



ACE

2021



# ANNUAL REPORT

The Association of Community Employment Programs for the Homeless  
*Empowering the Homeless | Improving Communities*



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Friends and Partners,

Throughout 2021, as Americans worked to combat COVID, another crisis surged – that of mental health. Grief, hopelessness, isolation, disruption of routine, and the fraying of social networks took a devastating toll. The WHO reported a 25% increase in cases of anxiety and depression globally, and the United States saw a 30% increase in overdose deaths.

While the need for mental health services skyrocketed, staffing shortages, increased demand, and logistical challenges created by remote operations made accessing care harder than ever. For individuals living in shelters, who typically do not have the technology or privacy needed to access mental health services remotely, the situation was even bleaker.

ACE met these unprecedented challenges head-on. Knowing that community and connection are essential building blocks for recovery, we increased our in-person services to meet the need while much of the city remained shuttered.

We launched evening support groups and tripled the availability of one-on-one counseling. We hired an

additional social worker and trained all staff in spotting signs of mental health crisis. We also centered harm reduction in all our messaging – creating tailored signage for classrooms, sharing recovery and support resources in all communications, and supplementing our core curriculum with additional mental health content.

ACE graduates rallied to support each other and the ACE community – checking on their peers in times of crisis, inviting those who were struggling to attend support groups, assisting ACE staff with outreach, and volunteering as mentors and sounding boards for those in need.

2021 tested the resilience of the ACE community – and we responded in no uncertain terms with the help of hundreds of graduates, community partners, and advocates. Thank you to everyone who lent their strength, compassion, and support to help us meet the moment.

Sincerely,

*Henry Buhl* *Elizabeth McNierney*

Henry Buhl  
Chairman and Founder

Elizabeth McNierney  
Director of Program Services



# ABOUT ACE

## OUR STORY

On a summer morning in 1992, as Henry Buhl was leaving his SoHo office on Greene Street a homeless man asked him for \$20. Recalling the saying, “If you give a man a fish, he eats for a day; if you teach a man to fish, he eats for a lifetime,” Henry offered to pay the man for sweeping the sidewalk in front of his building. Henry rallied the local businesses to follow suit and within months word had spread about the new initiative. New Yorkers experiencing homelessness were eager to join the sweeping crew and start rebuilding their lives. Henry began accepting referrals from homeless shelters and soon founded the SoHo Partnership, the first of several local initiatives. In 1995, these initiatives came together to be known as the Association of Community Employment Programs for the Homeless (ACE).

ACE has been serving New York for 29 years and has grown to serve more than 650 people annually. Since 1992, we have helped over 3,000 homeless New Yorkers find full-time jobs, reconnect with their families and achieve economic self-sufficiency. ACE employs over 100 individuals full-time who have overcome histories of homelessness, incarceration, and addiction. Our teams proudly improve the quality of life for millions of New York City residents, businesses, and visitors by providing beautification and supplemental sanitation on over 1,750 city blocks each day.

## OUR MISSION

ACE works with New Yorkers who have histories of homelessness, incarceration, and addiction by providing job training, work experience, and a lifetime support network that helps our program participants achieve their goals of employment and economic independence.



Dontavis, a 2019 ACE graduate, and his son at a recent ACE recreational event for graduates.

## DARNELL'S STORY

IN HIS WORDS

### I'M NOT EVEN STARTED

It started when I was a teenager. I started smoking weed and drinking, then I took to selling drugs. On the weekend, I would stay up all night partying. Then it spilled out into the week, and I was depending on it. I started getting locked up. When I got out I'd say, how can I make some money? I'd sell drugs. Then I'd get locked up. Sell drugs—get locked up. I wasn't raised like that, but I chose to take a left turn.

I learned about ACE in 2018 and came here as a participant. I came to class and got certifications. They helped me with IDs, helped me get back on my feet. I ended up getting a full-time job, but after being here a year I went back to my home town and things went sour. Being around old friends was holding me back. I took to some illegal things and got into trouble. I was sent away for a little while.

After I got home, I took my daughter, son, and grandson for lunch. My daughter said, “Dad, you have to stop doing this to me. Dad, I need you to be here. I need you to be able to give me a hug. Your grandson needs you in his life.” My son said, “We're trying to be a part of your life. We're always going to be proud of you, but we need you in our lives. We can't get that hug, if you're in jail.” That really hit me. I saw how they felt and it made me really look at things. Jail is not where we're supposed to be. We're supposed to be out here living life and providing for our family.

I'm 56 years old. Enough is enough. I just want to enjoy the rest of the time I have in my life and be happy. That was the beginning of the pandemic, but I had to do something different. I said let me call ACE, and it was the best thing I could have done. They welcomed me back with arms open. I came back and got another certification and got another full-time job.

It feels great to get back and do the right thing. There's nothing like punching the clock, working hard for your money. I've started achieving my goals, and I have ACE behind me 100%, helping me, pushing me on the things I need to be doing.

