



# STRONGER COMMUNITIES, *TOGETHER*



UNITED NEIGHBORHOOD HOUSES

CELEBRATING **100 YEARS**

2019 CENTENNIAL REPORT



## *Reflecting on 100 years* **FROM THE PRESIDENT & EXECUTIVE DIRECTOR**

As we look back on 2019, we feel such pride in all we achieved in our 100th year. We hosted our first ever Women's Leadership Conference, honoring our own and the settlement house movement's history of female leadership, and the leaders and workforce of today. We overhauled our website, giving it a fresh new look and improving its capacity as a resource for our members, our government partners, and the press. And our Centennial Benefit broke all attendance and revenue records, driven by the tremendous efforts of our honorees and the full UNH Board. It was an incredibly special night and gave us

the chance to celebrate our settlement house leaders, who, in 1919, were responsible for the formation of United Neighborhood Houses of New York.

But we must also acknowledge our current circumstances. Every day, we here at UNH see and seek to support the heroic work of settlement houses caring for neighbors as COVID-19 devastates our neighborhoods. We do this by continuing to challenge government policies and funding decisions made without the input of community leaders. We advocate and organize to prevent bureaucratic policies and funding reductions from impeding the work of settlement houses to address the health and well-being of New Yorkers. This is especially important in low-income communities as families struggle to pay rent, afford groceries, and take care of themselves and their families.

During these extremely traumatic times, we find answers and strength within our settlement house communities. And we have begun to build a recovery plan to strengthen communities needing food, affordable housing, health and mental health care, jobs, a steady source of income, and child-care programs.

Although we do not know what challenges the next chapter will bring, we do know that the only way through is by joining together. Thank you for standing with us.



Susan Stamler  
UNH Executive Director

M. Bryna Sanger  
UNH Board President

# 100 YEARS of MILESTONES

## 1919

Association of Neighborhood Workers was reorganized as the United Neighborhood Houses of New York.



## 1933

UNH's study *"What the Tenement Family Has and What It Pays for It"* led to rent regulation and housing quality reform, as well as the establishment of New York City Housing Authority.



## 1948

UNH initiated the formation of the Day Care Council of New York, which today represents 200 publicly-funded child care centers in New York City.



## 1965

UNH began Neighborhood Youth Corps, with settlement houses, to provide in-school and out-of-school youth ages of 14-21 with skills training.



## 1966

Dr. Martin Luther King, Jr. spoke at a UNH conference, where he discussed the improvements in the dignity of the individual that will be seen once effective anti-poverty programs are instituted.



## 2006

UNH's Aging in the shadows report was one of the first attempts to study senior social isolation in New York City. This report helped bring social isolation among older people to the forefront of policy discussion in New York.



## 2017

UNH hosted the first Settlement House Day: a full day of trainings, engagement, and advocacy for over 200 settlement house staff. This event has become an annual event, and continues to grow.



## 2019

UNH's multi-year, multi-faceted advocacy led to a path for salary parity for City-funded early childhood educators in community-based organizations, giving educators their first raise in 10 years.





## COMMUNITIES ARE STRONGER WHEN EVERYONE PARTICIPATES.

### Institute for Empowered Aging

In early 2019, UNH launched its **Institute for Empowered Aging**, which houses innovative practices, advocacy, research, and tools that promote and support neighborhood resources – organizations and programs – that empower older people to be agents of positive change in their communities. The primary purpose of this work is to reduce older adult social isolation and prevent the negative impact isolation has on healthy aging. UNH achieves this by supporting settlement houses to: 1) create pathways for older people to find meaningful and purposeful civic and community engagement; 2) take advantage of the talents and resources older people bring to a

community to drive positive community change; and 3) alter negative perceptions of older adults that create barriers to their inclusion in the community life.



# Center for Civic Engagement: Get Out The Count!

UNH inspires and supports its members to prioritize civic engagement and to more deeply integrate civic engagement practices throughout their programs as a best practice. Towards this goal in 2019, we launched UNH's **Get Out the Count (GOTC) campaign**, through which we provided 18 settlement houses with customized training, materials, and funding to support community outreach aimed at improving the 2020 Census response rate.

