

The ECS Way



2024
IMPACT
REPORT

Episcopal
Community
Services



A look at the ECS Way: resources, services, and advocacy designed for economic mobility and financial independence.

CONTENTS

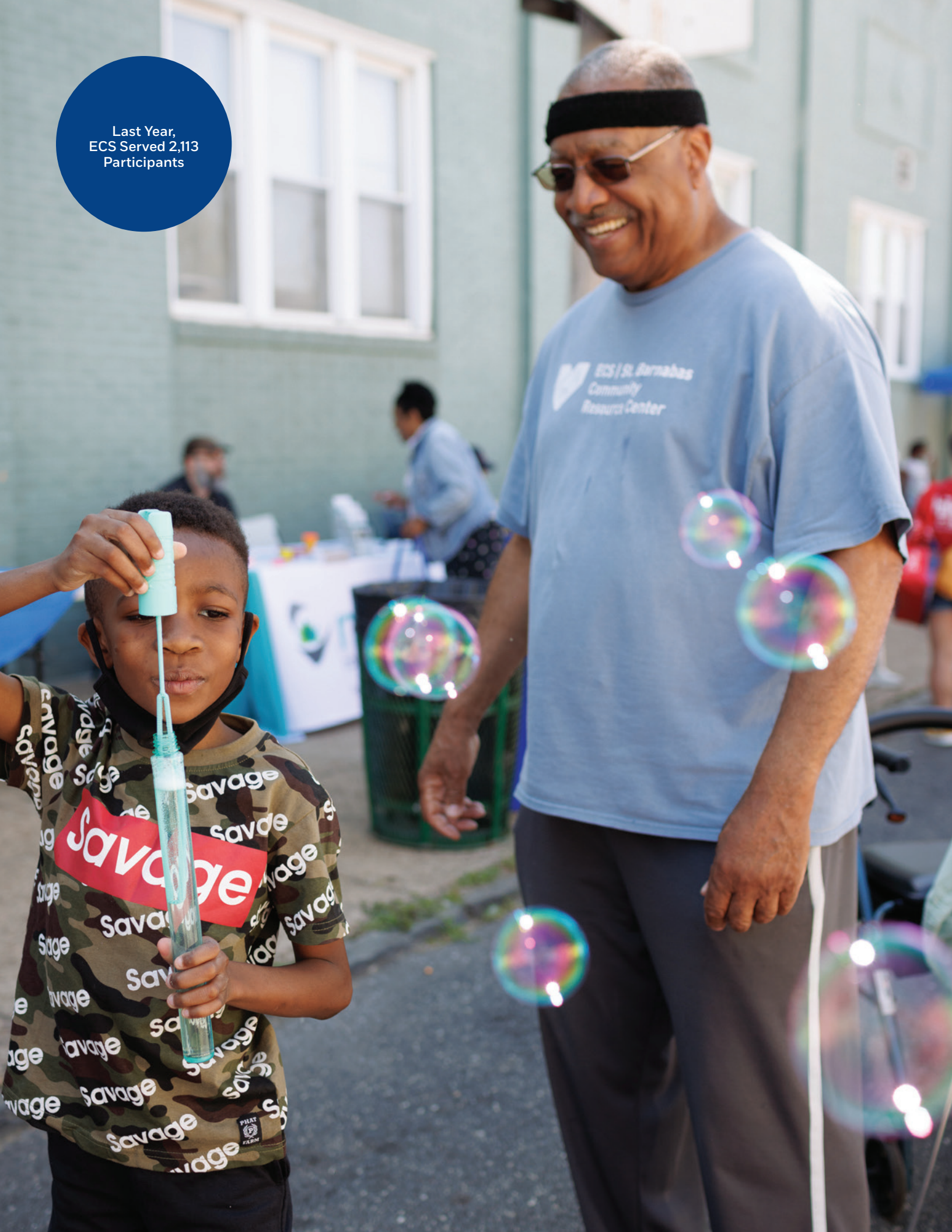
A Letter from Leadership	1
A Message from our Chief Programs Officer	2
Our Theory of Change	4
Direct Services Highlights	8
Advocacy & Inclusion Highlights	18
Place-Based Strategy Highlights	24
Emergency Funds	32
ECS Impact by the Numbers	34
Donor Spotlight	36
Chaplain's Reflection	40
Financial Summary	42
Our Supporters	44
Board & Staff	55



A Year in Review



Last Year,
ECS Served 2,113
Participants



DEAR READER,

ECS stands out in the greater Philadelphia region by addressing poverty from both immediate and long-term perspectives.

On the immediate side, we work to help people meet their critical needs — when they urgently need such things as housing or food, or they are ready to embark on a longer-term journey towards financial stability and independence.

At the same time, we also use our voice in City Hall and the State Capitol to raise awareness that addresses the policies that make it harder, rather than easier, for someone to leave poverty permanently behind.

ECS works in radiating circles. Picture this...

Imagine our efforts focused on one person, and the good that could do. Now imagine a neighborhood, like Haddington and Carroll Park, where the ECS St. Barnabas Community Resource Center is located. And now imagine the ripple of ECS' partnership through the families of generations to come. Prosperity builds on prosperity; the key to breaking intergenerational poverty begins with one person, one family, here and now and spreads outward. Our participants in the MindSet economic mobility coaching program this year earned on average an additional \$1,400 per month — a tremendously impactful income outcome.

