Look Up.
Challenge Poverty.
2019 ANNUAL REPORT
OUR MISSION

Poverty is a national crisis that hits especially close to home. Episcopal Community Services’ mission is to challenge and reduce intergenerational poverty. We do so by coaching people to achieve their goals toward self-sufficiency. We do so in partnership with you. We envision a world where the path to prosperity is available to all. Thank you for helping bring positive change to our community.

The Obligation to Respond

24.5%

PHILADELPHIANS LIVING IN POVERTY

We envision a world where access to opportunity is available to all people regardless of background.

If you are reading this, you are a stakeholder in the work of Episcopal Community Services. Nearly 150 years old, ECS has always run towards the fire—fighting some of the toughest social issues facing Philadelphia since its founding. As we enter our 150th year, that fire is undoubtedly intergenerational poverty.

Like many who do this work so faithfully, we acknowledge that our approach in the past has certainly relieved human suffering, but it often maintained people in poverty. What makes ECS stand out today is that we have chosen to transform the way poverty is addressed.

Our current vision is to help people climb out of poverty—for good, using a range of tools based in leading-edge neuroscience and confirmed by demonstrated results.

Our goal for all our work is to support individual upward economic mobility. We do this across all our platforms by addressing our participants’ whole lives—by coaching them to do their own best work, and by staying with them for the long haul.

Two years ago, in partnership with the Board of Trustees, we implemented a strategic plan with three elements. 1) Economic mobility tools and coaching are integrated into all existing programs with the addition of a significant new program, MindSet. 2) Critical additions of support personnel allow program staff to shed important, but taxing, administrative tasks and focus solely on changing people’s lives. 3) The Inclusion and Advocacy team work for sensible public policies that make economic mobility possible in this city and in our country. Our Chaplain helps to carry the advocacy message—and the whole inspiring ECS story—to the 134 parishes of the Diocese of Pennsylvania.

In all these efforts we are on target and on budget. Most importantly, through our measurement systems and first-hand observations, we can see progress in all of our programs, making a positive, sustainable impact in the lives of those we serve.

We are receiving recognition, being asked to provide services to participants in other agencies, and we are attracting funding from new and exciting sources—all indicative of faith in our work.

We are addressing intergenerational poverty in ways that require patience, persistence, and an entrepreneurial willingness to learn from successes and failures—our own and others’—so that something new and truly transformative can emerge.

All of this happens because of you, our partners and friends. You are part of a movement that believes poverty can be ended. You recognize that your own self-fulfillment is inextricably tied to your neighbor’s. Your support and your prayers make this work possible. Thank you for joining us in this movement and for bringing positive change to the people we have the privilege to serve.

There will always be fires. And at Episcopal Community Services, we will always respond.

David E. Griffith
Executive Director
and Head Coach

L. Frederick Sutherland
President, Board of Trustees

EXECUTIVE MESSAGE
A Snapshot of Achievement

When goals are achieved, it ignites a charge to continue building upon that success. Here are some of our proudest victories from the year.

100%

ECS programs and advocacy positions align with upward economic mobility outcomes

We coach people across all programming so that upward economic mobility can be reached. Our services meet people where they are on their journeys and can stabilize or prevent crises and help people transform their lives.

Upward economic mobility measures how much a person’s income changes over time. It defines an individual’s or family’s ability to move up the economic ladder throughout generations.

158 (FY18) TO 254 (FY19)

Coaching

Rapidly growing, more participants are receiving coaching support.

254

Housing

Nearly 200 families were provided safe shelter.

200

Children & Youth

Students participated in educational enrichment programming.

775+

Workforce Development

Adults seeking employment improved their interview skills.

82%

Health & Wellness

Emergency shelter residents in need of acute care received follow-up services.

89%

5 yrs

Within 5 years, participants will have set and achieved goals toward self-sufficiency in the Mindset program.

5 yrs

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Not too long ago, Janira felt stuck in a day-to-day grind that was starting to take its toll on her overall well-being. She works as a bartender Thursdays through Sundays. On these nights, she does not get to sleep until 3:00am and, on school mornings, must wake up at 6:00am to get her son ready for school. She lives paycheck-to-paycheck, so bartending is not her desired long-term career path. According to Janira, it was time to “make moves.” Then she learned about MindSet, Episcopal Community Services’ new program. Janira was accepted into MindSet’s inaugural cohort in January 2019. In MindSet, motivated individuals like Janira are coached to meet their goals toward stability—and in all aspects of life, from family to finances—so that upward economic mobility can be achieved.