My daughter, she's really proud of me. She can call me and say, *Daddy I need some money*, and I can say, *Don't worry about it, I got you*. In years past, I couldn't do that. Today, I got a job and things are working for me. She can call me and ask me for anything.

I'm making healthy relationships now. I have my sobriety, my kids, I've been employed for two years, I got money in the bank, and I'm happy. I even landed my studio apartment. It's peace of mind to know you can go home after a hard day's work and open the door with your own keys. The things I'm supposed to be doing, I'm not putting it off. I'm doing it today.

I'm proud of what I've accomplished. I'm not done yet, though. I'm not even started yet. I have a lot more to accomplish, and I'm going to accomplish it.



# PROGRAMS

## PROJECT COMEBACK

Project Comeback is ACE’s workforce development and vocational rehabilitation program. In Project Comeback, men and women who are experiencing homelessness obtain the educational, interpersonal and technical skills they need to secure and retain full-time, permanent employment. Participants are welcomed to Project Comeback from homeless shelters, substance use treatment centers, and transitional facilities located throughout New York City.

Project Comeback participants maintain a busy schedule that balances two days per week of paid work experience with two days of education and skills training. Our staff provides one-on-one support to meet each participant’s needs. Participants graduate Project Comeback upon securing full-time, permanent employment.



### PROJECT COMEBACK OFFERS:

**INDUSTRY SPECIFIC CERTIFICATIONS** in OSHA 30-Hour Construction Safety, 10 and 40-Hour Site Safety Training, OSHA 10-Hour General Industry, Flagger, Supported Scaffold User, Janitorial Maintenance, Forklift, and Food Protection Certification.

**SOFT-SKILLS TRAINING** that develops interpersonal skills, enhances job-seeking skills, and prepares participants for the transition to self-sufficiency. Our courses and workshops cover topics such as interviewing techniques, how to maintain employment, transitioning off of public benefits, researching healthcare options, and creating a housing plan.

**ADULT EDUCATION** in literacy, math, and computer training. ACE offers a contextualized learning experience focused on vocational themes and crucial daily living skills.

**FINANCIAL LITERACY CURRICULUM** focused on Savings & Spending, Banking, and Credit that cumulatively prepares ACE participants to efficiently and effectively manage their finances. Participants also receive one-on-one financial coaching, and work with staff to open bank accounts, build their credit, and work toward each individual’s financial goals.

**PAID WORK EXPERIENCE** that allows participants to enhance their resumes while learning the rules and expectations of the workplace. Work experience opportunities include sanitation, horticultural services, and internships at local businesses.

**JOB PLACEMENT ASSISTANCE** to participants as they work toward securing full-time employment. Participants meet twice weekly with ACE’s job developers to review job leads, set up interviews, and share feedback.

**INDIVIDUALIZED COUNSELING** with our MSWs to explore challenges, improve coping skills, strengthen self-esteem, promote healthy decision making, and receive general support.

A participant graduates Project Comeback when they secure full-time employment. We recognize their hard work and achievements at our ACE Graduation Ceremony.

## PROJECT STAY

Project Stay is ACE’s life-long aftercare program that helps Project Comeback graduates retain employment, increase their earning power, and complete their transition to self-sufficiency.

### PROJECT STAY OFFERS:

**MONTHLY MEETINGS** where newly employed graduates reflect on their workplace experiences, address challenges, and build skills.

**WORKSHOPS** on financial literacy, networking, leadership, business etiquette, conflict resolution, stress management, and work/life balance.

**RECREATIONAL OUTINGS** to bring graduates together in a positive social setting and reward them for their hard work.

**INDIVIDUALIZED SUPPORT** through on-site services and outside referrals, including assistance with accessing housing, healthcare, child-care services, educational opportunities, free tax preparation services, and addiction and mental health services.

**SCHOLARSHIP OPPORTUNITIES** to pursue educational goals and industry-specific certifications.

**FINANCIAL INCENTIVES** for graduates who maintain employment.

**GROUP COUNSELING** facilitated by an LMSW, where graduates can discuss challenges, develop confidence, and receive guidance and support from their peers.



Manhattan Borough President Mark Levine with ACE participants and volunteers at a community cleanup event in Harlem.



Davis is one of over 100 full-time ACE employees who has overcome a history of homelessness, incarceration, and addiction.



# PROGRAMS CONTINUED

## SUPPORTED EMPLOYMENT PROGRAM

For many ACE participants, barriers like extended gaps in employment, histories of homelessness, lack of work experience and training, and substance use disorders stand in the way of full-time employment. Addressing these issues head-on, ACE developed a supported employment program that provides full-time employment through the ACE Contract Services Team. While most ACE participants secure employment with outside employers, this program offers those who face the greatest obstacles with opportunities to build work experience while continuing to engage closely with ACE staff.