What else makes ECS different? To be sure, our talented staff, innovative programs and history of partnership with the Episcopal Diocese of Pennsylvania and other embedded community partners to name a few. Perhaps most importantly is the depth of our commitment to those in our communities impacted by intergenerational poverty. ECS continuously moves in a forward-facing direction; it is who we are.

And then there's you — whether you are a donor, partner, neighbor, participant or staff member. You make us who we are as well — and thank you. Your work echoes through the generations.



Anne Rice-Burgess
Chief Executive Officer



John G. Chou, Esq.
Board President

Sincerely,

Anne Rice-Burgess
John Chou

The ECS Theory of Change



Soneyet Muhammad
Chief Programs Officer

A theory of change is a nonprofit-sector term for a tool that articulates how an organization's work leads to its intended results. Theories of change are effective at painting the full picture of what an organization does and why. As ECS has recently implemented transformative changes in programming and advocacy, the theory of change ECS developed this past fiscal year is an especially helpful guide — whether you are new to ECS or a longtime supporter.

The ECS theory of change is really a north star for the organization: it guides the ECS way. It is a target that we look to for focus, discipline, and clarity in agency-level decision making. It is also an important guide in laying out future plans.

We invite all who read this report to engage with the story of ECS, to understand what we do, how we do it, and why it matters. A great place to begin this journey is by exploring our theory of change. This is not just a report — it's an invitation to become an ambassador for ECS, to share

with others what makes our organization truly unique. In my own experience, I regularly have opportunities to share our story. For many, the "light bulb moment" happens when I highlight the numbers that reflect our impact, engagement, and growth. This year, ECS programming reached over 2,100 participants, while our community outreach at the St. Barnabas Community Resource Center (SBCRC) connected with more than 850 local residents. Looking ahead, with careful planning and a commitment to growth, we are poised to expand our reach to nearly 3,000 people. I am deeply grateful to our impact strategy, which has created a clear framework for service delivery, enabling us to exceed expectations and deliver meaningful outcomes.

I could go on (and for more numbers and measurements, see "ECS Impact by the Numbers" on page 34), but in all honesty, the picture of how ECS truly stands out isn't complete without understanding our theory of change: our direct services

programs and activities at the St. Barnabas Community Resource Center address the urgency of poverty while our advocacy positions confront the reasons why we find our fellow Americans in poverty in the first place.

In this, ECS has discovered a unique position. We can work directly with participants to address the social determinants of health that impact economic mobility, and we can hold policy makers responsible for changing policies and practices that make it harder for people to leave poverty.

As you turn the pages of this report, I encourage you to consider how ECS shows up in your frame of reference. We are not only a community resource center. We are not only providing direct services. We are not only advocates. Programs inform advocacy, and advocacy informs programs, and we cannot be as effective without all operations and strategies being connected. That is when the theory becomes reality and we have an impact on people's lives. ♡



Back to School Event



Visit to Harrisburg



Out of School Time



MindSet Ceremony



Community Dinners



Annual SBCRC Block Party

ECS aims to disrupt intergenerational poverty. Through multi-faceted programs and advocacy positions, we provide holistic, interconnected resources that directly serve participants', families', and community ambitions while also addressing legislation and policies that inhibit economic mobility.

Intergenerational poverty refers to the persistent economic disadvantage that spans multiple generations within a family. It occurs when children inherit poverty from their parents, often due to limited access to education, employment opportunities, and resources, perpetuating a cycle of financial hardship across family lines.

