



nyc mission society

# 2011 ANNUAL REPORT

HELPING CHILDREN  
AND FAMILIES LEARN,  
ACHIEVE, AND SUCCEED  
FOR 200 YEARS!



# NEW YORK CITY MISSION SOCIETY

## OUR MISSION

New York City Mission Society provides programs and services in a warm and loving environment in which children and families from underserved communities achieve personal growth and a greater degree of self-sufficiency.

## OUR VISION

Building on its strong and distinguished history, New York City Mission Society has successfully made the leap from a good organization to a great one. Working in partnership, Board and staff have led the organization to a new era, characterized by commitment to achieving its mission, working in collaboration, and achieving the highest possible results for our core customers: children and families who are experiencing difficult circumstances due to poverty.

New York City Mission Society is a charitable organization that embraces the traditional values of love, dignity, and mutual respect for others as well as ourselves.

New York City Mission Society envisions its future as a highly effective, highly regarded organization with a focus on promoting positive youth development, within the broader context of family and community. To ensure that we offer effective programs, the organization has a strong programmatic theory of change that clearly and concisely articulates the outcomes we seek to achieve and the strategies by which we achieve them. The theory of change is regularly tested by an evaluation system that focuses on quality, results, and impacts.

# PROUDLY SERVING FOR 200 YEARS

Dear Friends,

**T**his year, New York City Mission Society enters its third century of service—a milestone that few other human services nonprofits in the city can claim. We are proud and honored to represent the current leadership of this very special organization.

As we reflect on our impressive 200-year legacy, we want to acknowledge with the deepest respect and gratitude, the founding leaders, and the staff, volunteers, children, and families who have been part of our history. **We dedicate the organization's bicentennial celebration to them.**

No one could have imagined what the face of need would have looked like when New York City Mission Society's founders created the organization in 1812. Indeed, the founders might not recognize the city itself today. For as much as the city has changed, one constant has remained—for 200 years New York City Mission Society has aided its underserved populations. In our earliest years, we served newly-arrived immigrants and families affected by war, poverty, and disease. As we matured, we shared our models, expertise, and leadership in order to support highly-respected charities that still serve New York City today, including The Children's Aid Society, The Fresh Air Fund, and more recently, the Black Leadership Commission on AIDS.

Over two centuries, we have changed and adapted our services to meet the contemporary issues facing underserved children, youth, and families. Yet our commitment to these populations has never wavered, nor have our values of providing quality services within the context of love and kindness. In today's difficult times, underserved children, youth, and families need our services—and the nurturing environment in which we provide them—more than ever.

We take great pride in our 200 years of uninterrupted service, and we assure you that our work on behalf of New Yorkers who struggle in the face of poverty will endure. We are especially committed on making a difference in the neighborhoods of Upper Manhattan, the South Bronx, and Brownsville, Brooklyn where the need is still very great.

This Annual Report looks back on the successes of our most recent fiscal year, and also looks forward to our bicentennial plans as we enter our third century of service. Our plans include a complete renovation of the Minisink Townhouse, our flagship service site in Central Harlem.

As we look toward this year and the future, let's work together to improve the quality of life for all New Yorkers. To continue our critical work, we need to count you among our supporters as we celebrate our bicentennial, and honor the legacy of those who have come before us.

*Sincerely,*

Stephanie Palmer, *Executive Director*

Lloyd W. Brown II, *Chair, Board of Directors*



# 2011 FISCAL YEAR AT A GLANCE

In a year where the decline in funding has presented enormous challenges, we have still been able to increase our programming in the areas of greatest need.

We have averaged double-digit percent increases in numbers served this year:

- **Program enrollment is up 25%**
- **Community event participation is up 12%**

Sadly, the percentage of people who are living in poverty or who are unemployed in the areas we serve has also increased. For example, in the Fordham section of the Bronx and the Brownsville section of Brooklyn, where we provide services, the poverty rate is over twice the average for New York State, and in Central Harlem and Washington Heights it is nearly as high. Despite these statistics, in our 200th year, we continue to provide pathways out of poverty for thousands of New Yorkers.

