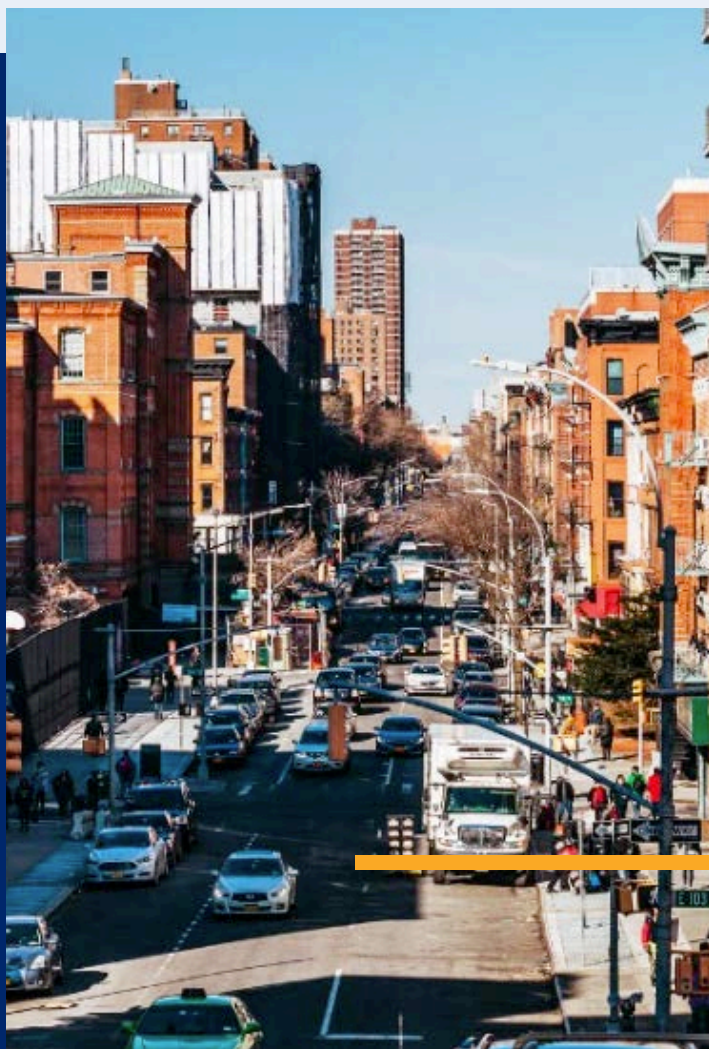
Jennifer Jones Austin - CEO and Executive Director, FPWA

As FPWA charted a new path with our strategic plan, our work continued. Through initiatives such as "[Caught in the Gaps](#)," we exposed disparities in New York's benefits system and advocated for legislative change to address systemic issues. Our efforts included conceptualizing and advocating for a "true cost of living" measure to more accurately assess true living costs for low- and middle-income New Yorkers.



Ever dedicated to ensuring the human services sector and its essential workers are sufficiently resourced, we championed equitable wages and resources, provided data-driven insights into budget advocacy and advocated for transformative legislation. Through workshops and capacity-building sessions, we equipped human services leaders with the training necessary to advance their management and technical capacity, and to take a trauma-responsive and people-centered approach to service delivery and organizational impact.

This year we took an active role in the 60th anniversary of the March on Washington for Jobs and Freedom, conducting and releasing a [critical analysis](#) spotlighting the inequalities still experienced by Black Americans 60 years after the first march. Through media campaigns and collaborative partnerships, we raised awareness about the issues and underscored the persistent structural barriers that prevent equity for all. Like the theme of the March – a continuation, not a commemoration - FPWA is committed to continually breaking down barriers to racial and economic equity until we finally arrive at a city, state and nation where all can live with dignity.



As we reflect on the year, we are immensely grateful for your ongoing support. As we embark on this work together, we aim to build a more just and equitable future for all New Yorkers.

**Jennifer Jones Austin**

CEO and Executive Director, FPWA

**Up Next**

**2023 By the Numbers**

# 2023 By the Numbers

**2.9 Million**

Average readership for each of the 345 news stories covering FPWA's March on Washington analysis

**\$1.37 Million**

Granted to member agencies providing individuals assistance with emergency food and families supplies, elder support, scholarships, and more

**121,371**

Pageviews of FPWA's website

**600**

People attended workshops addressing leadership, trauma-informed care and human service capacity building needs

**168**

FPWA members with 5 new member organizations

**100+**

125 women of color leaders convened to reflect, nurture and strengthen leadership and capacity



# Looking Forward to the Next 100 Years

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Last year, we celebrated our centennial anniversary. It was a time of both commemoration and opportunity to set an organizational strategic vision for the next several years.

