



2023 ANNUAL REPORT

ACE – The Association of Community
Employment Programs for the Homeless





"Don't give up. As long as you have dreams, you can achieve them."

ACE Graduate, 2023

Winston

Dear Friends,

As we journey through another year, the relentless surge of escalating food and rent prices casts a shadow over the daily lives of countless families, and I often worry how the average New Yorker is able to make ends meet. Yet, the struggles of the working and middle classes pale in comparison to the challenges faced by the homeless.

ACE — The Association of Community Employment Programs for the Homeless — continues to move forward with hope and success even in these uncertain times.

With that in mind, I am delighted to announce that ACE's income has seen a significant increase of nearly 6% in 2023.

Moreover, we were privileged to receive two prestigious grants that have substantially enhanced our initiatives. A generous \$200,000 grant from Bank of America through The Neighborhood Builders program and a \$100,000 grant from the Steven & Alexandra Cohen Foundation have empowered us to expand our reach and impact.

The Steven & Alexandra Cohen Foundation's grant has facilitated the construction of additional offices, the hosting of a memorable Thanksgiving luncheon for over 200 program participants and alumni and the organization of our Holiday festivities including a toy drive and Holiday luncheon.

We are currently working on a goal of raising \$5M in order to double the number of graduates in ACE programs. Not only will the expansion allow us to extend our reach, but it will also reduce the current wait list period which ranges from 1-2 months.

To ensure our participants are prepared for the job market we have a dedicated department focusing solely on their professional development. Our team provides tailored guidance and resources to enhance their skills and assist them in securing employment. Unlike other vocational programs, once individuals secure employment and graduate ACE they

become part of the ACE community and have access to our comprehensive support system for life.

If you would like to receive a copy of ACE's capital campaign, please contact Sandra Sanches at (212) 274-0100 Ext. 10 or ssanches@acenewyork.org.

On a personal note, I extend my gratitude to all of ACE's supporters.

