



CASA

Court Appointed Special Advocates
FOR CHILDREN

NEW YORK CITY

CASA-NYC

IMPACT REPORT 2021: FOSTERING RESILIENCE

CASA-NYC's volunteers and staff helped NYC's most vulnerable children, youth, and families find safety and stability in the midst of the pandemic.

A Note from Our Executive Director and Board President

Dear Friends,

As the pandemic dragged on through 2021, the children, youth, and families CASA-NYC serves continued to be among the most deeply impacted by not only Covid-19, but the unemployment, disruptions in education and social support, stress, and isolation that came with it. But what 2021 made apparent once again was the great propensity of New Yorkers from all walks of life to come together and support each other through crisis, as we've seen them do time and again, to ensure the resilience of our city and all who live in it.

The increase in applications for volunteer training that we saw at the beginning of the pandemic continued through 2021. CASA's staff screened, trained, and onboarded 74 new volunteers to serve as Advocates for children last year. They joined hundreds of continuing volunteers to provide the unwavering advocacy and support that children needed to resume their learning and healthy development, that youth needed to advance their educational and employment goals while preparing to live independently, and that parents needed to stabilize their households and bring or keep their children safely home.

Despite this outpouring of support from New Yorkers eager to volunteer, we had a growing waitlist of children in need of an Advocate. There were more volunteer applicants than our staff had the capacity to train and supervise. As the number of abuse and neglect reports inched back up toward pre-pandemic levels and the courts increased referrals to CASA-NYC, **it became more apparent than ever that we need to grow our staff to increase our number of volunteer Advocates and match them with the children and youth who need their support.**

Fortunately, in late 2021 our staff, board, volunteers, and youth council members completed the strategic planning process that had been delayed by the pandemic. Our board approved a five-year strategic plan that lays out a path for our program's growth, both in depth and scope of services. As part of our strategic planning process we even tweaked our mission to include serving children who are involved in child protective services, but have not been placed in foster care, with the goal of helping to avert foster care placement whenever possible. You'll read an example of a case like this on page 9 and 10.

This is why we are so grateful for our supporters who, like our volunteers, staff, and board, are leaning in and stepping up more than ever before to help ensure the resilience of our community and its most vulnerable members. In the year ahead, with your continued support and guided by our strategic plan, we will strive to grow our staff capacity to match the impressive capacity of New Yorkers committed to serving as Advocates for children, and the significant unmet needs of children and youth who, with the support of a CASA volunteer, can grow to reach their full potential.

With gratitude and hope,



Kerry Moles

Kerry Moles
Executive Director



Cara Marriott

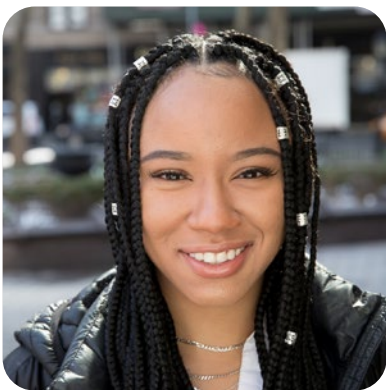
Cara Marriott
Board President

1,055 CHILDREN AND YOUTH SERVED IN 2021

294 VOLUNTEER ADVOCATES DEDICATED

APPROXIMATELY 53,500 SERVICE HOURS

CASA-NYC’s mission is to ensure that young people involved in the NYC child welfare system have their needs met and rights protected, and that children in foster care are moved quickly into safe, stable, nurturing, and permanent homes – with their families of origin whenever possible.



“I am forever grateful and appreciation to have met someone like Susan, my CASA volunteer. If the majority of CASA volunteers are like this woman that I was fortunate enough to have, then everyone in foster care deserves a CASA volunteer. . . I will always remember Susan for the faith she had in me before I had it in myself.”

— Ericka Francois, CASA-NYC youth, formerly in foster care



“Children and families in the child welfare system want what those outside of the welfare system want: respect, dignity, a home, their family, their basic needs, an education, their human rights, a chance to live their best life.”

— Angela Beckham
CASA-NYC volunteer Advocate since 2020



“CASA volunteers and staff have always been a go-to resource and have supported me in remarkable ways. This endless support and mentoring has guided me to value my experiences throughout foster care. I truly appreciate CASA-NYC’s genuine efforts to address issues and advocate for me!”

— Destiny Moura, CASA-NYC youth, formerly in foster care

CASA-NYC'S MODEL

Family court judges in all five boroughs of New York City appoint CASA-NYC by court order to children's cases when they are concerned that a child in foster care is not getting their needs met and is at risk of "falling through the cracks" of the system.