A few years ago, Janira was in college working toward a degree in radiology. She later shifted her focus from education to parenting after her son was born. Today, Janira’s ultimate goal is to establish a more stable life for herself and her son. Now that he is a second grader, she feels ready to focus on personal advancement again.

“It’s time to get back to me,” she said. “What benefits me, will benefit him. MindSet gives me that little push.”

ONWARD AND UPWARD
MindSet participants receive one-on-one coaching from masters’ level social worker-coaches. Unlike other approaches, MindSet uses a long-term roadmap that supports the whole person so that, within five years, they have attained a satisfying career, at a living wage with benefits and with long-term advancement opportunities.

Janira needed to earn a degree in order to secure a career that would provide comfort for her family.

Janira knew she needed to earn a degree in order to fulfill that goal. She considered her strengths and interests and evaluated the job market. She decided on a career in education. Janira researched class schedules based on her availability. Encouraged by her MindSet coach, Nikki, Janira established a savings plan to purchase a new laptop and pay for classes. Not before long, Janira was ready to enroll in the Community College of Philadelphia.

As she describes it, “MindSet helps me problem-solve and gives me goal clarity. It helped me get unstuck.”

“MindSet helps me problem-solve and gives me goal clarity. It helped me get unstuck.”

REDUcing INTERgenerational POvERTy—fOR gOOD
Poverty is not a singular condition. It is a collection of situational roadblocks that keep people from living full and prosperous lives. With nearly a quarter of Philadelphians living in poverty, Episcopal Community Services’ goal is not to merely get these numbers down. It is to lift our neighbors up. It is about the names and faces behind these figures.

182%
AVERAGE INCREASE IN PARTICIPANTS’ ANNUAL INCOME SOURCE: EMPATH’S MOBILITY MENTORING® PROGRAM

267
GOALS WERE IDENTIFIED AND PUT INTO ACTION BY PARTICIPANTS
On her way to a fulfilling career, Janira attends classes on Tuesdays, Wednesdays, and Thursdays while her son is in school, too. Mondays are her days for other obligations, like doctor appointments, errands, and, of course, meeting with her MindSet coach or other MindSet participants.

"It's helped me get unstuck," she said.

**HOW IT WORKS**

People and families from all walks of life come to Episcopal Community Services for a helping hand. They have strengths, hopes, and dreams, just like you. Mothers experiencing homelessness also want their children to sleep safe and sound. People unable to afford college aspire for work that makes them proud. Parents want their children to grow up to be valued members of the community. No matter how old you are, where you live, who raised you, or how much or little you or your family has, everybody is on the pursuit of happiness. Unfortunately, our participants have to work harder for less.

ECS is helping people see that this pursuit is within reach.

Goals aren’t prescribed to participants, nor are the steps they need to take to achieve them. Contrary to standard case management, in coaching, participants assess their own lives and make personal incremental changes with their coaches watching and encouraging.

Using a tool called the Bridge to Prosperity, people are able to see where they are in life, identify where they want to be, and problem-solve ways of getting there. Depicted on the Bridge is what has been identified as five key pillars in life: Family Stability; Health and Well-being; Financial Management; Education and Training; and Employment and Career Management.

With this tool, participants are able to get a clearer sense of how different life barriers relate so that they can break them down to move upward across each pillar.

The Bridge is what helped Janira identify the first area of her life to focus on improving: Education and Training.

“You have to find your own will and power for change. MindSet really helped me get back on track. [My coach] gives me the motivation I need … that push I need to keep achieving my goals.”

ECS is the first social service agency in the City of Philadelphia to adopt this coaching model, a revolutionary approach proven to help people and families achieve upward economic mobility.

The practice, and the Bridge, were developed by our partner, Economic Mobility Pathways (EMPath), a Boston-based institution. Their groundbreaking model enables people to elevate themselves and their families toward upward economic mobility.

Backed by science and results, this method is spreading across the country and around the world, being adopted by organizations and governments reassessing their approach to service. From Boston to the State of Washington to the Netherlands, there is a growing network of providers shifting to create change that lasts. And now, that change is here, at home, in Philadelphia. In supporting ECS, you are supporting Janira and so many others like her as they work to make their dreams come true.
“I’m surrounded by adults who care about me, they encourage me to act responsibly. Because you are here, I must attest: I’m striving to do and be my best.”