The purpose of developing this strategic plan was to reimagine our vision and mission in the current social and economic climate, and then articulate the strategy and critical impact goals that will guide our work for the next three to five years.

Our strategic plan is designed to move us ever forward to our organizational “north star” of advancing and achieving structural and systemic changes that result in greater economic security and well-being for New Yorkers, ensuring that the nonprofit sector is grounded in justice and equity and adequately resourced to support and care for New Yorkers made vulnerable.



## New Vision Statement

A New York in which economic security and well-being are attainable for all.

# New Mission Statement

FPWA dismantles structural and systemic barriers that impede economic security and well-being, and strengthens the capacity of human services agencies and faith organizations to help ensure New Yorkers with lower incomes can thrive.



## What We Do:



### Impact Goal 1:

Ensure New Yorkers with lower incomes have the necessary income and potential for building assets that enable them to thrive, not merely get by.



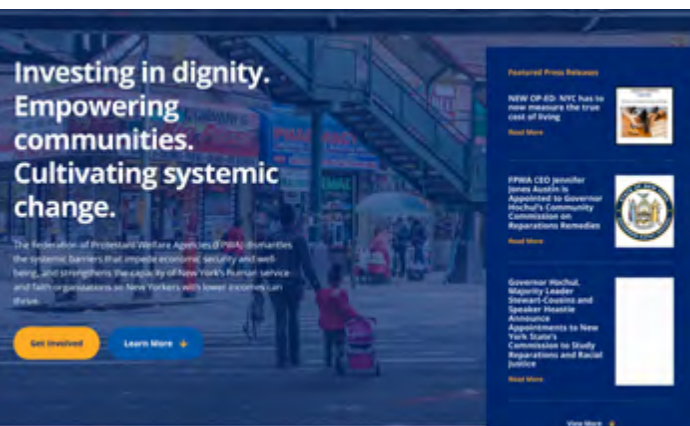
### Impact Goal 2:

Ensure an equitable, just, and appropriately resourced human services sector that is responsive to the needs of New Yorkers.



### Impact Goal 3:

Dismantle the unjust structures and systems that inhibit New Yorkers' rights to dignity and power.



Check out our brand new website at [fpwa.org](https://fpwa.org)

## How We Do It:

1. Research & Analysis Driven Policymaking and Advocacy
2. Program and Practice Testing to Inform Policy Change
3. Raising Awareness, Educating, and Mobilizing
4. Strengthening Capacity to Build More Effective and Responsive Organizations

As part of our first phase in rolling out the new strategic plan, FPWA launched a redesigned website, marking a significant overhaul of our strategy, development, and design. The new website serves as a platform for reinforcing our longstanding values, explaining our current mission and work, and offering a glimpse into our future plans for the decades ahead. You can check it out at [fpwa.org](https://fpwa.org).

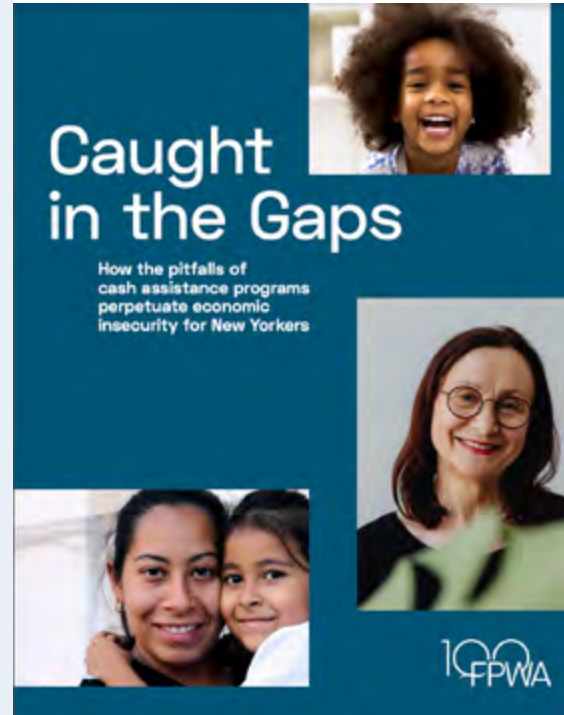


# Systemic Change in Action

Examining the root causes of economic need is what FPWA's policy, advocacy, and research team does. This year our focus remained on both exposing the racial and gender disparities and barriers that prevent New Yorkers with low incomes from achieving economic security and identifying ways to disrupt them.