Common reasons that judges appoint CASA-NYC to a child's case include:

- Helping children in foster care access services and supports to ensure they can thrive in spite of their early trauma
- Working closely with parents to support them in accessing safe and stable housing, income, health and mental health care, and other support they need in order to bring their children safely home
- Facilitating the transfer of a child in NYC foster care to live with family out of state, and helping prepare the out-of-state relatives to meet the needs of the child
- Serving as mentors and advocates to help older youth transitioning from foster care to get the housing, employment, education, and social and emotional supports they need to live safely on their own

THE UNIQUE ROLE OF OUR VOLUNTEERS

Volunteer Advocates work with a child and family throughout the life of the case, or until it is determined by the court that no further assistance is required. The length of time a case is open can range from less than one year to ten years. When we close a case, usually it means a child has left foster care and has been reunified with parents or placed in another permanent, safe, and nurturing home, or a youth has aged out of foster care and has the resources and support necessary to successfully live independently. While youth generally age out of foster care at 21, **CASA continues to work with youth until age 25.**

Unlike caseworkers and attorneys, CASA's volunteer Advocates typically only work on one or two cases at a time, so they may devote as much time as necessary to ensure children and youth are getting their developmental, educational, health, social, and emotional needs met. Advocates work collaboratively with children and youth, parents, family members, foster parents, foster care agencies, attorneys, educators, and service providers to develop a comprehensive assessment of each child's unique situation.



The Honorable Anne-Marie Jolly congratulating CASA-NYC volunteer Advocate on being sworn in as a Court Appointed Special Advocate

Because they are not a party to the court case, volunteer Advocates can work with everyone involved in the child’s life and advocate fervently for what is in the best interest of the child.

In addition to ensuring a child’s needs are met while in foster care, Advocates work diligently to move children out of foster care as quickly as possible, through reunification with parents whenever safe, and when family reunification is not possible, through adoption or other forms of permanent guardianship. When the goal is family reunification, Advocates work closely with parents to help them overcome systemic and individual barriers to safety and stability. This may include helping parents access domestic violence support services, health and mental health care, substance abuse treatment, safe and stable housing, employment, education, and income supports.

Volunteer Advocates and their CASA-NYC staff supervisor attend every family court hearing and submit a comprehensive but concise fact-based report to the judge detailing the progress and obstacles to meeting the child’s needs, including permanency. Family court judges rely on these objective reports to aid in judicial decision-making and help hold foster care agencies accountable for providing the children in their care with the services to which they are entitled.

When we cannot immediately take a case because of our limited capacity — no one else is there to step in to help that child or family get the support they need.

CASA-NYC is uniquely situated to positively intervene in a child’s life with persistent advocacy and the establishment of a support system. No other organization exists to advocate in this way for New York City foster youth.

CONTINUED IMPACT OF COVID-19

Like all New Yorkers, the children, youth, and families we serve felt the continued impact of Covid-19 throughout 2021. CASA staff and volunteers continued to provide increased support in a still largely remote environment, as we found the children, youth, and families we served required more intensive support than ever before due to increased levels of crisis brought on by the pandemic.

We stepped in to help to ensure as much stability as possible for the children and youth we served.

- We assisted parents and youth with young children of their own who had lost income to access emergency financial aid for food and basic necessities, and arranged for gift cards or food deliveries.
- We helped families navigate new, online benefit systems for SNAP (food assistance), unemployment, and other public services.
- We secured supplemental educational resources and tools for school-aged children, whether they were enrolled in online, in-person, or hybrid schooling.
- We helped parents obtain permanent housing so they could reunify with their children.
- We facilitated virtual or in-person socially distanced visitation for children who were not in the care of their parents or with their siblings.
- We facilitated remote, and whenever safe, in-person health and mental health appointments for children and families, as well as substance abuse treatment and domestic violence services.
- We checked in one-on-one via phone, email, video conference, or in person to support the emotional health of foster and birth parents and youth living on their own who are continuing to experience high anxiety, isolation, and stress.



During the second year of the pandemic, we continued to feel the ripple effects of the family court closures and system-wide staff shortages that resulted in increased barriers to support and supervision for children and families in our city's foster care system. There continued to be a backlog in the courts with proceedings taking months longer than normal and children unnecessarily languishing in foster care.



“What I have learned is that people are resilient. It takes strength and courage for people to go through the system and to do what they need to do to reunite with their families or keep their children. It’s just amazing to me the strength that it takes, and the persistence and the resilience.”

*— Veronica ‘Nica’ Strong,
CASA-NYC volunteer Advocate since 2017*

STORIES OF IMPACT

JANETTE SMITH-FOSTER

CASA-NYC VOLUNTEER ADVOCATE SINCE 2012
AND BOARD MEMBER SINCE 2016

Janette thought the idea of advocating for children in foster care sounded like a good way to spend her retirement, and she knew that both her life experience and decades of professional experience navigating social service systems would make a difference. She was right. Once Janette meets a child, she becomes a permanent support system. She's worked with children and youth for as long as it takes – up to ten years in one instance until CASA officially closed the case. She's been the one constant presence in the lives of these children as they've moved through multiple foster homes, caseworkers, and attorneys, and now become young adults, one of them with children of her own.

When asked what makes her keep serving, Janette says it's the satisfaction of seeing children move from such despair to a place of being in control of their lives as young adults.