Mayor Jim Kenney was there, along with Philadelphia School District Superintendent William Hite, Philadelphia Department of Human Services (DHS) Commissioner Cynthia Figueroa, and other city officials—plus visiting parents and camera crews.

Students were decked out in ECS dark blue and teal to celebrate and cheer for the program with their special guests. Armani’s poem was met with applause, and even brought the mayor to tears.

These afterschool activities result in better math and language arts grades, stronger homework completion rates, and improved classroom behavior. Long-term effects include an increase in high school graduation rates and a greater earning potential as adults.

ECS was awarded the continuation of its afterschool and summer camp services at all seven sites, and it remains the second largest OST provider in the city.

More than half of all ECS participants are school-aged.

And the number continues to grow.

“Out of School Time youth showed gains in social emotional competencies from the beginning of the school year to the end.”

53%
A SPACE TO HEAL

PROVIDING FAMILIES WITH CARE FOR BODY, MIND, AND SPIRIT

Emergency shelter should be more than a collection of beds. At St. Barnabas Mission, families are provided a network of care.

- Nutritious family meals prepared in an industrial kitchen and served in a community dining space.
- Healthful activities like yoga and Zumba are led by certified instructors.
- Parents are engaged in group workshops offered in conjunction with the Department of Human Services’ Parenting Collaborative.
- Health screenings and referrals are conducted by a full-time nurse, and physicals are provided thanks to the Children’s Hospital of Philadelphia and the Philadelphia College of Osteopathic Medicine.

St. Barnabas Mission provides a safe place to sleep, and as you can see, during the daytime, additional care is provided to help residents address different conditions besides, or because of, their episodic homelessness.

BUILDING ON A COMMITMENT

Nearly half of the people who enter St. Barnabas Mission report that they struggle with mental health issues—though the number is suspected to be higher.

To build upon our commitment to health, last summer, Episcopal Community Services began transforming a portion of St. Barnabas Mission into a state-of-the-art health and wellness clinic.

The clinic is made possible in partnership with Progressions Behavioral Health—a partnership the first of its kind between a shelter and mental health provider in the City of Philadelphia. Program participants outside of St. Barnabas will be offered the same treatment in the year ahead.

“Our commitment to health reaches into every program because wellness is core to stability,” said Pamela D. Egleston, MSW, LSW, director of health and wellness programming.

Chronic stress and untreated mental health issues are as debilitating as broken bones and take even longer to heal. Research shows that executive-functioning skills are compromised when the experience of everyday life is spent in survival mode. Living in poverty—including the symptoms of poverty like homelessness—can hinder a person’s working memory, mental flexibility, and impulse control. Luckily, there is a way to unlearn these behaviors and rebuild.

At the clinic, a psychiatrist and counselors will provide mental health treatment for families. Access to individual therapy and group workshops will help residents of St. Barnabas deal with trauma, anxiety, and depression—the feelings of crisis that make it hard to move forward.

For going the extra mile, past residents have referred to the shelter as their place of love because of the sense of community it nurtures.

With much anticipation, soon participants will be able to begin their mental health healing journeys, too, onsite at St. Barnabas Mission, their temporary home.

230
PARTICIPANTS BENEFITED FROM HEALTH AND WELLNESS INITIATIVES

“Our commitment to health reaches into every program because wellness is core to stability.”
The Power of Partnerships

ACHIEVING MORE TOGETHER

A movement to help individuals and families achieve economic independence is spreading across the country and around the world. We are committed to being a catalyst for change in the Greater Philadelphia region. This year, we strengthened existing partnerships and established new ones. Together, we challenge poverty with these partners and many others—including you.

ECONOMIC MOBILITY PATHWAYS (EMPATH)

ECS joined a network of 118+ organizations and governments using the Mobility Mentoring® model founded by EMPath to coach people toward stability.

HABITAT FOR HUMANITY AND PHILABUNDANCE

A partnership with these peer agencies has led to early development of an integrated and measurable approach to lifting people out of poverty in Philadelphia.

CHAPLAINCY

The Rev. David Anderson joined ECS as Chaplain, a significant role that helps fulfill the overlapping goals of ECS and the Diocese.