We are excited to announce that our teenage pregnancy program, Club Real Deal, has been reinstated through U.S. Department of Health & Human Services funding. A new group of sixth grade boys and girls will receive a range of academic, health, and job preparation services through this program over the next four years.

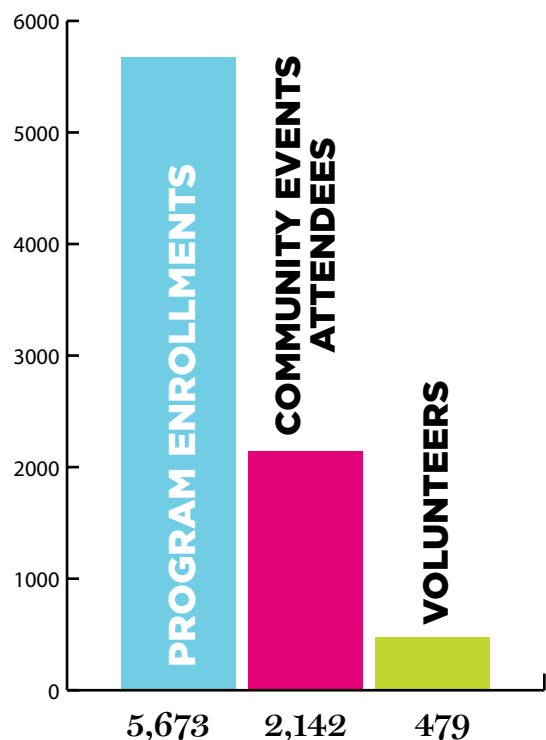
Also, the Minisink Townhouse has a new gymnasium floor. After decades of constant use, a generous matching grant from The Heisman Trophy Trust and contributions from many other donors,

have allowed us to fully restore our gym – the site of so many of our athletic and community activities.

Our special events included participation at the Harlem Family Health Fair, youth conferences, and community conversations.

We are grateful to the many individuals who volunteered their time and expertise to enable us to maintain our service level – volunteer engagement is up 31%!

## HOW MANY WE SERVED: (Service level category FY11)



# OUR PROGRAMS AND SERVICES

New York City Mission Society provides a comprehensive approach to serving the needs of our youth. We address the core principles of Youth Development by offering activities in:

## HEALTH, FITNESS, AND NUTRITION

Exercise classes, health education, cooking, aerobics, Karate classes, and dance workshops

## ACADEMIC AND COGNITIVE DEVELOPMENT

Homework help, literacy skills, English as a second language, PSAT/SAT preparation, college preparatory counseling, and workforce development workshops

## SOCIAL DEVELOPMENT

Peer education on HIV/AIDS, peer group therapy, conflict resolution and mediation, and youth leadership

## CREATIVE DEVELOPMENT

Classes in music, drama, photography, cultural exchange opportunities, and arts and crafts

# SERVING THE COMMUNITY WITH A COMPREHENSIVE PORTFOLIO OF SERVICES

## Program Highlights

New York City  
Mission Society  
offers comprehensive  
programs serving  
the diverse needs of  
the city's underserved  
citizens. The  
following section  
summarizes just a  
few of these:

### OUT OF SCHOOL PROGRAMS

New York City Mission Society's **Out-of-School Time (OST)** programs provide essential services to school children in Central Harlem and the South Bronx. From kindergarten through fifth grade, students receive academic support, arts and recreation opportunities, and a wide variety of workshops that help them grow into well-rounded individuals who possess the tools that enable them to graduate from high school and achieve success in college and their chosen careers.

The **Power Academy Summer Enrichment Program** channels the energy of inner-city children, aged 6-12, into positive academic, cultural, and recreational activities. Studies have demonstrated that students can lose at least a half grade level of learning during the summer months. As an antidote, the Power Academy children participate in literacy-based activities, which help to stem the summer learning loss that they might experience during their time away from school and enhance their basic academic skills. 497 students participated last year in our summer day camp programs.

