

2025 ANNUAL REPORT

ACE - The Association of
Community Employment
Programs for the Homeless



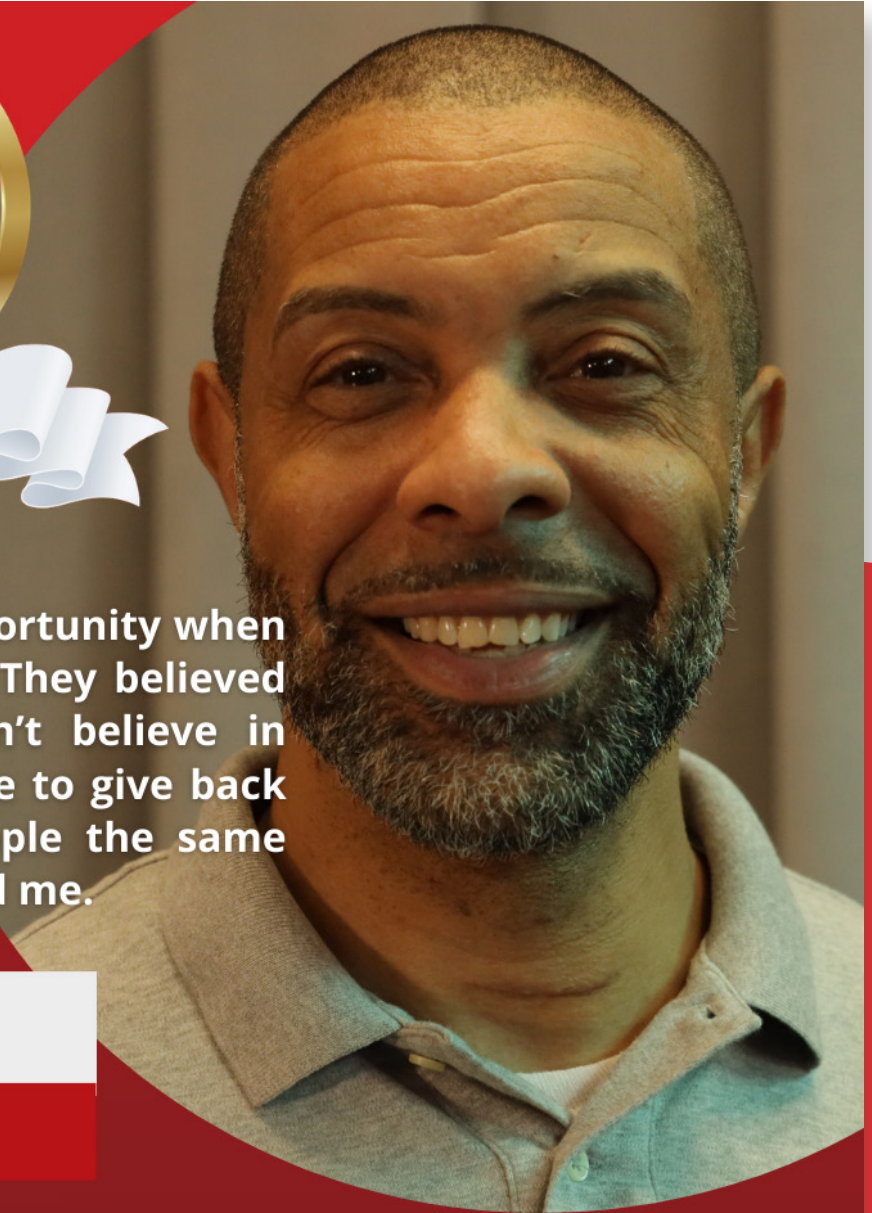


33 YEARS

ACE gave me an opportunity when nobody else would. They believed in me when I didn't believe in myself. Now I'm able to give back and help other people the same way someone helped me.

ACE Graduate, 2025

Orlando



acenewyork.org



Dear ACE Donors & Friends,

It always inspires me and I hope you as well to revisit ACE’s mission statement. It is uplifting to reflect on the meaningful work ACE is doing to help so many homeless men and women secure full-time employment and restore stability to their lives.

Every person deserves dignity, purpose, and the opportunity to rebuild their life and that is exactly what ACE stands for. Day by day, it equips individuals with the skills, confidence, and support they need to step into meaningful, permanent employment — turning potential into progress. It’s not just about finding a job — it’s about restoring independence, self-worth, and hope for the future. Behind every success story is someone who refused to give up and a community that believed in their ability to succeed, proving that with the right tools and support, a new beginning is always within reach.

In 2025, ACE served a diverse community from all five boroughs of New York City and these program participants achieved remarkable success. ACE participants logged over 60,000 hours in classroom instruction and work experience training, as well as countless hours of counseling and one-on-one support. Through these efforts, 139 participants secured full-time, permanent employment, earning an average starting wage of \$17.96 per hour.