With the partnership of the New York City Council and several Business Improvement Districts (BIDs), the ACE Supported Employment Program offers full-time employment and benefits to 100 men and women who have overcome homelessness. These graduates of Project Comeback provided vital neighborhood beautification services to over 1,750 New York City blocks daily in 2021. The goal of this program, however, goes beyond keeping New York City's neighborhoods clean. ACE invests in the long-term success of our Contract Services Team, offering:

- 401K matching plan
- Monthly bonuses
- Access to subsidized health insurance
- Project Stay programming
- Access to industry specific certification
- Employment retention support
- Holiday pay



New York City Council Member Alexa Avilés joined our team to do some cleaning in Sunset Park, Brooklyn.



## THERAPEUTIC COUNSELING

Ninety-seven percent of ACE participants struggle with one or more mental health conditions. To address this need, ACE has prioritized offering professional therapeutic support to those who come through our doors. In 2019, in partnership with the Ira W. DeCamp Foundation, ACE launched a Therapeutic Support Initiative by bringing on a full-time Master of Social Work in the capacity of Therapeutic Support Counselor. Throughout 2019 and 2020 we saw overwhelming positive results that led us to double down on the initiative in 2021 by adding a second full-time Master of Social Work to our staff. These roles act together as a clinical voice on our staff. They provide counseling and therapeutic services to help participants and graduates develop concrete strategies to overcome personal barriers and transition successfully into the workforce.

Through this initiative, we facilitate therapeutic group sessions to address key disruption areas that lead to termination of employment. We cover topics such as: recovery techniques, emotional regulation, mindfulness, and identifying and changing distorted thinking patterns. We also provide individualized counseling and maintain relationships with our participants' key support services—including substance use treatment programs, behavioral health practitioners, and residential programs.

A key aspect of the Therapeutic Support Initiative is ensuring trauma-informed practices are layered into all aspects of ACE's education and training curriculum. In monthly staff trainings, the clinical voices advise on program implementation and lead a dialogue in best practices, trauma-informed care, and coaching techniques.

The results of this initiative have shown an across the board benefit to providing therapeutic support as a component of workforce development. In the first two years, participants who received one-on-one counseling from our Therapeutic Support Counselor:

- Graduated at a rate 14 percentage points higher than their peers
- Retained employment at the one-year-mark at a rate 4 percentage points higher than their peers
- Remained in contact with ACE for at least 12 months after graduation at a rate of 19 percentage points higher than their peers

In 2022, we will build on these results by increasing the frequency of support groups, opening up services to a larger community of ACE program graduates, adding trauma informed programming on crisis management, and expanding staff trainings.



ACE graduates and supervisors Elbert and Thane.

**“I CAN’T STOP SMILING, I JUST GOT MY OWN APARTMENT.”  
- JOHNNIE, ACE GRADUATE**





# PROGRAMS CONTINUED

## FINANCIAL LITERACY CURRICULUM



One of our daily classes at the ACE Center for Workforce Development in Long Island City, NY.

Financial Literacy is a vital skill on the path to long term economic independence. To better prepare our participants and graduates for independent living, in 2019, ACE implemented a financial literacy curriculum in partnership with The New York Community Trust. The curriculum includes three workshops on the topics of Savings and Spending, Banking, and Credit that cumulatively prepare participants to efficiently manage their finances. ACE staff works with participants individually to check their credit scores, open bank accounts, and work toward individual financial goals.

These workshops were customized to address the needs and backgrounds of ACE participants and the

content reflects participants' income during the ACE work experience initiative.

We measure participants' success by the metrics of their savings totals and credit score.

These data are gathered at four intervals: at program entry, upon graduation from the initial program (securing employment), 12 months after graduation, and 24 months after graduation. In 2021, on average ACE participants were able to save \$689 before they even secured full-time employment. These tools are empowering ACE participants to reach their goals of economic self-sufficiency.



## RISING THROUGH THE RANKS OVERCOMING THE ODDS TO BECOME A LEADER AND MENTOR

ACE employs over 100 individuals who have overcome histories of homelessness, incarceration, and addiction. We're proud to have built this strong team and we value offering opportunities for advancement. Most of the supervisory staff for ACE's Contract Services Team, which provides supplemental sanitation to over 1,750 NYC blocks daily, are program graduates who worked extremely hard to become leaders and mentors to incoming program participants. Here's what they have to say about what it means to have moved forward in their career and taken a supervisory role.





# RISING THROUGH THE RANKS

## OVERCOMING THE ODDS TO BECOME A LEADER AND MENTOR

Here's what the ACE Supervisors have to say about their experience achieving their goals and becoming organizational leaders:



**THANE:** ACE saw something in me and gave me an opportunity to help others. For people to look up to me now, I look at it as an honor. I was helped, so I look at it as a gift to be able to help other people. I've been through a lot, and I'm strong. I wake up every morning, and I know there

is something more for me than what I have overcome. I'm going to reach that point.