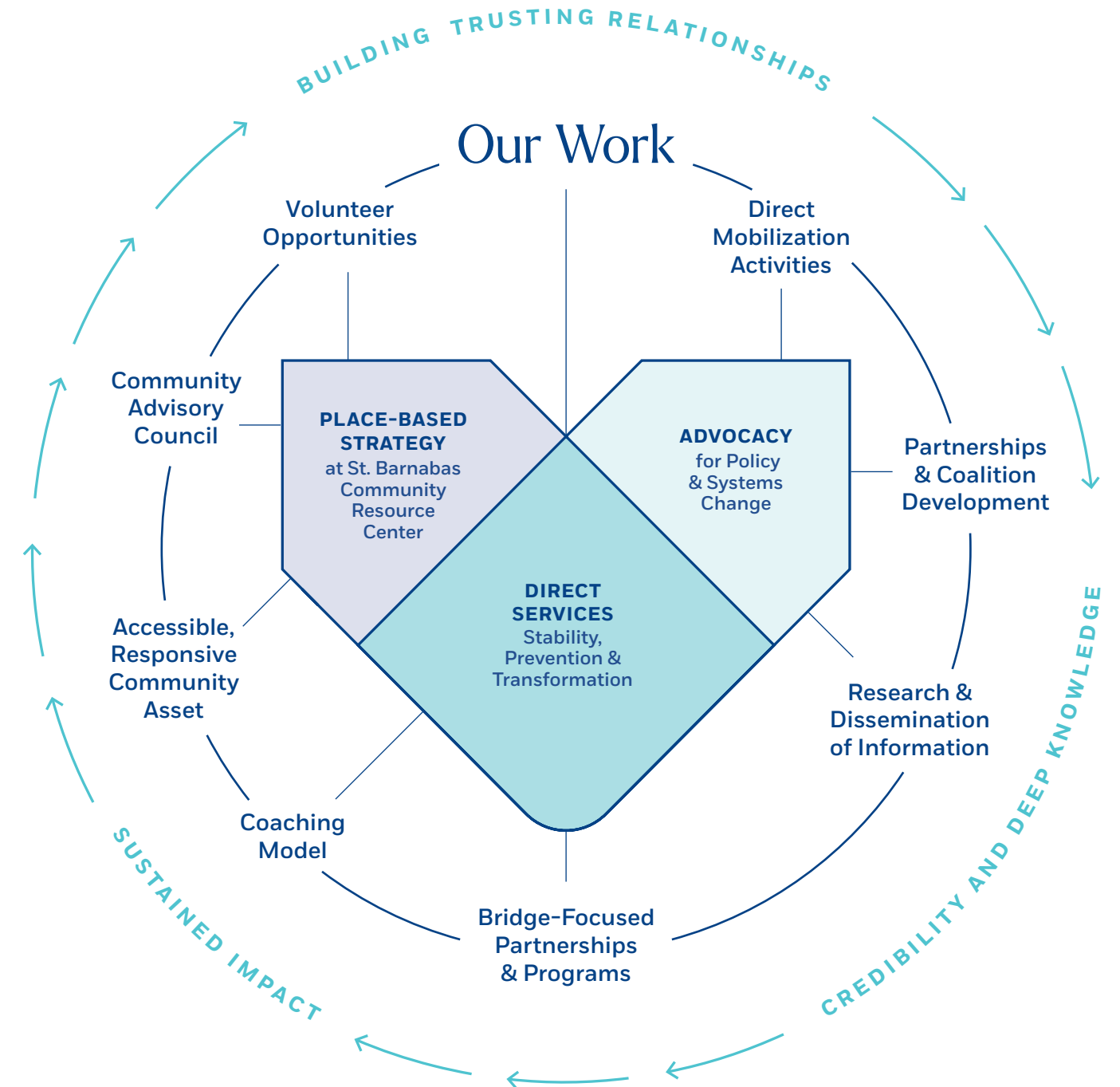
Economic mobility measures how much a person's income changes over time. It defines an individual's or family's ability to move up or down the economic ladder throughout generations. This incorporates economic success, power and autonomy, and being valued and engaged in the community. Economic mobility can be understood by defining three basic terms: absolute mobility; income inequality; and relative mobility.



Look for our Economic Mobility highlights throughout

Our holistic and integrated approach positions us to achieve long-term impact towards greater economic security for BIPOC populations.

This acronym stands for Black, Indigenous, and People of Color. While welcoming and open to all, ECS programs and advocacy are designed to support the goals and ambitions of BIPOC.





"What makes ECS special to me is that it focuses on people and recognizes the importance of their family, friends, and growing relationships. It is the faith-based presence that helps everyone it touches — participants, staff, donors, partners — grow and be eager to learn more about giving back to community."

Tammy Lewis
Operations Administrator



MindSet Coaching Program



Janira
ECS MindSet Participant

ECS' MindSet program uses a coaching model to engage participants in a process to exit poverty. For Janira, the process began with learning what was possible.



Economic Mobility In Action

Did you know that January is economic mobility month? This year ECS celebrated by showcasing stories of our participants' progress on the journeys to economic independence. Look for more throughout this report.

Janira came into the MindSet program 4 years ago with the goal of creating financial stability for her and her son. She was working as a bartender in North Philadelphia when she discovered ECS. Janira needed a more stable job with a predictable schedule that would allow her to support her son.

She knew that she wanted a new job, but she didn't know how to get there. ECS coaches helped her identify a path that would eventually lead her to becoming a Special Education Assistant with the School District of Philadelphia. This proved to be a perfect match that would allow her to be with her son each day.

Once she secured a new job, Janira strategized her next steps. She wanted a home in a neighborhood where her son could explore new opportunities.

She needed to learn about finances and homeownership.

"I knew nothing about credit and had never even opened a credit card," Janira observed. "ECS not only helped me learn, but also supported me in creating healthy financial habits. Now my credit score is almost 800!"

Janira is currently earning her First-time Homebuyer Certificate and saving for a down payment on a new home. She will graduate with her associate degree and makes sure that her son understands the value of education. She recommends that anyone going through the MindSet program put in the work to fully use the resources that ECS provides to transform their lives. ▼



100
Individuals
Currently
Enrolled in
MindSet

Celebrating Achievements

ECS MindSet Ceremony

ECS hosted a ceremony to celebrate the significant achievements of the first cohort in our MindSet program. Staff, board members, family, and friends gathered at the African Episcopal Church of St. Thomas to watch participants give remarks and receive recognition.

ECS' MindSet program focuses on career development and financial stability through the Bridge to Prosperity framework. The goal of the MindSet program is to coach skills related to the pillars of the Bridge: Family Stability, Health and Well-Being, Financial Management, Educational Attainment, and Earnings Level. Participants who complete the program are considered by their coaches to be thriving in these areas.

This year ECS eclipsed its MindSet engagement goal with nearly 100 individuals enrolled in the program. ▼





Partnerships that Pave the Way

Partnerships with other organizations are one way ECS maximizes the impact of the work we do to challenge intergenerational poverty in Philadelphia.

While the scope of our educational programs, coaching opportunities, advocacy initiatives, and community events is wide-ranging, it's true that we, as a donor-supported mission, can't address every challenge we see directly.

By teaming up with partners who excel in particular areas that complement our programs, we can expand the impact and reach of our work.

Established 13 years ago, the **West Philadelphia Skills Initiative (WPSI)** is one such partner. WPSI serves as an intermediary, bridging the gap between underemployed or unemployed individuals and high-value job opportunities.