She talks about Sylvia, who was 12 and living in a psychiatric hospital when Janette was appointed to her case. Janette was by her side and advocating for her as she transitioned to a residential treatment center, then a group home, and multiple foster homes. "She's had so many struggles. She was in six or seven foster homes before we finally found the correct match." But her last foster mother was the one. Now, Sylvia has aged out of foster care and moved into her own apartment, but her last foster mother, who she calls 'Grandma,' has remained in her life and will hopefully be a permanent support for Sylvia, as Janette intends to be. Sylvia's son is in foster care but Janette is helping her work toward reunification, which she believes is on the horizon.

"In this last year, I've seen the light bulb come on as she's realized, 'I can be in control of my life.' I'm amazed at how she's grown."



Once Janette meets a child, she becomes a permanent support system. She's been working with her current cases for six, nine and ten years respectively. She's been the one constant presence in the lives of these children...

DOMINIQUE

CASA-NYC YOUTH*



Dominique, now age 21, was removed from her family and entered foster care as a young child. CASA-NYC and her volunteer Advocate, Heather, came into Dominique's life when she was aging out of foster care late in 2019. Despite a difficult and traumatic childhood in foster care, Dominique has grown into an attentive and caring young mother for her daughter, Isabel.

As is often the case for young parents themselves in foster care, New York City's Administration for Children's Services (ACS) started monitoring the family shortly after Isabel's birth, a source of anxiety for Dominique who fears having Isabel taken from her if a caseworker perceives she's not a good enough parent. When Dominique won't open her door for ACS, or her lawyer can't reach her, everyone knows that she'll always pick up and answer for Heather. Heather is tireless in her efforts to support and care for Dominique and her daughter, from collaborating with a partner nonprofit to professionally decorate Isabel's bedroom, to visiting Dominique and being by her side when she was hospitalized earlier this year. When Dominique was experiencing domestic violence and needed help, Heather was

there. When Dominique was wrongfully arrested, she used her only phone call from jail to call Heather, who immediately dropped everything to make sure Isabel was cared for and wouldn't be placed in foster care while Dominique was detained, and to make sure her court-appointed attorney knew she had people in her corner and support in her life.

Through a lot of tears, disagreements, and compromise, when Isabel's first birthday came around she was safe at home in Dominique's loving care in their two-bedroom apartment. While there are still challenges and hurdles for this young family, they are finding their way and for as long as she's needed, Heather will be there to advocate for and support Dominique and Isabel.

Dominique's Advocate, Heather, has been there for Dominique and Isabel throughout many ups and downs, including the Covid-19 pandemic, and has become a trusted person in Dominique's life who she can turn to anytime for support.

**Name and identifying details changed for privacy*

STORIES OF IMPACT

KEEPING FAMILIES SAFELY TOGETHER

CASA-NYC FAMILY*

While in most of the cases assigned to CASA-NYC by family court judges the children or youth have already been placed in foster care, on occasion a judge asks that we assist on a case where New York City’s Administration for Children’s Services (ACS) is monitoring a family and providing services to try to prevent the trauma of family separation and foster care placement. That was the case when we were assigned to support Tania and her children, Jody, Kacia, and Nula.*



Tania is a loving, single mother of three who was facing extraordinary challenges when she was reported to ACS with an allegation of neglecting her children. Tania was finding it difficult to provide for her three children – ages 3, 7, and 12 – after leaving an abusive relationship and navigating all of the challenges that the Covid-19 pandemic brought to their lives.

Then her oldest child, Jordy, was diagnosed with a severe medical condition in 2020. A devastating diagnosis for any parent, it quickly turned into a logistical nightmare for Tania. With limited resources and support, Tania had to get Jordy to treatment appointments while juggling work and attempting to relocate in order to get away

from her abusive former partner, not to mention keeping all three of her children clothed, fed, clean, and in school, which was now switching between remote and in-person. Ultimately pieces were falling through the cracks with getting Jordy to all of his medical appointments and her kids to

school each day. An allegation of neglect was reported, and now her children were at risk of entering foster care. The family court judge knew that Tania loved her children and that removing them from her care would be traumatic, and even harmful, to Jordy’s health by adding to his stress.

.....

While under supervision by ACS the family had access to some services and support, but their root problems weren’t being addressed and the judge didn’t know where else to turn, so she called CASA-NYC.

**Name and identifying details changed for privacy*



While CASA-NYC has traditionally only worked on foster care cases, sometimes judges ask us to make an exception and help a family avoid foster care. In this case, we knew we could make a difference and help this family stay safely together. In 2022 CASA will formally begin accepting appointments to cases where we can help prevent the trauma of family separation.

After CASA-NYC was appointed by Tania's family court judge, we assigned one of our volunteer Advocates, Maureen, to this case. Maureen took time to speak at length with Tania and really got to understand the root problems she was facing that were making it impossible to get all of her children where they needed to be, while also maintaining her domestic violence safety plan and getting to work. Maureen navigated multiple city systems – health, education, public housing, and domestic violence services – to get Tania the support she needed to keep her children safely in her care while getting Jordy the medical treatment he needed.