**JULIO:** I'm able to guide people now, the same way I was guided. When I came in, I was confused and had a lot of questions. Now, I can answer some of those questions and it feels good. ACE has helped me accomplish a lot. Things aren't perfect, but my family is good, my wife and my kid are good, and I have my own place, so I'm happy. My advice to people in rough times is don't give up. Just get up, move on, and let it ride. Stay focused and things will get better, they always do.



**LATRICIA:** From where I have been in my life, and where I am today, for someone to believe in me and make me a supervisor means the world to me. My grandkids, they look at me like I'm the boss. They are very happy for me.

I see myself in the future as an executive or a manager of a treatment program, and this role gives me experience. I'll never forget when I met with my case manager the first time. I was admiring her degree on her wall and she said to me, "Latricia, you can have the same thing, you just have start somewhere." And now,

in two weeks, I'll have my high school diploma and be able to start on my associate's degree. If I never came to ACE, I don't think I'd be where I am today.

**LANCE:** Being in this position, I can look through the lens of an ACE Participant, and actually help people. I've been through the process from that position, I was in the shelter as well. Now, as a supervisor, I can assess what they are going through and help them. Over the years, I've found my calling in being a mentor. I wouldn't have thought this is what I wanted to do, but I love it.



I have strong bonds with my family and friends and they are proud of where I am now. My mom and my dad always knew I was going to have a great future. I didn't always believe them, but I do now.

**KENNY:** I appreciate ACE giving me the opportunity to do this. In this role, hopefully I can help other brothers that have strayed. I'm not just here to write people up, I want to give people a chance to learn to do things the right way. I talk to people respectfully and help them any way I can because that's what ACE does. They realize what people have been through and they give people chances.



All my family is gone, everybody is gone. But I know they're looking down on me saying *he finally got it right*. ACE is truly my family now. I've been here four years and I have trust. I've got the keys to this whole place. I'm not going anywhere.



**HERBERT:** It's been a journey overcoming these barriers, and at the same time learning that life can be, at times, uncomfortable. Once I acquired that degree of wisdom, I just kept moving forward. Being a leader and a mentor feels good. When I can inspire someone and tell them

not only can you do what I have done, but you can take it another level. But it takes work and it takes change.

**ELBERT:** To help people is something that I've always liked to do. I meet the participants and they think I started as a supervisor, but I came in the same as they did. When I see someone looking discouraged, I try to make things as simple as possible—if you're going through something bad, don't treat yourself bad. That only makes things worse. We offer so much here, we offer your life back. It's not easy, but we do our best.



**DAVID:** When I first came to ACE, I was in a rough patch and didn't have anywhere to go. They helped me out and got me into a shelter. Through ACE, I got some work experience and I started working at the airport. A while later they called me and offered me a job. Now, I'm in a

position where I can help others out and work for a company that is beneficial to the community.

It makes me feel proud to look back and see the growth from point zero to where I am now. I tell my family that I work for a nonprofit that is helping the homeless and cleaning the community. They're proud of me.

**JACQUELINE:** My first day as a participant, Kenny took me out. I remember that day because it's the first day that you are starting over. Now, I have workers and participants coming to me asking me for



advice. For me to pass on knowledge that will help them, it's an amazing feeling. We always help each other and are there for each other.

I am so proud of myself, I never would have thought in a million years. I just made four years clean and I love my job. I wouldn't trade this for anything in the world.

**CORY:** Last year, we had a lot of guys who were struggling and they would come up to me for advice. For someone to come to me for advice is mind blowing. Only a few years ago I was the guy looking for advice. But for someone to see that I was in their shoes a couple years ago and now I'm supervising and I'm trusted, it shows good things happen. To be able to see where I was a few years ago and where I am now, it's huge. It's cliché, but to be able to help someone is the ultimate goal. I can show people that ACE cares and they will help you.



**JAMES:** From where I've been to where I am now, I feel great about it. With me, the participants have somebody to come and talk to. I've been through it, I can understand.

Since I've been with ACE I've had two kids. It means the world to my family that I'm doing so much better. I used to never be home. Now, I go home and I play with my sons. I have an 11-year old, six-year old, and a six-month old, and I'm the world to them. Usually, most boys are momma's boys, all three of my boys are daddy's boys. My wife loves that I'm safe and walking through that door at 3pm every day.

My advice to participants is to take it slow and easy, there's no rush. If you go back to the same people and places, you're going to do the same things. That's why I gave ACE a shot. I tried something different and it worked out.