"Unlike traditional workforce programs that solely focus on job placement, WPSI places a

strong emphasis on job quality and retention, ensuring long-term success for its participants," said Executive Director Cait Garozzo.

Operated by the University City District, WPSI offers intensive skills training programs lasting 3-6 months, seamlessly transitioning participants into job interviews upon completion. The program boasts an impressive **93% placement rate**, a testament to its effectiveness in connecting individuals with meaningful employment opportunities. One of the key distinguishing factors of WPSI is its deep-rooted relationships with employers and its focus on providing highly practical skills training. WPSI tailors its training programs to meet the specific needs of the job market, ensuring participants are equipped with the skills most in demand by employers.

While WPSI focuses on skills training and job placement, **ECS' MindSet program provides complementary support through long-term, one-on-one coaching** that addresses broader socio-economic factors that may impact participants' ability to succeed in the workforce.

Soneyet Muhammad, Chief Programs Officer, observed that program participants in this co-enrollment model also "have access to their personal ECS coach, incentives to complete the training, and ECS emergency funds for basic needs.... As ECS participants, the WPSI trainees also have access to all of the other ECS programs at St. Barnabas Community Resource Center, including our **open choice food pantry, mental health counseling, legal aid services, and tax preparation services.**"



"Unlike traditional workforce programs that solely focus on job placement, WPSI places a strong emphasis on job quality and retention, ensuring long-term success for its participants."

Cait Garozzo, WPSI Executive Director



Open Choice Food Pantry

By working together, Muhammad believes ECS and WPSI are creating an opportunity for people to transform their lives. Participants start the MindSet program with an average income of \$22,080, or \$10.62 per hour for full-time employment. For participants in their 4th year in the program, they have seen their **annual incomes grow to \$54,775, or by an average of 148%.**

WPSI graduates already start their career journey earning an average of \$18.20 per hour in the life sciences, healthcare, and the skilled trades. "Our partnership with WPSI allows us to hyperdrive the earnings potential for our common participant so they and their families can grow their household income more quickly to afford the lives they see for themselves and their communities," Muhammad said.

Together, ECS and WPSI shine brighter as a braided, strategic approach that offers a beacon of hope for individuals seeking to improve their employment prospects and achieve financial stability. ♥



MindSet Program



ECS is in the process of bringing economic mobility measurements to all of its programs.



Rapid Rehousing Program



Erickah receiving her Certificate of Achievement

Erickah came to ECS as an Achieving Reunification Center (ARC) family, meaning her son was in DHS custody and housing was one of the last goals to achieve for her to be reunited with him.

Her first impression was the level of compassion and warmth emanating from ECS staff. She felt welcomed into a community that would support her in reaching her goal of securing stable housing and building a home for her and her son.

The Rapid Rehousing Program (RRH) uses a coaching model to equip participants with the tools necessary to set and achieve their goals. With the support of the RRH program, Erickah was able to quickly receive custody of her son and has made it her priority to help him adjust, support him, and get him engaged in programs. When she first moved into her apartment, she felt fear.

“It was all very new to me. I had never had my own place before and I was scared. More than that, I knew that it would all be very new to my son.”

On the day of reunification, all her fears fell away, and she discovered what home meant for her. “Warmth. Family. Love. That is what home means to me.”

Erickah has achieved many goals and milestones during her time in RRH, including working actively on an educational goal, achieving a better paying full-time job at a rehabilitation facility, and paying off debts. She participates actively in ECS programs and community events, committing herself to trying new things and sustaining stability.

Erickah has shown how resilient she can be. When she reflects on ECS, she thinks of how the people of ECS showed her the meaning of warmth and compassion. She has made it her mission to always carry that with her in the place she calls home. ♥

“Warmth. Family. Love. That is what home means to me.”





Out of School Time Program

ECS' Out of School Time (OST) program operates in seven schools across the Greater Philadelphia Region, serving children in their elementary and middle school years.

Samirah has been an OST parent for more than 5 years, regularly sending her children to the ECS after-school program and summer camp. She describes the program as a place where her three children get to learn about the world, experience new ideas, and grow under the care of warm

and compassionate group leaders and facilitators. Every day, they are engaged in activities that encourage creativity, problem-solving and teamwork.

Samirah credits the program with giving her the flexibility to work and provide for her children knowing that they are in safe and capable care.

Her advice to any parent new to the program is to embrace the opportunity to work alongside OST staff so that all children have access to quality and affordable after-school care. ▾

"I love the program and everything that it has to offer. It is good to know that my children are in a safe and welcoming learning environment when the school day ends."

Samirah
OST Parent



Economic
Mobility
In Action



Afterschool Advocacy Day

OST goes to the State Capitol

The significance of afterschool programs comes to the forefront during Pennsylvania's Afterschool Advocacy Day. This event underscores the vital role these programs play across the state – particularly for children facing homelessness.

Students from our Out of School Time (OST) program spoke at a rally at the State Capitol to emphasize the importance of after-school programs. They presented lawmakers, such as Senator Vincent Hughes (pictured left), with colorful posters and letters explaining how important these programs are to them. ▾

"People come to help us read."

"It's fun and we learn stuff."

"We can talk because in school we are in different classes."

"I love my teachers, they are nice and look out for us."

"They teach us life lessons."

"Something to do after school."

"We perform things for our parents to see."

"Ms. Tiffany takes us on cool trips and shows she cares for us."