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257

VOLUNTEERS

We are grateful for the service of 257 individuals and 43 parishes and organizations. Spotlight: A friendship was established with The Impact Center, a convening hub for suburban youth with a desire to make a difference in the world through service.

THE EPISCOPAL DIOCESE OF PENNSYLVANIA

ECS and the Diocese co-wrote a pledge to strengthen our region’s faith and commitment to challenging poverty. Together, we are stronger as we live out our Baptismal Covenant.

SHIFT NEIGHBORHOOD FUND

ECS invested a percentage of its endowment in the private equity Shift Neighborhood Fund. Shift is revitalizing the two mile stretch of Kensington Avenue between Lehigh and Erie Avenues.

SPOTLIGHT:

Committed to the work of the Gospel, Christopher Hart has been a faithful donor for many years. He extended that commitment as one of his legacies by including ECS as a beneficiary in his will, thus joins the many dedicated donors of the last 150 years who secured the present and made a sure foundation for the future.

DONORS

We are appreciative of the 991 individuals who supported this work.

SPOTLIGHT:

Carol Butcher and Judith Tillman make gifts annually in memory of their mother, Mayme Jackson Washington. The Jackson family was charter founders of St. Barnabas Church, Rittenhouse Street in 1904. To remember their family’s deep Episcopal connection, the sisters make this memorial gift for their mother.

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EPISCOPAL COMMUNITY SERVICES
ANNUAL REPORT
15

Our Impact

Our impact would not be as great without you. We are so very appreciative of the generosity of individuals, foundations, volunteers, and parishes within our community. We recognize and invite you to see each gift of time, treasure, and talent on our website at ecsphilly.org/supporters.