### WORKFORCE DEVELOPMENT PROGRAMS

The **Learning to Work (LTW)** programs are the last chance for young people who are too old and who have accumulated too few credits to enable them to graduate from a traditional New York public high school setting. This population is among the most susceptible to dropping out of school, of being unemployed, and of succumbing to criminal activity. Our LTW programs operate at three specially created transfer schools that address this issue -- Harlem Renaissance High School in Harlem, Emma Lazarus High School for English Language Scholars on the Lower East Side, and Brownsville Academy High School in Brooklyn. The LTW programs provide students with paid internships, career counseling, academic support, college exploration, and individual and group counseling, among other services. The primary goal of the program



is to help these young people graduate from high school and transition into post-secondary education or meaningful full-time employment.

The **Summer Youth Employment Program** provides hundreds of youngsters from low-income families with seven weeks of paid work experience in the public sector during the summer. Participants are supported in their jobs with counseling relative to workplace behavior, frequent discussions with supervisors, and close monitoring by New York City Mission Society staff. Last year, 714 students participated in paid internships at 160 sites throughout New York City, earning a combined total of \$761,497.

### PREVENTION PROGRAMS

The **Family Life Management Center** provides an array of services that help to prevent the disintegration of the family as a unit, including parent empowerment training and individual/family counseling. In keeping with the concept of a community of care, needed services that New York City Mission Society does not currently provide are accessed through other neighborhood providers with whom we collaborate.



### COMMUNITY PROGRAMS

**Operation SNUG** (“Guns” spelled backwards) works directly with those who are most likely to commit or fall victim to gun violence – young men and women ages 14-26 – to persuade them to find a peaceful solution to conflict. Funded by the New York State Division of Criminal Justice Service in partnership with New York State Senator Bill Perkins and Council Member Inez Dickens, this program replicates the highly successful model conducted by CeaseFire Chicago. Outreach workers develop relationships with those who are most at risk for shooting others or of being shot themselves, and intervene at the moment tensions run high in order to negotiate ways to avoid violence. The program works to mobilize the Central Harlem community, engage religious leaders and law enforcement, as well as to educate the public.



# A HIGHLIGHT OF 200 YEARS OF SERVICE

New York City Mission Society has been a force for positive change in the lives of New Yorkers in need since 1812



1

**1812**

New York Religious Tract Society founded

**1863**

New York Religious Tract Society distributes aid to the victims of the Civil War Drafts Riots

**1868**

The Society sponsors trips to the countryside for the urban poor. This initiative becomes a model for today's Fresh Air Fund

**THE 1990s**

Services are now provided within public schools, offering attendance improvement, after-school activities, and drop-out prevention programs in Harlem and the Bronx

**1979**

The last religiously-focused endeavor -- the Urban Ministry Program -- opens to support recent seminary graduates and newly minted pastors. This program continues until the early 1990s

**2005**

The first of our three Learning to Work programs is launched at Harlem Renaissance High School

**2008**

New York City Mission Society attains the milestone of 10,000 youth and families served

**2012**

New York City Mission Society celebrates its Bicentennial



2



3



4

**1920s**

The Harlem Unit opens and provides services for the African-American children and families of this largely underserved community

**1930**

Camp Minisink opens in Dutchess County

**1945**

The Minisink Townhouse headquarters opens at 348 Convent Avenue

**1965**

The new Minisink Townhouse opens at 646 Malcolm X Boulevard, on the original site of the Cotton Club, bringing most of its programs under one roof and creating a vibrant community center in the heart of the neighborhood

**1950s**

Three camp programs provide escapes from the city: Camp Minisink and Camp Sharparoon for children and teens, and Camp Green Acres, for families and seniors

- 1. Youngsters at New York City Mission Society's program at St. Mark's Methodist Church, Manhattan (1945).
- 2. Children from one of New York City Mission Society's Spanish language ministries getting a physical (1946).
- 3. New York City Mission Society's Camp Minisink Women's Association luncheon at the Hotel Astor (October 1954).
- 4. Board member Dina Merrill Hartley sets the cornerstone of the Minisink Townhouse (1965). Photo by Cecil Layne.
- 5. Children at Power Academy's Olympic Day (2011).