Some of these activities included:

- ▶ Holding a series of Census 101 workshops in the fall of 2019 for all UNH members, hosting one in each of New York City's five boroughs, which attracted nearly 70 settlement house staff.
- ▶ Educating a variety of stakeholders about the importance and real-life impact of self-responding to the 2020 Census and why community-based organizations are well-positioned to educate New Yorkers.



## Advocacy efforts helped secure funding for Census outreach and education.

UNH joined fellow advocates to secure \$20 million in the State Budget and \$40 million in the City Budget to support census outreach, education, and community engagement. These funds make it possible for community-based organizations to educate their communities to respond to the 2020 Census. This includes targeted outreach efforts to encourage responses from hard-to-count (HTC) communities and under-represented populations, including immigrants who fear negative repercussions.





## ADVOCACY INFORMED BY SETTLEMENT HOUSE MEMBERS

### The Path to Salary Parity

In 2019, UNH and its advocacy partners won a hard-fought battle to move towards salary parity for City-funded early childhood educators in community-based organizations. These teachers were being paid up to \$32,000 less per year than their similarly qualified peers in public schools. In 2019, **the City committed to rolling out salary increases over the next three years**, after which community-based teachers will make at least as much as the starting salary of their public school-based counterparts. The City has agreed to commit \$87 million toward

this effort, which was the result of years of advocacy and the mobilization of 150 organizations and their participants.



# Increasing and Equalizing Educational Opportunities for Youth

New York's Empire State **After-School Program funding** had been available only to school districts until fiscal year 2018- 2019, when UNH successfully advocated for community-based organizations to be eligible to compete for these dollars. In the past two years, UNH has worked to grow this funding stream from \$35 million to \$55 million. Additionally, in New York City, UNH's advocacy resulted in the City investing a total of

\$14.8 million in after- school programming for elementary school students, providing 51,000 children with safe and affordable after-school programs. UNH's organizing and advocacy also led to restoration of \$15 million for middle-school summer programming in the City's fiscal year 2020 budget, which provided nearly 23,000 middle school children with summer learning and enrichment activities.



## Summer Youth Employment Program (SYEP)



No longer a legislative addition, SYEP funding is baselined on the City and State level. However, UNH's advocacy and organizing resulted in an increase of \$4 million in SYEP funding, which covers the increased cost of 19,000 jobs for young people statewide. At the City level, UNH's advocacy led to a \$30.7 million increase towards provider rate increases and \$11.9 million for program capacity building.



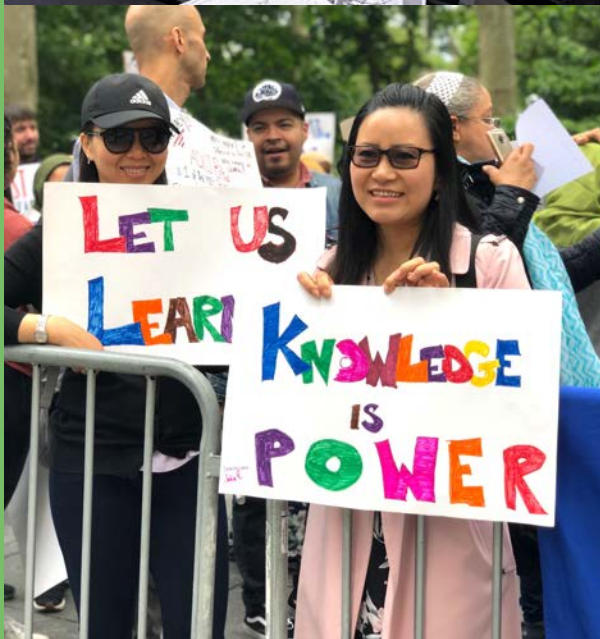


## Protecting and Expanding Literacy Programs in New York City

Adult Literacy Education programs support English language proficiency and High School Equivalency classes, which are essential for immigrants and other adults to fully partake in the economic, social, and civic aspects of our society. In 2019, UNH organized a series of rallies across the five boroughs in support of increased funding for adult literacy programs.