Thoughts shared by ECS OST students on why they would recommend the program to a friend





All Together Now

While ensuring that ECS continued to enhance its effectiveness supporting diversity, equity, and inclusion, ECS honed and amplified its voice as an advocate for lead issues.

This year ECS joined important coalitions, maintained productive relationships with elected officials, listened to the concerns of participants and community members, and sponsored several well-attended community events. The benefits cliff served as a particular focus, with ECS completing a pilot program for ECS participants, and taking part in opportunities to bring ECS' perspective on the benefits cliff to regional and national stages. ▼



Advocacy Highlights

Partnerships

- Beyond the Cliff National Benefits Cliff Coalition
- Pennsylvania Minimum Wage Coalition/ State Senator Art Haywood

ECS' Director of Housing participated on benefits cliff panel at EMPATH's Disrupting Poverty Conference

ECS Advocacy highlighted in EMPATH's Advocacy Toolkit for Exchange members

ECS' CIAO and Senior Director of Advocacy participated on benefits cliff panel for Ascend at Aspen Institute webinar

Brook J. Lenfest Benefits Cliff Grant Pilot distributed \$15,000 in direct assistance to 10 households experiencing the benefits cliff

149 messages sent to legislators

1 federal regulatory comment submission - HUD Regulatory Burden

6 organizational sign on letters

5 voter outreach events, registering 11 new voters and collecting 67 pledges

Faith Leaders Unite

ECS Joins Interfaith Network

ECS has joined the Interfaith Leadership Network (ILN), a select group of diverse faith leaders from across the country led by Interfaith Alliance, a national organization that advocates for inclusive democracy and healthy boundaries between religion and government.

Each member of the 2024 Interfaith Leadership Network will focus on a local project to mobilize individuals of diverse faiths and beliefs to positively impact their community. Kyle Evans, ECS Chaplain, will represent the Philadelphia region and will receive a grant of up to \$5,000 along with mentorship, training, and media support to uplift her work in our community. Rhena McClain, Director of St. Barnabas at ECS, is a participant and network co-facilitator. ▼



Inclusion Highlights

ECS Staff DEI Survey Completed and shared with staff

Established 3 Employee Affinity Groups (EAGs)

- Black Executives
- Seasoned Women Sharing
- Neurodiverse Staff at ECS

Sponsored and participated in Germantown Juneteenth Festival

Contributed toward 6 SBCRC Community Dinners

Organizational DEI Statement created and shared with Board and ECS Leadership Team



Addressing the Benefits Cliff

Episcopal Community Services received a \$25,000 grant from the Brook J. Lenfest Foundation to support our Benefits Cliff Initiative.

The Benefits Cliff occurs when a slight increase in a worker's income results in the sudden loss of public benefits — worth much more than the income increase itself.

The benefits cliff describes the experience that millions of low-income families have when they increase earnings only to face an abrupt loss in public assistance that leaves them worse off financially.

The grant supported ECS in providing direct financial and coaching support to five participants facing immediate and significant need navigating the benefits cliff.

All applicants for direct assistance completed at least one benefits cliff calculator (a critical tool designed by Leap Fund) session with an ECS employee, and they agreed to one year of follow-up to ensure the cliff they were encountering was successfully navigated. Because of the particular cliffs being encountered by ECS participants, we were able to support 10 households, more than the five we originally estimated.

Here's what we learned:

At a benefits cliff, the public benefit most often lost was SNAP (Supplemental Nutritional Assistance Program). We distributed much of our assistance in the form of grocery store gift cards.

A public benefit loss we did not originally plan on dealing with was the loss of the Affordable Connectivity Program, a federal effort to close the digital divide that wound down fully at the end of May. We were able to support one individual who lost this benefit, and we are currently advocating for funding to extend this critical program.

We can confirm that households often lose multiple benefits in quick succession as they increase their incomes.

An interesting dynamic that we want to explore in more depth is that moving from public health insurance or subsidies to employer

health insurance plans creates a significant benefits cliff. It was difficult to know exactly how to assist people in this situation, as we were not able to pay the employer for what is usually a payroll deduction.

The bottom line for ECS is that the benefits cliff remains a significant, complex, and often overlooked problem. And our work on this grant, tying advocacy, direct services, and our place-based resource in St. Barnabas together reinforced how critical it is to find ways to create staircases that participants can safely negotiate.

An ECS program staff member, who was able to get assistance for a head of household who lost several benefits in quick succession as she moved ahead, told us that the Lenfest Foundation pilot was "life changing" for this particular family and encouraged us to seek and secure more funding to offer this type of assistance again. ♥

Navigating Financial Management

ECS helps Ms. AF overcome the Benefits Cliff

Ms. AF began her time with ECS in December 2022 with a stated goal of maintaining her education, childcare, and housing. In January 2023, she welcomed a third child into her family and took time to tend to herself and the wellbeing of her children.

Shortly thereafter, Ms. AF returned to the workforce in her full-time position as a server. Ms. AF continued to work on her bachelor's degree during this time. She achieved outstanding academic performance and even joined the school's track team.

During her tenancy, Ms. AF experienced a benefits cliff, facing a sudden reduction in government

assistance when her income crossed a specific threshold.