5

# CHANGING LIVES THROUGH OPPORTUNITY

For people living in New York City's impoverished neighborhoods, the prospects of a good education and a bright future can seem like an unattainable dream. Poorly performing public schools, dangerous streets, and multi-generational poverty conspire to exclude all but the most determined from educational and economic success.

New York City Mission Society gives children,

youth, and families facing these circumstances the tools to move out of poverty. From Harlem to the South Bronx to Brownsville (Brooklyn), we change lives through our education, workforce development, and community building programs.

In the following pages we present to you highlights of two varied aspects of life at New York City Mission Society.



# HEALTHY LIVING: LET OUR GARDEN GROW

For many children living in New York City’s “concrete jungle,” the feel of green grass and the smell of apple trees is a rare experience. But for the 210 students who participate in New York City Mission Society’s Out-of-School Time programs at Harlem’s P.S. 175, the opportunity to improve their quality of life through the transformation of their environment arises each time they step across the street to Harlem Grown’s Harlem Success Garden.

Through a partnership between New York City Mission Society, P.S. 175, and the Harlem Grown Success Garden, the students at this public school take a firsthand approach to achieving goals such as fostering social and emotional competencies, enhancing their physical well-being, cultivating youth leadership, and community engagement. In tandem to the development of key interpersonal and educational skills, they learn the fundamentals of tending, harvesting, and preparing fruits and vegetables (cucumbers, potatoes, squash, apples, and pears) that they’ve grown in their very own community garden.

This partnership provides students with a clear and tangible connection between what they eat, their health, and the environment. In a community where there is an extreme lack of accessibility to healthy and affordable foods, the program gives students the opportunity to learn about agriculture and nutrition, and encourages healthy diets for themselves and their families. For students like nine year old Javier (name changed for privacy), who has participated in P.S. 175’s Out-of-School Time program since second grade, the enthusiasm he exudes every week when getting his hands dirty in gardening and participating in the “scholar dollar” system has earned him the nickname “P.S.175’s little recycler”. “Scholar dollars” are rewards for recycling and good behavior. Program Manager Nadja Sailesman understands the importance of connecting inner city students like Javier with programs like Harlem Success Garden, which encourages children to take a proactive approach to developing healthy lifestyles and a deeper understanding of environmental issues.