Over 2,500 New Yorkers joined in a rally in their borough to remind the Mayor of the importance of these funds for thousands of immigrants and adult learners who need access to high quality literacy services. This advocacy led to the City renewing its **\$12 million investment in adult literacy programming in the City fiscal year 2020 budget.**

Our advocacy also motivated New York State to restore \$1 million in funding for adult literacy programs and increased funding for this program by \$500,000. This funding increase helped offset changes made in 2018 to the federal Workforce Innovation and Opportunity Act (WIOA) which make it harder for program providers in New York to utilize federal dollars to provide literacy services to undocumented individuals.



◀ On May 29, 2019 hundreds of adult literacy advocates convened at the steps of City Hall to amplify #LiteracyLiftsNY.



# Empowering Older New Yorkers & Advocating for Quality Supportive Services

UNH led the mobilization of older people from across settlement house programs in a day of "Apron Advocacy" at City Hall. Older people demonstrated wearing aprons and holding paper plates with messages to draw attention to the need for increased funding for congregate and home-delivered meals for seniors. This advocacy led to the addition of **\$10 million in baselined funding for congregate senior meals** in the City's fiscal year 2020 budget. UNH successfully advocated for the restoration and expansion of New York State's

NORCs, **adding \$8.06 million to the State budget to fund 29 existing NORCs** and grow the program by 14 sites statewide. UNH also successfully advocated for an additional \$325,000 in new funding to support NORCs nursing services, a previously unfunded mandate in the New York State Office for the Aging's contracts. Similarly, at the City level, in the fiscal year 2020 budget, UNH secured \$1.3 million in new funding from the City Council to support nursing services in NORCs.





## CONNECTING SETTLEMENT HOUSE STAFF WITH EACH OTHER

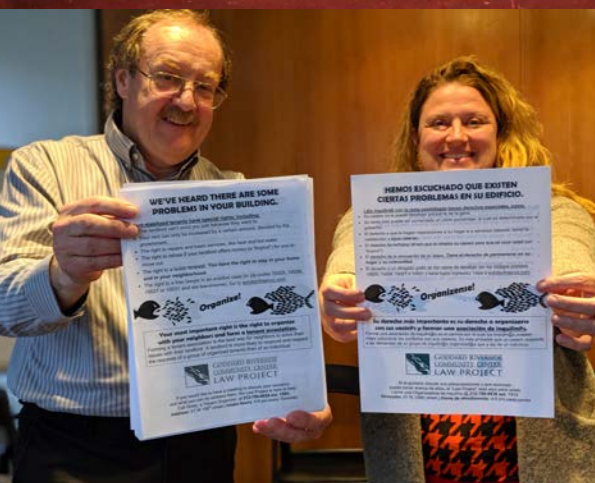
### UNH provides the “table” where settlement houses meet.

In 2019, UNH facilitated and led over 100 peer learning opportunities with more than 1,200 settlement house staff in attendance, bringing together their voices and experiences to strengthen New York neighborhoods and the individuals and families who live there. Some peer learning highlights from 2019 include: The regular gathering of settlement house early childhood educators through our Early Childhood Education Issues Group; the introduction of a College Preparation and Access Peer Group which brings together youth development staff to share best practices and strategies to increase college

acceptance, retention, and graduation rates among youth from low-income households across the City; and a robust Aging Issues Group which every other month brings together staff leading older adult service delivery across New York City to discuss both policy and practice issues that impact the well-being of older New Yorkers.