A major initiative titled, "[Caught in the Gaps](#)", launched this year is a prime example of our work in action. First, we laid bare the inadequacies of New York's Cash assistance programs in an investigative report that revealed why these programs fail to accomplish the very goal they are to achieve: putting individuals and families on a path to long-term economic security.

We then built a statewide advocacy coalition to call on state legislators to advance a series of bills that would expand eligibility and increase benefit levels for all recipients; and we began tackling the root of the problem - **too many hard-working New Yorkers fall through the cracks with unseen needs as a result of an antiquated and inaccurate poverty measurement system.**



Existing poverty measurements underestimate the true cost of living with economic security and undercount actual need, thereby disqualifying many families that are struggling from the critical supports often required to meet their basic needs. **Changing the measure of need** is a strategy and core FPWA policy recommendation called out in our hard-hitting data analysis, "[The Problem of Income Inadequacy in New York](#)," published later in the year.

A "true cost living measure" would provide a complete and realistic picture of financial well-being in America.

## Economic Equity cont.

It will capture what 21st-century Americans need not only to get by, but also to achieve real financial security and upward mobility.

Our policy recommendation to include a “true cost of living” measure informed the 2022 Racial Justice Commission ballot proposals that were voted on by the New York City electorate during the 2022 general election. That’s why in leading up to that election, we initiated a robust public awareness campaign aimed at ensuring New Yorkers were well-informed about the three ballot proposals, which put equity and racial justice at the heart of our City government and proffered annually the City’s calculation of an accurate cost-of-living measure. FPWA CEO Jennifer Jones Austin served as the Chair of New York City’s Racial Justice Commission, and through collaboration, our efforts mobilized voter turnout and educated the electorate about the proposed ballot measures initiatives, all of which were overwhelmingly voted into law.

In 2024, we will continue to call for the adoption of a “true cost of living” measure at the state and federal level.



# FULFILLING THE PROMISE OF OPPORTUNITY



# Strengthening Our Human Services Sector through Advocacy, Equity, and Action

We know all too well that our human services sector is the lifeline for countless New Yorkers. It is the backbone of childcare centers, food pantries, shelters, domestic violence supports, after school, foster care and mental health clinics across our state. In 2023 we continued our fight to ensure that the sector is fair, equitable and well-resourced, so in turn, it can support our communities.

FPWA was at the forefront of championing the cause of equitable wages for our City's dedicated essential workers.



Central to our advocacy are the comprehensive funding analyses we conduct with our NYC Funds Tracker, providing a transparent view of the fiscal health of New York City's human services agencies. Our analyses arm our partners and member agencies with the essential data for championing the sector's needs to serve New Yorkers.

In 2023 we pressed for transformative legislation that mandates anti-racism and anti-bias training for all contracted human services providers. Annual training is essential to dismantling the entrenched biases that have systematically obstructed access to vital services for marginalized communities.

Finally, we delivered workshop and capacity building training to hundreds of workers from our partner and member organizations. These sessions, grounded in trauma-responsive and people-centered methodologies, are designed to translate our collective vision into tangible outcomes, ensuring that our organizations' work transcends theory and results in impactful action.

# Empowering Women of Color in Nonprofit Leadership

Just days before Juneteenth, more than 100 women of color in c-suite and executive leadership roles from across the nonprofit sector gathered at FPWA for a groundbreaking forum and luncheon titled “Women of Color: Leading and Succeeding”. The event, held June 14 at FPWA’s Conference Center, brought together women of color nonprofit leaders in human services, arts and culture, and philanthropy.

The day-long event featured panel discussions, storytelling sessions, and an award luncheon recognizing the profound impact of Dr. Megan E. McLaughlin, FPWA CEO Emeritus (1986-2003) and exemplar of leadership who without compromise sat at the leadership table in our city on issues of social justice in social work and ensured the voices and issues of those made vulnerable were heard in the late 90’s. The morning session was rich with powerful storytelling by Kimberly Davis, EVP of Social Impact, Growth Initiatives and Legislative Affairs, National Hockey League; Daisey Auger-Dominguez, Global Chief Officer, Vice Media Group; and Dr. Danielle Moss Cox, CEO, The Oliver Scholars Program. The afternoon featured select panels exploring topics including “A Seat At The Table Does Not Equal A Voice At The Table”, “Leading to Succeed: Knowing How and When to Play ‘the Game’”, and “Show Me The Money: Navigating Philanthropy.”