Our commitment to long-term success is reflected in the ongoing services we provided to over 450 graduates, which contributed to a 79% employment retention rate after job placement. Furthermore, 47% of our participants secured independent housing within one year of graduating from the program.

As an organization, ACE grew by 12.5% in 2025, continuing a steady trajectory since 2011, when the organization began employing graduates to provide cleaning services across the five boroughs of New York City. This initiative has proven especially impactful — creating jobs while helping keep the city clean.

A significant challenge in 2025, continuing into 2026, has been the purchase and placement of trash enclosures mandated by the Department of Sanitation. ACE’s executive director has dedicated considerable time testifying before various committees to advocate on behalf of nonprofit sanitation providers experiencing this issue. With the partnership of the New York City Council and Department of Sanitation, we are optimistic ACE will be in compliance with this new policy by August 2026.

We hope you are encouraged by these results, and we remain committed to exceeding them in the year ahead. With your continued support, ACE will expand its impact and help even more New Yorkers achieve stable, meaningful employment.

With sincere gratitude,

Henry M. Buhl



Chairman and Founder

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About ACE



ACE staff holiday party, 2025

OUR STORY

ACE — The Association of Community Employment Programs for the Homeless — began in 1992 as a neighborhood effort to help unhoused New Yorkers find work and regain independence. What started in SoHo has grown into a citywide workforce development organization, serving thousands through job training, education, and long-term support.

For over 33 years, ACE's core program has helped individuals secure employment, build independence, and break the cycle of homelessness and poverty.

To date, over 3,800 New Yorkers have overcome extreme barriers to reach their goals of self-sufficiency and a stable future.

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) ACE's supported employment program, which is offered to individuals with the greatest barriers to employment.

Roads to Resilience

ACE graduates share their stories of resilience.

A Second Chance, A Steady Life



Addiction and justice involvement had upended every part of Wanda's life. When she came to ACE, she was living at a substance use treatment center. At the time, she thought she would just earn a few dollars and move on. However, working with her ACE case manager, she began putting the pieces back together. She created a resume and developed a career plan. ACE's on-site legal services helped her to seal and expunge past convictions, and ACE's financial coaches assisted her in raising her credit score by over 300 points. *"I lived without structure for a long time,"* she shared. She finally had the space to focus on her goals, as well as the resources and staff support to make them a reality.

After four months at ACE, Wanda built the foundation she needed to move forward with her life. She secured a position as a parent advocate at a local family services center. She now helps families navigating the child welfare system. The experiences that once weighed her down are the very things that make her so effective in her role. *"I love my job,"* she said. *"It feels good to help others the way ACE helped me."*

Today, Wanda lives with her six-year-old granddaughter and says this is the first time in her life she feels truly steady. A recent cruise on the Circle Line with her granddaughter reminded her of just how far she has come. *"Never doubt yourself. Anything is possible when you stay present and keep going."*

Staying the Course



Before coming to ACE, George weathered devastating setbacks, including the loss of a loved one and his apartment. When construction work dried up during the pandemic, he faced long-term unemployment. Despite these challenges, George arrived at ACE determined to chart a new path forward.

ACE helped him put together his resume, prepare for interviews, and get back into the rhythm of a job search. When opportunities fell through, George did not walk away. He kept showing up, and ACE took notice. He was soon brought onto ACE's Sanitation Services Team, securing a stable full-time position.

George has since become a valued member of the team, earning ACE's Employee of the Month award. Today, he also holds the keys to a studio apartment, giving him the stability to finally focus on his grandkids. *"Take advantage of what's right in front of you,"* he advises. *"Appreciate what you have while you have it."*



Roads to Resilience

Showing Up



Antoine spent years navigating addiction and incarceration, and the road back was not an easy one. He joined ACE while living at a substance use treatment center, determined to put his life back together.

His case manager assisted him with securing vital documents, rebuilding his resume, and preparing for his job search. He made a decision to focus on himself, trust the process, and push forward. That carried him to a full-time position with ACE's Sanitation Services Team. With a steady income, he was able to secure a studio apartment in February 2026. *"I had to humble myself, believe in God, and focus on becoming a better version of myself,"* Antoine says. *"Nobody is perfect, but you never stop showing up."*

Eyes Forward

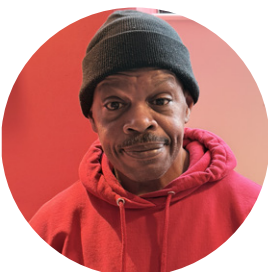


For four years, Kenneth's reality was couch-surfing and sleeping on subway trains. He was battling an addiction that had burned bridges and stripped away his sense of purpose. When he joined ACE, he was ready for a fresh start.