# 2021 BY THE NUMBERS

## PROGRAM OUTCOMES



650 INDIVIDUALS

served via direct service programs



\$135,000 EARNED

by participants through paid work experience training



35% OF GRADUATES

received a wage increase in year one, with an average increase of \$4.07



71% OF GRADUATES

received employer sponsored benefits



86% OF PARTICIPANTS

secured full-time employment with an average starting wage of \$16.28



67% OF GRADUATES

remained employed for at least one year



111 PARTICIPANTS

and graduates placed in employment



74 PARTICIPATED

in Financial Literacy Training or took action toward financial independence



34 INDUSTRY SPECIFIC

training certifications earned



55% OF GRADUATES

from 2020 secured independent housing, to date



\$689 SAVED

on average by Project Comeback Participants



100% OF GRADUATES

transitioned off public assistance



8,250,000 LBS

of trash removed



73,000 BAGS

of trash and debris collected



5,000 INSTANCES

of illegal graffiti removed



20 PUBLIC PLAZAS

and 10 Public Parks cleaned and maintained, daily



200,000+ HOURS

ACE team members worked keeping our city clean and beautiful



1,750 BLOCK FACES

cleaned daily

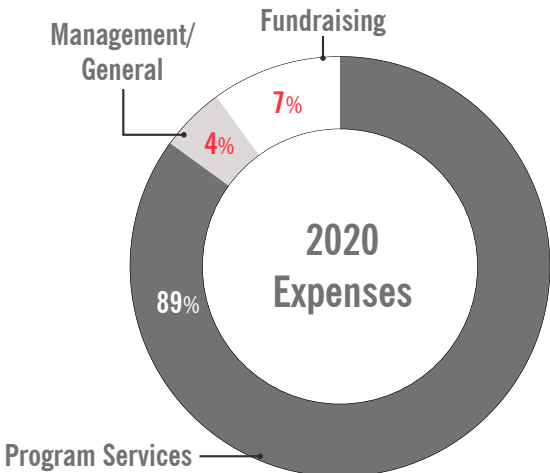
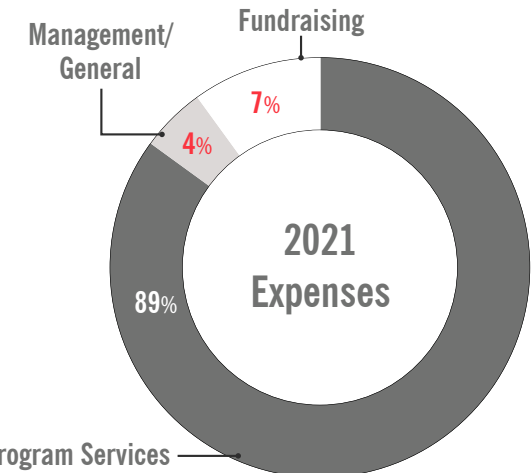
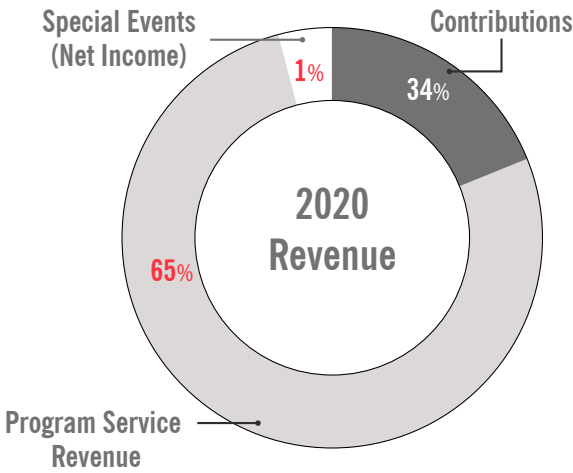
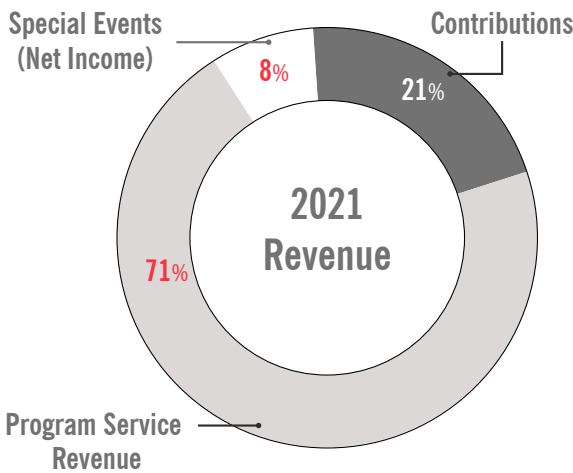


100 INDIVIDUALS

employed full-time who have overcome homelessness, incarceration, or addiction







REVENUE	2021	2020
Program Service Revenue	\$5,285,280	\$3,681,476
Contributions and Grants	\$1,604,948	\$1,927,028
Special Events (Net Income)	\$561,864	\$33,096
Investment Income	\$11,802	\$1,674
Total Revenue	\$7,463,894	\$5,643,274

EXPENSES	2021	2020
Program Services	\$5,338,678	\$4,933,154
Management/General	\$237,652	\$207,398
Fundraising	\$431,287	\$372,537
Total Expenses	\$6,007,617	\$5,513,089
Net Income	\$1,456,277	\$130,186

To view our 2021 audited financial statement please visit [acenewyork.org](https://www.acenewyork.org) or send a request to [info@acenewyork.org](mailto:info@acenewyork.org).