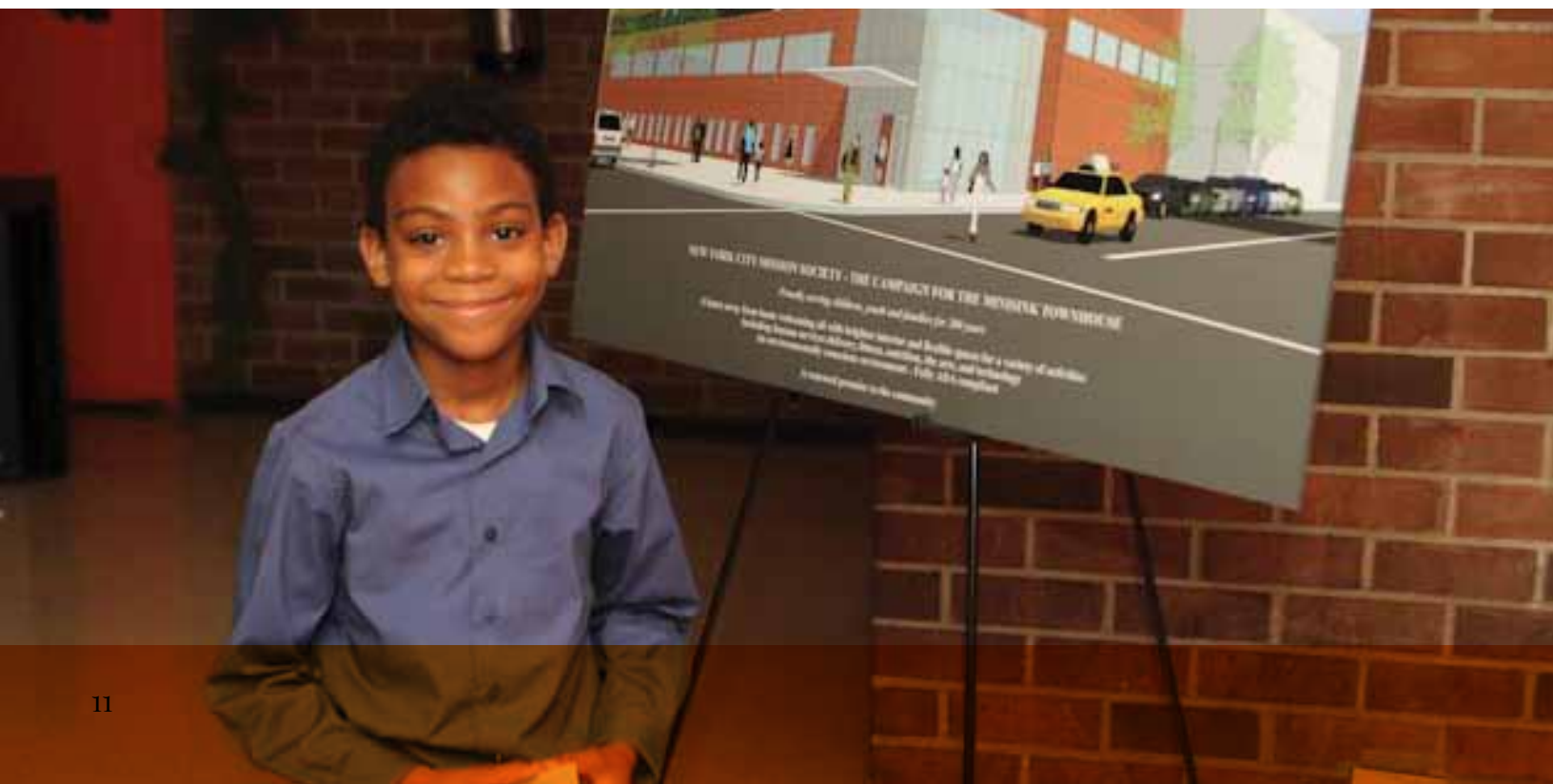
# MINISINK TOWNHOUSE: A HOME AWAY FROM HOME

Located at the corner of 142nd Street and Malcolm X Boulevard, on the original site of the historic Cotton Club, the Minisink Townhouse is a home away from home for many Harlem residents and is the primary site for many of New York City Mission Society's programs. Although New York City Mission Society has had an on-going presence in Harlem since the 1920's, the current Minisink Townhouse has been operational since 1966. The Minisink Townhouse is a vital neighborhood center and a critical focus of Harlem life.

Minisink bustles with activity all year long. During the school year, our programs support children with education, personal growth and development experiences, exposes them to the arts, and encourages fitness. During the summer, Minisink is alive with the Power Academy Summer Enrichment Program for the younger kids and the Summer Youth Employment Program for teens.

Last year, 2,142 individuals attended community-wide events at the Minisink Townhouse. Events included a Halloween party, the Minisink Step Show, the Children's Holiday Festival, the Community Thanksgiving dinner, and a Bone Marrow Drive.

Courtney Bennett, Director of the Minisink Townhouse, has two aspirations for this center: First, that all young participants develop a college-going mindset. Through homework help, mentoring, and college prep, group leaders and specialists ensure the students we serve view college as the next step beyond high school. The second is to offer programs for adults that are designed to help reverse the obesity epidemic that is ravaging lower-income communities, particularly Central Harlem and the Bronx. The program "Empowering the Community through Healthy Living," offers dance and exercise classes. Participants have access to free or low-cost recreational activities, from line-dancing to West African dance



to Zumba. Instructors weave a cultural narrative into the classes which offer members an enriching and educational experience.

Club Real Deal and Teen ACTION are among the many programs housed at Minisink. Students in these programs serve as Youth Ambassadors for the Townhouse. Practicing their leadership and civic skills, they are the official greeters and tour guides for guests. Participants of Teen ACTION receive a more rigorous training in community activism. In addition to performing service to the neighborhood by beautifying the community and visiting the sick and the elderly, they get firsthand experience in event production by planning and hosting the annual Uptown Youth Conference.