Maureen helped resolve issues like getting adequate transportation for the entire family to get Jordy to his medical appointments and her younger children to their child care. Maureen additionally helped the family safely move to a new apartment in order to put distance between Tania and her abusive former partner. Maureen also applied for a grant to get the family a washing machine because getting her three kids, one barely mobile because of his medical condition, down five flights of stairs and five blocks to the laundromat was proving

impossible and contributing to the neglect allegations when the children wore dirty clothes. When the holidays came around, CASA-NYC and Maureen also made them a little brighter for Jody, Kacia, and Nula by bringing gifts for all of the children.

In under a year, Maureen addressed the logistical issues contributing to the neglect allegations and also provided countless hours of emotional support and encouragement to help Tania manage the tremendous stress and anxiety she was coping with. Ultimately, once all of the supports that Maureen arranged were in place, the family court judge determined that Tania was able to provide adequate care for her children, and the children would not enter foster care. With Maureen's support, Tania was able to create a more stable home for the children and prevent family separation and the immense trauma that would have caused this tight-knit family.



IMPACT BY THE NUMBERS

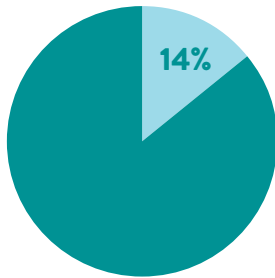
FISCAL YEAR 2021

THE CHILDREN & YOUTH WE SERVED

1,055 CHILDREN AND YOUTH SERVED IN 2021

In 2021 there were nearly **7,500** children and youth in foster care in NYC. Family court judges are eager to assign more cases to CASA-NYC, but we have limited capacity for cases and waitlists for our services.

86% OF CASES SERVED BY A VOLUNTEER ADVOCATE



We are proud to have significantly increased the percentage of cases served by a volunteer Advocate (as opposed to staff alone) over the past five years, from less than 30% in 2016 to 86% in 2021. **Every single case is closely supervised by a CASA-NYC staff member** who is an attorney or master's level social worker, or who has equivalent experience as a child welfare professional.

407

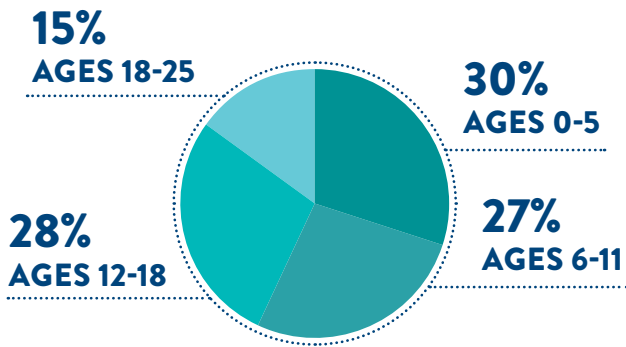
NEW CASES APPOINTED
TO CASA BY A FAMILY
COURT JUDGE IN 2021

395

CASES CLOSED
IN 2021

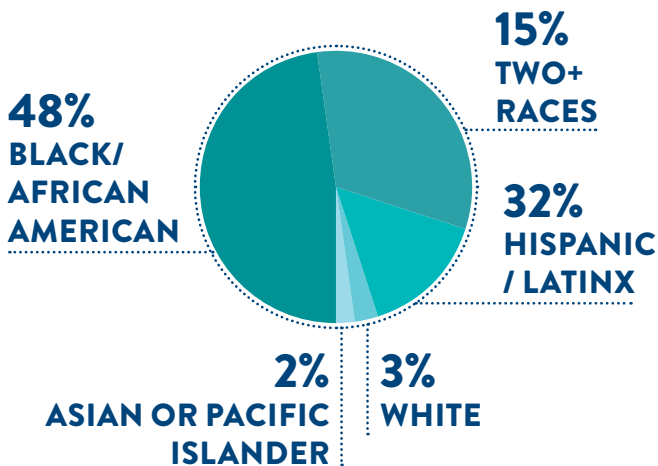


AGES OF CHILDREN AND YOUTH SERVED



The youngest children tend to have the shortest stays in foster care, while older youth transitioning from foster care often require the most intensive and long-term support, so our volunteers continue to mentor them long after their court cases have closed.

RACE / ETHNICITY OF CHILDREN AND YOUTH SERVED



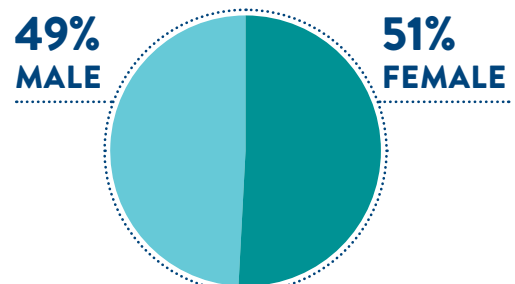
Black and brown children are represented at staggeringly disproportionate rates in the American child welfare system. In NYC, for example, nearly 50% of children in foster care are Black even though only about 26% of the city's children are Black. Hispanic/Latinx children are slightly overrepresented, but white and Asian children are underrepresented.