## Building leadership capacity in Settlement House staff

A key aspect of UNH's work is to support settlement houses and their staff in their efforts to improve New York neighborhoods through high quality programs and social change efforts. To achieve this goal, UNH offers recurring and one-time learning opportunities that deepen their connections to the Settlement House Movement. In 2019, UNH offered 21 learning opportunities for 860 settlement house staff. Highlights include:

**UNH Women's Leadership Conference:** The first in UNH history, this event was a huge success with 180 women in attendance representing 25 UNH members. Topics included self-advocacy, financial literacy, mentors and role models, and women empowerment.

**Settlement House Day:** An annual event organized by UNH exclusively by and for settlement house staff. In 2019, it continued to grow, with more than 250 staff from close to 40 UNH members participating in workshops and panel discussions, networking opportunities, and engaged in advocacy.

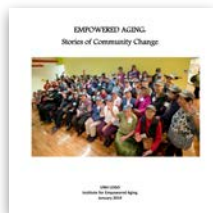
### Neighborhood Affordability Breakfast Series:

Launched in fall 2019, focused on issues that impact neighborhood affordability such as housing and rezoning with settlement houses sharing insights and approaches with each other.

# 2019 POLICY BRIEFS AND REPORTS

To enrich UNH's advocacy with hard data and examples from communities, we write and publish policy briefs and reports to inform policymakers as well as to promote and share the settlement house model and innovative practices.

## Some reports published by UNH in 2019 include:



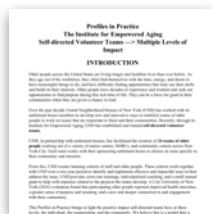
### *Empowered Aging: Stories of Community Change, January 2019*

The stories in this report are the result of a team building exercise called a story frame, a simple “once upon a time” setting used to help teams reflect on the amazing work they have accomplished.



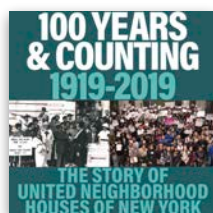
### *Closing the Gap: A True Cost Analysis of NYC's Early Childhood Education System, March 2019*

This report analyzes the vast gap in funding between the contracts the City offers to community-based organizations to provide early childhood education programming, and the true cost of these programs. This report was used to educate the public and City about the financial weight of delivering such quality services and the state of underfunding borne by community-based providers, whose staff work longer hours than public school teachers with better performance on educational metrics.



### *Profiles in Practice: Building Healthy NYCHA Communities Through Food, June 2019*

This report showcases the diverse portfolio of healthy food projects designed and implemented by UNH settlement house members and public housing (NYCHA) residents, with training and support from UNH.



### *The Story of United Neighborhood Houses: 100 Years and Counting, October 2019*

This report showcases the rich history of United Neighborhood Houses. For 100 years, UNH has been proud to support settlement houses by helping innovative programs come to life, customizing professional development, and advocating at all levels of government for policies and funding that strengthen our members' ability to meet the needs of their communities.



# UNH IN THE NEWS 2019

WNYC

CRAIN'S  
NEW YORK BUSINESS

POLITICO

CITYLIMITS.ORG

EL DIARIO  
LA PRENSA

NEW YORK POST

THE CITY

SPECTRUM  
NEWS NY 1

Chalkbeat

GG

NYN media New York Nonprofit Media

GOTHAMGAZETTE  
The Place for New York Policy and Politics

THE WALL STREET JOURNAL.

CITY & STATE  
NEW YORK

CITY & STATE  
NEW YORK

## 50. Susan Stamler

Executive Director

United Neighborhood Houses

Early childhood education was a top policy priority for Susan Stamler this year. Advocating on behalf of 42 settlement houses, she spearheaded United Neighborhood Houses' efforts to raise the salaries of pre-K teachers employed by New York City nonprofits. And she's ensured settlement houses have a say in policies affecting neighborhood affordability, senior citizens and youth development. She took on this role in 2015, after leading a national campaign on juvenile justice reform.