On behalf of over 650 New Yorkers served at ACE this year, we would like to thank all of our incredible community partners. You make it possible for so many men and women to achieve their potential and rejoin the workforce.

OUR PARTNERS

AFFILIATIONS

AVRASA  
Consortium for Worker Education (CWE) / Jobs to Build On  
New York City Department of Homeless Services / Department of Social Services (DHS-DSS)  
New York City Employment and Training Coalition (NYCETC)  
New York City Human Resources Administration / Department of Social Services (HRA-DSS)  
Workforce1

EDUCATION & TRAINING

Blackhawk Security School  
Ferrari Driving School  
New York City Department of Health & Mental Hygiene  
New York Safety & Training  
WrightCo Environmental Solutions

PROGRAM PARTNERS

Bottomless Closet  
Broadway Personnel  
Bronx Defenders  
Building Skills NY  
Catholic Charities  
Change Machine  
City Tech, Dept. of Human Services & Education  
Community Service Society  
Council for Airport Opportunities  
CVS  
Dress for Success  
GoodTemps  
HealthCare Choices NY, Inc.  
John Jay College – APPLE Corps.  
Program  
Ladurée  
Legal Aid Society  
Literacy Partners  
NADAP  
Nazareth House  
New York Cares  
New York Public Library  
New York Speech Coaching  
Project ID  
Project Renewal  
The Shrine Church of Saint Anthony of Padua  
True Colors/West End Residences

REFERRAL PARTNERS

ACACIA Network  
Argus Community Services  
BASICS, Inc.  
Bellevue Hospital  
Black Veterans for Social Justice  
CAMBA  
Casa Esperanza  
Center for Appellate Litigation  
EAC Network

Educational Alliance/Pride Site  
Elmcor  
Exodus Transitional Community  
Greenhope Services for Women  
Harlem United  
Help USA  
JCAP  
Lower Eastside Service Center (LESC)  
MAXIMUS  
NAICA  
New Directions  
New York City Relief  
Odyssey House  
Phoenix House  
Project Renewal  
Reality House  
Realization Center  
Samaritan Village  
SCAN NY  
Serendipity  
Services for the Underserved (SUS)  
Treatment Assessment Services for Safer Communities (TASC)  
Urban Upbound  
Urban Pathways  
VIP Community Services  
Volunteers of America  
Women in Need

SANITATION SERVICES

Meatpacking Improvement Association (MPIA)  
NYC Council Member Abreu  
NYC Council Member Adams  
NYC Council Member Aviles  
NYC Council Member Ayala  
NYC Council Member Bottcher  
NYC Council Member Brannan  
NYC Council Member Brooks Powers  
NYC Council Member Caban  
NYC Council Member Dinowitz  
NYC Council Member Guitierrez  
NYC Council Member Hanif  
NYC Council Member Hanks  
NYC Council Member Holden  
NYC Council Member Hudson  
NYC Council Member Joseph  
NYC Council Member Krishnan  
NYC Council Member Lee  
NYC Council Member Louis  
NYC Council Member Marte  
NYC Council Member Mealy  
NYC Council Member Moya  
NYC Council Member Ossé  
NYC Council Member Powers  
NYC Council Member Richardson Jordan  
NYC Council Member Rivera  
NYC Council Member Schulman  
NYC Council Member Stevens  
NYC Council Member Williams  
NYC Council Member Won  
NYC Council Member Yeager  
One Block  
Prospect Park Alliance  
RDR  
SoHo Broadway Initiative  
The Horticultural Society of New York  
Tudor City Greens



OUR TEAM

STAFF

Henry Buhl, Chairman  
James Martin, Executive Director  
Elizabeth McNierney, Director of Program Services  
Sandra Sanches, Director of Public Relations and Major Gifts  
Travis Tinney, Director of Development  
Luis Pinto, Director of Finance  
Emmanuel Fernandez, Job Developer  
Nadine Gorelik, Teacher/Curriculum Developer  
Tan Hayat, Project Stay Coordinator  
Rachel Cohen, Project Stay Coordinator, Therapeutic Counselor  
Rosemary Yelton, Admissions and Therapeutic Support Counselor  
Thomas Lee, Senior Crew Supervisor  
Paul Manzi, Senior Crew Supervisor  
Kremlin Gil, Senior Field Supervisor  
David Green, Field Supervisor  
Jamil Martin, Field Supervisor  
Cory Weimar, Field Supervisor  
Jacqueline Amhi, Field Supervisor  
James Bair, Field Supervisor  
Leo Gil, Quality Control Officer  
Lance Marsh, Assistant Crew Supervisor  
Elbert Copeland, Assistant Quality Control Officer  
Herbert Hodge, Assistant Quality Control Officer  
Kenneth Reed, Assistant Quality Control Officer  
Julio Nieves, Assistant Quality Control Officer  
Thane West, Assistant Quality Control Officer  
Latricia Mercer, Office Administrator

BOARD OF DIRECTORS

Henry Buhl, Chairman, ACE  
Catherine Rice, Independent Consultant  
Steven Rand, Executive Director, Apex Art  
Jorge Iragorri, Managing Director, Morgan Stanley  
Stephanie Rader, Managing Director Goldman Sachs  
Peter Melhado, Partner, Polaris Partners LP  
Kenneth Totilo, CEO, CPA Group NYC  
Kim Jackson, CEO and Founder, Breaker.io



# OUR SUPPORTERS

Our work would not be possible without the generous support of the individuals, businesses, and foundations listed below. These gifts were made between 1/1/2021 and 12/31/2021.