FUNDRAISING

10%

ENDOWMENT VALUE

73%

73% Programs

17% Management and General Administration

1% FUNDRAISING

7% EXPENSES

4% REVENUE

ENDOWMENT VALUE

Value of ECS Endowment as of June 30, 2019: $10,272,528

Investment Earnings: $647,957

Withdrawals: $66,578,963

Additions to Endowment: $680,481

Investment Performance: $273,878

Value of ECS Endowment as of June 30, 2019: $10,272,528

Additions to Capital Reserve*: $325,252

Endowment Income

$9,673,160

$9,021,883

3%

28%

General Administration

$1,645,383

$1,581,296

17%

Government Grants

$9,673,160

$9,021,883

3%

28%

Individuals and Institutions

$2,866,424

$2,678,006

28%

Public Support

$10,272,528

$9,365,443

3%

73%

Total Operating Revenue

$13,534,244

$12,387,971

34%

PRIVATE SUPPORT

28%

30% ENDOWMENT INCOME AND WITHDRAWALS

3% OTHER

15% DESIGNATED CONTRIBUTIONS

10% FUNDRAISING

34% PUBLIC SUPPORT

15% MANAGEMENT AND GENERAL ADMINISTRATION

5% FUNDRAISING

9% EXPENSES
ANNUAL REPORT

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Eric and Luisa Rabe
Nina Lander Milton
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Bonnie and Barry McCabe
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In Honor of Victoria Crago Sicks
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Anne Graham
In Honor of Bill Boman for Christmas
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In Honor of Tom Gnaney
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Todd J. Jackson
In Honor of Elizabeth Hoffman
Kane Lippold and Charles Boyer
In Honor of The Rev. Dr. Melrose H. Holland
Molly E. Moulton
In Honor of Jessica and Alex Main
Emily Chase
In Honor of Jessica Main
Dianne Crocker
In Honor of Jay Mathew
Abigail Meloy
In Honor of The Rev. Carl E. Melody
Jessica R. Brown
In Honor of The Rev. Daniel T. Morrow
Mr. and Mrs. Michael Kelly
In Honor of Carol Wolf
Robert Prisena
In Honor of Our Children and Grandchildren
Mr. and Mrs. Robert Oskar
In Honor of Peter Pacella
Peter and Virginia Petraglia
In Honor of Anne M. Raubenthal
Joseph R. Raubenthal and Eric M. Raubenthal
In Honor of Charles and Tricia Robertson
Mr. and Mrs. Kurt W. Brunner
In Honor of Victory Cross Side Eight
Elizabeth Crago
In Honor of Cynthia L. Tago
Leigh & Maran and Sarah P. Mansen
In Honor of The Rev. James A. and Mrs. Gail Y. Topinka
Maria P. Torode and
Dr. Cleo DeMarina
In Honor of The Rev. Dr. Nancy Elliphant
and staff at Trinity Church, Buckingham
Dr. Regina K. Gordon
In Honor of The Musicians of Trinity Church, Buckingham
Dr. Regina K. Gordon
In Honor of Sheila Ungar
Rebecca S. Schalmann
Timothy S. Thornton
In Honor of Mary B. West
Mr. and Mrs. Richard Delagrange
PARISH SUPPORT
African Episcopal Church of St. Thomas
All Saints, Norristown
All Saints, Toms River
Christ Church, Kinnelon
Christ Church, Philadelphia
Christ Church, Ridley Park
Church of Our Savior, Jenkintown
Church of St. James, Kingsessing
Church of St. Luke and the Epiphany
Church of St. Martin-in-the-Fields,
Chester Hill
Church of the Holy Apostles, Penn Wynne
Church of the Holy Trinity, Rittenhouse Square
Church of the Holy Trinity, West Chester
Church of the Incarnation, Marthasville
Church of the Messiah, Mayfield
Church of the Redeemer, Bryn Mawr
Good Shepherd Church, Haddonfield
Hillside Memorial Church, Good Shepherd East Falls
Lever Church Memorial Church of St. George
Philadelphia Cathedral
St. Alban’s, Chestnut Hill
St. Andrew’s Church, West Vincent
St. Christopher’s Church, Gladesville
St. David’s Church, Radnor
St. Dunbar’s Church, Blue Bell
St. George St. Barnabas Church
St. James Church, Langhorne
St. John’s Church, Lower Merion
St. Luke’s Church, Newtown
St. Mary’s Church, Antorp
St. Mary’s Church, Wayne
St. Paul’s Church, Chestnut Hill
St. Paul’s Church, Oaks
St. Peter’s Church, Glenside
St. Peter’s Church, Philadelphia
St. Peter’s Church, Phoenixville
St. Thomas Church, Whitemarsh
Trinity Church, Gladwyne
Trinity Church, Chestnut Hill
Trinity Church, Swarthmore
Washington Memorial Chapel
FOUNDATION, GOVERNMENT,
AND OTHER ORGANIZATIONS
Anonymous
The Big 10 Family Foundation
Joanna Carrera Foundation, Inc.
Alliance for Strong Families
American Federation of Teachers
Allied World Insurance Company
AmazonGrants Foundation
American Endowment Foundation
Ballentine Consulting
The Bennet Community Impact Fund
Bryn Mawr Preparatory School
Bryn Mawr College School of Social Work & Social Research
Buck Family Fund
Alpin J. and Alpin W. Cameron Memorial Fund
Philadelphia Youth Network
Leo & Peggy Pierce Family Fund
Public Health Management Company
Rake Family Gift Fund
Read Smith LLP
Joy and Gareth Ryle Gift Fund
The River Foundation, Inc.
St. Alban’s Charitable Fund
Roberts and Ernest Slicher Jr. Family Foundation
Scheid Charitable Fund
Selens Family Fund
Joseph Kendal Sills’ Trust
The W. W. Smith Charitable Trust
Society of Colonial Wars in the
Commonwealth of Pennsylvania
Isabel Spalding Trust
Single Communications
The Stratton Foundation
Team First Book Philadelphia
Tobacco Philanthropy
US. Dept. of Housing & Urban Development
UBS Donor Advised Fund
Union Benevolent Association
United Way of Greater Philadelphia
and Southern New Jersey
Vanguard Charitable Endowment
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Villanova University
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Wewak and Mukhe Chander Charitable Fund
WHYY
Westphal Foundation
Questa Woodward Foundation Trust
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Atha Foundation Employee Campaign
Auburn Bank of America Grant Charitable Gift Fund
BNY-Mellon Community Partnership – Employee Funds
Employee Community Fund of
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Brown Brothers Harriman and
Company
Bryn Mawr Trust
Cavanaugh Inklings Colleague Giving Campaign
Center for Whistleblower Protection
Eld Lilly and Company – Indianapolis
Gannett Company Employee Campaign
Gede, Inc.
Gartner, Inc.
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Genworth Asset Protection
Honeywell International Solutia
Employee Campaign
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