► The 2019 Nonprofit Power 100; 51 - 100

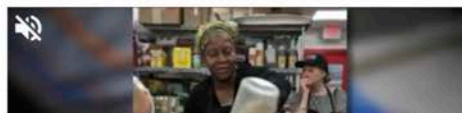
NEWS > LOCAL NEWS

## City fails to adequately fund meal programs for seniors, advocates say

Posted: 8:01 PM, Jun 12, 2019 Updated: 8:01 PM, Jun 12, 2019



By: Narmeen Choudhury



NYC RENT STABILIZATION

## Tenants and landlords debate New York's expiring rent laws at packed Assembly hearing

The laws governing the state's nearly 1 million rent regulated apartments expire June 15

By Sam Raskin | May 3, 2019, 11:13am EDT

Published by WNYC News

## De Blasio Announces 'Pathway to Wage Parity' for Pre-K Teachers

Listen 5 min + Queue

## 88 Press Hits in 2019

Topics included: Early childhood education, adult literacy, summer camp, after-school, home care, empowered aging, senior meals, immigrant issues, and staff announcement.



Maxwell Syracuse University

About Academics Research Alumni Advisi



## Maxwell alumnus wins public



Carl Frederick (Terry) Kaelber was recently installed as the Executive Director of the United Neighborhood Houses (UNH). Kaelber has spent a decade as the executive director of the City's Department of Aging across the city. This has included public housing, create after goals.

Encore.org is a nonprofit for public good. It seeks to foster settlement houses that reaches 765,000 New Yorkers from all walks of life. Prior to joining UNH, Kaelber spent a decade as the executive director of the White House Conference on Aging. He previously received the SHARE

Why we red the website

10w Caption

THE WALL STREET JOURNAL.

Home World U.S. Politics Economy Business Tech Markets Opinion Life & Arts Real Estate WSJ Magazine



U.S. | NEW YORK | SCHOOLS

## New York City Preschool Workers Mull Strike as Union Discusses

Action could potentially disrupt Mayor de Blasio's universal pre-K program

By Leslie Brody  
April 2, 2019 4:44 pm ET

Leaders of the union for workers at hundreds of New York City preschools and early childhood centers say they are in talks with city officials over boosting teacher pay as they

# OUR MEMBERS



Queens Community House's Pomonok Farmers Market



## BRONX

1. Bronx House
2. BronxWorks
3. East Side House Settlement
4. Kingsbridge Heights Community Center
5. Mosholu Montefiore Community Center
6. New Settlement Apartments
7. Riverdale Neighborhood House
8. Southeast Bronx Neighborhood Centers
9. Women's Housing and Economic Development Corporation

## BROOKLYN

10. Arab-American Family Support Center
11. CAMBA
12. Center for Family Life in Sunset Park
13. Cypress Hills Local Development Corporation
14. Red Hook Initiative
15. St. Nicks Alliance
16. School Settlement Association
17. Shorefront YM-YWHA of Brighton-Manhattan Beach
18. United Community Centers

## MANHATTAN

19. Broadway Housing Communities
20. Chinese-American Planning Council
21. Educational Alliance
22. Goddard Riverside Community Center
23. Grand St. Settlement
24. Greenwich House
25. Hamilton-Madison House
26. Hartley House
27. Henry Street Settlement
28. Hudson Guild
29. Lenox Hill Neighborhood House
30. Northern Manhattan Improvement Corporation
31. SCAN New York
32. Stanley M. Isaacs Neighborhood Center
33. Union Settlement Association
34. University Settlement Society

## QUEENS

35. Jacob A. Riis Neighborhood Settlement House
36. Korean Community Services
37. Ocean Bay Community Development Corporation
38. Queens Community House
39. Sunnyside Community Services

## STATEN ISLAND

40. Project Hospitality

## UPSTATE

41. Syracuse Northeast Community Center
42. Huntington Family Centers
43. Trinity Alliance of the Capital District

## WHAT IS A SETTLEMENT HOUSE?

A settlement house is a neighborhood-based social organization that provides services designed to identify and reinforce the strengths of individuals, families, and communities. Settlement house programs build bonds, create networks, promote advocacy, and develop connections both within organizations and throughout the wider community.