## \$200,000 AND UP

Association of Charles Evans  
Housing Foundation, Inc.

## \$100,000 - \$199,999

Consortium for Worker Education,  
INC

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

Ira W. DeCamp Foundation  
Thomas & Jeanne Elmezzi  
Foundation  
Carlos & Renee Morrison  
The Leeds Family Foundation  
291 Foundation  
Steven Rand & Nancy Wender  
Eleanor Schwartz Charitable  
Foundation  
New York Community Trust

## \$25,000 - \$49,999

Friends of Bogardus Plaza  
RDRC  
Stern Family Charitable Foundation  
Bloomberg Philanthropies  
Katy Rice  
Ponce de Leon Foundation  
Gibson, Matthew  
Howard E. Stark Charitable  
Foundation  
John Loeb Jr.  
Paulson Family Foundation

## \$10,000 - \$24,999

Supreme  
Peter Quick  
Iroquois Ave Foundation  
Peter Melhado  
Cynthia Wainwright-Berger  
Denise Rich  
Jorge Iragorri & Lauren Imparato  
Kim Jackson & Zach LeBeau  
Henry Buhl  
John Moore  
Edward John & Patricia Rosenwald  
Foundation  
Evotion Media LLC  
Alex Golten  
Guerrino De Luca Charitable Fund  
Mereville Foundation  
Morris Goldfarb G-III Apparel  
Group, LTD.  
Overlook Foundation  
Stephanie Rader  
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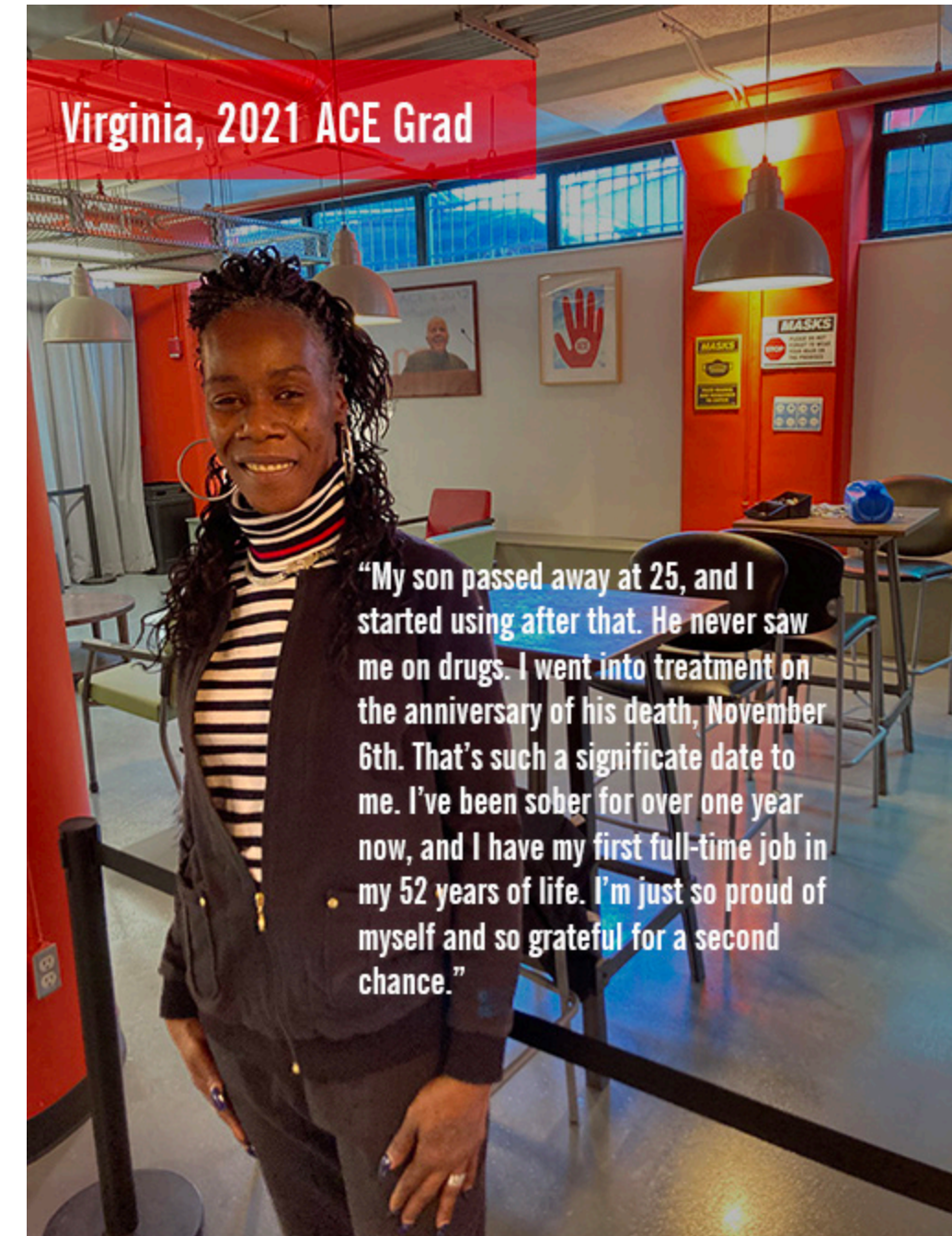
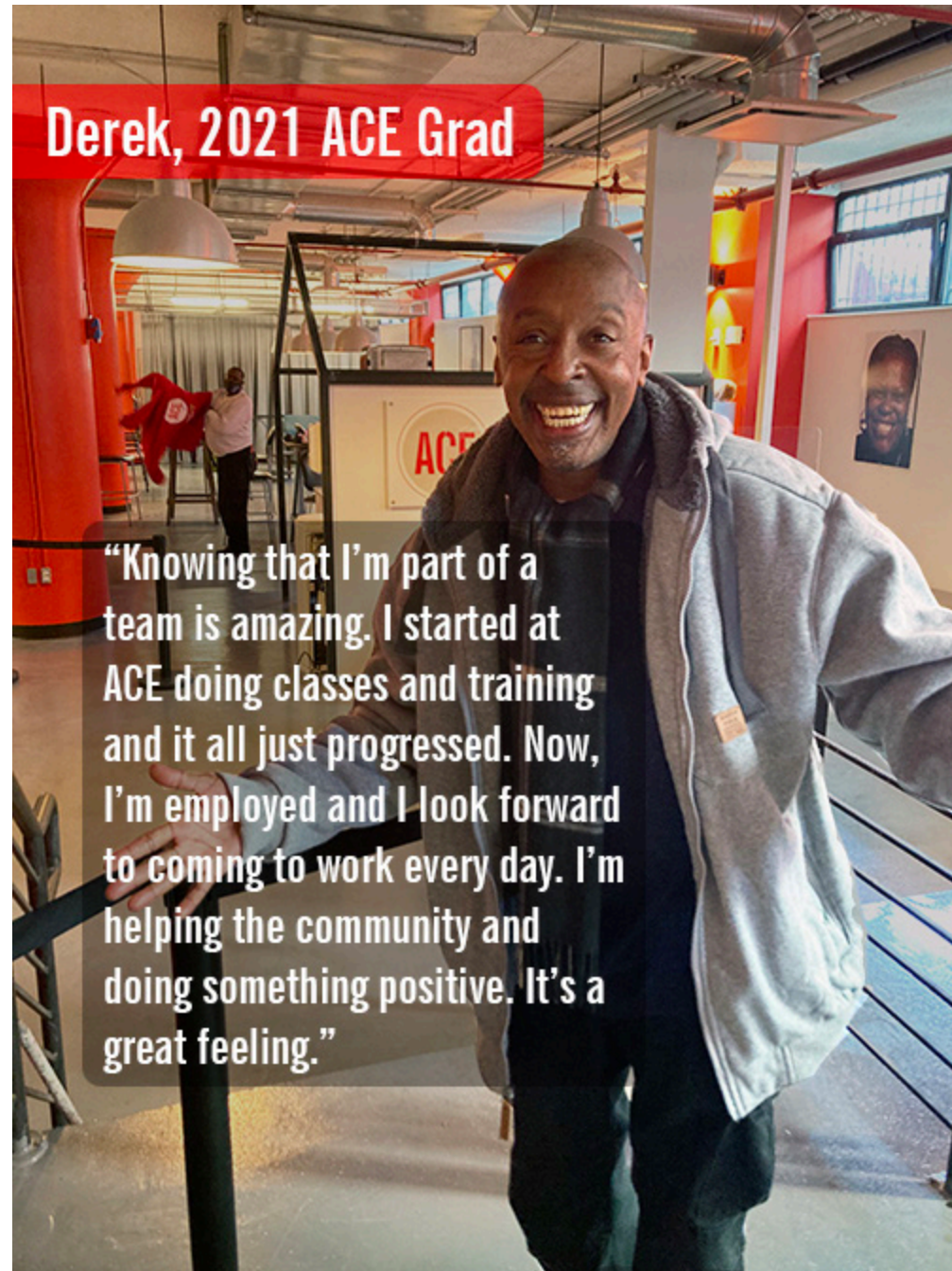
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30-30 Northern Boulevard, Suite B100  
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Tel: 212.274.0550  
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