This event was coordinated with the Women of Color Network committee





## Women of Color Network Forum cont.

The unprecedented rise in executive leadership in nonprofits of women of African, Hispanic, and Asian origin over the last three years, has exposed the leadership, management, funding, and board engagement challenges these women routinely face. As the host committee shared,

“Our goal with the forum is to create a nurturing environment for women of color leaders to reflect, refuel, and reenergize; to grow in knowledge; and to expand their networks of sisterCEOs. All of this is aimed at strengthening and sustaining them as they lead in the service of others.”

The forum was the beginning of a long-term initiative to foster the growth and development of women of color in leadership. The discussions and insights gathered during the forum are lenses used to inform on-going capacity building efforts to support the continuous learning, development and self-care of women of color across the nonprofit sector.

The forum was made possible through the generous sponsorship of FPWA, Spectrum/Charter Communications, M&T Bank, Goldman Sachs – Sandra Shubert, and TD Bank.





# A Continuation, Not a Commemoration



Leading up to the anniversary of the 1963 March on Washington for Jobs and Freedom, FPWA released a critical analysis of the inequalities Black Americans continue to face 60 years later. The comprehensive analysis, "[A Look at the March on Washington 60 years Later: Dreams and Promises Yet to be Realized](#)", finds that since the march, racial disparities across housing, education, employment, wages, and voting rights have remained stagnant, and in many cases widened to a staggering degree.

## Some sobering findings from the report revealed that:

- Black Americans earn 20% less than their white counterparts, even with identical college degrees.
- 1 in 3 Black children lives in poverty, compared to less than 1 in 10 white children.
- 1 out of 3 Black boys born today can expect to be sentenced to prison in their lifetime, compared with 1 out of 17 white boys.

To ignite awareness and galvanize action to dismantle the structural barriers that maintain inequity for Black and brown Americans, FPWA launched an aggressive media campaign in collaboration with the National Action Network and Drum Major Institute. Ahead of the march, we put the issues front and center for Americans and called for policy change in national media outlets such as Time Magazine, the Associated Press, and more.



## March on Washington/Racial Justice cont.



The theme of the march was “a continuation, not a commemoration”, and for a very good reason. While significant progress was made through the Civil Rights Act and Voting Rights Act, much of it has been eroded in recent years. Moreover, the recent overturning of Affirmative Action by the U.S. Supreme Court calls for FPWA’s immediate defense of equity, justice and continued work.

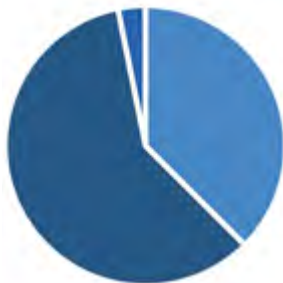
Just as the 1963 March on Washington addressed economic justice alongside civil rights, our efforts at FPWA will continue to advocate for equity and justice across all pillars of society, including criminal justice reform, fair wages, food security, housing affordability, educational equity, and environmental justice.



# 2023 Financials

## Statement of Activities

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### OPERATING REVENUES AND OTHER SUPPORT

Contributions, grants and special events .....	\$2,604,504
Investment and trust income .....	\$4,123,028
Service fees, member dues and other income .....	\$218,788
<b>Total Revenues and Other Support .....</b>	<b>\$6,946,320</b>

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### OPERATING EXPENSES

Program services .....	\$5,972,479
Management and general .....	\$1,634,825
Fundraising and development .....	\$549,314
<b>Total Operating Expenses.....</b>	<b>\$8,156,618</b>
<b>Changes in Net Assets from Operations.....</b>	<b>\$(1,210,298)</b>

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### NON-OPERATING EXPENSES

Legacies, investments, trusts and pooled life fund .....	\$4,915,444
Pension and post-retirement changes.....	\$147,500
<b>Changes in Total Net Assets.....</b>	<b>\$3,852,646</b>
<b>NET ASSETS—BEGINNING OF YEAR.....</b>	<b>\$63,980,340</b>
<b>NET ASSETS—END OF YEAR.....</b>	<b>\$67,832,986</b>



# 2023 Financials (Cont.)

## Statement of Financial Position

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### ASSETS

Cash and Cash Equivalents and Investments.....	\$53,738,911
Interest in Perpetual trusts and pooled life fund .....	\$16,698,827
Property, equipment and other assets .....	\$8,150,127
<b>Total Assets .....</b>	<b>\$78,587,865</b>

**LIABILITIES .....** \$10,754,879

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### NET ASSETS

Unrestricted .....	\$44,273,814
Temporarily Restricted.....	\$1,744,547
Permanently Restricted .....	\$21,814,625
<b>Total Net Assets.....</b>	<b>\$67,832,986</b>
<b>TOTAL LIABILITIES AND NET ASSETS.....</b>	<b>\$78,587,865</b>