With Appreciation,

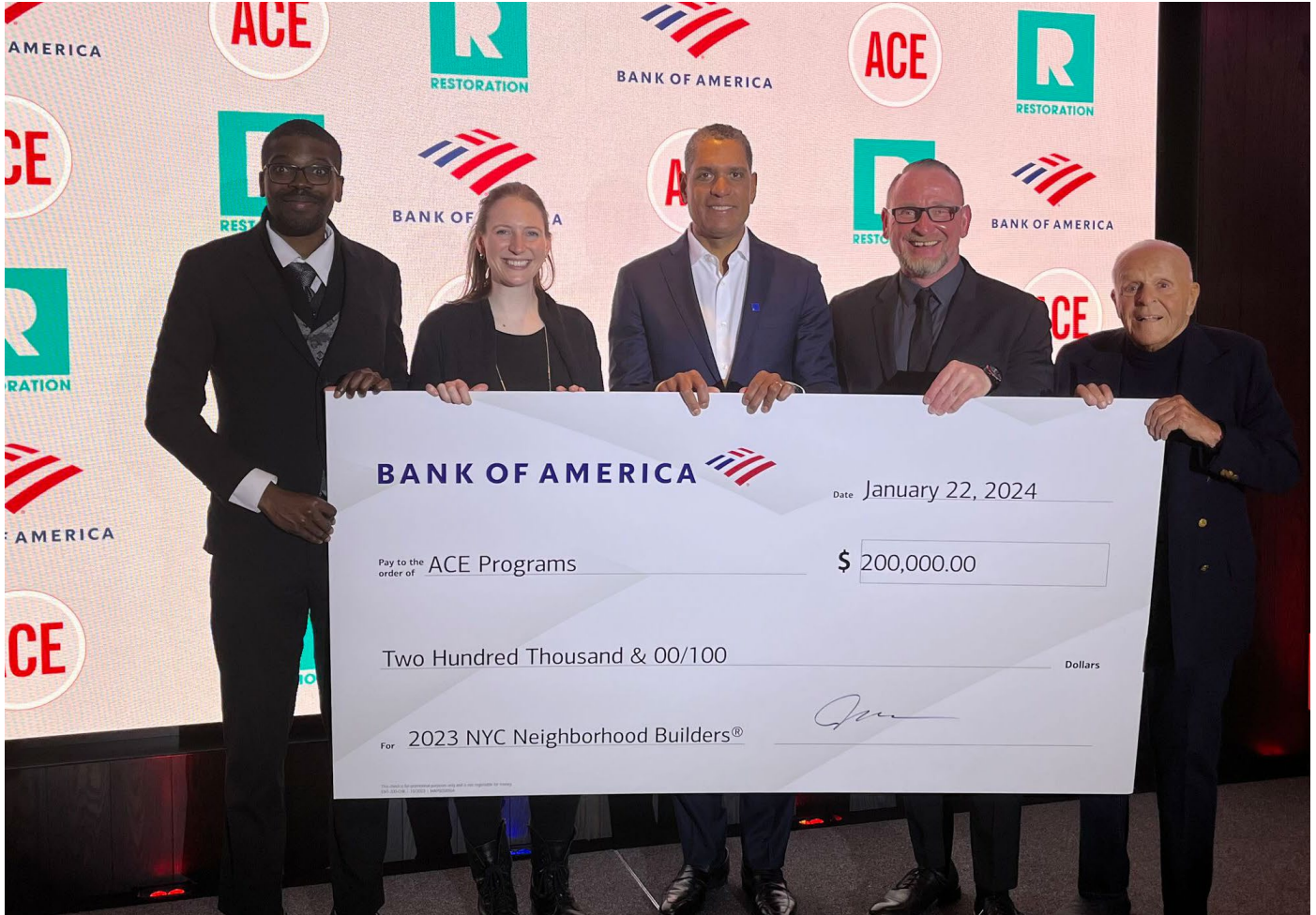


Henry Buhl
Chairman and Founder

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About ACE



Left to Right: David Green, Elizabeth McNierney, Bank of America New York City President José Tavarez, Jim Martin, and ACE Founder Henry Buhl.

OUR STORY

ACE — The Association of Community Employment Programs for the Homeless was founded in 1992 and has since grown into a city-wide leader in workforce development, counseling, and job placement for New Yorkers living in poverty. For the past 31 years, ACE has fought to guarantee social and economic justice for the most vulnerable. Through ACE's holistic and comprehensive programs, over 3,600 New Yorkers have overcome extreme barriers to reach their goals.

OUR MISSION

ACE works alongside New Yorkers who have histories of homelessness, incarceration, and addiction, to help them reach their goals of full-time employment, economic independence, and family reunification.

ACE empowers New Yorkers through three progressively phased programs: (1) our job-readiness training and work experience program, Project Comeback, (2) our job retention, career growth, and lifetime aftercare program, Project Stay, and 3) Supported Employment is offered to the individuals with the greatest barriers to employment.

David's Story

Rising Through the Ranks

In 2015, David Green left his home in Delaware to embark on a journey that would transform his life. Fresh out of college with a degree in Sports Management, he packed his bags and headed to New York City, ready to chase his dreams and experience life in the Big Apple. Little did he know the road ahead would be filled with unexpected obstacles and harrowing challenges, including unemployment and a constant threat of homelessness.

Thankfully, fate intervened when David crossed paths with ACE. ACE connected him with temporary housing and enrolled him in our vocational program. ACE wasted no time giving him the help he needed. David embraced everything ACE had to offer and began his journey toward economic independence. David recalls, "ACE provided me with countless opportunities, taught me valuable lessons, and most importantly, they believed in me."

During the program, David earned a Custodial Maintenance Certification, paving the way for a secure and stable future. With support from ACE, he landed a job at JFK Airport, gaining valuable work experience. David continued to progress in his career, later securing employment as a delivery driver with Amazon.

During a meeting with David in October of 2022, ACE management recognized his outstanding potential and leadership qualities and offered him a full-time position as a field supervisor for ACE's sanitation initiative. He now supervises a team of ACE participants, offering them guidance and support as they embark on their own journeys towards self-sustainability.

But David's impact extends far beyond the role of a supervisor. In addition to providing real-time coaching and guidance, he acts as a role model for ACE participants - a living example of what they can achieve if they work hard and apply the lessons learned in ACE's programs. David's professionalism, leadership qualities, and personal experiences make him an incredibly relatable and inspiring figure to those he serves.



David's journey is a testament to the transformative power of resilience. Through ACE's empowering initiatives, individuals are given the tools and support to rise above their circumstances and unleash their full potential. David's story and those of others who have overcome barriers to employment serve as an example of the effectiveness of ACE's programs and lifelong support networks. It serves as a reminder that dreams can be achieved with dedication, support, and unwavering determination.

Today, David takes immense pride in guiding others, just as he was once guided on his own path. His experience, dedication, and natural leadership abilities make him an emerging leader within the organization. His story inspires others, serving as a potent reminder that no matter how daunting the circumstances may seem, success is always possible with persistence and the proper support.