The Minisink Townhouse is showing the signs of its 46 years of constant use, and we are taking the necessary steps to make sure that it remains a centerpiece of the community for many years to come. On July 7, 2011, in the presence of New York City Council member Robert Jackson, New York State Senator Bill Perkins, retired NBA player Cal Ramsey, and 1983 Heisman Trophy winner Mark Rozier, a ribbon cutting ceremony opened the renovated Minisink gymnasium. The refurbished gymnasium has provided new opportunities for an adult basketball tournament between leagues from the community. Not to be left out, boys and girls in our

programs participate in basketball clinics twice a week to learn and perfect the skills they will use in tournaments. These early renovations have already brought many areas of the community together. Funding for the full renovation is the overarching goal of the New York City Mission Society's Bicentennial celebrations.



New York City Mission Society would like to take this opportunity to thank the following donors who made the renovation of the gymnasium at Minisink Townhouse possible. Thank you to The Heisman Trophy Trust, whose matching grant not only provided initial funding for this project but also engaged our supporters through their very generous matching program. We would also like to thank those donors who answered our call: Abenaa E. Abboa-Offei, Kim Bingham, The Blumenfeld Family, Carolyn and Lloyd W. Brown, II, Jon S. Corzine Foundation, Laura and Michael G. Fisch, Dina Merrill Hartley, Mariana and George Kaufman, James and Lauren Peterson, James K. Rushing, Jr., The Spiritus Gladius Foundation, and Brooke and Derek Steinhiser. Furthermore, we would like to take this

opportunity to thank James Corcoran, Rob Whalen, Tim Henning, and Adam Lang for their tireless efforts in making this project possible. Special thanks to board members, Stanley H. Rumbough and Desiree Reid, for leading this effort.

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## **\$1,000,000+**

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## **\$400,000+**

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Anne and Stephen Schrobo  
Janet Sclaroff  
Cecilia Scott-Croff  
G. Sealey  
Emerald L. Segure and Winifred L. Morris  
Pauline and Robert W. Sheehan, Esq.  
Karen Sherman  
Martha J. Shostak  
Stanley Siefer  
Charles Smith  
Pamela J. Smith, M.D.  
Susan J. Dan and Steven Smith  
John Spafford  
Barbara St. John  
Betty E. Staton Payne  
Boris Stepich  
Richard Stern  
Doris Stockham  
Debbie Sullivan  
Joseph Summerville  
Dorothy Szilagye  
Gene Tavera  
Peter Taylor  
Gilbert Teitel  
Cordy Thomas  
Corine A. Thompson  
Delores L. Thompson  
Thomas Toce  
Luis Torres  
Gerda and Michael Traber  
Miriam and Joe Trager  
Helen Tucker  
David Udas  
Tracey Udas and William Busch  
Ihsan Uygur  
Nicole S. Van Pelt  
Inez B. Vanable  
Gerald and Barbara Vander Hart  
Peggy Vandervoort Kumble  
Kristin L. Moore and Thomas Vega  
Geraldine and Anthony Vignola  
Hanna Wall  
Constance and Donald Walton  
Rosalind Warnett  
Malvina Watson  
Anna L. Watt  
Bruce M. Wenig  
Celia and Landon H. Wickham  
Angela M. Wiggins  
Bernice and Leroy Wiggins, Sr.  
Nathaniel Williams  
Robert F. Williams  
Thomas H. Williams, Jr.  
Sandra and James C. Wilson  
Kathleen Woesner  
John Wolham  
Darryl L. Wong  
Jody and Peter W. Wood  
William Wylong  
Anissa Wyre  
Cui Zhu  
Anonymous (12)

# AUDITED FINANCIAL STATEMENT

## New York City Mission Society Summary of Financial Activities for the Fiscal Year Ending June 30, 2011

### **PUBLIC SUPPORT & REVENUE**

INDIVIDUAL GIVING	723,713
INSTITUTIONAL GIVING (CORPORATE AND FOUNDATION)	444,434
GRANTS FROM GOVERNMENT AGENCIES	5,776,186
SPECIAL EVENTS	121,446
EARNED INCOME	1,857,305
<b>TOTAL SUPPORT &amp; REVENUE</b>	<b>8,923,084</b>