## Settlement House Programs informed by neighbors

Settlement houses engage their neighbors in the planning and design of programs. They provide assistance and space to individuals and groups in efforts to solve community problems, and encourage community members to participate in civic life. Settlement houses hold forums on local concerns, register voters, and provide information about citywide issues. Programs available at each settlement house vary according to the specific needs of their neighborhoods and may include: Job training and employment programs; Early childhood education; After-school youth programs; Arts education and performances; English for Speakers for Other Languages (ESOL) and literacy education; Citizenship instruction and legal counseling; Mental health; Home-Care; Housing; and Senior centers and home-delivered meals.

# 2019 DONORS

## \$250,000 AND ABOVE

The Clark Foundation  
The Gerstner Family Foundation

## \$100,000 TO \$249,999

Sidney and Ruth Lapidus  
New York City Council

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

Altman Foundation  
American Council on Learned Societies-  
Andrew W. Mellon Foundation  
Booth Ferris Foundation  
FJC, A Foundation of Philanthropic Funds  
Fund for Public Health in New York  
Mary J. Hutchins Foundation  
Robert Sterling Clark Foundation  
Russell Grinnell Memorial Trust  
Stella and Charles Guttman Foundation  
The Hagedorn Fund  
The New York Community Trust  
M. Bryna Sanger and Harry Katz  
Lois and Arthur Stainman

## \$20,000 TO \$49,999

Louis and Anne Abrons Foundation  
Rahul Baig  
Paul F. Balser and Paula DelNunzio  
Darel M. and Carlos Benaim  
Florence V. Burden Foundation  
Consolidated Edison  
E.H.A. Foundation  
Gary Pagano  
New York Foundation  
The Barker Welfare Foundation  
The Fan Fox and Leslie R. Samuels  
Foundation

The New York Academy of Medicine  
The Pinkerton Foundation  
The Sirius Fund  
The Harry and Jeanette Weinberg  
Foundation, Inc.  
Sue Schwartz and Brent Young  
Standard Industries  
Viacom  
Wells Fargo Foundation

## \$15,000 TO \$19,999

Michael N. Berkowitz  
Bloomberg Philanthropies  
Thomas M. Cerabino, Esq.  
Citi Foundation  
Marc and Missy Dieli  
EY  
Alain Kodsi and Rachel Foster  
Lewis and Judy Kramer  
New York Women's Foundation  
Linda Riefberg and Lee Perlman  
Mary Elizabeth Taylor

## \$10,000 TO \$14,999

Lynn Appelbaum  
Catherine & Joseph Aresty Foundation  
Ron Bloom  
Nelson and Elizabeth Hioe  
David and Audrey Kubie  
Norman and Tina Levy  
The Marc Haas Foundation/ Stanley S.  
and Sydney R. Shuman  
The Hyde and Watson Foundation  
The Longhill Charitable Trust

## \$5,000 TO \$9,999

Alan Appelbaum

Lily Auchincloss Foundation  
Patricia and Robert Carey  
Matthew Chun and Chetna Khemka  
Dennis and Susan Dickstein  
Eastdil Secured  
Goodwin Procter LLP  
Kirkland & Ellis LLP/Leo Greenberg  
Lenox Hill Neighborhood House  
Alan and Nancy Manocherian  
Za and Donald Manocherian  
Ilene Margolin  
Nonprofit Finance Fund  
Carole and Mort Olshan  
Raith Capital Partners  
Susan Schwartz and Bob Zucker  
Michael B. Stubbs  
Wells Fargo Securities, LLC  
The Clifford and Katherine Goldsmith  
Philanthropic Fund

## \$1,000 TO \$4,999

Alliance for Strong Families and  
Communities  
Eric and Dena Andrus  
Anonymous  
ARAMARK  
Arthur J. Gallagher and Co.  
David Ashenfarb  
Matthew Baldwin  
David and Jamie Becker  
Debbie Bhatt  
BronxWorks  
Arthur Byrd  
James Capalino  
The Abettor Foundation/Bernice  
Manocherian  
The Blackstone Group/Jason Giordano



## \$1,000 TO \$4,999 (CONT.)

David Chalfin, PhD, MD

Jennifer Cohen

Cole Schotz P.C.