2023 Impact



BANK OF AMERICA AWARD

ACE has been selected as one of two New York City based organizations to receive the 2023 New York City Bank of America Neighborhood Builder award! Only 102 nonprofit organizations nationwide received this honor. The award provides \$200,000 of financial support for capacity building, as well as two years of executive training and leadership development for ACE's Executive Director, Jim Martin, and our emerging leader, ACE graduate and employee, David Green. We are thrilled to have Bank of America join us in our work.



THE STEVEN & ALEXANDRA COHEN FOUNDATION GRANT

The Steven & Alexandra Cohen Foundation awarded ACE with a \$100,000 grant in 2023, helping to support our office expansion. This expansion is creating new spaces to provide therapeutic support and one-on-one counseling. It also provided funding for several Holiday events including our Thanksgiving Luncheon and Holiday toy drive.

EMPLOYMENT AND TRAINING



742 Individuals

served via direct service programs



92% of Graduates

received employer sponsored benefits



80+ Project Comeback Participants

worked one-on-one with ACE volunteers to job search and practice interviewing skills



153 Individuals

placed in employment, with an average starting wage of \$16.30



82% of Graduates

received a wage increase in their 1st year of employment



101 Project Comeback Participants

engaged in financial literacy training or took action toward financial independence



\$496,612 Earned

by Project Comeback Participants through paid work experience training



67% of 2022 Graduates

remained employed for at least 1 year



56% of 2022 Graduates

secured independent housing, to date



\$935 Saved

on average by Project Comeback Participants



231 Industry Specific

training certifications earned



100% of Graduates

transitioned off public assistance

SANITATION



2,000 Block Faces

cleaned daily



14,000,000+ lbs.

of trash removed



300,000+ Hours

of ACE team members keeping our city clean and beautiful



1,400,000+ Bags

of trash and debris collected



8,500 Instances

of illegal graffiti and postings removed



145 Individuals

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

Programs

PROJECT COMEBACK

Project Comeback is ACE's workforce development and vocational rehabilitation program. In Project Comeback, New Yorkers who have experienced homelessness, addiction, incarceration and unemployment 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 partner housing sites 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, Security 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 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 and 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

to explore challenges, improve coping skills, strengthen self-esteem, promote healthy decision-making, and receive general support.

Wrap-Around Support

including on-site legal assistance, on-site financial coaches, substance use recovery resources, a wellness curriculum, and more.

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.



ACE Project Comeback (PCB) Participants with Corporate Volunteers on the Mock Interview Day.

Workshops

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

Recreational Outings

that bring graduates together in a positive social setting and reward them for their hard work.

SUPPORTED EMPLOYMENT PROGRAMS

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.

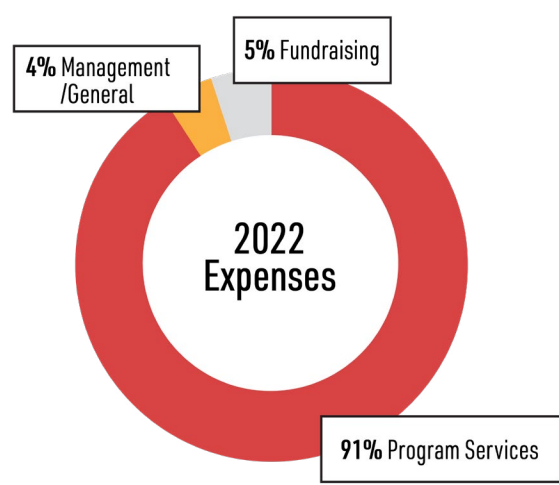
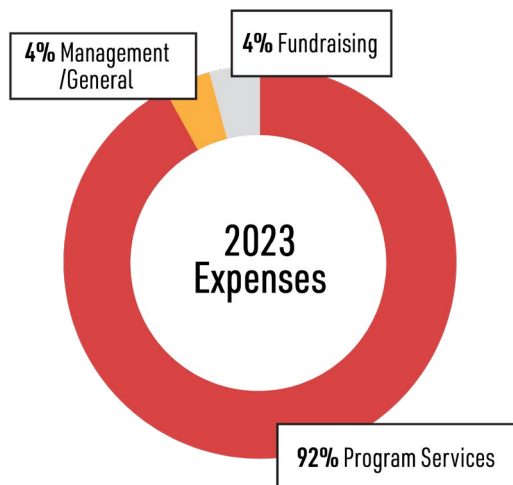
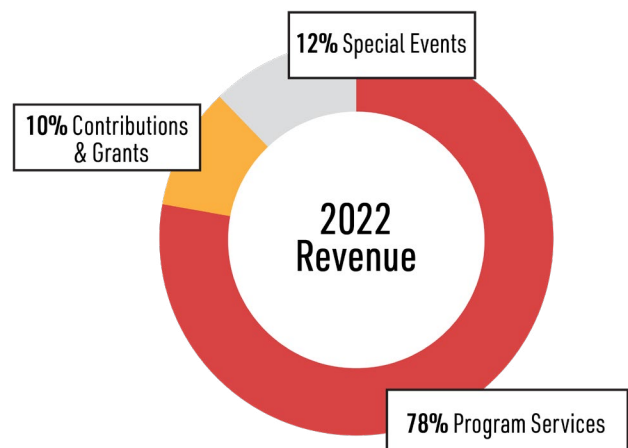
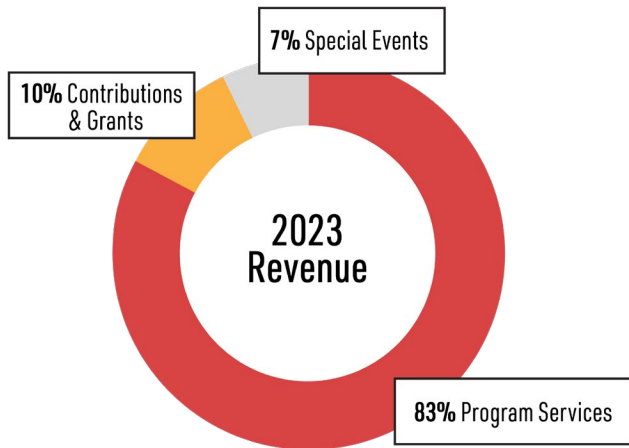
Addressing these issues head-on, ACE developed a supported employment program that provides full-time employment through the ACE Contract Services Team.