The reasons for this disproportionality are complex but are rooted in structural racism, which contributes to individual trauma, family instability, and bias in reporting and case-level decision making. CASA-NYC works to help children, youth, and families overcome the barriers to family safety and stability that are created by social inequity.

Volunteer Advocates taking the oath during their Swearing In Ceremony



GENDER



159

YOUTH TRANSITIONING FROM CARE SERVED

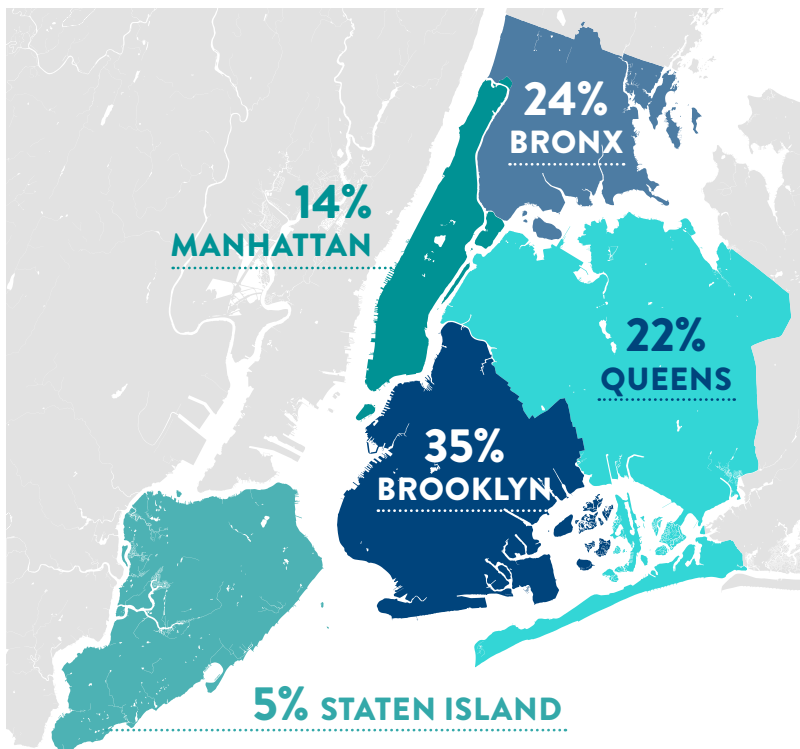


Members of CASA-NYC's Youth Leadership Council and staff member Jackie Medina at a recent get together.

Young people who have been in foster care and have never been reunified with family or adopted are forced to “age out” of the system and fend for themselves without the support of family or even the caseworkers and attorneys who have been responsible for making sure they are safe. Youth in foster care have very low rates of high school graduation and college enrollment, and high rates of unemployment, incarceration, and early pregnancy, while their own children are at extremely high risk of becoming the next generation of kids in foster care.

CASA-NYC has two special initiatives to provide volunteers working with these youth intensive training specific to their needs: our Youth Transitioning from Care (YTC) and Pregnant and Parenting Youth (PPY) initiatives. For many volunteers, the relationship with their youth includes not only advocacy but personal mentorship. Connections that are built between volunteers and youth can extend far beyond the life of the case and turn into long-term supportive relationships.

48 YOUTH & THEIR 69 CHILDREN PREGNANT AND PARENTING YOUTH SERVED



CASES BY BOROUGH

Staten Island is the most under-resourced borough and the only one where we have never had a staff presence, office space or dedicated team of volunteers. However, that is set to change in 2022 with our expansion in Staten Island as part of our strategic plan!

CASA-NYC'S VOLUNTEER ADVOCATES

294

VOLUNTEER ADVOCATES
SERVING IN 2021

53,500

VOLUNTEER SERVICE
HOURS (APPROXIMATE)