Working closely with his case manager, Kenneth secured the vital documents needed for his ID and opened a secured credit card. He attended weekly skill training workshops and participated in mock interview days. His persistence paid off. After completing a probationary period, Kenneth was hired permanently as a porter at a local hospitality company located in Queens. The job offered a strong starting wage, paid time off, and full health benefits.

In early 2026, Kenneth reached a milestone that once felt impossible: he moved into a room of his own. *"I walk with my head up now, and I know the future is brighter,"* he says. He credits his case manager and work supervisor at ACE for pushing him to do his best and helping him to find a completely new way to live.

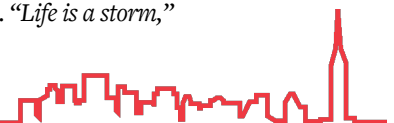
Through the Storm



After years of battling addiction, Sidney was ready to take control of his life. He entered a substance use treatment program and began focusing on his recovery. When he was ready to take the next step, a counselor at his treatment center pointed him to ACE.

At ACE, he assembled his job search toolbox and earned a custodial maintenance certification. But the most meaningful changes happened on the inside. He learned how to work through conflict, communicate calmly, and trust the people around him. Those were the lessons that made him not just employable, but someone others wanted to work alongside.

When ACE offered him a full-time position on the Sanitation Services Team, he did not hesitate. Seeing his peers at ACE's holiday party reminded him just how far they had all come. *"Life is a storm,"* Sidney shares. *"You have to learn to stay focused and keep going."*



2025 Impact

VOCATIONAL PROGRAMS



652 Individuals
served via direct service programs



91% of Graduates
received employer-sponsored benefits



200 Project Comeback Participants
accessed on-site legal services



134 Individuals
placed into employment, with an average starting wage of \$17.96



82% of Graduates
received a wage increase in year one of employment



114 Project Comeback Participants
engaged in financial literacy training



18,200 Hours Logged
by Project Comeback participants in classroom instruction for literacy, math, and job preparation



79% of 2024 Graduates
remained employed for at least 1 year



1,000+ Referral Partners
throughout NYC



600 Community Members
outreached about ACE services



134 Certifications
earned in industry-specific skills training



300 Individuals
received access to free health screenings

SANITATION SERVICES



2,200+ Block Faces
cleaned daily



10,500 Instances
of illegal graffiti and postings removed



415,000+ Hours
of ACE team members keeping our city clean and beautiful



13,500,000+ lbs.
of trash removed from city streets, parks and plazas



44 City Council Districts
serviced by ACE sanitation initiative



200+ Senior Homes
cleared of snow



150 ACE Graduates
employed full-time by ACE sanitation initiative

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-Hour Site Safety Training, Flagger, Supported Scaffold User, Janitorial Maintenance, Forklift Operation, Food Protection, Security Guard, Commercial Drivers Licensing (CDL), Drivers Licensing, and Certified Peer Recovery Advocate (CRPA).

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

that prepares ACE participants to 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 community beautification projects and internships at local businesses.

Job Placement Assistance

for 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.

Wraparound 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 participants brought dedication and teamwork to finish their Custodial Maintenance Training.

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.

Career Building Resources

including scholarships for continued growth, career mapping assistance, and life-long access to job-placement services.

Support

for graduates as they transition to independence, including access to counseling, housing transition support, graduate emergency funds, and other support services.

SUPPORTED EMPLOYMENT PROGRAMS

For many ACE participants, barriers like extended gaps in employment, histories of homelessness, lack of work experience and training, and histories of substance use stand in the way of full-time employment.