ECS worked with her and Ms. AF overcame her benefits cliff through financial management and planning. She was able to pay essential bills on time and save money pursuing her long-term goals. In January 2024, Permanent Supportive housing offered Ms. AF a housing opportunity wherein she could choose her own unit in her preferred neighborhood. She will receive a longer rental subsidy and consistent case management. Ms. AF's new unit recently passed the inspection phase, and she and her children will be moving in. ♥



Economic Mobility In Action

First gathering of the newly formed Beyond the Cliff Coalition — a national collaborative focused on helping families achieve economic prosperity





"Our mission is to help people with their legal problems in the communities where we live. St. Barnabas provides many services for the neighborhood which means many people hear about us and take advantage of the fact that we are in the building every month. We are always busy!"

Steve Chawaga
Partner
Episcopal Legal Aid



St. Barnabas Community Resource Center

It was a year of vibrant connection and support at St. Barnabas Community Resource Center, featuring moments of unity, celebration, learning, and service that define our shared journey.



Annual Block Party



Open Choice Food Pantry



Economic Mobility In Action

Health + Wellness

Making Positive Changes

Wanda is a passionate advocate for healthy habits in her community. Her first interaction with ECS was at Fall Fest in 2022, where she learned about a special program where seniors could learn how to prepare healthier foods.

For Wanda, ECS is about having a space to explore what it means to be well. For many years, she would walk more than 6 miles a day with friends and family. When life started to get in the way, she found that fewer people would join her, and she would be less likely to exercise. That is when she found an exercise class at ECS that brought people together with the goal of getting healthier and stronger.

This passion for health comes from realizing that many people in her community lacked the knowledge and skill to make informed decisions about wellness. Wanda credits ECS with providing her with resources to learn about nutrition and exercise.

She defines wellness as an ongoing process of taking care of your body and your mind. "Watching what you eat, going to your doctor appointments, making sure that you are in good physical condition."

Her advice to new participants? Take full advantage of every opportunity to grow your understanding and do not be afraid to make a positive change for yourself. It may seem like you are the only one on the journey to being well, but places like ECS are here to remind you that you can do it. And we can do it together. ♥



Participant Achievement Ceremony



Church of the Redeemer Cook-off Volunteers



Career Fair



Cook-off with Councilman Curtis Jones



Back to School Event





ECS Awarded Major Anti-Violence Grant

The Pennsylvania Commission on Crime and Delinquency's (PCCD) School Safety and Security Committee has approved a total of \$40 million in Violence Intervention and Prevention (VIP) grant funding for 64 organizations working to address the epidemic of gun violence.



As part of this important funding effort, Episcopal Community Services was approved for a grant of \$874,042 to launch a comprehensive neighborhood revitalization project focused on violence prevention through residential block cleaning and workforce development in West Philadelphia.

Under the approved grant, ECS will solicit and review proposals to partner with an organization focused on affordable and sustainable solutions to keep Philadelphia clean, in an investment prioritizing residential blocks surrounding ECS' St. Barnabas Community Resource Center for revitalization and workforce development programs.



The work will be completed by dedicated crew members earning living wages, providing employment opportunities for those with barriers to work. Crew members will also have access to all of the programs that ECS offers that address poverty, including the MindSet program and the coaching services available through its financial management, housing, and career development staff.

Project activities will also include community engagement and outreach efforts, such as door-to-door interactions, community gatherings, and additional activities to build support and awareness.

"When ECS opened St. Barnabas as a community resource center, we heard from our neighbors loud and clear that gun violence was a top concern," observed Anne Rice-Burgess, Chief Executive Officer of ECS. "This funding is further evidence that ECS hears you, we have adopted gun violence as an advocacy issue, and we are here with you for the long-haul!"



SBCRC Hosted 6 Community Dinners, Serving 74 Participants



A Seat at the Table

SBCRC Community Dinners

The St. Barnabas Community Resource Center (SBCRC) created a new series of Community Dinner programs called "A Seat at the Table." Each month, ECS or its partner organizations introduce a new theme for exploration, which this year included Women's History Month, green gardening, and Black Men's mental health. These dinners build community and help our staff, program participants, residents, and other stakeholders share common interests, critical community information, and learn how best to support and advance our community engagement efforts.



"My volunteering for the last 25 years in various capacities at St Barnabas has been invaluable. If the walls of St. B could talk they would tell you stories about acts of empowerment, dignity-embedded services, hope-infused staff, and life-altering practices that were offered with joy and expertise to those who needed it the most."

"One of my proudest parenting moments was having my daughter choose for over 10 years (she is now 19) to pour her heart and soul into the beautiful lives that fill this building and inspire her friends to join her, with or without me. In her own words... 'Some of my favorite childhood memories were running around on the playground and doing art projects with the children at St. Barnabas. They taught me the power of joy and gratitude. I am at college now and I hope to take those lessons learned into all my volunteer efforts home or away.'"

Maria Stroup and Madi Gallia
Volunteers





Emergency Funds

ECS provides funds to participants for emergency costs related to housing, healthcare, food, and more. These are some of the needs ECS helped participants meet this year.