78

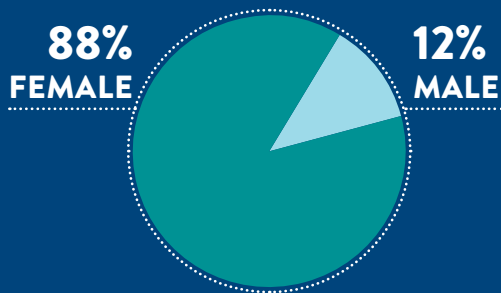
NEWLY TRAINED VOLUNTEERS

5,367

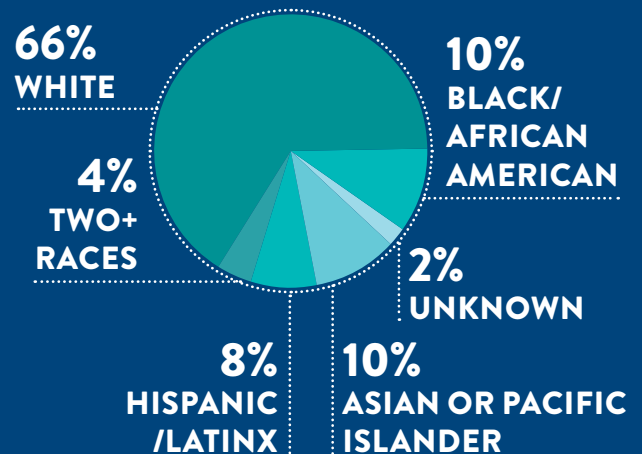
TRAINING HOURS COMPLETED

Prospective volunteer Advocates go through a rigorous screening and interview process, and then 35-hours of pre-service training to give them foundational knowledge of the NYC child welfare system and other systems the children and families we serve navigate including the legal, housing, educational, and benefits systems. Training also covers related challenges children, youth, and families are likely to face such as trauma, mental illness, substance abuse, domestic violence, poverty, and the impact of structural racism.

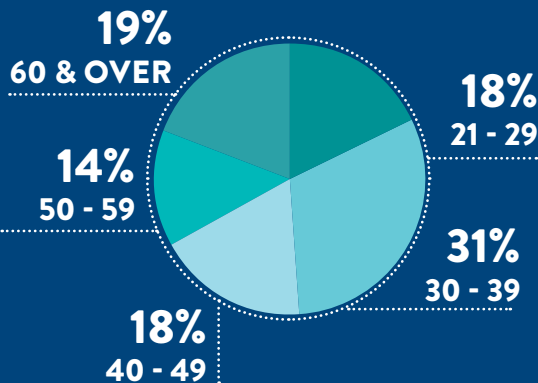
GENDER



RACE / ETHNICITY



AGE



CASA-NYC is actively working to diversify our volunteer base to include more men and people of color, and especially Black volunteers, to better represent the children, youth, and families we serve. While this has been an ongoing goal, we are intensifying our efforts as part of the strategic plan we adopted in fall 2021.

2021 EVENTS

We were delighted to be able to gather together with our community of friends and supporters in 2021! Thank you to all who sponsored these events and joined us in person and virtually to further our work with children and youth in New York City foster care.

2021 SUPPER CLUB WITH ISAAC MIZRAHI



Left to right: Andrew Azoulay, Karen Azoulay (CASA-NYC Advocate and Board Member), Ilana Wiles (CASA-NYC Board Member), Michael Wiles



Guests enjoying live entertainment at the Supper Club



Michelle Buteau and 2021 Supper Club Honoree, Lisa Price



Laura Bell Bundy and Isaac Mizrahi performing at the Supper Club.

2021 FALL LUNCHEON



CASA youth, Isaiah Burrell, and volunteer Advocate, Korenet Brown, who shared their personal journey with guests at the Fall Luncheon



Heather Benn (center) was honored for her 17+ years of dedicated service as a CASA-NYC Board Member



CASA-NYC Board President, Cara Marriott (far left), and guests at the Fall Luncheon



Charell Star, CASA-NYC Board Member and former foster youth, was the emcee for the program

2021 GIFT DRIVE

Thank you to Akerman, BDO, BL Companies, Crystal Equation, and Wendy's for sponsoring gift drives and wrapping presents for our children and youth during the holiday season!



STRATEGIC PLAN

In 2021, CASA-NYC concluded a comprehensive strategic planning process and the Board of Directors approved a five-year strategic plan to steer our work to ensure that we grow sustainably, deepen our impact, and advance racial equity for the families we serve. This plan prioritizes serving a greater number of children and youth while maintaining our commitment to providing individualized advocacy that accounts for the complexity of each case. In addition to clarifying our organizational vision and values and updating our mission, the strategic plan centers our work on the following goals in each of our five focus areas:



PROGRAM

Expand our impact by increasing the number of children we serve, as well as the depth and scope of services we provide.

VOICE AND VISIBILITY

Increase awareness of CASA-NYC's value, and enhance our capacity to drive change in the child welfare system.

EQUITY AND ANTI-RACISM

Integrate anti-racist practices across the organization, and support the children, youth, and families we serve in achieving more equitable outcomes.

INFRASTRUCTURE

Ensure that our staff has the organizational supports needed to carry out its mission.

DEVELOPMENT AND FUNDRAISING

Secure the financial resources to meet the goals of the strategic plan and adapt to changing landscapes and new challenges as they arise.

You can learn more about our strategic plan and our specific strategies under each of the five focus areas [on our website](#).

ORGANIZATIONAL VALUES

CASA-NYC's organizational values were developed and refined with the input of our staff, board, volunteers, and youth council members. These are the principles that guide our work, provide us purpose and direction, and drive our outcomes.

CHILD SAFETY & WELL-BEING

The safety of the children we serve is our top priority. Their physical, emotional, and developmental well-being drives every aspect of our work.

EFFICACY

We are reliable, resourceful, and relentless problem solvers and work with a sense of urgency on behalf of the children and youth we serve.

COLLABORATION

We work to engage and partner with all people and organizations who play an important role in the life of the child or youth we serve. We identify and leverage every available support and facilitate effective communication among relevant parties.