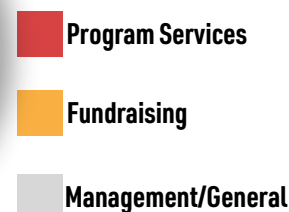
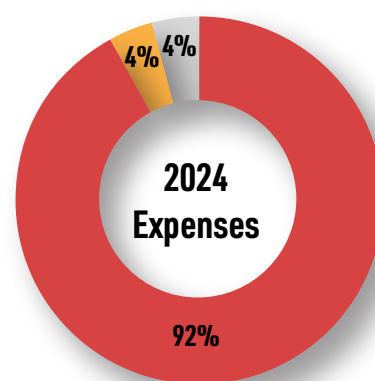
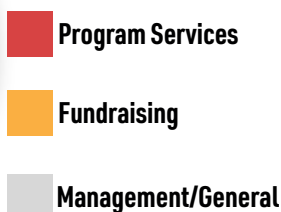
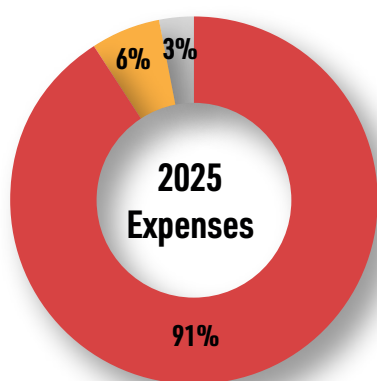
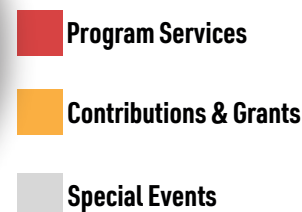
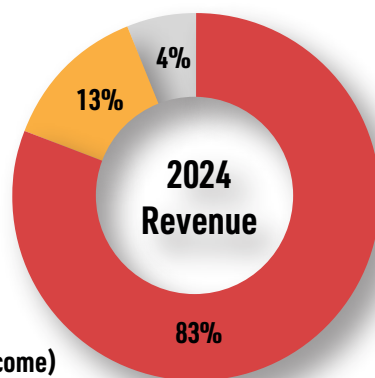
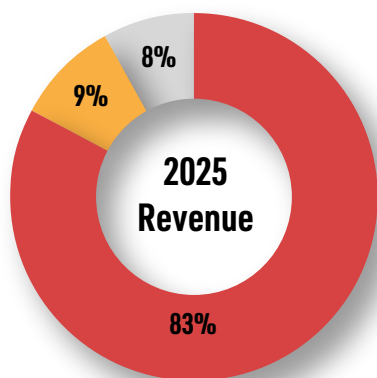
Addressing these issues head-on, ACE developed a supported employment program that provides full-time employment to program participants.

While most 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, The New York State Senate, and The New York State Assembly, ACE's supported employment program provided neighborhood beautification services in all five boroughs in 2025.

The goal of this program, however, goes beyond keeping New York City's neighborhoods clean. ACE invests in the long-term success of its employees, offering:

- » 401K matching plan
- » Access to subsidized health insurance
- » Access to lifelong aftercare support and vocational growth opportunities via Project Stay programming
- » Access to industry specific certifications
- » Employment retention support
- » Growth opportunities
- » Holiday pay



REVENUE	2025	2024	EXPENSES	2025	2024
Program Services	\$ 9,010,996	\$ 8,105,937	Program Services	\$ 9,553,387	\$ 8,815,497
Contributions & Grants Without Restrictions	\$ 841,986	\$ 1,006,390	Management/General	\$ 346,333	\$ 418,344
Contributions & Grants With Restrictions	\$ 35,250	\$ 282,071	Fundraising	\$ 613,303	\$ 420,390
Special Events (Net Income)	\$ 935,847	\$ 626,637	Total Expenses	\$ 10,513,023	\$ 9,654,231
Investment Income (Loss)	\$ 24,346	\$ 16,419	Change in Net Assets Without Restrictions	\$ 400,988	\$ 101,152
Released from Restriction	\$ 100,836		Change in Net Assets With Restrictions	\$ (65,586)	\$ 282,071
Total Revenue Without Restrictions	\$10,914,011	\$ 9,755,383	Total Change in Net Assets	\$ 335,402	\$ 383,223
Total Revenue With Restrictions	\$10,848,425	\$10,037,454			

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 Sanitation Services
 Greta Lin, Director of Development
 Leo Gil, Government Contract Manager
 Lovely André, Human Resources Associate
 Emmanuel Fernandez, Job Developer
 Emma Dingeldein, Admissions Coordinator
 Nadra Hussein-Sagaff, Aftercare Coordinator
 Julia Herzig, Aftercare Associate
 Claire Kenyon, Case Manager
 Jacqueline Amhi, Senior Crew Supervisor
 Paul Manzi, Senior Crew Supervisor
 Kremlin Gil, Senior Crew Supervisor
 Brian Barnkow, Crew Supervisor
 Kyle McDaniel, Assistant Crew Supervisor
 Jamil Martin, Field Supervisor
 Cory Weimar, Field Supervisor
 Jesus Ortiz, Field Supervisor

Michael McKenzie, Field Supervisor
 Vincent Castillo, Field Supervisor
 Elbert Copeland, Quality Control Officer
 Herbert Hodge, Quality Control Officer
 Thane West, Quality Control Officer
 Maritsa Cosme, Work Experience Supervisor
 Lorna Laidlaw, Front Office Associate

Board Of Directors

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 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, Founder and President, Evotion Media
 Dale Schlather, Executive Vice Chairman, Cushman & Wakefield



ACE Sanitation Team with Council Member Susan Zhuang



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Platinum
Transparency
2025

Candid.

We act with integrity!
We've earned a



★ FOUR-STAR RATING ★
from
Charity Navigator