Julie Copeland and Robert Beller

Cushman & Wakefield, Inc./David  
Lebenstein

Judith and Kim Davis

DeepTech NYC, LLC

Becky Diamond and Jamie Stetcher

Julie Diffenbach and Michael Ouaknine

DSI Systems of Hawaii, Inc./Malcolm  
Chong

Brian Fallon

Fidelis Care

Russell Flicker

Andrew and Lesley Fortier

Grand St. Settlement

Cynthia Green and Lee Cohen

Ira and Anita Gumberg

David and Susan Haas

Hamilton-Madison House

Mark Hershey

Susan Hirschhorn and Arthur Klebanoff

James and Elissa Hyman

Mary Ellen Johnson and Richard Goeltz

Robert M. Kaufman, Esq.

Emad H. and Jasmine Khalil

Anthony Knerr

Phlyssa Koshland

Jack and Marian Krauskopf

Barry and Jill Lafer

Robert and Mireille Manocherian

Ann L. Marcus

Emily Menlo Marks

Martin and Madge Miller

Mike Miller

Monadnock Development LLC

Morrison & Foerster Foundation

Leslie Nelson

Gene and Jennifer Nesbeda

New Settlement Apartments

Northern Manhattan Improvement  
Corporation

David and Janet Offensend

Partnership for New York City/Kathryn  
Wylde

Posel Foundation

Pricewaterhouse Coopers LLP

Project Hospitality

Queens Community House

Raise New York

Carol Roaman

Jim and Eliza Rossman

Amanda Salzhauer

Gail Sanger and Albert Fenster

Wendy and Stephen Shalen

Gregory and Anne Shkuda

John Siffert

John Silberstein and Caroline Erisman

Phyllis Silver

Lorie A. Slutsky

Ramesh Srinivasan

Susan Stamler and Chris Meyer

Christine Thomas and G.H. Denniston

Charles Thompson and Jean Mack

Glen and Lynn Tobias

Elizabeth Truly

Ting Tsung and Wei Fong Chao  
Foundation

Union Settlement Association

United Jewish Appeal-Federation of  
Jewish Philanthropies in NY, Inc.

University Settlement

Bruce and Fredda Vladeck

Nancy Wackstein

The Wagner Family Foundation

Alan P. Winters/Kingdon Capital  
Management, LLC

Emily Yueh

Akram Zaman



# 2019 STATEMENT OF FINANCIAL POSITION

## *Assets*

Cash, Cash Equivalents	\$554,130
Other Assets	\$512,388
Long-term Investments	\$10,055,964
<b>Total Assets</b> .....	<b>\$11,122,482</b>

*General Liabilities*.....**\$293,748**

## *Net Assets*

### Net Assets without Donor Restrictions:

Operations	\$170,228
Board Designated Reserve Funds	\$9,698,519

### Net Assets with Donor Restrictions:

For Future Programs and Time Periods	\$602,542
Donor Restricted Endowment	\$357,445