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 the New York State Senate, the ACE Supported Employment Program offers full-time employment and benefits to men and women who have overcome homelessness. These graduates of Project Comeback provided vital neighborhood beautification services to over 2,000 New York City blocks daily in 2023.

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
- » Access to subsidized health insurance
- » Access to lifelong aftercare support or vocational growth opportunities via Project Stay programming (P. 8)
- » Access to industry-specific certifications
- » Employment retention support
- » Growth opportunities
- » Holiday pay



REVENUE	2023	2022	EXPENSES	2023	2022
Program Services	\$ 8,107,902	\$ 7,252,172	Program Services	\$ 8,876,767	\$ 7,615,874
Contributions & Grants	\$ 1,003,812	\$ 942,919	Management/General	\$ 374,442	\$ 304,172
Special Events (Net Income)	\$ 640,282	\$ 1,080,205	Fundraising	\$ 392,382	\$ 454,812
Investment Income (Loss)	\$ 15,903	(\$ 8,829)	Total Expenses	\$ 9,643,591	\$ 8,374,858
Total Revenue	\$ 9,767,899	\$ 9,266,467	Changes in Net Assets	\$ 124,308	\$ 891,609

Our Team

Henry Buhl, Chairman & Founder
 Jim Martin, Executive Director
 Elizabeth McNierney, Director of Programs
 Sandra Sanches, Director of Major Gifts
 Luis Pinto, Director of Finance
 Thomas Lee, Director of Contract Services
 Greta Lin, Director of Development
 Leo Gil, Government Contract Manager
 Emmanuel Fernandez, Job Developer
 Nadine Gorelik, Curriculum Developer
 Rosemary Yelton, Therapeutic Support Counselor
 Nadra Hussein-Sagaff, Case Manager
 Lovely André, Aftercare Coordinator
 Bridget Sarabia, Case Manager
 Paula Frankl, Case Manager
 Jacqueline Amhi, Crew Supervisor
 James Bair, Assistant Field Supervisor
 David Green, Assistant Field Supervisor
 Brian Barnkow, Assistant Field Supervisor
 Jamil Martin, Assistant Field Supervisor
 Cory Weimar, Assistant Field Supervisor
 Elbert Copeland, Quality Control Officer

Herbert Hodge, Quality Control Officer
 Kenneth Reed, Quality Control Officer
 Latricia Mercer, Quality Control Officer
 Julio Nieves, Quality Control Officer
 Thane West, Quality Control Officer
 Maritsa Cosme, Quality Control Officer
 Paul Manzi, Special Projects Coordinator
 Kremlin Gil, Mobile Services Coordinator
 Lorna Laidlaw, Front Office Associate

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 Dale Schlather, Executive Vice Chairman, Cushman & Wakefield



ACE Team with New York City Council Member Alexa Avilés.



Platinum
Transparency
2024

Candid.

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We act with integrity!
We've earned a



★ FOUR-STAR RATING ★
from

Charity Navigator



@aceprogramsny



ACE Graduation, September 2023