# 2023 Board and Member Organizations

## Board of Directors

### OFFICERS

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

### BOARD MEMBERS

Jennifer Jones Austin  
Jacob DeVries  
Derek Ferguson  
Mitchell Lee  
Kerry McCarthy  
Marion Phillips, III  
Dr. Terrance Stradford  
Bishop Mitchell G. Taylor  
Wendy Van Amson

### EMERITUS BOARD MEMBERS

Richard A. Debs \*  
Hon. David N. Dinkins \*  
Dr. James R. Dumpson \*  
Rev. Thomas Grissom \*  
Dana Hiscock  
Craig C. MacKay  
Dr. Patricia G. Morisey \*  
Phoebe R. Stanton  
J. Fred Weintz, Jr. \*  
*\*In Memoriam*

## FPWA Members

Abbott House  
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  
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 Settlement, 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  
Healthy Humor, Inc.  
Heights and Hills, Inc.  
Henry Street Settlement  
Highbridge Advisory Council  
Homecrest Community Services

## FPWA Members (Cont.)

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  
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  
Muslim Women's Institute for Research and Development  
National Black Leadership Commission on AIDS, Inc.  
New Alternatives for Children  
New Beginnings Outreach, Inc.  
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.  
Services for the Underserved, Inc.  
Southeast Bronx Neighborhood Center  
St. Christopher's  
St. Matthew's Community A.M.E. Church of Hollis  
Stanley M. Isaacs Neighborhood Center  
STRIVE International  
Sunnyside Community Services  
The Alex House Project  
The Alliance for Positive Change  
The Brotherhood-Sister Sol  
The Children's Village  
The Family Center  
The HOPE Program  
The Salvation Army  
The Oliver Scholars Program  
Trail Blazer Camps  
Treatment Action Group (TAG)  
Trellis  
Trinity Wall Street  
Union Settlement Association  
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  
William Hodson Community Center  
Womankind  
Women's Prison Association and Home  
YMCA of Greater New York  
You Gotta Believe!  
YWCA of the City of New York  
YWCA of Yonkers  
Zeina Lorraine, Inc



# 2023 Supporters

## \$100,000 - 499,000

Bill & Melinda Gates Foundation  
Ford Foundation  
W.K. Kellogg Foundation  
Booth Ferris Foundation  
Trinity Wall Street

## \$50,000 - 99,999

Hagedorn Fund  
The New York Women's Foundation

## \$25,000 - 49,999

JPMorgan Chase & Co. Community

## \$10,000 - 24,999

Samowitz Foundation  
Charter Communications  
ConEdison  
The Shubert Organization, Inc.  
Jacob and Valerie Devries  
M&T Bank

## \$5,000 - 9,999

The Hyde and Watson Foundation  
Mitchell Lee  
Goldman Sachs  
Morgan Stanley Foundation

## \$2,500 - 4,999

Kerry McCarthy  
Stephen Storen  
Wendy Van Amson  
John F. Ciraulo  
Rose & Kiernan, Inc.  
TD Bank

## \$1,000 - 2,499

Samuel Sessions  
The New York Community Trust  
(NYCT)  
Elsa E. Jones  
Rev. Dr. Emma Jordan Simpson  
Marion Phillips, III  
Alexandros Hatzakis  
Michael and Emily Lyons  
New York Design Center, Inc.  
Paulina Kreger  
Silda Wall Spitzer  
Theodore and Elizabeth Peyton

## \$500 - 999

Eugene Rose  
Elizabeth Reilly  
James and Sally Anne Kellogg  
Soukeyna Boye  
Shawn Austin  
Antonia Yullie Williams  
Mitchell Taylor  
Natalie Jones  
Karol Robinson  
Donald Ross  
Marion Ward  
Michael and Jane Reinhardt

## \$250 - 499

Patricia Simpson  
Cynthia MacNair  
Henry Petermann  
Christine Flynn  
Edwin and Judith Leonard  
Carol Johnston  
Robin Wilcher  
Martin Owens  
Frank Enders  
Louise Petz  
Thomas and Elizabeth Kelsey



Since FPWA's founding in 1922, we have consistently fought to ensure that children, families and communities that are struggling can live with dignity. Helping families **not just get by, but actually get ahead** remains our central aim.

You can join our fight by donating today at [fpwa.org/donate](https://fpwa.org/donate).

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# FULFILLING THE PROMISE OF OPPORTUNITY