EQUITY AND ANTI-RACISM

Because structural racism is a primary force underlying family instability and child welfare system involvement, we strive to be an actively anti-racist organization and continuously advocate for equity for the children and families we serve.



JUSTICE

We advocate to ensure that children and youth involved in the child welfare system, and their parents, are treated fairly and equitably at every stage of the process, have their rights protected, and receive the services and support to which they are entitled.

FAMILY STABILITY

Families who have experienced trauma and the tragedy of separation can heal when treated with dignity and respect. They can overcome obstacles to safety and stability when provided with the resources and support they need. We facilitate reunification between children and their parents whenever safely possible; when not possible, we facilitate permanency with other relatives or adoptive family.

THANK YOU TO OUR GENEROUS DONORS!

FISCAL YEAR 2021 (10.1.2020–9.30.21)

FOUNDATION SUPPORT

\$50,000+

Help for Children
National CASA Association
The Permira Foundation
Redlich Horwitz Foundation

\$20,000 to \$49,999

Anonymous (2)
Eric Slovin Private Charitable Foundation
The Meringoff Foundation
The Sirius Fund
Vranos Family Foundation
Wasily Family Foundation
William C. Bullitt Foundation

\$5,000 to \$19,999

Anonymous
Lower Manhattan Community Church
Marble Collegiate Church
Rosalie J. Coe Weir Foundation
Tackel-Raven Family Foundation
Venable Foundation

\$500 to \$4,999

Barron Capital Foundation
Congregation Emanu-El of the City of New York
John N. Blackman, Sr. Foundation
Kappa Alpha Theta Foundation
Metzger-Price Fund, Inc.
Morgan Stanley Foundation
Posner-Wallace Foundation
Stop & Stor Charitable Fund
Young Friends Aid Association

CORPORATE SUPPORT

\$20,000+

Euclid Transactional
Geller & Company
WGC USA, Inc. - World Gold Council

\$10,000 to \$19,999

Good Apple
Hogan Lovells US LLP
Lockton Companies
Skadden, Arps, Slate, Meagher & Flom

\$500 to \$9,999

Akerman LLP
Bank of America
DoorDash

JPMorgan Chase
MUFG Union Bank Corp
Paramount Property Preservation Inc.
Rapture Travel
Verizon / IPG Interpublic Group
Wells Fargo Foundation
Yardi Systems, Inc.

INDIVIDUAL SUPPORT

\$20,000+

Jessica and Todd Aaron
Tovah Haim
James and Denise Martin
Kathy and David Nissenbaum
Carla and Ryan Norris

\$10,000 to \$19,999

Leslie Chang Appen
Barbara and Alan Delsman
Emily and Huntley Garriott
Merritt and Robert Greene
Mindy Kolatch
Cara and Dan Marriott
Joanne and Richard Seelaus
Bree Sheahan and Scott Twibell
Albert and Cynthia Song
Jami Mills Vibbert

\$5,000 to \$9,999

Jane Antin
Anonymous
Karen and Andrew Azoulay
Shannon Barden
Ellan and Erin Ben-Hayon
Heather and Josh Benn
Steve and Shari Coats
Erik Codrington
F. Allan Curran
Doug Kaden
Lisa Kim
Meryl & Joey Levin
Hedy Matteson
Sharon Monahan
Charles and Anne Mott
David and Amy Nagler
Andrew and Marlaine Olinick
Purvi Padia
Kari Robbins
Matthew and Meghin Rooney
Allison Schoenthal
Jenny and Jon Steingart
Abigail Weinschank
Ilana and Michael Wiles

\$2,500 to \$4,999

Daniel Abrams
Deborah and Jacob Anderson-Bialis
Susan and Benjamin Baxt
Colette and Daniel Bennett
Kyung Bordes Choi
Jeffrey and Mary Ellen Cowhey
Emma and Jonathan Fine
Danielle and Tim Greenberg
Marian Hoffman
Katie and John Napolitano
Dorie Paparo
Sean and Susan Paroff
Heather Podesta
Holly Rawlinson
Julie Safer Cooper
Robert Schoenthal
James Wick
Hillary and Justin Wyatt
Linda Yaccarino
Jeffrey and Kathy Zukerman

\$1,000 to \$2,499

Anonymous (3)
Shannon Bauer Aronson
Joshua Barenbaum
Missy Basile
Saydra Battersby
Amity Boye
Joshua Brown
Arthur Carlin
Charell Star Chiger
Leah Coakley
David Cohn
Kathryn Conroy
Alejandra Moran Del Pino
Kathleen Dischner
Jennifer Flanz
Carlos Ulises Flores
Barbara Foorman
Jennifer Friedland
Meera and Andrew Gilbert
Barrie Glabman
Sylvia Golden Sims
Dave Gollenberg
Michael Heffer
Susan Hinko
Anne and Tony Kong
Farrah Landry
Michael and Erika Lee
Eileen Libutti
Eric Lobenfeld
Joan and Allan Loren
Richard Lyall
Ailsa Manny