### **EXPENSES**

#### **PROGRAM SERVICES**

MINISINK TOWNHOUSE PROGRAMS	2,675,231
SCHOOL BASED PROGRAMS	3,932,643
PROGRAM OPERATIONS & EVALUATIONS	308,561
<b>TOTAL PROGRAM SERVICES</b>	<b>6,916,435</b>

#### **SUPPORTING SERVICES**

MANAGEMENT & GENERAL	1,366,837
FUNDRAISING & PUBLIC RELATIONS	354,439
<b>TOTAL SUPPORT SERVICES</b>	<b>1,721,276</b>

#### **TOTAL PROGRAM & SUPPORTING SERVICES**

OPERATING SURPLUS	285,373
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The net assets as of June 30, 2011 are \$19,149,185. These assets include restricted, unrestricted and permanently restricted investments, buildings, land, and other miscellaneous assets.

# BOARD OF DIRECTORS

## CHAIR

**Lloyd W. Brown, II**  
Managing Director  
Citi Community Development

## VICE-CHAIR

**Abenaa Abboa-Offei**  
Senior Vice President  
Customer and Community Connections  
Affinity Health Plan

## SECRETARY

**Stanley H. Rumbough**  
Photographer

## TREASURER

**Derek E. Steinhiser**  
Senior Manager  
Ernst & Young LLP

**Mary E. Amor**  
Siemens Corporation

**Kim Bingham**

**LTC Francis W. Kairson, Jr.**  
Retired

**Benjamin Oaks**  
Co-Founder  
MuCash

**James B. Peterson**  
Principal  
Pioneer Acquisitions

**Desiree Reid**  
General Manager  
SVP Brand Development  
IMAN Cosmetics

**James K. Rushing, Jr.**  
Partner  
A.T. Kearney

**Ellsworth G. Stanton, III**  
Federation of Protestant Welfare Agencies

**Stephen J. Storen**  
BNY Mellon

**Claude Trahan**  
Senior Vice President  
Gas Operations  
Consolidated Edison Co. of New York

## EXECUTIVE DIRECTOR

**Stephanie Palmer**

# STAFF

## ADMINISTRATIVE OFFICE

**Kate Amanna**, *Manager of Quality Assurance*

**Yvonne Balli**, *Human Resources Associate*

**Allison Diaz**, *Accounting Manager*

**Nancy Hanks**, *Associate Director of Development*

**Alexandria Hasick**, *Development Associate*

**Vidya Jaikarren**, *Accounting Clerk*

**Vedrana Misic**, *Quality Assurance Coordinator*

**Melissa Moorner Nobles**, *Director of Human Resources*

**Maria Orengo**, *Associate Executive Director*

**James Quinn**, *Director of Facilities Operations*

**Peter Quinones**, *Assistant Director of Program Operations*

**Didier Rouzeau**, *Manager of School Based Programs*

**Sharada Singh**, *Director of Finance and Administration*

**Carl Sylvestre**, *Director of Development  
and Communications (Consultant)*

**Kahlia Thompson**, *Human Resources/Office Assistant*

**Dorothy Whyte**, *Director of School Based Programs*

**Anna Yang**, *Accountant*

## **AMACHI NY**

**Aarian Punter**, *Program Manager*  
**Tashan Dawkins**, *Case Manager*

## **BEACON CENTER FOR FAMILY SERVICES**

**Brenda Alvarez**, *Case Aide*  
**Carolyn Beltran**, *Case Planner*  
**Shevonne Carrega**, *Clinical Supervisor*  
**Yvonne Maddox**, *MSW Case Planner*  
**Thelonious Scott**, *Case Planner*

## **CLUB REAL DEAL**

**Dwayne Brown**, *Program Manager*  
**Tiffany Smith**, *Community Organizer*

## **ENHANCED TEENS PROGRAM**

**Nicolette Cunningham**, *Program Supervisor*  
**Elizabeth Brown Whetstone**, *MSW Youth Specialist*  
**Wilton Alex Robin**, *Case Planner*