Clothing for Daughter

Utility Assistance to Prevent Water Shut Off

SEPTA Transit Pass

Water Heater Replacement

Purchase Work Uniform

Assistance to Move into New Housing

Utility Assistance After Experiencing Benefits Cliff Issue

Rental Assistance to Prevent Eviction

Shop Rite Gift Card to Purchase Groceries

Security Deposit and First Month's Rent

OVER
\$65K

\$65,822 in emergency funds were provided to participants

ECS Impact by the Numbers



242 Number of Participant Goals Completed

Number of MindSet Participants that Leveled Up 19

12 12 of 13 Families Exited RRH to Permanent Housing

92%

Percentage of Families Exiting to Permanent Housing through RRH Program

2715

Number of People Impacted by ECS

993 Open Choice Food Pantry Participants

Participants Receiving Multiple ECS Services 294

755 Out of School Time Participants

3751

Meals Donated to Food Insecure Seniors through our Cook-off Program



\$1,400

Average Increase in Monthly Income

383 Partner Provided SBCRC Services

21 Number of Partners

345 Number of Referrals (Internal and External)

BACK TO SCHOOL

213
Students Served from 99 Families

16
Resource Providers

13
Volunteers

FALL FEST

158
Attendees

11
Resource Tables

12
Volunteers

BLOCK PARTY

290
Attendees

16
Resource Tables

7
Volunteers

A Walk Down Memory Lane

An interview with former ECS Board President, John Wineland

John Wineland, ECS City Mission Legacy Society member, served as Board President from 2001-2005.

Where are you from, John?

I was born and raised in Altoona, PA. My father's family goes back many generations in the local farming community. There is a "Wineland" street in Martinsburg. My wife Paula is also from western Pennsylvania — Greensburg, closer to Pittsburgh.

Then how did you end up in this neck of the woods?

I came to Philadelphia in 1969 to pursue a Ph.D. in history. I fell in love with both history and Philadelphia and decided to stay.

After working as a director of undergraduate admissions at The University of Pennsylvania, I moved into law firm administration and ultimately worked at Drinker for many years. I retired at 70 in 2010 as Director of Practice Group Administration. By then the firm had 700 lawyers, 16 practice groups, and 12 offices.

How did you get involved in ECS?

I was raised as a hardcore fundamentalist in an independent Baptist church. Its mission was exceedingly insular. After college in the early 1960's I converted to the Episcopal Church and was highly active as a lay minister in the Chicago diocese. I recently read Bishop Budde's (Washington, D.C.) book *How We Learn to be Brave*. She speaks of that transition — moving from an evangelical internal focus to the larger world. Given my background, I had so much to learn about the "real world" — but also how limited we are.

And you eventually joined the ECS board?

I wanted to serve in some meaningful way. Spencer Wright, an early pillar of ECS from the 1950's, and a very generous supporter, was a business

contact and friend. He set up a lunch with then Executive Director, Bob Betts. It was an instant friendship. I joined the Finance Committee, then the Board of Trustees. When it came time for Ray Welsh, Board President to rotate off the board, Betty Cecil, a fellow Trustee, nominated me and asked me to stand for President.

Did you aspire to be Board President?

Clearly not! I was thoroughly intimidated and awed by the question — and by the notion that Bob Betts was going to retire. But my ECS years became among the most meaningful in my life — including the sense that we were not only making great strides to help individuals in need, but also trying to address and develop remedies for the underlying problems. I remember how excited we were the day we approved the purchase and

rehabilitation of St. Barnabas. I also remember visiting many local churches and after-school programs and collaborating with dedicated staff who'd had years of experience and knowledge. Bob was a true professional in social services and taught me much. We attended the national conference of the Child Welfare League in Washington, D.C. together. I visited many parishes for "ECS Sundays" — and was encouraged to see the ECS mission so widely accepted. Indeed, ECS does address important issues.

Overseeing the transition of Executive Directors at ECS while I was Board President was a big job. My wife and I were both juggling demanding careers and we had a young child at home at the time. Fortunately, John Midwood, who had been Associate Director, quickly assumed the reins and did a superb job as leader. My Board President successors, Cliff Kozemchak, and Kurt Brunner were more than ready to take over.

Some of ECS' programs have evolved since you were on the board. How do you feel about that?

Yes. ECS is much different today but still provides strong and creative leadership in the realm of reducing poverty. Philadelphia is the poorest of the ten largest cities in the US. Why is that?

How, and what can we do about it? It has been exciting to watch successive boards and staff take up these issues with fresh enthusiasm, new strategies, and determination.

What would you say to others considering supporting ECS?

The social work ECS provides to those in need can only happen with the support of a strong donor base. In addition to our yearly contribution, my wife Paula and I made a decision some years ago to join the City Mission Legacy Society — ECS' planned giving society. For those who are able, we encourage all dedicated supporters to consider doing the same. ♥



John and Paula Wineland

"The social work ECS provides to those in need can only happen with the support of a strong donor base."



"Volunteering to help ECS participants in the Rapid Rehousing Program was such a rewarding experience. I have always felt truly blessed in my life and know that part of my blessings need to be shared. Encouraging others at Trinity Episcopal Church Solebury to help was easy when people saw my genuine concern and enthusiasm for such a worthwhile program. Giving and supporting became infectious!"

Melodee Fox
Volunteer

Trinity Episcopal Church Solebury

By the time staff and partners receive this ECS Impact Report, I will have served as Chaplain at this remarkable agency for just over 2 years.



Kyle Evans
Chaplain

Since my primary office is located on the first floor of St. Barnabas Community Resource Center, just across from the Open Choice Pantry, I have been blessed to get to know many of the participants. The title “Chaplain” continues to prompt some confusion. To those from Christian denominations other than the Episcopal tradition, how can I be a Chaplain and a female? To others unfamiliar with the role of a Chaplain, am I a social worker? In short, who am I and what do I do?