Patricia Marchetti
Jared Marcus
Ann Marcus
Sabrina McCoy Griffin
Deirdre and Michael Meehan
Dawn and Phil Nadeau

Victor Ng
Jessica Ogilvie
Brigitte Olsen
Arthur Rabin
Shelley and Ken Rapp
Spencer and Julie Rice
John Sheehy
Jerry Silbert
Susan Simon
Laurie Soler
James Spader
Adam and Andrea Taetle
Joshua Tang
Charlotte Waller
Rachel Wick
Phoebe Wilkinson
Kate Yaccarino

\$500 to \$999

Samantha Adler
Anonymous (4)
Gina Barac
Lee Berresford
Robin Brown
Victor Canales
Elizabeth Canino
Laurie and Rich Caputo
Sondra Nicole Deller
Pieter and Yvette Eenkema Van Dijk
Batuhan Erdogan
Christine Geithner
Ayal Glezer
Catherine Golden
Jane Greene
Guy Halperin
Catherine Hasenzahl
Matthew Heinz
Chris Hyman
Olufemi Leverett
Bobby Levy
Adam Levy
Alexis Litman
Brenda McGowan
Elizabeth McNellis
Eric Miao
Lorraine and Tom Morgan
Stuart Morrissy
Henrietta and Brett Pertuz
Chloe Richardson
John Rockwell
Sydney and Josh Rosenkranz
Christine Salinas
Sherri Schnall
Elizabeth Schulte
Katie Sheehan
Tracy Travers
Peter Tremblay
Colin Underwood
Judith Versenyi

Zachary Weiss
Kara Welker
Caitlin West
Jenny West
John Wood

\$250 to \$499

Sheetal Akole
Michael and Kelly Album
Kathleen Alvarez
Anonymous (2)
Deborah Azoulay
Emma Badner
Angela Beckham
Kate Bergin
Hallie Bonnar
Jessica Bott
Kristen Brandenburg
Christopher Broder
Katie Brumberger
Jen Buice
Meghan Burry
Marissa Bych
Kaya Chwals
Tivaun Cooper
Alina Crisi
Halley Cunn
Anna Dallis
Charles Damato
Grace Doramus
Jonathan Egan
Caroline Escobar
Leo Finch
Brian Fraser
Stacey and John Fraser
Marjory Frummer
Charlotte and Adam Fuller
Marilyn Geller
Kara Geller
Elizabeth Gemdjian
Aliette Goldmark
Marjorie Goldner
Kimberly and Scott Goodwin
Mie Graham
Alexandra Grant
Tristan Haas
Johanna Interian
Monique Jefferson
Corey Jenkins
Robert Jenkins
Ralph Johnson
Christine Kang
Hannah Kauffman
Brian Alex Kean
Andy Keir
Maire Kennedy
Elaine and Mark Kessel
Karin Day Kingsley
Justin Klein
H. Frances Kleiner
Maria Kon
Ronald Kornreich
Genevieve Langer
Maydelle Liss
Susan Macleod

Laura Spring Mannix
Kimberly McDaniel
Maren McKenna
Meghan McLane
Karina Melendez
Kerry Moles
Erik Morrison
Ronda Muir
Jennifer Nyp
Susan and Joel Oppenheim
Tanvi Patel
Christina L. Pennoyer
Kim Penny
A. Sophia Polanco
Steven Polivy
Stuart Post
Diane and Edward Price
Deborah Prinz
Tyler Raciti
William Regan
Hilary Reyl
Courtney Ridgway
Joshua Rinesmith
Monica Rioja
Terra Robnett
Sarah Rodriguez
Lindsey Rohrer
Jeffrey Rosenthal
Corrente Schankler
Diane Schoenthal
Jill Schuck
Lily Schwartz
Felice Shea
Matthew Smith
Lindsay Smith
Robert Stein
Alexis Tabak
Linn Tanzman
Sara Taplitz
Karen Tayeh
Khadidja Toure
Dina Treanor
Varun Vallabhaneni
Justina Vasquez
Suda and Robert Vatsan
Thomas Vella
Robert Vella
Laura Vogel
Kimberly Wai
Edith Webster
Sara Whitehead
Michele Wick
Eamon Wick
Michael Wiles
Doug Wingo
Naomi Wolinsky



FINANCIALS

FISCAL YEARS 2021 (10.1.20-9.30.21) AND 2020

REVENUE	2021	2020
Individual donations	\$526,673	\$519,234
Foundation grants	\$525,790	\$634,410
Corporate & other donations	\$198,539	\$273,896
Board donations	\$215,916	\$213,396
Miscellaneous income	\$34,648	\$35,199
Government contracts	\$898,116	\$479,566
TOTAL REVENUE	\$2,399,682	\$2,155,701

EXPENSES	2021	2020
Salaries	\$1,114,443	\$1,119,643
Benefits	\$349,694	\$358,108
Other than personnel expenses	\$573,125	\$607,746
TOTAL EXPENSES	\$2,037,262	\$2,085,497

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