## **FAMILY LIFE MANAGEMENT CENTER**

**Tawana Bryant**, *Program Supervisor*  
**Cynthia Douglas**, *Case Aide*  
**Sandra Martinez**, *MSW Case Planner*  
**Ivy Simpson**, *Case Planner*

## **LEARNING TO WORK PROGRAM AT BROWNSVILLE ACADEMY HIGH SCHOOL**

**Daks Armstrong**, *Program Manager*  
**Leslie Garcia**, *Advocate Counselor*  
**Kevin Gayle**, *Senior Advocate Counselor*  
**Jennifer Naum**, *Senior Advocate Counselor*  
**Paul Stephens**, *Advocate Counselor*

## **LEARNING TO WORK PROGRAM AT EMMA LAZARUS HIGH SCHOOL**

**Debra Cardenas**, *Advocate Counselor*  
**Pia Raymond**, *Program Manager*  
**Maryann Salazar**, *Senior Advocate Counselor*  
**Meng Qian Wendy Wang**, *Social Worker*  
**Thomas Wernham**, *Senior Advocate Counselor*  
**Eunice Wu**, *Advocate Counselor*

## **LEARNING TO WORK PROGRAM AT HARLEM RENAISSANCE HIGH SCHOOL**

**Michael Lopez, Jr.**, *Advocate Counselor*  
**Abigail Lowe**, *Social Worker*  
**Nelida Ortiz Rolon**, *Senior Advocate Counselor*

**Varel Nichols**, *Senior Advocate Counselor*  
**Amanda Perez**, *Advocate Counselor*  
**Sonia Phillip**, *LTW Program Manager*

## **MINISINK BEACON CENTER**

**Manuel Colon**, *Program Director*  
**Nicole Kafando**, *Administrative Assistant*  
**Eunice Paul**, *Assistant Program Director*

## **MINISINK TOWNHOUSE**

**Devon Arnold**, *Security Guard*  
**Courtney Bennett**, *Director, Community and Government Relations*  
**Kim Caliman**, *Education Coordinator*  
**Jonathan Morgenstern**, *Director, Family Preservation Services*  
**Richard Phinazee**, *Facilities Supervisor*  
**Lennard Robinson**, *Senior Maintenance Worker*  
**Constance Walker**, *Office Manager*

## **OPERATION SNUG**

**Karim Chapman**, *Outreach Worker Supervisor*  
**Jamar Cooks**, *Outreach Worker*  
**Dedric “Beloved” Hammond**, *Violence Interrupter*  
**Robin Holmes**, *Program Manager*  
**James King**, *Outreach Worker*  
**Tachana Marcus**, *Outreach Worker*  
**Christopher Moore**, *Violence Interrupter*  
**Maribel Ortiz**, *Outreach Worker*  
**Lambert Showers**, *Outreach Worker*

## **P.S. 85**

**Carmen Egas**, *Program Assistant*  
**Aida Maldonado**, *Site Coordinator*  
**Waleska Salcedo**, *Assistant Site Coordinator*

## **P.S. 92**

**LaShonna Clee**, *Site Coordinator*

## **P.S. 175**

**Nadja Sailesman**, *Site Coordinator*  
**Kendra Williams**, *Assistant Site Coordinator*

## **UNITING FAMILIES IN TRANSITION**

**Julia Carlo**, *Group Specialist*  
**Jose Flores**, *Group Specialist*  
**Ruben Gonzalez**, *Program Supervisor*  
**Charlotte Rochon**, *Social Worker*



## NEW YORK CITY MISSION SOCIETY

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E-MAIL: [DEVELOPMENT@NYCMISSIONSOCIETY.ORG](mailto:DEVELOPMENT@NYCMISSIONSOCIETY.ORG)

[WWW.NYCMISSIONSOCIETY.ORG](http://WWW.NYCMISSIONSOCIETY.ORG)



New York City Mission Society has supported children and families for generations – encouraging resiliency in the face of many changes, self-confidence and the ability to make positive life choices. Our core values include respect for every person served, encouraging youth to explore their individuality in a safe and nurturing environment, and seeing possibilities where others see limitations.

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