First, as the ECS Chaplain, I am a pastoral presence to all staff and participants, meeting them wherever they are and whatever their worry or need. Does that mean I have all the answers? Absolutely not. However, beyond pastoral support — loving a person in all aspects of their self — I can be a resource for what else they might need, and connect them to people at ECS who can help. Sometimes these relationships begin with a knock on my window that faces into the corridor and a smile or wave. Other times, it is the interaction that occurs with a Breakfast Club member who

offers me a sample of the tasty recipe they have just made. Such interactions help to build trust and affirm the all-important priorities at ECS, welcoming and dignity.

Encounters on the streets surrounding SBCRC are just as important, whether they occur with established participants or passers-by. Eye contact, a “Good Morning” or “Have a Nice Evening,” all contribute to the authentic sense that ECS cares for each and every person, that ALL are worthy of respect and opportunity.

And this model of assistance is not isolated to interactions that I have at St. Barnabas, 3rd Street or special events. It is also relevant in the worshipping communities that I visit. ECS is committed to the relationships with these parishes, not only to encourage their members to offer support through volunteerism, civic engagement, and financial stewardship, but also through identifying ways that ECS can be of support to the parishes. This may be in the form of counseling clergy on ways to assist

individuals in their churches and surrounding communities, helping them expand on outreach initiatives to which they are invested, or offering direction and training in techniques in advocacy and inclusion.

I can only hope that the ECS Chaplain’s Office continues to be seen as a safe and trusting place where anyone can come, share what is on their heart, and know that they are valued and loved. The world can be a cruel and unkind place. The Chaplain’s Office and, truly, all the ECS services are places where all are welcome. ♥

“Beyond pastoral support — loving a person in all aspects of their self — I can be a resource for what else they might need, and connect them to people at ECS who can help.”

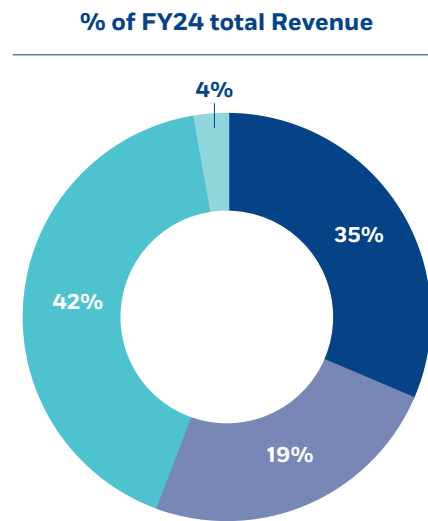


Financial Summary

ECS is committed to fiscal responsibility. The gifts entrusted to us help increase our participants' ability to achieve economic independence and mobility for themselves and for their families.

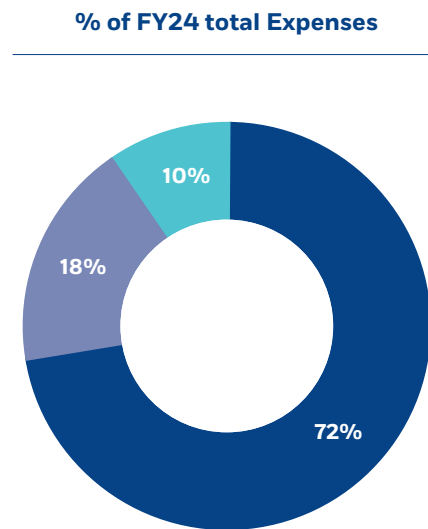
Revenue

	6/30/24	6/30/23
▶ Private Support from Individuals & Institutions	\$3,837,920	\$3,056,397
▶ Public Support from Government Grants & Contracts	\$2,011,332	\$3,040,615
▶ Endowment Income & Withdrawals	\$4,500,745	\$4,096,875
▶ Other (Includes Fee for Service & Trust Income)	\$508,437	\$368,667
Total Operating Revenue	\$10,858,434	\$10,562,554



Expenses

	6/30/24	6/30/23
▶ Programs	\$7,621,640	\$7,439,566
▶ Management & General Administrations	\$1,945,002	\$1,818,596
▶ Fundraising	\$1,026,346	\$1,023,103
Total Operating Expenses	\$10,592,988	\$10,281,265
Net Operating Results before Depreciation	\$265,446	\$281,289
Depreciation	(\$227,887)	(\$236,370)
Net Operating Results after Depreciation	\$37,559	\$44,919



The ECS Endowment

The ECS endowment gives ECS the ability to provide high-quality social services above and beyond the limited scope of government contracts.

The ECS endowment is a powerful differentiator helping ECS stand out for programmatic innovation, longevity, and community trust.

Our endowment allows for transformation on behalf of the populations we serve — to make strategic, short-term investments to pilot new program models that meet changing participant needs. The endowment also allows ECS to attract and retain talented staff equitably.

Endowments are accumulations of trust between generations. ECS repays this trust every day through excellence in program execution and in our ability to establish initiatives that address systemic inequities and generate greater economic security for the primarily BIPOC populations we serve in Philadelphia. As such, the ECS endowment is a powerful and significant investment in long-term social justice and opportunity in our region.

Endowment Value

Value of ECS Endowment as of June 30, 2023	\$73,202,117
Investment Earnings	\$1,928,039
Withdrawals	(\$3,960,394)
Investment Performance	\$6,039,714
Value of ECS Endowment as of June 30, 2024	\$77,209,476



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For every goal we meet, fiscal and aspirational, we have you to thank. Our success would not be possible without the generosity of our supporters, parishes, foundations, and corporations who have joined us in the challenge against poverty in Philadelphia.

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