**Total Net Assets**.....**\$10,828,734**

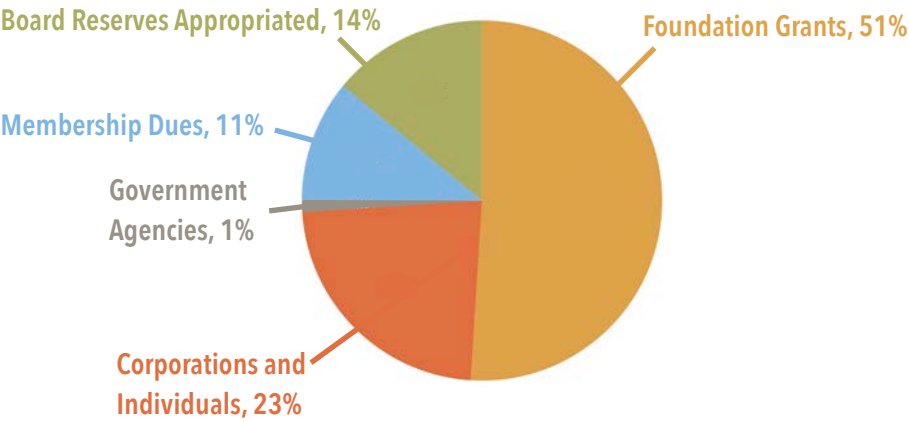
*Total Liabilities & Net Assets*.....**\$11,122,482**

For full financial details, please refer to UNH's 2019 audit, located at [www.unhny.org](http://www.unhny.org).



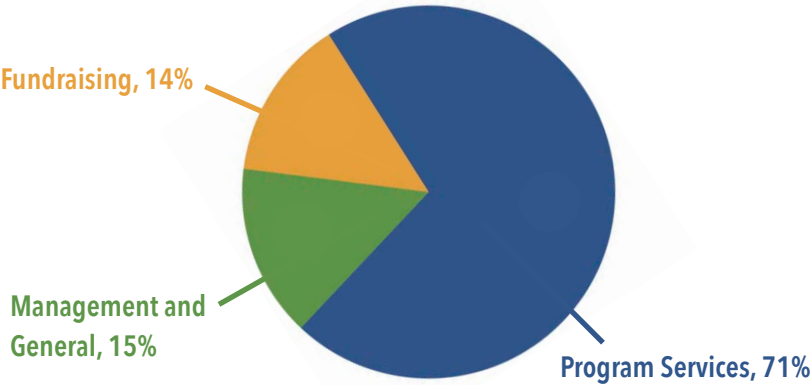
# 2019 FINANCES

## Support, Revenue, and Gains



2019 Total Operating Revenue ..... \$3,586,538

## Expenses



2019 Total Operating Expenses ..... \$3,460,160



# 2019 STAFF

## EXECUTIVE STAFF

### **Susan Stamler**

*Executive Director*

### **Lynn Appelbaum**

*Deputy Executive Director*

## STAFF

### **Gregory Brender**

*Director of Children & Youth*

### **Katie Cardwell**

*Community Organizer & Trainer*

### **Lena Cohen**

*Policy Analyst*

### **J.T. Falcone**

*Policy Analyst*

### **Terry Kaelber**

*Director of Institute for  
Empowered Aging*

### **Tara Klein**

*Policy Analyst*

### **Maria Longo**

*Director of Finance &  
Administration*

### **Nora Moran**

*Director of Policy & Advocacy*

### **Nilab Nusrat**

*Development & Communications  
Associate*

### **Angela Perry**

*Director of Member Services*

### **Jennifer Powell**

*Director of Development*

### **Madeline Santiago**

*Administrative Assistant*

### **Courtney Smith**

*Senior Communications Associate*

### **Abigail Torres**

*Administrative Assistant*

### **Mohammad Usman**

*Director of Data and Applied Research/  
Mellon-ACLS Public Fellow*

### **Jennifer Velasquez**

*Manager of Individual Giving*

## INTERNS

### **Tyrese Arrington,**

*Policy & Advocacy Summer Intern*

### **Charlene M. Burgess,**

*Fordham Master of Social Work Policy  
Intern*

### **Shunling Chen,**

*Fordham Master of Social Work Policy  
Intern*

### **Jamee Dorsey,**

*Communications Intern*

### **Juanita Evans,**

*New Reservist*

### **Carmela Frattasi,**

*Encore Fellow*

### **Raquel Frazier,**

*Communications Intern*

### **Maritza Siguencia,**

*Policy & Advocacy Summer Intern*

### **Ryan Wu,**

*Policy & Advocacy Summer Intern*







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EXECUTIVE DIRECTOR: Susan Stamler



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